



Sigma Nu Fraternity

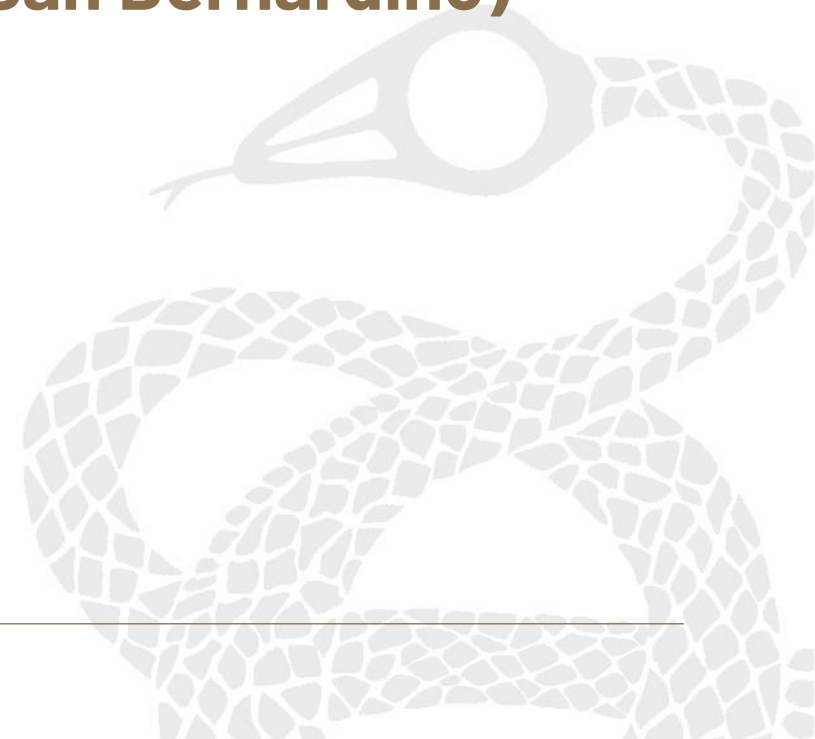
Recruiting Volunteers Webinar

March 23, 2022



Today's Presenters

- **Todd Denson (Nicholls State)**
- **Dino Bozonelos (California State University, San Bernardino)**
- **Chris Graham (Lamar)**
- **Sean Killion (Jefferson)**



Recruiting Volunteers

Presented by:

Dr. Dino Bozonelos

Southwest Beta Division Commander

**Lambda Chi Chapter – California
State University, San Bernardino**



My Volunteer Experience



- **Sts. Constantine & Helen Greek Orthodox Church**
 - **Parish Council Member**
 - **Greek Festival Steering Committee**
- **YMCA Adventure Tribes Program**
 - **Treasurer**
- **Double Peak K-8 School**
 - **School Site Council Member**
- **Sigma Nu**
 - **Division Commander (2002-2008; 2016 – present)**
 - **Alumni Receivership Boards (3 different chapters)**
 - **Alumni Advisory Boards (2 different boards)**

Where Do We Find Alumni?

- LEAD sessions
- Alumni Events
- ΣN Events (Institutes)
- Active referrals
- HQ referrals



Snowball Sampling



- Snowball sampling is a recruitment technique in which research participants are asked to assist researchers in identifying other potential subjects, interviewees, etc.
 - Ask alumni about other alumni
- Cold calling alumni
 - Must follow up on the snowball contacts
 - "I got your number from He said you would be interested in helping"

Investing in Young Men

- Often asked “why do you volunteer?”
- This is the “why” in our volunteering efforts
- They are our “community assets” – men of honor = good citizens
 - Educational success
 - Improve Career Readiness
 - Teach how to resolve ethical dilemmas
 - Create a sense of professionalism





Investing in Young Men Testimonials

ΛΥ Alumni helping an active make his experience in ΣΝ an asset in interviews

- *He nailed the interview and earned the internship*

ΛΧ Alumni intervened when an active wanted to quit school

- *Ended up becoming a rockstar brothers, became Commander*
- *Is currently a District Manager at ADP & specifically hires new alumni*

EI Alumni convincing the chapter to not cancel Fall recruitment during the pandemic

- *Actives had to rediscover what it meant to be a Sigma Nu*

ZΥ Chapter Advisor fostering a sense of leadership amongst the actives

- *Several young alumni active in Arizona politics*
-



Discuss a 3-Year Plan

- **When approaching potential volunteers, it is important to discuss a 3-year plan**
 - **Many alumni are nervous about open-ended commitments, and rightfully so**
- **More likely to have potential alumni volunteers recruit their closest brothers**
 - **Easier to rotate and hand off positions to people they trust more**
- **3-year plan sends a signal to the active chapter that the alumni are organized**
 - **Will incentivize recent graduates to be involved**

Retention as Recruitment



- **Need to stay on top of your Boards**
 - Call the different positions on a consistent basis
 - Develop a personal relationship
- **Discuss replacement with Advisory Board Chairs & Chapter Advisors**
 - Certain alumni have no desire to leave
 - Must impress upon them that their time will eventually end
 - Ask them to find or at least look for their eventual replacement
- **Recognize when certain alumni should rotate**
 - From Alumni Advisory Boards to the Alumni Chapter, House Corp., or vice-versa

Recruiting Volunteers

Presented by:

Chris Graham

South Central Division Commander

Zeta Psi Chapter – Lamar University



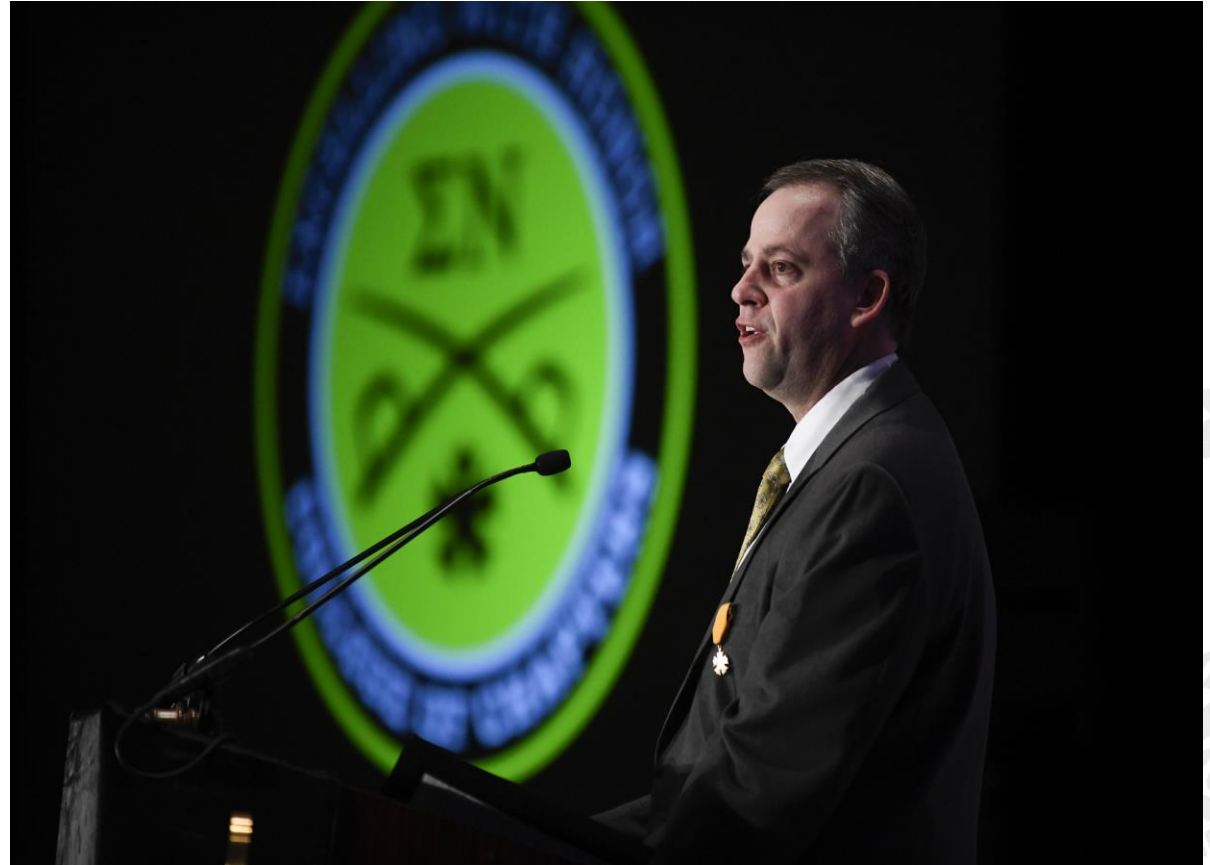
My Volunteer Experience



- **Lamar University**
 - Department of Computer Science Industrial Advisory Board
 - Alumni Advisory Board
- **Sigma Nu**
 - 30+ years serving in volunteer roles
 - Chapter Advisor (1993-2010)
 - House Corporation President (1997-2010)
 - Division Commander (2004 – present)
 - Alumni Receivership Boards (3 different chapters)

Why Volunteer for Sigma Nu

- I believe in Sigma Nu's mission to "develop ethical leaders"
 - And this is more important now than at any other time in my life
- I want to make sure that other young men have the opportunity to have the same positive experience that I was fortunate to have



My Sigma Nu Story



My Sigma Nu Story Cont.



My Sigma Nu Story Cont.



Identification of Potential Volunteers

- **LEAD Chairmen**
 - Often engage alumni to provide facilitation and can be a good source for names
- **Past Commanders**
 - Usually stay connected and involved
- **Members from Other Chapters**
 - Contact Headquarters to help find alumni in geographic area
- **Keep list of "Potential Future Volunteers"**
 - Look for standout collegians
 - Keep in contact
 - Keep them engaged after graduation
- **Parents**
 - No issue with parents serving on your Alumni Advisory Board



"Selling" Volunteerism



Make It Personal

- Fathers of sons – future legacies need a chapter to belong to
- Remind them of their time in chapter and the impact on their lives (pay it forward)

Keep it Simple

- Let them know that it is not “the” chapter advisor, but member of team of advisors

Keep it Limited

- Not looking for a few decades of service, but a few years
- Remote advisement is much more common now and helps minimize time commitment

Share Successes

- Show how advisors make a difference
- Share chapter success stories and how advisors helped contribute

Share Rewards

- Let them know how volunteering has helped you personally – share your story!!

Recruiting Volunteers

Presented by:

Dr. Sean Killion

**Northeast Beta Division Commander
Mu Pi Chapter – Jefferson University**



My Volunteer Experience



- **Archbishop Ryan High School**
 - **Alumni Association and Board of Directors**
- **Philadelphia University**
 - **Alumni Board of Directors**
- **Mid-Atlantic Association for College and University Housing Officers (MACUHO)**
- **Association for College and University Housing Officers International (ACUHO-I)**
- **Sigma Nu**
 - **Chapter Advisor**
 - **Alumni Advisory Board Member**
 - **Division Commander**

Importance of Getting and Staying Involved

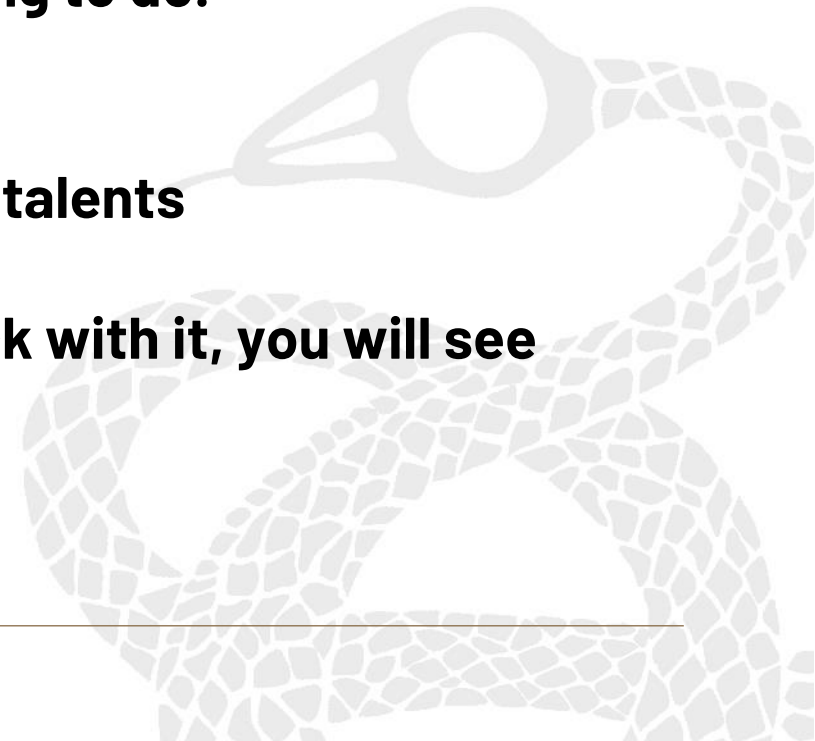
- Lessons learned during work with Sigma Nu's Value Based Recruitment efforts
 - Balance, Support, Friendship, and Success
- As a Catholic and a graduate of Catholic school education, I always placed a high level of importance on :
 - Community Service
 - Civic Duty
 - Helping my fellow Community Members





Lessons Learned in Being Involved

- **You can lead a horse to water but can't force it to drink –**
You can go through painstaking efforts to recruit people but if they don't want to get involved, they don't get involved
- **People get involved for a variety of reasons –**
Not everyone gets involved because it's the right thing to do.
Understanding that dynamic is the key to success.
- **Understand the strengths –**
Of those involved and how best to utilize everyone's talents
- **Stay committed and involved –**
Success doesn't happen overnight but when you stick with it, you will see success.



Vision is a “Pathway to Excellence”



Perfection is not attainable, but if
we chase perfection we can catch
excellence.

— *Vince Lombardi* —

AZ QUOTES

Lessons Learned in Being Involved

**My experience in supporting and building
ROCK CHAPTERS – The Pursuit of
Excellence relates to this quote from
Coach Lombardi**

**Not everyone wants to be the best or be
excellent and you have to assess where
people are in the process, in their lives,
and with the organization they are
associated**





My Sigma Nu Story



Sigma Nu Fraternity
EXCELLING WITH HONOR





Alpha Affiliates from bi-annual Grand Chapter



Annual Holiday Gathering at Jefferson University



Keynote speech at Regional Sigma Nu Institute



Annual Regional Sigma Nu Institute at Jefferson University

NIGHT AT THE PHILLIES

with Sigma Nu Brothers

Dear Potential Candidate,

Please join the Sigma Nu alumni and collegians from our Philadelphia Chapters: Philadelphia University, University of Pennsylvania, Villanova University, Penn State University, and The University of Delaware, for an opportunity to celebrate our affiliation with Sigma Nu, network with collegians and Alumni from the area and learn more about life in college, Sigma Nu, and more.

Event Info

August 7, 2009

- 5:15 pm: Pre-game reception at Chickie's & Pete's Crab House
- 7:05 pm: Philadelphia Phillies vs Florida Marlins

Cost

- Join us for free! (Relatives and friends attending college in the Fall are welcomed)

*Please register by
Friday July 4, 2009*



Home of the 2008 World Series Champion Phillies
and site of the 2009 Philly NRD.

[Click here to visit the Philly NRD](#)

Event Page

[Click here to](#)

Register/RSVP

Reflective Points About Building Rock Chapters



Importance of strategic planning
Engaging Alumni and collegians to work together – it's the only way

- Understanding the state of Greek Life on our college campuses in the 21st century
- Creating a NEEDS ASSESSMENT for the organization

Retaining Alumni Volunteers

- How to make it relevant for Alumni
- Addressing Alumni turnover

How the COVID Pandemic has changed volunteer work

- More pressure on students and the lack of in-person experience hurts quality
- Use of Zoom creates opportunity for engaging Alumni remotely which has been a new benefit of the increased use of Zoom



Best Practices From Friends and Colleagues

- **Wealth of experience and knowledge in our organization and a willingness to help.**
 - **If you're willing to listen and be open-minded, you can learn from others.**
- **Exciting ways to support local events**
- **Develop a strong working relationship with Headquarters**
 - **Share lists**
 - **Connect with important people on staff**
 - **Connect with your consultant, AABs, and Chapter Advisors**

My Expectations



Recruiting Volunteers





Develop a Culture of Serving

- **Current Volunteers often are the best recruiters**
- **Inspire other to Action**
- **Share their positive experiences**
- **Celebrate your volunteers**



Always be Ready to Recruit

- **Get Contact information and follow up**
- **Share volunteer opportunities**
- **Create your elevator pitch for getting others involved**



Maximize Event Opportunities



- **Look for opportunities to Recruit**
- **Attend Parents functions**
- **Class reunions**
- **Host events at the house to catch people passing through**
- **Look for out-of-the-box opportunities**

Plan for Transition

- Plan Ahead
- What is your plan for Onboarding
- How will materials be passed down
- When and where will training occur





Make it Enjoyable

- Fun is the secret ingredient to volunteer engagement and
- Create an environment where volunteers can easily develop personal connections
- A positive and enjoyable atmosphere keep volunteers coming back





Questions?



Recruiting Volunteers



Thank You

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Links:

[Alumni Best Practices Library –
Recruiting Volunteers](#)
