

## Alternatives Volunteer Process

*For descriptions of our courses and training please see the end of this document.*

**Step 1 Interest Form:** Fill out an online volunteer interest form and sign up for a virtual orientation. Online Interest Form Link: <https://youhavealternatives.org/volunteer-form/>

**Step 2 Orientation:** Attend a virtual initial orientation led by the Volunteer Development Manager on Microsoft TEAMS. A calendar invite with details and instructions will be sent to you once you have filled out the interest form and signed up for orientation.

**Step 3 Foundations:** We want to meet you in-person and provide a deeper exploration of volunteering with Alternatives. The registration link will be sent once you have attended a virtual orientation.

**Step Four Application:** After attending Foundations, you will be sent a link to an online volunteer application. Once the application is submitted, the Volunteer Development Manager will follow up with you with a short phone call.

**Step 5 Follow Up Phone Call:** This is a short call to connect with the Volunteer Development Manager to determine which position you are wanting to move forward with.

- If applying for Administrative Support, Food Services or Events, you be added to the team. You will receive opportunities to partner with staff as they come via email.
- If you are applying for Client Services, Community Engagement or Office/Training Assistant, you will move on to a formal interview with the supervising staff of that position.
- Any Prospective Volunteer applying for client or community-facing positions must provide a reference. This individual must be a spiritual leader/mentor from your life and faith community who has known you for at least one (1) year. The form will be sent to you promptly after the Follow Up Phone call.

**Step 6 Formal Interview:** Volunteers serving Clients or the Community will be formally interviewed by Directors/Supervising Staff. This is to ensure Alternatives is the right fit for the Prospective Volunteer and the Prospective Volunteer is the right fit for Alternatives. If the position is not the right fit, we will explore other positions with the Prospective Volunteer.

**Step 7 Training:** After acceptance, you will move on to The Alternatives Approach or The Diamond Standard Training. Alternatives Approach is a two-day training and will be held in February and August.

**Step 8 On-the-Job Training:** For those moving into Client Service or Community Engagement positions, you will receive additional training to equip you for serving clients or the community.

For Questions, contact: Aspen Graber, Volunteer Development Manager

[Aspen@YouHaveAlternatives.org](mailto:Aspen@YouHaveAlternatives.org)

YouHaveALTERNATIVES.org

## Courses and Training

**Orientation:** Orientation will be an introduction to Alternatives, covering our mission, a brief overview of our services and what you as a Prospective Volunteer need to know about the process and what positions are available.

**Foundations:** Foundations is an in-person and beneficial course for Prospective Volunteers to discover and understand who Alternatives is as an organization and how they can partner with us. Foundations covers our history and why our work is a need in the community. We also have attendees participate in our Courageous Conversations Workshop. We will also cover the volunteer program, training and provide position descriptions for you to take home and review before applying. Foundations includes a tour of our Inverness location (after clinic hours).

**Courageous Conversations Workshop:** In Courageous Conversations, we explore how we show up and experience ourselves in conversations surrounding abortion, pro-life, pro-choice, and unexpected pregnancy. We also explore how we can build bridges and restore humanity to all involved in these conversations.

**The Alternatives Approach:** The Alternatives Approach is a volunteer training course written and taught by our client service staff. This training is specifically for volunteers who will be serving clients and working with us out in the community. This would include 24-Hour Helpline, Momma Mentors, Fatherhood Mentors, Community Engagement and Medical Volunteers.