

(1) Identifying Meaningful Volunteer Opportunities and Developing Clear Position Descriptions

This session will explore strategies for identifying meaningful opportunities for volunteers to support mission-focused work in your organization, and to turn those identified needs into clear position descriptions which can inform recruitment, screening, onboarding, training, supervision, and evaluation. Takeaways will include awareness of best practices, new ideas, worksheets, activities, and templates.

- **Knowledge Level:** New Professionals
- **Type of Session:** Workshop

Presented by: Traci Lato-Smith, CVA

Traci Lato-Smith, a Certified Volunteer Administrator, has spent her career developing systems for engaging volunteers to support mission-focused work. Traci has created volunteer engagement strategies for organizations in the fields of social justice, senior support, and education, and consults on building infrastructure for effective, efficient volunteer engagement across all sectors.

(2) 21st Century Change Leadership for Volunteer Directors

Organizations today are changing their strategic and operational plans to adjust to an everchanging social, economic, and political environment. Volunteer leaders need specific mindset and change management tools to support their communications and volunteer management practices. Participants will embrace a growth and inclusive mindset and be introduced to Maurer's 3 levels of resistance to change. Several change management models such as Nudge, Lewin, and McKinsey 7s models are reviewed and applied to a case study.

- **Knowledge Level:** Advanced
- **Type of Session:** Interactive workshop/applied content

Presented by: Brian Cicero, PhD

Brian Cicero (Ph.D., Industrial/Organizational Psychology, Grand Canyon University; MBA, International Business, Regis University) works for the University of Denver and maintains a private consulting practice. Brian brings expertise and more than 20 years of experience in organizational leadership/development, change management, strategic planning, human resource development, business operations, professional development and coaching. Brian's passion is mentoring/coaching/educating learners to prepare them to work in the competitive global market. He has been a volunteer in nonprofit boards and program activities.

(3) The Volunteer Playbook: Transforming Passion into Action

Discover what drives successful volunteer programs in this data-driven presentation that combines insights from volunteer experiences and fundraiser strategies. Using Bloomerang's research data, we'll explore what works and what doesn't regarding volunteer recruitment, motivation, and retention. Drawing on proven techniques, this session provides actionable strategies to elevate your volunteer program.

- **Knowledge Level:** Intermediate
- **Type of Session:** Lecture

Presented by: James Goalder

With almost 20 years of experience working in nonprofit technology and sales and relationship management, James brings the perfect blend of experience for his role as Partnerships Manager at Bloomerang. In addition to his work experience, James volunteers with Project Grows, a community farm in Virginia, serving on the Board and on Volunteer Nights with the organization.

Trends to Shape Our Future: A World Café Discussion

Trends present us all with a choice: Leverage them or choose to work despite them. This session offers a series of facilitated conversations – World Café style. Together, we will identify trends we want explore, move through two rounds of table discussions, and review our key takeaways together for common themes.

- **Knowledge Level:** Other
- **Type of Session:** Workshop

Presented by: Beth Steinhorn

As a thought leader, Beth regularly participates in the national dialogue about volunteerism and engagement and is co-editor of the book, *Transforming Disruption to Impact: Rethinking Volunteer Engagement for a Rapidly Changing World*. She provides consulting and training to organizations across the US and Canada.

Leading with Impact: Creating a Positive and Rewarding Volunteer Environment, Even in Challenging Times

Even when the political, cultural, or professional climate isn't at its best, we as Volunteer Supervisors can still create a rewarding and meaningful environment for our Volunteers filled with support, consistency, and meaning.

- **Knowledge Level:** Intermediate
- **Type of Session:** Lecture

Presented by: Tyler Davis

I've been a Volunteer Supervisor at The Lincoln Center in Fort Collins for 7 years and a founding member of the Volunteer Engagement Lead Team. I helped create a 3-year strategic plan, assisted efforts for ALIVE! Service Enterprise reaccreditation, and launched the Volunteer Engagement Summit, now in its 3rd year.

Managing Events with an Emphasis on Volunteers

This workshop will walk through key steps and tools for event planning with a focus on volunteer engagement. It will cover identifying needs and stakeholders, kick-off meetings, tracking progress, implementation and follow-up for impactful, replicable and engaging events.

- **Knowledge Level:** New Professionals
- **Type of Session:** Workshop

Presented by: Jillian Allison

Jillian Allison has been the Manager of Volunteer Events at Mile High United Way since 2022. She oversees large days of service, community events, and corporate volunteer opportunities. Prior to this role, she worked in museums and hosted tours, lectures, openings, arts workshops and many children's birthday parties.

Challenging Personalities in your Volunteer Program

We deal with challenging people on a regular basis -- family life, work, neighbors, even in traffic... How do we handle that challenging personality when they are part of our volunteer team? In this webinar we will discuss personality types, dealing with difficult people and some great strategies for matching the right volunteer with the right position. We will also talk about the effect that a negative volunteer can have on the team and some of the ways that we can work around that situation. Join us with examples and questions! This webinar will be taught by Bobbie D'Addario, a long-term DOVIA member and Senior Program Manager at the Colorado Chapter of the Alzheimer's Association.

- **Knowledge Level:** Intermediate
- **Type of Session:** Workshop

Presented by: Bobbie D'Addario

Bobbie has worked with volunteers in the nonprofit sector for 40 years. She began her career as a Social Worker in Buffalo, New York but has been in Colorado for thirty years. Bobbie is passionate about people, service, and connection. Bobbie has experience managing volunteers in settings ranging from residential treatment for youth, youth ministry, addiction recovery and the homeless. Since 2021, Bobbie has worked for the Alzheimer's Association managing community partnerships, Volunteer Community Educators, Volunteer Support Group Facilitators, Fundraising volunteers and office volunteers. In her free time Bobbie loves to spend time with family which includes her husband, two grown children and four grandkids, Bobbie loves to travel, walk, sing, read and write.

Let Them Lead You - Management is what you make it

As volunteer professionals, we know people are our greatest asset. This session is designed to offer tools for managers to use with their teams, explore delegation models, leadership philosophies, accountability. Folks will leave with tangible tools and methods to take back with them to their teams.

- **Knowledge Level:** New Professionals
- **Type of Session:** Lecture

Presented by: Jill Schladweiler

Jill Schladweiler is the Director of Volunteer Engagement at the Denver Museum of Nature and Science, and when asked will tell you, she does it for the people. As a manager with 20+ years of people management, coupled with 20+ years of facilitation work and training, Jill brings a unique perspective on managing folks that blends traditional leadership models with facilitation techniques, creating a work environment with boundaries, expectations, joy and FUN!

Creating a Culture that Embraces Volunteers

Volunteers are vital to mission success, yet organizational culture can either elevate or hinder their impact. This interactive session explores common barriers to fully integrating volunteers and offers practical strategies for fostering collaboration across all levels—leadership, staff, and volunteers. Walk away with tools to create a culture where everyone thrives.

- **Knowledge Level:** Advanced
- **Type of Session:** Workshop

Presenter: Betsy McFarland, CVA

Betsy McFarland, CVA, is a strategist, facilitator, and problem-solver who helps organizations harness volunteer talent to advance their missions. As a principal consultant at Adisa, she provides assessments, strategy, and training to strengthen engagement. Formerly a vice president at The Humane Society of the United States, she launched its National Volunteer Center.