# Retention Model for Volunteer Software Developers (VSDR-d3 v1.0)

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NOTE: **This presentation is for leaders of a project(s), non-profit orgs looking for volunteer developers to sustain the project and/or the organisations' ecosystem.**

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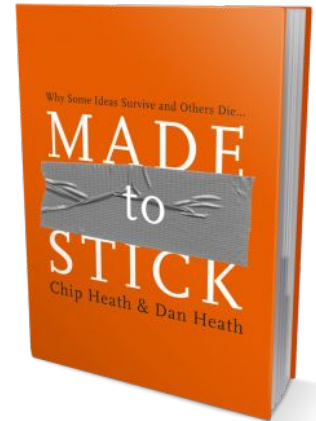
What is Volunteering?

Free offer to work (for an organization) out of your own willingness without being paid.

➜ Organization
   It can be any organization (non-profit) or even for someone.

➜ Free offer
   For most non-profit/open source organizations, code bases are free for everyone to contribute code/ideas.

➜ No pay
   At no pay (rate), you just freely work on a certain project.

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Finding a good volunteer is like finding a buried treasure.

Tip

Be like the "HEART". It volunteers all its lifetime to pump blood throughout your body at no cost willingly.

It only fails if you don't treat it correctly over time.

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Volunteers are valuable in themselves. A committed volunteer could mean a committed donor, too!

The relationship that a nonprofit has with its volunteers should be at the **top** of the importance scale for the sustainability of the organization.

Why Volunteer as a Developer?

Volunteering as a Developer is as important as Volunteering in other capacities;:

➔ **It connects you with others (within a similar environment and beyond)**

➔ **It can advance your career**

➔ **You're basically helping millions of lives around the world just by writing a piece of code from your laptop at home.**

Tip

"The smallest act of kindness is worth more than the grandest intention."

~Oscar Wilde

You will have a richer and more enjoyable volunteering experience if you first take some time to identify your goals and interests.

Tips on "how" to retain VDs

Be Accessible for Volunteers at All Times

Tips on "how" to retain VDs

Say "THANK YOU" all the time, it seems small but very important.

Tips on "how" to retain VDs

Respect Your Volunteers Values and Their Time

Tips on "how" to retain VDs

Volunteers like to learn and act from an example, YOU have to be a volunteer yourself.

Tips on "how" to retain VDs

Build a Healthy Community around the project.

Tips on "how" to retain VDs

Be human and get to know your VDs at a personal level.

Tips on "how" to retain VDs

Equip them and reward them publicly (Show Impact)

Tips on "how" to retain VDs

Listen to VDs feedback by all means, this makes them feel involved.

Tips on "how" to retain VDs

Toxic behaviors shouldn't strive around VDs, kill it.

There are so many non profit orgs around the world but what makes the difference is how they practice these tips.

These are not all the tips, there are more but these are the fundamentals.
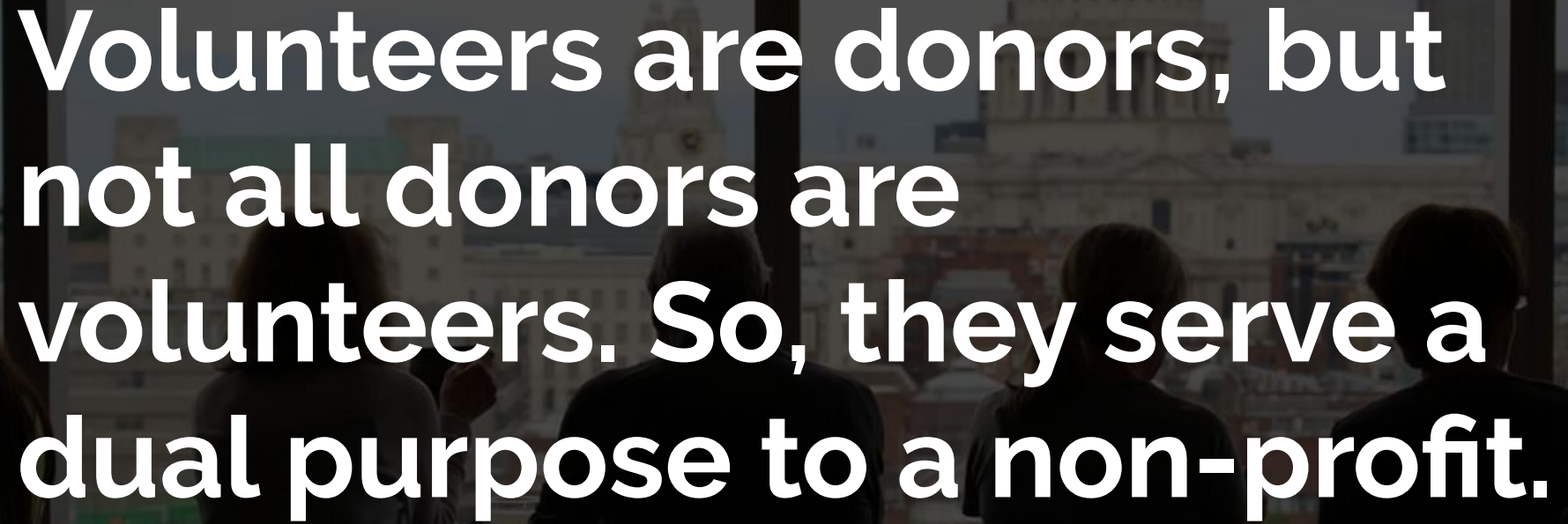
4. Conclusions

It's important that the points given above seriously and consistently to keep volunteers coming back..

This will create an activation energy and naturally, a community will be born and flourish.

Volunteers are donors, but not all donors are volunteers. So, they serve a dual purpose to a non-profit.

Thank YOU!

Questions???