



Kemptonville Little League

Volunteering – Recruiting, Retaining & Succession

KDLL – Brief History

Rapid Growth in Registrations Since 2010

Introduction of New Programs:

- ➔ Girls' Softball (Ages 7 – 17)
- ➔ BlastBall (Boys and Girls 4 years old)

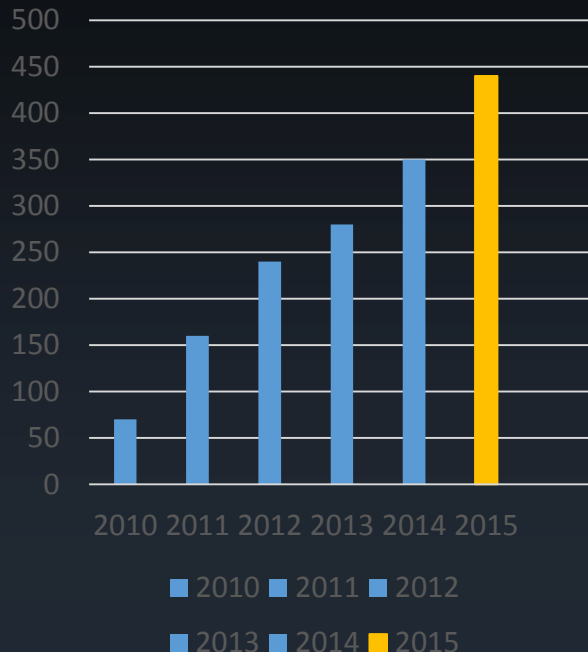
Hosting of New Tournaments

- ➔ Wildcat Showdown
28 teams across Eastern Ontario
- ➔ Wildcat Shootout
34 teams from Ontario/Quebec/U.S.
Largest Little League tournament in Canada
- ➔ Wildcat Slugfest
Girls' Softball – 18 teams
- ➔ ROSA End of Year
Girls' Softball – 21 teams

Hosting of Provincial Championships

- ➔ 2013 Ontario Minor Championship
- ➔ 2014 Ontario Junior Championship

Registration 2010 - 2015



KDLL – Volunteers

Volunteer Executive (2014)

- 8 Members

Volunteer Conveners

- Each Baseball/Softball Division has a Convener
- 10 Conveners in 2014

Volunteer Coaches

- Each team has 3 Coaches
- 81 Coaches in 2014

Tournament Volunteers

- Field Crews
- Concessions Crews
- Off Field Officials (Scorers, etc.)

Paid Positions

- Umpires



KDLL – Volunteers

Rapid Growth has created 3 “Choke Points”:

- ➔ Lack of Playing Fields
Restricts Overall Growth & Tournament Growth
- ➔ Lack of Adult Umpires
Restricts Tournament Growth
- ➔ Lack of Tournament Volunteers
Restricts Tournament Growth

Volunteer “Fatigue”:

- ➔ Executive Membership becomes a Full Time Job performing duties otherwise undertaken by volunteers
- ➔ Diminishing Core Group of volunteers as children leave Little League

Extra Costs to Kemptville Little League:

- ➔ Outside Umpires are hired for tournaments



KDLL – Volunteer Recruiting

Continue to Increase Registrations:

- ➔ Increase the pool of potential volunteers
- ➔ Recruit from Younger Age Divisions to ensure Long Term Volunteers

Offer Financial Incentives

- ➔ Refundable Volunteer Surcharge
\$25 Charge in 2012 delivered minimal results
- ➔ 2015 – Waived Registration Fees for children of parents who contract to be umpires

Don't "Ask", Just "Tell"! (Tournaments)

- ➔ Teams are allocated time slots and duties and are required to provide volunteers

Recruit From Local Service Clubs

- ➔ 2015 – Rotary, Lions, Kinsmen



KDLL – Volunteer Retention

Keep the Children Happy:

- ➔ Deliver a product that exceeds expectations and returns families year after year
- ➔ Put Volunteers in positions in which They Can Excel.

Recruit From Younger Age Divisions

- ➔ These are your Long-Term Volunteers

Recognize the Efforts of Volunteers

- ➔ A Simple “Thank You” goes a long way

Communicate... Communicate... Communicate!

- ➔ Two Way Communication
- ➔ Address Issues before they become Problems
- ➔ Quarterly Online Newsletter

Always Provide Support. Don't Wait to be Asked

- ➔ Set up a Support Infrastructure (Equipment, Personnel, etc.)



KDLL – Succession

Acknowledge Change & Structure Executive Accordingly:

- ➔ KDLL V.P. Finance & Admin becomes President
- ➔ Past President position assures continuity

Add to Executive to Prepare for Future Growth:

- ➔ 2015 – 6 New Executive Positions created
- ➔ Five Year Capacity and Needs Assessment is being prepared (infrastructure and personnel)

Recruit Executive From Younger Age Divisions:

- ➔ These are your Long-Term Members

Put Executive Members in Positions in Which They Can Excel:

- ➔ Skills, Time Commitment, etc.

