

# Turning Your Attention to VISTA Member Retention: Helpful Links

VISTA Campus	Online learning resources to help you serve better, as well as opportunities to connect with your fellow VISTA members, leaders, and alumni.
Retention	Section of the VISTA Sponsor Handbook suggesting tips on ways to keep your VISTA member motivated, engaged, and feeling valued.
8 VISTA Member Retention Strategies You Can't Ignore	Recorded webinar offering multiple critical aspects of retention that deserve your attention as you strive to inspire and support your members.
Helping Your Members Thrive	Recorded webinar providing insight into how to motivate your members and help them be successful.
Monthly Webinars for VISTA Members	List of upcoming live webinars conducted by VISTA Headquarters as well as many previously recorded and on-demand webinars on a variety of topics to help members live as a VISTA and accomplish their VAD activities.
Member Management	Explore these sections of the VISTA Supervisor Manual to learn how to successful this worksheet to create a plan for organizing your recruitment efforts.
Coaching and Supervision Checklist	Checklist to help you meet the basic requirements for effective supervision of VISTA members. Consider being creative and going beyond the basic requirements to carefully think about how you can effectively supervise in a way that shows your appreciation for your VISTA and your desire to work with them.
Moving From Intention to Action: Taking the First Step Towards Your Supervision Goals	Resources from a VISTA Audiocast providing strategies to prioritize, plan, and perform your supervision roles.
Successful Member Coaching and Supervision for Sub-site Supervisors	PowerPoint presentation explaining and discussing how sub-site supervisors can successfully coach their members to success, be a mentor, and effectively supervise their members. Strong, effective, and involved supervision is one of the major keys to VISTA member success, satisfaction, and retention.
Supporting and Supervising VISTA Members	Section of the VISTA Sponsor Handbook outlining requirements and responsibilities for supervising VISTA members. Use this to consider how your responsibilities are also opportunities to continually focus on retention.
Distinctions between VISTA Members and Employees	Section of the VISTA Sponsor Handbook detailing why VISTA members are different from employees, and why this is essential in the way you work to inspire, involve, integrate, and encourage your members.
VISTA OSOT Checklist #1	Template #1 – Checklist listing tasks to prepare for and implement your On-Site Orientation and Training (OSOT).
VISTA OSOT Checklist #2	Template #2 – Checklist listing tasks to prepare for and implement your On-Site Orientation and Training (OSOT).
OSOT Idea Book	Created by VISTA leaders and includes ideas for making your OSOT an effective and inspiring learning experience, a planning timeline, sample



	agendas, tips for making orientation interactive and fun, and suggestions for evaluating it in a meaningful way.
<a href="#">VISTA OSOT Calendar Template</a>	Calendar template enabling you to plan specific OSOT elements on different days to put together an overall plan and schedule.
<a href="#">Planning for OSOT</a>	Section of the VISTA Sponsor Handbook that provides more detail and context about what to include in the OSOT along with suggested orientation and training methods.
<a href="#">Orienting Your VISTA</a>	Templates, worksheets, and other resources to help you get your VISTA member acquainted with your organization and community. The orientation you provide can make a huge difference in terms of retaining your members.
<a href="#">Orienting Your VISTA: Implementing Your OSOT Plan</a>	Recorded webinar explaining how to turn your OSOT ideas into action and implement your training.
<a href="#">OSOT Makeover</a>	Recorded webinar discussing ways to redo and revamp your OSOT to make it stronger, more engaging, and more effective.
<a href="#">Early Service Coursework</a>	Early-Service Coursework section is located near the bottom of this web page. VISTA members are strongly encouraged to complete early-service coursework in their first two weeks of service to help them better integrate to the site, the organization, and the community. Supervisors may want to review and build off some of this early-service coursework during the OSOT.
<a href="#">Building a Training Calendar</a>	This tool aids you in putting together and updating a calendar of training opportunities for your VISTA members to show them that you are interested in their personal and professional development.
<a href="#">Ongoing Training Opportunities</a>	Suggestions and recommendations for trainings conducted by the sponsor for VISTA members to help them accomplish their VAD and gain more knowledge to help them stay motivated and engaged.
<a href="#">Maximizing Your Training Budget</a>	List of ideas on how to create robust trainings on a minimal budget that you can adapt to the needs and interests of your members.
<a href="#">Member Training: In-Service Training</a>	Information about the In-Service Training (IST) organized by VISTA Headquarters that provides VISTAs the opportunity to develop specific knowledge and skills needed to perform their assignments.
<a href="#">Creating Effective VADs</a>	Tips and ideas on how to make your VADs effective and useful.
<a href="#">Using VADs Throughout Your Project</a>	Worksheet guiding you on how the VAD will aid you in the OSOT and supervising your member according to the VAD as well as assisting you throughout the project lifecycle
<a href="#">VAD Resources</a>	Materials to help you write and update effective VADs for your members.
<a href="#">VISTA Member Handbook</a>	Comprehensive source for VISTA policies, procedures, definitions, and legal information for your records and to answer questions from applicants.
<a href="#">VISTA Resources and Contacts</a>	1-pager with links to information applicants may want to know prior to accepting the offer to serve, such as VISTA benefits and policy.