Retaining and Recruiting Hospital Foundation Volunteers in a Post-Pandemic Reality

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**Final Reflection and Preparation for Conclusion**

This action research intervention was successful because it created the anticipated change in the number of active Foundation volunteer participants. The intervention itself was kept simple; thus it is an easily repeatable form of research. The researcher sees no need to conduct this intervention differently, as it was successful.

The researcher was personally pleased with attendees’ receptivity to the training workshop content, principles, and applied strategy. The success of this intervention strengthened the researcher’s confidence in the ability to effectively create constructive organizational change. Broader implications of project outcomes will be examined to determine whether this particular training session intervention might be scaled up for larger segments of society, along with future research in applied and clinical sociology. A content-flexible, scalable version of this intervention could conceivably “change the world” if disseminated widely.

This project aligns with the researcher’s initial expectations considering its small scope. Below are ideas for evaluative elements that could be utilized for future practice in a more comprehensive IRB-approved Participatory Action Research intervention.

**Future Research**

Evaluative elements may include:

1. Surveys and Feedback: Conducting surveys among volunteers before and after the intervention can provide valuable insights into changes in satisfaction, engagement, and perceived impact.
2. Retention Rates: Tracking volunteer retention rates over an extended time will indicate whether the intervention has positively affected the longevity of volunteers' commitment.
3. Qualitative Interviews: In-depth qualitative interviews with volunteers can offer a nuanced understanding of their experiences and the impact of the intervention on their sense of purpose and satisfaction.
4. Observational Data: Observational data, such as attendance at training sessions and participation in hospital activities, can serve as objective indicators of increased engagement.
5. The participant log sheet previously described.
6. Ethnographic observations of perceived improvement of life satisfaction, in alignment with N.T. Wright’s 7 universal human longings.

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