

Lay the Foundation through Mission and Vision

Core Value of Org Existence and
Vision for Fit of Volunteers



Today's Presenters

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What are the roles/tasks for Volunteers?

1. Mission and priorities of the organization
2. Vision of the role for volunteers in the organization
3. Volunteers as valuable resource contributing to achievement of organization's mission



Cathedral Square

- Healthy Homes, Caring Communities, Positive Aging



COTS

- The Committee on Temporary Shelter (COTS) provides emergency shelter, services, and housing for people who are homeless or marginally housed in Vermont. COTS advocates for long-term solutions to end homelessness.

Lund Family Center

- Our mission is to help children thrive by serving families with children; pregnant or parenting teens and young adults, and adoptive families.



South End Arts & Business Association

- The South End Arts and Business Association enhances the economic vitality and eclectic mix of Burlington's arts and business community in the area south of Main Street by:
 - Promoting our unique blend of art, commerce, industry and entrepreneurial spirit;
 - Providing an influential voice to promote and ensure our members' common interests;
 - Informing our members of issues that affect our community and the actions we take on its behalf.

United Way

- Build a stronger Chittenden County by mobilizing our community to improve people's lives.

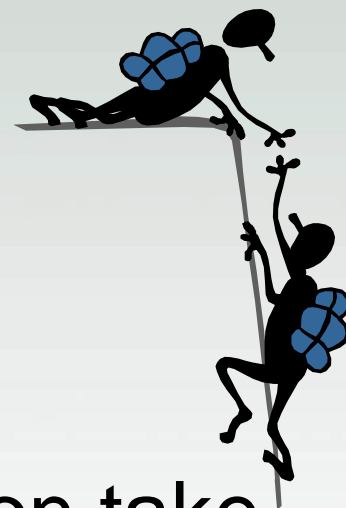


What about your non profit or organization?

- Can you identify the problem or issue that your non profit or organization is addressing?
- Can you identify roles/tasks for a volunteers with this non profit?
- Will the volunteer's effort in performing the task contribute to helping achieve your mission?

What Else Can You Do?

Volunteers need to be seen as valuable human resources that can directly contribute to achievement of the organization's mission.



What other steps can an organization take to help make this happen, that ties back to the mission?

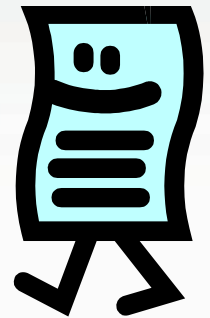
Organizational Documents

- Position Descriptions/Written Policies
- Formal Orientation/Training Materials
- Organizational Charts
- Budget Line Item
- Evaluation tools – for volunteers, for staff

Position Descriptions and Written Policies

Are there different policies for staff and volunteers, or are they same?

Do position descriptions indicate a larger objective that ties to the mission or is it solely focused on the task at hand?



Training



For staff

- How can volunteers contribute to the mission within a given department?
- What skills are needed?
- Who supervises those volunteers?
- Insurance and liability – are you covered?
- How to give feedback?

Training

For Volunteers

- Orientation to organization and organizational culture – a must!
- Training for specific role, how to handle the unexpected.
- Policies and Procedures
- On Mission and Vision – there may be a mismatch and that's ok!

Evaluation/Feedback

Do you like to know you are doing a good job?



Do you like to know your efforts are appreciated?

Do you want to know if your efforts are making a difference?

Budget

Volunteers are not Free

Background checks

Materials and supplies

Recognition

Volunteer manager

Other costs????



Baby Boomers, Watch Out!

- In the year 2000, there were 34.7 million individuals 65+ - that number is expected to double by the year 2030 (U.S. Census Bureau, 2000).
- Right now, 2011, the first wave of boomers are turning 65 and are at, or close to, retiring

What Does This Mean?

- Mission is key
- Impact needs to be communicated
- Everyone in an organization needs to see and understand the vision - the value of volunteers and have a role in designing the program.
- Volunteers are valuable resources – treat them that way intentionally.

Other Resources

- Identifying Roles for Volunteer Involvement – asynchronous learning opportunity #1

<http://www.uvm.edu/extension/community/buildingcapacity/?Page=volunteers.html>

- Measuring the Impact of Your Volunteer Program

<https://blog.uvm.edu/capacity/>