

Worksheet #12.2

The Volunteer Program Annual Check-up
 Value Your Volunteers With Full Organizational Support

The 7 Strategic Standards of an Effective Volunteer Program:

Enhance Volunteer Satisfaction and Mission Results!	Situational Analysis Today	Where We Want to Be in 12 Months	Next Steps and Ideas
1) We have a written volunteerism philosophy and an annual plan with S.M.A.R.T. goals.			
2) We have a volunteer coordinator who receives continuing training in volunteer management.			
3) We enhance the role of volunteers and ruthlessly eliminate anything in our corporate culture that smacks of second-class status for unpaid staff.			
4) We have one or more volunteer Senior Advisors who we honor publicly with “Dollar-a-Year” recognition (see the Delegation Bucket).			
5) We validate how much we value volunteers by providing superior organizational support in these key areas: <input type="checkbox"/> Volunteer budget <input type="checkbox"/> Volunteer position descriptions <input type="checkbox"/> Volunteer annual calendar of events <input type="checkbox"/> Monthly tracking of volunteer hours, achievements and results <input type="checkbox"/> Intentional volunteer celebrations, appreciation and <i>Hoopla!</i> <input type="checkbox"/> Two-way evaluations: (1) Annual evaluations of every volunteer and (2) Volunteer evaluations/feedback on the program and the organization <input type="checkbox"/> Newsletters, emails and/or websites, etc., specifically for volunteers			
6) We constantly evaluate the impact and results of our volunteer programs versus employing people to do the same work.			
7) Our board members have clarity on the three hats they wear: the Board Member Hat, the Volunteer Hat and the Participant Hat.			

Figure 12.2