

APPENDIX 4

Philosophy of Involvement Statement

Philosophy of Involvement Statement. It often includes information from 4 areas in the box below.

Volunteer Involvement is the foundation of many organizations, especially non profits. We often take volunteers for granted. An assumption of volunteer involvement without a clear sense of purpose...can lead to inefficiencies, waste, role confusion and sometimes exploitation of the volunteer's good will.

1. Why engage volunteers?
2. Do you expect volunteers to do specialized work, add unique value, extend activities, boost morale, increase diversity, and enhance roles of staff, save money?

Philosophy of Involvement is the PURPOSE of engaging volunteers.

Writing the Purpose: Articulate the VALUE that volunteers add; where volunteer activity is appropriate and where it is not. This sets out the beliefs about volunteers and their importance to the mission (fulfilling the work of the organization). This is the foundation for engaging volunteers.

Why are volunteers being invited to participate in this activity or program?

Goals of Volunteer Involvement

Questions to ask

1. Why are we inviting volunteers to help out?
2. What needs will volunteers address? (as identified in the community, by employees, other organizations etc.)
3. Which program outcomes are volunteers expected to achieve?

The purpose of volunteers in each of your program areas might be different

1. Are volunteers merely an additional set of hands?
2. Will they contribute skill sets that are currently missing from the team?
3. Are they representing a specific population, opinions, or perspectives that are important to the program's success?

4. Are volunteers able to develop special relationships with event participants, mobilize additional resources, or open access to spheres of influence that will benefit the project or program?
5. What is the value-added that only volunteers can bring to the role?

Measuring OUTCOMES

Outcomes: What behaviour changes do we expect when volunteers interact with a client? Outcomes are usually changes in behaviour of our clients.

Outcomes are benefits or changes for individuals or populations during or after participating in program activities. They are influenced by a program's outputs. Outcomes may relate to behaviour, skills, knowledge, attitudes, values, condition, or other attributes. They are what participants know, think, or can do; or how they behave; or what their condition is, that is different following the program.

For example, in a program to counsel families on financial management, outputs--what the service produces--include the number of financial planning sessions and the number of families seen. The desired outcomes--the changes sought in participants' behaviour or status--can include their developing and living within a budget, making monthly additions to a savings account, and having increased financial stability.

Question: In a community-wide event, where volunteers provide products/services to the community - what are the outcomes you hope to achieve?

What Outcomes are you aiming for when you match a volunteer with a client or a volunteer with a staff person?

List desired outcomes:

Philosophy of Involvement: have a discussion about the following 4 boxes and insert comments/answers.

<p>What value or values do volunteers bring to your organization? List them here</p>	<p>How do volunteers help fulfill the mission of the organization? What outcomes are achieved?</p>
<p>Where will volunteers be USED?</p> <p>Where will volunteers NOT be used?</p>	<p>What rights do volunteers have?</p>

Take the information from the chart and 'draft' a statement for your organization.

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