



LONG BEACH GRAY PANTHERS

GOALS AND OBJECTIVES 2020 - Volunteers

Goals with Objectives for Volunteers

1. VOLUNTEER RECRUITMENT Volunteers reflect the demographics of the community, are given written position descriptions, are provided with training, are appreciated and recognized.

OBJECTIVES:

1. Volunteers for LBGP, will reflect the diversity of the community
2. All volunteers will receive a general orientation provided on a bi-monthly schedule, specialized training for their position and written Position Descriptions
3. An Annual Volunteer Recognition luncheon will be held in April as part of the April General Meeting and volunteers will be recognized for their hours and **quality of** service

2. VOLUNTEER RELATIONSHIPS Volunteers bring resources to the corporation, help build community relationships, have a flexible, positive attitude, and a 10% or less turnover rate.

OBJECTIVES:

1. Each volunteer shall connect LBGP with a minimum of 3 resources such as another volunteer, a funder, an in-kind donation, etc.
2. Each volunteer shall be trained to advocate for the corporation within the first 3 months of service
3. The turnover rate for active volunteers will be 10% or less annually

3. VOLUNTEER LEADERSHIP Volunteers actively participate in volunteer issues for LBGP including development and implementation of the volunteer section of the corporation's Strategic Plan, represent the corporation in the community, and assist in the tracking of volunteer hours.

OBJECTIVES:

1. A planning session will be held to develop the volunteer section of the Strategic Plan
2. A Volunteer Director position will be added to the Board of Directors to manage volunteer involvement
3. Volunteers will represent the corporation at community events or activities
4. Volunteers will assist with tracking volunteer hours by completing sign in or time sheets during volunteer service. The sheets will be filled out completely and accurately
5. All volunteers will serve on a committee of their choice with choices of Advocacy, Development, Education, **Outreach**, and Special Events
6. A leadership development program will be implemented in partnership with community organizations



LONG BEACH GRAY PANTHERS

GOALS AND OBJECTIVES 2020 - Volunteers

4. VOLUNTEER CONTRIBUTIONS Volunteers support the corporation financially, through service, and through contributions of resources.

OBJECTIVES:

1. Volunteers support the corporation financially through membership dues payments, recruitment of new members, and contributions to the Annual Campaign
2. Volunteers support the corporation through service and participation in special events
3. Volunteers support the corporation by providing 3 or more resources
4. Fifty percent of members will be active participants in actions, events and activities **at least once during the year (add)**

4. EVALUATION all volunteer program and operation components will be reviewed in an ongoing manner to determine effectiveness as an element of continuous improvement of the corporation. Feedback from volunteers will be incorporated into decision-making by the Board.

OBJECTIVES:

1. Monthly Dashboard Reports will be shared by the Board with the volunteers and general membership and will include measurement against goals for all operational and program areas.
2. Each volunteer will have a plan **of achievement of their performance** for their commitment to LBGP.

5. RETENTION is an ongoing consideration and actions **will value and celebrate(add)** volunteer **contributions (add)** **and will result in (add)** a turnover rate of 10% or less.

OBJECTIVES:

1. Volunteers are recognized for service annually
2. Resigning volunteers will be asked to do an exit interview when their service is completed
3. Active Volunteers will have a turnover rate of 10% or less annually

6. VOLUNTEER POLICY DEVELOPMENT Volunteers will have input into all policies impacting their volunteer commitments at LBGP. Policies are adjusted as necessary to ensure appropriate support to volunteers and the community.

OBJECTIVES:

1. In the spirit of transparency, policies will be accessible to the community through posting on LBGP's website or upon written request
2. All volunteers will have a chance to provide input into volunteer policies and procedures
3. Policies are reviewed annually for adjustment