

Volunteer Program Logic Model

PROGRAM NAME: Volunteer Program		TARGET GROUP: A diverse group of energetic individuals from the Davenport West communitiy and beyond with an interest in volunteering at The Stop		PROGRAM GOAL: To increase the operational efficiency and effectiveness of programs at The Stop while contributing to community development for members of The Stop's Davenport West community.		
PROGRAM OBJECTIVES:	INPUTS: Resources we invest	ACTIVITIES: What we do	OUTPUTS: Program-based deliverables (e.g. # of program participants, # of sessions delivered)	OUTCOMES: Short-term changes in learning (knowledge, skills, awareness, etc) & medium-term changes in action (behaviour, practice, etc)	INDICATORS: How we measure success in outcomes (e.g. participants report increased food preparation skills)	IMPACTS: Desired long-term changes in conditions or systems (social, economic, environmental, etc.)
OBJECTIVE 1: To strengthen The Stop's operational capacity by providing suitable and reliable volunteers on an as-needed basis to all programs at The Stop.	. Volunteer Coordinator (0.8) . Volunteer Assistant (0.6) . Volunteers	. Manage volunteer inquiries . Recruit a variety of volunteers with diverse experience and interests (students, community service, community members, corporate, etc) . Provide volunteer information sessions 1 x per month to provide info & pre-screen volunteer applicants for level of commitment . Conduct orientation meetings: job description, code of conduct, sign contract, tour of space including where their program takes place, etc. . Ensure rights & responsibilities of volunteers are kept in mind, uphold code of conduct & terminate volunteers who do not follow standard policies	. # of volunteer inquiries . # of programs making use of volunteers . # of volunteer information sessions provided & # of participants in volunteer information sessions . # of volunteers who sign contract	. Stop programs are well-matched with suitable volunteers and therefore Stop programs run more efficiently and effectively . Volunteers feel comfortable and well-prepared on their first day of volunteering . Volunteers understand their rights and responsibilities and abide by the code of conduct	. Coordinators express satisfaction over their program's volunteer support (regular coordinator feedback) . Coordinators report that volunteer support has increased the quality of their programs (regular coordinator feedback)	. The Stop is able to more effectively and efficiently meet its strategic objectives and work towards its key impact areas (physical and social health, social justice, sustainable food systems)
OBJECTIVE 2: To increase skills, knowledge and (if applicable) employability of volunteers by providing a meaningful and valuable volunteer work opportunity.	. Volunteer Coordinator (0.8) . Volunteer Assistant (0.6) . Volunteers	. Provide relevant, ongoing training opportunities (safe food handling, health, bake oven, etc.) . If there are no suitable matches available, direct interested volunteers to other agencies . Ensure coordinators create and follow a work plan for volunteers with clear roles, responsibilities and appropriately challenging and interesting tasks . Provide volunteer support as needed (e.g. on the job support, reference letters)	. # of additional training opportunities provided . # of volunteers who participated in each additional training opportunity . # of matches between volunteers and other agencies facilitated by The Stop . # of reference letters provided	. Volunteers learn employable skills . Volunteers gain work experience in a positive environment . Volunteers learn about appropriate boundaries, anti-discrimination, time keeping, clear communication, taking instruction . Volunteers gain valuable references through program coordinators	. Volunteers report learning employable skills (volunteer eval) . Volunteers report and demonstrate new learnings (volunteer eval & observation) . Volunteers report references received were valuable in other aspects of their lives & report their reason for leaving is for a desired opportunity (follow-up)	. Increased social justice: An increase in employment for marginalized community members in the Davenport West neighbourhood; Increased awareness among other volunteers about poverty, social justice and food systems issues
OBJECTIVE 3: To provide volunteers with a satisfying, rewarding, social and enjoyable volunteer experience.	. Volunteer Coordinator (0.8) . Volunteer Assistant (0.6) . Volunteers	. Clearly communicate responsibilities related to volunteer management to program staff . Provide volunteer incentives (TTC tokens, Good Food Market vouchers) . Provide volunteer recognition (ongoing praise, profile volunteers in newsletter, volunteer parties, holiday season cards, volunteer awards)	. # of volunteers attending volunteer parties . # of volunteers receiving newsletter	. Volunteers feel a sense of purpose, achievement and a sense of pride in being able to give back to the community . Volunteers make new friends and experience greater social inclusion	. Volunteers report an increased sense of purpose, achievement and pride since beginning volunteering (volunteer eval) . Volunteers report making new friends who they see or speak with outside of The Stop (volunteer eval) . Volunteer retention (monthly records & reasons for leaving)	. Increased social health for marginalized community members in the Davenport West neighbourhood . Increased community social health: stronger & healthier
ASSUMPTIONS: Principles, beliefs, ideas behind how and why the interventions will work in our community. Volunteer experience is valuable work experience.				EXTERNAL CONDITIONS: Factors outside the program's control that influence it (e.g. economy) Economic factors influence number of people able and willing to volunteer. Policies that encourage volunteerism.		