# Volunteer Delivery Systems

The focus of volunteerism for the 4-H Youth Development profession is the building and maintaining of volunteer management systems for the delivery of youth development programs. This is according to the 4-H Professional Research, Knowledge and Competencies Study 2004; New Foundations of 4-H Youth Development Profession posted at National 4-H Headquarters http://www.national4-hheadquarters.gov/library/4-Hprkc_study_010605.pdf. (4-H PRKC)

Building individual competencies for volunteerism in paid staff will lead to increased organizational capability to achieve our mission and ultimately for community capacity to grow, support and sustain 4-H youth development clubs, groups, and programs.

A key priority is helping staff create and maintain effective local volunteer delivery systems for their 4-H programs. A volunteer delivery system includes both volunteer development and volunteer management. Creating systems and models for engaging volunteers in 4-H will help 4-H professionals deliver positive youth development programs that meet the needs and interests of young people and reinforce the image that 4-H is an appealing and relevant organization for today's youth and volunteers.
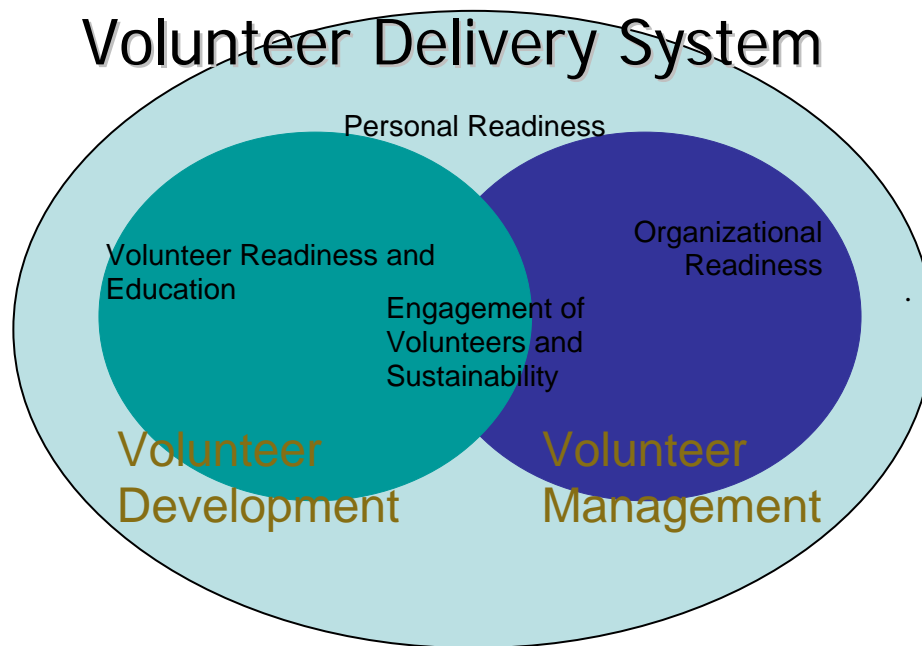
Vision for Volunteerism for the Next Generation:
Extension 4-H Youth Development staff throughout the nation will implement consistent high quality volunteer programs that develop a highly educated, empowered, and diverse volunteer work force that is recognized by stakeholders and the organizational system for the positive impact they have upon youth.

Mission for Volunteerism for the Next Generation:
To increase competencies in volunteer development, volunteer management, and volunteer delivery systems through education for 4-H youth development staff nationwide.

Volunteerism for the Next Generation

Volunteer Delivery Systems Definitions

- **Volunteer Delivery System:** A volunteer delivery system is a unified, orderly process for coordinating and overseeing the work of volunteers and their partnership with staff at all levels of the county program. It is a comprehensive infrastructure that links the processes to put all aspects of staffing together. This system includes:
    - operating within an organizational structure and guidelines
    - defining relationships and clarifying roles for paid and volunteer staff
    - assuring availability of resources to support the system
    - identifying lines of authority and span of control
    - securing personnel to fill roles
    - providing orientation and training for staff
    - assuring oversight, support, evaluation, and recognition for volunteers
    - providing for the evaluation and renewal of the system
    - documenting processes and accomplishments of the system

- **Volunteer Development:** Educating and empowering volunteers to assume or accept service or leadership roles. Improving and building volunteer knowledge and competencies.

- **Volunteer Management:** Organizational operation oversight for the utilization of volunteers to achieve organizational goals by individuals who manage and control programs, resources, and inputs.

- **Salaried Staff:** A staff member who receives a salary in compensation for the work performed.

- **Stipend Volunteer:** A volunteer staff member who receives payment to help cover expenses incurred in carrying out the assignment.

- **Management Volunteer:** A management volunteer is a volunteer who works through others to achieve goals. This volunteer works between the salaried staff and volunteers who conduct local, on-going programs.

- **Volunteer:** A person who gives time and expertise without expecting monetary compensation for the work. Volunteer status is not jeopardized by having been recruited for the assignment or by receiving payment for expenses.

Volunteerism for the Next Generation