By Using the results of the “Developing a Volunteer Growth Plan” and the following framework, the team should be able to evaluate the volunteer health in their team. This should help to guide the decision making when planning for the next year. When the team leadership goes through the questions below be sure to keep in mind what the volunteers had to say in their review.

Communication

* Communication
  + What types of communication does the team use to stay informed?
  + Who sends out the communications?
  + Do volunteers feel they have been kept in the know?

Planning & Goal Setting

* Meeting status
  + Does your team hold any type of meetings?
  + How often?
  + In person, Zoom, phone?
* Training needs
  + Did the volunteers express the need for training?
  + Could it be done via webinar?
  + Should the team consider in person?
  + As a long-term goal would your team set a yearly goal to train?

Roles & Responsibilities

* Roles & Responsibilities
  + Are there gaps in team’s roster?
  + What did the volunteers have to say about their roles?
  + Are there tasks that can be filled by creating a committee?

Climate & Culture

* Recognition
  + Do the volunteers feel appreciated?
  + What could the team do to increase satisfaction?
  + Does the team hold any recognition activities, awards, parties?
* Community
  + What outreach was done this year?
  + Did the team give back in some way to their community?
  + What ideas does the team have on how to start something in the community?
  + Does the team address ways of including diversity in its members?

Leadership

* Leadership
  + When thinking of the team’s leadership the 2 main positions should be that of the Chair and Volunteer Coordinator. These are essential for building team goals, volunteer health & communication.
  + Is the team leadership delegating tasks/responsibilities?

* Succession planning
  + Does your team have a plan in place?
  + Does the team vote on leadership members once a year?
  + Does your team have term limits?