

# Investing In People Grant

## Application Form

**Organization Name:**

**Address:**

**City:**

**Applicant Name:**

**Telephone Number:**

**Province:**

**Postcode:**

**Email:**

**How did you hear about the Investing In People grant:**

**What is the title of your initiative or project?** Volunteer Leadership Curriculum Development

**What is the mandate or objective of your organization?** \*\*\*\* is on a mission to raise healthier generations. We are a not-for-profit, charitable organization committed to healthy, active living, innovation and community building. As stewards of one of \_\_\_\_\_ we are pioneering local solutions to the national challenge of sedentary behaviour and physical inactivity. We're creating a new model to show how Canada's public recreation sector can, and must, shift to do more. Starting with children and youth and then adults, we are getting people active to increase productivity, foster innovation and strengthen community and neighbourhood connections. We accomplish this by providing innovative programs and services to spark a lifelong commitment to healthy, active living. \*\*\*\* is one of Canada's leading

**What is the recruitment/retention/engagement challenge that you are attempting to address?** \*\*\*\* does not have a coordinated volunteer curriculum resulting in inefficiencies for the organization by not realizing the full capacity of its volunteers. Within our facility each department struggles with providing foundational leadership training to new volunteers and staff are not equipped with the resources to engage volunteers fully. The curriculum will provide staff with the necessary tools and resources to assist volunteers in developing confidence in their roles. A coordinated curriculum for the entire organization enables volunteers to serve in multiple roles allowing for increased opportunities for the volunteer and a more effective volunteer program for \*\*\*\*.

**What is your proposed solution or action to improve organizational capacity?** \*\*\*\* will create a leadership curriculum resource to strengthen our volunteer program. This curriculum aims to: Empower volunteers and our staff to raise healthier generations through an intentional evidence based curriculum. Provide leadership training for our volunteers to engage them within our organization to make meaningful impacts in our team, organization and community. Promote volunteerism and professional development in the recreation sector.

The curriculum will provide our volunteers (including youth) foundational leadership training to help foster their growth and development while engaging in volunteerism within our facility and community. This curriculum will also streamline our volunteer on-boarding and training process ensuring the best possible experience for volunteers and our customers and community who use the facility. The training will include a broad, overarching story regarding the organizational values and foundational leadership skills such as conflict resolution, communication, decision making and customer experience. The resources will then break down into department specific training modules that are skill based to give our volunteers the tools to help them in many different roles.

Phase 1 Development (April-August): Developing the curriculum with \*\*\*\*'s existing research and innovation partners, including \_\_\_\_\_ This

will ensure the curriculum is evidence-based and aligned with our cause of raising healthier generations.

Phase 2 Prototyping (September- May): After a curriculum has been developed, we will implement and prototype the resource with existing volunteers at \*\*\*\*. We will work with the volunteers, staff and our partners to test and validate the curriculum and associated resources effectiveness. Phase 3 Evaluation (May - August): Evaluating the curriculum's overall success in achieving the above identified outcomes. Editing and refining the curriculum based on the results and sharing with our entire staff team and other community partners.

**How much are you requesting (maximum \$5,000) and how would these funds be utilized?**

\$5,000

Description	Amount
Curriculum development	\$2,500
Staff coordination and training	\$1,500
Resource development	\$500
Evaluation	\$500

**As we cannot accept multi-year program applications, how will you address the sustainability of your proposed solution?** The funds will be used to design, pilot, test and evaluate the curriculum. Once the project is completed it will be \*\*\*\*'s volunteer program used to help train and engage our current and new volunteers across the organization.

**How will you report to Devon on the outcomes of your funding (i.e. pictures, testimonials, advertising)?** Upon project completion \*\*\*\* will report on: the number of volunteers and staff engaged; the number of hours volunteers have contributed within our organization; pictures and testimonials of individual achievements; and positive affects to the organization and the surrounding community. Devon Canada will also be acknowledged on \*\*\*\*'s website and annual report.

**How can other community organizations benefit from your proposed solution?** Our ability to share knowledge with other organizations is what makes \*\*\*\* unique. \*\*\*\* collaborates with a variety of community organizations on a regular basis. Learnings from the development, implementation and evaluation of this curriculum will be shared with our partners, as well as at networking and conference opportunities.

Some of our current partners include:

\_\_\_\_\_ With this resource, we are able to engage our local community in building a foundational team of dedicated and enthusiastic volunteers helping us raise healthier generations in the city.