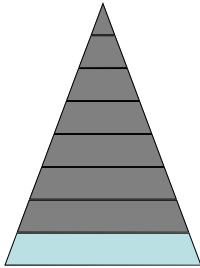


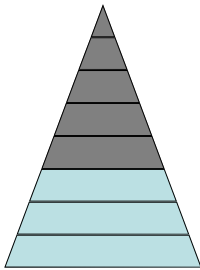
Pyramid of Champion Building

Champion building: not practiced



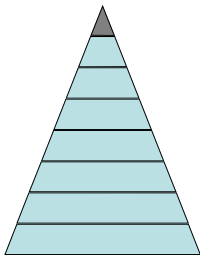
- Staff performs the majority of all agency tasks
- No real intake process for inquiries from potential volunteers
- Volunteer performs simple work: no real skills, trust, or creativity required
- Different volunteer performs the same tasks
- Volunteer is unwilling & unable to articulate agency mission

Champion building: early stage



- Staff allows volunteer to perform several important agency tasks, freeing staff to perform other actions
- Volunteer has accepted tasks of increased skill and responsibility, requiring trust from the agency staff
- The same volunteer is performing the same task, and performing them because he/she 'owns'
- Active intake process and volunteer data collection allows for increasing engagement and sharing data with coworkers
- Volunteer is likely to have become a financial donor
- Volunteer is able to articulate agency mission

Champion building: mature stage



- Staff allows volunteer to participate in very important tasks: event committee, policy articulation, evaluation of programs
- Volunteer has developed agency-specific skills and is training new volunteers on task execution
- Active intake process and data collection allows for increasing engagement
- Volunteer is able & willing to articulate the agency mission
- Volunteer is excellent candidate for board membership, or participation in visit to meet funders and potential funders