**Intern**

- **Level and Type of Direction:** Entry Career Level
- **Typically Reports To:** Director of Region
- **Typically Reports To:** Headquarter Office
- **Level and Type of Direction:** Entry Career Level

**Assistant/Associate**

- **Level and Type of Direction:** Middle Career Level
- **Typically Reports To:** Senior Director
- **Typically Reports To:** Executive Director

**Director**

- **Level and Type of Direction:** Executive Level
- **Typically Reports To:** President
- **Typically Reports To:** CEO

**Senior Director**

- **Level and Type of Direction:** Top Executive
- **Typically Reports To:** President
- **Typically Reports To:** CEO

**Top Executive**

- **Level and Type of Direction:** Top Executive
- **Typically Reports To:** President
- **Typically Reports To:** CEO

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**Policies and Procedures**

- **Leadership:** Policies and procedures are developed to ensure consistency in volunteer management practices.
- **Mission:** The mission includes maintaining and improving relationships with volunteers.
- **Goals:** Goals focus on expanding participation opportunities and increasing volunteer retention.

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**Volunteer Retention**

- **Goals:** The goal is to increase volunteer retention rates at least 5% per year.
- **Objectives:** Objectives include implementing a volunteer recognition program and providing ongoing training opportunities.

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**Volunteer Engagement**

- **Objectives:** Objectives include increasing volunteer satisfaction and decreasing volunteer turnover.
- **Measures:** Measures include tracking volunteer hours and surveying volunteers to assess satisfaction.

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**Volunteer Recruitment**

- **Objectives:** Objectives include increasing volunteer recruitment rates by 10%.
- **Measures:** Measures include tracking the number of new volunteers recruited and the diversity of their backgrounds.

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**Volunteer Orientation**

- **Objectives:** Objectives include ensuring all new volunteers complete orientation within the first month.
- **Measures:** Measures include tracking completion rates and providing feedback to leaders.

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**Volunteer Leadership Development**

- **Objectives:** Objectives include increasing leadership development opportunities.
- **Measures:** Measures include tracking participation rates and providing ongoing feedback to leaders.