



**We Care Foundation of Newfoundland
and Labrador**

Support Strategies for a Non-Profit

Foundation
*Research-backed Strategies to
Effectively Support Personnel and
Volunteers*





Introduction

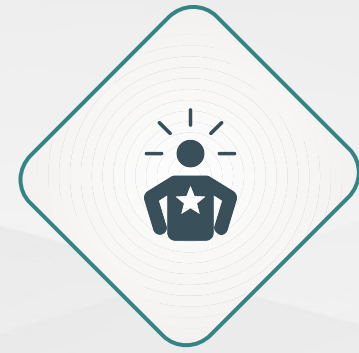
About Support

Strategies The support strategies employed in a non-profit foundation encompass the techniques and approaches utilized to acquire resources, engage stakeholders, and accomplish the organization's mission. The implementation of these strategies is vital for the sustenance of operations, expansion of impact, and attainment of long-term goals.

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Key Support Strategies



**Training and
Development**



**Recognition and
Appreciation**



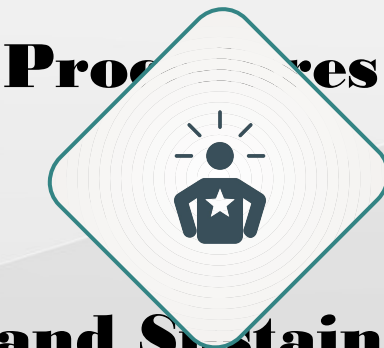
**Regular
Communication**



**Health and
Wellness Programs**



**Clear Policies
and
Procedures**



**Foster and Sustain a Positive and
Supportive Work Setting**

1

Key Strategies Training and Development



Considerations when investing in training programs

- Perform a comprehensive needs assessment to identify the precise gaps in skills and knowledge among personnel and volunteers.
- Adopt diverse range of training methods, encompassing workshops, online courses, mentorship programs, and hands-on experiences.
- Regularly offer chances for personnel and volunteers to self-enhance their skills and stay updated with industry best practices, thus promoting their engagement.
- Provide incentives, such as certificates, badges, or recognition for completing a training and development program
- Develop evaluation mechanisms to gauge the impact of training programs. This may consist of pre-and post-assessments, surveys, and feedback forms.

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Key Strategies

Recognition and Appreciation

Awards and Certificates

- Commend exceptional contributions by presenting awards or certificates of appreciation for specific projects, milestones, or long-term commitment.
- Recognize noteworthy milestones, such as work anniversaries or significant accomplishments, by arranging a modest ceremony or meaningful token.

Personalized Recognition

- Compose customized thank-you notes addressed to individuals, acknowledging their specific contributions and expressing your appreciation.
- Acknowledge individuals during meetings, events, or through your organization's communication channels (e.g., newsletters, social media, website).
- Share success stories and the impact of their work, demonstrating how their contributions are making a difference in the community.

Employee and Volunteer Engagement Events

- Highlight a personnel or volunteer's effort each month.
- Coordinate social events, team-building activities, or appreciation gatherings to promote a sense of community and camaraderie.
- Demonstrate your appreciation for their contributions by presenting modest tokens of appreciation, such as branded merchandise, gift cards, or other gifts.



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Key Strategies

Regular Communication

Transparency and Feedbacks

- Ensure openness regarding the organization's goals, challenges, and decision-making processes.
- Regularly utilize a range of communication tools and platforms, including email, messaging apps, intranets, and regular meetings
- Consistently seek feedback from staff and volunteers through surveys, suggestion boxes, or online platforms



Address Communication Barriers

- Deliver training programs that concentrate on the development of communication skills, specifically active listening, conflict resolution, and assertiveness.
- Maintain open communication with personnel and volunteers regarding organizational developments, achievements, and challenges
- Address communication barriers and conflicts promptly

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Key Strategies

Clear Policies and Procedures

Compliance and Legal Policies

- Code of Ethics and Conduct
- Conflict of Interest Policy
- Background Check
- Whistleblower Policy
- Privacy and Confidentiality



Employee and Volunteer Management Policies

- Volunteer Management
- Diversity, Equity, and Inclusion (DEI)



Financial and Organizational Management Policies

- Financial Management and Accountability
- Fundraising and Donor Relations
- Board Governance and Roles
- Succession Planning and Continuity



Health and Safety Policies

- Health and Safety
- Technology and Data Management
- Media and Communications



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Key Strategies

Health and Wellness Programs



Physical Wellness

- Provide complimentary or budget-friendly fitness classes, such as Zumba or group workouts.
- Collaborate with healthcare providers to provide complimentary or affordable health screenings for conditions such as blood pressure, cholesterol, diabetes, and cancer.
- Organize fitness challenges or events, such as 5k runs or walk-a-thons.

Mental and Emotional Wellness

- Organize support groups or counseling services to address mental health challenges, provide coping strategies, and foster a supportive workplace environment.
- Offer techniques and practices for stress reduction and relaxation to help personnel and volunteers manage their mental and emotional well-being.

Holistic Health Education

- Provide workshops focused on nutrition, meal planning, and cultivating healthy eating habits to enhance holistic wellness and mitigate diet-related health concerns.
- Execute educational campaigns focused on multiple health subjects, including smoking cessation, healthy lifestyles, and disease prevention, to raise awareness and provide resources to personnel and volunteers.

A group of business professionals sitting at a conference table, some holding pens and looking at documents. The image is framed by a large, stylized graphic element consisting of overlapping teal and grey shapes.

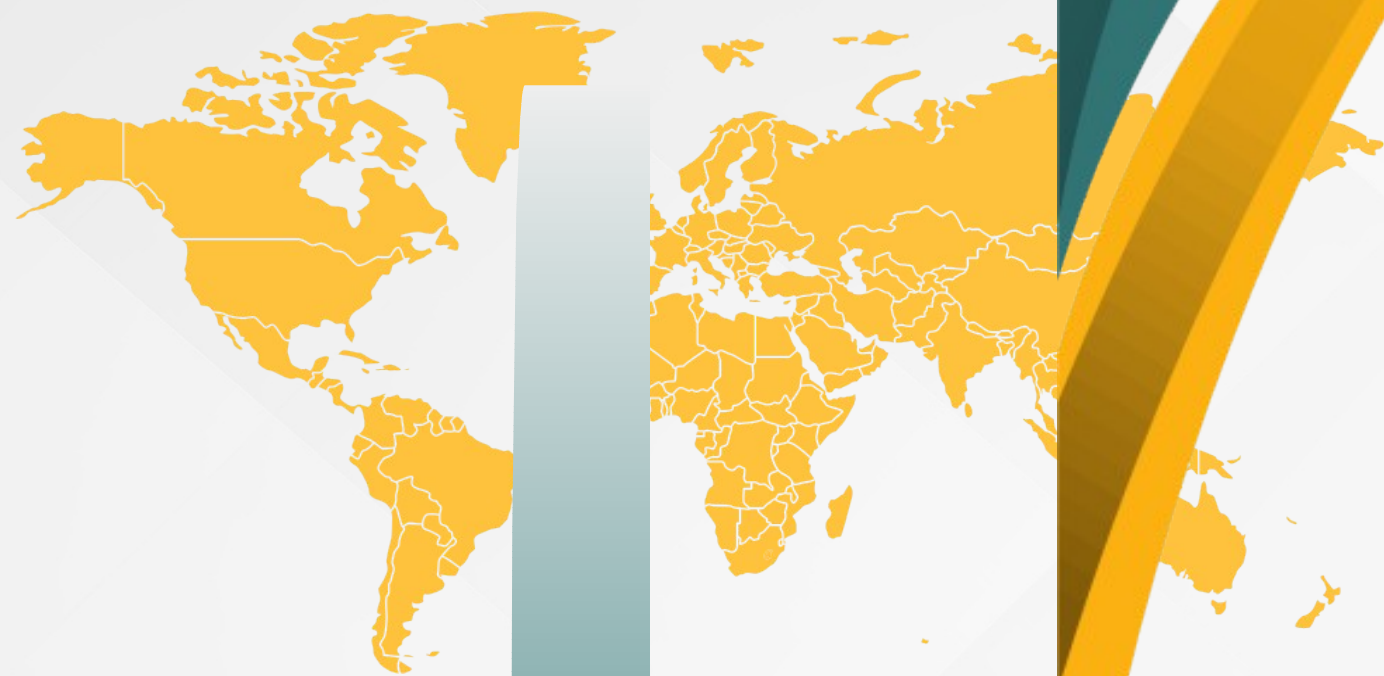
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Key Strategies

Foster and Sustain a Positive and Supportive Work Setting

- Organize team-building activities, workshops, or retreats to improve relationships and foster camaraderie among personnel and volunteers.
- Create a space that guarantees physical and emotional safety, fostering respect, inclusivity, and recognition of everyone's unique perspectives and contributions.
- Have an established framework for addressing conflicts and ensure their prompt and impartial resolution.
- Encourage a culture that places high importance on inclusivity and diversity within the organization.

Conclusion



Support Strategies are vital

Through the application of these support strategies, We Care Foundation of Newfoundland and Labrador can create a work environment that is both positive and empowering, enabling its personnel and volunteers to thrive and make significant contributions towards the accomplishment of the organization's mission.



We Care Foundation of Newfoundland and Labrador

Thank

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