

# Volunteer Program Decision Matrix

## Options for Volunteer Program

	In Store	Out-of-store (i.e. outreach)	General non-profit	FLSA exempt non-profit
<b>Legal/Regulatory</b>				
Complies with the Fair labor Standards Act	Definitely not - FLSA	Probably not - FLSA	best chance, but still probably not - FLSA	best chance, but still probably not FLSA
Complies with State/Local Laws	Definitely not - state defers to federal	Probably not - state defers to federal	Probably not - state defers to federal	Probably not - state defers to federal
Able to have adequate insurance coverage	yes, though limited to only 1 company that will permit the insurance rider	yes, though limited to only 1 company that will permit the insurance rider	yes, though limited to only 1 company that will permit the insurance rider	yes, though limited to only 1 company that will permit the insurance rider
Complies with EEFC bylaws/membership rights	no, in terms of it being illegal	no, in terms of it being illegal	Maybe, based on gray area	Maybe, based on gray area
<b>Safety</b>				
Able to ensure personal safety	Somewhat, we control the environment	Somewhat, we control the environment	No	No
Able to maintain food safety	No, inadequate training for volunteers	No, inadequate training for volunteers	n/a	n/a

# Volunteer Program Decision Matrix

		Options for Volunteer Program			
		In Store	Out-of-store (i.e. outreach)	General non-profit	FLSA exempt non-profit
<b>Risks and Benefits</b>	<b>Costs of the program</b>				
	Discounts/Compensation	Yes, though minimal due to low participation	Yes, though minimal due to low participation	Yes, and would likely be higher due to higher access for modes to participate	Yes, and would likely be higher due to higher access for modes to participate
	Administration	Yes, quite labor intensive and impacted by volunteers who don't show up for shifts	Yes, quite labor intensive and impacted by volunteers who don't show up for shifts	Yes, but significantly less oversight needed and volunteer coordination hours would decline significantly	Yes, but significantly less oversight needed and volunteer coordination hours would decline significantly
	Insurance	yes, though limited to only 1 company that will permit the insurance rider	yes, though limited to only 1 company that will permit the insurance rider	yes, though limited to only 1 company that will permit the insurance rider	yes, though limited to only 1 company that will permit the insurance rider
	# of hours	limited based on store needs and ensuring we don't supplant staff	limited based on number and size of events we're attending	Unlimited/although capping makes sense to limit any potential liability to FLSA non-compliance	Unlimited/although capping makes sense to limit any potential liability to FLSA non-compliance
	<b>Ease of participation</b>				
	Scheduling	Consistent schedules were required and limited opportunities existed/capping required	More rolling opportunities, so more flexibility but less predictability/capping required	Far more open-ended for members	Far more open-ended for members

# Volunteer Program Decision Matrix

## Options for Volunteer Program

	<i>In Store</i>	<i>Out-of-store (i.e. outreach)</i>	<i>General non-profit</i>	<i>FLSA exempt non-profit</i>
Types of opportunities	Limited to what departments can have volunteers (i.e. no kitchen or produce)	Event representation and support	All kinds	All kinds
Access	Can only fill shifts as they become vacant	Can only fill shifts on a rolling, first-come, first-served basis	Unlimited	Unlimited
Location	Store only/based on dept need and availability	Unpredictable based on event participation	Voluntarily selected by members	Voluntarily selected by members
Specialized skills	Food safety, admin skills, and some others	People skills and confidence in public representation (with understanding of co-op and history)	Varies based on organization and volunteer, none required in most instances	Varies based on organization and volunteer, none required in most instances
Training requirements	Dependent on department, training would be required to have volunteers in kitchen or bulk packing for instance	No, just familiarity with talking points and comfort level speaking with the public	Typically none	Typically none
<b>Engagement</b>				
Members are directly involved in EEFC operations	Yes	Somewhat	No	No

**Volunteer Program Decision Matrix**

**Options for Volunteer Program**

	<i>In Store</i>	<i>Out-of-store (i.e. outreach)</i>	<i>General non-profit</i>	<i>FLSA exempt non-profit</i>
Members are able to interact with EEFC staff	Yes	Limited	No	No
Members are able to interact with fellow EEFC volunteers	Yes	Often no	Yes	Yes
Members are acting as an EEFC representative	Yes	Yes	Yes	Yes
Members are extending EEFC's community impact and goals	No (more further organizational functioning and goals)	Yes	Yes	Yes