

Policy Skits

Policy Issue Skit:

A volunteer (Sam) has given his time to a local Food Pantry for three years. One day the Food Pantry receives a large load of cherry's from their local grocery as a donation. Sam loves Cherry's and knows that there will be a ton left over and they won't last through the weekend. He decides he wants to take a couple bags home for his grandchildren who will come over for the weekend.

Sam: Hey Barb, excuse me, I just want to take a couple bags of cherries home.

Barb: Hello Sam. Say, it probably isn't a very good idea for you to take those cherries home

Sam: Really? Why do you say that Barb?

Barb: Well, a few reasons. All of our donations we receive are to help our clients in need. Our local grocery has graciously donated those cherries to donate to our community neighbors who are hungry and they expect us to do just that. We are not always sure if we will be able to make use of all the cherries but in the event that we are able to, we would like those to be available to our clients.

Sam: Wow, I have been taking any leftover food home for the past three years. Oh well, I guess I never thought of those reasons before. I just really like cherries and wanted to take some home.

Barb: That's okay Sam. Nothing happened, but we should make an effort to inform all volunteers and staff as to what policies really makes sense and the reasons for them.

Sam: Good idea, maybe volunteers should be given a policy manual.

Take the policy issue skit from above as an example. What if Sam was a client at the same food pantry as well?

Policy Issue Skit:

A volunteer (Sam) has given his time to a local Food Pantry for three years. **He has also been a client with them for the past four years.** One day the Food Pantry receives a large load of cherry's from their local grocery as a donation. Sam loves Cherry's and **knows that if he doesn't take any now, everyone else will pick over them before he has his appointment scheduled to come get food.** He decides he wants to take a couple bags home **now so he can get the first picks**

Barb is a new employee as of three months ago and does not know Sam is a client as well as a volunteer

Sam: Hey Barb, excuse me, I just want to take a couple bags of cherries home today.

Barb: Hello Sam. Say, it probably isn't a very good idea for you to take those cherries home

Sam: Really? Why do you say that Barb?

Barb: Well, a few reasons. All of our donations we receive are to help our clients in need. Our local grocery has graciously donated those cherries to donate to our community neighbors who are hungry and they expect us to do just that. We are not always sure if we will be able to make use of all the cherries but in the event that we are able to, we would like those to be available to **our clients only**.

Sam: Wow, I have been getting first dibs on food for the past three years. Oh well, I guess I never thought of those reasons before, **plus when I am not volunteering here I am come and get food as a client all the time**. I just really like cherries and wanted to take some home.

Barb: **I am so sorry Sam; I did not realize you were a client here as well. However, it is still important that you wait until your scheduled appointment, when you are not volunteering with us to take food home. This is important to make sure everyone is treated fairly and no one gets special treatment.** We should make an effort to inform all volunteers and staff as to what policies really makes sense and the reasons for them.

Sam: **Good idea, There are many of us here who volunteer and are also clients, I don't think any of us thought about the unfairness in having first dibs, maybe there should be some type of policy that is developed and shared with all volunteers and staff.**