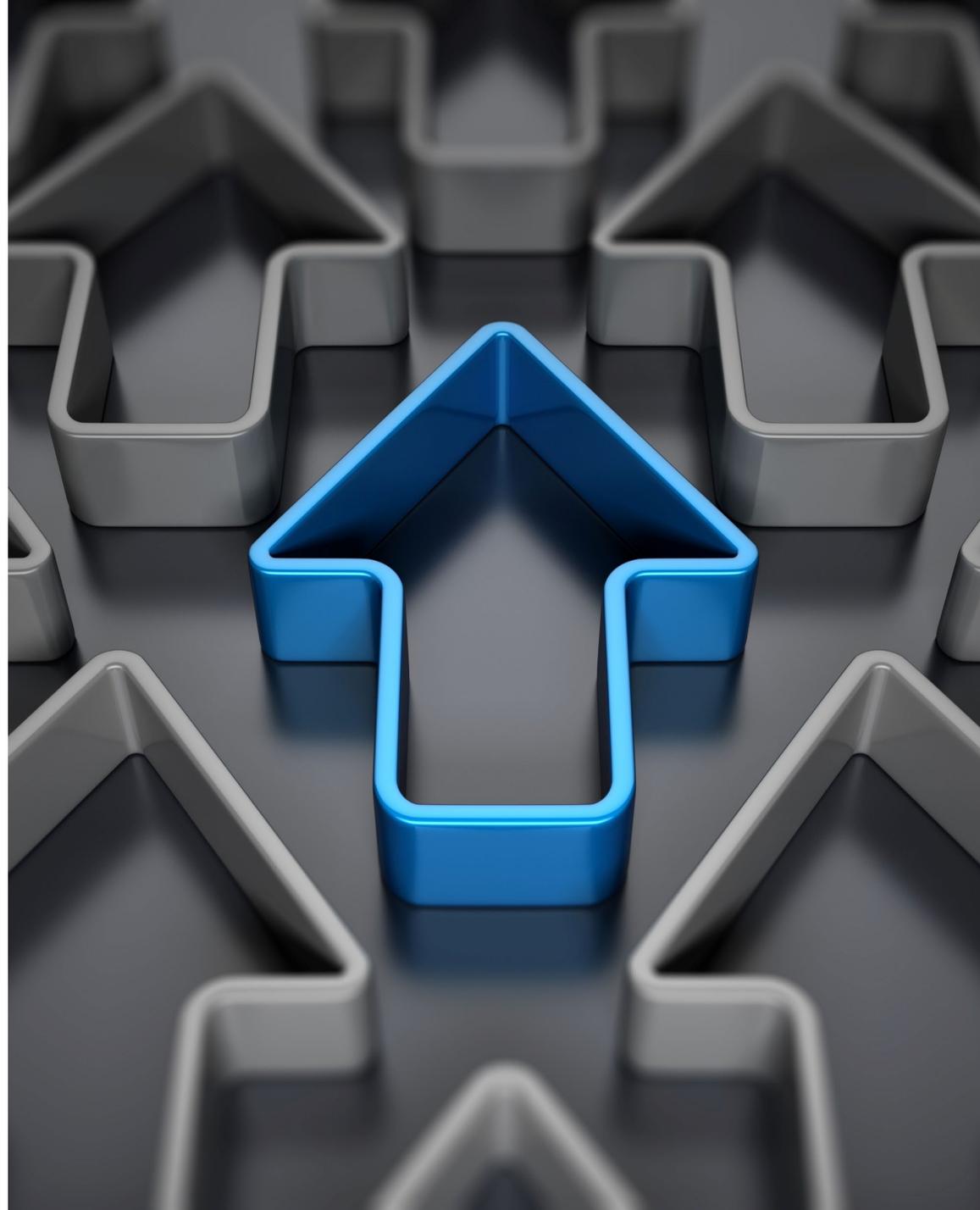

WHO IS THIS REALLY FOR? CENTERING COMMUNITY IN VOLUNTEER ENGAGEMENT



Josh Rodgers

- **Principal Consultant, The Culture Liberation Lab**
- **Community & Mission Engagement Manager, Habitat for Humanity International**
- **Husband & Dad**
- **Lover of 90s R&B**
- **“Living Single (the sitcom)” Expert**
- **Bridge-builder of Faith & Culture**





FRAMING OUR TIME TOGETHER

As we gather to explore how we begin to work against systemic oppression, let's start by acknowledging that each of us brings a unique story, perspective, and lived experience. These conversations can be deeply personal and at times uncomfortable, but they offer powerful opportunities for growth, understanding, and collective strength.

I invite each of you to approach this dialogue with openness, humility, and respect. When we bring our best selves to the table, we create space for authentic connection and meaningful change.

OBJECTIVES



Center community
voice and lived
experience in
volunteer
engagement

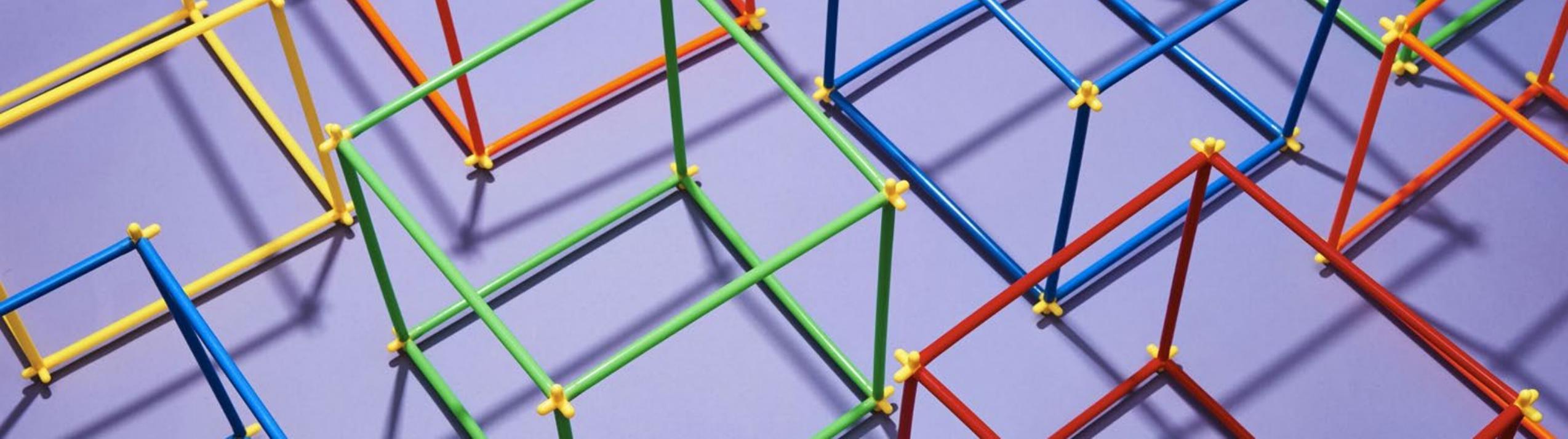


Understand how to
use adaptable
principles across
diverse global and
organizational
contexts



Reframe volunteerism
from service delivery
to relationship-
building





**Much of what we call
volunteerism is
designed for:**

- Engagement metrics
- Brand visibility
- Reporting outcomes

Intention Does Not Equal Impact

Impact is defined by:

Experience

Relevance

Long-term Effect

Who primarily defines success in your volunteer efforts?

- Organization
- Funders
- Volunteers
- Community



— Proximity Is Not Partnership

High participation + Low relevance



Strong engagement + Weak trust

Activity + No transformation

Making The Shift

How do we move from transactional service to transformational partnership?

1. Project → Partnership
2. Output → Relationship
3. Service → Solidarity



The Power Dynamics of Corporate Engagement



Identities Matter



Community
Leader

Community
Convener



Community
Partner

Community
Member



Community
Volunteer

— Solidarity Not Saviorism



Heroism:

Short-term

Organization-centered

Controlled by us



Solidarity:

Long-term

Community-centered

Shared ownership

Trust is Remembered, Not Declared

Consistency

Accountability

Follow-Through

Shared Decision Making

```
graph TD; A[Centers dignity, agency, and well-being] --- B[Honors lived experience]; B --- C[Recognizes the impact of trauma across the life course: Resists re-traumatization];
```

Centers dignity, agency,
and well-being

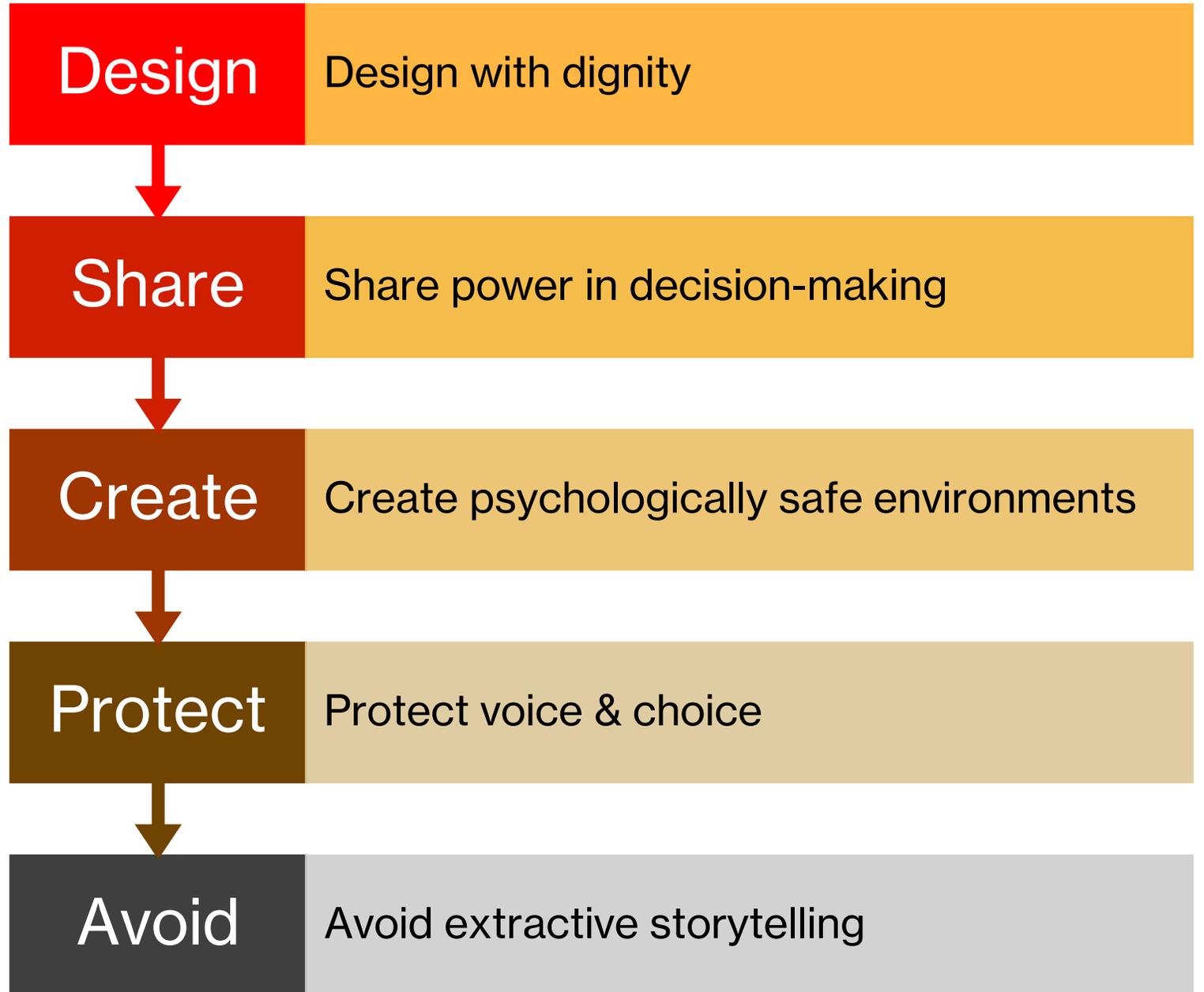
Honors lived experience

Recognizes the impact of
trauma across the life
course: Resists re-
traumatization

People-Centered, Trauma-Informed (PCTI)

Who & what is in the community?

PCTI In Volunteer Engagement



Which best reflects your current model?

- Service delivery
- Partnership
- Co-creation
- Still evolving



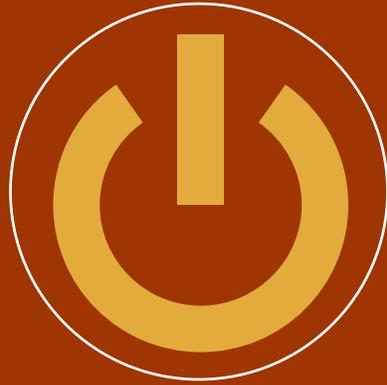
Volunteer Engagement Is Community Engagement



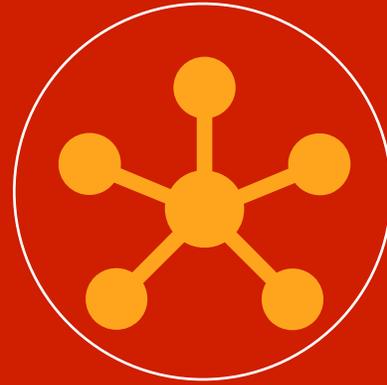
Trust
creates the
foundation
for service.



Community
voice
shapes
meaningful
volunteer
roles.



Empowered
communities
strengthen
volunteer
experience.



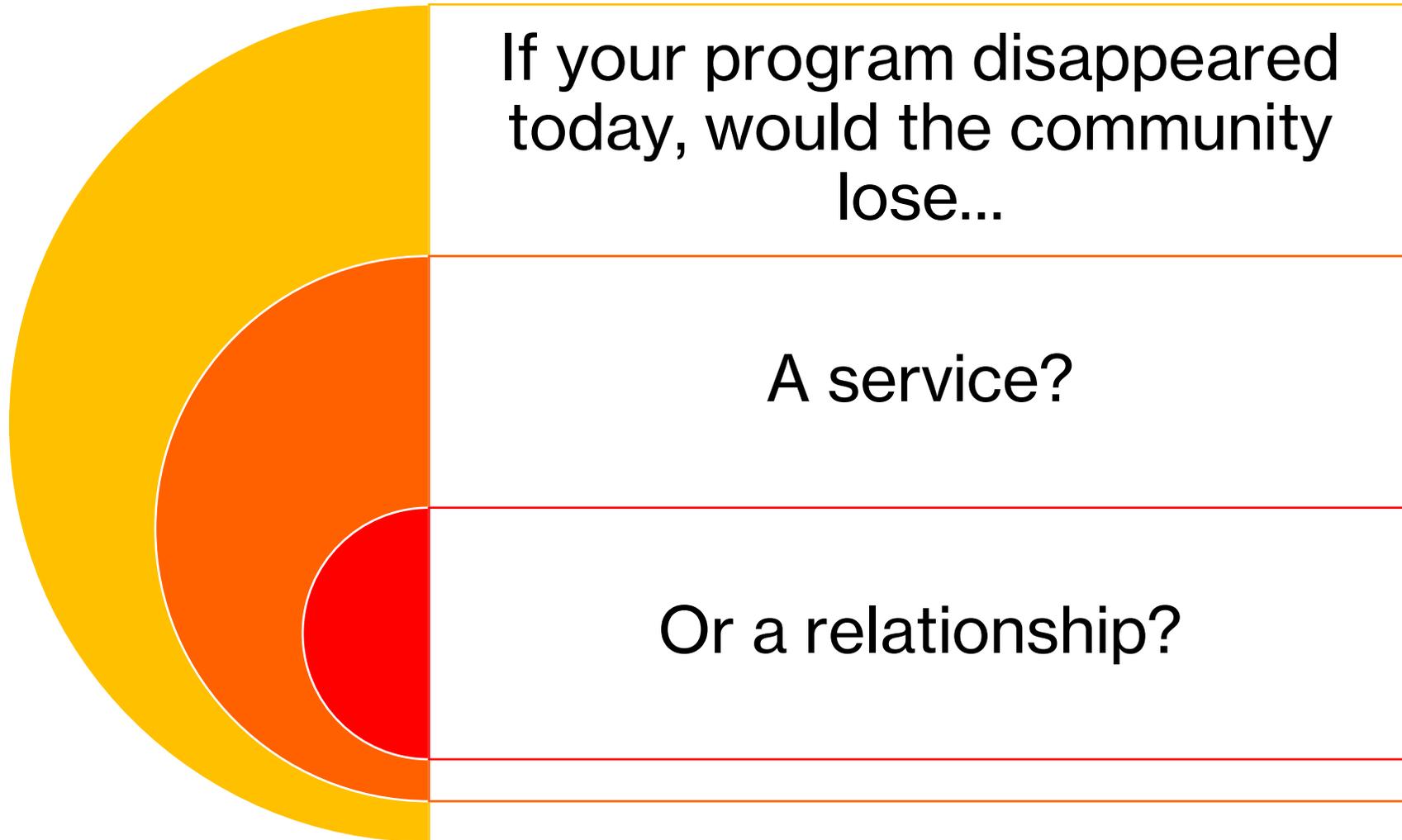
Shared
ownership
expands
opportunity.



Stronger
communities
create
stronger
volunteers.



The Mirror – What Happens Next?





Thank You & Let's Connect

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