

The Multilayer Benefits of an Effective Member-Supervisor Relationship

The whole community benefits

An effective member-supervisor relationship creates layers of benefits. It impacts:

- The work the member does during service
- The life of the member
- The spirit and work of the supervisor
- The engagement and involvement of the community
- The work of VISTA and the Corporation for National and Community Service

Look at the benefits

For the term of service:

- More targeted and efficient
- More effective – ongoing feedback and clarification that helps meet the goals of the service plan
- More productive – coaching spurs members to exceed their assignments
- Greater member retention – ongoing support yields members more likely to successfully complete service
- Increased opportunities to confront poverty

For the member:

- Greater job satisfaction and personal goals met
- Better advocacy of the issues
- Greater mobilization of community assets and resources
- More effective problem solving, corrective action and conflict resolution
- Stronger connection and commitment to the host, sponsor, community
- Better grounding in the cultures of the sponsor organization and the community
- More accurate pulse of how the service term is proceeding
- Better orientation and preparation for service
- Realization of a service ethic
- Increased productivity as a result of the partnership with the supervisor

For the supervisor:

- Greater job satisfaction

- Deeper commitment and advocacy of the issues
- Greater mobilization of community assets and resources
- More effective problem solving and conflict resolution
- Stronger connection to the host, sponsor, community
- Increased chances of rejuvenation to carry on the work
- Transfer greater cultural competency to the member
- Better problem solving
- More accurate pulse of how the service term is proceeding
- More awareness of national service as a resource, opportunity, community
- Increased opportunities to coach and mentor an ethic and life of service
- Greater productivity as a result of the partnership with the member

For the community:

- Greater engagement in community life
- Greater advocacy for issues
- Increased opportunities to benefit from a member who is respectful, culturally aware and appropriate
- Increased opportunities to have a member who functions as a consistent ally
- Meet the capacity building needs of the community
- Increased opportunities to fight poverty

For VISTA and CNCS:

- More efficient, effective, and productive service term
- Greater member retention
- Greater promotion of national service
- Strengthened partnership between member, sponsor, and VISTA program will be a win-win-win
- Greater use of national service resources in the community
- Greater awareness of all national service programs and opportunities for civic engagement
- Greater recognition of the power of national civic engagement
- Increased opportunities for issues of poverty to be addressed and the legacy of the VISTA program to be furthered