



**United Way of Greater Chattanooga
Volunteer Evaluation Rubric
Community Investments, 2025-26**

Please use this key to score:

- 1- Strongly Disagree (Fails to demonstrate, define, execute, describe or align)
- 2- Somewhat Disagree (Lacks in demonstrating, defining, executing, describing or aligning)
- 3- Neither Agree nor Disagree (Moderately demonstrates, defines, executes, describes or aligns)
- 4- Somewhat Agree (Adequately demonstrates, defines executes, describes or aligns)
- 5- Strongly Agree (Clearly and effectively demonstrates, defines, executes, describes or aligns)

[Request Summary](#)

Mission & Need Connection*

Proposal defines the connection between the organization's mission and their unique approach to the community need being addressed.

1 2 3 4 5

ALICE Focus*

Proposal demonstrates knowledge of, experience with and interest in assistance with eliminating barriers to service for Asset Limited, Income Constrained, Employed (ALICE) families

1 2 3 4 5

Two-Generation Approach*

Proposal outlines clear goals for addressing needs through a two-generation approach (intentionally serving both the child and their caregiver)

1 2 3 4 5



Focus on Collaboration*

Please give points based on the following:

0- No mention of collaboration

1- Mention of referrals/cross-promotion with another organization, seemingly transactional more than integrated into program/service/work

2- Intentional relational integration of 1 or more other organizations in their program/service/work

3-Collaboration is clearly outlined and woven into all aspects of program/service/work

Advancing Diversity, Equity & Inclusion*

Proposal details plans for advancing diversity, equity and inclusion (DEI), demonstrates a track record of efforts promoting DEI in teaching, research, or service and an understanding of DEI in community development and impact

1 2 3 4 5

Data Demonstrates Need*

Proposal references data (internal and/or external, less than 5 years old) that demonstrates understanding of needs of target population. (This can include- community voice/lived experience coupled with quantitative and qualitative data).

1 2 3 4 5

Comments*

Use this space to elaborate on scores for this section.

Request Outcomes Alignment

Outcomes & Outputs Alignment*

The outcomes selected for the project/proposal align with the selected outputs.

1 2 3 4 5



Plan for Measuring Impact*

Selected short-term outcomes demonstrate plan for fostering ongoing relationship and success of ALICE clients throughout funding period.

1 2 3 4 5

Comments*

Use this space to elaborate on scores for this section.

Impact Review Questions

Request summary aligns with mission and/or strategic priorities of applying organization.*

1 2 3 4 5

Request strategies align with the direction of the 2030 Impact Agenda*

1 2 3 4 5

The organization has other credible and committed funders.*

- 0 - Lists no other committed funders
- 1 -Has 1-2 other committed funders
- 2 - Has 3 or more committed funders

Comments*

Use this space to elaborate on scores for this section.



Catalyst Review Questions

Applicant defines how program is innovative*

1 2 3 4 5

Clear how request scales or expands upon current program*

1 2 3 4 5

Evident how collaborative relationships will be strengthened/adapted to foster innovation*

1 2 3 4 5

Comments*

Use this space to elaborate on scores for this section.