

## Supplementary File 1

### Survey Questionnaire: Skill sets and motivations of The SEED's volunteers

#### SECTION 1: Participation and Demographics

Q1 How often do you volunteer with The SEED?

- I currently volunteer with The SEED on a regular basis
- I volunteered once or twice at events, and I intend to volunteer again
- I have ended my regular involvement with The SEED

Q2 For how long have/had you been volunteering with The SEED?

- More than one year
- 6 months to one year
- Less than 6 months

Q3 Approximately, how frequently do/did you volunteer with The SEED ?

- Once per week
- Once or twice per month
- Less than once per month

Q4 How did you hear about volunteer opportunities with The SEED ?

- Someone I know is/was involved with The SEED
- Through The SEED's website or other social media (e.g., Twitter, Facebook)
- Through partnership with another organization
- I am a customer at the Community Food Markets / Garden Fresh Box / Souper Heroes
- Other
- Please specify how you heard about volunteer opportunities with The SEED. \_\_\_\_\_

Q5 Are you currently...?

- Retired
- Employed for wages or self-employed
- Out of work
- A high school student
- A university/college student
- Family caregiver or homemaker
- Other

#### SECTION 2: Volunteer Motivation

Q6 The following items concern your personal motives for volunteering. Please sort each of the reasons listed below into the following categories: Most Important, Somewhat Important, Not Important.

- I'm volunteering to fulfill obligation through school, a service requirement or to increase my chance to gain an award, certificate, scholarship or accreditation
- Volunteering can improve my career (e.g., get experience, make new contacts, improve my resume)
- Volunteering benefits my social life (e.g., by meeting new people, being with my friends)
- I wish to give my time to help other members of my community
- Volunteering is a good way to learn through direct hands-on experience and develop my skills
- Volunteering is a good escape from my problems

Q7 Are there any other reasons that first motivated you to get involved with The SEED?

### **SECTION 3: Personal Skills and Values**

The SEED is currently working on the development of a new program called The Upcycle Kitchen. Using the social enterprise model, this project will process rescued food in value-added products (e.g., chutneys, canned fruits, tomato sauce, apple cider) to generate income for food insecure community members. By recovering and revalorizing food that would have otherwise gone to waste, The Upcycle Kitchen will help to reduce the stigma associated with consuming surplus food. This project will also prevent the environmental harm caused by the disposal of preventable food waste while addressing social goals of improving income security for underemployed youth and increased access to healthy foods.

Q8a Would you be inclined to volunteer in the Upcycle Kitchen activities?

- Yes
- No
- Maybe
- Don't know

Q8b Please explain why or why not.

Q9 Which of the purposes stated below are most likely to influence your willingness to volunteer with the Upcycle Kitchen? Please, select all that apply.

- Reducing environmental impact of food waste
- Tackling food insecurity
- Reducing the stigma associated with consuming surplus food
- Creating employment and youth training opportunities for youth facing barriers to employment
- Don't know
- Other
  - Please specify...

Q10 What skills or experiences do you have that might be useful to the proposed Upcycle Kitchen project? Please select all that apply.

- I can cook
- I have experience working in an industrial or commercial kitchen
- I have strong leadership skills
- I have experience training employees
- I'm good at planning and time management
- I have experience driving a truck
- I currently have, or have had, a Safe Food Handler's certificate
- I like working with the public
- I have experience working in customer service
- I like working on my feet and staying active
- I currently have, or have had, a first aid certification

**SECTION 4: Benefits of Volunteering with** The SEED

Q11 Thinking about your interpersonal skills (e.g., communication, teamwork, leadership) and your confidence in your own abilities, would you say that these skills increased, decreased or stayed the same following your involvement in volunteering activities with The SEED?

- Increased
- Decreased
- Stayed the same

Q11 Please, explain.

Q12 Do you have any recommendations for The SEED to improve the volunteering experience?