

Agricultural Societies Council of NSW

Volunteering related questions

Statistics on Volunteering in Australia and in each state

Statistics referenced in the webinar were from the following sources:

- Volunteer Health and Wellbeing statistics - National Volunteer Week 2017 Campaign, Volunteering Australia, www.volunteeringaustralia.org/nvw
- Participation rates pre-during-post 2020 – Re-engaging Volunteers and COVID-19, Feb 2021, Volunteering Australia, <https://www.volunteeringaustralia.org/re-engaging-volunteers-and-covid-19-2/#/>
- Barriers to participation in Victoria – State of Volunteering in Victoria 2020, Volunteering Victoria, <https://www.volunteeringvictoria.org.au/advocacy-policy-research/stateofvolunteering/>
- Other research (Australia-based) - <https://www.volunteeringaustralia.org/research/#/>

Managing and participating in volunteering is getting more difficult because of a range of WPHS and Governance layers we are putting around it. How can we simplify those?

The governance and operational requirements that volunteers will need to comply with will largely depend on your organisation and the type of volunteer work that is being undertaken. If your organisation already has these policies and procedures developed, then these can be appropriately communicated to volunteers through the induction process. If not, you can seek guidance to develop these through organisations such as Our Community, or Volunteering Australia- Resource Hub. To make things easier, there are a range of handbooks and training webinars accessible through these websites. Some useful links with helpful templates and resources can be found here:

<https://www.nfplaw.org.au/volunteers>

<https://www.volunteeringaustralia.org/resources/#/>

<https://volunteeringhub.org.au/>

How do you manage burnout from members? Many small communities have the same people involved with multiple groups doing a lot of the work all the time.

In small communities it is very common for people to be contributing their time towards multiple groups and purposes. If not managed by the individual and respective organisations appropriately this can often lead to burnout or complete disengagement. Adopting strategies that build a culture of volunteer wellbeing and care will support everyone to take responsibility for each other's wellbeing, and hopefully make it easier to spot the signs of burnout before it occurs.

Key strategies for managing volunteer burnout (and volunteer manager burnout) are:

- have a clear volunteer onboarding system in place,
- have defined roles and terms for volunteer positions, and,
- have a transparent process for reviewing roles and responsibilities regularly.
- Consider mapping volunteer engagement as a community

If you manage volunteers and would like to develop further practical skills or seek support around managing burnout with your volunteers, a suggested contact for great training and support is - <https://www.thehumanitarian.com.au/>

A resource and toolkit that provides detailed information about how and why volunteers experience burnout and some practical tools for supporting them provided by the red cross <https://pscentre.org/?resource=caring-for-volunteers-a-psychosocial-support-toolkit-english>

Other general information on signs of burnout and strategies for supporting people experiencing burnout are:

<https://www.thirdsector.com.au/how-to-manage-stress-and-burnout-in-the-nfp-sector/>

<https://www.vnq.org.au/managing-volunteer-burnout-and-stress/>

<https://volpro.net/how-to-prevent-burnout-for-yourself-and-your-volunteers/>

Please note the above are provided as reference only. If you or someone you are concerned about are experiencing burn out and need support, please speak to a professional. Call Beyond Blue 1300 22 1636

Managing volunteers at their "highest level of contribution" ...

When managing volunteers, meeting someone at their highest level of contribution, means you are engaging and activating them in a way that meets their individual interests, passions, needs and capacity, which in turn supports them to thrive and give their best self to their volunteer activities.

You can read more about the concepts behind the phrase, and further thinking about the journey of the volunteer (including the three stages) on Realized Worth's website.

<https://www.realizedworth.com/2018/06/29/infographic-the-journey-of-the-volunteer/>

<https://open.sap.com/courses/pev1>

https://blog.volunteerspot.com/volunteer_guru/2010/04/journey-of-the-volunteer-tourist-traveler-guide.html

Attracting & Recruiting volunteers

When considering strategies that will attract and recruit new volunteers, it is important to understand what motivates the group of people you are seeking to recruit, their characteristics and the barriers to participation that may exist. You may ask your current volunteers or work with other organisations to collectively gather and share insights about different volunteer groups. It may be worth running an engagement activity within your community such as a Volunteer Fair to profile opportunities and register interest.

It can be useful to adapt the types of volunteering roles to suit people's interests and capacity to contribute. Pro bono, targeted, skill-based and short-term support can be more effective than traditional 'regular' volunteering and may be more attractive to potential volunteers as it takes less time than a weekly commitment.

If possible, create an **up-to-date list of volunteering opportunities** available (tasks, projects and roles) so that you can always be opportunistic when someone expresses interest, or completes one activity and could transition to another.

Consider online volunteering platforms where activities can be done remotely:

<https://www.volunteeringvictoria.org.au/leading-volunteers/recruiting-volunteers/>

Recruiting committee members...

Linked to the information above regarding meeting a volunteer at their highest level of contribution, recruiting volunteers on to committees can be an ongoing challenge for organisations. Your organisation may manage this by:

- ensuring there are a variety of roles with clear position descriptions with timeframes for tenure.
- provide opportunities to undertake Governance training and offer mentoring/shadowing roles.
- complete a stock-take of skill-gaps, and not only enhance board skills but also recruit new members to the board
- consider skilled professionals in the community, that have been part of the community previously, those that may be new to the community, or who work remotely from their employer and seek professional development opportunities
- leverage the network that new community members may bring with them
- consider timing, frequency and length of commitments.

It's important to respect volunteers' limitations, appreciate the contribution they can make and celebrate everyone's involvement.

Other useful links

Volunteering Australia <https://www.volunteeringaustralia.org/contact/#/>

Volunteering Victoria - <https://www.volunteeringvictoria.org.au/resources-guides/toolkit2020/>

NSW Volunteering - <https://www.volunteering.nsw.gov.au/>

Community Recovery Volunteers - [WeVolunteer](#)

[Online/remote/microvolunteering recruitment platforms](#)

Share volunteer opportunities via ProBono Australia - <https://probonoaustralia.com.au/post-a-volunteering-opportunity/>

ACNC guide to Donating and Volunteering - <https://www.acnc.gov.au/tools/topic-guides/volunteering>

Volunteering opportunities via Rural Aid - <https://www.ruralaid.org.au/#>

[Go Volunteer](#)

[Re-starting your volunteer activities guide – animation](#)

Wild Apricot – [volunteerism resources](#)

[VolunteeringHub](#)

[VolunteerPro](#) – Tobi Johnson



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Is there a website/information on all grants available?

All FRRR grants are listed on our website www.frrr.org.au. On the home page there is a link to 'Find Funding Now'

