

Your community CONNECTOR

VOLUNTEER WELLINGTON | TE PUNA TAUTOKO



→ VISIT US AT www.volunteerwellington.nz → EMAIL info@volunteerwellington.nz

Ngā mihi o te tau hou, Happy New Year!

2020 training programme will keep us energised and inspired

The **Volunteer Wellington** team hopes you've had a wonderfully relaxing summer break and are feeling refreshed and enthusiastic as we head into 2020!

The start of a new year, a new decade is an exciting time. It offers an opportunity for reflection and goal setting. It's also an opportunity to prioritise and plan your professional development. What would you like to be able to say come the end of 2020 about your personal and professional growth?

Our 2020 training programme has been designed to keep you inspired and energised in your work. You will increase your leadership skills, discover new ways of doing things, be challenged and motivated, make valuable connections and network with others working in the sector.

The first 2020 workshop will set a great platform for the year ahead.

Growing great volunteer teams will give you loads of practical ideas for making your organisation a place where everyone wants to volunteer. Get more people helping out more often, with more fun and more impact. Further information on the first three 2020 workshops on page 2.

Training, values and community sector priorities

There's a gem of a film on currently called *The peanut butter falcon*. The main actor is a young man with a dream who



The story of Zac and Tyler show us how to 'volunteer for an inclusive future'. (Pic from Peanut Butter Falcon publicity material).

community sector needs leaders who understand all these values on a level which makes it possible to integrate them into our work programmes and work teams.

Only then are we living

up to our 2019 IVD mission – *Volunteer for an Inclusive future: E whai wāhi ai te katoa, kia tūao te tū*

happens to have Down Syndrome. He runs away from his institution and teams up with a fellow runaway – a minor crim, with a good heart. Tyler the crim treats Zac, the other runaway, as he would any other mate.

'You can't swim. Well I'll teach you. You'll be a nuisance on this journey if you can't.'

It's a good yarn about inclusiveness, respect, reciprocity, taking turns, being grateful, being valued and valuing others. These were among the key points made by **Thumbs Up** manager, Carolyn Stobbs when she spoke at **Volunteer Hutt's** International Volunteer Day celebration on 5 December last year.

And these are the values that line up to describe the work we do in our communities every day of the year. It's about being reminded and aware and having the skills to practise what we say.

Our 2020 training programme – and celebratory events during the year – will incorporate examples of how to make inclusivity and diversity real. The

Tell us how we are doing ...

The team at **Volunteer Wellington** want your feedback. We would love to know what you think of our services and whether they are meeting your needs. We'll use your feedback to review and make improvements to make sure we are meeting your needs now and into the future.

The **survey** will take approximately 5 to 10 minutes to complete and you will go in the draw for a free place at one of **Volunteer Wellington's** workshops. We know your time is precious but we are hoping you will put a few minutes aside to tell us how we are doing.

Thank you. Your input will help to shape **Volunteer Wellington's** future direction.

Start **survey** here.

CHAIR'S COLUMN



Happy New Year! Now that 2020 is here, it's a time most people are reflecting on the year that has been and thinking about what we want to do

differently in the new year.

Often, new year resolutions centre around self-improvement. This provides a great opportunity for us to share the benefits of volunteering and encourage folks to consider volunteering which benefits others as well as oneself.

Volunteerism is one of the most selfless actions that we can take to assist others in need and build the community in which we live. Volunteerism has also been shown to improve confidence, reduce depression, provide new skills, and increase socialisation for those who commit their time.

At **Volunteer Wellington**, we have been thinking about different ways we and our community member organisations can continue to find new and creative ways to involve volunteers in this new decade. The Board will be holding a strategic planning day in February to consider how we continue to evolve as an organisation. To help inform our work, we will be sending out a survey of our services to you and would appreciate your feedback and input.

In the spirit of continuing to try new ways of working, we are pleased to welcome Graeme Milne to Volunteer Wellington as our new Fundraising Advisor. We are pleased to welcome Joy Campbell, Special Counsel with DLA Piper, onto our Board of Trustees.

Aristotle once said that the essence of life is to serve others and do good. Let's work together in 2020 to make volunteering values a part of who we are in Aotearoa New Zealand!

Kia Kaha

Ming-chun Wu

Three top training events coming up...

THURSDAY 20 FEBRUARY

Growing great volunteer teams

Do you wish you had more people helping out, more often? Do you attract a steady stream of volunteers but find they never stick around for long?

When it comes to volunteering, people are spoiled for choice. There is no shortage of organisations to get involved with, so in order to attract volunteers and keep them on-board, you need to offer them the best possible experience. Learn what drives people to volunteer and discover simple strategies for ensuring your volunteers get what they need to stay involved.

Further information and registration [here](#)

TUESDAY 17 MARCH

Governance for not-for-profit organisations

Leadership in a not-for-profit organisation sits within the CEO-Board partnership and good relationships, clear roles and great communication are key components to success. This workshop looks at governance from both the Board and the CEO's point of view. It will clarify the role of the board, look at responsibilities of both parties in maintaining good governance plus provide 7 tips for building and maintaining the right partnership

Further information and registration [here](#)



Volunteer Wellington's board of trustees. A vibrant first meeting of the new decade with plans being discussed for the strategic planning meeting in February which will include all staff and board members.

WEDNESDAY 25 MARCH, LOWER HUTT

Managing staff performance

How do you address staff performance issues and maintain the dignity of your valuable staff – paid and unpaid?

Keith Vaughan will focus on managing staff that do not meet the requirements of their roles and provide tools on how to address the performance issues without time consuming adversarial processes.

Further information and registration [here](#)



Sharing best practice

Introducing Graeme Milne



Graeme leads the fundraising and digital media development at **Volunteer Wellington**. Our existing funding has come primarily from trust applications and a small amount of donor activity. Graeme is tasked to develop both with an emphasis on regular giving. This will be in tandem with better ongoing digital engagement with our supporters with an emphasis on better participation in both advocating and supporting for the work we do.

Graeme is an experienced fundraiser with 13 years' experience in the community sector and significant leadership in Marketing and Communications across a number of industries prior to that. He says there are a lot of great quotes about volunteering. His favourite is 'Volunteers don't get paid, not because they're worthless, but because they're priceless'. Sherry Anderson

A pathway to personal and professional development

It takes excellent communication skills, a high degree of flexibility and a genuine interest in human nature to be a manager of volunteers. The work is rewarding but it comes with challenges and there are times when you can feel isolated.

Volunteer Wellington facilitates Peer Support Groups for Managers of Volunteers to meet on a monthly basis to support, share, discuss and problem-solve issues. People who have participated in these groups previously have found the meet ups with peers an important and enjoyable pathway to personal and professional development.

Would you like to be involved? To show an expression of interest please complete this [online](#) form

How it all began:

Support continues three years on...

At **Volunteer Wellington's** 2017 International Managers of Volunteers celebratory breakfast, a group of five managers of volunteers (MoV) signed up to be part of one of the Peer Support Groups that **Volunteer Wellington** was establishing for managers of volunteers. Our first meeting was early 2018 and in January 2020, we begin our third year together. We have all been through major changes in our work and personal lives and appreciate the warm support and care received from one another.

Group discussion can provide other ways of thinking as well as strategies and ideas to help us be the best we can be in our roles. We find that as we talk about

our own experiences, we are also talking about the wider issues facing MoVs; appropriate professional development for volunteers, ways to ensure volunteers feel part of the organisations and ways to recognise the contribution volunteers make to the work we do.

As one member said at our last meeting: *'I feel I can breathe out and relax when I come to these meetings. It is a chance to review the last month with people who "get it" and a chance to think ahead and feel prepared for what's coming up.'*

If you are thinking of joining a MoV Peer Support group – do it now!

New resource from Volunteer Scotland

The *Good Practice for Engaging and Supporting Volunteers Document* is targeted at volunteer involving organisations to provide guidance on optimising the health and wellbeing benefits for volunteers and those who support volunteers.

View [here](#)



→ THANK YOU FOR FUNDING AND SUPPORT

Betty Campbell Trust, Christine Taylor Foundation, COGS, Department of Internal Affairs Support for Volunteering Fund, Roy Ferguson, Four Winds Foundation, Hutt City Council, Hutt Mana Charitable Trust, Infinity Foundation, John Iloft Charitable Trust, Lion Foundation, Lottery Community, Ministry of Social Development – Work and Income, One Foundation, Pelorus Trust, Sargood Bequest, Tai Shan Foundation, T G McCarthy Trust, Trust House Porirua, Victoria University Wellington, Wellington City Council, Wellington Community Trust **IN-KIND SUPPORTERS:** CSG Technology, Kapi-Mana News, minimum graphics, New World Metro, St John's in the City Presbyterian Church, Southern Cross Garden Bar, Sushi B, Vertia

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→ FRIENDS OF VOLUNTEER WELLINGTON

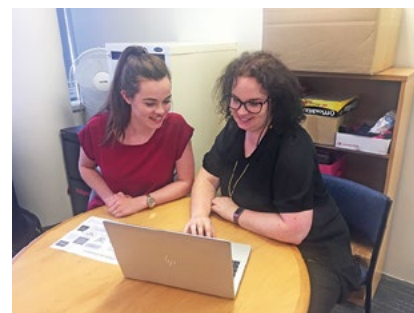
BUSINESS FRIENDS: Symonite Wellington Ltd, Mosquito Consulting Services Ltd, House of Sabra

INDIVIDUAL FRIENDS: Sue Hine, Sue Hobbs, Ann Hodson, Colin Hyde, Pat Lakeman, Helen Middleton, Raewyn Sinclair, Chris Streatfield, Olwen Taylor, Celia Wade-Brown

New year – New decade – New inspiration for volunteers

With the New Year comes new opportunities to be innovative and think creatively about how you include volunteers from a wide range of backgrounds in all aspects of your organisation. Volunteers add diversity, bring new perspectives, skills and energy. They boost your organisation's capacity to expand and deliver its services.

Diversity brings strength to any team, so when you are developing



Jo with Kelly of IHC discussing creative volunteer roles

your volunteer programme consider how you will attract a diverse range of volunteers. Think about the kind of roles you can offer and how they may appeal to people of different ages and gender. How will you ensure people from different cultural backgrounds feel comfortable volunteering with your organisation and how easy would it be for someone with a disability to get involved? To attract people with a diverse range of skills, knowledge and expertise, make sure you have a diverse range of roles available. People want to help in areas they feel competent and passionate about, so make sure you give them a choice.

Contact your nearest **Volunteer Wellington** office to discuss innovative ways to involve volunteers from all backgrounds in your organisation. Jo at our Wellington office jo@volunteerwellington.nz, Katie at our Hutt office, managerhutt@volunteerwellington.nz and Julia at our Porirua office managerporirua@volunteerwellington.nz

VOLUNTEER PROFILE

Dancing to a new tune

Ayesha Ratanpal needed to take a break from a career in insurance spanning 25 years. Through **Volunteer Porirua** she found an amazing assortment of choices and landed two very different roles. One is supporting women, often long-term unemployed and who want to look confident – and well-dressed – for a job interview through **Dress for Success**; and the other is dancing up a storm 'Bollywood' style at the disability support service, **Whitford Brown Community Trust**.

Ayesha said she chose to volunteer as she was looking for something meaningful. It offered her a chance to give back to the community and make a difference while developing new skills, building on existing ones and meeting new people. Her husband's suggestion to work on her 'life portfolio' was a catalyst for change.

At **Whitford Brown** people eagerly wait for Ayesha on Fridays with many asking the manager if 'Dance Lady' is coming today. She says seeing their



Having fun working out!

happy faces and enthusiastic energy to dance lights up her face and makes her feel happy too.

Sometimes she finds herself dancing alone – 'it seems a bit daunting, but I'm okay with it. I feel it's a chance to spread much-needed aroha around us.'

'If my specialised skills can bring betterment to society, women, welfare and the community in general – then why not?'

Recently Ayesha started a new six-month contract where management supported her desire to continue her volunteer work.

STORY BY JO LUCRE

Employee Volunteering programme off to a roaring start in 2020!

Through January and February there are an exceptionally large number of employee volunteering projects on the go. Thirty one to be exact, deploying close to 300 volunteers. This is in part due to a whole department from the Ministry of Innovation and Employment heading out to do social service and conservation projects with some of our community member organisations.

Two of their projects are particularly interesting. A small team is helping Perinatal Anxiety and Depression Aotearoa with their strategic planning and another is offering advice on a planned extension into Porirua by Pablos Art Studios.

Calling for projects!

Shortly ANZ will be looking for multiple projects as they plan for their Paint it Blue month in March; and there are many teams going out into the community from Victoria University of



VUW volunteers at St Vincent de Paul Warehouse in Newtown

Wellington as they build the momentum of their new employee volunteering programme.

We are always on the look-out for projects. So please get in touch if you have something in mind or you would like one of our team to visit to brainstorm some possible team volunteering projects, including any that might involve specialist skills or strategic thinking.

Please contact Lyne Pringle
ev@volunteerwellington.nz

Volunteering promotes inclusion and diversity

Charles and Kerry visited **Volunteer Hutt** not long after they migrated to New Zealand. They wanted to find ways to integrate into New Zealand society but they presented us with an unusual challenge. Both of them are profoundly deaf.

Once we had found a role for Kerry using her photography skills, we searched for roles that would suit Charles. He enjoys physical activity



and spotted a role with **Thumbs Up** supporting some of their clients at the local gym. Charles fitted in exceptionally well with the clients at Thumbs Up, people who live with various types of physical disabilities and weren't at all bothered by Charles' difficulties with hearing and speech. Through his enthusiasm he encouraged several of their clients to be more active, developing muscles and balance through the programmes.

Another example of *volunteering for an inclusive future*.



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