

Your community CONNECTOR

VOLUNTEER WELLINGTON | TE PUNA TAUTOKO



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

NATIONAL VOLUNTEER WEEK 17–23 JUNE

Volunteers – Heart of our Community



This year both Te Reo and NZ Sign Language will play a large part of this national celebration of volunteers making sure the many communities of Aotearoa are represented.

While June seems months away, now is the time to start thinking about how we will acknowledge the important role volunteers play in our work and in our communities...how they really are at the heart of so much activity and social development.

During National Volunteer Week **Volunteer Wellington** will hold the finale celebration of the inaugural **Victoria University Corporate Challenge 2018** with an event at KPMG on Friday 22 June. Events will also be held in Lower Hutt and Porirua by our branch offices. Invites and further information will be sent to our community members and will also be in our June/July issue of *Connector*.

Victoria University Corporate Challenge 2018 in full swing

Employee Volunteering at **Volunteer Wellington** has never been busier.

In the first three months of the **Victoria University Corporate Challenge** we have had teams engaging in projects with St Vincent de Paul, including preparing for their annual book fair; multiple teams from ANZ at Te Rito Gardens in Porirua; a team at Hutt Valley Riding for the Disabled in Silverstream; employees from NZI working in partnership with Conservation Volunteers to help with predator control on the Miramar Peninsula; new Business Friends NZ Post helping to create a new retail outlet for Habitat for Humanity; ACC employees going to Ngā Hau E Whā O Papārangi in Newlands to help in their nursery and potentially learning to put down a hāngi and another team from ANZ helping Karori Normal School to brighten up their grounds.

Heightened awareness

Beach cleaning has proved to be a popular option this year, indicating a heightened awareness about plastics in the oceanic food chain. After a discussion with Brian Thomas at Wellington City Council and Alan Pope at Hutt Valley Council the EV programme has been working in partnership with these councils, to get as many teams as possible



The Treasury beach cleaning team at Kau Bay on the Miramar Peninsula.

Volunteer Connect Awards 2018

Twenty-six new migrants representing 17 different nationalities received the Volunteer Connect Awards last year.

Planning has begun for the 2018 Volunteer Connect Awards that we run in partnership with Citizen Advice Bureau Wellington and English Language Partners Job Mentoring to celebrate and acknowledge the valuable contribution new migrants make to the community through volunteering.

The awards will be held in July and soon we will be asking our community members to nominate new migrants volunteering for their organisations. If you have someone in mind already, email aileen@volunteerwellington.nz

volunteering on the shoreline. We have had teams from Chorus, The Treasury and ANZ taking on this valuable work.

With so many projects that contribute to social services and to conservation efforts, we are on track to fulfil our theme and focus for the **Victoria University Corporate Challenge 2018**. This strengthens our partnership with Victoria University and their push to be a civically responsible organisation.

The finale celebration of the Corporate Challenge will be held during National Volunteer Week at KPMG premises on Friday 22 June. The challenge covers the January to June timeframe. Every project that happens during this time is eligible to win the challenge award.

So a lot of great activity but we are always on the lookout for new projects.

If you would like to discuss an idea contact Lyne Pringle ev@volunteerwellington.nz

CHAIR'S COLUMN



I had a 'meaning of life' moment at a strategy planning session recently. What drives volunteering,

how can this be nurtured? Over time volunteering, as an activity, has developed into an extremely dynamic and highly varied form of civic engagement. Enriching the community by connecting people who would be unlikely to have met in any other walk of life.

Volunteers are uniquely different from paid workers and this should be recognised. They are different in the sense that they are not being financially remunerated for the work they do and are therefore first and foremost motivated by a desire to contribute. This could be to satisfy a social need, develop skills and / or connect with others.

To that end it is important that volunteers are given the opportunity to 'identify their own needs and aspirations', to take action to exert influence on the decisions that affect them and to be encouraged to find ways to improve the quality of their own lives. The most wide-ranging benefits and long term positive impact from volunteering comes through programmes and groups which have good volunteer management policies and practices in place.

Providing the appropriate framework to support and nurture volunteers is paramount – perhaps this is the '42' I was seeking. **Volunteer Wellington** provides a wealth of good practice knowledge and experience which can support groups who are aiming to engage local people in meaningful ways to deliver their mission and services. If you have ideas on improvements or additions to our services, please let us know.

Kia Kaha
Glenn Todd

16–22 APRIL



Give. Grow. Inspire.

This is the week to engage with and inspire young people to see the work we do through their eyes – they are full of ideas!

Event manager and volunteer Neza is working with **Volunteer Wellington** to coordinate a busy schedule during **Student Volunteer Week**.

Students will be keeping our city parks and gardens tidy, cleaning windows, assisting at events and much more. Such a week is often the door which opens up further interest in volunteering for secondary school and tertiary students.

They bring energy and enthusiasm to whatever they do. Make the most of their youthful goodwill and generosity.

If you would like to talk about ways to engage young people in volunteering with your organisation, email Aileen Davidson aileen@volunteerwellington.nz



Keen students signing up to volunteer at Victoria University Wellington's 'Welcome Day'

14–16 MAY

Building skills and confidence

Leading community organisations

Do you sometimes feel as though you are making it up as you go along? Join the Leadership Development programme specifically for managers and leaders of not-for-profit organisations. The programme consists of a three day stand-alone workshop to build your skills, knowledge and

confidence with an option to continue on a six month programme receiving ongoing coaching and mentoring for your leadership development.

Ben Phillips, Volunteer Manager Kaibosh Food Rescue Wellington City, attended the programme recently held in Auckland and said the following:

'For anyone facing leadership challenges in their work or wanting to gain new insights and inspiration for team management issues, this short course will help you find what works best for you and your organisation. I would highly recommend this course for present or aspiring team leaders working or hoping to work in the not-for-profit space.'

Volunteer Wellington members get a 10% discount. For further information contact Hilary Star-Foged, hilary@lead.org.nz or phone 021 134 0929

14 MAY

Governance in not-for-profit organisations

Building the CEO–Governance partnership

Leadership in a NFP organisation sits within the CEO-Board partnership. Good relationships, clear roles and great communication are key components to success.

This workshop looks at governance from both the Board and 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 righter partnership.

Further information and registration [here](#).

18 JUNE

Setting boundaries Vital for a healthy workforce

Boundaries or healthy limits are vital when managing and leading staff, both paid and volunteers, for reasons of safety, wellbeing and to eliminate risk to the organisation. However, it can be a real challenge to set boundaries when volunteers are giving freely of their time and skills to support your organisation.

To learn simple techniques and strategies to create safe limits and boundaries make sure you secure a place on this half day workshop

Further information and registration [here](#).

VALUABLE SUPPORT

Managers of Volunteers peer support group

'The group helps me feel more confident in my role'. The Wellington Manager of Volunteers peer support group established in December 2017 meets monthly at BGI to share their experiences and challenges, support each other and develop best practice.

Facilitator Sue Hine's extensive experience of working in the community and voluntary sector has helped to shape the group structure. Comments from participants show the benefits already gained from being part of the group. 'The group discussion helps me find strategies for dealing with different situations'; 'I realised I am in a stand-alone role and this offers me support'; 'I was keen to meet with others who speak the same language'; 'A place to reflect'; 'I get support finding strategies'.

If you are interested in joining a new Manager of Volunteers peer support group, contact aileen@volunteerwellington.nz

Porirua's best and brightest

Porirua is not going to let Wellington have all the peer-support fun and benefits!

On **Wednesday 11 April**, Porirua's best and brightest Managers of Volunteers are going to gather to start a peer support group and build a network of people with shared interests, diverse resources/backgrounds, and a strong drive for continuous improvement in the way they serve the people of Porirua.

Julia Donovan, manager of our Porirua office has a message for our Porirua community members – 'Keep the morning of the 11th of April clear, and watch your inbox for the invitation'.

Introducing Sian Torrington

In March we welcomed Siân Torrington to our team as the **Volunteer Wellington** Funding Officer.

Sian is a practising artist, creating meaningful community engagement projects through art. She has wide ranging experience of funding through trusts, local and national government funding streams, crowd funding, and running fundraising events. As many of her projects involve volunteering opportunities she is excited to be part of an organisation that provides training and respect for their vital roles.

She has worked with various community organisations, including Wellington Community Choir, the Futuna Trust and Community Music Junction, leading them through the funding maze and developing sustainable income strategies. She believes people often want to help, and fundraising is an exciting and powerful way to let them be involved in something they care about.

'Having worked in the community sector and directly with diverse communities all my working life, I know how many wonderful stories there are to be told, and that successful fundraising means telling them in engaging ways.'



Introducing Tracy Ward

Tracy Ward has joined the Volunteer Wellington team as the new manager of our Engagement in the Community programme. She comes from a background in Counselling and Social Work and has worked in areas including violence, abuse, homelessness and most recently childhood cancer.

Tracy has been involved in volunteering both in NZ and while living overseas and understands first-hand the many benefits of being engaged as a volunteer. She has a passion for building resilience and sees volunteering as a great pathway into developing skills, confidence and valuable connections. Her skills and experience are perfect for her role of supporting Work and Income clients to participate in their communities, develop skills, self-esteem and confidence through meaningful volunteering.

If your organisation would like to find out more about Our Engagement in the Community programme contact Tracy on engage@volunteerwellington.nz



Certificate in Managing Volunteers

With the support of Careerforce, Volunteering New Zealand (VNZ) is now able to offer a *Certificate in Managing Volunteers*. This is an exciting development for the sector and builds on VNZ previous work developing the *Competencies for Managers of Volunteers*.

This is a New Zealand qualification that is flexible, offers affordable learning, and provides the opportunity for recognition of workplace based learning and existing competencies.

For further information

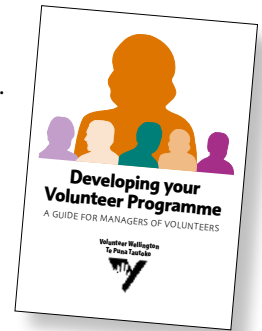
<https://www.volunteeringnz.org.nz/resources/certificate-for-managers-of-volunteers/>

→ FRIENDS OF VOLUNTEER WELLINGTON

BUSINESS MEMBER FRIENDS: ACC; ANZ Bank NZ; BNP Paribas; The Commerce Commission; Chorus; IAG New Zealand; IBM New Zealand; KPMG; Massey University College of Creative Arts; Mercer Ltd; Ministry of Business Innovation and Enterprise; NZ Post Group; Office of the Clerk; Parliamentary Counsel Office; The Treasury, Thomson Reuters; Victoria University Wellington; Vocus Group; Wakefield Lawyers; Z Energy **INDIVIDUAL FRIENDS:** Sue Hine, Sue Hobbs, Ann Hodson, Pat Lakeman; Helen Middleton, Raewyn Sinclair, Chris Streatfield, Olwen Taylor, Celia Wade-Brown

Guide for Managers of Volunteers

Volunteer Wellington's resource – *Developing your volunteer programme* – is full of information **that's gold**. It was developed in response to requests from people managing volunteers in the Wellington region for some practical tips, tools and resources to help develop their volunteer programme. Below are a few tips from Wellington managers of volunteers included in the resource:



- Don't underestimate the capabilities of volunteers. There is nothing that volunteers 'can't' do. Think of non-traditional roles for them to do within every area of your organisation. **Heidi**
- Work to people's strengths – get to know your volunteers, what they like doing and give them roles that fit with their strengths. **Christine**
- Get alongside another manager of volunteers (or group of managers) to encourage, support and share

- ideas with – that way you don't need to reinvent a whole lot of wheels! **Beatrice**
- Understand what volunteers want to get out of their volunteering. **Deidre**
- Try to match the motivations/goals of the volunteer with the type of role they will be doing. **Jamie**
- Put the work that volunteers do in context so they understand the value of their impact. **Tim**
- Make it as easy as possible for

volunteers to provide feedback about the work they do and the experience they're having – they have great ideas and they need to know you're open to hearing them. **Noush**

Go to <https://volunteerwellington.nz/index.php/resources> to tap into this guide and other resources that are full of practical tips and tools to assist you in your work.

Speaking up about volunteering

There's always a buzz of conversation and enthusiasm at the **Volunteer Wellington** Southern Cross monthly Volunteering meetups.

Twenty five volunteer seekers came along last time, amazed to hear about the diverse range of roles available through our database of community organisation members. Those who spoke were from Wellington CAB, Old St Pauls and Conservation Volunteers.

The line-up of speakers for the next volunteering meetup on Tuesday 10 April is Ros Rice from Community Networks Aotearoa, Ben Phillips from Kaibosh and Lyne Pringle, **Volunteer Wellington**. If you would like to be part of one of the monthly meetup groups, contact aileen@volunteerwellington.nz



Kellie Brenner from Conservation Volunteers in full flight!

A smile on their face ... thoughts from Volunteer Wellington interviewer Penny Griffiths

I am loving this role. Its flexibility suits my peripatetic way of life. Because I travel a lot my schedule can be too disruptive for some volunteering roles.

The atmosphere in the office is friendly and supportive, always ready to answer my questions. I think the same applies to interviewees; they are greeted in a friendly way, offered a glass of water while they fill in their application form.

I have only undertaken a dozen or so interviews but in all cases they went well. What a range of people! All ages, all nationalities and cultures, all qualification backgrounds, all different aspirations for their volunteer job.

Many people are nervous and shy when they walk in; probably not sure what to expect from the interview process. But after a few minutes of chat and viewing of the roles on the screen they are more relaxed and ready for the interview.

Some are confident in their role requirements and others need the information teased out of them. If they are struggling, the question 'What would you *really* like to do – what would be your dream role?' is a great one; it frees up their minds and usually brings a

laugh. It is also, of course, helpful in the volunteer role search.

One potential challenge is some interviewee's (often those with refugee backgrounds) English language capability. We steer the new English speaker away from roles which obviously require a good standard of English. However, there are plenty of positions which are more about the action and the cause. Volunteering is giving them the opportunity to listen and learn while they are doing something of value.

So far I have found the system works very well; all my interviewees have gone away seemingly happier than when they came in, and with a smile on their face!



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→ THANK YOU FOR FUNDING AND SUPPORT

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