



**volunteering**  
TASMANIA



# Annual Report 2022–23

[volunteeringtas.org.au](https://volunteeringtas.org.au)



Volunteering Tasmania acknowledges the palawa as traditional custodians of the lands, seas, skies, and waterways throughout lutruwita/Tasmania. We pay respect to elders past and present and recognise their deep history and continuing connections with our shared country, culture, and community.

As the peak body for volunteering in lutruwita/Tasmania, we are committed to working towards an inclusive and accessible volunteering sector and growing our cultural competency and understanding of the Tasmanian Aboriginal Community.

Volunteering Tasmania recognises and supports the Uluru Statement from the Heart. We recognise and value this as an invitation by many of Australia's First Nations people to walk together with them to secure a better future. We also understand and support a localised approach to voice, treaty, and truth.

We express our hope that by working together and deepening our understanding, we can move to a more equitable and just society. We will work together to ensure Tasmanian Aboriginal and Torres Strait Islander people are able to connect with and through Volunteering Tasmania to access culturally safe information and opportunities that support self-determination.

# Welcome message from chair and CEO

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We are proud to present the 2023 Volunteering Tasmania annual report, which shares the stories and impact of our programs and activities. We continue to build an inclusive, thriving, and celebrated culture of community participation through our focus on strategic leadership and collaboration, innovation and accountability. We contribute to building resilient communities and empowered, active people through meaningful volunteering.

Volunteering forms Tasmania's largest industry in terms of its economic, social and community benefit and is driven by the largest cross-sector workforce in the state. Volunteering is an economic multiplier. For every dollar invested in the volunteering industry, \$3.50 is returned in economic, health, social and cultural benefits. Volunteering is estimated to bring \$4 billion in benefits to the state, with \$2.9 billion being the conservative cost equivalent of wage replacement for the tasks completed by volunteers.

As the peak body, Volunteering Tasmania is crucial to support the economic, social and community contributions of volunteer-involving organisations and over 297,000 volunteers. However, our funding is insufficient to sustainably respond to the increasing demand for our programs and services and rising operating costs. We continue to work with our Government partners, funders and stakeholders to ensure we address this funding mismatch and receive adequate, sustainable and consistent funding to strengthen and enhance volunteering through leadership, education, and connection.

Volunteering continues to face unprecedented challenges and is confronted by a lack of investment in the sector. Volunteering is associated with the provision of free labour, but only the time given is free. Labour is accompanied by significant, often hidden administrative and management costs, as well as safety and compliance costs such as Working with Vulnerable People registration, police history record checks, Child and Youth Safeguarding training, and first aid training. It is imperative that volunteer-involving organisations are resourced to deliver safe, accessible, and best-practice volunteering.

On behalf of the Board of Volunteering Tasmania, we thank our members and community sector partner organisations for working with us to support our volunteers who keep our communities safe, connected, and vibrant. We also thank our funders, the Tasmanian and Federal governments, and our awards sponsors: Lifeline Tasmania, Spirit Super, AON, Anglicare, Aurora Energy, Hydro, YNOT, Catholic Care, Triple M, Southern Cross Austereo, Channel Seven, Edge Atelier, Speak Up Stay Chatty and The Mercury. We also thank 4Business for their donation in support of our work.

Our thanks and gratitude to the talented team at Volunteering Tasmania, our dedicated volunteers, and our highly skilled volunteer Board members for their immense contributions to the peak body and volunteering. We also acknowledge with thanks the work of Lisa Schimanski, who stepped down from the CEO role in late 2022.

Volunteering Tasmania celebrates 30 years of service to the volunteering sector this year. We remain as relevant as ever, with demand for expert support and programs steadily rising. The increased need reflects previously unmet demand and the compounding impact of inadequate funding, high interest rates and rising living costs, negatively impacting volunteers and Tasmania's volunteering industry.

We reflect with pride on our role in serving the community over the past 30 years and remain steadfast in our commitment to continue serving Tasmania's volunteers and volunteering industry into the future.



**Georgie Ibbott**  
Volunteering  
Tasmania chair



**Shirleyann Varney**  
Volunteering Tasmania  
chief executive officer





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# Our new Strategic Plan 2023–2028

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In late 2022, the team at Volunteering Tasmania embarked on a collaborative journey to update the Volunteering Tasmania Strategic Plan. This involved extensive research, consultation with members and stakeholders, and a thorough review process.

The resulting five-year strategic plan outlines a framework of four strategic priorities and focus areas: membership, advocacy, impact and sustainability.



## Membership

We will grow our membership across the State, identify and support their needs.

### How will we achieve this?

- › Collaborate with our members to ensure we have a shared understanding of the needs and priorities of the sector.
- › Identify and involve new members to ensure we are responsive and representative as a peak body.
- › Collaborate with our members to provide offerings that adapt to the changing needs of the sector.



## Impact

We will have impact and influence through education and promoting the positive impact of volunteering.

### How will we achieve this?

- › Provide volunteer-involving organisations (VIOs) with the support and resources to demonstrate best practice in all areas of their work.
- › Support members and stakeholders to strengthen strategies/policies which promote community wellbeing, inclusion and resilience through volunteering.
- › Support VIOs to provide accessible, flexible and inclusive volunteering opportunities.
- › Measure outcomes of our work to inform future processes and investment into core Volunteering Tasmania work and new innovations.



## Advocacy

We will work with our stakeholders to advocate for volunteering and greater recognition of the sector.

### How will we achieve this?

- › Collaborate with the volunteer sector through communication initiatives and targeted advocacy that reflects priorities and needs.
- › Participate in sector leadership, policy development, conferences, research partnerships and peak body discussions.
- › Provide input into peak body and key stakeholder submissions.
- › Review and collate evidence-informed research that promotes volunteering in Tasmania.
- › Maintain and grow our strategic stakeholder relationships for shared leadership and positive collective advocacy.



## Sustainability

We are committed to being an innovative, contemporary, and accountable peak body.

### How will we achieve this?

- › Continue to invest in our team and build a strong and positive culture that ensures success, accountability, and pathway opportunities.
- › Integrate Environmental, Social and Governance principles that are fit for purpose in all the work we do.
- › The Board provides strong governance and business practices, identifies and mitigates risk, and has in place an accountability structure.
- › Maintain excellence in financial management and source diverse funding streams.

# The reach of our programs and activities

## Number of sessions held across all areas:



**13** Safeguarding co-design workshops



**3** Design thinking program workshops



**4** AFL workshops across two clubs



**38** Sector Development offerings



**38** attendees at 3 Let's Talk Volunteering sessions



We supported **117** volunteer managers through our network meetings



**135** volunteers and volunteer managers attended our state conference

### Special interest Groups:

Continuous professional development program, Spontaneous Volunteer Management workshop series, National Sector Support and Development, Commonwealth Home Support Programme (CHSP) Network, State Home and Community Care (HACC) Forum, State HACC Leadership group.



September 2023, the Youth Volunteer Army has:

- Enrolled **16** public secondary schools and four jobs hubs in the program.

- Registered **429 students** on the Youth Volunteer Army app.
- Students log **12,584 hours** of volunteering.





**3,013** eNews subscribers



**7,200** Facebook followers



**1,850** LinkedIn followers



**7,920**

recognition certificates provided to **65** member organisations during National Volunteer Week



**14**

participants in our Continuous Professional Development program for volunteer managers



**179** members



**5**

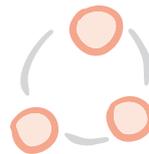
submissions to the State and Federal Government

### Volunteers connected to volunteer opportunities:



**24**

Inclusive Volunteering Program participants were supported into volunteering



**26**

people were assisted into volunteer roles through our Volunteer Connect Service (referral office)



**498**

Number of volunteer positions listed on Volunteer Connect

# Sharing our impact

Volunteering forms Tasmania's largest industry in terms of its economic, social and community benefit and is driven by the largest cross-sector workforce in the state. Volunteering is an economic multiplier. For every dollar invested in the volunteering industry, \$3.50 is returned in economic, health, social and cultural benefits.

As the peak body for volunteering, we seek to strengthen volunteering through leadership, education and connection. Here are some of the ways we have achieved this in 2022 – 2023.

## Membership

We value the support of our members and we work with our membership to strengthen the volunteering industry. This includes supporting the workforce of volunteer-involving organisations, and their volunteer coordinators/managers and volunteers. This year we achieved:

The delivery of **38 sector development** offerings to our members and the wider volunteering industry. We refreshed our organisational structure to increase collaboration and linkages across all areas, which will continue to improve our offerings to the sector.

We support the **Home and Community Care (HACC) and Commonwealth Home Support Programmes (CHSP)** network meetings, where we provide leadership and best practice support to a highly active and engaged sector. The programs support older Tasmanians to live at home and to remain connected with their communities. Volunteers and volunteer-involving organisations provide diverse services to support older Tasmanians to do this.

## Manager of Volunteers Network meetings

**We supported 117 volunteer managers** through our network meetings during the year. The August 2023 Manager of Volunteer Network Meeting saw 14 volunteer managers participate in this session. These volunteer managers represent 3,670 volunteers! The meetings focus on sharing knowledge, learning, and networking across the volunteering industry. We provide presenters and invite presentations from members.



Erin Worth, volunteer manager at Launceston City Mission.



Attendees at the Volunteering Tasmania State Conference.

## State Conference 2022 The Great Reset

135 volunteers and volunteer managers attended our state conference in November 2022, providing participants with opportunities to share learnings and talk about how we can shape the future of volunteering in Tasmania. Keynote speakers were Hugh McKay, Ruby Hamad, Mark Pearce and Dr Polly McGee.

Feedback from State Conference attendees:

"It really made me think more widely about the benefits to the individual as well as the organisation and clients, and about how important it is to foster a culture where we value and expand on these."

"Each speaker inspired me to think outside the box and I will take it all back to my workplace."



Our Volunteer Connector, Tevas Lau, delivered an information session at the Migrant Resource Centre Tasmania.

## Number of Inclusive Volunteering Program participants supported into volunteering: **24**

This program directly supports people with disability or on a mental health recovery journey into volunteering, as a pathway to employment. Our Inclusive Volunteering Program coordinators provide education, collaboration, and practical resources to help volunteer-involving organisations embrace diversity in the volunteer workforce.

## Number of people assisted into volunteer roles through our Volunteer Connect Service (referral office): **26**

This NEW service connects individuals wanting to volunteer, with available volunteer roles. This service is run by volunteers, and we had our first 'Volunteer Connector' commence in February 2023. The role of the Volunteer Connector involves meeting with prospective volunteers, interviewing volunteers to assess their skills, interests and availability, providing advice on current volunteering opportunities and connecting them to one of the many positions online.



Team members at the National Volunteering Conference.



Volunteers sharing a laugh with a resident at Korongee Dementia Village.

## National Volunteering Conference Scholarship

In February 2023, the National Volunteering Conference took place in Canberra, hosted by Volunteering Australia. Volunteering Tasmania offered a scholarship to the sector to financially support a member to attend this conference. This year we supported Krystle House from Circular Head Aboriginal Corporation to attend the National Volunteering Conference.

## Continuous Professional Development (CPD) program for volunteer managers

This is a 12-month program, accessible to members of Volunteering Tasmania. We had 14 participants state-wide in the program in the past year. Participants undertake a series of development and reflective activities to demonstrate a best practice approach. Once they reach the required points, participants can utilise the post-nominals of PLV after their name, meaning they are a Professional Leader of Volunteers. This is a national program that all volunteering peaks within Australia offer. Supports provided include a regular 6-8 weekly online Connect and Share session. This enables participants to discuss their CPD participation and volunteer programs, and form connections and collaborations that results in a supportive network for each other.

## A couple of member benefits highlighted

We offer a **self-audit tool** to our members to gauge, at a moment in time, their current alignment to the National Standards for Volunteer Involvement. This tool was tested by two member organisations, and will be refreshed with the new national standards and re-launched in 2024.

We provided **7,920 recognition certificates** to 65 member organisations to support celebrating their volunteers during **National Volunteer Week 2023**.

We received many sector support enquiries, which included queries on best practice volunteer management resources, risk and insurance, and how to support volunteers' wellbeing, implications for child and youth safeguarding practices, opportunities to reduce volunteer attrition, how to support embedding of inclusion principles organisation-wide, interest in the areas of young people in volunteering, corporate volunteering, and matters of advocacy, to name a few. We continue to identify and respond to occasions through which we can collaborate and contribute towards the sector across Tasmania.

## Impact

We seek to create impact through education, active community of practices and promoting the positive impact of volunteering. These are some of the ways we worked with stakeholders this year:

### Safeguarding Volunteering program

Eight Tasmanian councils have worked with us to help build a stronger and more sustainable future for volunteering. We delivered 13 workshops across the state during the year. Safeguarding Volunteering is a partnership between Volunteering Tasmania and councils, using community-led co-design frameworks to build strategies that are place-based and strategically focused to build a stronger and more sustainable future for volunteering.

### The Emergency Volunteering Community Response to Extreme Weather (EV CREW)

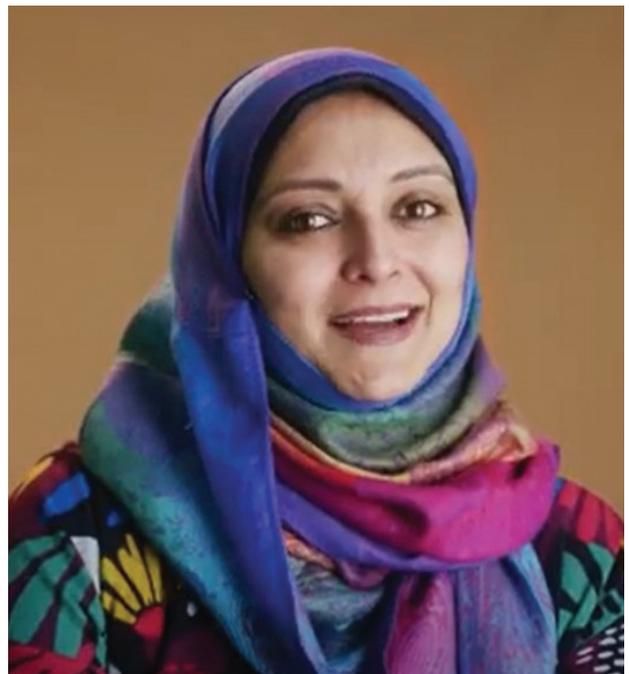
The EV CREW supports state emergency management planning and facilitates the deployment of surge capacity volunteers during times of need, offering critical assistance to Tasmanians when government services have reached capacity. These volunteers provide immeasurable support to a community's wellbeing as it prepares for, responds to, and recovers from extreme weather events. Through the EV CREW program, we also provide preparedness training to local councils through Spontaneous Volunteering workshops to assist councils to develop their spontaneous volunteering management plans.

### Volunteer Management Activity Program (VMA)

We hosted a Diversity and Inclusion Community of Practice and two co-design projects. Through the VMA, we support organisations to look at practices to best support all volunteers, from all backgrounds, to offer an inclusive and accessible volunteer program. One of the co-design projects focused on supporting volunteering for newly arrived migrants. This resulted in Volunteering Tasmania creating the *Let's Talk Cultural Inclusion in Volunteering* video series which is hosted on our website.

"Volunteering comes from the heart. Your passion and emotions drive you to give up your time, your family's time, your hobbies and reach out to someone who needs support without any expectation in return. It's an outcome of gratitude."

– AIMEN, VIDEO PARTICIPANT



Aimen Jafri, a participant in the *Let's Talk Cultural Inclusion in Volunteering* video series.



Student volunteers from Bayview Secondary College.

## The Youth Volunteer Army

The Youth Volunteer Army has reached 16 public secondary schools across Tasmania, with 429 students registered who have listed more than 12,584 hours of volunteering. The Youth Volunteer Army is a youth-based volunteering program available to high school students and young people registered with Jobs Hubs. The pilot program celebrates the contributions young people make to their communities through volunteering and links youth volunteering to skills that support young people to access employment, build their networks and increase civic participation. The Youth Volunteer Army connects every volunteer effort recorded to one of the UN Sustainable Development Goals. This highlights to the young person that everything they do to contribute to their community, is connected to a global movement of change.

Some feedback from our student volunteers:

"Volunteering is an important way for young people to connect into the community to get one-on-one engagement with other people, because social media makes it hard for people to connect face-to-face these days.

It also provides a great way to experience new things that you might never have even dreamed about and can give you exciting opportunities for the future."



Finalists and winners at the 2023 Tasmanian Volunteering Awards ceremony.

## Tasmanian Volunteering Awards

We celebrated the 2023 Tasmanian Volunteering Awards at Government House in May 2023, recognising excellence in volunteering. The coverage of the awards program both highlights and celebrates the special culture of volunteering across the state.

**"Very deserving stories behind these wonderful community volunteers"**

– SHARED BY THE ROTARY CLUB OF HOBART DURING NATIONAL VOLUNTEER WEEK.

### Connected to our Inclusive Volunteering Pathways to Employment program



## Design Thinking program

The program objective was to support volunteer organisations to adapt their operations after COVID-19, to effectively recruit, support and manage a more flexible workforce. The program aimed to bring people together to engage in creative and intensive problem-solving. Communities of practice were established to create opportunities for sharing information, experiences and ideas, and to build sustainability in organisational practice. Linked to the program is The Innovation Series, where volunteers and volunteer organisations have access to a variety of information through webinars, eNews, podcast and articles.

"I absolutely recommend the Design Thinking Program. If people haven't done it before and are looking at expanding their own level of thinking and what they can bring to their roles, then workshops like this are perfect for it. Especially if you come with an open mind and bring a beginner's mindset to it, everything is possible. Anything can be learnt, anything can be done using this process."

– PROGRAM PARTICIPANT

We provided three **Let's Talk sessions** to the sector during the year, with 60 attendees in total. Topics were in response to sector requests for best practice advice, information, and shared practice around these topics. We focused on Volunteer Recruitment, Planning Your Volunteer Roles, and Succession Planning and When a Volunteer Leaves (or may need to).

We learned about the challenges and needs of volunteers with disability through the **VMA Disability Co-Design Project**. From working with key stakeholders and undertaking broad consultation (with 53 individuals/organisations statewide), we heard that there is significant risk in a one-size-fits-all approach, and people with disability should be consulted about what they have to offer as volunteers. People with disability have the same motivations to volunteer as everyone else. However, they face prejudice and stigma and are often limited by assumptions made.



Caroline Cochrane, a volunteer with Volunteering Tasmania shares her stories as part of the disability awareness campaign.

To address this, our Co-Design Working Group came up with a **Disability Awareness Campaign** that will showcase a range of key messages on the value of involving volunteers with disability. Several volunteers with disability have been identified statewide and we will work with these 'champions' to showcase their volunteering experiences. Volunteers will share their stories through short video, written stories and/or involvement in our VMA Diversity and Inclusion Community of Practice.

We received an expansion and extension of funding for the **Inclusive Volunteering Pathways to Employment Program (IVP)**. This is part of a consortium with Volunteering ACT (lead agency) and Centre of Volunteering NSW. Expansion of funding has allowed for an additional Inclusive Volunteering Coordinator, resulting in one role in the South and one in the North, as part of our team.

"It was one of the few places I felt I belonged, as an autistic person. It was a most satisfying and wonderful experience!"

– IVP PARTICIPANT, SPEAKING ON THEIR VOLUNTEERING EXPERIENCE, WORKING WITH CHILDREN IN THEIR COMMUNITY.



Photo taken at a Conservation Volunteers Australia event in Taroona by Ulla Nordwood Photography.

## Leading Mental Health and Wellbeing in Volunteer Workforces

Volunteering Tasmania was funded to deliver this project through a Healthy Tasmania funding grant. This included a three-part workshop series which was designed to train the individual around how to best support themselves, the organisation, and the individual (volunteer) in providing a mental health and wellbeing safe workplace. This project was designed and delivered in collaboration with the University of Tasmania and the Mental Health Council of Tasmania.

## Grant writing workshop series

We conducted a grant writing workshop series during this funding period to better support participants in seeking other funding to adapt and support their programs. This was scheduled due to demand of the sector wishing to have some training in this space, in understanding the program logic behind a grant application, and support to write funding submissions/grant applications differently with the aim to have better outcomes.



A resident and a volunteer at Korongee Dementia Village.

## Educational resources

We launched our [Resources page](#) on our website which features a host of resources we have developed, alongside numerous external websites. The page brings together useful, evidence-based and best practice resources to support effective volunteer management.

**An example of collaboration:** Volunteering Tasmania established a working group with HACC-funded providers Australian Red Cross Tasmania, Launceston VFC Services, Polish Welfare Office, and Meals on Wheels Tasmania to inform the resource development to raise awareness of volunteering in the home and community care setting. This resource was released on [our website](#) during this funding period.



Hans Wang volunteers his time at the Kingston Library to provide IT support to library patrons.



## Advocacy

We are working to reduce the invisibilisation of the Tasmanian volunteer workforce and volunteering sector. Tasmania does not yet have a Minister for Volunteering, which results in the responsibility for the volunteering industry split across government departments and Ministers' portfolios. As a result, the volunteering workforce is not consistently considered in the formulation of policy and programs. This results in policy and regulation that either overlooks volunteering entirely or inadequately addresses its unique challenges. Understanding the ways that volunteering supports and is affected by key government and socio-cultural-political priorities, requires a comprehensive approach, and should be underpinned by a Tasmanian volunteering strategy that considers the needs of the entire cross-portfolio, volunteering industry.

We have worked hard to lift the voice of volunteers, both within Tasmania and nationally, through consistent contributions to submissions and dialogue around systemic issues facing volunteers and the volunteering industry. Volunteering Tasmania's new organisational structure ensures the team are across contemporary research as well as the grassroots impacts. These are some of the ways we did that this year:

## Measuring what Matters Statement

This was a collaboration between Volunteering Australia and the state and territory volunteering peak bodies, which resulted in voluntary work being included as wellbeing metric in the national Measuring what Matters framework. We celebrate the recognition of the vital role volunteering plays in enhancing wellbeing, both individually and collectively. Read our [briefing paper here](#).

We amplified the gaps and needs identified by our membership and research through four independent submissions that align with our strategic priorities:

- > [Child and Youth Safe Organisations Bill](#)
- > [Refreshing Tasmania's Population Strategy Consultation Paper](#)
- > [Review of Tasmania's State Recovery Plan Issues Paper](#)
- > [Capital City Strategic Plan 2019-29: 2023 Review Consultation](#)

We made one submission to the Federal Government

- > Australian and New Zealand Standard Classification of Occupations (ANZSCO) comprehensive review – consultation round 1.



Volunteering Tasmania CEO Shirleyann Varney with Volunteer/Social Support Individual Coordinator Jenni Daw.



The passionate volunteers at the St Helens Tip Shop.



Advocacy and Impact manager Bridget Delaney during a panel session at the National Volunteering Conference.

## National Volunteering Conference 2023

Our Advocacy and Impact manager presented on learnings from the Youth Volunteer Army program.

Feedback from attendees:

"I loved the point about the need to be empathetic to the competing commitments young people are having and how that may influence their volunteering engagement."

"Just want to say how inspiring your panel was at the end of the conference. As a young person in the industry, we need more of our voices out there!"

We worked collaboratively with other volunteering peak bodies nationally to:

- › develop best practice, nationally consistent resources
- › commission the refresh of the National Standards for Volunteer Involvement
- › commission national research on the barriers to volunteering for identified priority cohorts (newly arrived migrants; people with disability; First Nations people)
- › commission national research on digital inclusion for volunteer-involving organisations



A presentation by our Volunteer Connector, Tevas Lau.

## The Great Reset paper

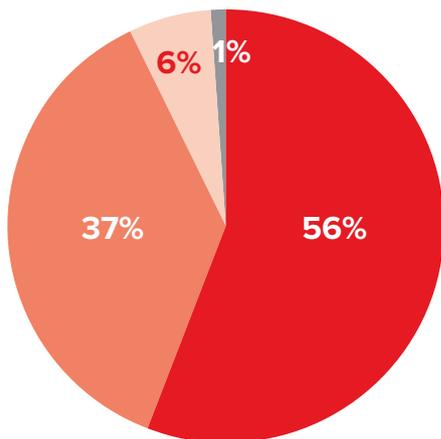
COVID-19 had an enormous impact on Tasmania's volunteering ecosystem. [The Great Reset paper](#) draws on consultations and conversations we had with organisations and volunteers since the pandemic first disrupted Tasmanian lives in March 2020. By drawing these collected experiences and observations, together within the context of existing volunteering trends and projections, this paper presents a view on how the COVID-19 pandemic will continue to shape volunteering in Tasmania's future. This paper has been the local research platform that has confirmed that while COVID-19 accelerated challenges felt by the industry, and increased demand, those challenges have not gone away as the pandemic moves into a 'life as normal' rhythm. As a result, we have used the Great Reset paper to inform our advocacy work through policy submissions, briefing papers and stakeholder meetings to lift the experiences of the industry and the ongoing challenges that resulted from but have not been solved by the pandemic.

We are committed to being an innovative, contemporary and accountable peak body. We value our people greatly and are investing in our systems to help us achieve this commitment.

## Financial Report

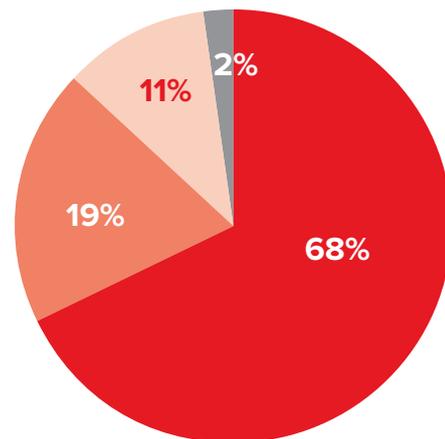
### Income for the year ended 30 June 2023

- Grants – State Funding
- Grants – Federal Funding
- Other income including Sponsorship & Memberships
- Fee Income – Consulting



### Operating expenses for the year ended 30 June 2023

- Staffing
- Statewide Administration & Governance
- Consultants
- Travel & Accommodation



## Review of systems

Like many not-for-profit organisations, Volunteering Tasmania has been working to provide high quality engagement experiences for our sector while relying on an organisational infrastructure that is no longer fit-for-purpose. We are aware of the rapid evolution of the ways in which we work over the past few years, including a workforce that is state-wide and in hybrid environments (some people working in an office and some working remotely online), operating systems that need to be carefully built to meet the needs of the services and programs on offer, and that are protected from cyber threats. During 2022-23, the review of systems to evolve them into a fit-for-purpose solution has been a strong focus for the Volunteering Tasmania team, and one that remains a priority into the 2023-24 year.



Wayne Doran, ambulance volunteer officer at Bothwell.

# Our People

We restructured the organisation to increase the flow of information and support greater internal collaboration. By ensuring greater collaboration with all stakeholders, we aim to further improve the quality of the support we provide to our members. This will ensure we make a positive difference for our members and the wider volunteering industry. Head to our website, [About Us page](#) to learn more about our team.





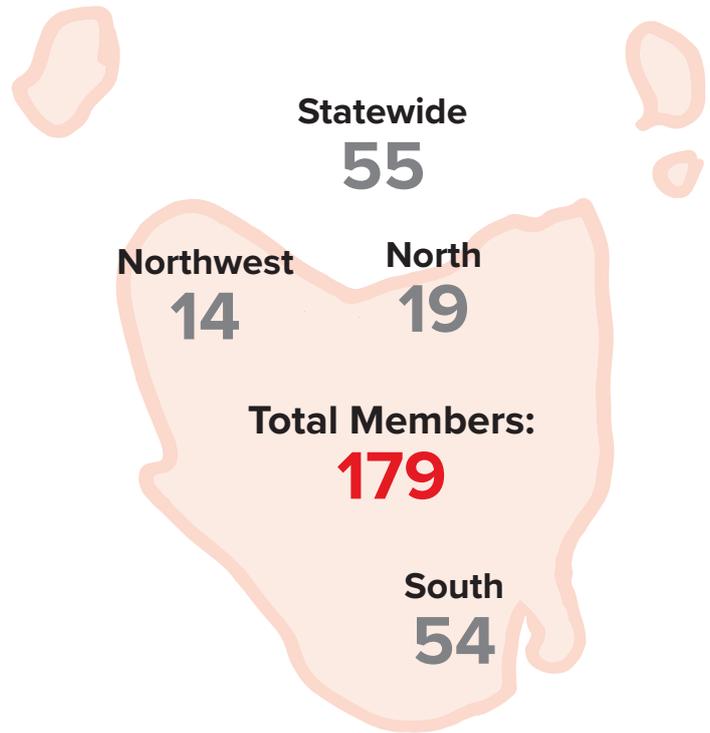
**1,018**  
volunteer hours  
undertaken by our  
board directors



Right image: The board directors with Advocacy and Impact manager Bridget Delaney and facilitator Kym Goodes, taken at the Volunteering Tasmania strategic planning day.

# Our Members

We had **179** members at the end of the financial year, with community welfare the largest sector represented in our membership. We also had **52** new members join us during the 2022–23 financial year.



Volunteering Tasmania CEO Shirleyann Varney visits with Karen Fahey and volunteers from the Hobart Repertory Theatre Society.



Shirleyann Varney and Kate Dostalek, HR and administration coordinator at the Migrant Resource Centre Tasmania.



Volunteering Tasmania CEO Shirleyann Varney with volunteer Glenice at the Launceston Airport.



Shirleyann Varney and Julie Ayre from the Understorey Network.

# Sectors represented



We gratefully acknowledge the financial support of the Tasmanian and Federal Governments. We could not have accomplished these achievements without the support of our members who contribute to our work.

Their engagement reflects the strength of the volunteering industry. We especially acknowledge all of Tasmania's volunteers and their commitment to the safety and wellbeing of our communities everyday.

**Thank you to 4Business for their donation.**

**Thank you to all our funders.**



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