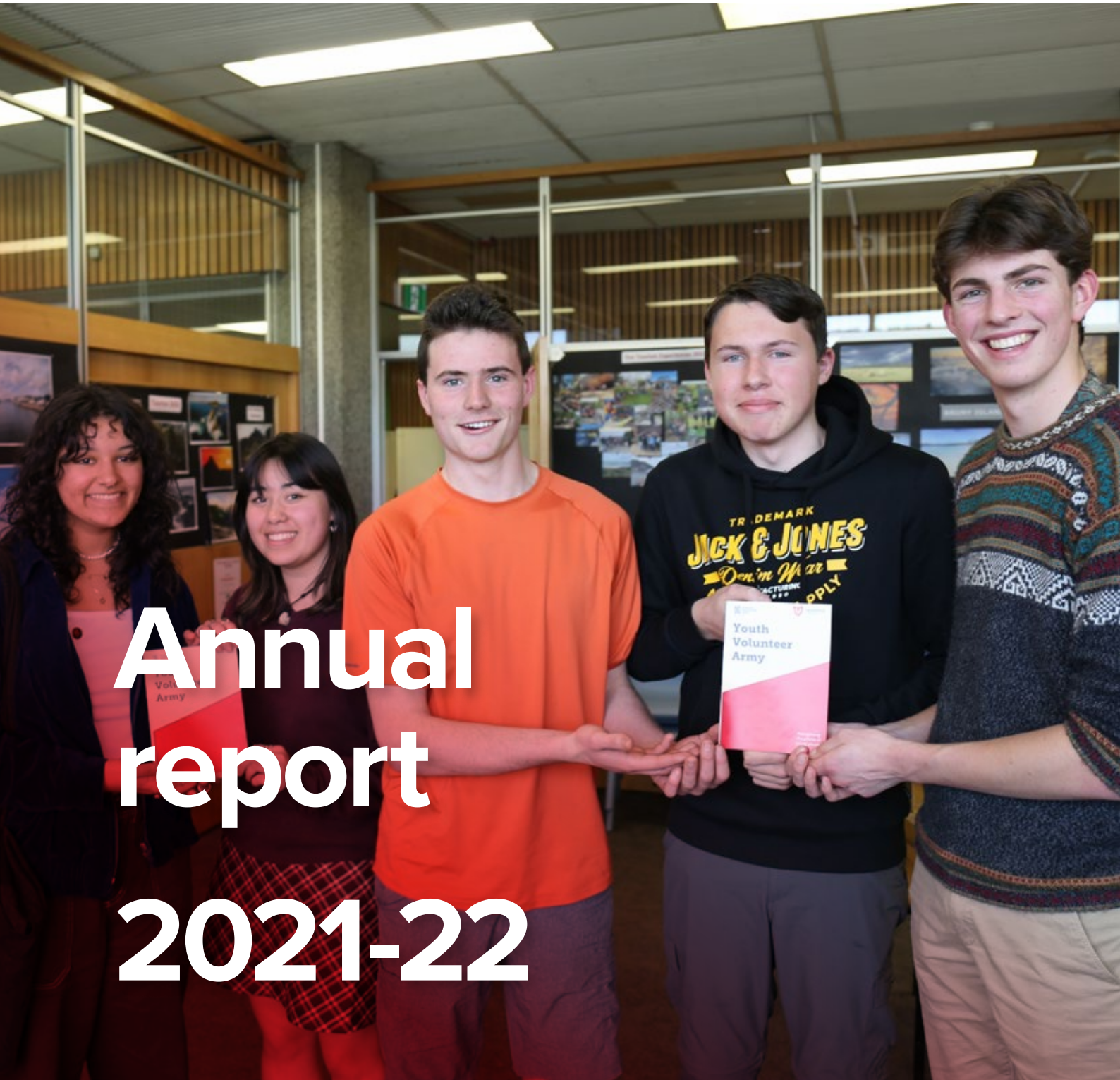




**volunteering**  
TASMANIA  
*Be Connected*



# Annual report 2021-22

## Our vision

The contribution of volunteering is understood, respected and valued as a powerful driver of community prosperity and inclusion in Tasmania.

### *our purpose*

**We connect and build an inclusive community to make a difference through the impact of volunteering**

### *our values*

**be informed  
be inspired  
be connected  
make a difference**

# The year that was

the 2022 Tasmanian  
Volunteering  
Awards received

121 

nominations across  
10 award categories



20

people  
across  
two  
regions

participated in co-design teams  
in the Safeguarding Project

4

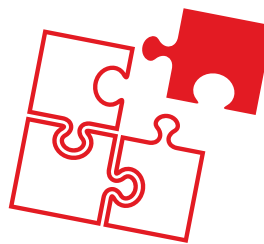
schools  
signed



up for the Student  
Youth Volunteer Army

6,500 

Facebook followers



193

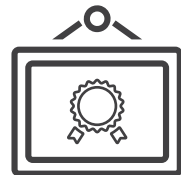
volunteer managers  
attended the  
Manager of Volunteer  
Network Meetings

1,572 

Twitter followers

We provided

10,046



certificates of recognition for  
individual volunteers during  
National Volunteer Week

1,200

LinkedIn  connections



25

workshops held  
across the state

3,300 

eNews subscribers

# Joint welcome message

We are proud to present our 2021-2022 Annual Report and to acknowledge our strategic leadership of the Tasmanian volunteering sector. Volunteering Tasmania plays a pivotal role in developing the social, cultural and economic well-being of Tasmania through the impact of volunteering. We represent a workforce of more than 170,000 volunteers and 5,000 volunteer-involving organisations that drive community prosperity, connection and inclusion throughout Tasmania.

From recent research with UTAS, we know that the net impact of COVID on the Tasmanian volunteer sector was about a 10-20% reduction in volunteers. We also know that there has been a shift in the demographic of volunteers. Although many people continued their volunteering and are still active with their organisations, some took the opportunity to retire from long-term volunteering, and others are still reluctant to re-engage in their volunteering due to physical and mental health concerns. However, we saw a raise in project-based, short-term volunteering during the pandemic and more community, place-based volunteering. We are yet to see if this trend continues.

Volunteering Tasmania, through funding from the Tasmanian Government, launched a widespread and highly successful media campaign in mainstream and social media, through a series of videos to encourage Tasmanians back into volunteering. We continued to support the sector with resources, advice, and training to grapple with the ongoing impacts of COVID. One such program is the Design Thinking program that has supported our sector to take the innovation, learning and 'failures' from the previous two years and reframe them to support a more vibrant and impactful approach to their organisation's volunteering.

Volunteering Tasmania continued to advocate for adequate, predictable, and sustainable funding from the Tasmanian Government during the year. We thank and acknowledge the Tasmanian Government for restoring our funding that enables us to address strategic and systemic issues in the volunteering sector: the Safeguarding Volunteering project. We look forward to continuing to work with the State Government and all strategic partners to support the volunteering sector.

Volunteering Tasmania continues to be a voice for the sector to both the federal and state governments, on issues such as volunteering in aged care, food security planning, Child safe frameworks and legislation, the national volunteering strategy, and the direction of the new federal government on volunteering - including the importance of including volunteering as indicators of a wellbeing budget.

The Volunteering Tasmania team continue to have a strong focus on inclusion, including our own cultural capability. As a sector, we must continue to challenge our structural discrimination and racism to open the door for more people to participate in and contribute to volunteering. This is a big task as we break down systems and structures that many of us don't even recognise as barriers for other cultures and groups. This is a role we are passionate about, and we are committed to leading the sector.

The 2021/22 period has been a year of recovery but also of reshaping the future of our sector. It is an opportunity not to be squandered and there is still much work to do to secure a vibrant and impactful Tasmanian volunteering sector. None of this could be possible without our amazing volunteers, our member organisations, our funders, our fabulous Volunteering Tasmania team and our dedicated board. We give you our thanks and our gratitude.

**Dr Lisa Schimanski & Georgie Ibbott**



**Dr Lisa Schimanski**  
**CEO**  
Volunteering  
Tasmania



**Georgie Ibbott**  
**CHAIR OF THE BOARD**  
Volunteering  
Tasmania



# Strategic plan 2018-2023

## strategic focus areas

VOLUNTEER ENGAGEMENT	SECTOR DEVELOPMENT	POLICY & ADVOCACY	INNOVATE & LEAD
<ul style="list-style-type: none"> <li>Promote and support contemporary volunteering</li> <li>Engage community to volunteer through supportive, efficient and agile recruitment and engagement processes</li> <li>Provide access to inclusive and diverse volunteering opportunities</li> <li>Celebrate excellence and recognition of volunteering</li> </ul>	<ul style="list-style-type: none"> <li>Coordinate networking between volunteer involving organisations to exchange knowledge and experience</li> <li>Deliver learning and development opportunities to build sector capacity and sustainability</li> <li>Increase capacity of organisations to align to best practice volunteer management practices</li> <li>Support and promote the professionalism of Tasmanian volunteer managers</li> </ul>	<ul style="list-style-type: none"> <li>Advocate and champion volunteering in Tasmania</li> <li>Engage in Government decision making processes to influence positive outcomes for volunteering in Tasmania</li> <li>Develop evidence-based resources and policy statements for volunteering</li> </ul>	<ul style="list-style-type: none"> <li>Undertake, participate in research to inform and influence the future of volunteering</li> <li>Use and support innovative frameworks and research to increase resilience and relevance</li> <li>Collaborate and build strategic partnerships for investment in volunteering</li> </ul>

## strategic enablers

OUR PEOPLE	ORGANISATIONAL STRENGTH	KNOWLEDGE BASE
<ul style="list-style-type: none"> <li>Engage our people to be active participants in the design and implementation of our services</li> <li>Provide opportunities for our people to reflect, share and develop a shared understanding of success</li> <li>Provide opportunities for our people to develop their knowledge and apply their skills</li> <li>Develop clear and realistic performance expectations for our people</li> </ul>	<ul style="list-style-type: none"> <li>Maintain and seek to diversify current income streams</li> <li>Maintain sound financial management processes</li> <li>Ensure an effective governance structure is maintained</li> <li>Build a diverse and engaged membership base</li> <li>Develop a Partnerships Strategy to leverage existing and future priorities</li> <li>Partner and collaborate with the national volunteering network</li> </ul>	<ul style="list-style-type: none"> <li>Lead and partner in the development of Tasmanian volunteering research</li> <li>Participate in National volunteering research projects and discussions</li> <li>Instigate and facilitate conversations on volunteering research across the Tasmanian volunteering community</li> </ul>

## Finances

Our full Financials for 2021-2022 are available in a separate Audited Financial Report on our website.

[www.volunteeringtas.org.au/about-us/core-documents](http://www.volunteeringtas.org.au/about-us/core-documents)



*volunteer story:*  
**The Story Island Project**

**Changing lives for young people through the art of storytelling.**

Imagine a busy, bustling classroom transforming into a dynamic creative space, where laughter is encouraged, and young people embrace the art of storytelling.

This is what happens when the Story Island Project visits schools across southern Tasmania. Thanks to the tireless efforts of a merry band of staff and volunteers, the not-for-profit organisation runs storytelling workshops where young people are empowered to create their own stories.

Co-founder, communications and fundraising coordinator Kate Gross says the program is all about supporting students to give it a go and celebrating their diverse voices.

“The program helps to give them the confidence to be creative and helps them to get the skills they need to bring the stories that they already have inside themselves out onto the page.

“I believe kids are full of creativity, they are full of great ideas, and they are full of great stories,” she said.

Since 2016, the Story Island Project has worked with more than 1,300 young people at 25 schools and community sites across Southern Tasmania. Volunteer coordinator Mia Donnet-Jones explains that in 2020–21 alone, this work was supported through 1,400 hours of volunteer time.

“So, volunteers play a huge role in the Story Island Project - they are at the heart of our storytelling workshops.

“Our volunteers act as mentors at our term-long storytelling programs in schools, led by our ‘Story Leader’. Each volunteer works with two or three young people in these weekly 90-minute workshops, enabling us to give students lots of time and attention as they plan and write their stories.

“All of our volunteers bring their enthusiasm and passion to the workshops and our volunteer community. It’s an absolute pleasure to work with our volunteers. We feel very, very lucky to have the volunteers that come to work with us. They bring such a diverse range of experience, skills and knowledge that make for a more enriched organisation and community,” said Mia.

The Story Island Project was awarded the Volunteer Group or Program of the year at the 2022 Tasmanian Volunteering Awards and Kate said the team was thrilled to win the award.

“The Story Island’s team of passionate, committed volunteers really are at the heart of the work we do. The positive relationships they build with students in our workshops make such a difference – giving students the support and confidence they need to write and share their stories. We’re really proud of our volunteer team and our volunteer program – the award is a wonderful recognition for both.”

Find out more about the Story Island Project:

[www.storyislandproject.org](http://www.storyislandproject.org)

# Innovate & lead

Much like the rest of the world, the future of volunteering is changing and evolving around us. As well as societal changes and new regulations influencing volunteering, we are also seeing the impacts of COVID-19 in the sector.

The Innovate and Lead portfolio seeks to understand through research, the impacts of the changes, and to explore new and innovative ways of working to inform and influence the future of volunteering. This includes trialling innovative programs, building strategic partnerships and undertaking research to increase the investment in volunteering. Through the Innovate and Lead portfolio, we aim to test different ways of approaching the future of volunteering and supporting the sector to think and operate differently to build a resilient sector.

## Safeguarding Volunteering Project

We supported Break O'Day and King Island communities and local councils to build local community volunteer strategies. These strategies were developed using a co-design framework and are designed to be embedded as community activity to build sustainable volunteering. The Safeguarding Volunteering Project funding was announced in the State Budget, securing this project work for another two years and enabling us to work with an additional eight local communities.

## Innovation Program

Through the Innovation Sharing Series, we have run several online workshops, and shared stories and podcasts that celebrate and promote innovation and creative problem solving across the sector. This involved looking at hot topics like connection in a COVID world, supporting the well-being of volunteers, virtual volunteering and the power of place.

We are supporting eight leaders who support or work with volunteers through a Design Thinking program. This program challenges people to look at issues differently and creatively test and trial alternative ways of tackling problems, with a safe to fail environment and action learning platform. The program focuses on doing things differently and thinking differently.



Rosny College student Owen Fitzgerald with Volunteering Tasmania CEO Lisa Schimanski at the launch of the Youth Volunteer Army.

## Volunteer Engagement Project

We partnered with UTAS and The Tasmania Project, to understand from the Tasmania community what the impacts of COVID have been towards volunteering. Through this research, we engaged with more than 3,000 people and have developed several reports based on the findings. This research has informed the topics for discussion during the National Volunteer Week 2022 panel and the 2022 State Conference, and will inform and direct future work at Volunteering Tasmania.

## Youth Volunteer Army

We commenced the **Youth Volunteer Army**, an initiative that recognises and highlights the volunteering contributions of young Tasmanians. This program is available for public high school students and young people registered through jobs hubs. It recognises and links youth volunteering to skills that support young people to get jobs, build networks and increase civic participation. The app-based program supports young people to log their volunteering contributions, earn badges and use a curriculum vitae (CV) of volunteering.

## AFL Tasmania

We are working in partnership with **AFL Tasmania** to support footy clubs across the state to improve their volunteer programs. This support is offered at different levels based on the needs of each club. We are mentoring and supporting AFL Tas staff to help clubs by:

- providing bespoke support for three to five at-risk clubs through a co-design process to highlight issues and develop solutions
- redeveloping the self-audit tool to be utilised by clubs to support gap analysis and development of resources and workshops

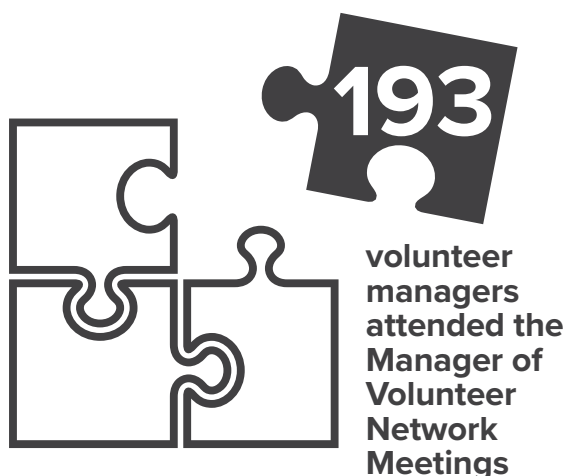
# Sector development

Behind every great volunteer experience is effective leadership and management. The Sector Development portfolio supports volunteer managers to increase their skills and knowledge – to plan, structure, manage and coordinate the work they do.



We support organisations and individuals with training, resources and networking opportunities to maintain best practice volunteer management strategies that connect to each stage of the volunteer management cycle. This includes planning, recruitment, selection and screening, induction and training, performance and support, and recognition.

We provide professional development opportunities to ensure managers of volunteers have the skills and resources they need to find volunteers for their programs and keep them coming back.



## A few highlights:

- Re-engaging volunteers into aged care facilities (RACF) project is a National Government project funded by the Department of Health and supported by peak bodies in each State/Territory. Volunteering Tasmania supported this six-month emergency project (March – Sept. 2022) through surge capacity volunteering in RACFs. Eight RACFs and 70 volunteers registered in the program.
- The Tasmanian Volunteering Awards ceremony was held on 20 May 2022 at Blundstone Arena. We received 121 nominations across 10 award categories and Tasmanians from across the state came together for a special afternoon of celebrations.
- Our State Volunteering Conference took place on 9 November 2021, with the theme (Re)defining Volunteering.
- 10 participants in our Continuous Professional Development program completed and obtained their Professional Leader of Volunteers (PLV) post nominal status.
- We partnered with Mental Health Council Tasmania and UTAS to deliver the Leading Mental Health and Well-being Project, which aims to build leadership capability within volunteer-involving organisations to support positive mental health and well-being for their volunteer workforces.
- During the year, we signed up 2,355 volunteers on the EV CREW database. These are volunteers ready to act as surge capacity support to community and volunteer programs in response to crisis.
- We ran volunteer management reviews and volunteer program development projects with Lifeline, COTA and the Derwent Valley Council.
- We provided Let's Talk Volunteering sessions for HACC-CHSP funded organisations, which are designed to offer high impact / low time commitment sessions to activate conversations around volunteer management, challenges and advice/learnings, to share and connect the sector across a range of topics.



# Policy & advocacy



Youth Volunteer of the Year award recipient Ahmed Omar (right), with Her Excellency the Honourable Barbara Baker AC and a family member and friend.

As the peak body for volunteering in Tasmania, we have a responsibility to fully understand sector issues, and to make considered statements on behalf of the sector and those within it. Whether it be the hardworking staff within volunteer-involving organisations, or the volunteers themselves, we aim to advocate on their behalf and hear what their needs are.

We regularly work with government and other regulatory organisations to help them become aware of the issues faced by our members, as well as how volunteering can directly improve the economy, culture, and outcomes for individuals in Tasmania.

We play a vital role in researching and developing social policy that ensures volunteering is understood, respected, and valued as a powerful driver of community prosperity and inclusion in Tasmania. We achieve this through writing submissions, conducting surveys, attending forums and consultations, liaising with government, and keeping lines of communication open with those within our community.

## Submissions

During the past year, we wrote and contributed to multiple submissions at both the Federal and State level, including the *Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings* and the *Tasmanian Women's Strategy*. We continued to call on Government to acknowledge, recognise and celebrate the invaluable contributions volunteers make to these sectors.

## Budget Priorities Statement

A Budget Priority Statement was prepared for the Tasmanian Budget 2022/23. It highlighted volunteer sustainability as a strategic focus in laying the foundation for a local, place-based approach, building capability and capacity to turnaround the gap between the supply and demand of volunteers. To achieve this, we outlined a case for an investment in our Safeguarding and EV Crew projects.

Volunteering is vital to Tasmania's economy, society, and cultural well-being. Through sustainable investment in volunteering, we can help Tasmania's communities continue to be healthy, safe, connected and economically vibrant places to live.

## Research

We continue our productive relationship with UTAS, specifically in the Volunteer Engagement Project already noted, but also in our collaboration with the Volunteer Leadership Research Group led by Dr Toby Newstead through the College of Business and Economics at UTAS. This group has two PhD students undertaking projects on volunteer leadership and Volunteering Tasmania is actively engaged in supporting this work. We also continue to support and advocate for research at a national level, including the development of the National Volunteering Strategy that has a strong evidence base.

# Volunteer engagement



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

We believe that everyone should have the opportunity to participate in volunteering and the many benefits it provides. Our Volunteer Engagement portfolio focuses on supporting the sector to be more inclusive of, and remove barriers to, volunteering for identified priority groups, all the while ensuring that volunteering is understood, recognised and valued.

Through the Volunteer Engagement team, we are improving access to information on volunteering and providing access to the training, resources and supports that volunteers and volunteer organisations need. We provide direct support to volunteers through education and access to contemporary volunteering placements.

## Highlights:

- The implementation and commencement of the new Volunteer Management Activity (VMA). Funded by the Australian Government Department of Social Services, the redesigned Volunteer Management Activity runs from 1 July 2021 – 30 June 2026. We recruited and onboarded a new VMA team in the second part of 2021 who worked hard to implement the new model and build relationships with stakeholders.
- A dedicated Volunteer Network Group made up of specialist agencies, volunteer organisations and volunteers, undertook a co-design project to support sector and community change. This will improve the pathways and experience of volunteering for newly arrived migrants. Key resources will be developed from this project and embedded through a Community of Practice.
- Continuation of the Inclusive Volunteering – Pathways to Employment Program. We have continued to successfully deliver the Inclusive Volunteering program in Tasmania. Through this program, we have been able to support 27 participants living with disability or a mental health condition, into volunteering. Another focus of this program is building the capacity for organisations to be inclusive, with 84 organisations supported to date.
- Development of a Cultural Capability Plan for Volunteering Tasmania. As an organisation, we are on a journey of cultural capability, having completed a UTAS short course in the latter part of 2021 called Building Cultural Capability in Organisations. This has inspired us to develop an organisational cultural capability plan which is being led by an internal working group, made up of board members, staff and a volunteer.

we attended  
**18** community events

sharing knowledge with  
**400+** event attendees

we delivered  
**11** training sessions

**120** potential volunteers trained  
(introduction to volunteering sessions)

**65** organisations supported to access volunteer connect

**89** referrals into the Inclusive Volunteering Program  
with **27** program participants supported into volunteering roles

# Our people

## OUR BOARD

Georgie Ibbott  
(Chair)  
Dr Sonia Shimeld  
(Treasurer)  
Damian Gill  
Stephen Davy  
Suzy Kidd  
Cameron Scott  
Jacob Miller  
Jo Westwood  
Madeleine Figg  
Lynne Hanlon

## OUR STAFF

Dr Lisa Schimanski  
Kate Crawford  
Amy Bailey  
Beth Rad  
Shanthini Gurung  
Vija Hughes  
Angela Baker  
Dawn Green  
Mel Blake  
Maya McDonell  
Rhonda Wilson  
Ruth Osborne  
Bridget Delaney  
Marcus McCrae  
Tim Henry  
Theresa Canning  
Sharon Wright  
Tanya Geddes  
Sarah Sackville

## OUR VOLUNTEERS

Caroline Cochrane

*Thank you  
& farewell*

## BOARD

Claire Ellis

## STAFF

Sanne Reijenga  
Maree Gleeson

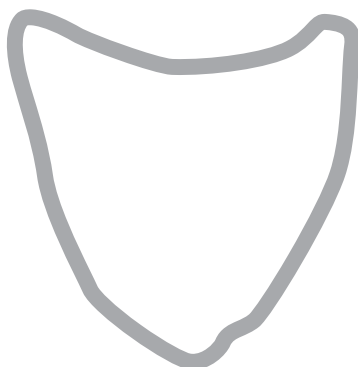
*Premier's Volunteer  
of the Year 2022*



Minka Woolley won the Premier's Tasmanian Volunteer of the Year award at the 2022 Tasmanian Volunteering Awards ceremony.

# organisational strength

(As at June 2022)



**246 Members**

180 Organisations

38 Individual (5 Life)

8 Corporate

112 South, 25 North, 14 North West

# acknowledgements

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We would like to thank the many individuals, organisations, and businesses who we have worked with and who have supported us this financial year. Those who have contributed their time, knowledge, expertise, funding, a platform for us to share, we thank you all.

Your support allows us to continue our work, and to continue the promotion of and access to best practice volunteering in our state.

We would also like to thank our funding agencies:

The Australian Government - Department of Health  
and the Department of Social Services

National Disability Insurance Agency

The Tasmanian Government - Department of Communities,  
Department of Health, and the Department of Premier and Cabinet



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