contents

from the Chair .................................................................................................................. 2
from the CEO .................................................................................................................. 4
who we are .................................................................................................................... 6
our values ....................................................................................................................... 6
strategic plan ................................................................................................................... 7
how we do it ..................................................................................................................... 8
  1. supporting and facilitating volunteering ............................................................... 8
  2. consultancy, resources and information
to volunteer–involving organisations ...................................................................... 11
  3. influencing public policy and promoting
research and debate .................................................................................................. 14

performance against our strategic plan ................................................................. 16
  goal 1 ......................................................................................................................... 16
  goal 2 ......................................................................................................................... 20
  goal 3 ......................................................................................................................... 21
  goal 4 ......................................................................................................................... 23
  goal 5 ......................................................................................................................... 24

our people – board members .................................................................................... 26
our people – staff ......................................................................................................... 31
our patron ..................................................................................................................... 39
our staff walking the talk ........................................................................................... 40
financial summary ....................................................................................................... 42
balance sheet ................................................................................................................ 43
major revenue areas .................................................................................................... 44
major expenditure areas .............................................................................................. 44
On behalf of the Volunteering Tasmania (VT) Board I am pleased to present the 2011/12 Annual Report. It has been a highly productive year for VT. The Annual Report details the year’s achievements and so I will only outline some of the highlights here.

One of the key activities we undertook early in the year was a complete review of Volunteering Tasmania’s Strategic Plan. This involved all staff, the Board and some key stakeholders. I am very happy with the final Plan as it provides good strategic direction for the organisation and it is clear and concise. The Plan is already proving its worth as a key reference point for guiding the prioritisation of the organisation’s work.

During the year we made some key changes to our Constitution, which were endorsed by our membership at a Special General Meeting on 22 June 2012. These changes focused on simplifying the membership model - we removed the category of non Voting Member so that we have now have four categories of members; Individual, Organisation, Corporate and Life, all of which have full voting rights of VT. Other changes were made to position VT to gain some taxation benefits and also to better enable us to achieve Public Benevolent Institution (PBI) status in the future should we choose to apply.

In 2011 Volunteering Tasmania established a Social Policy Advisory Council (S-PAC). This group is made up of people who have a range of experience and interests in social policy and volunteering. During the year they provided VT with policy advice on a number of key policy areas that impact on volunteering in Tasmania. The first area of focus was to look at the definition of volunteering and develop a Characteristics of Volunteering statement. This has been signed off by the Board and will provide an excellent reference when issues arise. The S-PAC have also worked on a reimbursement policy that will be finalised later in the year. I would like to thank the members of the S-PAC for their contribution to both VT and to volunteering generally in Tasmania. They are doing a great job and it is very much appreciated.
Volunteering Australia (VA) our peak national organisation has undergone some significant changes during the year. Changes to VA’s funding have meant that there is a need to thoroughly review its governance as well as the services that the organisation is delivering to ensure it is meeting the needs of volunteering involving organisations and volunteers across the country. This will be the main focus of their work during 2012/13.

Volunteering Tasmania ended the year in a very sound financial position, having delivered on its contracts to an extremely high standard, on time and on budget. We have gained a further two year contract with the Commonwealth Government to support our volunteer management programs and have been given strong indications from State Government officers that they are very satisfied with our performance over the past three years and that our fourth year of funding will be forthcoming. Furthermore our Social Enterprise Unit is starting to build and we have expectations of this making a significant contribution to VT’s business in the future.

I would like to take this opportunity to thank Adrienne and her team for all their excellent work. Well done team! I would also like to thank the Volunteering Tasmania Board for all their time and input. I believe we have met our key objective of guiding the organisation to ensure it remains a strong, relevant organisation representing volunteering in Tasmania.

On behalf of the Board I commend Volunteering Tasmania to you as a great organisation that is contributing to the ongoing wellbeing of all Tasmanians.

Frances Healy
Chair, Volunteering Tasmania
I am pleased to present Volunteering Tasmania’s Annual Report for 2011/12 and to take this opportunity to reflect on some of our key achievements and impacts during the year. Yet again it has proved to be a year of significant growth for VT as we continue to strengthen the organisation and position it for the future. VT is such a unique organisation; at our core is a focus on the very best parts of human beings, kindness, generosity and benevolence. Every day at VT we are privy to examples of people going that extra mile to make a positive difference in our community and it is a great privilege to work for an organisation who’s Mission is to create an environment that promotes and sustains effective volunteerism.

As always National Volunteer Week proved to be one of the highlights of our calendar. We launched NWV this year in the North West of our State with a breakfast in Burnie. Attended by over 60 volunteers and volunteer coordinators the launch paid homage to the reciprocity of volunteering. Volunteering is about giving but it is also about receiving and guest speaker Ian Edwards reflected on how in his work of trying to positively influence the lives of young people in his community the act of volunteering has changed his own life.

The International Year of the Volunteer + 10 (IYV+10) culminated at the end of 2011 and provided us with the opportunity to revisit some of the aims of the original IYV and reinvigorate the spirit of volunteerism. Globally the United Nations released the State of the Worlds Volunteering Report (SWVR). The SWVR reflects the universality of volunteering and makes recommendations for how we can improve the ways we support and recognise volunteerism. Here in Australia we celebrated with a National Conference and the Department of Prime Minister and Cabinet released our first ever National Volunteer Strategy. The Strategy sets out the government’s vision for volunteering in Australia and was developed in consultation with the sector.

Buoyed by the success of the 2010 State of Volunteering Report work has commenced on the 2012 Report. Whilst the 2010 SoVR was generalist in nature and provided an overview of what volunteering looked like in Tasmania in 2010, the 2012 Report will consider what the volunteering demographics are projected to be in Tasmania in the next 10, 25 and 50 years and what challenges and opportunities these changes will raise. The first phase of the Report, the demographic analysis, was released during National Volunteer Week with the full Report due for release in December 2012.
Both a highlight and an indicator that the culture at VT is in good shape was the announcement at the end of 2011 that VT had won an Employer of Choice Award (EoC). The Award was very much a team effort and reflects our genuine commitment to our second organisational value, ‘committed to people’. I want to congratulate the VT team for their outstanding efforts this year. They are the ones that activate the VT vision and we are very fortunate to have such an exceptional group of individuals that are so committed to the spirit of volunteering.

Certainly one of the highlights for me this year was being given the opportunity to attend and present a paper on ‘The Definition of Volunteerism – a local perspective’ at the 13th IAVE Asia Pacific volunteering conference in South Korea. It was a real honour to be able to showcase the work that VT has been doing in this area and hear some of the complexities that face volunteering programs and leaders in other countries. The overriding sentiment of the conference was that although volunteering may be an individual act it has the potential to transform the world.

My thanks go to the Chair of VT, Fran Healy and all of the Directors on the Board. The VT Board is fortunate to have amongst its number a group of highly skilled individuals who are committed to the Mission and advancing the organisation. I continue to be inspired by their dedication to VT and the considerable skill and knowledge that they bring.

When Annual Report time comes around I welcome the opportunity to pause and reflect on the achievements of the year that has gone, and to articulate our vision and plans for the coming year. I can confidently say that VT is going from strength to strength and I am proud of what has been achieved over the last year and looking forward to the future that is unfolding.

Adrienne Picone
CEO, Volunteering Tasmania
who we are

Our mission: VT creates an environment which promotes and sustains effective volunteerism.

our values

VOLUNTEERISM
We value the place volunteering has in our community and we actively support it.

COMMITTED TO PEOPLE
We are committed to respect, equality and adding value to the experience of others.

PROFESSIONALISM
We demonstrate our professionalism through our positive attitude, effective communication, integrity and commitment to improvement.

LEADERSHIP
We are the leaders on volunteerism in Tasmania and our position is based on experience, evidence and regular consultation.

COMMUNITY
We have a sense of belonging where we work towards common goals, valuing diversity and respecting difference for the development of volunteering.

At VT we aim to respond to the changing environment of volunteering. We shape the future of volunteering in Tasmania and deliver our mission in three key ways:

1. By supporting and facilitating pathways to volunteering for all members of the community

2. By providing consultancy, resources and information to volunteer involving organisations and programs

3. By influencing public policy and promoting research and debate
# strategic plan

Mission: Volunteering Tasmania Inc is committed to creating throughout Tasmania, an environment which promotes and sustains effective volunteering by all people.

<table>
<thead>
<tr>
<th>KEY ACTION</th>
<th>Marketing</th>
<th>Capacity Building</th>
<th>Engagement and Collaboration</th>
<th>Income</th>
<th>Research and Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volunteerism</td>
<td>VT is valued and sought after as the leader on volunteerism in Tasmania.</td>
<td>External</td>
<td>Internal</td>
<td>VT works alongside the volunteering community, business and all levels of government.</td>
<td>Financial strength to ensure sustainability.</td>
</tr>
</tbody>
</table>

| RATIONALE | VT | VT works alongside the volunteering community, business and all levels of government. | VT has a sustainable future. | VT is recognised as an advocate for volunteerism based on experience, evidence and consultation. |

| OUTCOMES | Increased status of volunteerism. | VT is valued, recognised and credible. | Supporting an environment of best practice volunteer management. | VT is a recognised and credible organisation. | Total revenue is increased and diversified to create flexibility. | Research based policy and practice. | Autonomous and credible voice for the sector. |
how we do it

As the State’s peak body for volunteering all of VT’s work is driven by the desire to create an environment where volunteerism can flourish. Our focus needs to be balanced between the individuals that offer their time to the community and the organisations that involve them. In our day to day work we are connecting with individuals and guiding them towards volunteering roles that are a good fit for them; working with volunteer involving organisations and ensuring that all of our service delivery is underpinned by a robust evidence base.

Data released by the ABS in 2011 as part of the General Social Survey indicates that 41% of our adult population in Tasmania contributes time to benefit the community every year. This equates to 155,600 Tasmanians working right across our community in areas as diverse as sport and recreation, community services, education, arts and heritage, emergency services and the environment. The 2010 State of Volunteering Report tells us that 55% of people who have never volunteered don’t know what is out there and that is why much of our role is focussed on education, information and awareness raising as a key mechanism for promoting volunteering and increasing participation. Our key message is clear, we are convinced of the benefits that volunteering can bring to individuals and communities and our role is to convey that message in a myriad of different ways that appeal to individual audiences.
VOLUNTEER INFO SESSIONS

introduction to volunteering
For some time now VT has provided volunteer information sessions to individuals and groups. During 2011/12 these sessions have proved to be as popular as ever with 1695 individuals being supported into volunteering by VT staff.

information to current volunteers
Over 900 volunteers participated in VT training sessions ranging from customer service to confidentiality to tips on being an effective volunteer.

information sessions to young people
VT provided volunteer information sessions to 17 secondary and tertiary schools across the State to promote the benefits of volunteering as well as the myriad of opportunities available.

LOOKING TOWARDS 2012/13
VT will continue to raise the profile of volunteering opportunities through volunteer information sessions.

SCHOOLS PROJECT

In 2011/12 VT worked with students at Wynyard High School to support them to participate in volunteering. 16 students volunteered at eight volunteer involving organisations during the course of the project reporting that they found the insights they had gained into the workplace as well as the benefits that volunteering can bring to be invaluable. The project challenges community perceptions towards young people with all organisations reporting that they were impressed with the attitude and work ethic of the young people.

VT also provided support and resources to the 3 schools that participated in the Schools Project in the previous financial year.

LOOKING TOWARDS 2012/13
The Schools Project is one of the innovative ways that VT is getting the message about the value of volunteering to young people. School staff, volunteer involving organisations and students themselves can see the benefits of the project and VT has had enquiries from several other schools. In the coming year we will be exploring ways that we can expand this project.

“Thank you so much for your informative talk. It helped to get the students interested in becoming a volunteer in other areas. We do appreciate your time and effort. We spent time in the class looking at Volunteer Connect and the students nominated potential volunteer positions they would apply for.”

Teacher, Transition and Work Education Program
SUPPORTING AND FACILITATING VOLUNTEERING IN 2012/13

VT SOCIAL ENTERPRISE UNIT

In the coming year VT will be embarking on a new initiative known as the Volunteering: a pathway toward employment program. The new program aims to support unemployed individuals to access meaningful voluntary experiences and to strengthen community value of and commitment to, volunteering in the long term. VT will be working in partnership with Job Service Agencies to support clients to be volunteer ready and enhance the matching process.

VOLUNTEER CONNECT (VC)

Volunteer Connect is one of VT’s flagship projects that provides volunteer involving organisation with a user friendly online recruitment tool. As an average, volunteer involving organisations have recruited 110 volunteers per month using VC. At the 30th June there were a record 420 organisations registered on the data base.

“I have only been in my position for about 5 months, but have found everyone that I’ve dealt with at VT very helpful, friendly and knowledgeable.

In 2011 alone, we’ve had 6 volunteers submit an application through the VC site...I only hope that other organisations are as lucky as we are.”

Volunteer Coordinator.

I have only been in my position for about 5 months, but have found everyone that I’ve dealt with at VT very helpful, friendly and knowledgeable.

In 2011 alone, we’ve had 6 volunteers submit an application through the VC site...I only hope that other organisations are as lucky as we are.”

Volunteer Coordinator.
Efficient volunteer management systems and effective leaders are critical to the success of any volunteering program. Research shows us that one of the main reasons that people leave their volunteering roles is that they believe that they have been unvalued or under supported. Volunteer management systems can be as simple or as complex as the organisations themselves, ranging from something resembling a paid staff HR system through to simple systems and procedures that ensure that volunteers are well guided and supported and everything in between.

This year VT’s flagship product, the Volunteer Management Review has been incorporated into the Best Practice Framework (BPF). The BPF provides volunteer involving organisations with a range of resources to support them to implement the National Standards. Whilst still in the early stages the BPF expands the ways that VT can support volunteer coordinators through networking, education, resources and consultancy work.

NETWORKING FOR VOLUNTEER COORDINATORS

VT recognises the value of providing volunteer coordinators with resources and information and also opportunities to meet with others in similar roles. Volunteer coordinators report that that these informal facilitated sessions provide invaluable opportunities to build networks and gather information on recruiting and retaining volunteers. VT facilitated 21 coordinator network meetings this year, held in major population areas as well as regional and remote areas across the State. The use of video conferencing has enabled volunteer coordinators from King Island, the West and East coasts and the Tasman Peninsula to access the meetings without having to travel.

“[The Coordinator Network Meeting] made me aware of the importance of strategic thinking and planning about our volunteers.”

LOOKING TOWARDS 2012/13

VT will continue to provide networking opportunities to volunteers across the State over the coming year.
VOLUNTEER MANAGEMENT REVIEW

(VMR) & VMR Select
VT has conducted eight VMRs during the last year and we have been developing a new tool, VMR Select. VMR Select breaks the eight National Standards down so that organisations can opt to work on one Standard at a time. This is proving to be more cost effective but also supports organisations to embed the Standards into their volunteer management systems over a period of time.

LOOKING TOWARDS 2012/13
The VMR and VMR Select will be actively promoted across the sector.

Volunteer Management Workshops
Over 2011/12 VT has trained 580 volunteer coordinators across the State with workshops based around the National Standards for volunteers in not for profit organisations. Changes to the WHS legislation and the inclusion of volunteers meant that VT was able to provide specific sessions on the implications of the new legislation.

LOOKING AHEAD TO 2012/13
In the coming year VT will be expanding both non accredited and accredited (with a RTO partner) training that we can offer the sector as part of the Best Practice Framework.

Adrienne Picone, Jemima Stagg, Jill Maxwell, Pamela Ivanics, Amanda Barden and Ha Nguyen at the National Volunteer Week breakfast launch, Burnie.
VOLUNTEER CONNECT (VC)

It is now three years since VT launched our online recruitment tool, Volunteer Connect. In that time we have seen the number of organisations that are utilising this resource steadily growing with the total number of organisations registered on the database as at the 30th June, being 420. Research shows us that one of the most successful forms of volunteer recruitment is word of mouth. In days gone by people frequently came to their volunteering roles because of their existing networks in the workplace, church, school community etc. Our transient lifestyles mean that we are staying in workplaces and communities for shorter periods of time and less likely to make those kinds of connections. That is why a tool like VC is such an important addition to an organisations recruitment strategy; it is the online version of ‘word of mouth’.

“We have recently taken a number of excellent volunteers through VC and are pretty well covered from a staffing perspective at the moment.”

LOOKING AHEAD TO 2012/13

Although feedback about VC is generally positive there are still improvements we can make. Over the coming year we will be making some changes to the back end of VC that will make the system simpler to use and more responsive to needs.

REGIONAL DEVELOPMENT WORK

A project that spans both our work in facilitating pathways to volunteering and in providing consultancy, resources and information to volunteer involving organisations is our Regional Development Work. The Community Development Officers elect one regional community during the year and actively promote volunteering in a variety of ways and facilitate opportunities for organisations that involve volunteers to network and build collaborative structures. Over the last year staff have been focusing on the West Tamar area in the North, the West Coast in the North West and the Brighton community in the South. The outcomes of these projects have been significant and enabled VT to build regional networks and take our services to regional communities.

LOOKING AHEAD TO 2012/13

Over the coming year the Regional Development Work will focus on the Wynyard Waratah municipality in the North West, Meander Valley in the North and the Huon in the South.
The capacity to influence public policy on volunteering is an important part of VT’s role as the State’s peak body. Over the last year we have been developing and refining the consultation processes that inform our social policies. VT’s policy work engages external stakeholders such as volunteer involving organisations and volunteers and also internal stakeholders such as VT staff, Board members and the Social Policy Advisory Council. This approach coupled with a strong evidence base ensures VT has a consistent and credible voice when advocating for the interests of the volunteering sector.

**RESEARCH**

**State of Volunteering Report: Tasmania 2012 (SoVR)**

The 2012 report will be looking at one of the most significant demographic changes of our time, an ageing population, and the impacts of this change on volunteerism. Through the SoVR 2012, VT aims to help Tasmanians plan now for the future by bringing together volunteer involving organisations, state and national researchers, businesses and government to investigate the impacts of this trend on the volunteer community in Tasmania.

The project will answer the following broad research questions:

- What are the volunteering demographics projected to look like in Tasmania within the next 10, 20 and 38 years?
- What challenges and opportunities do these projected changes raise for volunteering in Tasmania in the next 5, 10 and 20 years; and
- What recommendations can VT make to policy makers, service providers, other volunteer involving organisations, businesses and researchers to respond to these challenges and opportunities?
Phase one of the project, a vision of what Tasmania’s volunteering populations will be like in 10, 20 and 38 years from demographer Professor Natalie Jackson, was released during National Volunteer Week in May.

LOOKING TO 2012/13
A symposium is planned for October where our Knowledge Partners will converge for 1½ days to review all of the information gathered so far and make recommendations for how we move forward. The full State of Volunteering Report, What does Tasmania’s Ageing Population mean for Volunteerism? will be released on International Volunteer Day, 5th December 2012.

POLICY
VT has provided responses to the following:
- DPaC Spontaneous Volunteer Consultation committee;
- Seniors Policy for Tasmania;
- Economic contribution of older Australians consultation;
- Roundtable discussions in relation to the Cost of Living Strategy;
- Various local government authorities on the development of their Positive Ageing Strategies.

Social Policy Advisory Council (S-PAC)
The S-PAC has been working hard this year to advise VT on our social policy positions. Much of the year has been dedicated to reviewing and revising the definition of volunteering. This piece of work informs all of VT’s work both in the policy and the operational units. It gives VT staff and stakeholders clarity on what we mean when say ‘volunteering’. At the onset volunteering can appear pretty straightforward but in our contemporary world the simple act of volunteering can be very complex. That is why VT needed to take a stand and be very clear about how we view volunteering. The newly developed Characteristics of Volunteering statement is quite groundbreaking and inclusive in its approach and allows more flexibility and diversity.

LOOKING TOWARDS 2012/13
All of VT’s social policy statements are based on active consultation both with the S-PAC and stakeholders. Over the coming year VT will endeavour to build on our evidence base and develop responsive and reasoned policy statements on volunteering.
performance against our strategic plan

The following section highlights our performance against key measures for each of our strategic plan goals

GOAL 1: MARKETING

a. Volunteerism: Increase the status of volunteerism
b. VT: Ensure that VT is valued, recognised and credible as the peak body for volunteering.

GOAL 1A: Marketing – Volunteerism

Measure 1 – increase the number of individuals accessing volunteering opportunities through VT.
The VC database boasts 420 registered organisations promoting volunteering opportunities and averaging 110 referrals per month.

Measure 2 – Increase in request for VT services

There have been 3217 occasions in which community organisations have been assisted with their volunteer management and marketing strategies. Key areas of focus were:

- policies and procedures
- establishing volunteer programs
- recruitment and retention
- insurance issues
- recognition
- training needs
- social media and marketing
- police checks and screening
- governance

Measure 3 – Increase in number of recognition events

During the year we:

- Sponsored the VT Volunteer Management Award in the Community Achievement Awards;
- Implemented some ‘Local Heroes’ awards recognising volunteers and their contributions in the Huon Valley;
- Sought and collated stories from volunteers and volunteer managers and published these in VT’s e-news and on VT’s website and Facebook;
- Hosted the State-wide launch of National Volunteer Week in Burnie attended by 64 volunteers and volunteer coordinators;
- Hosted regional morning teas in Launceston (25 registrations) and Hobart (75 registrations) during National Volunteer Week;
- Organised Volunteer Expos at UTAS in Launceston and Hobart with 100s of students attending and hearing about volunteering.
- Attended an event celebrating International Volunteer Day hosted by the Governor of Tasmania and attended by over 100 volunteers & volunteer managers;
- Attended local community recognition events at Campbell Town Community Health Centre, Palliative Care north, Fishcare, Mersey Community Care Association, Tasmanian Prison Program, Anglesea Army Barracks and the Australian Sports After School Communities Program on International Volunteer Day.
GOAL 1B: Marketing – VT

Measure 1 – Increase in Membership
VT’s non-voting network list grew significantly over the year and as at the 30th June totalled 1476. Changes made to our Constitution at the SGM in June means that we will be actively promoting, and closely monitoring our new model of Membership over the coming year.

Measure 3 – Increase positive media attention on VT

NATIONAL VOLUNTEER WEEK
- VT placed ‘thank you’ advertisements in the 3 regional newspapers
- 2 feature articles in the Sunday Tasmanian
- NVW articles with comments from the CEO in The Examiner and The Advocate
- The CEO was interviewed on: ABC northern radio ABC – The Country Hour 7AD – Northern Tasmania Tasmanian Broadcasters – including HOFM & SEA FM ABC television

INTERNATIONAL VOLUNTEER MANAGERS DAY
- VT held morning teas for managers of volunteers in the South, North and North West of Tasmania;
- Article in the Sunday Tasmanian;
- News item on Southern Cross TV

INTERNATIONAL VOLUNTEER DAY
- The CEO was interviewed on: ABC radio Northern ABC SEA FM HO FM
GOAL 2: CAPACITY BUILDING

a. External – Support an environment of best practice that builds effective leadership and sustainability in volunteerism
b. Internal – VT has a sustainable future and is an employer of choice

GOAL 2A: Capacity Building – External

Measure 1 – Accredited and non accredited training available and accessed
· 580 volunteer coordinators participated in VT non accredited training;
· 21 facilitated coordinator network meetings State wide;
· 28 education sessions to groups of individuals interested in volunteering;
· 11 other VT workshops provided on volunteer management.

Measure 2 – Increase in demand for VT advisory and consultancy services
VT developed the following resources:
· Fact sheet – Volunteer rights and responsibilities;
· Fact sheet – Virtual Volunteering;
· Fact sheet – Multicultural Volunteering;
· Fact sheet – Key messages from engaging young people report;
· Recognition certificates for volunteers;
· Volunteer Connect tip sheets;
· Information packs for individuals enquiring about volunteering;
· VMR Select - provides a more comprehensive and detailed look at how the organisation/program compare against best practice within the criteria of a nominated Standard.

ENGAGING YOUNG VOLUNTEERS: WHAT WORKS IN TASMANIA

5 KEY MESSAGES FOR MEANINGFUL VOLUNTEER ROLES AND EFFECTIVE LEADERSHIP

On creating young willing volunteers in meaningful roles...

1. CHALLENGES CAN BE OVERCOME
There are youth-specific challenges for volunteering (young people’s transient time commitments and lack of confidence and organisations’ cultural resistance to working with young people and the lack of adults’ skills in positively working with young people) and Tasmanian-specific challenges for volunteering (poor access to public transport and maintaining momentum for volunteers, given the temperate climate and age and scale of the state). But these can all be overcome.

5. LEARNING AND DEVELOPMENT
A KEY SELLING POINT
The diversity of personal and vocational learning and development opportunities open to young people through volunteering is a key benefit and selling point for youth volunteering and offers the key skills needed for young people's transition from youth to young adulthood, for active citizenship and employability.

In terms of effective leadership...
GOAL 2B: Capacity Building – Internal

Measure 1 – Become an Employer of Choice

VT was awarded the Department of Economic Developments’ Employer of Choice Award in November 2012. The panel recognised the following exceptional practice:

- Performance review system developed collaboratively and linked with organisation objectives;
- Processes for staff input into the direction and nature of the service;
- Major focus on training and professional development - clear benefit in a sector where salaries and other monetary rewards are limited;
- Flexible workplace arrangements;
- Passion, respect and collaboration – team help in times of heavy workloads.

GOAL 3: ENGAGEMENT AND COLLABORATION

VT works strategically alongside the volunteering community, business and all levels of Government.

Measure 1 – Innovative projects that contribute to effective volunteerism

Regional Development Work

VT has been working closely with West Tamar, West Coast and
Brighton regional communities to promote and support volunteering and best practice in volunteer management. Outcomes include the following:

WEST TAMAR (NORTH)
- Providing advice to the Council on their volunteer policies and procedures, positive ageing strategy, and volunteering resources for their Residents’ Welcome Pack
- Increase in consultancy for volunteer involving organisations on volunteer management issues;
- Community consultation of issues pertinent to West Tamar volunteers;
- Recruitment assistance and best practice volunteer management advice to organisations in the area.

WEST COAST (NORTH WEST)
- 3 volunteer management workshops held in different locations across the West Coast;
- Regular attendance at West Coast Service Provider’s Meeting;
- Increase in requests for service on issues that directly relate to the National Standards;
- Input into the West Coast Moving Forward Forum, the West Coast Youth Project.

BRIGHTON / DERWENT VALLEY (SOUTH)
- Regular attendance at Brighton Alive Service Provider meetings;
- Promoted volunteerism at local events and in local newspapers;
- Delivered workshops on volunteer management;
- Delivered volunteer information sessions to local school students;
- Attended expos and forums in the area.

CALD PROJECT
Delivered the ‘CALD Volunteering Scheme’ which supports students during the latter part of their tertiary studies to use volunteering as a pathway to both employment and community connection.

SCHOOLS PROJECT
A total of 16 students are participating in the Schools Project in Wynyard volunteering at 8 volunteer involving organisations.

OTHER YOUTH RELATED INITIATIVES / ACTIVITIES:
- Volunteer expos at UTAS North and South Campus.
- Information sessions to secondary and tertiary schools throughout the State on volunteering –
  o Ogilvie High,
  o Big Picture School,
  o Hobart College,
VT has participated in the following:

- Tasmanian Peaks Network meetings;
- National CEO Network meetings;
- Facilitated state-wide coordinator network meetings;
- Attended numerous state-wide service provider forums;
- DPAC Social Inclusion and Community Development Departments;
- State Emergency Services;
- Registered Training Organisations;

**GOAL 4: INCOME**

VT has a sustainable income that allows the organisation to deliver on strategic objectives.

*Measure 1 – 30% of VT’s income comes from non Government sources*

*Measure 2 – Increase in VT’s income and fee for service activities.*

On the 1st of July VT will be launching two major fee for service projects to deliver on this goal.
GOAL 5: RESEARCH AND POLICY

VT is positioned as an advocate for volunteerism based on experience, evidence and consultation

Measure 1 – VT will influence key policies on volunteering

Over the past year, VT has represented the interests of the Tasmanian volunteer sector in public policy around volunteering through providing verbal and written responses to government and independent agency consultations.

The responses include:

· A joint submission and verbal comments to consultations to inform development of a National Sport Volunteer Strategy;

· A submission to the Tasmanian Government’s consultation Future Directions: Seniors’ Policy for Tasmania on volunteering in state public policy on older Tasmanians; and written and verbal comments to inform development of a strategy arising out of the consultation;

· Verbal advice to the Australian Government’s Advisory Panel on the Economic Potential of Senior Australians to inform the panel’s recommendations to government around engaging seniors in volunteering;

· Verbal comments to the Australian Law Reform Commission’s inquiry into Age Barriers to Work in Commonwealth Laws on the volunteering policy and legislative landscape in Tasmania to inform the next stage of the inquiry; and

· Advice to Volunteering Australia on issues raised by our volunteer sector in relation to the new work health and safety laws to inform the development of legislative factsheets by Safe Work Australia on how the new laws impact volunteers and volunteer-involving organisations.

· Development of Characteristics of Volunteer statement.

VT provided input, responses and support into the following:

· State Emergency Management Committee;

· TasCOSS Social Policy Council;

· Industry Workforce Development Discussion Paper;

· Sport and Recreation Volunteer Action Plan;

· Volunteers, insurance and age investigation;
Measure 2 – VT will have key research partners

The Policy and Research Unit are working with leading national and local social commentators; National and State academics and researchers; 5 State peak bodies and; State and local government departments in the development of the State of Volunteering Report, What does Tasmania’s ageing population mean for volunteerism?

Measure 3 — State of Volunteering Reports for 2012 and 2014

Phase one of the 2012 SoVR was released in May with full report due for release in December.

Characteristics of volunteering

JULY 2012

PURPOSE

What is volunteering? What characterises it and sets it apart? To answer this question, Volunteering Tasmania (VT) has consulted with our state volunteering community, our Social Policy Advisory Council and our internal team to develop a set of characteristics that define volunteering. The statement forms one of VT’s foundational policy documents and provides guidance to:

· Our state volunteer sector and the wider community on what activities are defined as volunteering;
· Our stakeholders, including policy-makers and researchers, on what activities constitute volunteering in Tasmania; and
· VT in its role as the state peak body for volunteerism in the delivery of services, research projects, and in policy and advocacy work.

DEFINING CHARACTERISTICS

In addition to Volunteering Australia’s Definition and Principles of Volunteering statement (dated June 2005), VT has developed the following defining characteristics of volunteering.

Volunteering is an activity that can occur in any setting and has the following characteristics:

· It has a direct benefit to the community and the volunteer (whether the benefit is tangible or intangible); and
· It is undertaken by choice;¹ and
· It is unpaid.² However, the volunteer may receive reasonable or appropriate reimbursement for expenses incurred that are associated with the role, and/or may receive a monetary or other incentive/reward.³

¹ Choice is defined as an act of selecting or making a decision when faced with two or more possibilities.
² The definition of a paid employee is set out in the Fair Work Act 2009 (Cth).
³ A direct monetary or other incentive/reward could include a tangible item such as a movie ticket or an enabling amount of money, for example a living allowance.

www.volunteeringtas.org.au

Disclaimer

Whilst every effort has been made to ensure the quality and accuracy of this information, VT recommends that you consider the individual circumstances of your organisation and community before using or applying this statement or any part of it. VT does not accept responsibility for any liability arising out of such use of this statement.
Frances Healy
CHAIR
Fran has been a member and the Chair of VT Board since 2009. Fran’s career spans over 30 years work in the State and Commonwealth Governments as well as the not-for-profit sector. She worked in the Departments of National Parks and Wildlife, Premier and Cabinet, Health and Community Services as well as CSIRO and the National Oceans Office. She was CEO of Greening Australia (Tas) for seven years where she developed the organisation into a vibrant and dynamic organisation. She was Campus Leader at TAFE Tasmania where she oversaw the Hobart City Campus and coached the Training Managers. Fran’s strengths are in communication and marketing as well as strategic and operational planning and human resource management. She is a Australian Business Volunteer and has done several overseas assignments including in East Timor and Cambodia.

Michelle Ewington
DEPUTY CHAIR
Michelle has experience within the corporate and community sectors in Learning & Development, Project Management and Organisational Culture.

Michelle is employed by Red Cross and in her role as Manager – Youth, Families and Communities oversees a number of staff and community related programs, with a key interest in community engagement, strengths based approaches to community development, volunteer participation and youth engagement.

Michelle has strong facilitation skills. She has a passion for people, leadership development, individual growth and the development of organisational culture. Michelle joined the VT Board in 2007.
Harry Maltby
Treasurer
Harry is a senior consultant (qualified as a Chartered Accountant in Canada and New Zealand) with thirty years experience in international, professional financial and administrative management encompassing private and public sector, tertiary education and the accounting profession. Noted for strategic leadership in collaborative team environments with successes in achievement of substantial and sustainable financial management reforms in development environments. He is a resident of Tasmania and is committed to community involvement. He currently serves on the Boards of Volunteering Tasmania and Greening Australia (Tasmania).

Tim Ritchie
Tim brings a focus on corporate intelligence, marketing know how and NFP development to the board of Volunteering Tasmania.

Currently Tim reports to the Board of O group Inc. as Executive Manager - Business Development. As part of one of Tasmania’s largest HR services organisations Tim has developed the O group of businesses for more than 10 years.

Tim is a qualified company director and AICD Fellow with 36 years experience in government and NFP roles.

Tim has made a career of NFP management having operated at a senior level for 22 years in both incorporated bodies and public companies under the Corp. Act.

Tim is an active volunteer as a Rotarian and Club President 2011/12, alumni member of the International Rotary Foundation, Certified Practicing Marketer (CPM) and Fellow of the Aust. Marketing Inst. (FAMI).
Mary Duniam

Mary Duniam has been a Board Member of Volunteering Tasmania since November 2007. She has been a Councilor at Waratah-Wynyard since 2005, and as a member of several community organisations is very supportive of the role of volunteers and their contribution towards building community capacity. Mary’s career includes Community Development Manager at Burnie City Council; workplace trainer and assessor and Quality Assured Assessment Systems Project Officer at TAFE; and Electorate Advisor at State and Federal levels. Mary is currently lecturing at UTAS Cradle Coast Campus in the University Preparation Program and undertaking further academic study in the area of sustainable enterprises and regional development. Mary’s expertise includes: Governance, Local Government, community development, event and project management, volunteer management, adult & vocational education, and youth mentoring.

Christine Bennett

Christine has extensive experience as a volunteer which includes: over 40 years in hockey (Board, committees, coaching, managing, umpiring, events, redevelopment), more than 10 years with “Look Good Feel Better”, many years on the school P&F and other committees and the Consumer Reference Group for Cancer Screening Services, as well various roles through church.

She has run a successful direct sales business for 27 years.

Christine worked with Centacare as Volunteer Manager of 150 volunteers in the Humanitarian Program for over three years and has managed many teams of volunteers in hockey and other areas of the community.

Christine was awarded an OAM for services to hockey and the community.

Christine has a passion for volunteering and the important role it plays in our society. She has watched the expansion of VT and is excited to be part of a promising future as VT grows and consolidates its role in Tasmania.
Rebecca Livermore

Rebecca recently joined the Volunteering Tasmania Board as the first Youth Director.

Rebecca has a Bachelor of Arts (Journalism, Indonesian and International Relations) from the University of Tasmania and a professional background in Journalism and Communications. Rebecca is employed by the Australian Clearinghouse for Youth Studies as the Marketing and Communications Officer.

With a passion for volunteering, Rebecca has worked in various voluntary roles in Tasmania, interstate and overseas. She currently volunteers as the Tasmanian Campaigns Coordinator for Oxfam Australia.

Rebecca is passionate about community engagement, social justice and youth engagement.

Claire Horner

Claire has been a member of the VT Board since September 2011. She holds a Bachelor of Business with First Class Honours and is presently undertaking a PhD in Accounting and Corporate Governance at the University of Tasmania, her area of research being corporate social responsibility, with a focus on social and environmental accounting and reporting.

Claire’s chosen area of research reflects her personal values, as she ardently believes in the value of making a positive contribution to the community. She has held a Directorship position with Greening Australia Tasmania since October 2010, and is a member of The Golden Key International Honour Society. Having worked in the legal industry for over ten years, she also has experience in a variety of roles including compliance and management.
Dr Claire Ellis

Claire grew up in Tasmania, but also spent 14 years living and working overseas, mostly in Indonesia, Vietnam, China, USA, and within Australia in Perth, Darwin and Canberra as well as Tasmania. Together with her work in the tourism and environmental fields Claire has been active in each location with various charity and not-for-profit groups involving volunteering.

As well as running her own businesses, Claire has had a varied background working for organisations such as the Australian Bureau of Statistics, the Indonesian office of the World Wide Fund for Nature, the University of Tasmania and Tourism Tasmania.

She completed a PhD examining episodic volunteering focussing on volunteer tourism, now works as a consultant and is active on several other state and national Boards including Wildcare and Ecotourism Australia.

DIRECTORS MEETINGS ATTENDANCE

<table>
<thead>
<tr>
<th>Name</th>
<th>Date elected/appointed</th>
<th>Date of cessation</th>
<th>Board Meetings</th>
<th>Finance and Audit</th>
<th>Governance Committee</th>
<th>Social Policy Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>A B A B A B A B</td>
<td>A B</td>
</tr>
<tr>
<td>C Bennett</td>
<td>30/09/2010</td>
<td></td>
<td>4 4</td>
<td></td>
<td></td>
<td>2 2</td>
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<tr>
<td>M Duniam</td>
<td>29/09/2008</td>
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<td>4 3</td>
<td></td>
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<td>1 1</td>
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<tr>
<td>C Ellis</td>
<td>21/02/2012</td>
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<td>1 1</td>
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<td>2 2</td>
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<tr>
<td>M Ewington</td>
<td>29/09/2008</td>
<td></td>
<td>4 4</td>
<td></td>
<td></td>
<td>2 2</td>
</tr>
<tr>
<td>W Forsyth</td>
<td>29/09/2008 21/02/2012</td>
<td></td>
<td>3 2</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>S Haas</td>
<td>30/09/2008 29/09/2011</td>
<td></td>
<td>1 1 1 1 2 2</td>
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</tr>
<tr>
<td>F Healy (Chair)</td>
<td>29/09/2009</td>
<td></td>
<td>4 4 6 6</td>
<td></td>
<td>4 3</td>
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<tr>
<td>C Horner</td>
<td>29/09/2011</td>
<td></td>
<td>3 3 5 5</td>
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<tr>
<td>R Livermore</td>
<td>29/09/2011</td>
<td></td>
<td>3 3</td>
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<tr>
<td>H Maltby</td>
<td>16/02/2010</td>
<td></td>
<td>4 3 6 6</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>M Moffatt</td>
<td>23/11/2010 29/09/2011</td>
<td></td>
<td>1 0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>T Ritchie</td>
<td>16/02/2010</td>
<td></td>
<td>4 4</td>
<td></td>
<td></td>
<td>4 4</td>
</tr>
</tbody>
</table>

A: Number of meetings attended
B: Number of meetings held during the time the director held office during the year
our people – staff

L–R: Kelly Eijdenberg, Lindsey Moffatt, Melinda McCleary, Adrienne Picone, Shanthini Gurung, Jill Maxwell, Laura Halm, Phillip Clark, Pamela Ivanics, Alistair Pinto, Jemima Stagg and Amanda Barden.
PHOTOGRAPHS BY JACK ROBERT-TISSOT.

State Manager’s report
JILL MAXWELL

This year we have focused on a commitment to excellence in the delivery of education and development support to the volunteer sector. This commitment has been demonstrated in the number of managers attending training sessions and the strong, collaborative networks established in regional communities to develop and support the skills and capacity within volunteer management. Our team hold a broad range of skills in training, education, media, evaluation and HR. They have regularly engaged in collaborative work with managers and community leaders to address issues impacting on volunteerism. Some of the highlights have included:

- working with schools to successfully engage students as volunteers with local community organisations leading to mutual respect and understanding
- working with the Office for Anti Discrimination Commissioner to investigate age-related discrimination of volunteers imposed by insurance companies
- increasing the confidence and knowledge of those within
staff organisational chart
AS OF JUNE 30 2012
Volunteer Engagement Project Unit

PHILLIP CLARK and JEMIMA STAGG

Core purpose of the unit
The core purpose of the Volunteer Engagement Unit is to enhance the meaningful engagement of individuals in volunteering in all communities across all regions of the State. This is accomplished by promoting the benefits associated with volunteering and the diverse range of opportunities available.

The unit also works to assist in the reduction of potential barriers to engagement in volunteering for vulnerable individuals or groups in the community. In addition, the unit works to enhance the recruitment abilities and potential of volunteer involving organisations by utilising online advertising of volunteer vacancies and along with a range of other means.

Key achievements over the last year
The unit has achieved many milestones in the last twelve month period. Some of the highlights include:

- redefining the Volunteer Engagement Project Officer position and welcoming existing staff member Phil Clark into this role in the South
- welcoming a new Volunteer Engagement Project Officer in the North/North West, Jemima Stagg
- welcoming Pamela Ivanics into the Program Coordinator role

Internally, we have constantly worked to measure and improve our services. This year we created a program coordinator position to support and oversee the daily functioning of our team, two new project officers and several volunteer roles to continue meeting our service delivery demands.

During the second half of the year my role has focused on progressing VT’s social enterprise endeavours to build upon the products and services we provide and to develop a sustainable model that will help us meet future challenges. I look forward to seeing these endeavours successfully implemented over the coming 12 months.

I would like to end by thanking our very passionate and dedicated staff whose commitment, time and insights have contributed to VT’s positive impact on volunteerism.

Jill Maxwell (State Manager)
- refining the purpose and direction of the Volunteer Engagement Unit
- cultivating a team approach in the unit’s work despite being geographically dispersed
- organising and hosting a regional volunteer celebration event in the Huon Valley where eight volunteers were recognised and rewarded for their selfless contributions to the Huon community
- conducting a schools project at Wynyard High School which has enabled sixteen students to participate in volunteer placements and several organisations to be confident in engaging and managing young volunteers
- developing a volunteer information kit for potential volunteers to assist with the process of entering the volunteer workforce
- developing a range of different information sessions that are able to be customised for delivery to a variety of community groups to further promote volunteering and its benefits

The impact the Volunteer Engagement Unit has made on the community

The Volunteer Engagement Unit has worked hard to support individuals into volunteering and organisations with improved volunteer recruitment outcomes. Ongoing evaluation has shown that the unit has made a difference for many of the individuals and organisations they have worked with. This impact includes the following outcomes:

- individuals that have been inspired, encouraged and supported into volunteering with the assistance of Volunteering Tasmania
- increasing numbers of potential volunteers and organisations have utilised online support to find or fill meaningful volunteer roles
- a little extra individual and customised support has been provided for those who have not been entirely confident in entering the volunteer workforce on their own – in fact one volunteer who had been supported into volunteering said: “I love volunteering because it gives me a purpose. My doctor said my depression and anxiety is improving and I’m even losing weight. I’m happy and bubbly now, and all because I’m volunteering.”

The unit’s hopes for the coming year

Whilst it’s valuable to celebrate the significant achievements of the unit over the past year, the Volunteer Engagement staff are also keen to approach the next twelve months with some clear goals and direction for the unit. These include:

- continuing to create and cultivate a positive image of volunteering in the community
- continuing to facilitate meaningful engagement in volunteering
- continuing to promote and assist with the use of online
access for potential volunteers and volunteer involving organisations
· continuing to offer customised support to those individuals with potential barriers to community engagement so that they may enjoy the opportunity to gain a sense of self-worth and inclusion through volunteering

· develop and deliver a range of training packages for volunteers
· Increasing the unit’s focus on assisting organisations with their specific recruitment needs
· continuing to work together as a team and learn from each other’s experience and expertise
Community Development Unit
PAMELA IVANICS, ALISTAIR PINTO
AMANDA BARDEN and
HA NGUYEN

Core purpose of the unit
The core purpose of the Community Development Unit is to increase the awareness of and skills in implementing the National Standards. The service provided by the unit is based on close consultation with the sector and customised to fit the diverse range of volunteer involving organisations that Volunteering Tasmania supports.

This involves working closely and comprehensively with volunteer coordinators and the management teams of volunteer involving organisations with the goal of professionalising the sector as a whole.

Key achievements over the last year
The unit has achieved a great deal over the last twelve months. Some of the highlights include:
· welcoming two new team members on board
  - in the South, Alistair Pinto
  - in the North, Ha Nguyen
· welcoming Pamela Ivanics into the Program Coordinator role
refining the structure and purpose of the Community Development Unit

providing ongoing, customised support for the sector across the state, including an online training calendar and video conference training made available to remote areas, particularly in the North West

· a National Volunteer Week Thank You Morning Tea in each region of the state, all of which were appreciated and very well attended

· a collaborative effort between the University of Tasmania and Volunteering Tasmania resulting in two very successful Volunteer Expos held during National Volunteer Week

The unit’s hopes for the coming year

Whilst it’s good to reflect on the achievements over the past year, it is also useful to look forward to determine future goals and how service delivery may continue to grow and develop in the future. The unit hopes to:

· plan and deliver a training calendar that will inspire and challenge volunteer coordinators to recognise the integral importance of their roles’ within their organisations and will continue to professionalise the role of the volunteer coordinator across the sector

· continue to offer customised support and service to the sector based on the National Standards

· build upon the suite of Volunteering Tasmania resources currently available and ensure that they are readily accessible to the sector as needed

The impact the Community Development Unit has made on the Community

All of the Community Development staff work hard to support the sector. Sometimes how the unit has made a difference to individuals and organisations is not immediately observable, however ongoing evaluation has shown that:

· greater networking has taken place between volunteer involving organisations across the sector as a result of the training opportunities offered by the unit

· there has been an increase in awareness of and implementation of the National Standards amongst the sector
The unit has made excellent progress this year in representing the interests of Tasmanian volunteerism in public policy agendas and in delivering on VT’s commitment to produce a biennial research report. The key highlights include:

· the establishment of a Social Policy Advisory Council to provide independent, expert advice on volunteering social policy
· the development of a Characteristics of Volunteering statement outlining how volunteering is defined in Tasmania today
· input into five consultations on public policy issues affecting Tasmanian volunteers and volunteer-involving organisations
· designing and starting work on VT’s next research report, the State of Volunteering Report 2012 (SOVR2012), looking at the impacts of an ageing population on volunteerism

The unit’s work enabled the interests of the volunteer sector to be heard in public policy agendas, and has set a solid basis for VT to represent the interests of the sector next year. This includes the groundwork for consultation. Next year, the final SOVR2012 report will be released on 5 December providing recommendations on harnessing the opportunities presented by an ageing population.
Marketing and Administration Unit
KELLY EIJDENBERG, SHANTHINI GURUNG and JUDY THOMPSON (FINANCE MANAGER)

During the year our social media presence captured the attention of over 600 people and over 14,000 people visited the Volunteering Tasmania website, bringing the total number of unique visitors to the site since it was published to over 25,000.

We have also made available various fact sheets relating to subjects such as virtual volunteering, police checks and key messages about engaging young volunteers, and we collected and published a number of valuable volunteer profiles for the public record.

our patron

HIS EXCELLENCY THE HON PETER UNDERWOOD AC GOVERNOR OF TASMANIA

His Excellency the Honourable Peter Underwood AC was sworn in as Tasmania’s 27th Governor on 2 April 2008, and has been Patron of Volunteering Tasmania since 2009.

He was previously Chief Justice of the Supreme Court of Tasmania. At various times while a judicial officer he was Deputy President of the Australian Defence Force Discipline Appeal Tribunal, President of the Australian Institute of Judicial Administration, and Chair of the National Judicial College of Australia.

In 2001 the University of Tasmania awarded him an honorary Doctor of Laws degree. In 2002 he was appointed an officer of the Order of Australia for service to the judiciary and to the law. In June 2009 he was made a Companion of the Order of Australia.

His Excellency has taught at the University of Tasmania and he has taught advocacy in all States of Australia with the Advocacy Institute of Australia and overseas with the College of Law (UK). He has been Chair of the Friends’ School, a large Hobart Quaker school.
Organisation and location where you volunteer: At CoGo Help in Acton Park. CoGo Help is the organisation established by Winsome Morgan for her ongoing support, which as a person with quadriplegia is required 24 hours per day.

Describe the work that you do: Support for Winsome ranges from playing chess and scrabble, taking her in and out of her wheel chair, to doing research for her on the internet, and sometimes checking the pay sheets for her support staff. Winsome’s husband Don has just turned 90 years of age and some of the support is just to relieve him in his role as principal carer, or to spend time with him discussing some of his life’s passions.

How many hours do you spend volunteering? For 5 hrs on one afternoon and evening per week.

How did you get involved with this organisation? I became involved when Don rang Volunteering Tasmania looking for support for his wife. Our conversation on the phone led to an invitation for cup of tea one afternoon ... which has now become a weekly visit for the past 8 months.

One of the best things about volunteering is? It’s impossible to mention only one. It is always very rewarding to care in ways when one cannot provide that care for themselves, but also, one learns so much from those in need of care ... in this case from a lady who has been suffering with quadriplegia for 35 years and has had to make enormous adjustments from having a career as a nationally successful musician.
In February 2012, VT joined the 600,000 volunteers across Australia on Clean Up Australia Day. We put together a team to help clean up Cornelian Bay – Adrienne Picone, Phil Clark, Jill Maxwell, Shanthini Gurung and Alistair Pinto are pictured here with their results – not bad for an hour’s work!

An estimated 16,199 tonnes of rubbish was collected at 7,363 Clean Up Australia Day sites across Australia.

Also in October 2011, the staff raised funds for the Cancer Council by holding a Pink Ribbon Day morning tea.
# Financial Summary

## For the Year Ending June 2012

<table>
<thead>
<tr>
<th>Income and Expenditure</th>
<th>11/12 $’000</th>
<th>10/11 $’000</th>
<th>% Percentage</th>
<th>% Variance</th>
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<tbody>
<tr>
<td>VMP Grant</td>
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<td>269</td>
<td>32%</td>
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<tr>
<td>Social Inclusion Grant</td>
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<td>260</td>
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<td>HACC Recurrent Grant</td>
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<td>334</td>
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<td>Profit on Asset Sale</td>
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<td>3</td>
<td>0%</td>
<td>-100%</td>
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<tr>
<td>Investment Income</td>
<td>18</td>
<td>13</td>
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<td>38%</td>
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<tr>
<td>Conference Income</td>
<td>0</td>
<td>39</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Other</td>
<td>15</td>
<td>16</td>
<td>2%</td>
<td>-6%</td>
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<td><strong>TOTAL INCOME</strong></td>
<td><strong>844</strong></td>
<td><strong>934</strong></td>
<td></td>
<td><strong>-10%</strong></td>
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<tr>
<td>Staffing Costs</td>
<td>611</td>
<td>634</td>
<td>74%</td>
<td>-4%</td>
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<td>Accommodation</td>
<td>49</td>
<td>50</td>
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<td>Depreciation</td>
<td>24</td>
<td>36</td>
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<td>Operating Costs</td>
<td>95</td>
<td>93</td>
<td>11%</td>
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<tr>
<td>Travel Costs</td>
<td>30</td>
<td>29</td>
<td>4%</td>
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<tr>
<td>Board &amp; Project Costs</td>
<td>20</td>
<td>71</td>
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<td>-72%</td>
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<td><strong>TOTAL EXPENSES</strong></td>
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<td><strong>913</strong></td>
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<td><strong>SURPLUS / (DEFICIT)</strong></td>
<td><strong>15</strong></td>
<td><strong>21</strong></td>
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### BALANCE SHEET

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<tr>
<th>Asset Category</th>
<th>2011/12 $’000</th>
<th>2010/11 $’000</th>
<th>% Variance</th>
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<tr>
<td>Cash and cash equivalents</td>
<td>322</td>
<td>160</td>
<td>101%</td>
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<tr>
<td>Trade and other receivables</td>
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<tr>
<td>Other current assets</td>
<td>9</td>
<td>7</td>
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<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td><strong>332</strong></td>
<td><strong>171</strong></td>
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<tr>
<td>Property Plant and Equipment</td>
<td>69</td>
<td>87</td>
<td>-21%</td>
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<tr>
<td><strong>TOTAL NON CURRENT ASSETS</strong></td>
<td><strong>69</strong></td>
<td><strong>87</strong></td>
<td><strong>-21%</strong></td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>401</strong></td>
<td><strong>258</strong></td>
<td><strong>55%</strong></td>
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<tr>
<td>Trade and other payables</td>
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<td>41</td>
<td>24%</td>
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<tr>
<td>Grants in advance</td>
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<td>100%</td>
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<tr>
<td>Provisions</td>
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<td>37</td>
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<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td><strong>207</strong></td>
<td><strong>78</strong></td>
<td><strong>165%</strong></td>
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<td><strong>0</strong></td>
<td><strong>0%</strong></td>
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<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>207</strong></td>
<td><strong>78</strong></td>
<td><strong>165%</strong></td>
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### ACCUMULATED FUNDS

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<th>Fund Category</th>
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<th>2010/11 $’000</th>
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<tr>
<td><strong>ACCUMULATED FUNDS</strong></td>
<td><strong>194</strong></td>
<td><strong>180</strong></td>
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### CURRENT RATIO

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<th>Ratio</th>
<th>2011/12</th>
<th>2010/11</th>
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<tr>
<td><strong>CURRENT RATIO</strong></td>
<td><strong>1.60</strong></td>
<td><strong>2.19</strong></td>
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</table>

![Graph showing assets, liabilities, and net equity comparison between 2011/12 and 2010/11]
Volunteering Tasmania Inc
State Office: 57D Brisbane Street Hobart Tasmania 7000
www.volunteeringtas.org.au
Freecall 1800 677 895

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During the 2011 to 2012 financial year, Volunteering Tasmania had a turnover of $843,958, a decrease of 10% from the previous year.

The decrease in income was primarily due to there being no HACC carry forward funding from the previous year and a Conference was not held during 2011-2012.

With this steady growth the overall financial position of Volunteering Tasmania has strengthened with a current year surplus of $14,614.

As at 30 June 2012 Volunteering Tasmania had Accumulated Funds of $194,483.

The financial results were primarily impacted by the following areas:

- Grant Income remained steady at $812,038 which represents 96% of Total Income.

- Investment Income increased due to improved cash flow management and investment in high interest bank deposits.

- Staffing and Operating Costs continue to be the two major expense items in 2011-2012.

- Board and Project Costs reduced in line with the Conference not running this financial year.

As a not-for-profit organisation any financial surpluses generated by Volunteering Tasmania operations are reinvested into future growth of the organisation.

Audited financial statements of Volunteering Tasmania are available for download from our website, www.volunteeringtas.org.au.