## Contents

From the Chair .................................................................................................................. 2
From the CEO .................................................................................................................. 4
Our mission ..................................................................................................................... 10
Our values ....................................................................................................................... 10
Our profile ...................................................................................................................... 10

Our impact on individuals
- Volunteer Information Sessions ................................................................. 11
- Helping people towards volunteering .................................................. 14
- Volunteer Connect ...................................................................................... 15
- School Volunteer Projects ........................................................................ 15

Our impact on organisations
- Increasing the skills and knowledge of managers of volunteers .......... 17
- Managers of Volunteers’ Network Meetings ........................................ 18
- Accredited training .................................................................................. 19
- Consultancy and resources .................................................................. 20
- Partnerships ............................................................................................. 20
- Volunteer Connect ................................................................................... 21
- Lessons in Leadership Conference and VT’s 20th Birthday .......... 22

Our impact on social policy and the volunteering evidence base
- Highlights ................................................................................................. 24
- The National Definition of Volunteering ........................................... 24
- The State of Volunteering Report 2014 ................................................. 25
- Policy and partnerships ......................................................................... 25
- Social policy contributions .................................................................. 25

Celebrating Tasmania’s volunteers
- International Volunteer Manager’s Day ................................................ 26
- Recognising volunteering in the Derwent Valley ................................. 26
- International Volunteer Day ................................................................. 27
- Volunteering Tasmania Volunteer Management Award .................. 28
- National Volunteer Week 2014 ............................................................. 29
- Volunteering Tasmania Ambassador .................................................... 31

Volunteering Tasmania in the news ............................................................. 34
The year ahead ................................................................................................. 34
Strategic plan ................................................................................................. 35

Our people
- Organisational chart as of June 30 2014 ............................................. 36
- Our valued members ............................................................................ 37
- Board members ..................................................................................... 38

Financial summary for the year ending June 2014
- Statement of Comprehensive Income .................................................. 44
- Major revenue areas .......................................................................... 45
- Major expenditure areas ..................................................................... 45
- Statement of Financial Position ............................................................. 46
From the Chair

The past twelve months has been a period of much activity for Volunteering Tasmania. As we took the time to celebrate our 20th birthday we reflected on the past and celebrated the vast contribution the organisation has made to the Tasmanian community. We’ve also maintained our focus on looking forward, responding to the needs of the community and strengthening our understanding of the volunteering sector.

We have had many great results in the delivery of our day to day operational work as outlined in the CEO update. I am pleased to report that the organisation has performed well financially and continues to strengthen its position as the expert body on volunteering in Tasmania.

This year the Board strengthened our practice of good governance by implementing a Strategic Risk Register. This was a direct response to a recommendation of our board evaluation in November last year and I am pleased to advise that the experience has deepened the engagement and understanding of risk for both governance and operational areas of the business.

Over the last 12 months we made the decision to review our Social Policy Advisory Council. Having established the Council a couple of years earlier we took the time to reflect on the purpose of the Council whilst assessing the future needs of the organisation and the volunteering sector in terms of policy development and advocacy. I extend my thanks to the members of the original Social Policy Advisory Council and the Board committee and I am pleased to introduce the new Social Policy Think Tank who will help progress our work in social policy into the future. They are Christine Bennett, Rebecca Livermore, Lindsey Moffatt, Sukura Oddie and Alison Lai.

As the Chair of Volunteering Tasmania, I also hold a position on the board of Volunteering Australia (VA). VA has undergone significant changes in the past 12 months with a new CEO, a change in the Board President and some funding uncertainty. I am pleased to report that the collaboration between VA and its Foundation Members (which includes Volunteering Tasmania) continues to strengthen and the effectiveness of the network and the future is looking very positive. Volunteering Tasmania plays an active role in the Volunteering Peak Network, with our CEO Chairing the CEO Network. We are represented on the review of the National Standards Project and we are also taking the lead on the National Review of the Definition of Volunteering project.

Over the last year the Board has undergone a number of changes as we saw several longstanding Directors resign and a number of new Directors join the team. We were pleased to again offer an opportunity for a young person to join the board in a Director’s position (supported by an existing Director as mentor). Sophie Thomson-
Webb successfully secured the position and was able to provide valuable insight and input before stepping down in May. In October last year, Claire Ellis stood down from the Board and has continued to contribute to Volunteering Tasmania in the role of consultant to our Research & Policy unit and has now taken a lead role in reviewing the VA definition of volunteering.

This year, Fran Healy also stepped down as a Director after six years on the Board. Fran championed improved governance practice from the moment she joined the Board in 2008. On several occasions whilst volunteering overseas Fran was still able to dial into Board meetings and contribute fully to the discussions despite poor connections and torrential rains, such was her commitment. Fran has been responsible for the implementation of many process improvements in the strategic leadership of the organisation and she leaves Volunteering Tasmania with a strong governance framework as her legacy. Fran’s guidance, commitment and generosity will be greatly missed and on behalf of all at Volunteering Tasmania I extend thanks and wish her the very best.

In addition to the acknowledgements above, I extend my appreciation to several special contributors to Volunteering Tasmania:

- David Hudson, who once again carried out our Board performance review. The review and analysis of our Governance and functioning ensures that we continue to evaluate our effectiveness and encourages us to focus on improving the way we work together to lead the strategic elements of the organisation.

- The professional services of Peter Joyce of Butler, McIntyre and Butler continues to provide much appreciated pro bono support to our organisation and we continue to benefit from his ongoing guidance and advice.

- The late Peter Underwood, His Excellency, the Governor of Tasmania. As our Patron, Mr Underwood was a strong supporter of volunteers and volunteering in Tasmania. Together with Mrs Underwood, the Governor welcomed us to Government House on several occasions throughout the years to recognise and celebrate the enormous contribution of volunteers in our State. We extend our sincere best wishes to his family and acknowledge his significant contribution to the community.
Volunteering Tasmania’s primary and enduring purpose is to create an environment that promotes and sustains effective volunteerism. This purpose has been at the heart of our actions and achievements since our inception twenty years ago and has been the reason that Volunteering Tasmania continues to grow and add value to the volunteering community in Tasmania. Volunteering Tasmania makes a very real and lasting impact on the lives of individuals, on organisations and on communities and I have been particularly proud of our achievements during 2013/14.

This year our contribution to advancing volunteering at a national level has significantly increased. We have joined with our counterparts in other States and Territories to progress some of the core documents that underpin...
successful volunteering – the National Standards for involving volunteers in not for profit organisations and the Definition of Volunteering. The National Standards were approved in 2001 and provide essential guidance to organisations on how to recruit and retain volunteers. During the review a certification or endorsement system will also be developed, enabling organisations to measure themselves against the Standards. The Definition of Volunteering was developed in 1996 and with all of the changes in the volunteering world in the intervening 18 years, it is overdue for a review. Given Volunteering Tasmania’s extensive work in this area in 2012 we are delighted to be project managing the review for Volunteering Australia. During the coming year we will be consulting with all stakeholders about the National Standards and the Definition of Volunteering as part of the reviews.

Early in the financial year Volunteering Tasmania gathered information from volunteers who believed that their rights have been violated during their volunteer experience. From time to time we hear from volunteers who believe that they have been unfairly dismissed from an organisation or that they have been the victim of bullying and harassment. The National Volunteer Rights working group has collated information from all of the volunteering peaks and in the coming year it will determine the extent of this issue and make a recommendation about future actions.

During National Volunteer Week Volunteering Tasmania welcomed the release of The Economic Value of Volunteering in Tasmania report. Commissioned by the Department of Premier and Cabinet the report found that volunteers made an effective contribution of $638.1 million to the Tasmanian economy in 2013. Tasmania now joins the other States and Territories in being able to determine the cost replacement value of volunteers. In the coming year we will be building on the Economic Value of Volunteering Report and exploring the tangible and intangible benefits of engaging volunteers for the organisation, the volunteer and to the community. This second report will be a cost benefit analysis of volunteering and will be launched on International Volunteer Day 2014 as Volunteering Tasmania’s third State of Volunteering Report.
In October we were delighted that Louise Yaxley-Padgett agreed to take on the role of the Volunteering Tasmania Ambassador. This is an inaugural role and its purpose is to help us spread the message about the benefits of volunteering and how people can get involved. It has been an absolute pleasure to work with Louise this year and hear her story of volunteering and I want to thank her for her willingness to contribute and share in our work.

So much of Volunteering Tasmania’s work focuses on strengthening organisations capacity to find the people resources that they need to deliver their service. We know that managers of volunteers are the lynch pin on which a successful volunteer program hinges and we were delighted this year to announce that in partnership with TAFE Tasmania we would be delivering the Certificate IV in Volunteer Program Coordination. This qualification enables managers of volunteers to get specific training in the important task of managing volunteers.

As well as this we hosted the Lessons in Leadership conference in Launceston and provided managers of volunteers with dynamic opportunities for learning and connecting with their peers.

During the Lessons in Leadership conference we celebrated our 20th birthday. The seed of Volunteering Tasmania was sown back in the early 90s when a group known as NVAN applied for funding to start a volunteer resource centre. The members of NVAN all had one thing in common, they were passionate about volunteering and wanted to see it flourish in Tasmania. Their efforts were rewarded when, in 1993 Volunteering Tasmania became incorporated. At the birthday dinner we acknowledged our founders and looked back on our achievements and challenges over the last 20 years.
Volunteering Tasmania celebrated volunteers and volunteering on International Volunteer Day with a series of events around the State. We also used it as an opportunity to mark the one year anniversary of the State of Volunteering Report 2012 (SOVR 2012) with the release of the SOVR 2012 Report Card. We asked other peaks, volunteer involving organisations and individuals about the changes to date as a result of the report and to help us in our three year strategic planning around the implementation of the SOVR 2012.

During the year we significantly strengthened the internal operations and capabilities of Volunteering Tasmania. Of note was the installation of new customer relationship software that enables us to manage our stakeholder relationships more effectively and efficiently. We also took the time to ask our staff how they were feeling about the culture at Volunteering Tasmania and we were delighted with the positive feedback that we received. Volunteering Tasmania staff work tirelessly and we take our role as the source of volunteerism in Tasmania seriously. I want to thank them for their commitment to the organisation and their passion for volunteerism. Each of them plays a vital role in advancing volunteering in our State.

My earnest thanks goes to the Volunteering Tasmania Board for their support and guidance this year. The Board are dedicated to serving Volunteering Tasmania and ensuring they provide strategic leadership that is both visionary and practical.

Each year Volunteering Tasmania continues to grow, not just the number of stakeholders we serve but the way that we work with them and the difference we can make. We are continually striving to ensure that we are contemporary in both our thinking and our practices so that we can ensure maximum impact and relevance. Thank you to each and every one of you that have been on the Volunteering Tasmania journey this year and I look forward to working with you all in 2014/15.

Adrienne Picone
CEO
Highlights

Premier Will Hodgman and Mary Thornton, Co-ordinator, Early Support for Parents, thank volunteers during National Volunteer Week.

assisted to volunteer
supported
2,740 individuals looking to volunteer

volunteer training

641 volunteers received training

membership

87 members
assistance to organisations
4,792 cases of assistance to an organisation

managers of volunteers attending VT training
615 participants

social media
956 likes on Facebook
726 Twitter followers

website
19,866 unique visitors
Our mission

Volunteering Tasmania 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.

LEADERSHIP
We are the leaders on volunteering 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.

Our profile

As the state-wide peak body for volunteering we strive to ensure that we are a relevant organisation that makes a positive impact on volunteerism. Our focus is 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.

We 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
Our impact on individuals

Our Volunteer Engagement Unit: helping people to do what they love

Volunteer Information Sessions

Every day at Volunteering Tasmania we see firsthand the impact that volunteering can have on individuals, on organisations and on communities. For both the volunteer and the recipient of volunteering the results can be literally life changing and we want everyone in Tasmania to take action and be able to experience the benefits of contributing to the community. The Volunteer Engagement Unit works with individuals to find a volunteering role that is right for them. They conduct personalised one on one interviews and group sessions and talk to potential volunteers about the time they have available, whether they want to utilise existing skills or build new ones, and what they are passionate about.

Many people that we talk to want to volunteer but don’t know where to start and the Volunteer Information Sessions promote the benefits of volunteering and inform individuals about their rights and responsibilities and what to look out for. We only recommend organisations that have appropriate volunteer insurance in relation to public liability and personal accidents.

During the year staff facilitated

35

Introduction to Volunteering group sessions state-wide. We have introduced a referral service this year that provides more intensive one on one support to potential volunteers especially those that have never volunteered before.

Staffed by volunteers, we have conducted

90

individual sessions and with demand increasing we will be extending this service in 2014/15.

Of note has been the increase in the number of individuals who are unemployed, from indigenous or Culturally and Linguistically Diverse (CALD) backgrounds or who have a disability.
“Thank you for coming to talk to us, it was really great to see the Launceston office has someone to assist our clients. It was really great chatting to you about the opportunities for volunteers. Hopefully we will be able to have a good working relationship and be of a mutual benefit to each other.”

“You really gave our clients something to look forward to, showing them meaningful roles, we really appreciate the time you took to show them the website [Volunteer Connect] and let them have a go at looking for things. They are so excited they can help others. It’s great for us, as carers, to see the roles available and particularly the ones that have wheelchair access.”
Volunteering Tasmania conducts Introduction to Volunteering and referral interviews with clients of a drug rehabilitation program to enable them to integrate back into the community after their eight week rehabilitation for drug and/or alcohol addiction.

One interview was conducted with Bill, a 38 year old male who was very keen to change the direction of his life, and to contribute something back into his community. Various volunteering opportunities were suggested to him, but only one appeared to create a positive response which was as a crew member on weekends on the Lady Nelson. The volunteer role involved all aspects of assisting to sail and maintain the vessel, and to cater to the needs of tourist passengers during the two hour cruises on the Derwent River each Saturday and Sunday.

Meeting with Bill three months later was like meeting a different person. He was thoroughly delighted, and inspired, by his experience each weekend, and had decided that his greatest contribution to the community would be to use his experience of addiction and rehabilitation in helping others. To achieve this he began, and is now half way through 2 Certificate IVs at TAFE in ‘Alcohol and Other Drugs’ and ‘Mental Health’.

(Names have been changed to protect privacy).
Helping people towards volunteering

One of our key roles is spruiking volunteering – both the benefits and how people can get involved. That’s why our staff are out and about in the community talking to volunteers and potential volunteers about how they can get involved and make a difference. This year staff participated in a range of expos including:

- Uniting AgeWell Expo
- Rotary Health & Wellbeing Expo
- Queenstown Healthfest Festival
- TINO Day – Ulverstone
- Study Tasmania’s International Students Expo
- George Town’s Options and Opportunities Showcase
- Ulverstone Volunteering Expo

Other presentations include:

- Healthy Ageing Network South (HANS) on the subject of older people and volunteering and in particular opportunities for intergenerational connections through volunteering
- The process of developing the Characteristics of Volunteering statement – delivered at the National Volunteering Conference in Adelaide
- SOVR 2012 report findings – delivered at the National Volunteering Conference in Adelaide

Above: Lana at the Ulverstone Health and Wellbeing Expo. Below left: Lana at 2014 International Students Day. Below right: Sue and Lana host an open day at the Burnie office.
Volunteer Connect (VC)

VC is Tasmania’s own free online data base connecting volunteer involving organisations with those seeking volunteer positions. The data base continues to grow in popularity each month and as at the 30th June there were 488 active roles on VC.

A recent survey of VC individual users showed that 80% of people thought that VC was easy to navigate with 100% saying that they would use it again.

Resources for individuals developed this year:
- Posters promoting VC and volunteering
- Client data collection form
- Recruitment tips

SCHOOL VOLUNTEERING PROJECTS

There is a widely held myth in the community that young people are not interested in volunteering and that they are hard to recruit. The reality is very different and the truth is that young people do want to contribute to the community and make a positive difference. Research show us that people that grow up in a family of volunteers are more likely to volunteer themselves because they see it as a ‘natural part of what we do’. Young people from backgrounds where volunteering rates are low are less likely to experience the benefits of volunteering.

The Volunteering Tasmania Schools Project is targeted at secondary schools in areas of disadvantage and aims to give young people a ‘taste’ of
what it feels like to give freely of their time and make a difference. Young people are encouraged to identify roles and projects that they are attracted to and are given time off from school to volunteer for a local organisation.

The outcomes of this project are closely linked with the issue of social inclusion and ensuring that all individuals, no matter what their background have the opportunity to participate in their community and are connected.

This year the Schools Project was held in two schools – Newstead College and Hobart College.

At Newstead College 33 young people participated in the program and were given a broad range of volunteer roles to choose from. Students finished their volunteer placement with an increased understanding of the diverse range of volunteer roles available. They reported increased capacity to work in a team and appreciated that they had ownership over their own work.

Most said that they preferred their volunteer work to their school work and that it felt relevant to what they hoped to do in the future. All said that they would consider volunteering when the project finished.

At Hobart College we trialled a variation on the theme with a new project, “This is Your Life”. The project linked students with residents of a local nursing home and encouraged the students to capture the resident’s story. The project culminated in the development of a booklet and required the students to do research and conduct interviews as well as designing the final product.

The participating students reported increased confidence levels and appreciation of older people’s experience. They enjoyed the relationships that they made and felt that they learned the value of patience, consideration and respect. Like many people that try volunteering for the first time they were surprised about the benefits that they received and that volunteering isn’t all about giving.

“I’m so glad you are here, this is an amazing opportunity for us and I wasn’t going to say anything bad in class I just wanted to let you know I like this much more than our classes. I hope you come back.”
Our impact on organisations

Increasing the skills and knowledge of managers of volunteers

Successful and thriving volunteer programs don’t just happen in a vacuum. Volunteer programs are great because someone planned the activities, coordinated the shifts, implemented effective recruitment strategies, devised orientation and training programs, ensured job satisfaction and thanked the volunteers at the end of the day. The role of the manager of volunteers is as diverse as the program itself and requires a broad range of skills and expertise.

Managers of volunteers need to collaborate, plan, think strategically, implement new and innovative ideas, support, listen and inspire. Volunteering Tasmania has a dedicated Volunteer Management Unit with staff in each region to support and upskill managers of volunteers. The focus of the Volunteer Management Unit is to provide training, both accredited and non-accredited as well consultancy on the National Standards to ensure managers of volunteers have the skills and resources they need to find volunteers for their programs and keep them coming back.

managers of volunteers participated this year in Volunteering Tasmania non-accredited training on topics as diverse as:

- Recruiting and managing skilled volunteers
- HR management
- Influencing up
- Creating a volunteer management system – all you need to know about policies and procedures
- Recruitment, selection and orientation
- Targeted communication for managers of volunteers
- Recruiting volunteers using Volunteer Connect
- National Standards 2 & 4 – Management Responsibility and Work and the Work Place
- How to get your management committee functioning effectively
- Governance
- Best practice in volunteer management and the National Standards
Managers of Volunteers’ Network Meetings

“Thank you for the work you put into workshops. I find, especially as a coordinator in a tiny organisation with limited funding, the workshops to be an invaluable tool as I am always looking towards quality improvement within our program.

Workshops such as (VT’s) are an excellent opportunity for me to revise, re-evaluate and reflect on our practice as well as listen to other volunteer managers and pick up ideas from people with a similar yet different perspective.”

Volunteering Tasmania has been facilitating network meetings now for a number of years and the feedback about these sessions is consistently positive. Managers of volunteers thrive in an environment where they have the opportunity to learn from their peers and share ideas with others in a similar role. This year 9 network meetings were delivered in all 3 regions of the state.
Accredited training

Last year Volunteering Tasmania, in partnership with TasTAFE, applied for funding under the skilled worker program to offer Cert 4 in Volunteer Program Coordination. We were delighted to be successful with this application and to be able to offer this qualification in Tasmania for the first time. The qualification provides training and assessment for groups of skills (skill sets) that can later be combined to meet the requirements for the full qualification or can go towards a higher qualification such as the Diploma of Community Services Management. Volunteering Tasmania was inundated with applications for the 15 subsidised positions with training commencing in February 2014.

Non-accredited training included:

- DVA Health Volunteers – *Volunteering and the Changes to the WH&S Legislation*
- Landcare Conference – *Giving Purpose a Heart*
- Campbell Town Health & Community Service – *The Value of Volunteering*
- Women of the World in Burnie – *Volunteers in all Sectors in Tasmania*
- Rotary AGM with other organisations such as Lions, Apex and Rotaract – *The Role of Volunteers in all Sectors in Tasmania*
- Burnie School of Seniors – *Volunteers in all Sectors in Tasmania*
- St Vincent’s De Paul and Presbyterian Care volunteers – *The Value of Volunteering*
- Local Government Association Conference – *Volunteer Management and the National Standards for Volunteer Management*
- Wildcare Tasmania – AGM
Consultancy and resources

Volunteering Tasmania offers consultancy to volunteer involving organisations on any aspect of their volunteer management system. Consultancy can be as simple as a phone call and some guidance on the National Standards right through to a Volunteer Management Review (VMR) and everything in between. Much of our consultancy work is offered on a fee for service basis and provides a comprehensive audit against the National Standards so that organisations can measure their adherence.

The Volunteer Management Manual which was developed last year has continued to be well received by organisations. The manual is a complete set of policies and procedures with templates and resources enabling an organisation to fully implement a volunteer management system.

4,792 organisations have received the manual this year.

“This was great to get some new ideas and clearer direction regarding our issues. We are addressing behavioural challenges with more confidence and unity. We continue to receive ongoing support from Volunteering Tas responding to any queries in a timely and efficient manner.”

“I am happy to inform you that our organisation has now completed its Volunteer Management Manual... the Volunteering Tasmania Volunteer Management Manual provided an excellent reference point for us... we integrated some of the VA Standards and customised to our needs. We are now busy with the implementation phase. We look forward to rolling this out and applying it to all our volunteer programs. It will soon be uploaded onto our website and we will promote internally and externally as appropriate. Thank you for your support and assistance.”

This year Volunteering Tasmania has delivered two VMR’s and assisted organisations to more effectively manage their volunteers.
Volunteer Connect (VC)

217 organisations have joined Volunteer Connect during this financial year and added

488 roles. Significantly the value of having regularly updated roles is ensuring their currency, validity and engagement.

Partnerships

Volunteering Tasmania staff have participated in:

- the Workforce Development Roundtable to support the planning and sustainability of the community sector workforce
- the Peaks Network of Tasmania
- the Peaks Network and Government Forum
- the Emergency Services Working Group to support the ongoing recruitment and retention within emergency service agencies
- TACH Volunteer Awards – Volunteering Tasmania on the judging panel, as a sponsor and presenter at the Awards
- Young Achiever Awards – judging panel
- Hobart City Council Volunteer Recognition Awards – judging panel
- Employer of Choice – mentor to applicants

Volunteer management resources developed this year:

- Skills audit checklist for volunteer involving organisation’s
- Human Resource checklist for volunteer involving organisations
- Self-assessment checklist for the National Standards
- Posters promoting Volunteer Connect (VC) and volunteering
- Key cards promoting Volunteering Tasmania services
- Posters promoting Volunteering Tasmania services
- Skilled employee volunteering tip sheet
- Skills board advertising the skills of corporate volunteers to the NFP sector
- Tip sheet – Dealing with Conflict
- Tip sheet – Managing Spontaneous Volunteers
- Tip sheet – Recruitment
- Influencing up planning template
- Volunteer Select – A toolkit guiding the establishment of new volunteer programs
Lessons In Leadership Conference and Volunteering Tasmania’s 20th Birthday

In October Volunteering Tasmania hosted the Lessons in Leadership conference at the Tramsheds in Launceston. The program covered all aspects of managing volunteers and offered participants some dynamic opportunities for learning and connecting with their peers. The conference sessions covered some diverse areas, such as employee volunteering, insurance and risk and the changing face of HR. Our two keynote speakers, Helen Rees and Dr Jason Fox focused on designing workplaces that work and aligning expertise in purpose based motivation to deliver more value to the people that matter. About 70 people attended the conference and we were delighted with the feedback.

During the conference we celebrated Volunteering Tasmania’s 20th birthday. Volunteering Tasmania was started in the early 90’s by a group of passionate individuals known as NVAN in the North of the State. Their enthusiasm and energy reaped rewards when Volunteering Tasmania became incorporated in September 1993. We were delighted that some of the original members of NVAN joined us for a celebratory dinner at the Albert Hall with the original Chair of Volunteering Tasmania, Helene Whitehead and the current Chair, Michelle Ewington cutting the cake. The birthday celebration was a great opportunity for us to reflect on the contribution that Volunteering Tasmania has made to the community over the past 20 years.

Our current chair, Michelle Ewington, and our inaugural chair, Helene Whitehead cut the 20th birthday cake.

Dr Jason Fox.
“This was a brilliant model for other conferences…”

Helen Rees, Director at Frameworks for Change.

Left: Steve Willing, Coordinator of Organisational Development, Tasmania Fire Service.

“Keep the ideas and presenters coming…good conference, well organised.”

Vanisa Dhiru, Chief Executive at Volunteering New Zealand.
Our impact on social policy and the volunteering evidence base

Highlights

· Review of the Social Policy Advisory Council and the establishment of the Social Policy Think Tank (SPTT)
· Commencement of the national review of the definition of volunteering

The SOVR 2012 Report Card

International Volunteer Day marked the one year anniversary of the release of the SOVR 2012. To celebrate we asked key stakeholders about the impact that the SOVR had for them and were able to gain an overview of some of the changes that have happened as a result. Consultations highlighted that with such a complex issue the solutions are not clear cut and that the development of appropriate actions and decisions to implement the recommendations would take a number of years. With this in mind we were pleased to hear that the research, the conversations with stakeholders and the recommendations have contributed to creating change.

The National Definition of Volunteering

During 2012 Volunteering Tasmania undertook a fundamental conversation with the sector. We asked people to reflect on the national definition of volunteering and determine if it was still as relevant and useful today as it was when it was developed in 1996. The response was that we needed to update and contemporise the definition to bring it into alignment with 21st century volunteering and communities. As a result Volunteering Tasmania released the Characteristics of Volunteering statement which took a slightly different view on volunteering. The Characteristics statement for example, recognises informal volunteering and also says that volunteering can happen in any setting not just in not for profit programs. In the intervening two years we have found that the Characteristics statement gives us clarity and consistency when we are talking about volunteering and what we mean when we say ‘volunteer’.

We are delighted now to be chosen to lead the national conversation on the definition of volunteering. In partnership with Volunteering Australia and all of the State and Territory volunteering peak bodies Volunteering Tasmania is managing this critical project. We will be working closely with the sector over the coming year and encouraging national conversations that we will collate and use to inform Volunteering Australia.
SOVR 2014

During National Volunteer Week the Department of Premier and Cabinet released The Economic Value of Volunteering Report. This paper brings us in line with our counterparts in other States and Territories as we can now measure the cost replacement value of volunteers in Tasmania. This work will form the foundation stone of the SOVR 2014 as we start to dig deeper and examine the true value of volunteerism. A full cost benefit analysis of volunteering will be released on International Volunteer Day 2014 as the SOVR 2014.

To support this important work we have received a secondment from DPAC to progress the SOVR and work in the Volunteering Tasmania Policy and Research Unit.

Policy and partnerships

Volunteering Tasmania has been a member of the State Government Inclusive Ageing Strategy Reference Group. We have been working in partnership with COTA and DPAC to implement the strategies of the Inclusive Ageing Strategy 2012-14. We were delighted that we were able to share some of the findings from the SOVR 2012 to support this project and to improve the communities knowledge of the contribution that older people make to volunteering.
Celebrating Tasmania’s volunteers

International Volunteer Manager’s Day (IVMD) – 5th November

IVMD recognises those individuals that make volunteering happen. This year we celebrated IVMD with,
- Morning tea for managers of volunteers at the RACT in Hobart
- Afternoon tea in partnership with the Devonport Council
- High tea at the beautiful Franklin House in Launceston

Recognising volunteering in the Derwent Valley

Volunteering Tasmania worked with the Derwent Valley community to host a recognition event for local volunteers. Volunteers that make a difference in the Derwent Valley were nominated by organisations and recognised for the significant impact that they have on the lives of individuals in the area and for the way they inspire others. Fifteen volunteers were recognised for the positive effect they have on their local community.
International Volunteer Day – 5th December

A key date on the volunteering calendar and an opportunity to join with our friends and colleagues around the globe to acknowledge the enormous contribution that volunteers make to our world. Volunteering Tasmania celebrated in style with a function at Government House hosted by our Patron, the Governor of Tasmania and Mrs Underwood.
VT Volunteer Management Award

The winner of the Volunteering Tasmania Volunteer Management Award at the 2013 Community Achievement Awards was Calvary Health Care Tasmania.

For the past 5 years Volunteering Tasmania has been the proud sponsor of the Volunteering Tasmania Volunteer Management Award. The award recognises the individuals and organisations that inspire others to become volunteers and, that keep that spark of inspiration alive for them during their volunteering. Volunteering, like so many factors in life, needs to be understood, nurtured and provided with strong leadership in order to ensure it thrives into the future.

For our community to fully benefit from the contribution of volunteers, there must be people who are ensuring that that contribution is effective, safe, and enjoyable. Calvary Health Care Tasmania was the worthy winner of the Volunteering Tasmania Volunteer Management Award involving over 140 volunteers in their program and boasting a comprehensive and inclusive volunteer management system.

Adrienne with Volunteer Coordinator Sarah De Jonge and the Calvary Health Care volunteers.
Wayne recognising the valuable work and commitment of the Aldersgate Nursing Home volunteers.

National Volunteer Week 2014 – ‘Celebrate the power of volunteering’

- The launch of National Volunteer Week this year was held in Burnie where we hosted a morning tea for around 75 volunteers and managers of volunteers
- Volunteering Tasmania staff hosted and attended a range of functions to celebrate the power of volunteering

Volunteers at the Volunteer Recognition Event.
A highlight of National Volunteer Week this year was working in conjunction with the Premier’s office and Guy Barnett, Parliamentary Secretary for the Premier on the Premier’s Roundtable. The Roundtable was held in the North of the State with over 40 representatives from the volunteering community able to speak directly to the Premier about some of the issues that volunteerism is facing in 2014. Some of the issues that were put forward were about barriers to volunteering, red tape and engaging young people.
Volunteering Tasmania Ambassador

Our inaugural Ambassador, Louise Yaxley-Padgett was announced at the 20th birthday dinner. This newly created role helps us to spread the word about the benefits of volunteering and Louise has been a worthy Ambassador telling her story and encouraging others to get involved. Louise has joined us at our key events this year and shared the impact that volunteering has had on her life.
National Volunteer Week celebrations for Centacare Hobart. Images courtesy of the Archdiocese of Hobart.
VT in the news

This year we significantly increased our media presence right across the board helping to raise the profile of the organisation and of volunteering.

Media
- 5 radio interviews
- 3 TV interviews
- 6 Media releases
- A bi-monthly slot on ABC radio talking about volunteer opportunities
- ABC Community Conversation with Louise Saunders
- 9 newspaper articles
- Articles in the Tasmanian Times, UTAS newsletter, ABC Online, Sport and Recreation Tasmania and the Seniors Magazine

Communications
- During the year 19,866 unique users visited the Volunteering Tasmania website. Between them, these users visited 31,749 times
- 956 Facebook likes – an increase of 49% since end of June last year
- 726 followers on Twitter

The year ahead

Over the coming year our key focus areas will be:
- Increase the number of Volunteering Tasmania members who make full use of their membership, and are satisfied with the value of their membership
- Increase our project work to alleviate poverty and disadvantage so that all Tasmanians regardless of background can access volunteering
- Further support the skill base of managers of volunteers
- Increase the number of organisations accessing Volunteering Tasmania’s consultancy services
- Release the State of Volunteering Report 2014
- Work with Volunteering Australia and the other state and territories to review the Australian definition of volunteering
- Work with Volunteering Australia and the other state and territories to review the National Standards for involving volunteers in not for profit organisations and develop an endorsement system to sit alongside it
- Develop a new 3 year strategic plan for Volunteering Tasmania
Strategic plan

In July 2014 our three year strategic plan will come to a close. We have already started working on our 14-17 strategic plan and will finalise this in November 2014.

<table>
<thead>
<tr>
<th>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>VT is valued, recognised and credible.</td>
<td>VT works alongside the volunteering community, business and all levels of government.</td>
<td>VT is recognised as an advocate for volunteerism based on experience, evidence and consultation.</td>
<td></td>
</tr>
<tr>
<td>RATIONALE</td>
<td>Raising the profile of volunteerism will increase participation and the value of volunteering.</td>
<td>Supporting an environment of best practice volunteer management.</td>
<td>VT is a recognised and credible organisation.</td>
<td>Total revenue is increased and diversified to create flexibility.</td>
<td>Research based policy and practice. Autonomous and credible voice for the sector.</td>
</tr>
<tr>
<td>OUTCOMES</td>
<td>Increased status of volunteerism.</td>
<td>VT is valued, recognised and credible.</td>
<td>Partnerships and projects that contribute to effective volunteerism.</td>
<td>VT is valued, recognised and credible.</td>
<td>VT is valued and sought after as the leader on volunteerism in Tasmania.</td>
</tr>
</tbody>
</table>

VT is valued and sought after as the leader on volunteerism in Tasmania.
Our people

Organisational chart
as at June 30 2014

Our valued volunteers

VOLUNTEER REFERRAL OFFICER
Sally Bowes

RECEPTION AND OFFICE SUPPORT
Sarah Smith
Our valued members

Ambulance Tasmania
Appin Hall Children’s Foundation
Arthritis Tasmania
Baptcare
Beaconsfield Child & Family Centre
Bethlehem House Tasmania Inc
Calvary Health Care Tasmania
Cancer Council Tasmania
Central Coast Council
Child and Family Centre – East Devonport
Child Health Association Inc
Circular Head Heritage Centre
Circular Head Council
Corumbene Nursing Home for the Aged Inc
COTA Tasmania
Delta Therapy Dogs Hobart Branch
Devonport City Council
Dogs Homes of Tasmania
Door of Hope Christian Church
Edge Radio 99.3 FM
Fishcare Tasmania
Franklin House, National Trust of Australia (Tas)
Girl Guides Tasmania
Goodwood Community House
Gran’s Van Association Inc
Hobart City Council
Hobart City Mission
Hobart Women’s Shelter
Hospice Care Assoc of NW Tas
Hospice Volunteers South Tas
Humanitas Trust
Hydro Tasmania
Island Care
Landcare Tasmania
Launceston General Hospital
Legal Literacy Volunteers Lifeline Samaritans Tas Inc
LINC Tasmania
Meals on Wheels Tasmania
Migrant Resource Centre (Southern Tasmania) Inc
Netball Tasmania
New Mornings
North West Environment Centre Inc.
Parks and Recreation, Launceston City Council
Polish Association in Hobart Inc
Queen Victoria Museum & Art Gallery
Regional Development Australia Tas Inc.
Royal Automobile Club of Tasmania
Royal Hobart Hospital
Rural Youth Organisation of Tasmania Incorporated
St Vincent de Paul Society Inc
Tagari Lia Child & Family Centre
Tamar Natural Resource Management (Tamar NRM)
Tasmanian Acquired Brain Injury Services Inc
The Tenants’ Union of Tasmania Inc
Uniting Age Well
UnitingCare Tasmania
Warrane Mornington Neighbourhood Centre Inc
Westbury Community Health and Day Centre
Wildcare Inc
Helene Whitehead (life member)
Sylvia Godman (life member)
Ian Pullen (life member)
Jamie Bayly-Stark
Christine Bennett
Mary Duniam
Claire Ellis
Will Forsyth
Frances Healy
Claire Horner
Rebecca Livermore
Michelle Ewington
James McAlpine
Julia Phillips
Viv Muller
David Henty
Felicity Matthews
Belinda Cotton
Mark Davis
Sophie Thomson-Web
Nega Debela
Simon Verdouw
Tim Devereux
Ross Lincolne
David Hudson
Angelika Hall
Helen Geard
Board members

Michelle Ewington (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 Volunteering Tasmania Board in 2008 and was elected as Chair in 2012.

Claire Horner (Treasurer)

Claire has been a member of the Volunteering Tasmania 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.
Helen Geard

Helen works part time as a Natural Resource Management Facilitator / Project Officer with the Southern Midlands Council working with landholders and the wider to community to achieve positive environmental outcomes.

She enjoys volunteering for a number of organisations including Girl Guides Australia, the Royal Agricultural Society of Tasmania, the Uniting Church of Australia and Midlands Tree Committee. Her interest in volunteering started while she was a member of the Rural Youth Organisation of Tasmania and Agfest field days organising committee.

Helen holds a Graduate Diploma of Environmental Studies and is a graduate of the Australian Rural Leadership Program. She is a strong advocate for the role volunteers play within our community.

Chris Bennett

Christine has extensive experience as a volunteer which includes: almost 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 and was the volunteer Director of Operations at the Tasmanian Hockey Centre for over 13 years overseeing ground, bar, kiosk, tenants etc. This involved supervising up to 15 staff as well as dealing with local and state governments.

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.
Rebecca Livermore

Rebecca 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 Australian Red Cross as Executive Assistant to the Executive Director.

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

Julia Phillips

As a life-long volunteer, Julia is committed to supporting and promoting volunteering and encouraging organisations to provide volunteering opportunities. She completed a Master of Management degree at Deakin University and also holds a Graduate Diploma in Sport Management from University of Technology, Sydney.

Since July 2011 Julia has been employed as the General Manager of Netball Tasmania. Her previous job was Chief Executive Officer of Voluntary Action Stratford on Avon and as a volunteer she was a Board Director of the National Association of Voluntary and Community Action and Regional Action West Midlands; a Trustee of the Warwickshire Children and Voluntary Youth Services, and Chair of the Stronger Communities Local Strategic Partnership.

Her past experience within the not-for-profit sector includes Chief Executive Officer of the Royal NSW Bowling Association Inc., Badminton Australia, International Netball Federation, and Masters Swimming Australia.

As a consultant she has undertaken organisation reviews and strategic planning for not-for-profit organisations in the USA and the Netherlands.

James McAlpine

James McAlpine is a business leader with experience in Australia and overseas. He is an engineer by profession and has extensive board experience, particularly in Tasmania. He recently completed tenure as a Commissioner on the bench of the Tasmanian Industrial Commission, a position he held for 8 years, prior to which he was General Manager of the then Pasminco Hobart Smelter, until 2001.

Adrienne Picone

(Public Officer)
DIRECTORS 1 JULY 2013 – 30 JUNE 2014

<table>
<thead>
<tr>
<th>Name</th>
<th>Date elected/appointed</th>
<th>Date of cessation (if applicable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christine Bennett</td>
<td>30/09/2010</td>
<td></td>
</tr>
<tr>
<td>Michelle Ewington (Chair)</td>
<td>29/09/2008</td>
<td></td>
</tr>
<tr>
<td>Claire Horner</td>
<td>29/09/2011</td>
<td></td>
</tr>
<tr>
<td>Rebecca Livermore</td>
<td>29/09/2011</td>
<td></td>
</tr>
<tr>
<td>James McAlpine</td>
<td>21/09/2012</td>
<td></td>
</tr>
<tr>
<td>Julia Phillips</td>
<td>21/09/2012</td>
<td></td>
</tr>
<tr>
<td>Helen Geard</td>
<td>27/05/2014</td>
<td></td>
</tr>
<tr>
<td>Francis Healy</td>
<td>29/09/2008</td>
<td>14/06/2014</td>
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<tr>
<td>Sophie Thomson-Webb</td>
<td>27/09/2013</td>
<td>27/05/2014</td>
</tr>
<tr>
<td>Claire Ellis</td>
<td>21/02/2012</td>
<td>31/10/2013</td>
</tr>
<tr>
<td>Harry Maltby</td>
<td>16/02/2010</td>
<td>27/09/2013</td>
</tr>
</tbody>
</table>

BOARD AND COMMITTEE MEETINGS 1 JULY 2013 – 30 JUNE 2014

<table>
<thead>
<tr>
<th>Name</th>
<th>Board</th>
<th>Finance and Audit</th>
<th>Governance</th>
<th>Social Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. of meetings Held (1)</td>
<td>No. of meetings Attended</td>
<td>No. of meetings Held (1)</td>
<td>No. of meetings Attended</td>
</tr>
<tr>
<td>Christine Bennett</td>
<td>5</td>
<td>5</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Michelle Ewington (Chair)</td>
<td>5</td>
<td>5</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Claire Horner</td>
<td>5</td>
<td>5</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Rebecca Livermore</td>
<td>5</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>James McAlpine</td>
<td>5</td>
<td>5</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Julia Phillips</td>
<td>5</td>
<td>4</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Helen Geard</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Francis Healy</td>
<td>5</td>
<td>5</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Sophie Thomson-Webb (2)</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Claire Ellis (2)</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Harry Maltby (2)</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

(1) Number of meetings held during the time the director held office or was a member of the relevant committee during the year.
I had the privilege of representing the Heart Foundation during National Heart Week this year. My volunteer role for the morning was to man an information booth, and provide the public with information about heart health and the foundation.

Most of the people I interacted with on the day had been touched by heart conditions in some way, either themselves or through a family member or close friend. It was really interesting for me to hear their stories. One guy in particular had survived four heart attacks! It became clear throughout the day that many of these people wanted and needed to talk about their experiences with someone, and it was moving to be included in those personal conversations.

Another group of people I got to interact with was mums and their kids, who all wanted one of our balloons! My children are all grown now, and so I found chatting with them to be rather nice.

I decided to use my Employee Volunteering Scheme time in this particular role for a number of reasons.

Firstly, I’m well aware of the low health outcomes in Tasmania and wanted to be involved in something that helps to address that. Secondly, I wanted to get out in the community and spend time speaking with people. And the great thing about this role was that the message is an important one, but one that is easy to grasp. I didn’t need a whole lot of knowledge to make a difference, just a brief induction at the beginning of the day to give me some background and make sure I wasn’t going to give any medical advice!

By joining Lauren at the booth, we were able to share the message of heart health prevention with many more people than if she had been there alone. We were also able to support one another and keep each other company throughout the day.

I got so much out of my volunteering experience. I felt like I was better able to empathise and engage with my clients, and I got a kick out of ‘living the value’ of volunteerism. I became more educated in the area of heart health, and I’m able to be an advocate for that message every day. Mostly, I can say that I personally contributed to more people knowing the signs of a heart attack – information which may even save a life.
Twelve months ago my husband and I moved from Central Queensland to Hobart Tasmania for his job. In CQ I had been working part time for the same organisation for 12 years and took long service leave when we first moved. This lasted 10 weeks.

As I am an adult with a Physical Disability and receiving a Centrelink payment I had been given a limit of 3 months from when my long service ran out to find a job and time was quickly running out.

When I was no longer on “holiday” as I put it I stayed at home watching too much TV and pottering around the house. My disability made it hard for me to get out on my own and I realised I was in danger of becoming depressed and bored.

In early 2014 four months after we had made the move and 1 month before my Centrelink Payment would be cut off I accompanied my husband to an Australia Day BBQ and there someone asked if I was working and when I said no they suggested that if I was looking for something to do and didn’t necessarily need to be paid that I should get in contact with Volunteering Tasmania through their website.

The next day I logged on and browsed the positions available. As my back ground had been in Admin and I have a Bachelor of Arts Degree in Social Science I was looking to hopefully combine the two. And I believe I have.

**Sarah Smith**

**Volunteer Administration Assistant at Volunteering Tasmania**

After spending time looking at the Website I came across a position for a meet and greet person for Volunteering Tasmania, the very company’s website I was on. So I thought why not give it a go, it sounded like fun.

I contacted Volunteering Tas and arranged a time to go and speak to someone. I started the very next week on the 13th February 2014. Just in time before my Centrelink Payment expired.

I have now been with Volunteering Tas for 6 months. I started doing two half days per week but when someone left the organisation I offered to take on their role as well. This now gives me one and a half days per week. But I am always open to more!

I enjoy my volunteering role as I meet and greet those that come into the office and over the months I have been given more and more responsibility as I learn what the organisation is all about. It not only got me out of the house it has given me the confidence to meet new people and make friendships. I have also been able to gain new skills as well as further develop those skills I already possessed. I hope to continue with my volunteering role into the future.
Financial summary for the year ending June 2014

STATEMENT OF COMPREHENSIVE INCOME

<table>
<thead>
<tr>
<th>Income and Expenditure</th>
<th>13/14 $’000</th>
<th>12/13 $’000</th>
<th>% Percentage</th>
<th>% Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants</td>
<td>922</td>
<td>942</td>
<td>93%</td>
<td>-2%</td>
</tr>
<tr>
<td>Investment Income</td>
<td>12</td>
<td>15</td>
<td>1%</td>
<td>-20%</td>
</tr>
<tr>
<td>Fee for Service Income</td>
<td>17</td>
<td>41</td>
<td>2%</td>
<td>-59%</td>
</tr>
<tr>
<td>Membership Fees</td>
<td>6</td>
<td>3</td>
<td>1%</td>
<td>100%</td>
</tr>
<tr>
<td>State Conference</td>
<td>24</td>
<td>–</td>
<td>2%</td>
<td>100%</td>
</tr>
<tr>
<td>Other</td>
<td>10</td>
<td>2</td>
<td>1%</td>
<td>400%</td>
</tr>
<tr>
<td><strong>TOTAL INCOME</strong></td>
<td><strong>991</strong></td>
<td><strong>1,003</strong></td>
<td></td>
<td><strong>–1%</strong></td>
</tr>
<tr>
<td>Staffing Costs</td>
<td>638</td>
<td>671</td>
<td>66%</td>
<td>-5%</td>
</tr>
<tr>
<td>Accommodation</td>
<td>67</td>
<td>56</td>
<td>7%</td>
<td>20%</td>
</tr>
<tr>
<td>Depreciation</td>
<td>30</td>
<td>28</td>
<td>3%</td>
<td>7%</td>
</tr>
<tr>
<td>Operating Costs</td>
<td>141</td>
<td>172</td>
<td>15%</td>
<td>-18%</td>
</tr>
<tr>
<td>Travel Costs</td>
<td>35</td>
<td>39</td>
<td>4%</td>
<td>-10%</td>
</tr>
<tr>
<td>Board &amp; Project Costs</td>
<td>49</td>
<td>17</td>
<td>5%</td>
<td>188%</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>960</strong></td>
<td><strong>983</strong></td>
<td></td>
<td><strong>–2%</strong></td>
</tr>
<tr>
<td><strong>SURPLUS / (DEFICIT)</strong></td>
<td><strong>31</strong></td>
<td><strong>20</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### MAJOR REVENUE AREAS

- Investment Income: 1%
- Fee for Service Income: 2%
- Membership Fees: 1%
- State Conference: 2%
- Other: 1%
- Government Grants: 93%

### MAJOR EXPENDITURE AREAS

- Staffing Costs: 66%
- Operating Costs: 15%
- Travel Costs: 4%
- Board & Project Costs: 5%
- Depreciation: 3%
- Accommodation: 7%
### STATEMENT OF FINANCIAL POSITION

<table>
<thead>
<tr>
<th>Statement of Financial Position</th>
<th>2013/14 $'000</th>
<th>2012/13 $'000</th>
<th>% Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>262</td>
<td>316</td>
<td>-17%</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>10</td>
<td>10</td>
<td>0%</td>
</tr>
<tr>
<td>Other current assets</td>
<td>9</td>
<td>13</td>
<td>-31%</td>
</tr>
<tr>
<td>TOTAL CURRENT ASSETS</td>
<td>281</td>
<td>339</td>
<td>-17%</td>
</tr>
<tr>
<td>Property Plant and Equipment</td>
<td>88</td>
<td>86</td>
<td>2%</td>
</tr>
<tr>
<td>TOTAL NON CURRENT ASSETS</td>
<td>88</td>
<td>86</td>
<td>2%</td>
</tr>
<tr>
<td>TOTAL ASSETS</td>
<td>369</td>
<td>425</td>
<td>-13%</td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>50</td>
<td>95</td>
<td>-47%</td>
</tr>
<tr>
<td>Grants in advance</td>
<td></td>
<td>48</td>
<td>-100%</td>
</tr>
<tr>
<td>Provisions</td>
<td>74</td>
<td>68</td>
<td>9%</td>
</tr>
<tr>
<td>TOTAL CURRENT LIABILITIES</td>
<td>124</td>
<td>211</td>
<td>-41%</td>
</tr>
<tr>
<td>TOTAL NON CURRENT LIABILITIES</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>TOTAL LIABILITIES</td>
<td>124</td>
<td>211</td>
<td>-41%</td>
</tr>
<tr>
<td>ACCUMULATED FUNDS</td>
<td>245</td>
<td>214</td>
<td></td>
</tr>
<tr>
<td>CURRENT RATIO</td>
<td>2.27</td>
<td>1.61</td>
<td></td>
</tr>
</tbody>
</table>

Audited financial statements of Volunteering Tasmania are available for download from our website, www.volunteeringtas.org.au.
During the 2013 to 2014 financial year, Volunteering Tasmania had a turnover of $990,900 a decrease of 1.2% from the previous year.

The decrease in income was primarily due to there being no one-off funding in 2013-2014.

With this steady growth the overall financial position of Volunteering Tasmania has strengthened with a current year surplus of $30,884.

As at 30 June 2014 Volunteering Tasmania had Accumulated Funds of $245,379.

The financial results were primarily impacted by the following areas:

- Grant Income remained steady at $921,586 which represents 93% of Total Income
- Investment Income continued to decrease due to fall in interest rates
- Fee for service income fell in line with income generated by the State Conference held this year.
- Membership increased in 2013-2014
- Staffing and Operating Costs continue to be the two major expense items in 2013-2014

As a not-for-profit organisation any financial surpluses generated by Volunteering Tasmania operations are reinvested into future growth of the organisation.
Volunteering Tasmania Inc
State Office: 95–97 Campbell Street Hobart Tasmania 7000
www.volunteeringtas.org.au
Freecall 1800 677 895

COVER: Rosanne Hill, volunteer with Look Good Feel Better, and Christine Bennett from the Volunteering Tasmania board at the 2013 International Volunteer Day reception at Government House.

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