



Vision for Volunteering



TOOLKIT

2024

Start a conversation
about the future of
volunteering



visionforvolunteering.org.uk



Introduction



Who is this toolkit aimed at?

This toolkit is aimed at anyone who volunteers or works with volunteers and wants to start a conversation around the future of volunteering.

What is this toolkit for?

This toolkit has been designed to help you start conversations with those around you about the future of volunteering, using the Vision for Volunteering as a framework. It provides:

- A springboard for you to explore what the future of volunteering looks like for you and your organisation, group or community
- Help to understand the Vision for Volunteering and how to bring it to life
- a space to share and develop ideas for future positive actions to improve volunteering locally



How should I use it?

This toolkit will help you to run a session of around two hours on how to use the Vision for Volunteering to explore the future of volunteering in your local organisation, group or in your community.



This toolkit is designed to be adaptable for local use – please use it as best works for you. The conversations taking place off the back of this toolkit will look and feel differently to different people and groups depending on their circumstances, history, size, priorities and focus.

When using this toolkit, you should focus on what is most important and achievable for you and your community, rather than trying to do everything at once.

What does it include?

- Session plan and accompanying PowerPoint slides to set up and run a 2-hour session on the future of volunteering
- Vision theme worksheets, to support discussions
- Feedback forms that can be used to capture feedback at the end of the session

I've done my session, now what?

This is the first version of this toolkit. If you have any feedback about the toolkit and how it worked for you, please get in touch and let us know so we can continue to refine it for future use.

We'd also love to hear about what you're doing locally around volunteering and the Vision for Volunteering, to develop our work around it and develop further resources. If you've done a project or piece of work that fits under one of the Vision for Volunteering themes, why not share your story with us so we can inspire others?

If you're passionate about the Vision for Volunteering, you could become a Vision Champion to help build the movement further. Anyone within the volunteering space can sign up to be a champion, and you get to pick and choose what involvement and time commitment you give.

If you're ready to take action, you can share your commitment on our website. When you make a commitment, our team will be there to help you on your journey to making your vision a reality.

Join our community of people passionate about building a better future for volunteering by signing up to our newsletter. You'll receive practical tips on how to bring the Vision to life, be the first to know about new free events and training, hear inspirational stories from others passionate about volunteering, and more! You can also follow us on Twitter or LinkedIn.

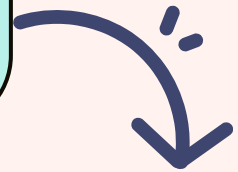
Part 1: Practical stuff

This session can be run in-person, online or a hybrid. Please consider what will make your session most accessible to those involved.

Facilitation



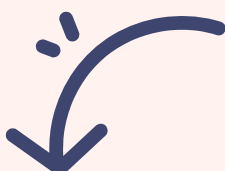
- Identify someone to lead the session, perhaps a Volunteer Manager, or Trustee. They don't need any prior knowledge about the Vision for Volunteering before using this toolkit but may find it helpful to review the information on [our website](#) before beginning.
- If you have a larger number of people, this session works best when you have facilitators on each table, ensuring that learning and actions are captured, and everyone has a turn to speak.



Participants



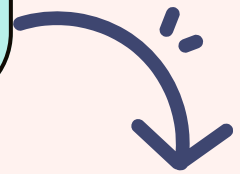
- This conversation about the future of volunteering should involve a diverse range of participants.
- When thinking about who to invite, think about who has an interest in volunteering locally or within your organisation/group, and who has the power to make positive change.
- Where possible, you should always bring volunteers into the room to hear their experiences and empower them to enact change alongside paid staff members.
- You should ask participants what accessibility needs they have before the session



Setting up



- Ensure that there is plenty of space for people to write, and that the space is quiet and private enough for a frank and open discussion.
- If you have a larger number of people, ensure that there are separate tables for breakout discussions.
- This session works best with the accompanying PowerPoint slides, so make sure you have the facilities to display or project your screen. You could also run this session online.



Feedback and actions

- Provide each table with pens and paper (or an appropriate equivalent if online such as Flinga or Jamboard) and encourage people to write down their feedback, thoughts and actions at each stage of the session.
- Before the session starts, you should decide how you're going to take forward any actions that arise, so you can tell participants how their contributions will lead to action.
- Before the session, you should decide how you will respond to the outcomes of the session e.g. a review session in another six months, take steps to keep in touch with participants etc.

Part 2: Running the session

This section talks you through the running of the session itself. You should refer to the accompanying PowerPoint slides throughout (although you don't have to use these if you don't want to).

Slide 1: The future of volunteering



5 minutes



- Welcome everyone to the session
- Introduce yourself and the purpose of the session
- Briefly let participants know how their contribution will be used and valued
- Encourage participants to introduce themselves to everyone on their table, with their name and organisation (if relevant)
- If you want to include an icebreaker, you could ask people what their favourite thing about volunteering is or a similar question



Setting the scene: what does volunteering look like locally?



Set the scene by giving a brief overview of the volunteering context in which you're working in. Here are some ideas for things you might want to talk about:

- It's hard to recruit and retain volunteers
- Increasing inequality and societal need means there's more demand for support
- Funders are increasingly looking for evidence of innovation and collaboration
- There has been a growth in informal and micro-volunteering
- Volunteers aren't as diverse as we would like, and not all volunteering is accessible/inclusive
- Volunteers increasingly want their voices heard in decision-making and service delivery
- Digital tools and technology are changing the ways volunteers and communities engage

Slide 3: Challenges and opportunities



20 -25 minutes



Discussion

**What are the challenges around
volunteering in our local area?**

**What are the opportunities
around volunteering in our local
area?**



Building on the previous discussion, prompt participants to think about their own experiences and respond to the following questions:

- What are the challenges around volunteering in our local area?
- What are the opportunities around volunteering in our local area?
- Encourage participants to take notes of their discussions. Allow some time for each group to feedback one challenge and one opportunity that they have identified to the whole room.

Slide 4: The Vision for Volunteering



1 minute

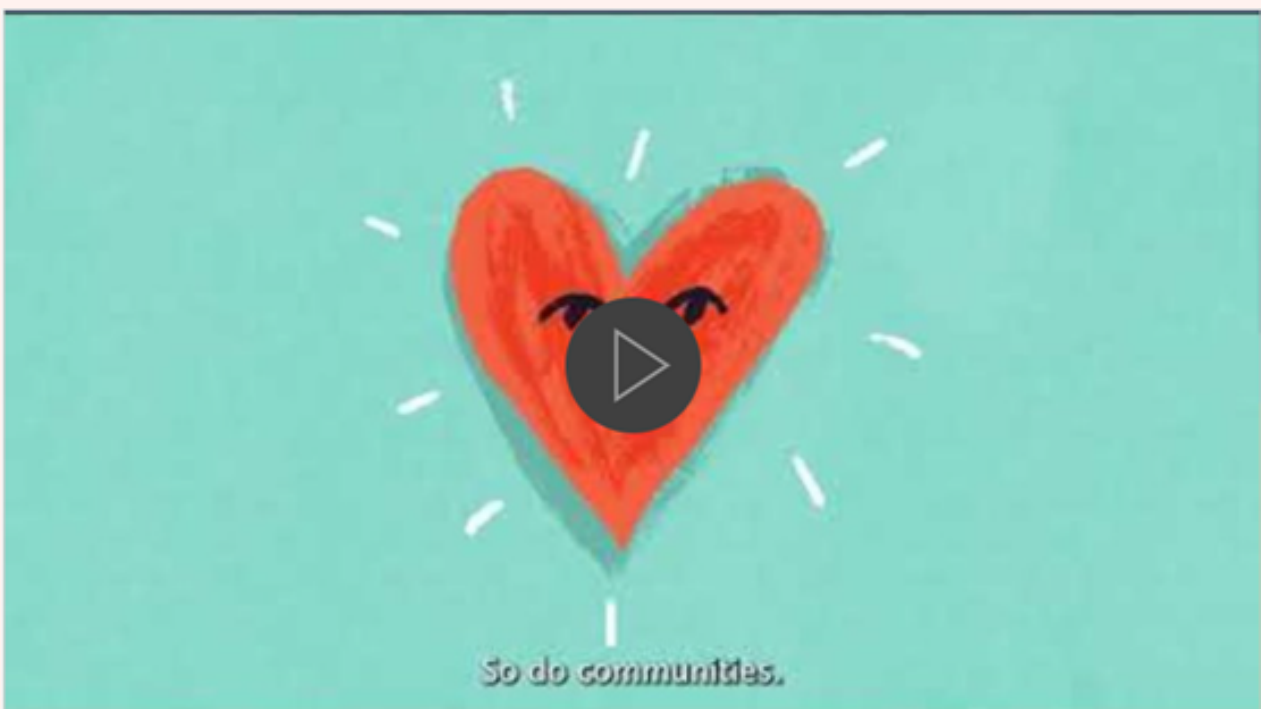
The Vision for Volunteering is a movement to create a diverse, innovative, ambitious, equitable and person-centred future for volunteering.



Slide 5: Play the Vision animation



5 minutes



Slide 6: The Vision for Volunteering themes



10 minutes

The Vision for Volunteering tackles five key themes:

- . Awareness and appreciation
- . Power
- . Equity and inclusion
- . Collaboration
- . Experimentation



Introduce the five Vision for Volunteering themes. As you go through these, you may want to point out where previous discussions intersect with these themes. You may want to use the following wording:

Awareness and appreciation

A future where a culture of volunteering is part of everyone's life and volunteer roles are given the recognition they deserve.



Power

A future where volunteers (and the communities they work with) lead on change that matters to them.



Equity and inclusion

A future where it's easy for people to give their time and energy to the causes they care about, they feel welcomed, and the benefits are equally distributed.



Collaboration

A future where collaboration is natural and spontaneous, where people do great stuff together because they want to.



Experimentation

A future where communities aren't afraid to try new things to develop their own innovative solutions to engaging and supporting volunteers.



Slide 7: What do the themes mean to you?



30 minutes



Discussion



10 minutes



Feedback

What do these themes mean to you, in relation to volunteering in your local area?

What actions can you take to start working towards the future described in each theme?



Thinking about these Vision for Volunteering themes, prompt participants to respond to the following questions:

- What do these themes mean to you, in relation to volunteering in your local area?
- What actions can you take to start working towards the future described in each theme?

How you facilitate this will depend on the number of people you have in the room. If you have enough, you could have five tables, each of which focuses on a different theme, with participants able to choose which theme they are most interested in. If you have a smaller group, have each table focus on the themes as a whole, noting that there are lots of overlaps between them.

Included in this toolkit are worksheets for each theme. These include a case study and a more detailed breakdown of what they mean. Groups can use these for inspiration for their discussions.

Encourage participants to note their discussions. Allow some time for each group to feedback their thoughts about what the Vision means to them and one or two key challenges to the whole room.

Slide 8: Break (optional)



5-10 minutes

Break



What first steps will you take to start working towards the actions you have identified?

Who needs to be involved in conversations?

How can you ensure that volunteers are at the centre of discussions?



Building on the discussion around the Vision for Volunteering themes, prompt participants to respond to the following:

- What first steps will you take to start working towards the actions you have identified, i.e. what can you do immediately in your capacity?
- Who needs to be involved in conversations – is there anyone missing from this workshop or anyone that can make particular change around this theme?
- How can you ensure volunteers are at the centre of discussions and their voices & views are respected and heard?
- Encourage participants to take notes of their discussions. Allow some time for each group to feedback one key action that they will take.

Slide 10: Optional final discussion point



10 minutes



Discussion

**What inspires you about
the future of volunteering?**



Ending the session on a positive note can help people feel inspired and motivated to take action to make volunteering better for everyone involved. You could ask participants to either discuss or think about what inspires them most about the future of volunteering.

Slide 11: Next steps



5 minutes

Next steps



To ensure that participants know their views and ideas will be taken forward, make sure to let participants know what you will do with the information from the session. For example, you could use the outcomes of this session to:

- develop a volunteering strategy
- revise your existing volunteering policies and strategies
- develop a resource for your community to take positive action on volunteering locally
- hold a follow-up session on the topics that the group showed particular interest in

Before they go, ask participants to complete a feedback form to shape future sessions.

Slide 12: Find out more about the Vision for Volunteering



5 minutes

Find out more

- Sign up to the mailing list: visionforvolunteering.org.uk/newsletter
- Twitter: [@VisionForVol](https://twitter.com/VisionForVol)
- Instagram: [@VisionForVolunteering](https://www.instagram.com/VisionForVolunteering)
- Facebook: facebook.com/visionforvolunteering
- LinkedIn: linkedin.com/company/vision-for-volunteering
- Get in touch: visionforvolunteering.org.uk/contact-us



Explain to participants that they can keep in touch with the national Vision for Volunteering by signing up to the mailing list or following the movement on social media.



Website : www.visionforvolunteering.org.uk

Email : hello@visionforvolunteering.org.uk