

# Volunteer Strategy 2018 to 2021



**Vision:** Our volunteers, representing diverse backgrounds and all parts of our community, share a passion to positively affect our community. Our volunteers, who have actively chosen to volunteer at the City of Marion, are recognised and celebrated for their capability, capacity and diversity.

## WE LIVE OUR VALUES

### Respect

Treating everyone as we want to be treated, where all contributions are valued

### Integrity

Fostering trust and honesty in all of our interactions

### Achievement

Enhancing our knowledge and performance to reach our shared goals, while being dedicated to supporting one another

### Innovation

Encouraging new ideas, and learning from our experience to do things better

## OUR COMMUNITY VISION



We strive to create an environment where we:	
Objectives	Key Performance Indicators
1. Increase Diversity and Inclusion through attracting, engaging and retaining a diverse volunteer population	Volunteer demographic is diverse and continues to offer opportunities that are inclusive of all communities & demographics
2. Strengthen regulation and risk management to ensure best practice systems and processes are in place to support the safety and wellbeing of our volunteers	Volunteer Management systems and processes are continuously reviewed and updated to ensure safety and wellbeing of volunteers
3. Increase management and training opportunities to ensure volunteers are aware, competent and feel empowered to undertake their role	Implementation of Training for all volunteer roles within the City of Marion Volunteer programs
4. Integrate, embrace, respect and value volunteering through recognising individual's achievement and celebrating success, and creating a space for volunteers to feel as important part of our organisation	Volunteer Recognition Event and initiatives developed to ensure inclusivity of all volunteers
5. To be an organisation of choice whereby volunteers choose the City of Marion as their preferred volunteer organisation	Volunteers applications continue to grow, volunteers are retained and committed to the City of Marion

Key Focus Areas:				
Increase Diversity and Inclusion	Strengthen regulation and risk management	Increase management and training opportunities	Integrate, embrace, respect and value volunteering	Become a volunteer organisation of Choice
Build diversity within volunteering and to offer opportunities that are inclusive of all communities and demographics	Ensure that all volunteers have the relevant background checks and clearances in place	Ensure volunteers have access to training and information relevant to their volunteering role	Ensure that all volunteers are treated in accordance with our Corporate Values	Our marketing plan will attract Volunteers to the City of Marion with a diverse range of skills and experience
	Implement best practice recruitment strategies	Undertake an annual Performance Development Plan with each volunteer to ensure they are satisfied with their role and that the required standard of duties is being achieved	Celebrate and reward our volunteers through reward and recognition initiatives and social gatherings to ensure they feel respected and valued	Establish strategic connections with organisations in the community with whom we can partner
Activate opportunities to encourage volunteers with a diverse range of experiences	Ensure safety and wellbeing of our volunteers is at the forefront of everything we do	Ensure that volunteers understand and act in accordance with our Corporate Values	Align corporate and volunteering initiatives, policies and procedures, where relevant	Volunteers feel included, valued and understand and agree to the City of Marion Corporate values
	Ensure we record relevant and up to date information of our volunteers	Review and develop a training needs analysis and plan in line with the changing nature of volunteering and volunteer opportunities	Seek feedback on the volunteer's experience at Marion	A diverse range of opportunities and experiences are available for volunteers. A framework is in place to support leaders capture all potential volunteers