



volunteer centre

Ionad d'Obair Dheonach Fhine Ghall

FINGAL

Fingal Volunteer Centre Strategic Development Plan 2009 - 2011

Management and Governance

Overall Aim:

Fingal Volunteer Centre (FVC) will continue to develop its management and governance systems and structures to ensure it is managed and governed effectively in accordance with best practice

2009

- Clarify the current legal position in relation to the current management and governance structure
- Review FVC Board structure and increase Board membership
- Develop Induction process for new Board members
- Clarify current and future role of BAP and FVC as employers of staff
- Sign a written agreement with BAP agreeing their role in relation to FVC (as employers of staff)
- Develop complaints procedure
- Develop evaluation strategy

2010

- Explore and clarify structures and practices required by the Charities Bill
- Review Memorandum and Articles of Association
- Establish succession practices for Chairperson and other Board Members
- Explore possibilities for representation of Volunteers and Volunteer-involving organisations on the Board.
- Develop handbook for Board Members
- Agree Board Training
- Implement Evaluation Strategy

2011

- Agree Board Training
- Review Board Representation
- Maintain volunteer and volunteer involving organisation representation on Board
- Implement Evaluation Strategy

Staffing

Overall Aim:

FVC will increase current staffing by 50% (to three full time staff)

2009

- Review current gaps in staffing (priority)
- Explore options for carrying out work including paid staff, volunteers, community employment, Interns and students
- Create structure to support staff and volunteers to carry out the work of the service
- Explore pension options for staff
- Work with VCI to retain Government commitment to VCs and how to expand staffing levels
- Agree new Staff and Employer handbook if FVC becomes employer
- Explore funding options for increasing staff

2010

- Review staffing levels
- Review Staff Handbook
- Review Volunteer Policies
- Explore funding options for increasing staff

2011

- Review staffing levels

Developing Fingal Volunteer Centre across Fingal

Overall Aim:

To ensure that all parts of Fingal have access to FVC. This will be met through retaining and developing existing outreach offices and connecting with service users increasingly through technology. Working closely with organisations who are working in Fingal such as FLP, BAP, FCC, CIC etc. is important in order for maximising opportunities to work across the county. At this point it is too early to indicate if key areas should be prioritised by staff in the delivery of the service. Ongoing reports and reviews of work-numbers volunteering, placement rates etc will help to prioritise emphasis required across the county

2009

- Retain and develop existing Outreach Offices
- Continue to develop Balbriggan Office
- Secure longer term property in Swords
- Access further space in Dublin 15
- Maintain and develop good relationships with cross-Fingal organisations, e.g. FLP, BAP, FCC, CIC, Foroige, etc.

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outreach centres in swords and balbriggan.

- Maintain regular contact to inform such organisations of the work and development of FVC and to ensure all workers in these organisations are aware of and using FVC
- Explore how we can 'piggy back' on the delivery of other services
- Develop useful reporting mechanisms to understand the reach of the service
- Explore the untapped potential of Salesforce
- Explore additional evaluation tools
- Explore potential of new technology in increasing our 'reach'

2010

- Review suitability of Outreach offices
- Complete 'accessibility review'
- Continue to develop reach of the offices
- Role out new technology based initiative to expand our reach and accessibility
- Pilot and evaluate a 'new' way of delivering the FVC service

2011

- Review suitability of Outreach offices
- Pilot and evaluate a 'new' way of delivering the FVC service

Resources

Overall Aim:

To maintain and increase the levels of resources to FVC and to ensure that commitments to the future development of FVC are secured
The danger of being funding led was raised.

2009

- Seek funding from FCC, BAP and FLP
- Secure 3 year funding agreement from DCRA for 2010-2012
- Work within VCI to ensure clearer commitment from Government for Volunteer Centre framework
- Engage with local stakeholders to gain support for the VC framework
- Explore potential areas of overlap between VC roles (and potential roles) and Government priorities and activities, e.g Active Citizenship
- Explore additional roles for FVC in Fingal to further embed the service
- Explore additional income-earning roles for FVC

2010

- Explore additional funding streams including national, European and corporate funding
- Explore potential areas of overlap between VC roles (and potential roles) and Government priorities and activities, e.g Active Citizenship
- Engage with local stakeholders to gain support for the VC framework

2011

- Explore additional funding streams including national, european and corporate funding

Publicity and promotion

Overall Aim:

All statutory, voluntary and community bodies and politicians will be aware of the work and role of FVC. FVC will continue to update current information tools and have accessible, relevant information available to promote and publicise the work of FVC. All opportunities will be used to publicise the work of FVC. Strategies to inform and connect with politicians will be agreed.

2009

- Launch FVC
- Complete Annual Report and mini version for distribution to stakeholders
- Utilise potential of Salesforce to capture useful data, releasing figures on a regular basis
- Publish 2 newsletters
- Appoint volunteer webmaster to make best use of website
- Explore methods of promoting FVC to 'gatekeepers'

2010

- Produce Annual Report and mini report
- Review promotional opportunities
- Evaluate current marketing tools and develop Marketing Plan
- Explore potential for national marketing strategy
- Hold 'Celebrations' in one or more of our Outreach areas

2011

- Implement and evaluate marketing strategy
- Hold 'Celebrations' in one or more of our Outreach areas
- Revisit promotional opportunities

Placement Service

Overall Aim:

FVC aims to ensure that increase numbers of people from Fingal volunteer and are matched with sustainable volunteering opportunities

2009

- Map the placement process and explore potential for volunteer, student and intern involvement in it
- Assess and meet training needs of those in placement process, e.g. around assisting those with additional needs
- Develop robust systems for monitoring and evaluating placement
- Explore potential for volunteer consultation

2010

- Report on evaluation of placement service
- Implement pilot volunteer consultation process

2011

- Implement learning from volunteer consultation process

Working with Community and Voluntary organisations

Overall Aim:

Increasing numbers of community and voluntary organisations will offer sustainable volunteering opportunities. It was agreed that a key priority for FVC is to increase the numbers of volunteering opportunities in Fingal. Targeting, training and promoting successful organisations form part of the work to ensure that this occurs.

2009

- Recruit intern to register D15 organisations
- Provide 2 Volunteer Management Training (VMT) Programmes
- Explore potential for additional funding to employ Outreach worker.

2010

- Employ Outreach worker if successful with funding
- Explore potential of consultation/participation of volunteer involving organisations (VIO) in management/development of FVC
- Complete environmental scan of VIO in Fingal.

2011

- Pilot VIO consultation project

Networking nationally

Overall Aim:

FVC will actively work to influence national policy in relation to promoting volunteering and securing the long term commitment to VCs

FVC will play an increasing role within VCI to influence national policy. The Management Committee will become more aware of national issues and as a priority considers the outcomes of the policy document being finalised by DCRGA when it is available.

2009

- FVC to play active role in VCI, participating in work that furthers the development of the VC structure in Ireland
- FVC Board to become more engaged with the national picture
- FVC Board to review Departmental Policy on Volunteering when published

2010

2011

Corporate volunteering

Overall Aim:

FVC will clarify its role and expectations in relation to Corporate Volunteering to strengthen and develop its work with businesses in Fingal.

It is currently not agreed/clear what the expectations of FVC are in relation to Corporate Volunteering-publicity, funding, connector to local groups?

2009

- FVC to discuss possible roles for FVC re: Corporate Volunteering
- FVC to explore the needs of the corporate sector
- FVC to explore the roles of other organisations
- FVC to explore the potential for funding from providing services to the Corporate sector

2010

- FVC to agree its position re: Corporate sector
- FVC to develop branding and supporting materials for this work

2011

- FVC to evaluate its work with the Corporate sector