



# Annual Report 2018-19





**Volunteering Geelong Inc**

ABN 53 611 428 304

Is registered by Australian Charities and  
Not for Profits Commission

Registration:A0040073C

Regulator: Consumer Affairs Victoria

Registration Date:22/08/2000

**Volunteering Geelong Community Foundation Trust**

ABN 43 297 814 948

Is registered by Australian Charities  
and Not for Profits Commission

Endorsed as a deductible gift recipient  
– DGR Item 1 effective 16 February 2017

Endorsed for charity tax concessions  
Income tax exemption  
GST concessions  
FBT exemption effective 16 February 2018

# Volunteering Geelong Annual Report 2018–19



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Be Involved  
Lend a Hand  
Give Back  
Be Rewarded



# What We Do

**Volunteering Geelong is an independent not-for-profit organisation, committed to enhancing the quality of life with the community sector, through the promotion, impact and support of volunteering.**

Volunteering Geelong provides a referral service for volunteers looking for volunteer roles and organisations looking for volunteers.

Volunteering Geelong is located within the St Mary's Terrace Community Hub. The Hub was recently developed by Common Equity Housing Limited.

Volunteering Geelong manages the space located in central Geelong. It provides community organisations, commercial businesses and individuals with meeting, presentation, training and event spaces for hire at a low cost accommodating up to 50 people.

## VISION

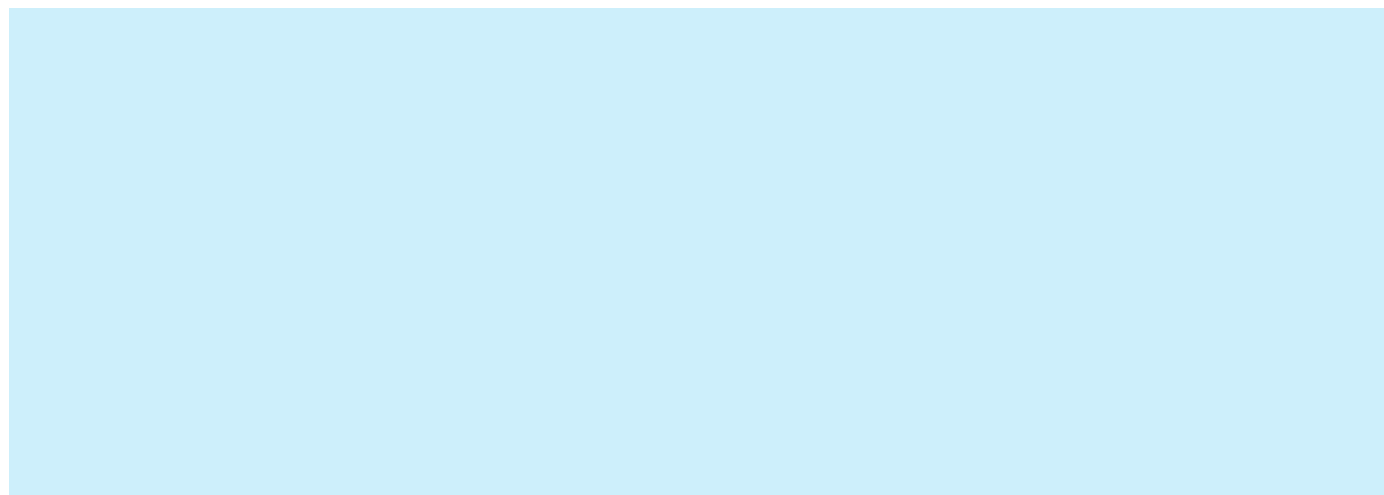
To support a region where individuals feel motivated to volunteer, have the opportunity to contribute their time, skills and knowledge and are supported and encouraged to enjoy a rewarding volunteering experience.

## MISSION

As a leading provider of volunteering services, we will coordinate, promote, support and strengthen volunteering in our community to enhance the health and well-being for people and community or charitable organisations within our community.

## PURPOSE

Volunteering Geelong works with people to facilitate opportunities for volunteering, organisations to assist the development and management of volunteering and innovations to further enhance and promote the role and importance of volunteering within our community.





# Income & Sponsorship

## Funding & Income

### Department of Social Services

Volunteer Management Program Funding

Volunteer Support Services provide volunteering information and support to individuals, volunteers, volunteer managers and volunteer involving organisations.

### Department of Employment (July 2018 - March 2019)

In partnership with Barwon, Child, Youth and Family Services (BCYF) funding is received to deliver the 10 for 10 Program

### NDIS

In partnership with Mercy Place – Rice Village funding is received to support a person with a disability to access a volunteer role that builds their capacity and confidence in a work place environment.

## Partnerships:

### City of Greater Geelong

Partnership to deliver Training for volunteers and volunteer managers working within our community

### Barwon Health

Community Transport Program

### Making Mentors Project Barwon NNH

### VOYA

### GEN U

## Sponsorship:

### CANNY'S

Accounting Group

### PACE

Advertising & Marketing Services

### BTS

Business Technology Specialists  
- Photocopier and Printing

## Grants:

### Volunteering Geelong

Community Foundation Trust

### Perpetual Trustees

Percy Baxter Charitable Trust

## Kind:

### City of Greater Geelong Municipal Emergency Management Planning

working closely to support volunteer effort and engagement should there be an emergency in our region and where volunteers can assist in the recovery phase.



Top row:

Jeff Cooke  
Sandy Bell (Treasurer)  
Sue Cartwright

Middle row:

Ron Andrews  
Anthony Aitken (President)  
Sonia McCabe (Secretary)

Bottom row:

Zoe Waters  
Grant Hawkins (Vice President)

# Board Members

## Jeff Cooke

B.D.S., B.Ed

Jeff has recently retired after working for over forty years in the youth, housing and community health sectors.

## Sandy Bell (Treasurer)

BSc, GradDipEd, BBus, MMgt, CPA, GAICD.

Sandy has 15 years board and Finance Director/Treasurer experience in commercial and NFP sectors, and worked in education, recreation and family services.

## Sue Cartwright

Bachelor of Arts Degree with majors in Journalism and English.

Sue has been working in public relations for more than 20 years predominantly in Local and State Government and most recently as part of my own Geelong-based PR agency, Communication Tree.

## Ron Andrews

Ron is Sales Director at Tata Communications Transformation Services, specialties include: Business Strategy Planning and Execution, Business Creation, Team Building, Deal Project Management, Vendor Selection, Vendor/ Customer Negotiation, General Management Program Direction and Consultancy. Ron has represented his work across Europe, Asia -Pacific and North America

## Anthony Aitken (President)

BCom MAcc CPA MAICD

Anthony has been involved in Volunteering Geelong since 2001 and has been our president since 2013.

He brings a diverse range of financial and governance academic qualifications and experiences having been employed in senior financial roles in the commercial world and as a business owner.

He has a long standing commitment to volunteering and community involvement in particular the disability sector through Board Membership and local government elected representation in Geelong.

## Sonia McCabe (Secretary)

Sonia is a Senior Associate and Accredited Specialist Lawyer working in Employment, Industrial Relations & OHS, Dispute Resolution & Litigation department at Harwood Andrew Lawyers.

Sonia is accredited by the Law Institute of Victoria.

## Zoe Waters

Zoe is currently Deputy Executive Director, Barwon Health Foundation and Volunteer Services for Barwon Health. Zoe is an experienced senior leader with a passionate history of working with international and national not-for-profit organisations to create positive social change. Zoe was awarded the 2014 NAB Women's Agenda Entrepreneur of the Year and has been a finalist in the Telstra Business Women's Awards.

## Grant Hawkins (Vice President)

Bachelor of Arts (Political Studies)

Master of Tourism

Diploma of Business (Governance) -

Grant has worked in the volunteering sector for over 15 years, and currently manages Geelong's Meals on Wheels volunteer team.

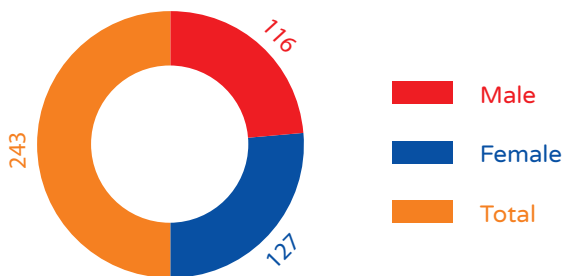
City of Greater Geelong 2005 - current

City of Wyndham 2002 - 2005

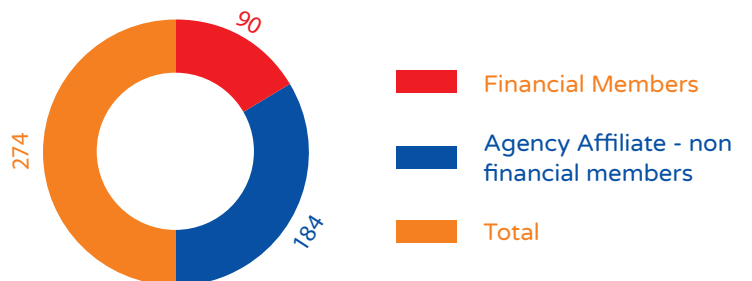


# Service Usage Stats

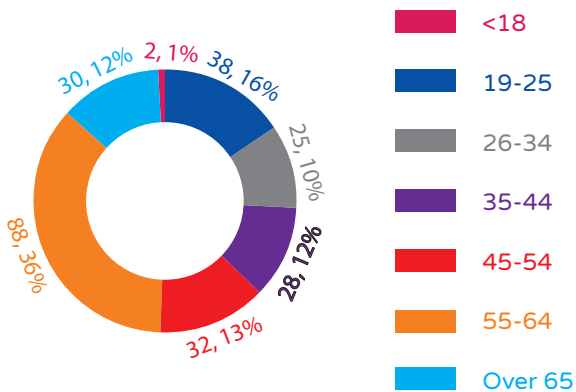
## Face to Face Interviews



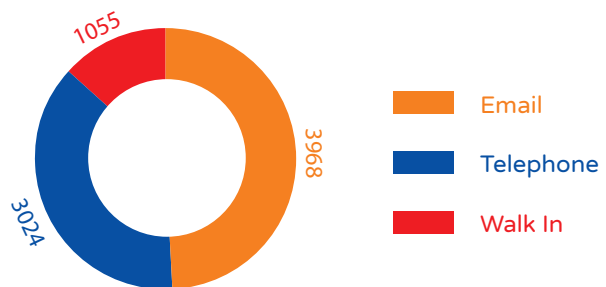
## Membership 2019



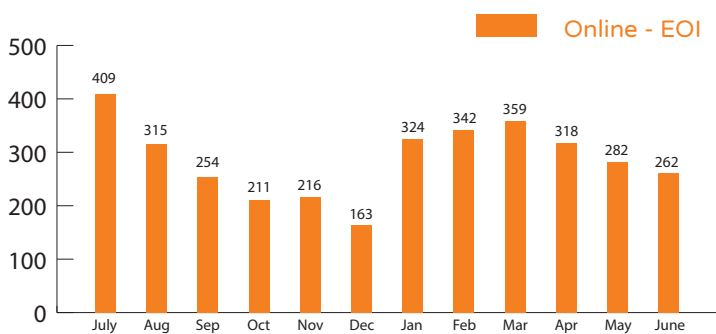
## Age Groups



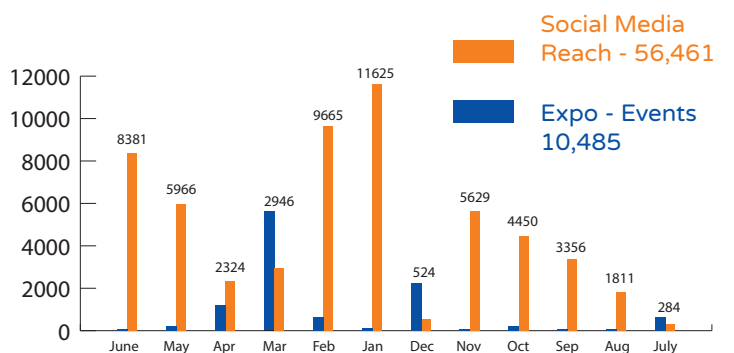
## Community of Engagement



## Expression of Interest - Online



## Social Media Platform - Expo - Events





# Volunteer Recognition

To celebrate National Volunteer Week 2019 GenU and Volunteering Geelong recognised volunteers from the Geelong region for their outstanding contribution to their local communities on the afternoon of 24 May.

## Geelong Volunteer Leaders Network

This network is proving a great success and the volunteer managers and coordinators of our membership organisations make important contribution to these meetings. The value of this network is noted through the high number of attendees to the events that are offered :

-Bi-monthly Networking meetings.  
For sharing of information and resources, networking and advocacy of volunteer matters.

-Professional Development and Training.  
Covering topics that support Volunteer Management, Governance, Financial Management, Conflict Management, First Aid and CPR. Just to name a few.

We thank the City of Greater Geelong for their sponsorship of xxx of these events.

## Program Delivery

## Be Collective

DHHS funded a pilot program to introduce a new digital volunteer management database called 'Be Collective'. The funding supported the engagement of a 6-month part-time coordinator, Naomi Welsh, who engaged with our Volunteer Involving Organisations and trained users in the functions of this new platform.

## Step by Step

This program provides an opportunity for persons with a disability to enter into supported volunteering, utilising mentors from our database. This program provides a great pathway to employment which was proven by one of our participants in this program who with the appropriate support progressed toward independent volunteering and paid employment in a supported workplace. The pinnacle of this success story is that she presented at the Victoria ALIVE Geelong Community Forum where she told her story to an audience of 80 people.

## Making Mentors launch 29/5

Making Mentors was launched in May 2019. In this initiative Volunteering Geelong partnered with the Barwon Network of Neighbourhood Houses to provide 10 mentors with skills in business areas that were identified as professional development areas with staff in the neighbourhood houses.



# Economic Impact

## Volunteering Geelong giving back to our community

**Staffing - Base core hours = 1.3 EFT | Volunteer Management Program**

### Volunteers

- Reception
- Information Officer
- Data Entry
- Geelong Mum's | CoGG Project

**Volunteer Hours = 3339.25 hours**

Board of Management | Governance | Strategic Direction | Financial Compliance

**Volunteer Hours = 143 hours**

**Our give back to the community – assigning a value to our volunteers**

Economic value = ~\$145,279.47  
Social Value ++++..... Immeasurable!

So in finalising this report, I thank the volunteer impact of the VG volunteers; together we have conducted:

243 face to face interviews;

enabled 3455 expressions of interest on line;

engaged in social media and community events with in excess of 67,000 people;

registered 589 volunteer involving organisations;

created, updated and posted 14,222 volunteer opportunities resulting in 5781 individual referrals. Not a bad effort at all!

Thank you to our volunteer team:

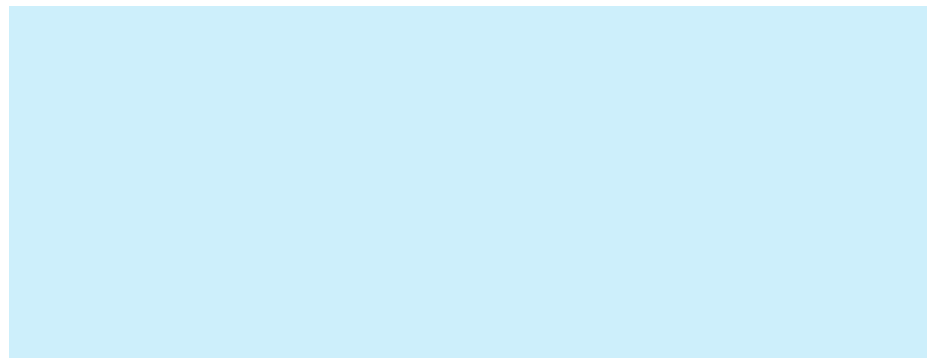
Pat, Frank, Marie-Claude, Bhagia, Kay, Judy, Marg, Carolyn, Phyllis, Yvonne, Sue, Jess, Prachitesh, Sammi, Puja, Sneha, Carol, Nyanhial and Akshay

Thank you to our Geelong Mum's delivery volunteers: Rob, Lynne, Anne, Julie and Richard

Thank you to our Board of Management volunteers: Anthony, Sandy, Sue, Jeff, Grant, Ron, and Sonia

We farewelled staff members Alison & Lucinda in September 2018 and welcomed Jolanda in April 2019

A small team doing great work. I look forward to the many exciting challenges the 2019 | 2020 year will bring





# Training

## July - December 2018

- Workshop – Thinking about Volunteering / held 26 July / 1 hour
- Introduction to Movait / held 8 August / 1 hour
- Hearing Awareness / held 9 August / 2 hours
- Intermediate Movait / held 15 August / 2 hours
- Introducing the National Standards / held 23 August / 2 hours
- Workshop – Conflict Coaching / held 30 Aug / 3 hours
- Dealing with the ‘Tuff Stuff’ / held 6 September / 3 hours
- First Aid / held 28 August / 6 hours
- First Aid / held 8 November / 6 hours

## (Total 26 Hours)

## January - June 2019

- Workshop – Thinking about Volunteering / held 14 February / 1.5 hours
- First Aid / held 8 February / 6 hours
- First Aid / held 22 February / 6 Hours
- Digital literacy & Technology readiness / held 7 March / 8 hours

- Digital literacy & Technology readiness / held 14 March / 8 hours
- Digital literacy & Technology readiness / held 21 March / 8 hours
- Digital literacy & Technology readiness / held 28 March / 8 hours
- First Aid / held 15 March / 6 hours
- First Aid / held 29 March / 6 hours
- Workshop- Conflict Coaching / held 10 April / 3 hours
- Workshop – Governance / held 24 April / 3 hours
- First Aid / held 12 April / 6 hours
- First Aid / held 26 April / 6 hours
- Workshop – Financial Essentials / held 7th May / 3 hours
- First Aid / held 10 May / 6 hours
- First Aid / held 24 May / 6 hours
- Workshop – GRANT ready / held 23 May / 3 hours
- Workshop - Volunteer recruitment / held 14 June / 3 hours
- First Aid / held 7 / June 6 hours
- First Aid / held 21 June / 6 hours

## (Total 108.5 Hours)

## A total of 134.5 hours of training delivered 01 July 2018 – 30 June 2019

Volunteering Geelong was able to increase its First Aid offering by creating a strategic partnership with Bellarine First Aid. Two Volunteers per session were able to access subsidised first aid courses.

A DHHS grant enabled a designated resource from Be Collective for the Digital Literacy & Technology Readiness training

## Geelong Volunteer Leaders Network

An active, robust network of volunteer managers and coordinators defining the needs of volunteering and its impact across the G21 region for not for profit, community based organisations.

Committed to the National Standards of Volunteer Involvement into daily practice, development of training and workshop opportunities for professional development and lobbying all levels of government to ensure the importance of volunteering is impacting social and economic benefits for our community and our organisations. Bi-monthly meeting averaging attendance of 18 volunteer involving organisations.



# Presidents Report

The statement that change is the only constant in life is so true and Volunteering Geelong in 17/18 has continued to change and evolve.

During the past year we farewelled Jason Doherty and welcomed Helen Hunter as our new CEO. We farewelled some long term volunteers and welcomed some new ones.

We lived with Latrobe Community Health as a subtenant in the Smith Room providing regular turnover of new faces into our home and most importantly revenue to support our programs and projects.

We ran our first Emerge Volunteer Leadership Program and received excellent feedback from the participants.

We formally received written confirmation that the Geelong Volunteer Community Foundation has been officially endorsed by the Australian Taxation Office and Australian Charities and Not-for-profits Commission as a Charitable Trust.

We transferred our accounting system from MYOB to Zero.

We updated our website.

We welcomed back our patron Keith Fagg and look forward to working with Keith on a number of exciting projects in the future.

We became more active in social media and grew the number of our tweets and friends on Facebook.

We continue to work closely with the Federal Government Department of Social Services to deliver volunteer placement services in the Geelong Region.

We consolidated our excellent relationship with Common Equity Housing Limited whom we manage our home on their behalf.

We are learning to live with builders again who have returned into our home, except when they knock over walls in our basement carpark, as we watch the new apartments being constructed behind us.

We worked with a number of partners to establish relationships to advocate and promote volunteering in the G21 Region. There were lots of meetings which included some the following organisations: Volunteering Australia, Volunteering Victoria, Give Where You Live, Geelong Community Foundation, State Government, Ministerial Advisory Committee, Emergency Management Victoria, NDIA, City of Greater Geelong, SurfCoast Shire, Golden Plains Shire and Borough of Queenscliff.

We continued to manage the Geelong Volunteer Network of volunteer organisations.

During all this change the paid staff and volunteers of Volunteering Geelong continued to be the glue that held use together and it is important to acknowledge in particular Lucinda and Alison.

One area that did not change though and this was greatly appreciated was the Board of Volunteering Geelong and the united support to transform this organisation to be able to reach its full potential.

I wish to publicly thank Board Members: Sandy, Grant, Sonia, Zoe, Jeff, Sue and Ron who all volunteer their time to lead this organisation. Without your support, ideas and encouragement, I could not fulfil my role as President and undertake the duties with such joy and pleasure.

In particular I wish to thank Sandy who stood in as temporary CEO during the recruitment process that lead to Helen's successful appointment and her ongoing exceptional

commitment as Treasurer for Volunteering Geelong. The volunteer hours that Sandy is giving to Volunteering Geelong is exceptional and a role model for all of us.

The Board is reviewing our strategic future at the moment and is very much looking forward to working with Helen to develop the next phase of Volunteering Geelong Life.

Some of the future includes:

- Maximising the great foundation the St Mary's Terrace Community building has given us and makes us the envy of many community organisations;
- Formally launch the Volunteering Geelong Community Foundation Trust and start funding raising activities;
- Develop new relationship and partnerships which assist our stated goal of providing volunteering as a pathway to employment;
- Continuing to deliver leading with standards training program aligning with National Standards for Volunteer Involvement in G21 region.
- Confirm ourselves as the peak body and advocate for volunteering in the G21 region.

The future of volunteering in Geelong is extremely bright and the future of Volunteering Geelong is extremely exciting.

Thank you to all who have contributed to our success in 17/18 and on behalf of the Board and Helen we look forward to working with you again in the future. Your volunteering and personal commitment whether as a paid employee in the sector or one of our great volunteers in Geelong is greatly appreciated by all us.

**Anthony Aitken**  
President  
Volunteering Geelong



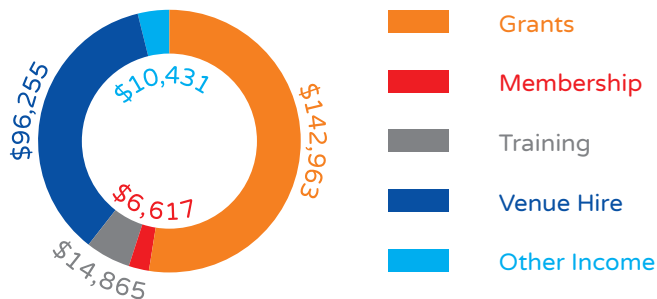
# Treasurer's Report

## Overview

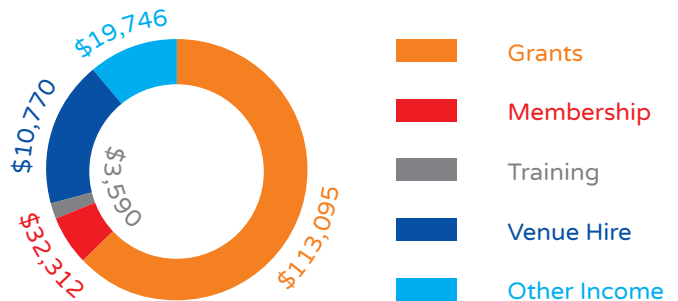
For the financial year ending 30th June 2019 Volunteering Geelong recorded revenue of \$179,516 and incurred costs of \$192,201, resulting in a loss of \$12,685. This is mainly due to La Trobe Community Health moving to their new premises, less than expected grant income and \$7,515 of noncash adjustments.

Our main income source continues to be from the Federal Government through the Volunteer Management Program which continued at the current level. Memberships have shown good growth and other income includes our 10 for 10 project with BCYF and our new corporate volunteering program.

## Revenue 2017-18



## Revenue 2018-19



## Key Results:

	2017	2018	2019	% Var
Income	\$240,096	\$271,564	\$179,516	-34%
Expenses	\$207,117	\$311,309	\$192,201	-38%
Surplus / (Deficit)	\$32,979	(\$39,745)	(\$12,685)	68%
% Salaries	75%	67%	79%	15%
Cash at Bank	\$88,709	\$73,674	\$97,054	32%
Net Assets	\$82,894	\$37,389	\$24,704	-34%

## Financial Review:

Crowe Horwath audited the Annual Financial Report of Volunteering Geelong and on the 9th October 2019 concluded that in all material respects they give a true and fair view of the financial position of Volunteering Geelong.

I would like to acknowledge the contribution of Helen and Jolanda for their hard work in diligently monitoring, preparing and updating the financial records, and the assistance of Canny's Group through their sponsorship and preparation and lodging our tax obligations.

**Sandy Bell**  
Treasurer



# CEO's Report

The heart of a volunteer is never measured in size, but by the depth of the commitment to make a difference in the lives of other. Author: Deann Hollis

be involved / lend a hand / give back / be rewarded

When writing the 2017 | 2018 annual report I was new to the CEO role and the volunteering industry as a whole; a lot of new terminology to learn and over 400 community organisations to get to know intimately so Volunteering Geelong could effectively match referral of volunteers to the organisations needs.

What I learnt very quickly was that volunteering demographics was changing; volunteers age demographics was doing a full swing from predominantly being a high percentage of retirement age volunteers to being a higher percentage of younger people wanting to volunteer to improve their skills, build confidence, inform a resume to show commitment, accountability, development of skills and impact a pathway to employment.

Many of the local high schools were proactively encouraging students to build a relationship with Volunteering Geelong, its volunteering involving organisations and access the roles available to volunteer.

The students were in Year 11 and 12; some of the students had demonstrated part time work experience; most had nothing at this stage to inform a resume; some of the students would not be going on to further education and had to begin to think about what their future work options was going to look like.

Experiencing volunteering was a win / win for the students and the volunteer involving organisations.

What I also learnt very quickly was that volunteers are vital in our community; at the very grass roots level of every community based, not for profit organisation is their reliance and gratefulness for volunteer involvement.

Volunteering Geelong established a strategic partnership with City of Greater Geelong – Creative Communities Team to deliver training and professional development to the community based organisations, community groups, community clubs and individual volunteers. The focus of this partnership was based on key deliverables around:

- Access & Inclusion
- Community Resourcing
- Digital Literacy & Inclusion
- Lifelong Learning & Jobs

## Strategic Direction

- Jolanda De Jong (Special Projects & Operations Coordinator) joined the staff at Volunteering Geelong in April 2019 to enable a continued focus in this area of our business; allowing for a focus for myself in Business development, fundraising and better utilisation of our DGR status with philanthropic organisations.

- Financial Membership model: a unique value proposition defines our membership; we continue to offer to our community agencies a non-financial membership where we assist the agencies with initial set up and user access with our databases

- Discount for training courses run by Volunteering Geelong
- Discount for the use of training rooms and facilities at St Mary's Community Hub

- Unlimited volunteer advertisements on GoVolunteer, SEEK Volunteer, Volunteering Victoria and VG volunteer referral databases

- Opportunity to feature your organisation on our website to promote your volunteer vacancies

- Opportunity to promote urgent volunteer positions on our website and social media platforms

- Regular volunteering email updates on sector or legislative changes | updates

- Quarterly newsletter of news and events

- Right to vote or nominate a representative to vote at AGM



### Highlights

- Work Safe donated over 300 refurbished laptops for Volunteering Geelong to distribute back to community based organisations and the disadvantaged schools network where students were able to take home their own laptop to complete homework projects.  
The laptops went to students who did not have access to a laptop or computer in their family home.

### Projects

- DHHS | Be Collective: A project from November 2018 – July 2019 to digitalise our database; take up from organisations was quick once we assured security and demonstrated ease of use. A designated resource in Project Officer Naomi Wells was a great asset to the project and ensured the project moved along and achieved its targets and outcomes.
- DHHS | Making mentors: Ten volunteer business mentors were recruited to work with the Barwon Network of Neighbourhood Houses (BNNH). The aim of this program was to match a business qualified volunteer with staff within the neighbourhood house in order to mentor, learn and strengthen the neighbourhood house sector.

- 10 for 10 | BCYF: Ten young people in care preparing to challenge themselves with a chosen aspiration to set up their future working closely with volunteer mentors who helped guide and encourage the young people.  
Unfortunately this program did not attract any new funding after March 2019.
- Gen U – National Volunteer Week – Ambassador Awards. Volunteering Geelong partnered with GenU to highlight National Volunteer Week and showcase 7 volunteer ambassadors during the week culminating in a ceremony at Eastern Hub on Friday 24th May 2019
- Geelong Clinic – VG continues to connect with the inpatient program at Geelong Clinic to deliver Introduction to Volunteering workshops where we focus on opportunities for those challenged with mental health issues to reconnect, feel good about their return to their community by volunteering, rebuild confidence and look at volunteering as a contribution to their feeling of wellbeing.
- Salvo Connect – Inpatient Drug & Alcohol – VG continues to connect with the inpatient program at Salvo Connect to deliver Introduction to Volunteering workshops for those who have been challenged and overcome addiction to drugs or alcohol who are looking at volunteering as a pathway to return to the workforce, rebuild confidence and impact their sense of wellbeing through volunteering opportunities.
- Humans in Geelong EXPO  
October 2018 was my first Humans in Geelong EXPO – an estimated 3000 people attended Deakin Waterfront campus where 50 community, not for profit organisations showcased their services to the community.  
A well planned “flash mob” thundered through the building making a tremendous impact to all those in attendance.
- Rotary – Volunteer of the year Awards:  
A total of 7 x \$1000.00 awards were awarded to volunteers in our November 2018 award ceremony held at City Hall with Mayor Bruce Harwood and Cr Anthony Aitken assisting Rotary Club of Kardinia and Volunteering Geelong with master of ceremonies and awarding of awards.  
Each volunteer winner received a beautiful Wathaurong Glass Trophy & \$1000.00 – \$250.00 for the individual volunteer and \$750.00 for the charity of choice



### Finalists:

Gary Bruce  
Representing & Recognising his volunteer effort for Bethany Community Support

Margaret Manning  
Representing & Recognising her volunteer effort for Portarlington Food Assistance Program

Maureen Robertson  
Representing & Recognising her volunteer effort for Peace of Mind Foundation

Heather McKibbin  
Representing & Recognising her volunteer effort for PALZ – a support agency for Professionals with Alzheimer’s

Ian Baulch  
Representing & Recognising his volunteer effort for Conservation Volunteers Australia – Geelong Branch

Sarah Gofton  
Representing & Recognising her volunteer effort for Geelong West Toy Library

Tim Rowley  
Representing & Recognising his volunteer effort for Solve Disability Solutions

Jacqui Bennett  
Representing & Recognising her volunteer effort for Humans in Geelong

Gwenda Dixon  
Representing & Recognising her volunteer effort for City of Greater Geelong – Meals on Wheels

Lynette Robb  
Representing & Recognising her volunteer effort for Encompass community Services

Monique Holmes – Richardson  
Representing & Recognising her volunteer effort for Our women Our Children volunteers for Barwon Health Foundation

### Winners:

Heather McKibbin / Ian Baulch / Lynette Robb / Jacqui Bennett  
Tim Rowley / Margaret Manning / Gwenda Dixon

### Sponsorship

Volunteering Geelong is very honoured and grateful to have received sponsorship from the following three organisations

Canny Accounting | BTS – Business Technology Specialists | City of Greater Geelong



Chief Executive Officer  
Helen Hunter



# Operations Report

The operations of Volunteering Geelong have continued in a steady pace during the 2018/2019 financial year. It is great to know that, despite significant staffing and volunteer changes, the core operations of the organisation remained solid. With our new CEO, Helen Hunter, at the helm the organisation managed its business with a supportive team of volunteers. I was employed in April 2019 in a part-time capacity in the role of Operations and Special Projects Manager.

In my role I manage various projects, support the volunteers, assist with office operations and community engagement.

In the first few months of my employment I have been amazed by the activities that take place in St Mary's Community Hub. It is great to see how the facilities are utilised by the various Geelong community and private organisations who use our Smith and Rodgers meeting rooms for a great variety of activities, ranging from community engagement forums, committee meetings to chess championships and high tea, just to name a few.

I also have enjoyed the array of people that are interested in volunteering, representing all demographics of Geelong. Our volunteer Information Officers do a wonderful job helping

future volunteers to commence in a suitable position with one of our Volunteer Involving Organisations. During 2018/2019 we had the pleasure to work with Frank Thompson, Yvonne Coxall, Carolyn Chalton and Prachitish Jadhav.

Additional traffic through our offices comes from visitors that attend meetings or events with our co-tenants GLEN, CEHL and Barwon Health. And I would like to acknowledge the work of our very reliable receptionists Pat Welsh and Marg Thorp who keep track of all the comings and goings.

The participation of Volunteering Geelong in the community is remarkable. In the first quarter of 2019 we delivered four presentations to NDIS, helping them with their options for corporate volunteering. We also found that Volunteering is increasingly recognised as an important Pathway to Employment and several schools invited us to present to their year 11 and 12 school leavers which resulted in the placement of groups of young people in volunteer opportunities.

Earlier in the year we were at the Humans of Geelong Expo and the Deakin Careers Expo and in June we facilitated a workshop at the Geelong Aboriginal Employment & Careers expo.

In addition, throughout the year we deliver regular presentations about volunteering to community organisations such as Geelong Clinic and Salvos Connect.

Our continued engagement with Geelong Mums and the City of Greater Geelong ensures that the goods from Geelong Mums get delivered to the district nurses to help mothers in our region with essential goods for their babies and toddlers. We are grateful to our loyal group of volunteers, Robin Peterson, Lyn Mallett, Richard Winter, Julie Davis, Judy & John Foster, Anne Fairbairn and Marg Thorp who help us every week with the deliveries to the nurses' stations across the Geelong region.

This year saw increased focus on inclusive volunteering. The involvement of Volunteering Geelong in the Victoria ALIVE project provided an important opportunity to bring volunteering for people with a disability to the forefront of our thinking. Volunteering Geelong contributed to the Victoria ALIVE Geelong Community Forum that was held on 30 March and our chair, Anthony Aitken, was a panel member at the Victoria ALIVE Leaders Breakfast Program.

**Lucinda Tucker**  
Operations Manager





“The heart of a volunteer is not measured in size, but by the depth of the commitment to make a difference in the lives of others”

DeAnn Hollis



Volunteers don't get paid,  
not because they're worthless,  
but because they're priceless.

**Volunteering Geelong Inc**  
Phone: (03) 5221 1377

**St.Mary's Terrace Community Hub**  
192 Myers St. Geelong 3220

[volunteeringgeelong.org.au](http://volunteeringgeelong.org.au)

