

St Vincent de Paul Society (SA) Managing & Leading Volunteers

*“Do not be afraid of new beginnings. Be creative. Be inventive.
Organise new works of love in the service of the poor.”*

Frederic Ozanam

**Rotary District 9520 Leadership Team Training
21 February 2016**

History

- Founded in 1833 in Paris by a 20 year old student named Frederic Ozanam
- Supported by Rosalie Rendu
- In Australia since 1854
- In South Australia for over 130 years

Structure

- International Council General
- National Council of Australia
- State Council of SA
- St Vincent de Paul SA Incorporated
- Regional Councils
- Conferences, Special Works, Shops etc.

Services

Home Visits / Interviews (65 Conferences)

Fred's Vans (10 Sites)

Vincentian Centre (Accommodation and Support for Homeless Men)

Migrant & Refugee Centre

Shops (35)

LEAP (Training & Employment Support)

Youth Buddy Days

Budget & Financial Counselling

Affordable Housing (250 properties)

Review / Restructure 2009 - 2012

- Journey of Listening
- State Council (Board) Reform
- More business like approach
- Change of CEO and other key managers
- Financial improvement
- Ensuring Society Ethos understood and followed by volunteers and staff

Vinnies Values Volunteers 2013 Project

- Volunteers have a strong emotional connection with Vinnies and hence are highly satisfied with their volunteering experiences
- Spiritual engagement is most prevalent among Conference members and steadily declining among younger volunteers
- **Rewards** to all volunteers could be improved, but especially among Conference members and Fred's Van volunteers
- Improving **Communication** to all volunteers will also enhance their experience (and this could be facilitated through technology)
- Visible **management support**, particularly in country areas, is important to acknowledge the efforts of volunteers

Revised Strategic Plan

Engage

- Values Based Leadership Development and Management skills development
- Developing existing and potential leaders and cultivating a welcoming and sustaining culture

Unify

- Culture Development and Renewal
- Renewal of Conferences, Centres, Fred's Vans by Region

Volunteers

- Recruitment of new members and retention of existing members

Improve

- **Improve our two-way communications process**
- **Improve measurement of volume and value of services provided and services requested but unable to be met.**

Advocacy

- **Re-establish Social Justice Committee**
- **Identify and act on small number of State issues**

Volunteers

	2015	2014	2013	2012	2011	2010
Conferences	836	803	642	568	493	430
Centres	1510	1301	910	1050	700	613
Fred's Van	520	480	478	468	390	280
Other	53	40	51	121	85	24
Total	2919	2624	2081	2207	1668	1347

Cultural Renewal

- Vision and values led change
- Vincentian Mission & Values Centred Leadership Course
- Communication - formal meetings and informal gatherings
- Individual Conference and Special Works Interventions

Our Ethos

Our Vision

The St Vincent de Paul Society aspires to be recognised as a caring Catholic charity offering “a hand up” to people in need. We do this by respecting their dignity, sharing our hope, and encouraging them to take control of their own destiny.

Our Values

Commitment, Compassion, Respect, Integrity, Empathy, Advocacy, Courage

How is it possible to love those we do not know
if we are unable to love each other as brothers and sisters?

Handling of Issues

- Values based
- Lead by example

- Local Leader
- Region Leader / Volunteer Development Coordinator
- Vice Presidents / Corporate Systems Manager
- State President / CEO

- Backing & Support

Handling of Issues

Some Examples

New Initiatives

- Northern and Central Region Renewal Project
- New Home visit model – The Flying Squad
- Rebuilt Elizabeth Hub
- Shops Growth
- Vincentian Café

Questions & Discussion