



Volunteering Survey

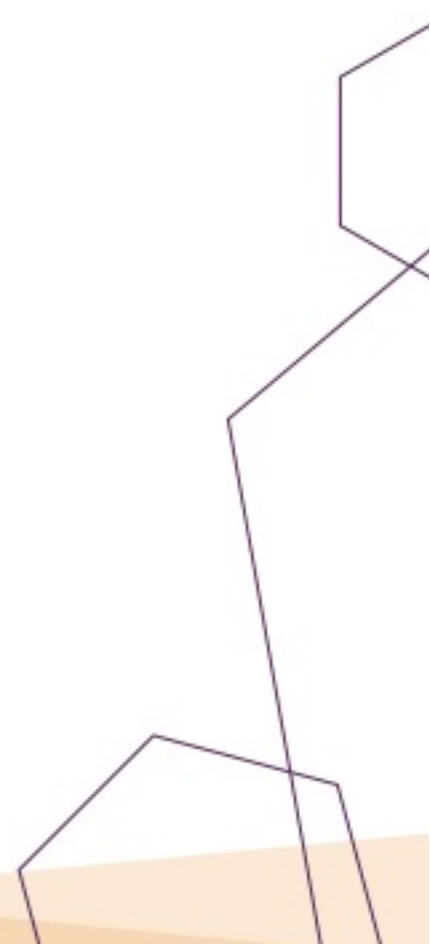
Limmud Conference December 2015

February 2016

Jewish Volunteering Network
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1. Summary

- ✚ This survey was conducted to help Limmud refine its volunteer recruitment and volunteer management processes and by JVN as input for benchmarking, to promote best practice amongst volunteer-involving organisations, and ultimately to encourage more people to volunteer.
- ✚ It was conducted at Limmud Conference in December 2015. Limmud participants were interviewed by JVN volunteers at the Conference with extra responses collected from Limmud participants online in January. 139 respondents took part in the survey, with a good representation across age groups, gender, employment status, location and volunteering experience (both general and with Limmud).
- ✚ The results identify scope for improvement in volunteer recruitment and volunteer support by Limmud. It recommends a set of actions that could be taken by Limmud to help with this.

2. Objectives

- ✚ JVN is the Jewish community's main portal for volunteering, connecting more than 5,000 volunteers with volunteering opportunities from over 400 charitable organisations. JVN decided to run a series of surveys to get a better sense of what motivates people to volunteer and a deeper understanding of the volunteer experience. The results of the surveys will be used for benchmarking, to promote best practice amongst volunteer-involving organisations, and ultimately to encourage more people to volunteer.
- ✚ Limmud is the Jewish community's leading volunteer-involving organisation. All its events are conceived, led, made and run by volunteers. Limmud was interested in conducting some research into its pool of 2015 Conference attendees and volunteers. What motivates some of them to volunteer, what are the barriers for those who don't, what might encourage the latter to start, what might encourage lapsed volunteers to volunteer again, and how volunteers view their experiences. It is hoped that the results of this survey will be used to help Limmud refine its volunteer recruitment and volunteer management processes.

3. Method

- ✚ On 28 December, 5 JVN volunteers interviewed Limmud Conference attendees face-to-face in the lounge and café areas, using paper-based surveys. Later that day the same surveys were also distributed to attendees to complete themselves and return to the JVN volunteers by 5pm.
- ✚ 96 paper-based surveys were completed on the day.
- ✚ The JVN volunteers also handed out slips to Limmud attendees with the URL of the online version of the survey, encouraging them to complete it in their own time. On w/c 1st February a link to the URL of the online survey was included in an email sent by the Chair of Limmud to around 3,000 Limmud volunteers present and past.
- ✚ The online survey was closed on 8th February.
- ✚ In total (paper-based and online) there were 139 respondents.

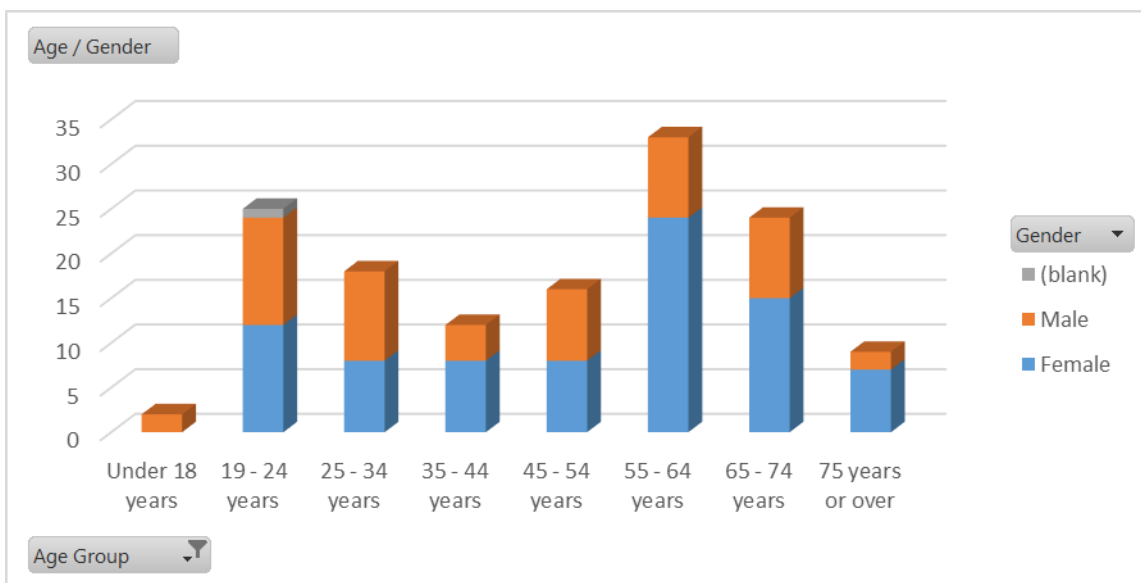
4. Results

a. Profile of Respondents

The first questions in the survey established the profile of the respondents and showed a good representation of different groups.

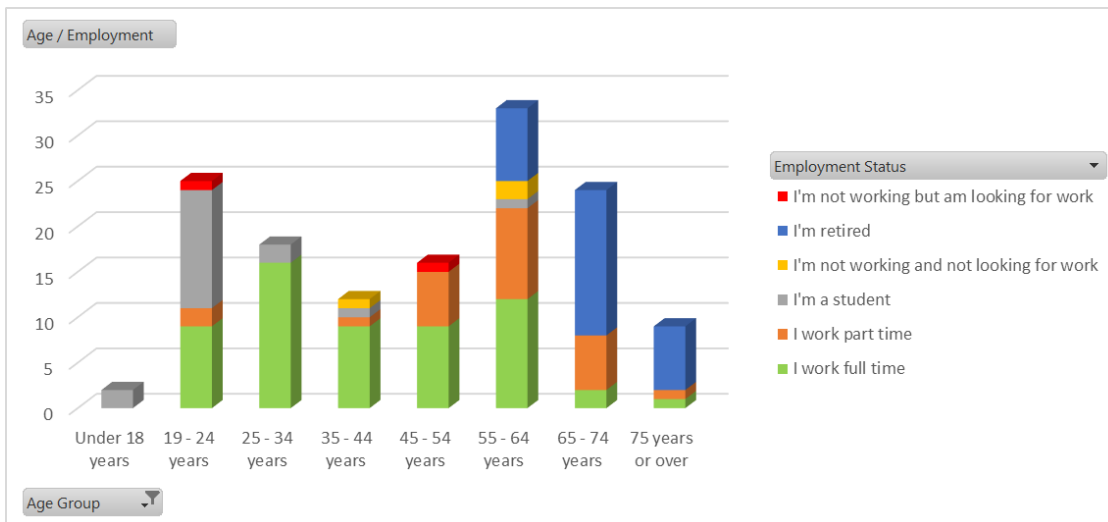
1. All age groups and both genders were well represented: (Q1, Q2)

- ✚ The largest grouping was females over 55.
- ✚ More people in total under 55 than over 55.
- ✚ Female to male ratio of 60:40 overall.



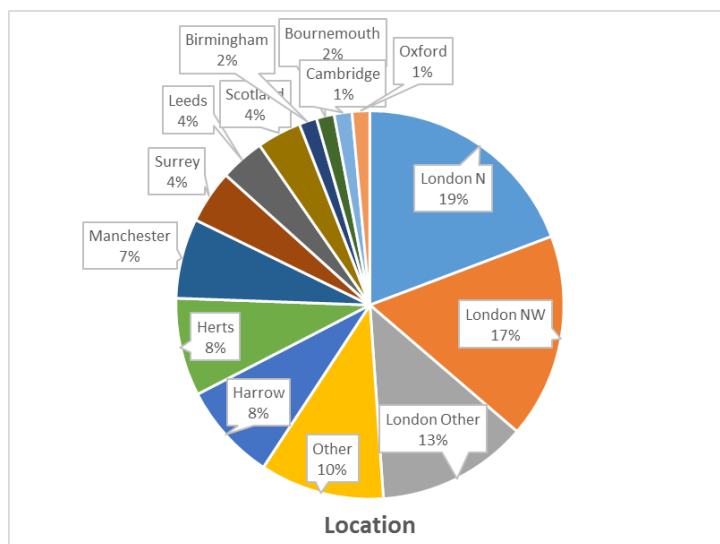
2. Employment status varied according to age: (Q2, Q3)

- ✚ 60% overall were working full-time or part-time.
- ✚ Most respondents under 25 were students.
- ✚ Most under 55 were in employment.
- ✚ Most over 65 retired or working part-time.



3. Respondents live in a number of different areas, both large and small communities: (Q4)

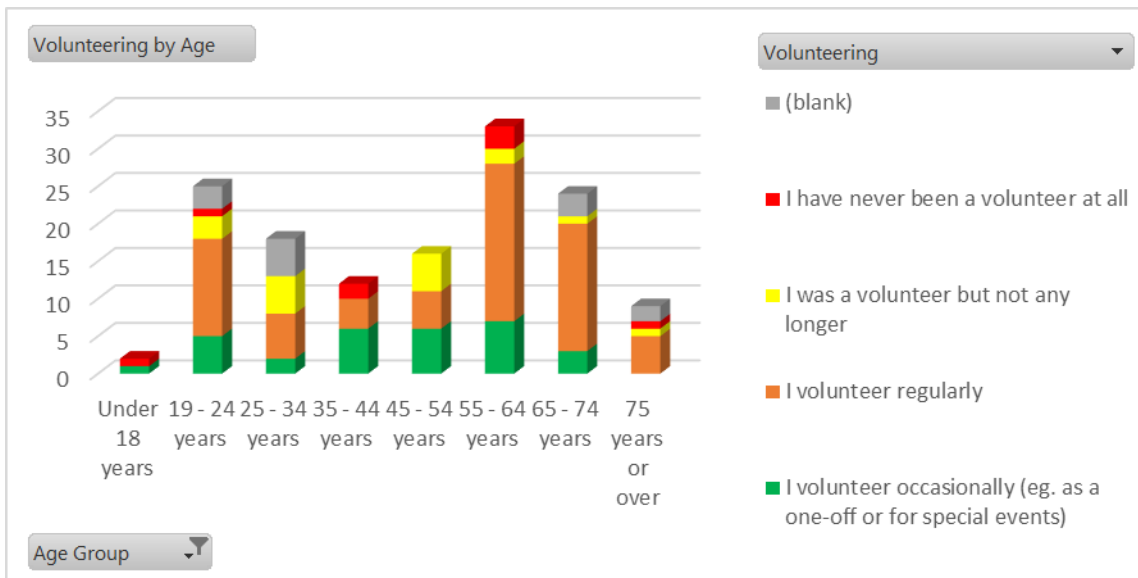
- The largest groups live in North and North West London.
- Approximately half live in London, another quarter live in surrounding areas.
- All major areas of Jewish population represented, e.g. Manchester, Leeds, Birmingham, Bournemouth, Glasgow.
- Also includes some representation for smaller communities, e.g. Oxford, Cambridge, Bristol, Surrey, Kent etc.



b. Volunteering Status

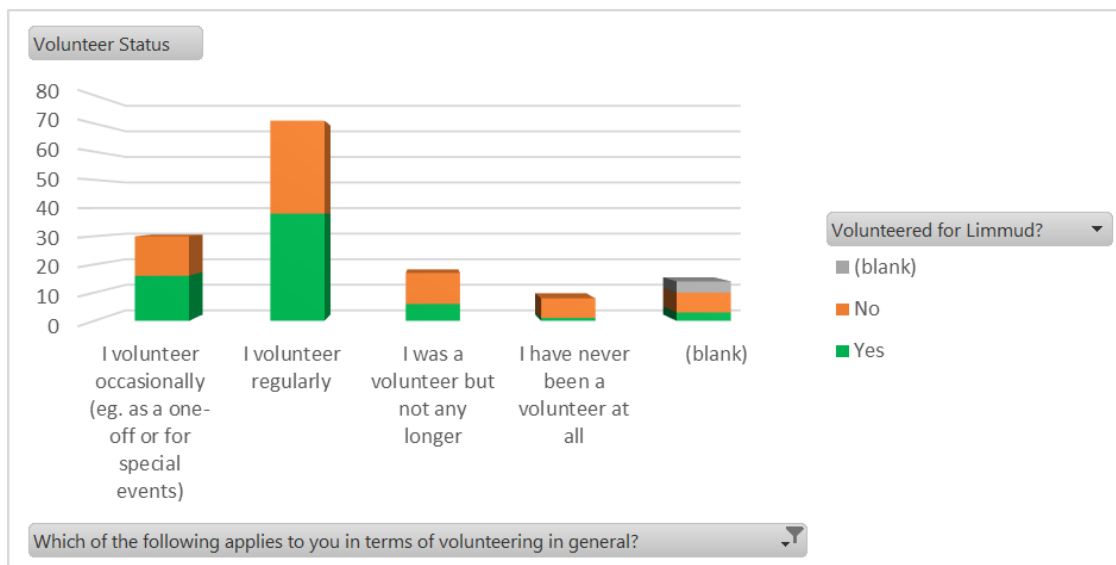
1. Most respondents in all age groups were involved in volunteering to some degree: (Q2, Q6)

- ✚ Over 70% of respondents were currently volunteering regularly or occasionally.
- ✚ Over 55 year-olds were more likely to volunteer regularly.
- ✚ 6% had never been involved in volunteering at all. Most cited having more available time as the spur that would encourage them to start volunteering. Answers given:
 - “Flexible scheduling allowing lower commitment to volunteering”
 - “Absolutely no time whatsoever”
 - “Having a job where I worked less hours than I currently do”
 - “If I was needed”.



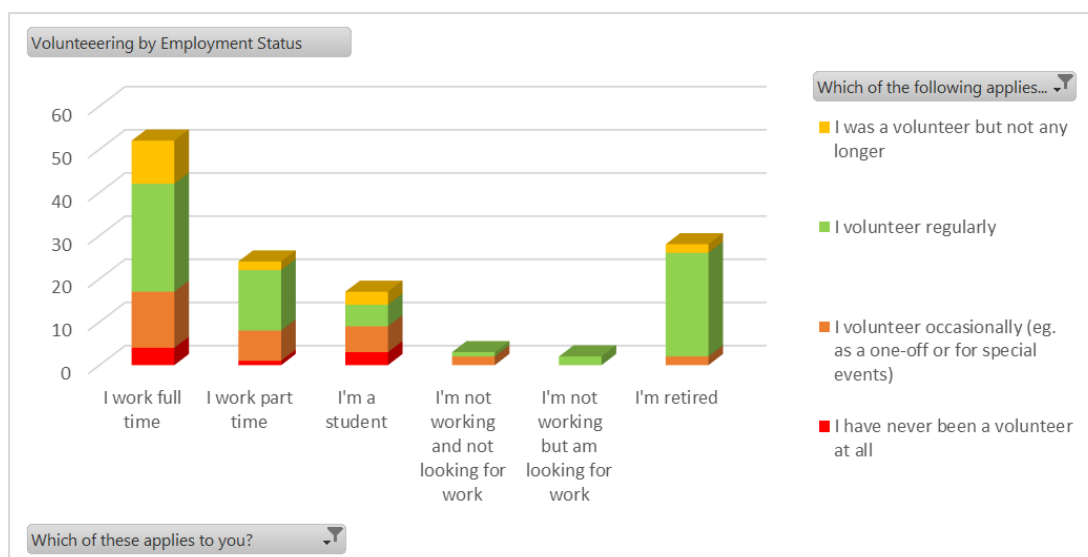
2. Limmud (Q5, Q6)

- The majority of respondents (72) had not volunteered for Limmud (excluding Conference Makers/YADS).
- 64 respondents said they had volunteered for Limmud (excluding Conference Makers/YADS).
- 17 respondents were volunteering as a Conference Maker/YAD at this current Limmud.



4. Retired people are much more likely to volunteer regularly (Q3, Q6)

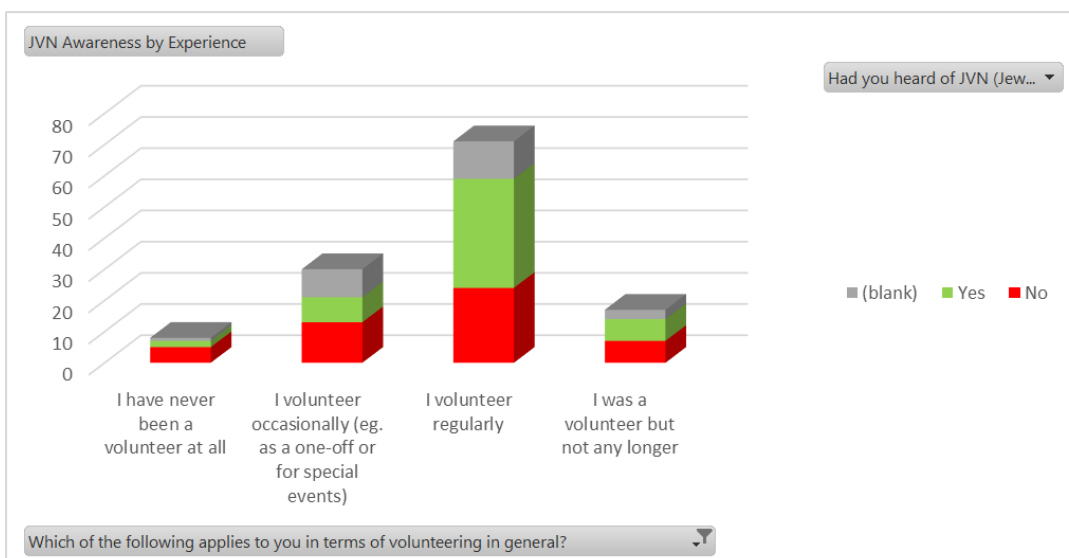
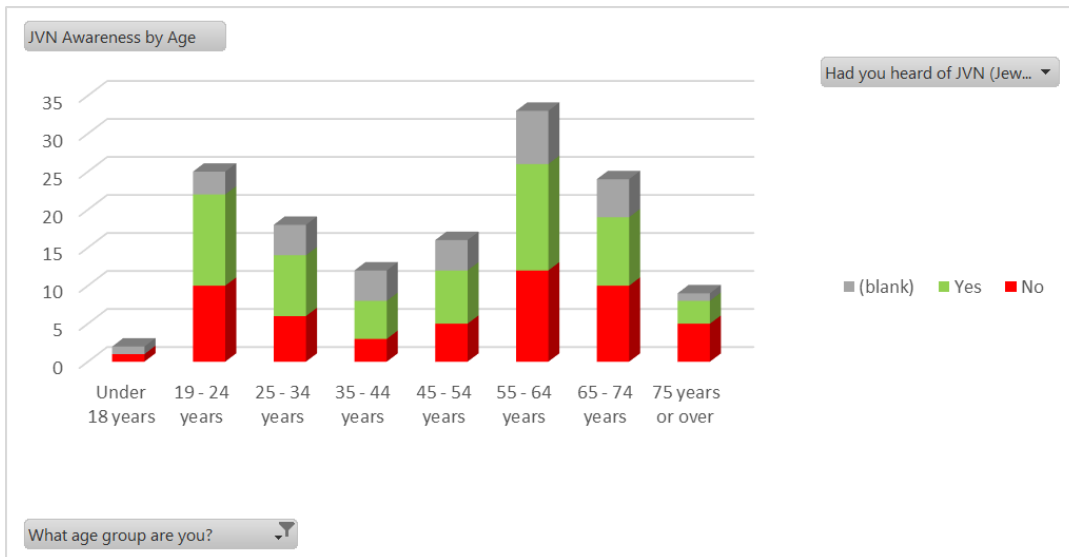
- Although retired people are proportionally more likely to be regular volunteers, many people of all employment types volunteer regularly.



JVN Awareness

3. The majority of respondents had not previously heard of JVN: (Q2,Q6,Q34)

- ✚ 42% said that they had previously heard of JVN.
- ✚ All age groups have similar awareness.
- ✚ Respondents who volunteer regularly are more likely to have heard of JVN.



c. Reasons to Stop or Start Volunteering

1. Lack of time was the key reason given for stopping volunteering in general: (Q7)

Reason Stop	Responses
Am now working so don't have the time	7
No longer have the time for other reasons	3
Position/role only for a specific period or event	3
Position/role no longer required	1
Caring for husband so couldn't carry on	1
Final year university	1
Takes a lot of time to prepare /work commitments	1

2. Finding time was the most quoted reason to encourage people to re-start volunteering, followed by finding a cause/organisation which resonates combined with a strong social element, and finding an opportunity which enables the use or development of that person's skills: (Q8)

Encouragement to Start Volunteering Again	Responses
More spare time	6
Ability to use my skills / skills development / certification	2
Finding something I feel strongly about e.g. refugee crisis Getting back into the world	1
Finding the right organisation - not necessarily a charity. Should be sociable or raise money	1
Social side - if I enjoyed the people I was working with / thought it would help me to meet more single men (tall!)	1

3. Half of those who used to volunteer for Limmud (excl Conference Makers/YADS) but aren't any longer, say that this was because the opportunity was a one-off or no longer required. (Q9)

Reason for stopping volunteering as Limmud	Responses
Position/role was only for a specific period (9) or event OR Position/role no longer required (2)	11
Am now working so don't have the time / No longer have the time for other reasons	9
Didn't enjoy it	2

Other valuable feedback on reasons given for stopping volunteering for Limmud (excl Conference Makers/YADS):

- ✚ “Did it for a long time, time for a break.”
- ✚ “Giving time to other organisations.”
- ✚ “Husband's health.”
- ✚ “I have done Registration, Accommodation and Transport. For 2016, I spoke to Steve (and others) and, with their advice, applied for Finance Chair. However

not only has this role been handed to someone paid to do it (rather than a volunteer), but I was told there is no role available that I haven't done before. Thus, as much as I would like to work for conference 2016, there is no role for me."

- ✚ "Moved on and also not part of the 'clique'."
- ✚ "Never been contacted personally and would love to help."
- ✚ "Roles limited. CST shifts only wanted younger. Poor leadership on occasion - not comfortable, felt disorganised."
- ✚ "Time consuming. Need to prepare in advance. Research to be done. General 'thank you' email is appreciated but no-one actively takes time to say thanks. Would help motivation. Lots of people give sessions out of the 'goodness of their own heart' - not sufficiently recognised."
- ✚ "Was Chair of Scotland Limmud but moved to London."

d. Volunteering Experiences

1. Respondents had experience volunteering for a very wide range of different organisations: (Q10)

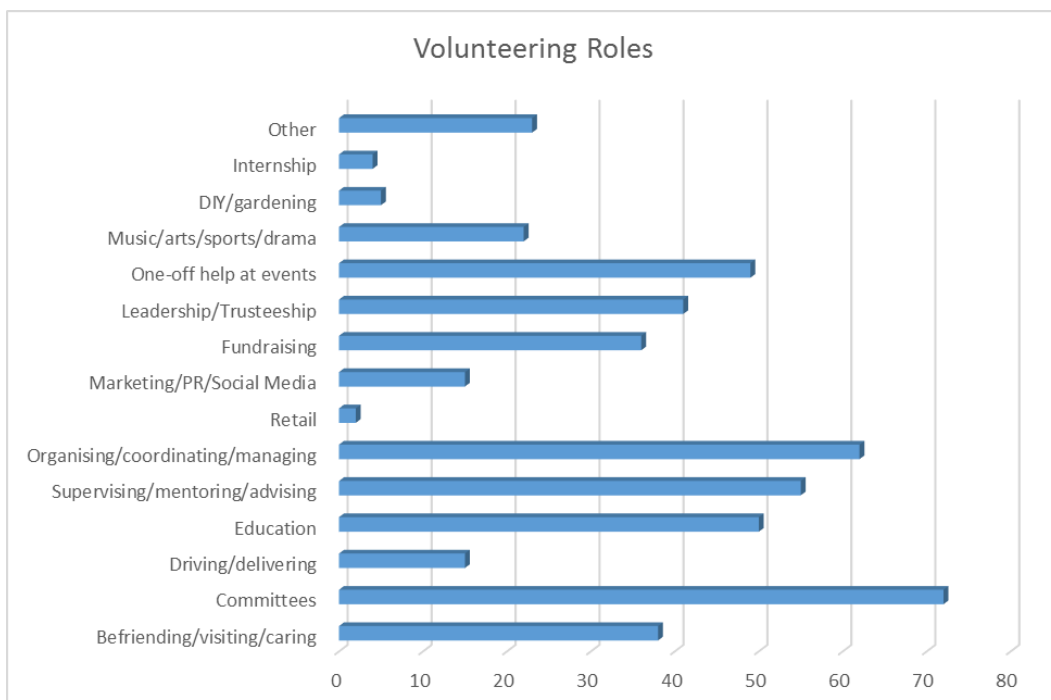
- ✚ Over 160 different Jewish and non-Jewish organisations were mentioned.
- ✚ Many people had volunteered with multiple organisations, especially those living outside London where local entities were favoured.

A selection of organisations mentioned:

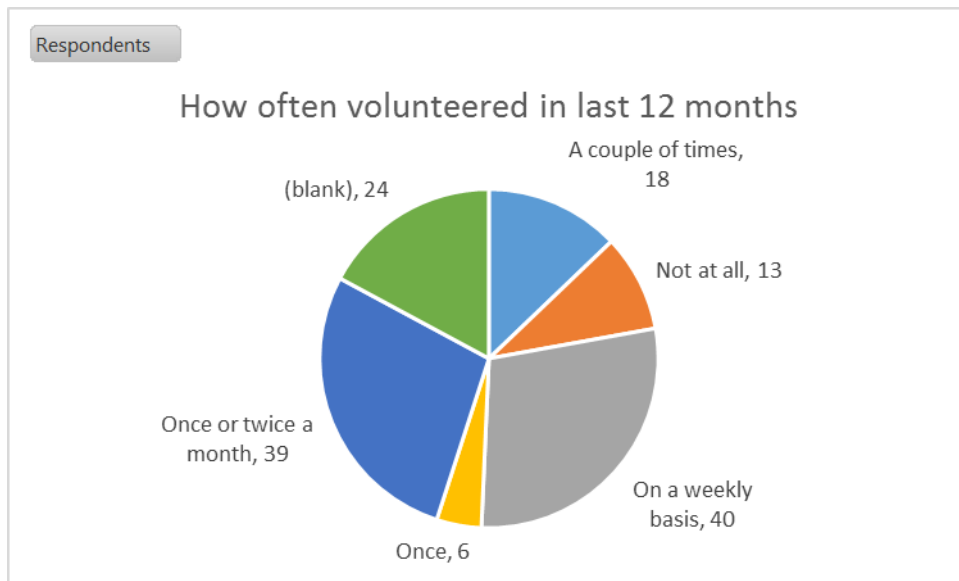
AJEX	Jewish Care	Norwood Ravenswood
Bradford Women's Muslim Council	Jewish Women's Aid	Operation Wheelchairs Committee
Bridging Difference	JIF	Oxfam
Leeds Piano Competition	JNF	Oxford Helping Hands
North West School	JSOC	Oxfordshire Arts Festival
Oxford Print Cooperative	JVN	Paperweight
St Canice Soup Kitchen	JWA	Pink Week (breast cancer)
Yachad Orphanage in Peru	JYF	Pinner Synagogue
3 E's Charity New Theatre Group	Keshet UK	Place2Be
Adam Science	Kibbutz	Raise & Give
Advocacy Academy	Kids Company	Residents Mgt Committee
Africa in Motion Film Festival	Kisharon	Roundhouse
AJR	Kith & Kids	Royal British Legion
Australian Indigenous Mentoring	League of Jewish Women	RSY Netzer
AWT	Leeds Bridge Club	Samaritans
Barnardos	Leeds Jewish Rep Council	School
Bayit Ba choresh	Leeds Piano Competition	School governor
Beit Ha Lochem	Leeds RAG	Scottish Refugee Council
Beth Din	Leeds University Union	Sephardi Voices
Birkbeck Careers	Leo Baeck College	Shaare Zedek
Bnai Brith	Liberal Judaism	
Board of Deputies	Limmud	Sinai Synagogue
Brainchild Festival	LJW	Social Mobility Foundation
Brains Trust	Local church	Soup Kitchen
British Friends of Rambam Medical Centre	Local drama group	South Hampstead Shul
British Jewry	Local Jewish centre	Soviet Jewry Committee
British Museum	Local old age home	Spark
CAB	Local radio	Stoke Newington Cricket Club
Delamere Forest School	London Olympics	Stroke association
Career Ready	LWJB	TCD Cancer Society
Children & Youth Aliyah	Lytes Merton Night Shelter	Technion
Christie Cancer Hospital	Magistrate	Archive Market & Social Research
City guide	Make a Wish Australia	The Birches
Commonwealth arts and cultural foundation	Manchester Adoption Soc	The Fed

CST	Manchester Reform Synagogue	The Together Plan
East Street Arts	Manchester Social Services	Together for Peace
EDRS	Masorti	TPS
Education Appeals Panel	Medecins Sans Frontieres	Turn2Us
EUPJ	Melton and Tanach bShanah	Turning Point
Faith With Action	Menorah Synagogue Manchester	UJA
Food Cycle	Mind Barnet	UK Jewish Film Festival
Freedom from torture	Mitzvah Day	United Synagogue
Friendship Circle	Mosaic	Unity
FZY	MRJ	Very Special Kids
Gabriel Project	MS Society	Virgin Unite Next Big Thing
Girl Guide	Mumbai Magen David Adom	WECH Housing Association
Glasgow Jewish Queens Park Charitable Trust	National Childbirth Trust	Windows for Peace
Grow Movement New Entrepreneurs Foundation	National Patients Association	WIZO
Habo Dror	Neighbourhood Watch	WLS Winter Night Shelter
HGS community library	New Israel Fund	World Jewish Relief
Homeless Action in Barnet	Nightingale House	WRVS
Interfaith Glasgow	NNLS	WUPJ
International Bar Association	Noam	Yachad
Jacks		Yoga Quota
JAMI		Young Entrepreneurs
Jewish Blind		ZF

2. Respondents had experience of a very wide range of volunteering roles with 'Committees', 'Organising/Coordinating/Managing', and 'One-off help at events' the most quoted. (Q11)



3. 56% of all respondents have volunteered at least once a month in last 12 months. (Q12)

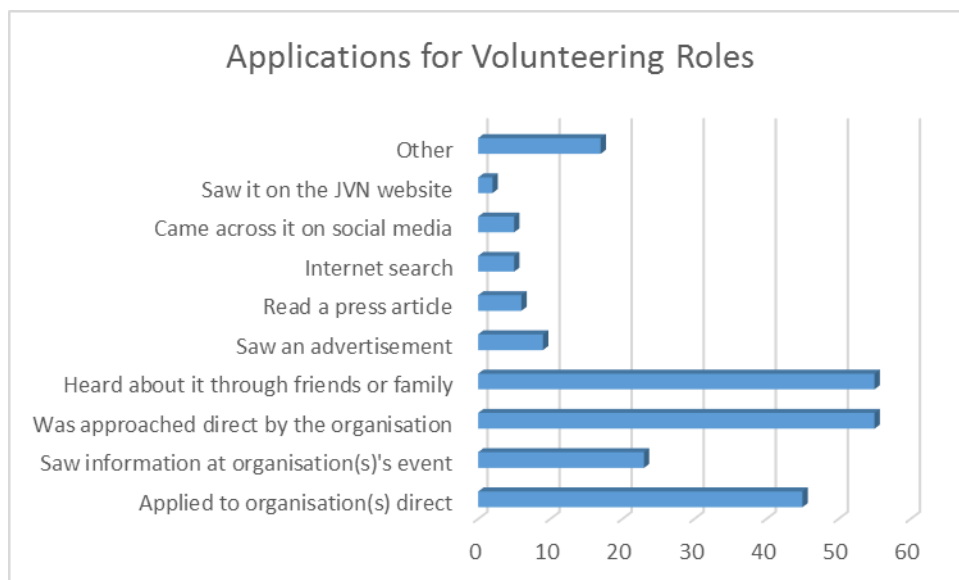


The number of hours per week committed to Limmud (excl Conference Makers/YADS): (Q13)

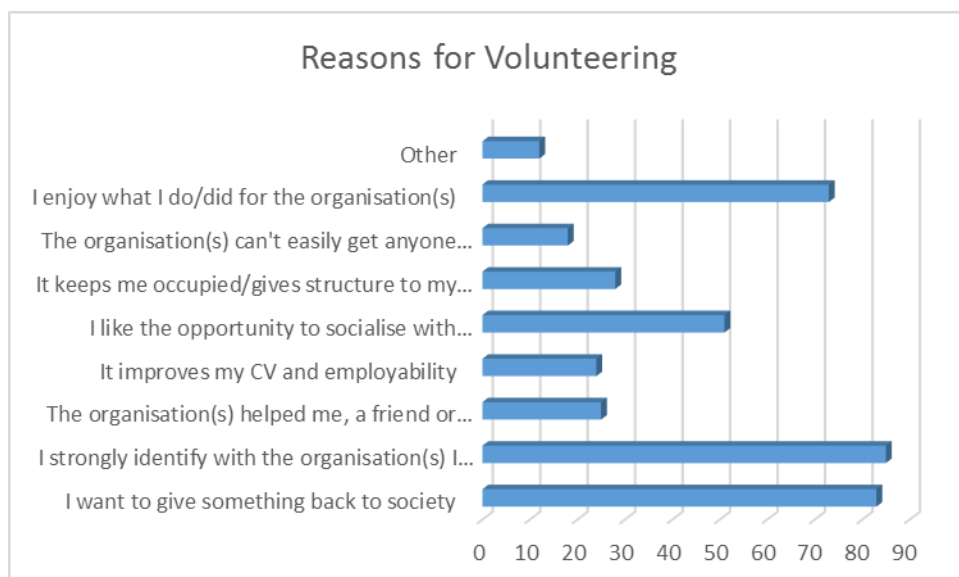
- ✚ Specific answers of 1,2,3,7,10 and 20 hours per week were given. Other answers follow:
- ✚ Lots of meetings - unnecessary
- ✚ Considerable time
- ✚ Very variable, from none to maybe 40+ in the week prior to the specific event
- ✚ Lots before Scotland day Limmud - around 1 hours per week for 2 months
- ✚ My home community Limmud: 5-30 hours/week depending on time of year
- ✚ All on the day at conference
- ✚ Only at conference
- ✚ Can't remember
- ✚ Depending on role
- ✚ Do not recall
- ✚ In the 1990s, 5 to 40, depending on time of year (currently only helping at conference, due to personal commitments)
- ✚ Many roles over the years so many answers - currently about an hour a week

e. Volunteering Decisions

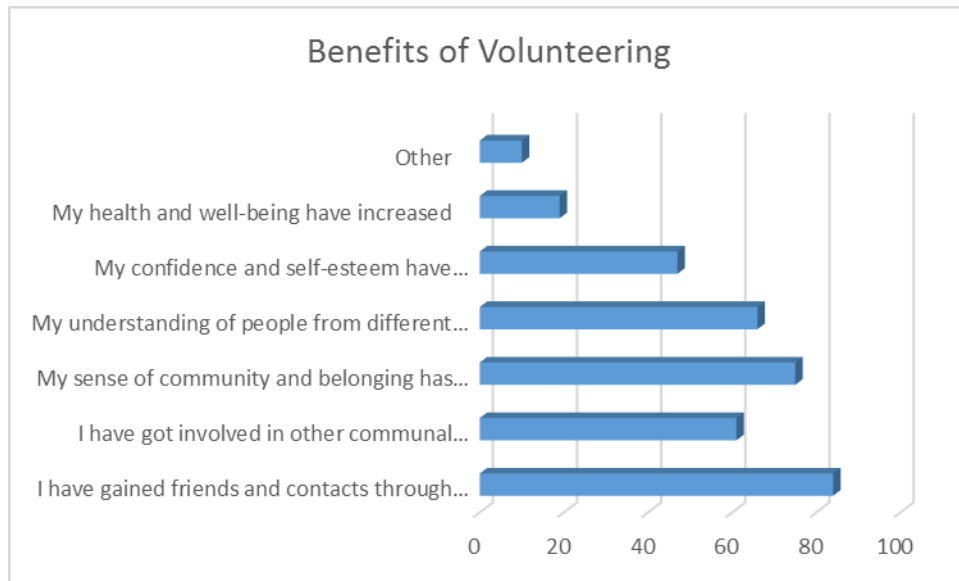
1. People were most likely to apply for a volunteering opportunity after being approached by the organisation directly or after hearing about it through friends and family. (Q14)



2. People were most likely to volunteer where they strongly identify with the organisation concerned, they feel they will be giving back to society, they will enjoy the role, and it will give them the opportunity to socialise with other people: (Q15)



3. The greatest benefits people get from volunteering were gaining friends and contacts, and an increased sense of community and belonging: (Q16)



f. Volunteering Satisfaction

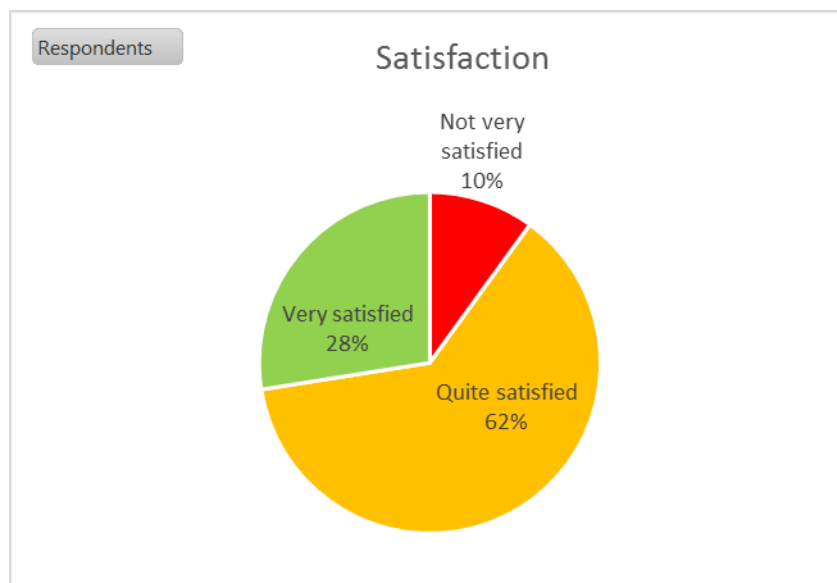
1. Satisfaction with volunteering roles in general: (Q17, Q18)

✚ 50% of the respondents were very satisfied and 49% quite satisfied with their current volunteering roles.

✚ The reasons for discontent were:

- Poor leadership.
- People wanting to micro-manage.
- Volunteers feeling that their skills are not being used.
- Volunteers feeling that it wouldn't make a big difference if they didn't volunteer there.
- Difficult personalities.
- Not supported by the organisation who change staff on regular basis.
- Volunteers feeling that it is difficult to put their ideas forward.
- Others take on responsibilities and then expect you to do all the work.

2. Satisfaction with past and current Limmud volunteering roles (excl Conference Makers/YADS): (Q19,Q20)



✚ The reasons given for being 'very satisfied' were:

- Got good response.
- I felt like the end product was great, and well received.
- It was a fantastic opportunity to learn new skills, meet new people and have challenge myself.
- It was hard work but the overall result of the events have been rewarding. I have also strengthened existing and made new friendships. I achieved things I didn't know I could.
- Limmud became a passion and passion is a driver.

- So much fun!! Event a huge success, made lifelong friends, helped establish myself as a figure in the Limmud community.
- Sociable, getting to know people who you wouldn't otherwise.

✚ The reasons given for being only 'quite satisfied' were:

- Committee has to start from virtually nothing and with little Limmud experience it was challenging.
- My current Limmud team has some of the most difficult personalities I have worked with at Limmud.
- The responsibility in my role was not 100% clear from the beginning and I was not part of a stable team.
- There was a lack of communication as there was almost no communication between the Steering Group and Registration.
- There have been some outstanding roles, and some which went quite badly. Sometimes it's difficult to put your ideas forward and other volunteers take over.
- Takes up more time than I can easily manage.
- Others take on responsibilities and then expect you to do all the work.

✚ The reasons given for being 'not very satisfied' were:

- I was on programming but did not really enjoy it.
- It was tedious and felt a good deal like the work I do. I was hoping that it would be more social and help me to meet new people but there were no opportunities for socialising in which I was interested.
- Lack of training, organisation and leadership on the day.
- They couldn't find anything that wonderful to do.

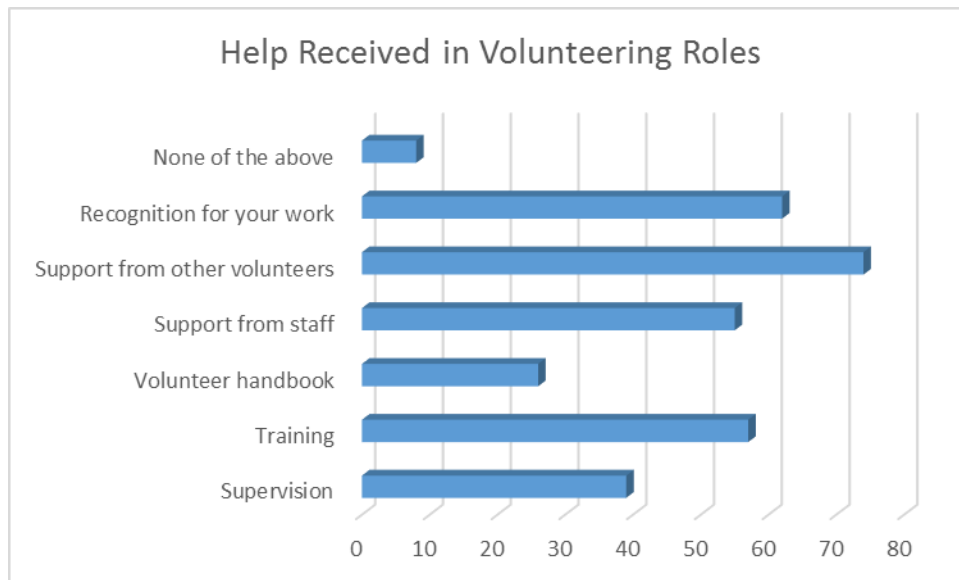
3. Respondents believed that they brought many benefits to the organisations that they volunteered for: (Q21)

✚ Types of benefits quoted:

- Skills
- Ideas.
- Perspectives, e.g. from other organisations.
- Freeing up time of staff.
- Expertise & knowledge.
- Practical help.
- Enthusiasm and motivation.
- Helping drive strategic change.

4. Respondents received varied types of help in their roles as volunteers: (Q22)

- ✚ Other volunteers provided the most assistance.
- ✚ Most did not have access to a volunteer handbook.

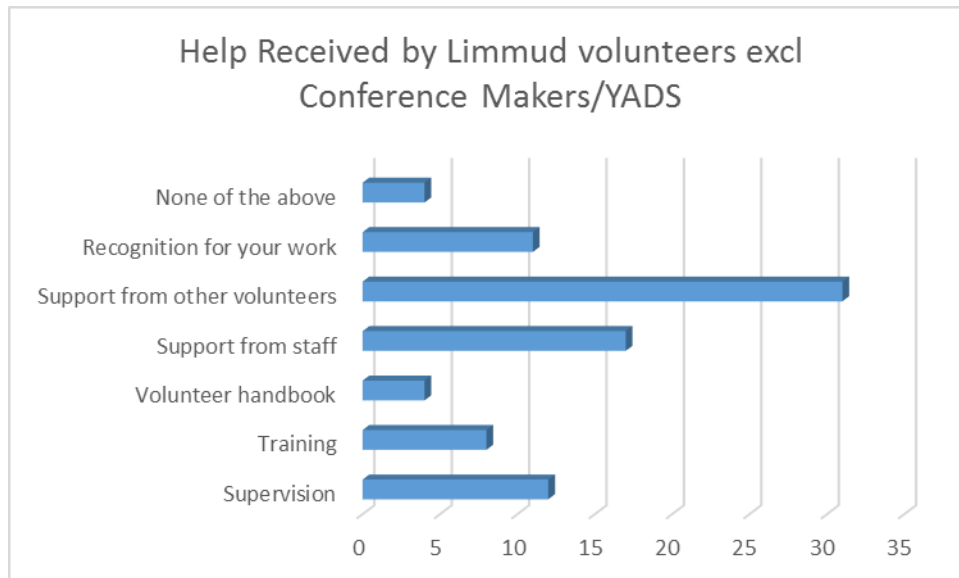


5. Respondents would like more help and support in their roles. They asked for: (Q23)

- ✚ Better training.
- ✚ Communicate what is needed.
- ✚ Constructive immediate feedback.
- ✚ Create time and space for input from volunteers.
- ✚ Have better structure and training to ensure good handovers.
- ✚ More mentoring.
- ✚ More guidance and support.
- ✚ More opportunities for real socialising.
- ✚ More recognition. Acknowledge help with thanks.
- ✚ More regular contact.
- ✚ More structure to prevent burnout.
- ✚ Provide a handbook in advance.
- ✚ Pay for expenses.
- ✚ Professional development.

6. Respondents received varied types of help in their roles for Limmud (excl Conference Makers/YADS): (Q24)

- ✚ Other volunteers were again the most significant source of help.



7. Respondents who volunteered at Limmud (excl Conference Makers/YADS) would also like more help in their roles. They asked for: (Q25)

- ✚ Flexibility for people who want to offer their services for ad hoc volunteering.
- ✚ Clarity on how much time the role requires.
- ✚ Ensure supervision is in the right spirit.
- ✚ Further options for giving volunteers a unique experience with Limmud.
- ✚ More information i.e. what was expected/needed would have helped.
- ✚ Make contact with different Limmuds around the world easier.
- ✚ Preparatory meeting to review role and have a knowledgeable person available at all times.
- ✚ More sessions on how to run day Limmuds.
- ✚ Much more transparent system for setting up event teams and handovers.
- ✚ Not work people into the ground.
- ✚ Offer opportunity to be on the steering group.
- ✚ Provide mentoring.
- ✚ Provide opportunities for meaningful interaction with other volunteers.
- ✚ Survey of all the volunteer roles to accurately work out how much time each role takes, so as to be accurate when allocating people.

8. What volunteering means to me – *giving back* and *helping others* drives most people to volunteer. Responses: (Q26)

- Giving Back
 - A chance for someone who has been very fortunate in life to give something back to the community.
 - A chance to give back and create great experiences for others.
 - A chance to give back to the community & organisation.
 - A chance to give back, and learn things oneself.
 - Giving back. Learning from others.
 - Giving back to organisations that have helped shape my identity.
 - Giving back to society because you WANT to not because you HAVE to.
 - Giving something back, helping others for no material benefit for myself or for others.
 - Giving something to a society that has given me so much opportunity.
 - It's an opportunity to give back, join in and hopefully help and make a bit of a difference.
- Helping Others
 - A chance to make a real change and improve the environment, connect me to nature.
 - Gives a sense of purpose and helps others.
 - Giving my time to support others.
 - Helping out others who need it.
 - Helping people.
 - Helping where I'm needed.
 - Helping with the running of an organisation where helping in and of itself is worth the effort.
- Social
 - Being useful, learning new skills, making friends.
 - A chance to meet like-minded people and do some good.
 - Giving time/skills. Feeling connected, valuable, meeting new people, fun.
- Community
 - Being a conscious member of society.
 - Being connected to the Jewish community.
 - Being part of the community and giving something back to the community.
 - Fulfils my obligation to care for my community - which I want to do.
 - Give to the community, whether Jewish or general.
 - Putting back into society some of which I have gained over the years. Doing something for my community.
 - Opportunity to be a part of a community and a project with a purpose, to achieve new things, to provide alternative experiences to those of my job.
 - Opportunity to contribute to society.
 - Giving to the community and supporting organisations I believe in.
 - Having the opportunity to spend some time helping other members of the Jewish community and Israeli community.
 - Helping charitable/social community organisations fulfil their roles.
- Personal
 - Greater self-esteem, increased knowledge of my own skills.
 - It is a satisfying, rewarding, and hopefully useful way to spend some of my free time.

- It makes me a more interesting person, hopefully, and I feel I am contributing to society, as I am a lucky person.
- It means doing something that gives me job satisfaction (without being paid!) and meeting new people (I am not very good at socialising).
- It's a fundamental part of my life and who I am.
- Makes life worthwhile.
- Makes me feel like a valuable member of society and feeling helpful or changing people's day or week or even life is so important and more people should do it.
- Makes me feel useful.
- Makes you feel better about yourself/not totally selfish.
- New challenge.
- Satisfaction.
- Staying connected to the industry been in all my life.
- Where I learn most valuable life skills and have responsibility for beyond what I would have in paid work at my age.
- Other responses
 - A chance to be a part of something that is meaningful.
 - A chance to use skills I have which are not used in employment.
 - A purpose in life and getting wonderful life experiences.
 - Chesed. A way to apply values and ideals I grew up on and really value myself.
 - Contributing to valuable projects and seeing an impact from my activities.
 - Giving the most precious resource we have, time, to the things we value most. Giving time and energy to help sustain/promote something.
 - Giving time and sharing skills with others.
 - Giving to others freely.
 - Giving up your time for free in order to help those worse off than yourself.
 - Giving your time to help.
 - Good fun and hard work.
 - Helping organisations to achieve more.
 - Helping others so that the group gains as a whole.
 - Helping others, forming community and making our world a better place!
 - I enjoy doing some volunteering as a way of participating fully in organisations of which I, or a member of my family, am a member.
 - It's hugely important and is an investment for my community.
 - Jewish community should set an example.
 - Living my values...Being Jewish...Tikkun Olam...Helping others that need.
 - Making up for lack in our current system.
 - Opportunities to use and develop skills, to work on exciting projects that offer Jewish learning and culture, and to work with some lovely people.
 - Purpose, fun and being helpful.
 - Putting in time and effort to benefit a worthy cause/meaningful issue.
 - Taking a proactive stance in the world around you.
 - Tikkun Olam. Doing something I was shown whilst growing up - helping others.
 - To help Israel.
 - Using my professional skills (careers consultant; communication and training) to help organisations in need of their input.
 - Using my skills to fulfill a need for someone else purely because I want to help.
 - Very satisfying to raise money and support.
 - Very satisfying, using my spare time usefully.
 - Volunteering is the, "Love" in, "Not for love nor money," elevated to beyond the domestic.

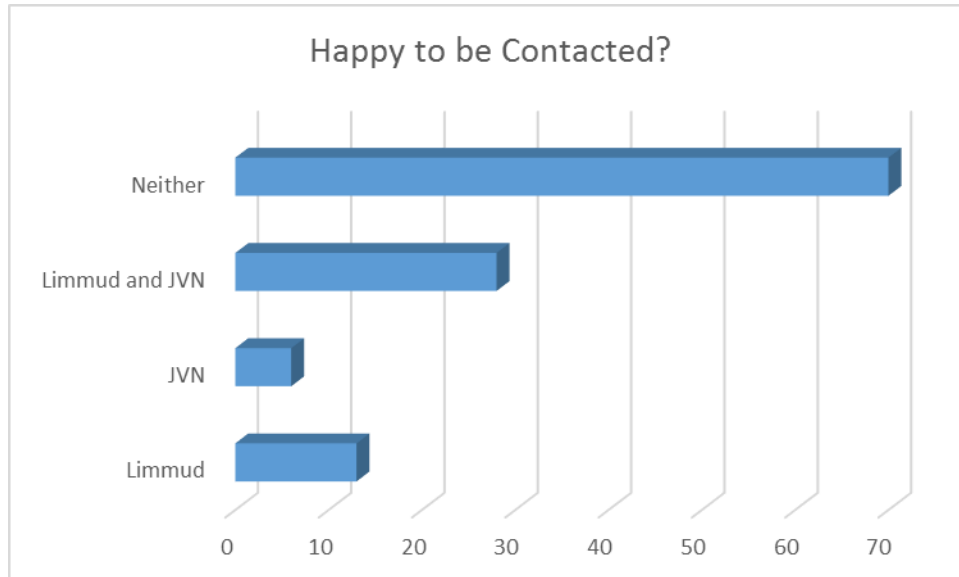
- Without being paid to help, to contribute, be part of a team achieving a goal for the good of the community.
- Negative responses
 - Doing the same thing as paid work but for free and without any of the perks that come with being appreciated for your contribution.
 - I've been so worn out by the whole rigamarole of volunteering (bureaucracy and lack of appreciation) that I only feel emptiness when I contemplate giving my time.
 - Provide services for free.

9. Respondents who volunteered as a Conference Maker/YAD at the current Limmud Conference 2015 in general had a positive experience. Comments: (Q27)

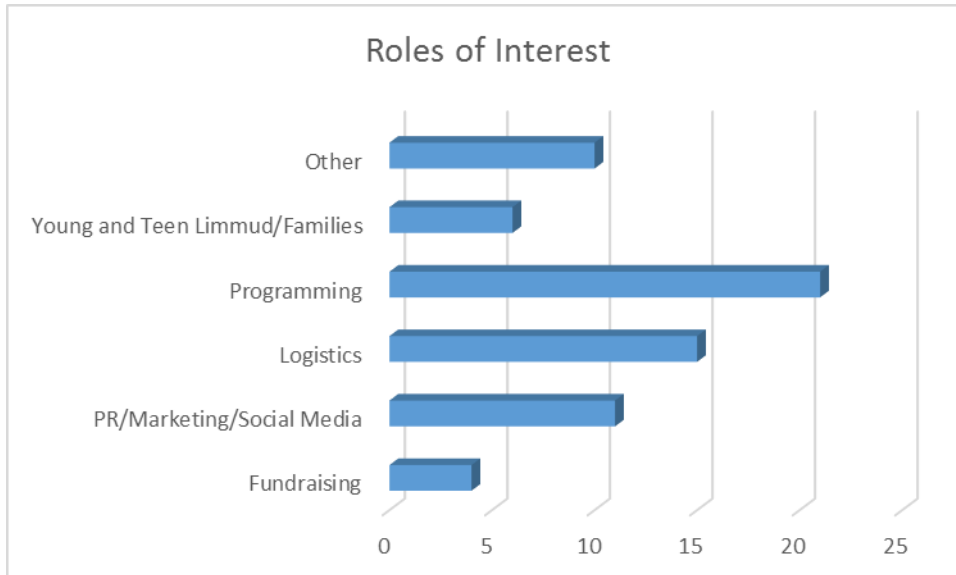
- ✚ I'll wait and see!
- ✚ I would love to volunteer, but Ben & Steve have assembled a full team covering everything I haven't already done. I wish them the best.
- ✚ It's not clear if you mean 2015 or upcoming 2016. I was a Conference Maker in 2015 and doubt I will do it again in 2016 for reasons too long to list here.
- ✚ Not certain yet about this coming winter.
- ✚ Really fun.
- ✚ It is a good scheme, inclusive.
- ✚ It's great, but has to be very bureaucratic.
- ✚ Was initially offered a role totally unsuited for, would like to be able to say more specifically what jobs I can do, being an older volunteer.
- ✚ It's great for meeting people.

h. Follow up

1. 47 respondents were happy to be contacted by Limmud and/or JVN about volunteering opportunities: (Q30)



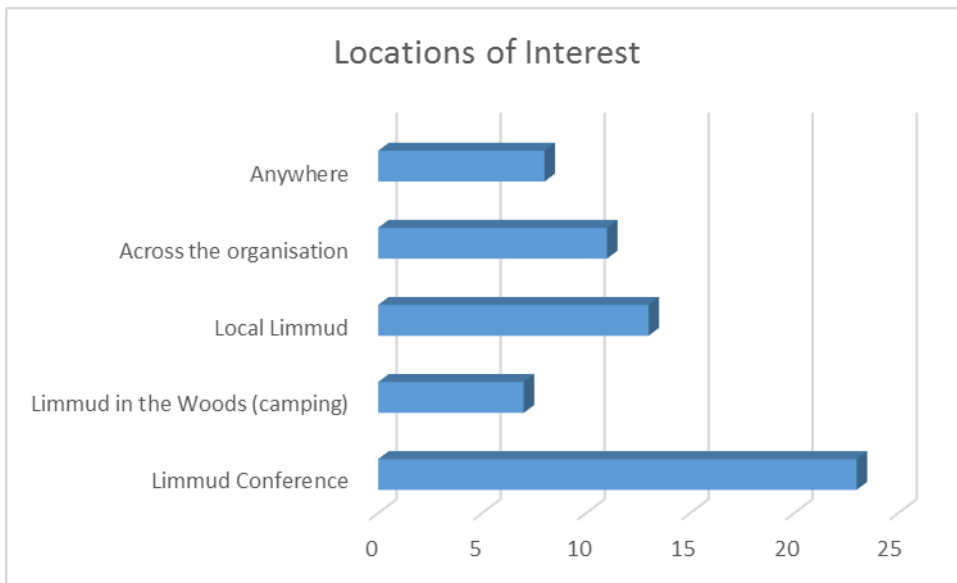
2. A variety of Limmud volunteering opportunities would be of interest: (Q31)



Other Limmud roles mentioned:

- Ad hoc support.
- Health & Safety.
- Food and Beverage.
- Just doing what I am told.
- Interfaith.
- Learning difficulties & communications.
- Meet and greet.

A variety of Limmud locations for volunteering would be of interest, with Conference being the most attractive: (Q32)



5. Conclusions and Recommendations

a. Conclusions for Limmud

- ✚ Whilst 90% of respondents who volunteered for Limmud were 'very satisfied' or 'quite satisfied' with their Limmud volunteering roles, there is nonetheless scope for improvement. (The breakdown is 28% 'very satisfied', whilst 62% were 'quite satisfied', and 10% were 'not very satisfied').
- ✚ Limmud volunteers who were only 'quite satisfied' or 'not very satisfied' expressed a desire for greater flexibility, more clarity on how much time the role requires and what is expected/needed from the role, a preparatory/induction meeting, mentoring, greater transparency about how volunteers are allocated and how volunteer teams are formed, and more opportunities to socialise with other Limmud volunteers.
- ✚ The majority of respondents had not volunteered for Limmud, representing a clear recruitment opportunity.
- ✚ People are most likely to apply for a volunteering opportunity after being approached by the organisation directly or after hearing about it through friends and family.
- ✚ The number 1 benefit that volunteers in general say that they derive from volunteering is gaining friends and contacts.
- ✚ Lack of time is the number 1 reason why volunteers in general stop volunteering, and having more time available is the number 1 reason why volunteers would start volunteering again.

b. Recommendations for Limmud

- ✚ Review the existing volunteer induction and volunteer management practices and processes in line with the above. (JVN would be happy to come in and run a session on good practice guidelines in volunteer management with Limmud. In addition you could order a number of JVN's guide, the 'Companion to Volunteering', to hand out to anybody who volunteers and manages volunteers).
- ✚ Ensure there is plenty of scope for existing Limmud volunteers to socialise with other Limmud volunteers.
- ✚ In terms of recruiting new volunteers for Limmud, use the opportunity to do so in person at Conference, Local Limmud, and Limmud In The Woods. (A direct, personal approach with a light touch).
- ✚ Highlight the social dimension to prospective Limmud volunteers.
- ✚ Encourage existing Limmud volunteers to promote volunteering with Limmud to their own family and friends networks via social media, parlour meetings, networking events.
- ✚ Make the need clear and be personal with the Thank You. In the words of a prospective Limmud volunteer..."I've never been contacted personally and would love to help". And in the words of an existing Limmud volunteer... "The general thank you email is appreciated but no-one actively takes time to say thanks. Would help motivation".

LIMMUD AND JVN SURVEY

Thank you for participating in this study. Limmud and JVN (Jewish Volunteering Network) are seeking your views to help us get a better sense of what motivates people to volunteer and a deeper understanding of the volunteer experience in the UK. The end results of the Survey will be used for benchmarking and to promote best practice amongst volunteer-involving organisations.

Your data will be treated confidentially and anonymised.

You will only be contacted by Limmud or JVN if you specifically choose that option at the end of the Survey.

This Survey is for UK residents only.

	QUESTION	RESPONSE	
1.	Are you	Male Female	
2.	What age group are you?	Under 18 years 19 - 24 years 25 - 34 years 35 - 44 years 45 - 54 years 55 - 64 years 65 - 74 years 75 years or over	
3.	Which of these applies to you?	I work full time I work part time I'm a student I'm not working but am looking for work I'm not working and not looking for work I'm retired	

4.	Where in the UK do you live? PLEASE ENTER THE FIRST PART OF YOUR POSTCODE E.G. N2, SW19, IG9, L18	(WRITE IN) _____	
5.	Are you currently, or have you ever been, a volunteer for Limmud? (Excludes Conference Makers/YADS)	Yes No	

THE FOLLOWING QUESTIONS ARE ABOUT VOLUNTEERING IN
GENERAL – NOT SPECIFICALLY ABOUT VOLUNTEERING FOR LIMMUD
UNLESS EXPLICITLY STATED

6.	Which of the following applies to you in terms of volunteering in general	I volunteer regularly I volunteer occasionally (e.g. as a one off or for special events) _____ I was a volunteer but not any longer I have never been a volunteer at all	Go to Q9 Go to Q9 Go to Q7 Go to Q28
7.	IF WAS A VOLUNTEER BUT NOT ANY LONGER: Why did you stop volunteering?	Position/role no longer required _____ Position/role was only for a specific period or event _____ Am now working so don't have the time No longer have the time for other reasons Didn't enjoy it Other (WRITE IN) _____ _____	

8.	<p>IF WAS A VOLUNTEER BUT NOT ANY LONGER:</p> <p>What would encourage you to start volunteering again?</p> <p>(WRITE IN)</p>	<hr/> <hr/> <hr/> <hr/> <hr/>	
9.	<p>If you used to be a volunteer for Limmud (excludes Conference Makers/YADS) but aren't any longer, can you tell us why you stopped volunteering for Limmud specifically?</p>	<p>Not Applicable</p> <p>Position/role no longer required</p> <p>Position/role was only for a specific period or event</p> <p>Am now working so don't have the time</p> <p>No longer have the time for other reasons</p> <p>Didn't enjoy it</p> <p>Other (WRITE IN) _____</p>	
10.	<p>ALL WHO DO VOLUNTEER/HAVE VOLUNTEERED</p> <p>Which organisation(s) do you/did you volunteer for?</p> <p>(WRITE IN)</p>	<hr/> <hr/>	

11.	What is/was your volunteering role(s)? (TICK ALL THAT APPLY)	Befriending/visiting/caring Committees Driving/Delivering Education Supervising/mentoring/advising Organising/coordinating/managing Retail Marketing/PR/Social Media Fundraising Leadership/Trusteeship One-off help at events Music/Arts/Sports/Drama DIY/gardening Internship Other (WRITE IN) _____ _____	
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12.	How often have you volunteered in general in the past 12 months?	Not at all Once A couple of times Once or twice a month On a weekly basis	
13.	If you are currently, or have ever been, a volunteer for Limmud (excludes Conference Makers/YADS), roughly how many hours per week do you/did you spend specifically on Limmud?	Not Applicable (WRITE IN) _____	

14.	Thinking of all the volunteering you have undertaken in general, how did you find out about the volunteering opportunity or opportunities? (TICK ALL THAT APPLY)	Applied to organisation(s) direct Saw information at organisation(s)'s event Was approached direct by the organisation Heard about it through friends or family Saw an Ad Read a press article Internet search Came across it on social media Saw it on JVN website Other (WRITE IN) _____ _____	
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15.	Why do you/did you volunteer? (TICK ALL THAT APPLY)		
		I want to give something back to society I strongly identify with the organisation(s) I volunteer(ed) with The organisation(s) helped me, a friend or a member of my family It improves my CV and employability I like the opportunity to socialise with other people It keeps me occupied/gives structure to my week The organisation(s) can't easily get anyone else to fill my role I enjoy what I do/did for the organisation(s) Other (WRITE IN) _____ _____	

16.	Which of these applies to you personally as a result of being a volunteer? (TICK ALL THAT APPLY)		
		I have gained friends and contacts through volunteering I have got involved in other communal activities because of volunteering My sense of community and belonging has increased My understanding of people from different backgrounds has increased My confidence and self-esteem have increased My health and well-being have increased Other (WRITE IN) _____ _____	

17.	If you are currently volunteering, how satisfied are you with your current volunteering role(s)?	Not Applicable Very satisfied Quite satisfied Not very satisfied Not at all satisfied	Go to Q19 Go to Q18 Go to Q18 Go to Q18 Go to Q18
18.	And why do you say that? (WRITE IN)		
19.	If you are currently, or have ever been, a volunteer for Limmud (excludes Conference Makers/YADS), how satisfied are you/were you with your Limmud volunteering role(s) specifically?	Not Applicable Very satisfied Quite satisfied Not very satisfied Not at all satisfied	Go to Q21 Go to Q20 Go to Q20 Go to Q20 Go to Q20
20.	And why do you say that? (WRITE IN)		
21.	How do you think your volunteering helps/helped the organisation(s) with whom you volunteer/volunteered? (WRITE IN)		

22.	<p>Which of the following have you received to help you in your volunteering role(s)?</p> <p>(TICK ALL THAT APPLY)</p>	<p>Supervision</p> <p>Training</p> <p>Volunteer handbook</p> <p>Support from staff</p> <p>Support from other volunteers</p> <p>Recognition for your work</p> <p>None of the above</p>	
23.	<p>What can the organisation(s) where you volunteer/volunteered generally do to be more supportive to you as a volunteer? (WRITE IN)</p> <p>_____</p> <p>_____</p> <p>_____</p>		
24.	<p>If you are currently, or have ever been, a volunteer for Limmud (excludes Conference Makers/YADS), which of the following have you received to help you in your volunteering role(s) with Limmud specifically?</p> <p>(TICK ALL THAT APPLY)</p>	<p>Not Applicable</p> <p>Supervision</p> <p>Training</p> <p>Volunteer handbook</p> <p>Support from staff</p> <p>Support from other volunteers</p> <p>Recognition for your work</p> <p>None of the above</p>	
25.	<p>If you are currently, or have ever been, a volunteer for Limmud (excludes Conference Makers/YADS), what can Limmud do/what could Limmud have done specifically to be more supportive to you as a volunteer?</p> <p>Not Applicable</p> <p>(WRITE IN)</p> <p>_____</p> <p>_____</p> <p>_____</p>		

26.	<p>In your own words, what does volunteering in general mean to you? (WRITE IN)</p> <hr/> <hr/> <hr/> <hr/>		
27.	<p>Are you volunteering as a Limmud Conference Maker/YAD at this current Limmud?</p> <p>(If Yes, please add any comments you would like to make specifically about your experience of volunteering as a Limmud Conference Maker/YAD)</p>	<p>No</p> <p>Yes _____</p> <hr/> <hr/> <hr/> <hr/>	<p>Go to Q30</p> <p>Go to Q30</p>
28.	<p>IF NEVER BEEN A VOLUNTEER AT ALL:</p> <p>Why have you never been a volunteer? (TICK ALL THAT APPLY)</p>	<p>Don't have the time</p> <p>Don't know what is available</p> <p>Don't know what I could do</p> <p>Haven't found anything which appeals to me or fits my skills and interests</p> <p>It has never occurred to me to volunteer</p> <p>Other (WRITE IN) _____</p> <hr/> <hr/>	
29.	<p>IF NEVER BEEN A VOLUNTEER AT ALL:</p> <p>What would encourage you to start volunteering? (WRITE IN)</p>	<hr/> <hr/> <hr/> <hr/>	

30.	<p>Would you be happy for Limmud and/or JVN (Jewish Volunteering Network) to contact you about volunteering opportunities? (PLEASE TICK)</p>	<p><input type="checkbox"/> Yes - Limmud only</p> <p><input type="checkbox"/> Yes - JVN only</p> <p><input type="checkbox"/> Yes - Limmud AND JVN</p> <p><input type="checkbox"/> No - neither</p>	<p>Go to Q31</p> <p>Go to Q33</p> <p>Go to Q31</p> <p>Go to Q34</p>
31.	<p>What type of Limmud volunteer role would you be interested in? (TICK ALL THAT APPLY)</p>	<p>Fundraising PR/Marketing/Social Media Logistics Programming Young & Teen Limmud/Families Other (WRITE IN) _____ _____</p>	
32.	<p>Where would you be interested in volunteering for Limmud? (TICK ALL THAT APPLY)</p>	<p>Limmud Conference Limmud in the Woods (camping) Local Limmud Across the organisation Anywhere</p>	
33.	<p>Please provide us with your Name and Email address (WRITE IN)</p>	<p>Name _____ _____ E-mail _____ _____</p>	
34.	<p>Had you heard of JVN (Jewish Volunteering Network) before this Limmud Conference?</p>	<p>Yes No</p>	

THANK YOU VERY MUCH FOR YOUR HELP