

Community Connections

Fostering Projects & Volunteers in a Small Town

A SIX-MONTH IMPACT REPORT
NEWSTEAD, NOVEMBER 2024



This project was undertaken on the lands of the Dja Dja Wurrung and we wish to acknowledge them as Traditional Owners. We also pay our respects to their Elders, past and present and emerging.

Acknowledgements

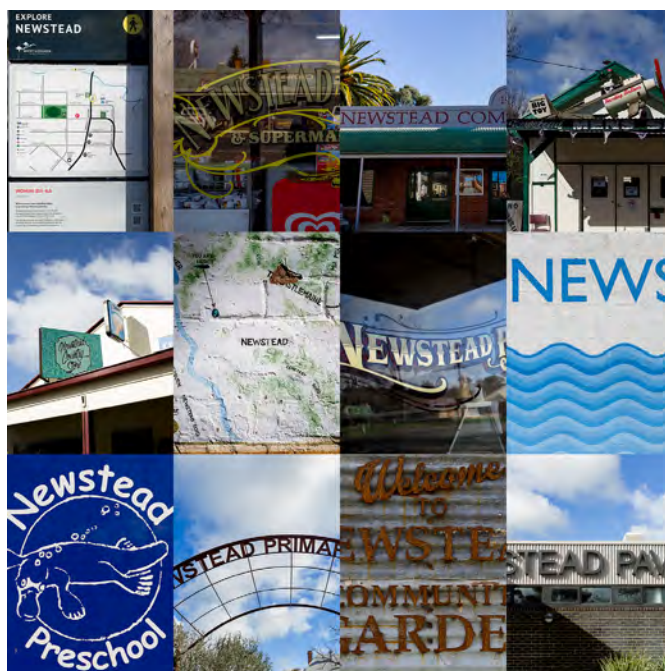
Newstead 2050 Inc. wishes to thank the Member for Bendigo West, **Maree Edwards**, for facilitating grant money for the project and the Victorian Government for funding the project. Without this assistance this project would not have been possible.

Additionally, thanks go to the people and community groups of Newstead for engaging so positively with the Vibrant Newstead project over its six-month life. Again, without their support this project would not have been possible. They are:

Newstead Arts Hub
Newstead Echo
Newstead Racecourse and Recreation Reserve Committee of Management
Newstead Bowls Club
Newstead Football/Netball Club
Newstead Recreation Reserve Committee of Management
Newstead Cemetery Trust
Newstead Hub Writers Group
Newstead Rural Transaction Centre
Newstead Community Garden
Newstead Landcare
Newstead Spinners and Weavers
Newstead Community Centre Committee
Newstead Live
Newstead Tennis Club
Newstead Cricket Club
Newstead Men's Shed
Newstead Youth Club
Newstead Croquet Club
Newstead Open Studios
Newstead Walks and Wheels
Newstead CWA
Newstead Playgroup
Red Shed Arts Workshop
Newstead & District Fire Brigade
Newstead Primary School
Renewable Newstead
Newstead & District Historical Society
Newstead Pre-school
Mount Alexander Local Exchange Trading System

We also wish to thank the volunteers of Newstead who make this community tick, as well as the people who instigate and drive projects to nourish community life and connection.

Thanks especially to the Community Reference Group who oversaw and managed the Vibrant Newstead project (**Jane Lean, Ian Garsed, Jacqui Watt, Steve Muller** and **Geoff Park**). Special thanks to **Jane Lean** for submitting grant milestone reports and for mentoring and supporting Community Development Workers **Joni Fitzgerald** and **Gen Barlow**, in their day-to-day work delivering the project, as well as Newstead 2050 Treasurer **Steve Muller** for invoicing and budget management. **Melinda Traves** very generously undertook in-kind graphics work. Our thanks also to demographer **Ray Culvenor** who provided Australian Bureau of Statistics data set extractions relevant to Newstead.



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Executive Summary

This project (Vibrant Newstead) was possible thanks to an election commitment by Maree Edwards MP, Member for Bendigo West. It was subsequently funded (\$100,000) through the Department of Families, Fairness and Housing (DFFH).

This project aimed to build capacity among volunteer groups, organisations and clubs in Newstead, Victoria.

The project ran for the first six months of 2024 and was facilitated by two contractors. It had four areas of focus – 1) grant preparation and acquisition, 2) volunteer recruitment and retention, 3) governance skills development and 4) mapping town communication.

The project deliverables included obtaining two grants for the town, having another six projects ready to be funded when the right grant opportunities emerged, and distributing funds throughout the town to at least 15 groups via an application process. These outcomes were delivered. Additional skills development was identified as a need. In relation to volunteering, the deliverables included exploring a database for matching volunteers with groups, clubs and organisations, identifying at least 30 volunteering opportunities in Newstead and finding out why people do and don't volunteer. It was found that an electronic database might not be the best way to recruit volunteers because it needs to be maintained by yet another volunteer and, additionally, pockets of low digital literacy in Newstead means its use would be limited. It was found that people mostly volunteer for altruistic and social reasons. Communication in Newstead is a mixture of face-to-face communication, social media and local print media. Face-to-face communication seems to get the best results. Governance training could be a useful mechanism to encourage the next generation of leaders especially if it is undertaken in town in a face-to-face training session.

The intention is to share these findings with the community and explore the possibility of a part-time community development worker to maintain and boost Newstead's vibrancy.



Introduction

BACKGROUND

The Vibrant Newstead (VN) project is a project of Newstead 2021 Inc. (now Newstead 2050 Inc.). Newstead 2050 Inc. (N2050) auspices projects that others develop, providing grant access, banking services, grant acquittal checks and insurance. Interested members of the community willing to actively and collaboratively work towards this goal are welcome to join. No fees apply. The 2024 membership of N2050 is 14 people.

The VN project came about because of a \$100,000 State election pledge by Maree Edwards MP, Member for Bendigo West. In anticipation, N2050 ran a community vision day where people were asked to imagine what Newstead might look like in five and 10 years and to present their ideas, listen to others and offer to help develop projects. The possible availability of the pledged funds was mentioned but not emphasised so as to avoid specific bids for assistance.

Seventy-six people turned up for the day and a series of ideas were generated and ranked for popularity. For those who couldn't attend, or had subsequent thoughts about Newstead's future, channels remained open for more ideas to be added to the collection.

If the grant became a reality the plan was to hire one or two contractors, preferably locals, to help get the projects from the vision day defined and ready to go. This included providing help to write grant applications to fund the projects. The contractors would also work on creating a volunteer database which was generally thought to be necessary for the town.

This approach was about leveraging and aimed to multiply available funds for Newstead. The set of guidelines were that projects needed to be:

- innovative
- leverage other funds
- deliver broad community benefit
- consistent with Newstead 2050 purposes (see website).

Ultimately people's ideas provided a strong sense of what the community wanted to have happen. This was kept in mind, when prioritising which projects were supported with the \$100K grant funds. Projects that had a team ready and willing to work together behind them were to be favoured.

The top three projects to emerge from the vision day were:

- Cycling/walking trails linking the Newstead Arts Hub (old railway station) to the centre of town.
- An urban forest strategy to keep Newstead's streets cool and inviting to walk through.
- New public toilets in Panmure St (near the swimming pool).

The other project ideas that emerged from the vision day are listed in Appendix 1.



NEWSTEAD PROFILE

Defining Newstead demographically, depends on which ABS dataset is used. For the purposes of this report, unless otherwise stated, the dataset used equates to the Victorian Government gazetted ‘Newstead Locality’ (Area Id SAL 21936) and the ABS ‘Quick Stats for Newstead’ page based on this dataset. The SAL 21936 dataset includes the town area and some adjacent areas and covers 46.7 square kilometres. As a result the following information is used in this report to define Newstead:

Age profile

Of the 820 people in Newstead, the age profile is below. The median age in Newstead is 51 years.

Age Group	%
-19	21
20-30	7
31-50	20
51-70	34
70+	18
Total	100

The ABS data in the above table has been aggregated in such a way that it is as consistent as possible with the structure of the volunteer survey.

The age-related trend in Newstead is below.

Newstead age profile comparisons 2001 to 2021 – All person numbers in five-year age bands

Observations:

- 1. Decline in number of persons less than 14 years from 2001 to 2021.
- 2. Consistent dip in age profiles for Newstead between 20 and 34 years.
- 3. Big hump in age profiles 50 and over, thus increasing % of people 50 or over (from 31% in 2001, to around 50% 2011, 2016, and 2021).

Source: Prepared by RGC March 2024 from ABS data

Conclusion: There are many over 50s in Newstead and this is a consistent and increasing trend. About 648 people are aged over 20 years.



Voluntary work

Unpaid work and care People aged 15 years and over	Newstead [Vic.]	%	Victoria	%	Australia	%
Did unpaid domestic work (week before Census Night)	534	77.6	3,583,114	67.2	14,077,657	67.7
Provided unpaid care for child/children (during two weeks before Census Night)	176	25.9	1,402,952	26.3	5,471,756	26.3
Provided unpaid assistance to a person with a disability, health condition or due to old age (during two weeks before Census Night)	97	14.1	689,210	12.9	2,476,681	11.9
Did voluntary work through an organisation or group (last 12 months)	187	27.3	712,003	13.3	2,933,646	14.1

Table based on place of usual residence

Conclusion: Newstead has a strong culture of volunteering.

Employment

Participation in the labour force People aged 15 years and over	Newstead [Vic.]	%	Victoria	%	Australia	%
In the labour force	359	52.5	3,330,560	62.4	12,695,853	61.1
Not in the labour force	284	32.2	1,719,644	32.2	6,888,081	33.1
Not stated	47	6.9	283,829	5.3	1,200,851	5.8

Note 1: Calculated percentages represent a proportion of people aged 15 years and over in the area.

Note 2: The ABS Labour Force Survey provides the official estimates of Australia's labour force. More information is provided in Comparing 2021 Census and Labour Force Survey.

More information on Labour force status (LFSP).

Table based on usual place of residence.

Conclusion: In Newstead, there are more people not in the labour force than is the average across Victoria and Australia. This may be because we are older and may also account for the culture of volunteering.

APPROACH

Once it was clear that funding was to be made available to Newstead, a project plan was prepared, and an application required by the Department of Families, Fairness and Housing was submitted. The VN project was overseen by a Community Reference Group of five people from the Newstead community who recruited two contractors to undertake the project work over a 24-week period. The reference group's role in relation to the contractors was to:

- Provide the list of projects and aspirations that arose out of the community vision day.
- Provide a list of groups and organisations the contractors could approach to work with.
- Liaise with the grantor.
- Offer support, guidance and clarifications to the contractors.
- Meet regularly as a reference group and with the contractors.

The goals of the VN project were to:

- Build capacity among Newstead's groups and work with local community groups and organisations to shape and develop project ideas.
- Identify and assist groups and organisations to identify and record volunteer opportunities (including micro-volunteering opportunities) as well as mechanisms to recruit and retain volunteers.
- Improve governance through a trial scholarship program.
- Map Newstead's communications pathways by finding the best ways to communicate volunteer and grant opportunities to local people. Such a 'map' might also be useful for communicating important or urgent information within the community.

The project plan is contained in Appendix 2. The project was completed on time and within budget.



Method

This project aimed to support local community groups and volunteers to design, develop and implement projects that generate environmental, social, economic and cultural benefits to the Newstead community. In doing so the project contributed, and will continue to contribute, to enhanced social cohesion and connectedness required to embrace future challenges and opportunities.

The VN contractors were specifically asked to achieve the following (the deliverables):

- At least two projects have funding applications submitted.
- At least six projects are developed and ready to fund.
- At least 30 (micro) volunteering opportunities are identified and accessible to a wide range of community members.
- Explore a database for volunteers to find volunteer opportunities and to make their availability known.
- At least 15 small grants are identified and allocated to local community groups
- At least one person has enrolled in a course covering an aspect of community governance.
- A variety of town communication mechanisms have been identified with particular reference to groups that are often hard to reach, namely young people, busy families and isolated older people.

The ways that were used to achieve the deliverables included:

- Face-to-face meetings with key community representatives and groups to tell them about the project and assistance that might be available, as well as asking them about their aims; membership; fees; incorporated status; number of members; need for additional members or volunteers; plans for the future; and, experience in getting grants.
- Establishing a Facebook page specific to the project and monitoring its 'reach'.
- Providing regular contributions to the local community 'newspaper', The Newstead Echo.
- Using notice boards to display posters about Vibrant Newstead events. Auditing local noticeboards in terms of location, owners, any restrictions on notices for display etc. so this information can be shared as a community resource.
- Working with groups to get projects ready for grant funding.
- Conducting a volunteer survey via a mailbox drop with the option of using a QR code and then completing the survey online.
- Attending local markets to recruit volunteers.
- In conjunction with a local group, running a volunteer recognition day.
- Exploring online databases as ways of matching volunteers with volunteering opportunities.
- Running a small grants program to distribute funds to progress community groups and organisations' aspirations; helping groups gain experience in writing simple grant applications and then acquitting those grants; and, establishing a wider cohort of community members with experience in grant allocation and management.
- Hiring an expert presenter to run two face-to-face workshops in Newstead that provided 15 local people with skills development in a project concept/planning and applying for grants.
- Making efforts to find out if it was feasible for groups with similar goals to merge and hence reduce the governance burden.
- Undertake a phone and email communication survey of groups and organisations.

Findings/Results

A summary of the deliverables and achievements is in the Table 1 below:

TABLE 1.	
Deliverable	Achieved
At least two projects have funding applications submitted.	Yes
At least six projects are developed and ready to fund.	Yes
At least 30 (micro) volunteering opportunities are identified and accessible to a wide range of community members.	Partially
Explore a database for volunteers to find volunteer opportunities and to make their availability known.	Yes
At least 15 small grants are identified and allocated to local community groups	Yes
At least one person has enrolled in a course covering an aspect of community governance.	Yes
A variety of town communication mechanisms have been identified with particular reference to groups that are often hard to reach, namely young people, busy families and isolated older people.	Yes

BY PROCESS

Face-to-face meetings

VNs' Community Development Workers met groups and organisations and some key individuals in person. This was vital as it fed into all outcomes, especially helping to consolidate the community directory of groups and organisations and capturing volunteer opportunities. The 'bones' of a directory was already available to the project workers but neither its accuracy nor the degree to which it was comprehensive was clear. This directory and the list of local volunteer opportunities are in the Resources section of this report.

Vibrant Newstead met with all of the known community groups, specifically about volunteering. Most groups reported needing more volunteers either to allow them to take on more projects or to take the bulk of the load off committee members or a few key people. However, very few groups have a process to manage their volunteers. Most do not capture demographic information or keep lists of volunteers' contact details. Having simple volunteer management processes such as this in place, even at recruitment stage, is vital for retaining and recognising volunteers.

Establishing a Facebook page

A Vibrant Newstead Facebook page was established specifically to test how well it was used by community members seeking information and how well people

responded when a 'call to action' was posted on the page. The upgrade of the Panmure Street toilets which was the project voted the 'most important' during the community vision day held in September 2023 was the test 'call to action'. The VN contractors asked for volunteers who would be willing to support the project with advocacy skills. Despite receiving a few comments, no-one signed up to the project. A clearer description of the tasks and roles may have helped, however other groups have reported that requesting help on Facebook pages elicits minimal responses, while other groups like the Newstead Community Garden successfully recruited volunteers to care for the garden's fruit trees, using this method.

Further details about the effectiveness of Facebook as a Newstead communication channel are available in the section of this report called Communication Deliverables.

Echo contributions

The Newstead print medium is called The Newstead Echo. The Echo was used in much the same way that Facebook sites were used, as an update mechanism and for calls to action. Overall, a number of articles about Vibrant Newstead were published. It was found that this was a moderately successful way to get a response from the Newstead community. Anecdotally, print media is the place that people in about the 55-plus age group go for information. Further details about the effectiveness of The Echo as a Newstead communication

channel are available in the section of this report called Communication Deliverables.

Using notice boards

The Vibrant Newstead project team made posters for information purposes and 'calls to action'. These posters were put on all the Newstead noticeboards in an attempt to monitor responses. It is hard to conclude how successful noticeboards were as a communication mechanism although the volunteer survey results [elsewhere in this report] provide some indication.

There are a variety of noticeboards in Newstead. An audit of local noticeboards in terms of location, owners, any restrictions on notices for display etc. was undertaken so this information could be shared as a community resource. The noticeboards were found to have lots of notices on them, some of which were out of date. The advantage of using the town noticeboards is that they are easy to access. The disadvantages are that they are often crowded, and it is not clear how well read they are or by whom. A noticeboard audit is in the Resources section of this report.

Volunteer survey

In April, a survey was mailed to Newstead households who could use a QR code and then complete the survey online or complete a hard copy and deposit it in a locked box at one of the town locations.

A total of 123 people responded to the survey. If the people under 20 years are excluded (2) then there were 121 respondents out of an 'over 20 years' population of 648, giving an acceptable response rate of 18.7% of the target population.

A variety of additional tables that support the survey are in the Resources section of this report.

TABLE 2.
Respondents by Volunteer Status and Employment

Volunteers by Employment Status	Count
No, I don't volunteer	22
Not	1
Employed full time	1
Other	2
Unpaid work (carer, parent, other unpaid work)	2
Employed part time	6
Retired	10
Yes, I do volunteer	101
Not	1
Unemployed	1
Employed full time	9
Unpaid work (carer, parent, other unpaid work)	9
Other	11
Employed part time	24
Retired	46
Total	123

The above table shows that, of those who volunteer, retired people and people who work part-time are the most likely volunteers. This makes sense as they are likely to have more discretionary time.

TABLE 3.
Respondents by Volunteer Status and Age

Age	Count
No, I don't volunteer	22
-18	1
31-50	4
51-69	2
51-70	5
70+	10
Yes, I do volunteer	101
19-30	3
31-50	20
51-69	23
51-70	19
70+	35
Not stated	1
Total	123

The above table shows that, of those who volunteer, people over 50 years of age are the most likely volunteers. Once again, this makes sense as they are likely to have more discretionary time due to retirement.

TABLE 4.
Volunteer status by years in Newstead

Years	Persons
Doesn't Volunteer	22
>20	6
10 to 14	4
5 to 9	4
<5	7
Volunteers	101
Not	2
>20	38
10 to 14	16
5 to 9	18
<5	21
Total	123

This table shows that a lot of newcomers become volunteers within the first five years of arriving in town.

TABLE 5.
Reasons for Volunteering*
[multiple reasons could be given]

Reason	Count
It looks good on my resume	1
To explore career options	3
My friends volunteer so I do too	8
I want to gain new perspectives	19
To increase my self-esteem	21
I want to keep my existing skills current	24
To explore my strengths and interests	26
I want to learn new skills	27
I want to be part of a team	31
It's something I've always done	37
To make new friends	38
Because it makes me feel good	45
I want to use my existing skills to help others	54
I want to meet new people	59
I want to give back to the community	82
Other	9
I want to share	1
To explore career options	1
Help people	1
Care for the environment	1
Keep our groups going & improve what they can offer	1
To help my mental health	1
Create work/life balance (indoor/outdoor)	1
Consistent with what I'm passionate about	1
Because I can	1

***Possible Sub-headings**

Connection
Development
Altruism
Well-being

This table shows that **altruism** (giving back to the community and helping others) is a powerful reason for people to volunteer, as are **connections** (making friends and meeting new people).

TABLE 6. Reasons for Not Volunteering (multiple reasons could be given)	
Reason	Count
I don't have the skills	1
There doesn't seem to be anything that interests me	2
There are physical barriers such as wheelchair access	2
There's too much 'red tape' involved	2
I haven't got transport	2
I'm not well enough	3
I hate meetings	4
I have previously volunteered a lot and my circumstances have changed	4
I'm not sure what opportunities are available	6
I can't commit to anything regular	9
I haven't got time due to work commitments	16
I haven't got time due to being a carer or caring for children	21
Other	9
New and still settling in	2
No masks to prevent Covid	1
Building	2
Hearing impaired	1
Still deciding where to volunteer	1
Too old	1
Too young	1

This table shows that lack of time is the main reason people don't volunteer.

TABLE 7. Communication Methods of Volunteers (multiple methods could be given)		
Method	Mentions	%
Not stated	0	0
Noticeboards	43	16
Social media	62	23
The	79	30
Word of mouth	80	30
Total	264	100
No. of respondents who are volunteers		101
Average		2.6

This table shows that, of those who volunteer, a variety of communication methods are used and that volunteers use more than two methods to get information.

TABLE 8. Communication Methods of Non-Volunteers (multiple methods could be given)		
Method	Mentions	%
Not stated	2	6
Noticeboards	5	14
Social media	7	20
Word of mouth	8	23
The Echo	13	37
Total	35	100
No. of respondents who are not volunteers		22
Average		1.6

This table shows that, of the people in Newstead who don't volunteer, most mainly use local print media to access information and that they access fewer sources of information than those who volunteer.

The two tables above suggest that word of mouth, The Newstead Echo and social media all have a substantial role to play in town communication. Even the noticeboards are quite well used. It is also interesting to note that most people use more than one communication mechanism. Respondents were asked if there were any other ways that they communicated in Newstead, but nothing emerged.

The nature of the survey structure meant that respondents couldn't list their communication preferences or primary form of communication.

TABLE 9. Volunteering Hours per Year	
Volunteer Hrs/Year	No. of People
Not Stated	3
20-49	16
50-99	20
1-19	22
>100	40
Total	101

This table shows that a lot of people volunteer a lot of hours each year. The survey was structured in such a way that the number of hours a year over 100 couldn't be captured. Even if 40 people did exactly 100 hours/year, this is 4,000 hours of volunteer work which is usually costed at about \$47/hour so the value to Newstead is, at a minimum, \$188,000. Adding the least number of hours volunteered in the range brings the total to approximately \$250,000/year. This is a very conservative estimate.

TABLE 9. Volunteering Frequency	
Volunteers	No. of People
Frequency of Volunteering	101
Fortnightly	4
Not stated	4
Ad hoc – when something comes up	11
A few times a year	12
Daily	13
Monthly	20
Weekly	37
Total	101

This table shows that about 36% of the respondents volunteer on a weekly basis.

Attending local markets

Three or four times a year, there is a community market in Newstead. This market is well attended by locals. During the course of the VN project, a stall was set up at this market with the aim of attracting a different audience of potential volunteers.

Community groups were asked to send a list of volunteer tasks that they wanted us to promote at the stall. Ten volunteers signed up on the day. Most volunteered for tasks displayed at the stall. One volunteer did not know how to contact the group he wanted to volunteer for (the electric vehicle project), having only heard about

it through word of mouth and he signed up to be put in contact with the group. Two people did not know where to sign up for volunteer tasks in the Newstead community so signed up for general volunteer positions. These interactions and conversations with the community suggest having an in-person place or platform where groups can request help or list their tasks would be a valuable way to match potential volunteers with tasks and roles. It also suggests that having a presence at community events is a successful way for groups to gather more volunteers.

Volunteer recognition event

In conjunction with a local leader, the VN contractors helped run a daylong event one Saturday with the purpose of recognising the work of Newstead volunteers. A number of groups and volunteers attended and enjoyed the coffee, food and live music in the community centre. Attendees at the event reported that they thought it was great.

Eighty-five people attended the event. While not aimed at recruiting volunteers, feedback was received that three groups signed up new volunteers or members. This again demonstrates the importance of community events and face-to-face contact.

Volunteer databases

The idea that a volunteer database would be a good way to meet the volunteer needs of Newstead's groups and organisations, was popular prior to the start of the VN project. The VN project found that a database would not work as well as anticipated. This is because it would need to be organised and maintained; that people in Newstead like word-of-mouth communication; the people who struggle with digital literacy would be excluded; and specifying the details of a volunteer task is not easy for some groups and organisations.

Small grants program

Running a small grants program was a key part of the Vibrant Newstead project. The aims were to:

- Distribute funds within the community to progress groups and organisations aspirations.
- Help groups gain experience in writing simple grant applications and then acquitting those grants.
- Establish a wider group of community members with experience in grant allocation and management.

Two templates were developed as part of this initiative, one to help with the collection of basic information usually needed when applying for a grant and the other to help with project costing. These templates can be found in the Resources section of this report.

Grants workshops

Two training workshops were facilitated and conducted in Newstead, after a skills development need became strongly apparent during the small grants program. An expert presenter, hired to run face-to-face workshops in Newstead, provided 15 local people with skills development in project concept/planning and applying for grants.

These workshops were well received by participants. An earlier attempt to encourage people to attend online training was unsuccessful. Such training was offered in both group and individual settings but neither option got a viable level of response.

Group mergers

Efforts were made to find out if it was feasible for groups with similar goals to merge and hence reduce the governance burden. Two groups are discussing a merger however its fruition will be well into the future. Ideally, these groups need a skilled objective (outside) facilitator to help them through the process.

Communication Survey

Another survey, conducted by Vibrant Newstead in June 2024, promoted by email direct to clubs and organisations and followed up by phone calls, asked 'how does your group club or organisation promote events, activities and news?'.

All 19 respondent groups, clubs and organisations said they did so via The Newstead Echo. Seventeen indicated they also used social media and 15 said they also used their own websites for this purpose.

The results of this survey and the Volunteer Survey indicate that The Newstead Echo is a primary and vital source of sharing and receiving information but the results may be skewed because the participating respondents of both surveys were older and it appears that many of the older people in Newstead prefer the Echo as their information source.

When asked which was the most effective way of communicating and the most read, most groups, clubs and organisations nominated social media and specifically Facebook. The RedShed Arts Workshop, the Newstead Cricket Club and Newstead Landcare all nominated Facebook. Of those three groups, only the RedShed Arts Workshop added a second source, The Newstead Echo, in response to this question. The activity levels of various groups on their social media platforms could also affect the efficacy of this method.

At least three said they did not know which was the most effective or most read communication channel.

Probably social media because of its immediacy and wide reach. But we need to be aware that not all of the community is engaged with social media, so we need multiple approaches. Some further advice on this would be very helpful.

– *Newstead and District Fire Brigade*

Our email information is usually opened and read by 50% of the recipients, followed by social media (eg Facebook, Insta). We cannot gauge how many people find the information on our website or via The Newstead Echo.

– *Newstead Spinners and Weavers*

The Newstead Echo is good too for the older but we also find the families (of school children) do not read this.

– *Kathy Callander, Principal, Newstead Primary School*

OUTCOMES OF DELIVERABLES

This section summaries the results and outcomes of the deliverables for the project.

Grants

Deliverables:

At least two projects have funding applications submitted.

At least six projects are developed and ready to fund.

At least 15 small grants are identified and allocated to local community groups.

Findings/Results:

During VN's six-month operating period, at least three projects had funding applications submitted. At least two of these went ahead with little, if any, VN involvement while the others required support from Vibrant Newstead.

VN supported two grant applications to the 'Tiny Towns' fund. Only one project per town could be successful and the application for a new boundary fence at the recreation reserve was successful rather than upgrades to the community garden. VN provided substantial assistance to another group for a FRRR application.

Two other applications submitted relate to an electric vehicle project linked to the Newstead RTC. One application was for matched funding for a consultant to undertake a feasibility study of the overall concept and this has been successful. The other application is for electrical upgrades to switchboards and is pending. A third application is in the pipeline.

There are at least five pipeline projects developed and ready to fund when an appropriate grant is identified. These are:

- New sound system for the Recreation Reserve.
- Community transport via electric cars owned by the Newstead RTC.
- Kitchen upgrade for the Newstead Racecourse.
- General funds for the inaugural Newstead Young Writers' Festival.
- A pedestrian crossing on Lyons Street.
- Community Garden upgrade because of not getting the Tiny Towns grant.

The plan to award 15 small grants to projects in Newstead was very successful. This deliverable was easily met. Details of the grants are in Appendix 4.

The overall findings from the community capacity building work related to grants are:

- Calling for project ideas to fund began before VN started. As the project workers moved through the community, more projects came to light but not many. This suggests a need for strategic planning support.
- For a project to be supported by VN, it had to have a group of people working on it and be of community benefit. Potential projects were identified but no-one was available to take ownership, so these projects were put on hold.
- The skill levels in finding and applying for grants is variable amongst groups and organisations in Newstead. This is understandable as it is secondary to the aims of most groups and organisations. Generally, the skill levels are low.
- There are a few people in Newstead with well-developed skills in this area.
- Amongst the local groups and organisations applying for, and acquitting, the local small grants differing of levels of support were required.
- There was variable ease among groups and organisations in applying for, and acquitting, the local small grants that were part of this project. As an activity to assess and build local skills, it was interesting and, as with the larger grant applications, applicants required varied levels of support. The funds allocated within the town delivered a great range of projects.
- Managing a grant process has been a valuable experience because until this project, the only volunteers in Newstead who had managed a grant process were those on the RTC Committee.
- Some groups and organisations have underdeveloped governance processes resulting in fair to poor budget preparation and management along with limited books-keeping skills.
- Digital literacy challenges, also detected elsewhere in the project, negatively impact on grant finding and application skills.
- The lack of available financial reserves within most organisations limits their capacity to meet co-contribution requirements.

The relationship of VN initiatives to the original, best supported project ideas from the community vision day is as follows:

- The plan for a cycling/walking trail from the old train station (now the Arts Hub) to the centre of town is being followed up by a new project called Liveable Newstead in conjunction with the Castlemaine Maryborough Rail Trail Association. The latter is a well-developed project while Liveable Newstead is embryonic but backed by skilled volunteers. Neither of these groups needed assistance from Vibrant Newstead.
- The development of an urban forest strategy has morphed into the Liveable Newstead project.
- A number of calls were made for the formation of a project group to work on new public toilets in Panmure Street but no-one emerged. As a result, and acknowledging these toilets were a matter for Mount Alexander Shire Council, two subsequent things have resulted in the development of a design for an upgrade being included in the 2024/25 Council budget. The first was a request logged on the shire's maintenance system which engaged the relevant council officer. Secondly, a meeting was held with the local Councillor and a director level council officer about a number of matters related to Newstead including this one. The meeting was initiated by Newstead 2050.

Volunteering

Deliverables:

At least 30 (micro) volunteering opportunities are identified and accessible to a wide range of community members.

Explore a database for volunteers to find volunteer opportunities and to make their availability known.

Findings/Results:

WAYS TO RECRUIT VOLUNTEERS

The calls to action, the volunteer survey and the communications report all suggest that face-to-face or word-of-mouth are the best ways to communicate with Newstead locals. This was also found when communicating with groups; most of the emails that were sent needed to be followed up with a phone call.

DATABASE (ONLINE)

A database is a collection of information or data which is usually stored electronically. A volunteer database would focus on storing the information of volunteers and tasks/roles and matching volunteers with these tasks. There are also some databases that have rostering features.

Vibrant Newstead explored a range of already available

databases for Newstead groups to adapt or subscribe to so that potential volunteers and tasks could be matched online.

When considering a database it was important to weigh up the financial cost versus the needs of and benefits for Newstead community groups.

Would the database be a shared community resource but still requiring each group to look after their posts individually?

If this was the case how would this affect volunteers' privacy? A database would require each organisation or group to have their own separate log in to protect the privacy of volunteers.

How would this impact on the complexity and cost of the database? This would significantly increase the complexity of the database and therefore the cost.

Would a database require volunteers to sign up using a profile and how would varying levels of computer literacy affect this?

Most databases require someone to load information. Challenges include overcoming people's mistrust due to data breaches. Anecdotally, computer literacy appears quite low in Newstead (untested by surveys). Some residents don't have computers, and the population is older with 19% of Newstead residents aged between 65-74 years according to 2021 ABS data.

Would a database allow for volunteer tasks to be searchable on a larger platform, for example, Google?

This requires website integration and increases the cost and complexity of the database.

How many groups in Newstead would actually use and benefit from a database?

What are the needs of these groups? Those groups wanting a data base would use it for scheduling tasks. Listed volunteer names and contact numbers would be a benefit.

Is it worth the cost of developing a database specifically for Newstead or easier and cheaper to use an already established one?

Given the complexity of the database required, an already established one would provide features built in and software development teams to modify the database to suit users' needs.

How do potential volunteers communicate and search for volunteer opportunities?

The town communication mapping and volunteer survey results both indicate that residents of Newstead communicate by word of mouth and are far less likely to browse a volunteer database for volunteer tasks.

The reality is that a volunteer database is just a tool, and it is important to have policies and procedures to manage and interact with the volunteer information that is put into the database. Our interactions with groups suggested that these frameworks do not exist, and it is important to first develop policies and procedures. Groups need to consider the privacy of their volunteers and how and where volunteer information will be stored, who has access to it, etc. Data collection by the volunteer survey and the communication pathway mapping revealed that most people in Newstead communicate and gather information either by word of mouth or the Newstead Echo. Personal experience revealed that we needed to follow up all calls to action or requests with a phone call, this included communication with groups.

Overall, a technology-based database requires money and management and could end up being more complicated and creating more problems than it solves.

A volunteer network would provide the opportunity for interested organisations to get together and share knowledge and resources about supporting volunteers. The network would focus on solving the community's needs in a way that is aligned with the way the community functions which appears to be a personable approach with information communicated via word of mouth. The network could develop a centralised place where interested people could find out about volunteering opportunities. It would also encourage and facilitate volunteer management training.

Volunteer Opportunities

There are several unfilled volunteer opportunities in Newstead that range from skilled positions to unskilled positions but having these gaps filled would be great for the relevant groups and organisations. As commented on earlier, some of these positions are common to more than one group and suggest the need for 'town' volunteers that are not linked to a particular group but instead are able to help wherever an opportunity arises.

Other groups and organisations simply need additional members. Knowing how Newstead communicates may well help these groups and organisations to recruit members and adding information about friendship and giving back to the community may assist further.

Vibrant Newstead explored the costs and benefits of a database and a volunteer network for the Newstead community. We drew upon the results of the survey and our own experience which suggests that an informal, face to face, community minded approach is what works best.

Communication

Deliverable:

A variety of town communication mechanisms have been identified with particular reference to groups that are often hard to reach, namely young people, busy families and isolated older people.

Findings/Results:

The following are Newstead's communication mechanisms:

WORD OF MOUTH

Word of mouth is a powerful method for communicating in Newstead, according to a survey conducted for this project. Word of mouth works via key influencers, events, gatherings, neighbours, friends and family. Creating more opportunities and occasions for people to gather and chat supports this.

As one co-ordinator put it:

"The best response we get is by making personal contact with people, reaching out with a phone call or chatting to some-one somewhere. We have lists of people we can call. It's labour-intensive but most effective."

VN found that most calls to action such as enlisting people in training courses and projects, inviting them to community events and even calling for grant applications, required follow-up phone calls or in-person conversations. At least 20% (4 of 19) groups, clubs, organisations and projects that responded to a VN survey listed 'word of mouth' as a key method for communicating with members and the public.

The advantages are that it's easy and fun and works fast. The disadvantages are that the message can change, it's time consuming and it assumes that you know who to talk to.

THE NEWSTEAD ECHO

The Newstead Echo is the town's newsletter. The size of the publication is usually 16 A4 pages. The deadline is mid-month, the month before publication. Submit items to contrib@newsteadecho.org

The print version is generally distributed from the first day of each month to local shops and community spaces. These include Newstead General Store, Newstead supermarket, Newstead Rural Transaction Centre, Newstead Butcher, Crown Hotel, Maldon Day Centre (Maldon Hospital), Guildford pub. 19 organisations who responded to Vibrant Newstead questions nominated 'the Echo' as one of the main ways they find out about events and opportunities in Newstead.

The advantages are that it has a wide local readership, is popular with older people and is the most popular platform for Newstead groups, clubs and organisations. The disadvantage is that the deadline is a fortnight-plus ahead of publication.

NOTICEBOARDS

Posters on local noticeboards are a popular way of publicising events and services. Where noticeboards are locked, or are in commercial or community venues, it is polite to request permission to post your poster beforehand. Pins and Blu Tack are handy for posting your notice. A list of Newstead notice boards, their addresses and display requirements is in the Resources section of this report.

The advantage of noticeboards is that they are easy to use. The disadvantages are that the boards are often crowded with notices, and it is not clear who reads the material.

EMAILS

Emailing is a popular way of getting information to individuals and groups and organisations. VN updated email contacts for 39 clubs and organisations active in Newstead (in June 2024). This list is contained in the Resources section of this report. Many organisations build their own lists of members and supporters which they may or may not be willing to share.

The advantage of email is that it can target specific people and is relatively quick to use. The disadvantages are that email addresses require constant updating, sometimes specific software is required for long address lists, there are quite a number of people in Newstead who have low digital literacy skills, and there are likely to be privacy issues.

COMMUNITY WEBSITES

Many Newstead groups have their own websites or pages on websites of organisations they belong to. Key Newstead community websites are listed below. The advantage of community websites is that they provide updates and information for interested individuals. The disadvantages are that they need to be maintained for currency, require formal approval of website managers to promote contributed content and are not accessible to the low digital literacy sector.

NEWSTEAD3462.COM

This is a new website under development. It will promote Newstead's businesses, trades, services and local events and provide links to local community organisations. Locals can promote their Newstead service or event on it. To list your trade, business, service or event, contact art@twolittlefish.com.au

NEWSTEAD RURAL TRANSACTION CENTRE (RTC)

The RTC's website is www.newstead3462rtc.org. It promotes services and facilities available at the centre including laundromat, printing, community bus, opportunity shop, hire of disability aids, hire of baby equipment, hire of a meeting room, library, tea and coffee, as well as local crafts for sale plus other facilities. The contact is info@newsteadrtc.org

NEWSTEAD 2050 INC.

Newstead 2050's website is being upgraded as part of this project and the address is not yet available. It is likely to be Newstead2050.org. The website was established in 2009 and is a site for finding out about projects around town. Most of the material resulting from this project will be available on the Newstead 2050 site.

NEWSTEAD ARTS HUB

The address for the Arts Hub website is <https://newsteadartshub.org/>. The Newstead Arts Hub runs a program of workshops and exhibitions as well as a writers' group. The site posts updates about the local arts community. Meeting rooms or workspaces can be hired. The contact email is info@newsteadartshub.org

RED SHED ARTS WORKSHOP

The address for the Red Shed Arts Workshop is redshed.art. The Red Shed Arts Workshop posts a program of workshops, lectures, residencies etc in the arts. The contact email is info@redshed.art

LETTERBOX DROPS

Postcards, fliers and trifold brochures work effectively as a way of communicating with local households and businesses. The Newstead Post Office's letterbox drop area covers Newstead, Welshman's Reef, Muckleford South and Green Gully.

The Newstead Post Office can deliver letters for \$1.50 each, addressed to holders of Post Office box addresses in Newstead (190). Items can be sent as junk mail for 50c each to the 190 holders of Post Office boxes in Newstead and 650 mailboxes throughout the Newstead area, but not all of these accept junk mail. It is best to combine letter box drops with other methods for greater saturation.

On occasion, Newstead event organisers, and people wanting to survey Newstead, have paid individuals to deliver to each street-side mailbox. Alternative arrangements need to be made to ensure roadside mailboxes beyond the town vicinity and in outlying areas are included.

The advantage of letter box drops is that it targets household by household. The disadvantages are it is expensive and no-junk-mail letterboxes are excluded

STREET STALLS

Setting up a street stall (usually a table with a sign and whatever is being promoted or sold) can be an effective way to sell raffle tickets to raise funds and/or to garner input on projects or community initiatives. The CFA, CWA, Newstead 2021 Inc, the Community Garden and Renewable Newstead have done this. Favourite locations are outside the Newstead General Store, outside the supermarket or outside Dig Cafe. Seeking permission from the locale's business operators is essential and permits may be required for selling raffle tickets etc.

The advantage of a street stall is that it offers an opportunity for face-to-face discussion. The disadvantages are that passersby may feel imposed upon and sometimes it is difficult to find sufficient volunteers to staff the stall.

SOCIAL MEDIA

There are two Facebook groups focusing on Newstead. The first is the Newstead Community Forum (private group) with approx. 1,300 members. The administrators are Robyn & Hilton Hazeltine and Nerolee Barker. The second is the Newstead Community Noticeboard in Victoria, Australia with approx. 1,700 followers. The administrator is Ros Hart.

Both of the above are popular sites for posting community conversations about local news and updates, ranging from the lunch menu at the Newstead General Store to warnings about power and NBN outages, trees down, accidents, roads to avoid during flood etc. They are also popular for posting items to buy and sell.

There is evidence businesses, events and community groups feel they are missing out because they do not know how to exploit digital media to promote their businesses and events effectively. Two of eight participants in a social media skills training course, funded by Vibrant Newstead, rated their social media skills as poor, while the remaining participants said their skills were fair. All were aged 50 and over. This lack of practised skill threatens to marginalise groups and businesses.

The advantage of these Facebook groups is they have large followings by all age groups and the disadvantages are that they marginalise the digitally illiterate or digitally disengaged. A particularly telling comment is as follows:

"Firstly, I never use my credit card online and do not have a smart phone or intend using my small savings to buy one as I do not have anyone who can show me how to use one. So many people said the same (that they would help me) about my desktop computer but the help never eventuated. I will have to continue to be a 'dinosaur' when it comes to technology, and I am saddened to hear of so many older people who are feeling lonely or isolated because of faceless technology use and so much less face-to-face (interaction). I feel that technology can be of use but only if you can afford to use it and know it can work for you."

NEWSTEAD PRIMARY SCHOOL E-NEWSLETTER

This newsletter is published fortnightly online (and by request in hard copy) and distributed via email and the school's WhatsApp group. Stories/submissions by local community groups are included if space allows. Email to newstead.ps@education.vic.gov.au

The advantage of this newsletter is that it targets a younger family audience. The disadvantage is that it is not distributed outside the primary school community.

KEY CLUBS, GROUPS AND ORGANISATIONS

An important channel for communicating to different demographics and interest groups is by targeting the communication outlets of larger and/or more active clubs, groups, organisations and projects. Clubs, organisations and projects can be contacted to request they distribute your news and or events. A directory of Newstead groups and organisations is in the Resources section of this report.

The advantage of targeting these groups is people can be contacted by interest. The disadvantages are that it is time consuming to visit meetings or, in some cases, to negotiate access to members.

PRIVATE GROUPS

In addition to the more public clubs and organisations in Newstead, private activity groups such as yoga classes, book groups, card-playing groups, informal friendship groups and groups that meet over shared interests such as Indigenous reconciliation are not listed. Nor are the phone tree networks that exist. These are collectives of neighbours, many of which are unknown to VN or people outside those neighbourhoods, who have a system of contacting each other in the event of fire and other emergencies. The Green Gully Phone Tree is an example. If such groups were prepared to be more publicly identified, then this could be an additional, valuable town resource.

BUSINESSES

VN's work focused on community groups and organisations however it is worth noting that local businesses and service providers are message senders and receivers with a strong incentive to promote and communicate locally. Prior to this project there was no single online platform for these and home-based businesses to market themselves. The soon to be active Newstead 3462 website that was funded through VN may address this gap.

COMMUNICATION MEDIA USAGE

The Volunteer Survey that was part of this project asked people how they communicated. The results can be found in the section of this report called Volunteer Survey, however, for ease of reading the relevant tables are duplicated below.

TABLE 11.
Communication Methods of Volunteers
(multiple methods could be given)

Method	Mentions	%
Not stated	0	0
Noticeboards	43	16
Social media	62	23
The Echo	79	30
Word of mouth	80	30
Total	264	100
No. of respondents who are volunteers		101
Average		2.6

TABLE 12.
Communication Methods of Non-Volunteers
(multiple methods could be given)

Method	Mentions	%
Not stated	2	6
Noticeboards	5	14
Social media	7	20
Word of mouth	8	23
The Echo	13	37
Total	35	100
No. of respondents who are not volunteers		22
Average		1.6

These tables suggest that word of mouth, The Echo and social media all have a substantial role to play in town communication. Noticeboards, too, are quite well used.

Governance

Deliverable:

At least one person has enrolled in a course covering an aspect of community governance.

Outcome:

A scholarship worth (\$500) just over 50% of the course value (\$950) was awarded to undertake training in not-for-profit community governance.

Scholarship recipient: Annelies Chaplin

Role: Secretary Newstead 2050 Inc. and Co-ordinator of the Newstead Community Garden

Course name: Certified Community Director

Training organisation: Institute of Community Directors Australia (ICDA)

Course evaluation: See section Appendix 5 of this report

Awareness and promotion of this and other courses related to governance may increase the number of people in Newstead prepared to take on governance roles, or assist those already in these roles, particularly in the town's incorporated associations.

Conclusions

The project arrived at a series of conclusions in the context of a community that has a significant group of people in the 50-70 age group. Many people in this age group move to the area as retirees or semi-retirees. In contrast, many people in the 20 to 30 age group leave Newstead.

If there is a phrase that sums up the conclusions from this project, it is 'Keep it Local – Keep it in Person'.

COMMUNICATION

There are pockets of low digital literacy in Newstead that are likely to marginalise people when email, websites and social media are the only means of communication within the town.

People in Newstead prefer to communicate by word of mouth either in person and/or by phone.

Other than word of mouth, the Echo is a popular way to communicate in Newstead, as are noticeboards and social media sites such as Facebook. Social media sites need to be well established to work in Newstead but, even so, quite a proportion of the 50-70 age group are missed.

It is rare that an adequate town wide response can be generated using only one communication method such as email, social media, noticeboards or the Echo. Mostly, follow up phone calls are needed.

To communicate via word of mouth, local knowledge and/or directories are needed.

There is a lack of awareness, between Newstead groups and organisations, of initiatives. This may result in duplication of effort and missed opportunities for collaboration.

GRANT SEEKING

Many groups need support when applying for grants or even understanding that grants might be available to help with their plans

Distributing small, local grants helps Newstead groups, clubs and organisations to achieve their goals but also develop skills in applying for funds.

There are pockets of skilled grant writers in town, but they tend to support their own group or organisation.

Success in applying for, and receiving, grants tends to be achieved when individuals work together, and key leaders have appropriate skills and experience.

Face to face training, delivered locally, is a popular way to help Newstead groups develop plans and apply for grants, as is one to one support from a local grant writer.

VOLUNTEER RECRUITMENT AND RETENTION

Recruiting volunteers via an online database is at odds with the community's preferred methods of communication. Additionally, an online database needs to be set up and maintained and it is inconsistent with pockets of low digital literacy within the town.

There is a strong culture of volunteering in Newstead across all age groups. The 50-70 group do a lot of volunteering as do retirees and part time employees and it is likely that these people are the same cohort.

Newcomers to town become volunteers which means that these people need to be regularly contacted by groups, clubs or organisations seeking new people.

Altruism (giving back to the community and helping others) is a powerful reason for Newstead people to volunteer, as is creating connections (making friends and meeting new people). These points are worth emphasising when recruiting and retaining volunteers.

Volunteering opportunities in Newstead sometimes specifically relate to the purpose of the group, club or organisation but there are other opportunities that are relevant across a number of groups, clubs or organisations. We refer to this as 'town volunteering'.

Quite a few organisations in Newstead don't have a reliable way of contacting their volunteers or members. This may adversely affect retention.

Conservatively, the annual value of Newstead's volunteer contribution is in the order of \$0.25M.

GOVERNANCE

There is generational change of leadership in Newstead, both current and historic, and the community needs to be alert to opportunities to foster such transitions. It appears that training scholarships and mentoring may be successful in facilitating this transition.

The governance requirements of incorporated associations are often seen as onerous amongst groups in Newstead. This is especially true when new people are needed to fill statutory roles. There may be room for groups to merge to reduce this burden.

Recommendations

The results of the Vibrant Newstead project have led to the following recommendations, that would enable the impact of the project to be strengthened and extended. These recommendations are:

1. Seek funding for a salaried, local community development worker (possibly about two days a week), not linked to any particular group or organisation, who could facilitate community wide general projects (for example a shared storage facility) and other initiatives that are useful to the whole town and/or across multiple groups and organisations.
2. Establish a community wide volunteer network that:
 - Maintains a list of volunteer opportunities.
 - Is a 'go to' place for people who want to volunteer.
 - Provides a place where groups and organisations could find out about best practice in recruiting, managing and retaining volunteers.
 - Creates and maintains a list of people in town who could help any local group or organisation with tasks ranging from, for example, writing grant applications, to doing letter box drops, to co-ordinating events, to dusting.
 - Organises an annual or every-two-years event, similar to previous events, where Newstead groups and organisations showcase what they do and community members can learn about what is on offer and join if they wish.
 - Maintains the list of community organisations.
 - Schedules a few meetings a year where organisations can share their plans.
3. Establish and run an annual scholarship program for training of community volunteers in not-for-profit governance.
4. Organise, as necessary, local training for community groups in strategic planning, grant writing and project development.
5. Where appropriate, facilitate voluntary mergers of local, incorporated groups to streamline administration and operational costs (e.g. insurance).
6. Co-ordinate community directory updates and share with website administrators.
7. Set up mechanisms to share this report, and its recommendations, particularly in a way that involves communicating face to face, for example at meetings of groups and organisations, as well as at an all-community meeting. Support these actions with accessible written forms of the report.

Resources

ONLINE VOLUNTEER RESOURCES

For groups seeking ways to develop their organisation's capacity to recruit, manage and retain volunteers, here are some resources.

The National Knowledge Base volunteering.freshdesk.com offers a wealth of knowledge about the ways to manage volunteers. If at all possible, having a volunteer manager within your organisation is a big step in the right direction. This person can then support the development of the volunteer "life cycle".

Volunteering Victoria volunteeringvictoria.org.au offers a mentoring program which links experienced volunteer managers with people wanting to learn how to manage volunteers. It also offers free professional development courses related to volunteer management, recruitment, and other matters. It also has a range of resources, templates, training and information.

DIFFERENT TYPES OF VOLUNTEERING

Formal

Time willingly given for the common good and without financial gain, taking place within organisations and groups (including institutions and agencies) in a structured way.

Informal

Time willingly given for the common good and without financial gain, taking place outside the context of a formal organisation or group. This includes assisting people in the community, excluding one's own family members. For example, looking after children, property, or pets; providing home or personal assistance; or giving someone professional advice.

Town volunteering

Vibrant Newstead has also considered the idea of "town volunteers" as people who are doing something or willing to do something across many or all groups in the town. These people might have skills that are transferrable across organisations or be unable to commit to anything regular.

Emergency volunteers

Volunteers who are called upon in disasters. Some are frontline workers with specialised training; such as the CFA, SES, police, ambulance, or people who work behind the scenes coordinating disaster responses. There are also community members such as those who sandbagged during the 2022 flood in Newstead.

CURRENT IDEAS IN VOLUNTEERING

Volunteering Victoria's recently developed National Strategy for Volunteering (2023-2033) which includes the current evidence and information on volunteer management nationally. Its main focus areas are: Individual Potential and the Volunteer Experience – make volunteering safe, inclusive, accessible, meaningful, and not exploitative.

Community and Social Impact – articulate and celebrate the diversity and impact of volunteering.

Conditions for Volunteering to Thrive – ensure the right conditions are in place for volunteering to be effective and sustainable.

VOLUNTEER OPPORTUNITIES IN NEWSTEAD

2024 NEWSTEAD VOLUNTEER OPPORTUNITIES BY GROUP OR ORGANISATION			
Organisation	Volunteers/ Members Needed	Activities	Frequency
Newstead 2050	Yes	Governance support Project support Executive officer support	Monthly Ad hoc
Newstead Arts Hub	Yes	Activity Co-ordinators (called 'wranglers' by the Arts Hub) Gardeners Waterers	Daily, weekly Ad hoc
Newstead Cemetery	No		
Newstead Community Centre Committee	No		
Newstead Community Garden	Yes	Members Equipment maintenance Chook carers Event co-ordination	Daily, weekly Ad hoc
Newstead Cricket Club	Yes	Not specified	
Newstead Croquet Club	No		
Newstead CWA	Yes	Members	
Newstead Echo	Yes	Editing Proof reading Distribution Desktop publishing back up	Monthly
Newstead Historical Society	Yes	Members Small tasks such as dusting, putting things away, sorting	Ad hoc
Newstead Football/Netball Club	Yes	Not specified	
Newstead Landcare	Yes	Members	Monthly
Newstead Live	Yes	Annual event that needs lots of people for lots of different event management activities	Ad hoc
Newstead Men's Shed	Yes	Members	
Newstead Primary School	Yes	Reader Maths helpers Garden Plus, plus	Weekly
Newstead Racecourse Recreation Reserve Committee of Management	Yes	Maintenance Mowing Committee work	Ad hoc
Newstead Recreation Reserve Committee of Management	Yes	Not stated	Weekly during the season

2024 NEWSTEAD VOLUNTEER OPPORTUNITIES BY GROUP OR ORGANISATION			
Organisation	Volunteers/ Members Needed	Activities	Frequency
Newstead Rural Transaction Centre	Yes	Front desk reception Library cataloguing Cleaning Drivers Sorting for Opp Shop Plus, plus	Weekly
Newstead Swimming Pool	Yes	Committee work Life savers	Daily during the season
Newstead Tennis Club	Yes	Coach	Not stated
Newstead Walks & Wheels	Yes	Event -leaders Testing draft cycle loops	Ad hoc
Newstead Young Writers Festival	Yes	Needs evolving Fund raising Help on the day	Ad hoc
Red Shed Art	Yes	Run workshops Business planning Grant writing	Ad hoc
Renewable Newstead	Possibly	Event management Support helping people understand electricity retailing	Ad hoc



ADDITIONAL VOLUNTEER SURVEY RESULTS

TABLE 13.
Respondents by Gender

Gender	Count
Non-binary	1
Not	4
Man	41
Woman	77
Total	123

TABLE 14.
Respondents by Age

Age Group	Count
Not stated	1
<18	1
19-30	3
31-50	24
51-70	24
51-69	25
70+	45
Total	123

TABLE 15.
Respondents by Employment Status

Employment Status	Count
Unemployed	1
Not Stated	2
Employed full	10
Unpaid work (carer, parent, other unpaid work)	11
Other	13
Employed part	30
Retired	56
Total	123

TABLE 16.
Respondents with Children at Home

Children at Home	Count
Yes	1
Not	1
Yes, both over and under 18 years	6
Yes, over 18 years	9
Yes, under 18 years	15
No	91
Total	123

TABLE 17.
Respondents by Years in Newstead

Years in Newstead	Count
>20	44
15 to 19	7
10 to 14	20
5 to 9	22
<5	28
Not	2
Total	123

GRANT PROVIDERS

GRANT PROVIDERS 2024		
Web Address	Frequency of Allocations	Comments
Aggregated grant websites		
www.fundingcentre.com.au www.smartygrants.com.au www.grantguru.com.au www.thegrantshub.com.au	Register to receive updates.	These sites do not provide grants, they list available grants. N2O50 has access to the Funding Centre site.
Federal Government		
www.grants.gov.au www.lisachesters.org/community-hub/sign-up-for-grant-information/	Year- round. Specific grant programs have deadlines based on budget cycles and policy priorities.	Australian Government's Grants Information System is called Grant Connect. It lists current and forecast opportunities. It is possible to sing up via the local member.
Victorian Government		
www.vic.gov.au/grants-and-programs	As above	Insert 'currently available grants' in the search line to see what's open.
Mt Alexander Shire Council (MASC)		
www.mountalexander.vic.gov.au/CommunityGrants (for community projects) www.mountalexander.vic.gov.au/Community-and-Wellbeing/Grants-funding-and-awards/Event-grants (for events) www.mountalexander.vic.gov.au/Business-and-Growth/Business-grants (for business)	Community Grants open in January and July each year Event Grants open August 12, 2024, for 2025 events Quick Response Event Grants opened July 1, 2024 and close when funds are exhausted. Business Grants called Environmental Upgrade Finance (loans) are available year-round.	MASC offers an online service for finding grants through Grant Guru. Local organisations can register to use this service at grantguru.com/au/mountalexander Once registered, search for grants at grantguru.com/au/mgs
Newstead Rural Transaction Centre (RTC)		
Newstead3462rtc.org/grants	March and September each year	Eligibility is limited to: <ul style="list-style-type: none"> • Not for profit • Has Bendigo Bank account • Groups services Newstead • Two years since last grant • Not available to political, gambling or racially based groups

GRANT PROVIDERS 2024		
Web Address	Frequency of Allocations	Comments
Newstead Energy Project Community Fund (Renewable Newstead & Flow Power)		
Email info@renewablenewstead.com.au for information	Commencing August 2024	Supports programs in at least one of the following areas: <ul style="list-style-type: none"> • Increase access to and/or use of renewable energy • Energy literacy and education • Conserves and rehabilitates the environment • Improves the wellbeing of the local community
Maldon & District Community Bank		
www.maldoncb.com.au Email queries to bigproject@mdcb.com.au	Quarterly. Next deadlines are August 26, 2024 and November 25, 2024. Currently the bank is also calling for EOIs for a BIG project for a BIG idea (\$1M over 5 years). Express interest by September 30, 2024.	Sponsorship community partnerships applications are via a formal application available here. The Big Idea for a Big project requires groups submitting EOIs to complete a detailed EOI application form available here.

GRANT WRITING TEMPLATES

Two grant writing templates included in this report, are useful to complete before starting any grant applications. These documents have two purposes. The first is it makes it quicker and less onerous to complete a grant application when an opportunity arises, and the second is to enable groups and organisation to check grant eligibility.

The two templates are:

- A 'cheat sheet' containing basic information about the organisation.
- A budget proforma so you know how much money you need for your project, how much you can contribute in cash and what the value of volunteers' time is likely to be. To work out the answers to these questions, it is important to have clear idea about the project.

These templates are shown below.

BASIC INFORMATION FOR GRANT WRITING	
Heading	Details
Our project name	
Auspicing	
Project postal address	
Auspicer's	
Registered for GST	Yes/No
Incorporated Association number	
Model rules	Yes/No
Insurance policy and provider	
Website	
Auspicer's	Choose Not applicable or include the
Project's email	
Facebook	Choose Not Applicable or write the [Twitter] X handle
X [Twitter] handle	Choose Not Applicable or write the Insta Display Name
Instagram display name	
Main project contact	
Telephone number	Victoria
State/Territory of Incorporation	
Reporting period	
President	Name, phone and email address
Public Officer	Name, phone and email address
Auspicer	
Auspicer	
Contact name and details for this grant application	
Number of employed staff	
Current number of members	
Number of disabled members/older members/younger members	

BASIC INFORMATION FOR GRANT WRITING	
Heading	Details
Current number on committee	
Current number of volunteers	
Purpose of Organisation/Our mission	
Year established and background/history	
Local community data	
Current population and demographics	
Forecast population 10 yrs, 20yrs	
Annual income (total income in your financial year)	
Annual expenditure (total expenses in your financial year)	Name financial (P & L, Balance) documents here and provide online links to the documents or upload with the grant application as required
Current assets (from your audited financials or bank balance minus any debts)	
Financial documents	Name the organisation here and the name and email of the person
	Name financial (P & L, Balance) documents here and provide online links to the docs or upload with
Partnering organisation letter of support	
Other documents:	
DGR 1 Approved	Add date of registration
DGR 2 Approved	Contact Secretary
DGR 4 Approved	Add date of endorsement
TCC Approved	
Australian Charities & NFP Commission (ACNC) Registration	
Certificate of Insurance	
Endorsed for Charity Tax Concessions	

GRANT APPLICATION BUDGET PLANNER			
Income			
	Pending	Committed/ Received	TOTAL
Grant amount requested			
Cash contribution from your organisation			
Cash grant from other sources			
Value of in-kind			
Value of in-kind support from other organisations/groups			
Value of volunteer			
TOTAL A			
Expenditure			
Purchase of goods and services (list items)			
Human Resources costs (contractors etc)			
Value of in-kind support from your group (excl. volunteers)			
Value of in-kind support from other organisations/groups			
Value of volunteer			
TOTAL B [A must equal B]			

DIRECTORY OF COMMUNITY GROUPS

2024 NEWSTEAD COMMUNITY DIRECTORY			
Organisation name	Contact	Email	Phone
Newstead Arts Hub *	Catherine Hensler	info@newsteadartshub.org	0412 548 915
Red Shed Arts*	Bob Clutterbuck	info@redshed.art	0427 662 685
Newstead Community Garden*	Annelies Chaplin	newsteadgarden@gmail.com annelieschaplin@hotmail.com	0417 169 477
Newstead Cricket Club*	Lachie Park	newsteadcricketclub@gmail.com	0447 520 818
Newstead Recreation Reserve Committee of Management*	Ian Garsed	iangarsed82@hotmail.com	0408 143 454
Newstead Football/Netball Club *	Mark Leckey	newsteadfootballnetballclub@gmail.com	0427 779 786
Newstead Tennis Club*	Angus Bunting	angusbunting@hotmail.com	0434 438 616
Newstead Men's Shed*	Graeme Lees	newsteadmensshed@gmail.com	0418 723 196
Newstead & District Fire Brigade*	Doug Richardson	newsteadcfa@gmail.com	0427 762 353
Newstead Community Centre Committee*	Allie Dawe	Newsteadcommunitycentre@gmail.com	0427 274 668
Newstead Walks & Wheels*	Jen Dyer	Not available	0438 568 736
Newstead 2050 Inc*	Annelies Chaplin	contact@newstead2050.org	0417 169 477
Newstead Primary School*	Kathy Callendar	newstead.ps@education.vic.gov.au	03 5476 2226
Newstead Pre-school*	Tikka Ebery	Newstead@ykinders.org.au	Not available
Newstead Landcare*	Patrick Kavanagh (secretary) Asha Bannon (president)	patrickkavanagh@bigpond.com	0437 663 345
Newstead Bowls Club *	Graeme Lipback	glipback@gmail.com	0400 931 347
Newstead Echo*	Janet Trudgeon	jantru@bigpond.com	0400 666 550
Newstead & District Historical Society*	Joan Sartori	secretary.ndhs@gmail.com	03 5476 2327
Renewable Newstead*	Genevieve Barlow	info@renewablenewstead.com.au	0403 801 147
Newstead Street Trees Project	Geoff Park	geoff.park@naturaldecisions.com.au	0418 138 632
Newstead Racecourse Recreation Reserve Committee of Management*	Troy Rowland	Newsteadracecourse@gmail.com	0400 924 185
Newstead Enviroshop	Frank Forster	newstead@enviroshop.com.au	03 5472 4160
St Anne's Catholic Church	Not available	Not available	Not available
Anglican Church *	Darcy Vaughan	maldoninglewood@gmail.com	0407 245 951
Newstead Croquet Club*	Kerry Hansford	Not available	Not available
Newstead Youth Club*	Kylie Richardson	srichardson8@bigpond.com	0428 762 029

2024 NEWSTEAD COMMUNITY DIRECTORY			
Organisation name	Contact	Email	Phone
Newstead Swimming Pool*	Kylie Brew	Not available	03 5476 2200
Newstead Cemetery Trust*	Jill Bant	rbant@bigpond.net.au	03 5476 2447
Joyces Creek Cemetery Trust	Lilian Skilbeck	plaistow@bigpond.com	5476 2450
Newstead CWA*	Darryl O'Bryan	darryl.obryan@gmail.com	0419 881 273
Newstead Spinners and Weavers*	Ruth Harper	ruth.harper.vic@gmail.com	0415 361 699
Words in Winter / Poetry Slam	Sam Hudson	samhudson46@hotmail.com	0411 430340
Newstead Live*	Kelly Skinner	nedkelski@yahoo.com.au newstead.live@gmail.com	0448 234 758
Newstead Rural Transaction Centre *	Sue Culvenor	smculvenor@gmail.com	03 5476 2360
Newstead Playgroup*	Ruby McNabb	Ruby.mcnabb14@gmail.com	Not available
Newstead Scrapbooking Group *	Jennifer Lacey	jenny.lacey@bigpond.com	0402 201 250
Newstead Hub Writers Group: Shut Up and Write*	Dimity Fifer	dimityafifer@gmail.com	0475 260 051
Newstead Open Studios*	Sarah Koschak	newsteadopenstudios@gmail.com	0419 322 681
Newstead Community in Victoria, Australia	Ros Hart	RosHart@gmail.com	0438 762280
Newstead Community Forum	Robyn Hazeltine	Not available	Not available
Newstead Community Noticeboard	Jasmine McDonald	Not available	0487 250 887

NEWSTEAD NOTICEBOARDS

The public noticeboards in Newstead are listed in the following table. If is useful to take pins/Blu Tack if you are intending using these boards.

NEWSTEAD NOTICEBOARDS 2024			
Name	Address	Who approves	Other information
Community Centre	9 Lyons St	Not stated	Internal/Unlocked
Community Garden	Layard St	Not stated	External/Unlocked
Country Store	12 Lyons St	Owner	External/Locked
Crown Hotel	8 Lyons St	Owner	Internal/Unlocked
Enviroshop	49 Lyons St	Owner	Internal/Unlocked
IGA Friendly Grocer	11-13 Lyons St	Not needed	External/Unlocked
Post Office	41 Lyons St	Counter staff	Internal/Unlocked
Recreation Reserve	21 Panmure St	Not stated	Internal/Unlocked
Rural Transaction Centre	45 Lyons St	Counter staff	External/Unlocked

Appendices

APPENDIX 1: VISION DAY OUTCOMES

VISION DAY OUTCOMES		
Club/organisation	Goals	What's required
Newstead Cricket Club Contact is Lachie Park newsteadcricketclub@gmail.com	New turf wicket. Boundary fence for oval. More grounds and facilities improvements.	Volunteers to ask how they can help. People to take part in wood cutting and collection to sell as a fundraiser.
Newstead Echo Contact is Janet Trudgeon jantru@bigpond.com	More people to help produce the monthly community newspaper.	Volunteers with good English and editing skills.
Newstead Arts Hub Contact is Chris Johnston canj@bigpond.com	Entrance sculpture, crafted art fence, lighting, seating, watering system, convert railway carriage for artists-in-residence space, a creative program director, a path connecting the hub with The Red Shed.	Volunteers generally. Volunteers with fundraising and grant writing skills.
Newstead Walks & Wheels Contact is Jen Dyer jendyer210@gmail.com	Monthly community bike rides and walks. Signed walking trails and more.	Volunteers to plan, coordinate, promote and lead rides and walks. People who would like to have accessible well sign-posted walking trails around Newstead.
Newstead Community Garden Contact is Annelies Chaplin newsteadgarden@gmail.com	Dynamic food producing community growing, planting and maintaining the garden and having fun together.	Volunteers – people with vegie and fruit-growing know-how. People willing to mow, set up market stalls, help care for particular crops such as strawberries or potatoes or blueberries.
Newstead Rural Transaction Centre Contact is Sue Culvenor info@newsteadrtc.org	Viable community bus service. Leasing of former Bendigo Bank agency space. Exercise equipment for community use.	Volunteer bus drivers. Businesses seeking small community-facing outlet. People to play in the RTC playground.
Newstead and District Historical Society	Flourishing society.	New members. Volunteers to do small tasks.
Castlemaine-Maryborough Rail Trail Contacts are Greg James & Steve Foskey hello@cmrailtrail.org.au	Flourishing communities along a planned rail trail including two walking/cycling paths from the Arts Hub (former railway station) to the town centre. Enhanced walking/cycling safety across the Loddon River.	Volunteers. Lobbyists. Advocates. Grant writers.

VISION DAY OUTCOMES		
Club/organisation	Goals	What's required
Newstead Urban Forest Strategy	More street trees in town to improve visual appeal, summer cooling, biodiversity, shade corridors for summer walking, heritage.	Volunteers with an interest in trees and shrubs. People with skills in writing, promoting and social media.
Newstead Shared Electric Vehicles Contact Newstead 21 info@newstead21.org	Electric vehicles that are available to hire or share.	People keen to cut down their own car costs and emissions.
Electric Vehicles & Charging Station Contact Newstead 21 info@newstead21.org	New EV charger in town. Shared electric vehicles. Volunteer drivers earning credits. Credit exchange for EV use.	People interested in exploring how to set up a workable shared electric vehicle arrangement in Newstead. Volunteer drivers.



APPENDIX 2: PROJECT PLAN

This is the project plan devised at January 2024 just before the contractors were invited to modify the task list and add start and end dates. For ease of inclusion in this report the timelines have been omitted. No modifications were made to the task list by the contractors.

TASK Vibrant Newstead Project

Preliminary activities

- Induction process — meeting key people — acknowledge reading and understanding key documents (sent x).
- Review and recommendations for modification of this document.
- Reporting and updating arrangements to Community Reference Group (CRG).
- Day-to-day reporting arrangements defined.
- Update the contact list of clubs and organisations.
- Contact Chris Johnson (Arts Hub) for previous application for volunteer grant money.
- Draft question format for discussions with clubs/ organisations. Discussions to cover both volunteer and grant needs.
- Contact clubs/organisations for discussion about volunteer and grant needs.

At least 2 projects have funding applications submitted.

- Tiny Towns (Applications closed Feb 25, 2024) (\$100K) — Newstead Recreation Reserve and Newstead Community Garden
- FRRR Strengthening Rural Communities — Small and Vital — Newstead RedShed Arts Workshop (\$20K).

At least 6 projects are developed and ready to fund.

Projects ready to fund (already developed conceptually and >two volunteers available).

- Electric Vehicle Project (has at least three components to it).

Project ideas that might be suitable for funding (need concept developed & >2 volunteers available).

- Use project ideas from Vision Day to find out who is interested in working on these projects.

Projects ideas that are yet to be identified.

- Find out what other project ideas exist in the community.
- Contact RedShed Arts Workshop to find out their grant ideas.

Develop grant template.

- For every project idea, describe concept, identify funding access point/s, list what group needs to do to be ready to access grant.

Final report

- List best ways to find grant \$ and make available to community.

At least 30 (micro) and volunteering opportunities are identified and accessible to a wide range of community members.

- Find out what sort of people volunteer for what and how they were recruited.
- Ask groups what sort of volunteers they need (prompting might be required esp. in relation to micro opportunities).
- Ask people why they do and don't volunteer (stratify appropriately).
- Use the priority projects from Vision Day to test ways of recruiting volunteers (where none exist).

Systems and processes to capture volunteer information.

- Identify.
- Develop.
- Implement.

Final Report

- Identify options to capture volunteer information and pros and cons of each.
- Recommend and implement best system for managing volunteering.

At least 15 small grants are allocated to local community groups.

- Draft small grant allocation criteria.
- Get approval for criteria.
- Identify communication pathways to advertise grants.
- Find out if there are local organisations capable and willing to manage grant allocation.
- Confirm \$ of funding available.
- Advertise grants (possibly first come first served basis).
- Find out how applicants heard about grants.
- Ask around town if people heard about grants.

Final report

- Summary of outcomes.

At least 1 person has enrolled in a course covering some aspect of community governance.

One person has already been allocated funds.

Contact Annelies Chaplin to confirm when she starts her course.

Additional people

Find out if there are more people interested in doing a governance course.

Discuss with management committee more people doing course.

If yes to both of the above, then organise enrolment.

A variety of town communication mechanisms have been identified with particular reference to groups that are often hard to reach, namely, young people, busy families and isolated older people.

Identify potential town communication mechanisms.

Test the reach of communication mechanisms through 'calls to action' during the project.

Following testing, provide descriptions on how to access these mechanisms & who is reached.

Make this information available to others.

Final report

Summary of outcomes.



APPENDIX 3 - VOLUNTEER SURVEY QUESTIONNAIRE



Please return your completed survey by the 14th of April to collection boxes located at the IGA, the RTC, or the Post Office in Newstead.

Help the local Vibrant Newstead community development project by completing this survey on volunteering and you could...

★ **Win 1 of 2 \$100 IGA vouchers**

or

★ **1 of 2 \$50 vouchers at a Newstead business of your choice.**

Thank you for taking the time to complete this survey. Your responses will help the Vibrant Newstead team provide information to local community groups and organisations about volunteerism and helping in the Newstead community.

The survey closes on the 14th of April and the winner will be drawn on the 16th of April. The information provided will be stored securely and remain confidential. Winners will be notified by phone so remember your name and phone number on the form, if you want to enter the draw.

Additional hard copies of this survey are located at the collection boxes listed above or you can access an online version using the QR code. Also, email us at

vibrantnewstead@gmail.com to request more copies, or with any questions or concerns.



Please only complete one survey per person.

Volunteering can mean lots of things, from being on a community group board to helping your neighbour mow their lawns. It is any sort of action that is unpaid and in service to community members or groups. Some examples and opportunities for volunteering are included in this pack. *There are no right or wrong answers to this survey.*

Name and contact phone number or email. Leave blank if you don't wish to enter the draw.

.....
Age group (Please circle)

Under 18 19-30 31-50 51-69 70+

Gender (Please circle)

Man Woman Non-binary Transgender

Prefer not to say

A gender not listed here (please specify)

.....
Employment status

☐ Employed (please circle)

Full time Part time

☐ Unpaid work (caring, parenting, other unpaid work)

☐ Unemployed

☐ Retired

☐ Other (please specify)

.....
Do you have children living at home?

☐ Yes (please circle)

Children under 18 years

Children over 18 years

☐ No

How long have you lived in the Newstead community?

.....
Do you currently volunteer at any clubs or organisations?

☐ Yes ☐ No

If you volunteer, is the club or community organisation in or around Newstead? If yes, please write the group name(s) next to your answer.

☐ Yes

☐ No

Approximately how often do you volunteer?

- ☐ Daily
- ☐ Weekly
- ☐ Monthly
- ☐ A few times a year
- ☐ Ad hoc – when something comes up

Approximately how many hours do you volunteer per year?

- ☐ 1 to 19
- ☐ 20 to 49
- ☐ 50 to 99
- ☐ More than 100

If you volunteer, what motivates you to volunteer? (Tick all that apply)

- ☐ I want to learn new skills.
- ☐ I want to use my existing skills to help others.
- ☐ To explore my strengths and interests.
- ☐ I want to keep my existing skills current.
- ☐ To increase my self-esteem.
- ☐ I want to gain new perspectives.
- ☐ I want to meet people.
- ☐ I want to give back to the community.
- ☐ To make new friends.
- ☐ To explore career options.
- ☐ It's something I've always done.
- ☐ I want to be part of a team.
- ☐ My friends volunteer so I do too.
- ☐ Because it makes me feel good.
- ☐ Volunteering looks good on my resume.
- ☐ Other (please specify)

.....

If you don't volunteer, what stops you? (Tick all that apply)

- ☐ I haven't got time due to work commitments.
- ☐ I haven't got time due to being a carer or caring for children (please circle which one applies)

- ☐ I'm not sure what opportunities are available.
- ☐ There doesn't seem to be anything that interests me.
- ☐ I don't have the skills.
- ☐ I hate meetings.
- ☐ There are physical barriers such as no wheelchair access.
- ☐ There's too much 'red tape' involved.
- ☐ I haven't got transport.
- ☐ I can't commit to anything regular.
- ☐ I'm not well enough.
- ☐ I have previously volunteered a lot and my circumstances have changed
- ☐ Other (please specify)

.....

Where do you get your information about things like community events and opportunities from? (Tick all that apply)

- ☐ Word of mouth – friends, neighbours
- ☐ The Newstead Echo
- ☐ Social Media (please specify)

.....

- ☐ Noticeboards
- ☐ Other (please specify)

.....

Is there anything else you would like to say?

.....
.....
.....
.....
.....

The de-identified results of this survey will be available on a variety of platforms and will help to inform local community organisations.

Thank you for your time and good luck in the draw!

APPENDIX 4: GRANT RECIPIENTS AND AMOUNTS AWARDED

VIBRANT NEWSTEAD GRANT RECIPIENTS		
Organisation	Amount	For
Newstead Tennis Club	\$500.00	Contribution towards a ball machine.
Newstead Tennis Club	\$420.00	Children's racquets and balls.
Newstead Live and Two Little Fish Design	\$1000.00	Contribution towards the creation of a website to promote Newstead businesses and events.
Newstead Live	\$500.00	Social media skills training for not-for-profit community groups.
Newstead Rural Transaction Centre	\$380.00	Purchase of baby cot, folding change table and highchair for use by locals (hire arrangement similar to disability aids already available).
Energy Eagles	\$500.00	Home energy workshop on reducing energy bills.
Newstead Community Garden	\$240.00	Heavy duty trolley.
Newstead Biochar	\$165.00	Tamper, roller and sieve.
Newstead Young Writers Festival	\$1000.00	Contribution to festival in October 2024.
Newstead Primary School	\$750.00	Hire of facilitator and printing for school/community choir.
Newstead Primary School	\$1000.00	Portable sound system for school assemblies and community use.
Newstead Light Earth & Hemp Construction Interest Group	\$363.00	Purchase of hemp hurd for test brick making.
Newstead Mid-Winter Dance	\$500.00	Contribution to mid-winter dance event.
Newstead Racecourse Committee	\$1000.00	Contribution towards painting floor of toilet block.
Newstead Recreation Reserve	\$500.00	Contribution towards purchase of cooking equipment.
Newstead RedShed Arts Workshop	\$992.00	Hanging system for large art works.
Newstead Arts Hub	\$724.50	Creation of a virtual tour of the Arts Hub.
Newstead Arts Hub	\$500.00	Scoping of external and roadside signage.
Renewable Newstead	\$589.00	High-viz tops to identify volunteers for community use at events.
Newstead Community Garden	\$950.00	New gate posts, gate fittings, rehanging of gates and fixing fence.
Match the Mutt with the Mug	\$500.00	Fun competition to nurture community connections.
Total	\$ 13,073.50	

APPENDIX 5: GOVERNANCE SKILLS COURSE EVALUATION

The following is the feedback from the governance scholarship recipient.

“The ‘Certified Community Director’ course has given me a thorough understanding of the foundations of governance, particularly my role and responsibilities as both a committee member and secretary of Newstead 2021 Inc. I have developed a firm grasp of how to interpret finance reports as well as some of the legal duties of board members, including to exercise powers for proper purposes and prevent insolvent trading. I have also gained an insight into the legal structure of incorporated associations and how an organisation’s constitution defines the ways in which it will meet its obligations under the relevant legislation.

As a result of undertaking this course, I intend to bring to the Newstead 2021 Inc. committee the suggestion that it creates a register of members’ interests to manage any future conflicts of interest. I will also share my insights into developing an effective funding strategy, as this will be a focus for Newstead 2021 Inc. in the coming months.

Overall, I believe my participation in this course has contributed to the long-term sustainability and good governance of both Newstead 2021 Inc. and the other committees on which I currently serve, including the Newstead Community Garden.

I highly recommend this course to anyone serving on the committee of a local community group who wishes to deepen their understanding of good governance.”

... my participation in this course has contributed to the long-term sustainability and good governance of both Newstead 2021 Inc. and the other committees on which I currently serve ...

APPENDIX 6: GRANT PROGRAM FEEDBACK

Here are some examples of projects funded by Vibrant Newstead.

From Small Things, Big Things Grow, - Newstead Light Earth and Hemp Construction Interest Group. [\$363].

This project funded the buying of hemp hurd to create experimental hempcrete bricks, as a first step towards exploring innovative construction methods and creating an innovative local social enterprise. The bricks were made in June and will cure for 12 months to determine their durability in open weather.

"The impact of this project is that three people with complementary skills have come together to explore a sustainable, almost forgotten, way of building that could be a way of constructing small, relocatable dwelling that people could be taught to make themselves. The project has made a difference because, curiously, this probably would not have happened without the impetus of receiving a small grant to buy hemp hurd."

Social Media Skills Training for Not-For-Profit groups in Newstead – Newstead Live [\$500].

A social media skills trainer presented two workshops over two Saturdays in Newstead. Nine attendees representing Newstead Live, Newstead Walks and Wheels, Newstead Bowls Club, Newstead 2050, Newstead Young Writers Festival and The Newstead Arts Hub learnt how to create and post compelling online content to promote their groups, clubs and organisations. This included creating and editing short videos.

"The acquisition of new skills is marked not just by performance, but by language, the ability to articulate concepts and ideas. Certainly, people became more comfortable with terms such as reels, captions, engagement and so on. All participants said they would like more training provided locally. I would like to develop a great understanding of targeting audiences, one said."

Empowering Tomorrow's Champions – Newstead Tennis Club [\$500].

The recently resurrected Newstead Tennis Club bought 20 high-quality racquets and balls to enable children, aged 5-11 years, who did not have their own equipment to take part in the Club's Hot Shots Tennis Program, which introduces children to tennis, teaches them fundamental tennis skills and encourages teamwork and sportsmanship.

"We've had significant improvements in participants' tennis skills and overall enthusiasm for the sport. We look forward to continuing this initiative and building on this year's successes."

Enhancing sound at the Newstead Primary School – Newstead Primary School [\$1000].

The Newstead Primary School, which has 73 students, relies on fundraisers to fund projects such as taking kids on camp, installing outdoor furniture and other things. The school applied for funds to replace its worn-out 10+years old portable amplification system so students could confidently address school assemblies each week.

"We use the sound system for our daily physical education lessons as well as school assemblies and we'll use it with our school choir and on grandparents' day. It's really improved the ability for all to hear and participate in our whole school sessions and parents have noted they are enjoying assembly each week as they can hear the announcements and the children who are presenting."

Virtual gallery tour – Newstead Arts Hub [\$724.50].

Exhibition standards at the Newstead Arts Hub are high, which is the result of lots of reputation building work by its volunteer committee. To further promote the exhibition space, the committee required funds to engage a specialist virtual reality tour creator to produce deliver and upload a walk-through video tour to its website.

"This will allow potential exhibitors and venue hirers to view the space online via a 360degree virtual tour, without leaving home. Hepburn Springs-based photographer, Margund Sallowsky, has been commissioned to create the tour and we are very much looking forward to sharing it and showing off our space to a larger audience, potentially attracting more exhibitors and consequently bringing more people to our gallery."

APPENDIX 7: NEWSTEAD 2050 PURPOSES

1. To support the discussion and implementation of ideas and projects that benefit the Newstead community
2. To seek and communicate relevant information about issues concerning our community
3. To support actions that improve the social, cultural, economic and environmental well-being of the Newstead community
4. To promote two-way dialogue with Local Government
5. To actively seek resources that can contribute to our goal



