



June 27, 2013

Dear Friends,

Volunteers are an integral part of the way that community based organizations support vulnerable children and families.

In addition to providing essential support and services to children and families, volunteers bring much needed energy and enthusiasm to an organization's mission or cause. But getting the benefit from volunteers does not happen automatically. It requires thoughtful planning and ongoing management. Research shows that organizations with successful volunteer programs value their volunteers, treat them as important member of their team, provide them with support and training, and recognize their contribution to the organization and the community. The most successful volunteer programs are those that create a plan and structure for managing their volunteers.

Many organizations struggle with volunteer retention. After training volunteers, they often lose them to government or other organizations that have the resources offer monetary incentives. When organizations create a program that includes volunteer recognition and motivation, they manage to keep volunteers. What is most essential is that you have a plan.

In this week's Newsflash, we provide two resources that provide guidance for identifying, recruiting, and managing volunteers. If you know of other resources that have helped your organization to strengthen its volunteer management, please share them with us. We would also love to hear about any volunteer management strategies that you have developed that have helped your organization.

Sincerely,
The Firelight Team

*(Accepting Letters of Interest) USAID Development Innovation Ventures (DIV)
(Request for Proposals) Stars in Global Health Program
(Resource) STOP AIDS NOW! Volunteer Management Fact Sheets
(Resource) Citizens Information Board of Ireland - Managing Volunteers: A Good Practice Guide*

(Accepting Letters of Interest) USAID Development Innovation Ventures (DIV)

USAID's Development Innovation Ventures is to provide funding of up to \$100,000 for new project ideas and again \$1 million to \$15 million for scaling up of innovative ideas for several years.

The United States Agency for International Development (USAID) launched the Development Innovation Ventures (DIV) for the years 2012 and 2013. DIV is accepting proposals for projects which offer innovative solutions to problems related to development. As this opportunity seeks to address different kinds of development challenges, you can submit proposals for any sector. This is a unique grant opportunity because NGOs from all across the world are invited to apply for it.

The next deadline for submission is **August 15, 2013**.

For more information on how to apply visit: <http://www.usaid.gov/div/apply/how-to>

(Request for Proposals) Stars in Global Health Program

Stars in Global Health program is now accepting applications. Grand Challenges Canada is seeking proposals for Stars in Global Health, a program looking for innovators with bold ideas with big impact to address real-world global health challenges. The deadline is July 30, 2013. Grand Challenges Canada is seeking to support bold ideas with big impact that improve global health. Projects may encompass the whole spectrum of global health, including drug discovery, vaccine development, diagnostics, health and medical education, maternal and child health, non-communicable diseases (including cancer and mental health), health-related water and sanitation, and health-related agriculture and nutrition.

Deadline to apply is **July 30, 2013**.

For more information visit: <http://www.grandchallenges.ca/grand-challenges/stars-phase-i/>

(Resource) STOP AIDS NOW! Volunteer Management Fact Sheets

STOP AIDS NOW! (<http://www.stopaidsnow.org>) developed a set of four Fact Sheets on volunteer management in the context of HIV prevention and life skills programmes, to support organisations working with volunteers. The four FACT sheets focus on:

Volunteer Recruitment – This refers to the way in which an organization attracts and invites volunteers who are willing to assist the organization to fulfill its mission and achieve its objectives.

Volunteer Induction and Training – This is the important process of introducing volunteers to the organization, so that they clearly understand the organization’s expectations and their roles.

Volunteer Support and Motivation – This is about the assistance given to volunteers, both materially and morally, which will influence volunteers’ level of motivation and the way in which they carry out the work required of them.

Volunteer Supervision – Supervision is about ensuring the effective and efficient use of time and resources and ensuring quality services to project beneficiaries, which is particularly important in cases of large numbers of volunteers within a project.

To download the fact sheets visit: <http://www.stopaidsnow.org/node/151>

(Resource) Citizens Information Board of Ireland - Managing Volunteers: A Good Practice Guide

The third edition of Managing Volunteers: a good practice guide was produced by the Citizens Information Board of Ireland (<http://www.citizensinformationboard.ie>) to provide up-dated information on good practice for the wide range of voluntary and statutory agencies in Ireland. While the contextual references are not specific to Africa, the guidance, questions and checklist included in the resource provides a good framework for creating an effective volunteer management program. Key areas of focus include:

1. Introduction
2. Introduction to Volunteer Management
3. Preparing for Volunteers
4. Volunteer Policies and Procedures
5. Attracting and Recruiting Volunteers
6. Day-to-day Volunteer Management
7. Induction and Training
8. Dealing with Problem

Read the guide online:

http://www.citizensinformationboard.ie/publications/voluntary_sector/managing_volunteers/index.html

View the downloadable PDF (2.4 MB):

http://www.citizensinformationboard.ie/publications/providers/downloads/Managing_Volunteers_08.pdf

As part of the Firelight Foundation’s Capacity Building Program, Firelight provides “Newsflashes” to share relevant resources and information with our active grantee-partners via weekly emails and via post on a monthly basis. We hope that by facilitating access to information for grassroots, community-focused organizations, programming for children and families, as well as organizational development, is enhanced. Past editions of the Firelight Newsflash can be found on our website:

<http://www.firelightfoundation.org/resources/newsflash/>.

We welcome your comments, feedback and ideas for upcoming Newsflashes at

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