

## ANSE- Volunteers' System

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### Idea:

We want to implement a volunteers' system inside ANSE. Members of NO-s who do voluntary work for ANSE in the different fields and topics should be recognised and get a benefit for it.

This Volunteers' System could help motivate and activate more people to take over tasks inside ANSE. It can lead to have more ANSE work done by distributing the workload, and enhancing the participation and engagement of the members of NO-s in ANSE related work.

### Background:

ANSE becomes more important in the field of supervision in Europe. During the last years ANSE has been recognized as an important representative organisation of supervision and coaching on the European level. Especially the ECVision-project supported this development. We have more and more events, projects, plans for future activities, and also ANSE is approached from different sides in different matters.

Some examples:

- To work on different topics for supervision / coaching in Europe
- To support the ANSE community and the ANSE members
- To run ANSE conferences and seminars
- To run following up projects of ECVision
- To run projects with different topics
- To be involved in conferences and projects in the responsibility of ANSE members
- To be involved in conferences and projects from other associations

On one hand we are very proud of this progress. ANSE is being seen as an important association and player on the supervision/coaching field in Europe, and this is a great development.

On the other hand it's more and more obvious that the resources inside ANSE are very limited on the financial and also on the personal/manpower level. We have now reached the point where we painfully meet our limits and are not able to do everything what would be important. (See ANSE Policy Plan 2016)

ANSE is not only the ANSE board but all members of our member organisations. There have already been quite a few members of our NO-s taking over tasks during ANSE Conferences and Summer Universities, so ANSE already have volunteers but so far they have not been recognized.

We as ANSE board know there are more people who are willing to do voluntary work to help reaching our common goals.

These facts lead us to the idea of establishing a Volunteers' System inside ANSE.

## What could be the occasion?

There are many occasions for possible voluntary work:

- **Conferences / Summer University**  
All activities like ANSE conferences and ANSE summer universities needs people who support it on the organisation level.
- **Projects**  
ANSE want to run more projects on different topics. Not every work could be covered by project budget (if we are successful with new applications).
- **Projects of the ANSE board**  
ANSE board has been asked to take over the responsibility for many topics and tasks which are important for the development of ANSE, but the resources are limited. We as ANSE board could not manage all the work we want to do by ourselves.
- **Projects of ANSE members**  
There may be also projects on the national level which are important also for ANSE, for the further development of supervision and coaching in Europe.

(...) and so on....

## How can it be organized?

The “standard” ANSE voluntary work – like being a board member or a delegate – is not to be included in this offered Volunteers’ System.

Our idea is more about working voluntarily for ANSE in specific projects and tasks which have a concrete timeframe and a well-defined workload.

To be accepted as an ANSE voluntary work the project has to be linked to ANSE tasks. There could be a little application procedure which will be decided by the ANSE board. Every project should have also an ANSE board member as a contact person.

There must be a person who takes over the responsibility for the volunteers, to be the contact person and monitoring the working process and the results. This could be an ANSE board member or a member of a NO.

The voluntary work to be done must be described in a detailed offer – the exact time frame, the needed competences, the estimated working hours, who is the contact or responsible person for the project, what will be the benefit etc.

## Who could be an ANSE volunteer?

ANSE volunteer can be any member of an ANSE member National Organization, who have a connection to the supervision field and have the competences which are needed for the actual project. Also for example students of supervision courses or other person could become ANSE volunteers if they are registered by NO-s or ANSE itself.

## What are the benefits for the volunteers?

Everybody who do voluntary work for an ANSE project or a project on the national level linked to ANSE could get a certificate of being an ANSE Volunteer.

The volunteers will be named on the ANSE website.

The volunteers can get experiences of working on the European level. It could be possible that the volunteers of a certain project come from different countries of the ANSE community, so being a volunteer for ANSE would also mean developing an international professional network.

The voluntary work on the ANSE level could be part of the Quality Management System of the NO-s.

The volunteers also could get reduced fee for ANSE conferences and SU. This has to be discussed with the organising committees.

## Projects ideas linked to the work of the ANSE board

There are already some tasks of the ANSE board which could be supported by voluntary work:

- SU in Rotterdam 2017
- ANSE website development
- Research Book (Research conference in Budapest 2015)
- ANSE office work on the mutual recognition
- Care for the ANSE Data base
- ANSE quality management
- ANSE journal
- GA/PM