



OUR PEOPLE

What is involved when you become a part of Clunes Neighbourhood House? Good volunteering is based on reciprocity - or a match between your needs and the organisations. To ensure this it is important to:

- 1 Understand your rights as a volunteer
 - legislation
- 2 Understand our organisation
 - our strategic plan
 - our policies
- 3 Know how we work
 - codes of conduct
 - roles
 - on the job training

Volunteers join us at different times throughout the year, but annually we renew our relationship with Neighbourhood House:

- April: meet the new committee (post AGM)
- August: revisit strategic direction, codes of conduct, roles



CREATING A GOOD CULTURE

At Clunes Neighbourhood House we are committed to enabling a positive culture by how we act (Key goal 2, 2018 - 2021 Strategic Plan). This means making sure that we have the right organisation design and culture to support the outcomes we want to achieve - and by extension - the people who power our organisation.

Our Approach

Nadler & Tushman's Congruence Model

There are many organisational models that explore effective performance - but at Clunes Neighbourhood House we've chosen a model that focuses on nurturing the capacity for large-scale change. We have done this deliberately. Why? Because this provides our volunteers and community first hand experience of the technical and social skills and relationships necessary to effect change.

In Action

How we apply this thinking in our organisation

Our committee drives the inputs and outputs of our organisation through our strategic planning process. These strengthen our organisation, and give it direction. Our committee are also responsible for the policies and procedures that make up the formal part of our organisation.

Management and staff/volunteers implement the other elements of our organisation. This includes the way we work, the informal structures or tools that support that, and the culture/people that cascade down from our values, and policies.

The way we onboard new volunteers/staff and the technical and social support we provide them to do their work is critical to ensuring the interrelationship between these elements - and is often key to the organisation being able to achieve sustainable outputs.