

Volunteering in the 21st Century: a setting sun or a new dawn?

*G'day and Kia Ora, my fellow volunteers
I would like to convey my sincere thanks to Volunteering New Zealand and
IHCand the organising committee, for their generous invitation to participate in
this event. I'm both honoured and excited to be here.*

Introduction

Those of us who share the common heritage of the ANZACS will know well the sombre and immortal words... *at the going down of the sun, and in the morning, we will remember them.*¹

Those Australian and New Zealand soldiers who greeted the first, fragile rays of dawn on that cold Gallipoli morning knew well the risks that day would bring. Yet still they fought.

The odds were against them; but their energy, their bravery and their optimism buoyed them.

Their actions that day helped shape the 20th century character of the two nations, under whose flags they fought.

So in this, the new century, where battles of a different kind are being waged, does the spirit of sacrifice survive in another group of energetic, brave and optimistic individuals - today's volunteers?

As poverty is undiminished, our climate changes, and new wars continue to be fought, is it on volunteers whom we'll depend for commitment to cause and country and as agents of change?

Will volunteers become our ANZACS for *this* century: heroically leading the charge in the fight to confront the greatest challenges of the 21st century; creating a legacy that will set the tone for the next hundred years?

Or has the moment of command already passed?

Instead of being a war cry, was the International Year of Volunteers simply a victory parade: a testament to past glories?

While we all stood and cheered some modern-day heroes, did the rules of battle change without us noticing?

Did the energy of volunteering move being from a promise of tomorrow to a sign of yesterday?

¹ *The Ode* – taken from Laurence Binyon's poem "The Fallen"

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The answer I believe lies in the way in which the volunteering movement responds to the challenges it faces in the 21st century.

While I will endeavour to draw on some international context, my comments here will draw largely on the Australian experience for two inter-related reasons.

The first is my time spent at Volunteering Australia. During 6 and a half years I learnt much about volunteering and its place in Australian life. The second is the recent statistical data that paints a very clear picture of formal volunteering in Australia today.

Over the years - despite our sporting differences - I have become increasingly conscious of the degree of similarity in volunteering trends between our two countries.

What then are the key trends or challenges for volunteering in the 21st century, as I see them?

There are many, but today, there are four that I will focus on. There is a fifth that I would have talked of – inclusion – but I had a sense that this is something that would be a strong theme of the conference anyway and is something that others would be able to talk about better than I.

So, the four that I will speak of?

The first is the thing that is the cause of a great many challenges for mankind: that of our very own creation – population demographics.

Population

Populations across all regions of the world are ageing. The increase in the median age of populations is most pronounced in the most highly developed countries.

In Australia, for example, the median age of Australia's population is projected to increase from approximately 36 years in 2004 to somewhere between 44 and 48 in 2051.

New Zealand too is faced with a similar challenge, with the median age predicted to rise from 36 years in 2006, to 44 years by 2050.²

Expert volunteering practitioners, learned academics, and those who simply apply good old-fashioned common-sense, have presumed that this provides unprecedented opportunities for volunteering.

Each has recognised the potential for us to convert a skilled and energetic (and still healthy) retiring workforce into groups of active and committed volunteers, making remarkable contributions to our community like never before.

² www.stats.govt.nz – 31/10/07

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The theory it would seem, may not be borne out by reality.

The Australian Bureau of Statistics, like most national statistical agencies, collects a variety of social data used by policy makers to inform policy development.

The *Voluntary Work Survey* is but one of these collections. It is a representative sample of Australian volunteers and their volunteering patterns.

While it measures formal volunteering only, it provides a clear snapshot of the: *who, what, where, why, when and how often*, of volunteers and volunteering in Australia.

The latest of this survey was conducted in 2006. The results showed that the national volunteering rate has barely moved since the previous ABS data in 2002, remaining steady at 34 per cent of the adult population.

The constancy of this figure contrasts with earlier data that showed a continuous upward trend in volunteering rates, having moved from 24 per cent of the adult population in 1995 (when data was first officially captured on volunteering), to 32 per cent in 2000 and 34 per cent in 2002.

While the static result of the 2006 data might still allow us some defence against the doomsayers who de-cry the end of civilisation, proclaiming that volunteering is a dying past-time and 'people don't volunteer anymore', the devil (as they say) is in the detail.

There are a number of aspects of the Australian data that might rightfully be regarded as warning bells by those on my side of the Tasman.

Most stark of these are the figures pertaining to the age group known to all as the 'baby boomers' - those people born after the Second World War from between 1946 and 1964. Last year, the first of the 'boomers' turned 60.

In 2006, the Australian Bureau of Statistics conducted the latest Census of the Australian Population. It showed that the 55-64 age group now comprise 11 per cent of the total population, rising from 8 percent in 1996.

By 2047, Australia's population is projected to be 28.5 million. A quarter of the population is projected to be aged 65 and over³.

In 1995, the volunteering rate of the 55-64 age cohort was nearly 24 per cent. By 2000, consistent with the overall upward trend in volunteering, this had risen to over 32 per cent, and to 38 percent in 2002.

As this age cohort continues to grow in size, much expectation is that this group will be *ready, willing and able* to volunteer in unprecedented numbers. Our ageing baby boomers are expected to swell the ranks of volunteers.

³ Commonwealth Treasury *Intergenerational Report 2007*

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So are they?

The ABS volunteering data highlights (what I believe is) an alarming statistic.

In 2006, all age cohorts experienced at least a minor increase in the rate of volunteering from the previous data collection - with one exception, the 55 – 64 age cohort volunteered at a rate of 32 per cent, down from 38 per cent in 2002.

We should reflect on the significance of this fact: *the fastest growing age cohort of the Australian population is volunteering at a rate less than they used to and at a time when the demand for community services (which are often delivered by volunteers) is expected to grow significantly.*

Due to the advancing age profile of the population, if this trend were to continue, significant increases in volunteering rates across all other age cohorts will need to occur to compensate for the declining levels of interest by the baby boomer group.

Alas, where once we might have relied on subsequent generations to pick up where older ones leave off, today's Generations X and Y and those termed the 'millennials' will simply not provide the numbers nor the commitment we are used to.

Whether we buy into the hype that Generation X are disillusioned or that Generation Y are an over-pampered lot whose daily mantra is "what's in it for me", the statistics tell a story that must be heard.

Although the total number of hours volunteered in Australia has progressively risen, much of the increase is attributable to population growth and not increasing volunteer zeal.

The annual number of volunteer hours contributed on an individual basis has fallen substantially. The median hours volunteered in 1995 was 74, this fell to 72 hours in 2000 and a worrying 56 hours per year (equating to just 1.1 hours per week) in 2006.

The 2006 data also shows that the median number of hours contributed increases as age rises. The median peaks at 2 hours per week for people aged 65 – 84 years, further highlighting the gap between the young and the 'not so young'.

If that's not enough to cause concern, an examination of the frequency of volunteer involvement may raise a red flag: while 40 percent of volunteers volunteered *at least once a week*, one third volunteered only *several times a year or less frequently*.

Young people aged 18-24 had the highest proportion of people who volunteered less regularly than *several times a year*.

What does this reveal? Well, it tells us what many have long suspected: volunteers' levels of 'commitment' (at least as we've defined it in the past) are changing.

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Whether the fast-paced world of change that we live in is to blame or volunteering is simply passé, it is clear that volunteers have neither the time, nor the inclination, to commit to a volunteer role once a week, every week for the next 5 years. (When most industries can't *buy* enough labour and 'retention' is the latest workforce buzzword are we really surprised?)

What then can we do to change this before volunteering really does start to decline?

The solutions lie in being clear about what we want and need from volunteers. We need to understand the drivers for these changes in volunteering patterns and learn what factors encourage people to take-up volunteering, and (more importantly) what causes them to stop.

We need to find ways to include those who, to-date, have been marginalised or excluded.

This understanding should build on, not merely replicate, the substantial body of knowledge that already exists about volunteer motivations.

Volunteering is not an island. Wherever it happens, it happens within a context. As such contemporary analysis must take account of the broader social, economic and environmental contexts in which people make decisions about their use of time.

It is important also that the analysis is able to distinguish between those factors that can be effectively influenced at the macro level by government policy; and those that instead require changes at the micro level within the organisations that engage volunteers.

While in some instances, incentives or changes to government policy may be part of the answer, we need to construct volunteer roles that are relevant, achievable and flexible. Roles that enable the 21st century volunteer to contribute in ways that accord with their ideals, life-stages and choices.

To bastardise a well-known saying "...if volunteers won't come to the mountain; then the mountain (that is, you, the volunteer organisation) must go to them".

The risks of not doing so, speak for themselves.

It is risk then that I come to – or more correctly – risk aversion, as a second major challenge for volunteering in the 21st century.

Risk

The Benjamin Franklin quote that... *the only things in this world that are certain are death and taxes*.... implies that all else is fraught with risk.

It's a sentiment that can be hard to argue with. Much of the energy expended in our daily lives is focused on activities intended to reduce the risks of *other* activities.

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So, if life is the embodiment of risk, so it must be with volunteering.

I believe that we have, worldwide, moved far from a stereo-type that volunteers are frequently a bunch of well-meaning do-gooders, who face few risks and require few skills to dabble at the margins of real work.

You only have to think of volunteer fire fighters confronting out-of-control bushfires for weeks on end, emergency rescue crews battling savage seas or treacherous terrain, aid workers in war zones, or *even* a volunteer referee caught between two opposing supporter parents at a juniors' football match, to be thankful for the relative safety of most of our day jobs.

Yet in leaving behind the stereotype of the 19th and early 20th centuries, have we allowed the pendulum to swing too far? Having seen the risks involved in volunteering have we stepped back: deciding that the rewards are insufficient to justify the growing risks?

When we explore individual motivations to volunteer and instead of asking *why* and ask *why not* a theme of risk aversion features strongly in the responses.

In Australia, much anecdotal evidence about the fear of personal financial liability exists. This has been identified as a growing reason why well-skilled, qualified, professionals (the very sort we need) do not wish to sit on not for profit boards and committees.

While in Scotland, a report on Adults' *Attitudes towards contact with Children and Young People* found that "48 per cent of adults said concern about being falsely accused of harming young people is the number one obstacle to becoming a volunteer."⁴

A 2005 survey of organisations conducted by the Institute for Volunteering Research on risk and risk management found that 17 per cent of organisations said volunteers had left due to risk and liability concerns, while over half said volunteers had expressed anxiety about risk issues and a further 22 per cent said that people had been deterred from volunteering with them for this reason.

Professor Justin Davis-Smith, Head of the Institute for Volunteering Research in the UK, talked of the need to manage risk without becoming risk averse, when he spoke during his visit to Australia in 2006.

My apologies to Justin if I misquote him in any way, but he defined 'risk' as one of the paradoxes of volunteering and argued that while there was increased interest in the need to manage risk (and that it was important to do so), volunteering without risk is not worth being involved in.

⁴ *Crisis in volunteers revealed* - The Herald – www.theherald.co.uk/misc/print.php?artid=1762003
– 16/10/07

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I do not for a second suggest we should be cavalier about the risks posed to children and young people from those seeking to do them harm under the guise of volunteering. Nor do I suggest that governments and organisations should not take all risks seriously.

However I do believe that the way in which risk is managed must be balanced with the outcomes we are seeking.

It is important to ensure that in identifying risks and taking steps to manage them, we do not dampen the participation, energy or commitment of volunteers, lest we limit the benefits that could otherwise be achieved.

The underlying driver of volunteering is that of change.

People volunteer in their communities because they want something to be different: a different environment, different living conditions (for themselves or others), different outcomes for their children, different government policy.

Few of these changes can be made without the assumption of some form of personal risk.

The bigger the change desired, usually the greater the accompanying risk. We cannot ignore that the greatest successes are great usually because they involved great risks.

If we are to optimise the energy of volunteering, our goal must be to manage identified risks carefully to avoid creating a disincentive to volunteering.

We cannot allow volunteering to develop a risk-averse culture if the very energy that inspires volunteers is to be used to power the 21st century.

It is the job of governments at all levels and leading volunteer organisations to work together to agree sensible, efficient and effective parameters for the management of risks that are identified.

These parameters must ensure that the costs of managing those risks do not include a deterrent effect on volunteers to such an extent that the potential benefits of the volunteering activity are compromised, or indeed the very flame of volunteering extinguished.

The question of the appropriate balance between 'risk and reward' in volunteering leads me to a third key challenge for volunteering in the 21st century... measurement.

Measurement

I recounted some Australian data on volunteering from our ABS *Voluntary Work Survey* to you earlier. This data is just one example of the growing interest in quantifying the level of volunteering, and indeed the third sector itself, that is occurring worldwide.

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Nations around the world commonly produce various survey instruments that seek to measure the level of volunteering occurring within their borders.

I know that Statistics New Zealand has recently published its first set of Non-Profit Satellite Institutions Accounts.

The Johns Hopkins University's Centre for Civil Society Studies recently published a paper *Measuring Civil Society and Volunteering* which provides comparative data on the eight countries that have produced Nonprofit satellite accounts, of which Australia and New Zealand are two.

The International Labor Organisation, Johns Hopkins and United Nations Volunteers are developing a manual on the measurement of volunteer work as part of official labour statistics.

The Director of the ILO's Statistical Bureau told an assembled taskforce for the project in July that "volunteerism is an important contributor to economic development & needs closer measurement ... that a better understanding of the scope and contribution of volunteer work would improve policy making and help raise living standards"

In 2006, Australia went beyond a sample survey: for the first time, the ABS included in its Census of the Australian Population a question on volunteer participation. Something I believe New Zealand did a number of years ago.

While not containing any data about the nature and frequency of volunteering activities, as is the case with the *Voluntary Work Survey*, the Australian Census data is symbolic.

For the first time, the question was asked of every person in Australia aged over 15 years "Did you volunteer for with an organisation or group in the past 12 months?"

It would seem that after a lagging start, we have moved volunteering towards legitimacy: we have counted it.

Broadly speaking we know *who* does it, *what* they do, *where* they do it, *why* they do it, *when* and *how often* they do it.

As helpful as that is to those of us up here today who now have a myriad of figures that we can throw about, to both dazzle and confound, the question I have is:

So what?

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Regardless of whether I'm a volunteer, a leader in a volunteer organisation, or a government policy-maker, if it's change that I'm seeking what does it matter if I know the who, what, where, why, when and how often of volunteering, if I don't know what difference it makes?

At a guess, I expect that some of you believe that volunteering is 'a good thing', that it has intrinsic value and a capacity to benefit mankind that cannot be measured.

Yet, you no doubt experience endless frustrations in your daily work in trying to convince those who are not in this room, and who do not share your faith in the power of volunteering, that volunteers and those that manage them are "worthy".

Whether they be ignorant government policy makers whose policies do not facilitate volunteering; greedy corporations that will not offer mere crumbs of their over-blown profits in support of your volunteer program; or even senior managers in your own organisations who truly believe that volunteers are 'free'; you cannot understand why the 'good of volunteers' is not worth more.

Well, it's time to get real, and time to get serious.

Around the world we're becoming quite expert at counting the people who volunteer and the amount of time they spend doing it.

It's now time to start expending our effort on measuring what difference they make to your life, my life, and the lives of others.

That is, what is the social, economic and environmental impact, of volunteering on individuals and communities?

We need to impute a value of this that is credible, comparable and readily understood by those we want to convince that the 'good of volunteers' demands recognition and support.

Those who are interested in seeing volunteering thrive and flourish in the 21st century, rather than be seen as an idealised relic of centuries past, must first become conversant in the language of economics.

Some will argue that we should not even trying to measure volunteering and its force. That some things are immeasurable and that to attempt to quantify the value of volunteers only devalues them in the process.

While I do not think that volunteering should be allowed to become just another tool in the economic rationalist's toolbox, I'm something of a pragmatist.

I think that to ignore the opportunities inherent in more effectively measuring the costs, benefits and impacts of volunteering, denies volunteering the legitimacy in public policy and debate that it deserves.

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In her 1988 book *Counting for Nothing: What men value and what women are worth*, Marilyn Waring (someone that no doubt many in this country are familiar with) viewed the System of National Accounts through the lens of gender and argued that the system needed to be changed to reflect the contribution and value of women's unpaid work.

She posed the idea that "if by imputation we could measure all the productive work of women it would transform decision-making, policy-making and state investment, all of which are based on the national accounts."

I think same argument can be made for the work of all volunteers.

If we do not begin to measure volunteering effectively and impute the value of its inputs, outputs and its contribution to human achievement, we forever consign it to being a 'nice to have', rather than showing it is part of the "glue that binds community" that many of you no doubt believe.

Of course, in accepting the need to pay more attention to measurement of volunteering: measures that are more scientific and robust, we face the hurdle of constructing and choosing the appropriate measures: the measures that can effectively value volunteering, without de-valuing it.

Make no mistake, the task is a difficult one (and may even be worthy of a Nobel laureate.

The degree of difficulty however should not deter us. In 'optimising the energy of volunteering', surely we are seeking to optimise its outcomes?

As such, don't we owe volunteers some hard yards?

Volunteering uses vital human resources and scarce time that is freely given (often at great risk to personal safety and freedom). How *dare* we risk wasting these resources on activities that produce only marginal benefits for both the volunteer and the community, while the real gains go begging?

If we can develop robust measures of the impact of volunteering activities in communities, noting that impact must be measured over both the short and the long-term, then comparisons between outcomes are possible. We can then begin to try to ensure that our volunteer resources are deployed in the areas where they can achieve the most.

The notion that one volunteer activity may not be 'worth' as much as another will challenge some.

They will argue that to attempt to measure the comparative 'value' of different volunteering activities is to lessen that, which we seek to prize.

It's something we could debate at length.

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To say that participation and contribution is all that matter is, for me, a bit like when we say of gift-giving “it’s the thought that counts”. We’d all like to believe it, but if we are entirely honest, the thought often means less if the gift is of no use to us.

By showing the degree of difference their work does make, we provide the reason for those volunteers to keep volunteering and encourage them to volunteer where they can make the most difference.

As important as the thank you celebrations, certificates and long-service pins are as symbols of one’s contribution, they are simply not enough.

The volunteer of the 21st century wants to be able to say “I did that and it did make a difference”.

Among the many reasons people choose to volunteer, 55 per cent of Australian volunteers say the primary reason they volunteer is to “make a difference”.

Similarly in the UK, the most common reason for getting involved in formal volunteering is to ‘improve things or help people’.

While it’s not always in human nature to make informed and rational choices, I think most volunteers in choosing a cause or an activity to get involved with are endeavouring to do just this.

I’m not suggesting we force volunteers’ choices – just that we give them the information to make their own.

Surely most of us want to make the most difference that we can?

When all is said and done, it is not the inputs that matter: the number of people volunteering or the hours contributed – rather it is the outcomes: the achievements resulting from volunteers’ actions that will make a difference to the 21st century.

It gives me some hope then that small, but important, steps are being taken in this direction. The work of UNV, the ILO and our own statistical agencies are all contributing.

The original *Value Added by Voluntary Agencies (VAVA)* project completed in New Zealand is a good example of the growing recognition of the importance and relevance of measurement.

Only last week Volunteering England, launched a new report funded by the Commission for the Future of Volunteering in the UK called *Volunteering Works* which brings together evidence that demonstrates to government the positive impact of volunteering in key contemporary policy areas.

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The Chair of the Commission, Baroness Julia Neuberger, captures well the often contradictory approaches by policy makers in relation to volunteering, when she said upon the launch of the report: “Government policy has been an odd mixture of *enthusiasm* for the perceived outputs of volunteering, made real by the countless testimonies of individuals and visits to volunteering projects, and *distrust*, because it does not work along lines that can be understood and controlled.”

This leads me to my final challenge: gaining and maintaining appropriate interest from governments in volunteers and volunteering.

Interest from Governments

When 2001 was declared the International Year of Volunteers the General Assembly Resolution⁵ that was adopted urged governments to '*raise awareness.... facilitate and enable volunteering*'

The year began with the International Association for Volunteer Effort's biennial global conference and the launch of IAVE's *Global Agenda on Volunteering*.

Festivities followed.

In Australia, it often seemed that there were more morning teas, BBQs and celebratory lunches to recognise the contribution of volunteers than there were volunteers!

For the first time, at national and international levels, volunteers were being invited to 'stand up and be counted' and they did so proudly.

Yet still, there was a nagging concern that once the balloons had burst, the fizz in the champagne had gone and the icing on the cake melted, no legacy would remain.

Concerns were voiced that volunteers would be lulled to false comfort. Forever grateful for their 15 minutes of fame (it was a whole *year* after all) volunteers they would have failed to achieve any real gains. That when the page on the calendar turned over their contributions would be taken for granted, if in fact they were noticed at all.

Since then, a great deal has taken place that would suggest that the reverse is true.

Numerous examples highlight the ongoing interest from governments in volunteers and volunteering and suggest that the key aims of IYV have been met:

- The New Zealand Government published its Statement of Government Intentions for an Improved Community - Government Relationship and created the Office of the Community and Voluntary Sector;

⁵ UN Resolution *General A/52/17(15 January 1998)* – www.un.org

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- In the United Kingdom, one year was not enough and the Blair Government declared 2005 the Year of the Volunteer.
- In Australia volunteer protection legislation was passed in Commonwealth and state jurisdictions; important projects such as the National Volunteer Skills Centre were funded and both major parties contesting the upcoming Federal Election in Australia have committed to continue and expand the existing program of Volunteer Small Grants.
- Volunteer centres have received government support in many places once thought unlikely, such as Eastern Europe;
- IAVE gained special consultative status with the United Nations Economic and Social Council which enables it to put volunteers and volunteering concerns before the governments of the world.

The UN too has recognised that achievement of the Millennium Development Goal targets by 2015 will simply not be possible without the involvement of volunteers.

Volunteering has achieved an unheralded level of recognition and interest from government and the wider public. Projects are funded, International Volunteer Day is celebrated annually, and around the world, governments have appointed “Ministers for Volunteering”

Yet still, consideration of the implications for volunteering in public policy discussions is often lacking.

While the question of meaningful measurement may sometimes lie behind this, a real challenge I believe is the ability of the volunteering sector to engage effectively in public policy debate and influence the decision-makers.

To do this requires placing volunteering issues in the context of wider community concerns, understanding the policy making cycle and the political drivers, finding ways to demonstrate the relevance of volunteering to these, and (most importantly) ‘bringing solutions not just problems’.

Whether the issue is one of increasing costs to volunteers, an insurance crisis or protecting the vulnerable without deterring volunteers, policy makers alone cannot solve the challenges for volunteering that you identify. Their views must be well-informed by those who understand the issues, are able to provide the required evidence and are willing to offer some analysis of the implications of a set of possible solutions.

This requires those working on behalf of volunteers and volunteer organisations to clearly *articulate* the issue; *describe* the impact of the problem; *provide* the evidence-based; *draw* the links to the current policy context; *offer* a suite of solutions; and (not to be under-estimated) *understand* the various ways in which decision-makers can be influenced: who do they seek advice from, what forums must they respond to, and (sometimes most significantly) what’s getting the most airplay in the media.

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This all might seem blindingly obvious, yet the inability of some advocating for volunteering to do this consistently well, may explain why the issues of volunteering are not always foremost in policy makers' minds.

If we want government's interest in volunteering to be more than a thank you and a certificate once a year (as important as they are), it is critical that volunteering leaders create a more mainstream role for volunteering in public policy debates.

There is a need to demonstrate, with evidence, how volunteering can make a difference to key policy challenges.

As I talk of volunteering having a place in mainstream policy debates, some will preach caution and ask "is a little bit of interest, a dangerous thing?"

In gaining a better understanding of the role that volunteers can play in responding to the challenges of the 21st century, will governments view volunteers as a public resource that they will seek to direct and control?

It's an important question and one deserving of consideration.

My answer is...perhaps.... but for one small, yet vital fact....Volunteering happens *with* or *without* government involvement. Too much of a strong hand will likely be met with resistance by volunteers.

It is this that makes volunteering unique and a catalyst for change.

Government recognition and support may be important to the growth and effectiveness of volunteering, but their absence alone will not render volunteering lost.

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Conclusion

The 21st century has challenges aplenty. In seeking to address these, volunteering will face a share of its own. The four I've discussed today are but a few.

Are they challenges that we can respond to?

Perhaps that's a question best put to the millions of volunteers who, to my mind, share a spirit that is reminiscent of the ANZACS.

With courage and sacrifice, the ANZACS took to a job with all that they had in the belief that their contribution would help the greater cause. They didn't aim to be heroes...

Nor too, do volunteers.

In 2011, a decade into the 21st century, the United Nations will formally mark the 10th anniversary of the International Year of Volunteers. Countries of the world will be asked to reflect and report on the development of volunteering since 2001.

So if I fast-forward to 2011, do I think that the energy of volunteering will have proved itself a promise of tomorrow, or have been deemed a sign of yesterday?

Well, it's often said that 'it's darkest before the dawn' and I like to think (at least hope) that the sun *will* come up tomorrow.

Thank you.