

Sport Volunteering Research Network – Newsletter 10-5-11

This is the first Sport Volunteering Research Network newsletter, which will be produced on an occasional basis.

The objectives of the group are:

- (i) To facilitate the interchange of information, ideas, and practice in the research of sport volunteers
- (ii) To actively disseminate research about sports volunteers
- (iii) To support the work of the Sport's Strategic Partnership for Volunteering
- (iv) To act as an authoritative body in matters of sport volunteer research
- (v) To inform about volunteering research from other sectors.
- (vi) To stimulate further research into sports volunteering

Research symposiums have been held in October 2009, March 2010 and April 2011, in London; attended by academic researchers, national governing body representatives, and policy makers in sport. In November 2010 a smaller meeting was held at which national governing bodies of sport presented research and a further meeting focussing on NGBs is planned in October 2012. The group has been supported by Sport England and the Sport and Recreation Alliance.

Presentations of research are on the web site of the Sport and Recreation Alliance:
<http://www.sportandrecreation.org.uk/campaigning/policy-areas/community-sports-clubs/sports-volunteering-research-network>

The group is producing a register of researchers so as this can be used to make contact with Governing Bodies of Sport, and between researchers.

I am acting as chair of the group and Spencer Harris is the secretary. If you wish to be added to the academic/researcher database, please email s.l.harris@herts.ac.uk. If you'd like to present at a meeting, please get in touch with myself, g.nichols@sheffield.ac.uk, or with Spencer. If you'd like to appear in the next newsletter, which will probably be produced in November – send information to me.

Geoff Nichols
University of Sheffield

1. Presentations at the meeting of the SVRN, 7/4/11, included:

Syann Cox, Sport and Recreation Alliance scox@sportandrecreation.org.uk

- On your marks...Get set...Please fill in sub-section 152b in triplicate--How sports clubs want to break free of unnecessary red tape.

61% of grassroots sports clubs believe they are tied up by too much red tape, preventing them from doing what they do best - offering sport and recreation to the community. This presentation covered key findings from the Red Card to Red Tape Report -a review of the red tape affecting volunteers in sport and recreation and accompanying policy recommendations aimed at improving the lot for grassroots sport.

Following a review of regulatory burdens, an online survey of 1401 clubs asked them to rank the impact of 23 regulations and potential burdens on a 5 point scale from very negative to very positive. Based on these responses six key area were identified. For each a workshop was held with a panel of experts. Further club case studies were conducted. The report summarises exactly what the regulations require of clubs, the problems these give rise to, and makes specific recommendations to alleviate them. Some recommendations involve changes in regulations; for example, amending the Corporation Tax regulations to provide more favourable tax breaks for Community Amateur Sport Clubs. However, several just involve providing clubs with clearer information. For example, if clubs have no paid staff, Health and Safety regulations do not apply to them. Others require changes by Sport England or NGBs – such as making sure Clubmark accreditation is a tool for club development rather than an onerous checklist. Thus the report not only provides specific recommendations relevant to all organisations working with sports clubs, but will also be an invaluable guide to clubs themselves in clarifying issues where they need guidance.

The report:

Sport and Recreation Alliance (2011) *Red card to red tape: how sport and recreation clubs want to break free from bureaucracy*. Is available from the SARA and on line at:

<http://www.sportandrecreation.org.uk/sites/default/files/web/documents/pdf/Sport%20and%20Recreation%20Alliance-%20Red%20Card%20to%20Red%20Tape%20%28Full%20report%2C%20low%20res%29.pdf>

Spencer Harris, University of Hertfordshire s.1.harris@herts.ac.uk

- Growing sport through clubs: understanding and respecting the heterogeneity of club types.

Set against the context of an NGB driven delivery system to sustain and grow participation in community sport, this presentation explored some of the critical issues associated with policy implementation, and highlighted findings from recent research which presents the diversity of club types in relation to the delivery of community sport, and offered a potential solution through the development of a club segmentation model.

This survey of 45 clubs in one county used a set of questions which measured the degree of formalisation of the clubs. Analysis of the responses was able to allocate clubs into three statistically significant clusters: formal, semi-formal, and informal. Clubs were also asked about their views on national and local policies for sports development. As expected the more formal clubs were much more receptive to these, for example, the general aspiration to expand club numbers and participation. The results challenge the viability of whole sport plans for NGBs, as only the clubs in the 'formal' cluster will be committed to contributing to them. This raises a policy dilemma for both NGBs and Sport England. Should they focus all

their support on the formal clubs; should they focus on persuading the informal clubs to adopt formality – and thus become a viable tool of government policy; or should they just support all clubs as a means of promoting participation, but accept that different groups of volunteers will have different objectives?

Marc Taylor, Sheffield Hallam University & ASA marctaylor@harlaxtons.com

- Reviewing governance: a case from the ASA.

This highlights the context of swimming and its organisation and the nature of the Board of the governing body, all being volunteers in terms of remuneration but still needing to monitor the organisation's performance. It also explores strategy development within organisations which are 'led' by volunteers, but require professional management to deliver the day to day business and results.

The presentation described the considerations in strategic planning of the Amateur Swimming Association and the role of the board of volunteers (of which Mark is a member) in this. The main point was that board members, although volunteers, needed to be appointed on the basis of ability rather than availability. The Sport and Recreation Alliance are presently working on guidance on good practice in board governance.

Leigh Robinson, University of Stirling leigh.robinson@stir.ac.uk

- The trouble with volunteers.

There is no doubt that volunteers are the lifeblood of our sport system, however, in a fast changing environment that requires increasingly specialised skills, are volunteers appropriately equipped to help sport organisations to move forward and develop? This presentation considered types of volunteers that may impact negatively on VSO, why such volunteers emerged and the research needed to address these issues. The presentation also highlighted a number of examples of how volunteers have prevented or slowed up progress in these organisations.

The presentation focussed on volunteers at board level in NGBs and National Olympic Committees. A set of 'classic' problem volunteers exist including those that are perceived as the lifeblood of the organisation and those that do not know when to give up post. The voluntary system itself creates these 'problem' volunteers and research is needed to investigate how to make the electoral system more effective, how to reduce the perceived pressures on volunteering and how to overcome the perceptions that rewards come from time served. It was interesting to relate these problems to those of small scale organisations run by volunteers, such as sports clubs.

Cynthia Zhuang, University of East London and Vassil Girginov, Brunel University C.Zhuang@uel.ac.uk

- Volunteer selection and social, human and political capital: a case of Beijing 2008.

This research analysed and revealed how and why volunteer selection was practised at the Beijing Olympics. The implications of the research findings are expected to be useful for guiding practitioners in selecting volunteers for mega sport events in particular, as well as for other activities that require a large quantity of volunteers.

The presentation firstly summarised the very large numbers of volunteers associated with the Beijing Olympics, which included not only the 70,000 volunteers at the events themselves, but also 1,000,000 'society volunteers' whose role was mainly related to ensuring good order in society at large and 200,000 'cheerleading' volunteers - whose role was to enhance the

ambiance of Olympic venues by cheering at appropriate times during sport competition events.

The focus of the research was on the selection of the Games-time volunteers - of which 83.43% were university students in Beijing. This involved a combination of pragmatism (specific educational establishments being associated with particular events run close to them, thus avoiding problems of transport and accommodation of volunteers) and political vetting of the potential volunteer's and their families. In theoretical terms this was understood as an overlap of social, human and political capital - if the potential volunteer owned a strong combination of all three, they were more likely to be selected (the presenter was not, which stimulated her study!). My view is that the degree to which the volunteer selection process is politicised will reflect the country the Olympics is hosted by. However, a general principle is that whatever the stated selection criteria, for an event as large and complex as the Olympics, pragmatics - such as the physical locality of the volunteers, and the ease of recruiting them through an intermediary such as a higher educational establishment, will take priority. The pragmatics of volunteering seriously challenge the potential of the Olympic Games to contribute to the creation of social, political and human capital in the host city.

John Knights, The Office for Civil Society, Cabinet Office john.knights@cabinet-office.x.gsi.gov.uk

- Big Society: the opportunities and challenges for volunteers.

This presentation explored the what, who, when, where and how of the Big society, and the importance of volunteering and social action within the Big Society.

Questions and observations included:

The national citizenship survey which could measure the success of this policy is being discontinued.

Surveys consistently report that a reason people say they don't volunteer is because they have not been asked.

Surveys also consistently report that non-volunteers cite time pressures. If the general level of volunteering has remained static or has fallen slightly since 2005, why is this, and how will the government address these reasons in order to stimulate volunteering.

Do these time pressures lead to a trend towards more episodic volunteers, but leaving core volunteers with a greater burden of co-ordination?

However, voluntary sector sports clubs are the epitome of the Big Society, in that they are led by volunteers to meet local community needs. They are reliant on the club and NGB structure - which is in turn reliant on the efforts of core volunteers who maintain it by giving a disproportionate amount of the time. They also interact with the public sector, in the ways illustrated by the SARA Red Card to Red Tape Report.

2. Presentations from previous meetings – submitted for publication in a forthcoming issue of the International Journal of Sport Policy.

Nicholas F. Rowe, Sport England, London, UK nick.rowe@sportengland.org

‘An examination of the importance and satisfaction sports participants attach to volunteering support contextualised within a broader measure of satisfaction with the quality of the sporting experience’

This paper describes the development of a new tool for measuring the satisfaction of sports participants with the quality of their sporting experience (SQSE) and discusses results of the first implementation of this survey. The survey discriminates between 10 ‘domains’ of sporting experience, one of which is the people and staff involved in organising sport. ‘People and staff’ is ranked as the second most important domain for club members, and the domain ranked third for levels of satisfaction. Satisfaction scores are just below, but close to, importance. Analysis illustrates variations between sports, reflecting the different roles of volunteers. The research confirms the distinctive and important role of volunteers as a component of the sports’ experience.

Fiona Reid, School of Psychological and Health Sciences, University of Strathclyde, UK.
fiona.a.reid@strath.ac.uk

‘Increasing Sports Participation in Scotland: are voluntary sports clubs the answer?’

A policy objective of the Scottish government is to increase sports participation as a means of increasing health and social inclusion. This paper assesses the potential contribution of sports clubs run by their members to these objectives through an analysis of the Scottish Opinion Survey results. These identify the percentage of sports participation that occurs in clubs; by sport, gender, deprivation level, and local authority. It also examines how volunteering in sport varies by these dimensions. This shows that participation in clubs is more important for particular sports. It is highest in the least deprived areas, highest for male participants, and for those over 55 years old. It varies considerably across local authorities. This leads to a discussion of the implications for sports policy. Options include, not relying on clubs, encouraging clubs to diversify membership, and encouraging new clubs to develop for the target sectors of the population. The differences across local authorities show that local policies are required. However, all of these require a more subtle understanding of the relationship between participation and club membership.

Christoph Breuer, Pamela Wicker and Tassilo von Hanau: Institute of Sport Economics and Sport Management, German Sport University Cologne, Cologne, Germany
Breuer@dshs-koeln.de

‘Consequences of the decrease in volunteers among German sports clubs. Is there a substitute for voluntary work?’

Volunteers represent a key resource for many voluntary sports clubs; however, a decrease in volunteers has been reported in many countries during recent years. The question arises how sports clubs respond to this and whether losses in voluntary work can be compensated for by other means. The purpose of this paper is to analyse the consequences of a decrease in volunteers on an empirical basis, using a unique panel dataset from a German survey of non-profit sports clubs (n = 724). Within the analysis, sports clubs experiencing a decrease in volunteers from 2005 to 2009 are compared to clubs with a stable development (i.e. no change) or an increase in volunteers during the same time period. The results indicate that

there are some substitution effects in sports clubs with a decrease in volunteers which differ between the short-term (2005 to 2007) and long-term (2005 to 2009). In the short-term, the number of secondary volunteers and the share of clubs with low-cost employees (people with jobs from the employment office) increased significantly. In the long-term, the share of clubs with paid staff increased significantly. The findings indicate that sports clubs are capable of compensating for declines in volunteer numbers. Nevertheless, one major policy implication for sports clubs, sports federations, and policy makers should be to improve the recognition of voluntary work. Moreover, public subsidies for the employment of paid staff could be provided.

**Pasi Koski: Centre for Research on Lifelong Learning and Education (CELE),
University of Turku, Finland pakoski@utu.fi**

‘Finnish sports clubs as a mirror of society’

Finnish society has undergone fundamental shifts during the last few decades, becoming in a short period of time a more urbanized, pluralistic, individualized and market-driven competitive society. At the same time the population has aged and the social distribution of work has increased. This paper analyses how Finnish sports clubs have changed since 1985 and how those changes have subsequently informed sport policy. Data for this research was collected in three tranches covering a 20-year period: the first in 1986 (n=835), the second in 1996 (n=495) and the third in 2006 (n=550). Results of the data analysis show that some of the broader societal changes are clearly paralleled by changes in sports clubs such as ageing, social differentiation, urbanization, higher levels of education and other cultural changes. However, in many aspects Finnish sports clubs have developed in a favourable direction. Most commonly problems have concerned human resources: the number of voluntary workers and their activity and/or commitment. Along with the higher level of demand and the wider distribution of work, the need for voluntary workers has also increased. Finnish sport policy has begun to follow the idea of evidence-based management, and the government has reacted to the challenges for sports clubs by creating a pilot project in which a group of clubs are supported directly by governmental subsidies.

Presentations from previous meetings are on the SARA web site at:

<http://www.sportandrecreation.org.uk/campaigning/policy-areas/community-sports-clubs/sports-volunteering-research-network>

3. Directory of sports volunteer researchers

This is being compiled and will be ready after Easter. It will provide contact details, and relevant experience. It is being produced in response to a request from NGB representatives at the October 2010 SVRN meeting.

If you would like to be included on this directory please contact Spencer Harris
s.1.harris@herts.ac.uk.

4. Progress of EU volunteers in sport projects - EAC/22/2010

In total, 146 applications were received, of which 41 applications were ineligible. Among the eligible applications, 15 were in the area of the fight against doping, 67 for promoting social inclusion in and through sport, and 23 for promoting volunteering in sport.

The four successful proposals on promoting volunteering in sports are due to report in June 2012. They all appear to be similar – an exchange of good practice in recruitment, management and support of sports volunteers – the fourth one using a human resource management framework.

Five further projects were concerned with sport and social inclusion; and three with anti-doping in sport.

Information is available at:

http://ec.europa.eu/sport/preparatory_actions/doc1001_en.htm

The four successful projects were:

4.1 Association for the European Capital of Sport – ACES

MAIN OBJECTIVE(S)

Sports organisations at local level face a number of diverse challenges on volunteering. These challenges vary from country to country or from one organisation to another. The main challenges are the difficulty to recruit volunteers and the mismatch between the need of sport organizations and the skills of volunteers. Reasons behind these issues are among others the lack of clear legal, regulatory and financial frameworks to support volunteering. The objective of this project is to use the experience in supporting volunteering of the cities and towns of the ACES network in order to define best practices and to disseminate them at European level, to sport organizations, cities and towns, local, national and European administrations and policy-makers. Cities and towns of the ACES network are particularly successful in implementing their sport policy, and they will be used as benchmarks. The sequence of activities will be as follows: a survey will be conducted to analyse the relevant legislation and cities' policies promoting volunteering. From this survey, a set of criteria will be defined to outline best practices. These best practices will be disseminated throughout Europe together with policy recommendations.

PARTNERS:

- Ayuntamiento de Puertollano - Puertollano (Spain)
- Ayuntamiento Robledo de Chavela - Robledo de Chavela (Spain)
- Comune di Busca - Busca (Italy)
- Comune di Loano - Loano (Italy)
- Shannon Development Ltd - Limerick (Ireland)
- Preston City Council - Preston (UK)

- Antwerpen Sportstad vzw - Antwerp (Belgium)
- Municipality of Iasi (Municipiul Iasi) - Iasi (Romania)
- North Lanarkshire Leisure Ltd - North Lanarkshire (UK)

4.2 Vlaamse Sportfederatie VZW (VSF) – DYNAMO PROJECT

MAIN OBJECTIVE(S)

The EU study “Volunteering in the European Union” (2010) has detected many challenges for the voluntary sports sector. One of these is the declining interest in volunteer activity in Europe. However, volunteers are the driving and stimulating force behind many voluntary associations in the sports sector such as sports clubs. There are many different kinds of voluntary activities such as the work of board members or coaches.

The goal of this project is to create a transnational project that fosters exchanges of best practices regarding legal, fiscal, administrative, funding-related and other relevant aspects of voluntary sports clubs management by voluntary board members in the EU. These voluntary board members not only have to manage the organization, they also have to manage other volunteers (trainers, occasional volunteers...). The exchange of these best practices will lead to new ideas, new tools and new initiatives to support these volunteers. By doing so, we will be able to change the declining interest of European citizens to engage in volunteering activities. By offering management and administrative support to board members of sports clubs and by acknowledging their indispensable efforts, the status of these volunteer board members should be raised.

PARTNERS:

- Institute for Regional Development – IREGIO (Czech Republic)
- The Sports Council for Wales – SCW (UK)
- Liikkukaa org. (Finland)
- Cyprus Sports Organisation – CSO (Cyprus)
- Ministry of Culture & Tourism- Secretariat general of sport – SGS (Greece)
- Sport Unit, Ministry of Education, Science, Research and Sport of the Slovak Republic
- Snowpolis Ltd. (Finland)
- Semmelweis University, Faculty of Physical Education and Sport Sciences – SU (Hungary)
- Landessportbund Brandenburg e.V. - LSB Brandenburg (Germany)

4.3 International Sport and Culture Association – ISCA

MAIN OBJECTIVE(S)

EuroVolNet is a transnational project that fosters the exchange of best practices regarding legal, fiscal and funding related aspects of voluntary activity in sport. The project partners will form a network of actors involved in the management and running of sport associations. The projects key objectives and activities are based upon the findings of the Volunteering in the EU Final Report

- Promoting volunteerism with a starting point in sport organisations.
- Engage national and local sport organisations from Europe in networking and best practice exchange with a view to qualifying existing and developing new initiatives.
- Collect, document and valorise examples of innovative volunteer engagement, management and retention.
- Identify, analyze and valorise legal, fiscal and funding environment of collected and documented examples of innovative volunteer engagement, management and

retention.

Preparation of future actions in promotion of volunteerism.

Overall objective

- Establish a network that develops voluntary competence in sport organisations by fostering the exchange of best practices regarding aspects of voluntary activity in sport.

PARTNERS:

- Sport et Citoyenneté (France)
- Norwegian Olympic and Paralympic Committee – NIF (Norway)
- University of Kent – Center for Sports Studies (UK)
- HSE – Community Games (Ireland)
- Unione Italiana Sport Per tutti – UISP (Italy)
- Deutscher Turner-Bund – DTB (Germany)
- Estonian Sports Association JOUD (Estonia)
- Czech Sokol Organisations – SOKOL (Czech Republic)
- Union Francaise des Oeuvres Laiques et d'Education Physique (UFOLEP) – France
- Scottish Association of Local Sports Councils - SALSC (UK)
- Danish Gymnastics and Sports Associations – DGI (Denmark)
- Czech Association Sport for All – CASPV (Czech Republic)
- Latvian Sports for All Association - LTSA (Latvia)
- Netherlands Sports Alliance – NSA (Netherlands)
- Sports Union of Slovenia – SUS (Slovenia)

4.4 Führungs-Akademie des Deutschen Olympischen Sportbundes e.V. (DOSB Leadership

MAIN OBJECTIVE(S)

Requirements for voluntary work in sport have changed significantly. In particular those aspects of voluntary work in sport that are prioritized by this call (i.e. legal, fiscal and funding related aspects) require distinct managerial skills from volunteers and employees of voluntary sports organisations.

The Training 4 Volunteers partnership will therefore develop a comprehensive framework for Human Resources Development for Volunteers (HRDV) including the individual, organisational and societal level. With reference to the developed framework, the project partnership will be mapping the supply and priority setting of HRDV within the sphere of sports organisations and within the social and political environment.

Education & training providers in sport will benefit from the expected results, as they will find guidelines and models of good practice to improve their human resource development programmes for volunteers. Better HRDV and a higher level of training sport leaders for the managerial level will contribute to a higher capacity of sport organisations to cope with those highly specific demands in areas such as financing, taxation or legislation in sport.

PARTNERS:

- European Observatoire of Sport and Employment – EOSE (France)
- SkillsActive UK (UK)
- Centre for Sport, Health and Civil Society, University of Southern Denmark – CISC (Denmark)
- Bulgarian Sport Academy – NSA (Bulgaria)
- Lithuanian Academy of Physical Education – LAPE (Lithuania)

- CONI - Scuola dello Sport - Servizi SpA (Italy)
- Kunsill Malti għall-iSport / Malta Sports Council – KMS (Malta)
- European Paralympic Committee – EPC (Austria)
- European Women and Sport – EWS (UK)

5. Other UK research

Sport and Recreation Alliance; 2011 survey of sports clubs. This follow-up from the 2009 survey will report results in October 2011. The data will show the financial health of sports clubs, membership levels and the challenges and opportunities faced by clubs at present. The contact is Syann Cox, Sport and Recreation Alliance
scox@sportandrecreation.org.uk

6. International research

6.1 GHK (2010) Volunteering in the European Union.

http://ec.europa.eu/sport/library/doc/f_studies/volunteering_final_report.pdf

This EU report identified a set of challenges to volunteering in general and to sport volunteers in particular. These included the recruitment and retention of volunteers, professionalisation of the voluntary sector (meaning requiring volunteers to adopt practices of management and service delivery comparable to those in the private or public sectors), reacting to legal and regulatory frameworks, the production of information on volunteering, achieving sustainable funding, managing a tension between state support and incorporating objectives of the state, achieving recognition for the work of volunteers, overcoming a prejudice towards voluntary engagement, and coping with a lack of a clear strategy in a fragmented political landscape (p254). The three most important concerns raised by sport organisations were: the complexity and administrative burden of applying for subsidies, insurance and liability, and the low level of public funding (p256). Clearly the pertinence of these challenges varies across the countries of the EU.

A recommendation was ‘networking to promote volunteering: encouraging research and exchange of good practice’ – hence the volunteers in sport projects, see 4 above.

The report included very useful annexes (national fiches) on sport volunteering in different EU countries. These are accessible at (http://ec.europa.eu/sport/news/news900_en.htm) the links are below - you have to click on “UK” for the UK, etc.

National fiches on volunteering in sport:

[AT](#) [BE](#) [BG](#) [CY](#) [CZ](#) [DE](#) [DK](#) [EE](#) [ES](#) [FI](#) [FR](#) [GR](#) [HU](#)
[IE](#) [IT](#) [LT](#) [LU](#) [LV](#) [MT](#) [NL](#) [PL](#) [PT](#) [RO](#) [SE](#) [SI](#) [SK](#) [UK](#)

6.2 Cash, sinkholes and sources: funding of grassroots sports clubs

Carolyn Cordery, Victoria University of Wellington (New Zealand).

Carolyn.Cordery@vuw.ac.nz.

In collaboration with Professor Rachel Baskerville (also of Victoria University).

Research being funded by Sport and Recreation New Zealand (SPARC) is interrogating two sports – golf and football – and asks: what can golf clubs’ key sources of funding tell us about their financial vulnerability?, and what non-financial resources strengthen golf clubs’ financial sustainability and contribute to organisational effectiveness?

This research builds on the literature on financial vulnerability in the general not-for-profit sector which was developed by Chang and Tuckman (1990, 1996), Fischer, Wilsker and Young (2010) and Hager (2001). Through the analysis of financial statements it will ascertain a vulnerability measure for sports clubs. It will also draw on the literature that has emanated from a number of other nations' surveys into sports clubs to analyse the non-financial resources that strengthen sustainability (including the Central Council of Physical Recreation in England and Wales (CCPR) (Sports Marketing Surveys Ltd, 2007) (and also in 2009), surveys into clubs in Scotland (Allison, 2001; Reid Howie Associates, 2006), Germany (Breuer & Wicker, 2010) and Norway (Enjolras, 2002)). We seek to understand the impact of, for example, clubs' orientation, volunteers' roles and leadership on clubs' sustainability (Thiel & Mayer, 2009) and to develop measures which will reflect strengths (or weaknesses) in financial and non-financial areas.

Carolyn will be visiting at Sheffield Hallam University from July-September and is happy to discuss this research with any interested UK academics.

6.3 Event Volunteering Evaluation (EVE) Project: Building a Comparative Study of Event Volunteer Motivations and Satisfaction

Karen Smith, Victoria University of Wellington karen.smith@vuw.ac.nz

The prevalence in event volunteering research of case studies based on data collected at a single event means the generalisability of findings can be called into question. Multiple event or cross-case analysis is beginning to emerge, comparing either different sporting events or a range of sporting and other events, however these are limited. The Event Volunteering Evaluation (EVE) project is a comparative, cross-national study across different sporting events which will build a core dataset. We are using an adaptation of Farrell, Twynam and Johnston's Special Event Volunteer Motivation Scale (SEVMS) and Price and Mueller's satisfaction scale, alongside questions on volunteering behaviour and socio-demographic characteristics. The core questionnaire will be adapted for delivery at a range of events, building up a core data set to test the relationships between volunteer motivation and satisfaction and, different events (e.g. event type, scale, location, frequency, and location); by the personal characteristics of volunteers (e.g. gender, age, employment status, resident/non-resident, local/domestic/international; culture/nationality); and volunteering roles (e.g. new/repeat volunteer, volunteer position).

The survey is currently being piloted at a number of events, including the International Sailing Federation (ISAF) Sailing World Championships in Perth, Western Australia. The project is led by Dr Karen Smith (Victoria University of Wellington, New Zealand) karen.smith@vuw.ac.nz, Dr Kirsten Holmes (Curtin University, Australia) K.Holmes@cbs.curtin.edu.au, Dr Leonie Lockstone-Binney (Victoria University, Australia) leonie.lockstone@vu.edu.au, and Professor Tom Baum (Strathclyde University, Scotland) t.g.baum@strath.ac.uk. Researchers who are interested in getting involved in the project should contact one of the research team.

6.4 Volunteer Capacity in Community Sport

Contact: Alison Doherty, University of Western Ontario, Canada, adoherty@uwo.ca

A research program funded by the Social Sciences and Humanities Research Council (SSHRC) of Canada is examining the capacity of community sport clubs to meet various objectives, including the maintenance/increase of participation levels. Key elements of volunteer capacity have been

uncovered, including attitudes, human capital, sufficient volunteers, continuity of volunteers, and support for volunteers, and their direct and indirect impact on various club outcomes has been identified. Links between volunteer capacity and the dimensions of financial, infrastructure, planning/development and external relationships capacity have also been identified.