



Victorian Forts Network RESOURCES

Topic:	Volunteers
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Content:	Recruiting and Retaining Volunteers

1. Victorian Forts Network Meeting

The Victorian Forts Network was established by the Palmerston Forts Society in early 2022 as an informal grouping of “Those involved in the operation of Victorian Forts for the public good”.

The Network is intended to be a forum to share problems, successes, good practices and ideas, challenges, and opportunities. The Network currently has over 60 members representing over forts and the PFS. The PFS role is to coordinate meetings and other connections and a main measure of success of the Network is day to day interactions between members who might otherwise not know each other. The members of the network are not necessarily members of the PFS.

On 28th September 2023, Network members had hybrid physical / webinar meeting at Nothe Fort in Weymouth. The meeting had the key topic of “Recruiting and Retaining Volunteers” and the main session comprised a remarkably varied series of nine short stories / presentations. The stories ranged from case studies of single volunteers to recruitment campaigns and the pros and cons of corporate volunteering sessions.

Despite the differences in the stories, a very strong common theme emerged and this was the importance of looking after the needs of your volunteers. Responding to the needs of your volunteers will probably include being generous with praise and appreciation but it may also be remembering that they like to have some time to sit and chat with each other - volunteering is probably an important social activity for them.

2. Presentations

This document includes slides from two presentations from the meeting on the theme of “Recruiting and Retaining Volunteers”.

Note: If you are interested in this topic, please check back in a couple of months because we plan to include details of more of the presentations in an update version of this document.

“How to keep your volunteers happy”

Keith Gulvin - Slough Fort

1

How to Keep your volunteers happy

Keith Gulvin
Slough Fort Preservation Trust



2

Give volunteers interesting things to do



3

Give them things to do that matter



4

Provide PPE, tools
and equipment



5

The
opportunity
to learn new
skills.



6

Do not expect
volunteers to do
anything that you
would not do and
have fun!



7

Merry Christmas and a Happy New Year
From the Trustees at Slough Fort

Good Communication



8

Have recognition
events.
Praise!

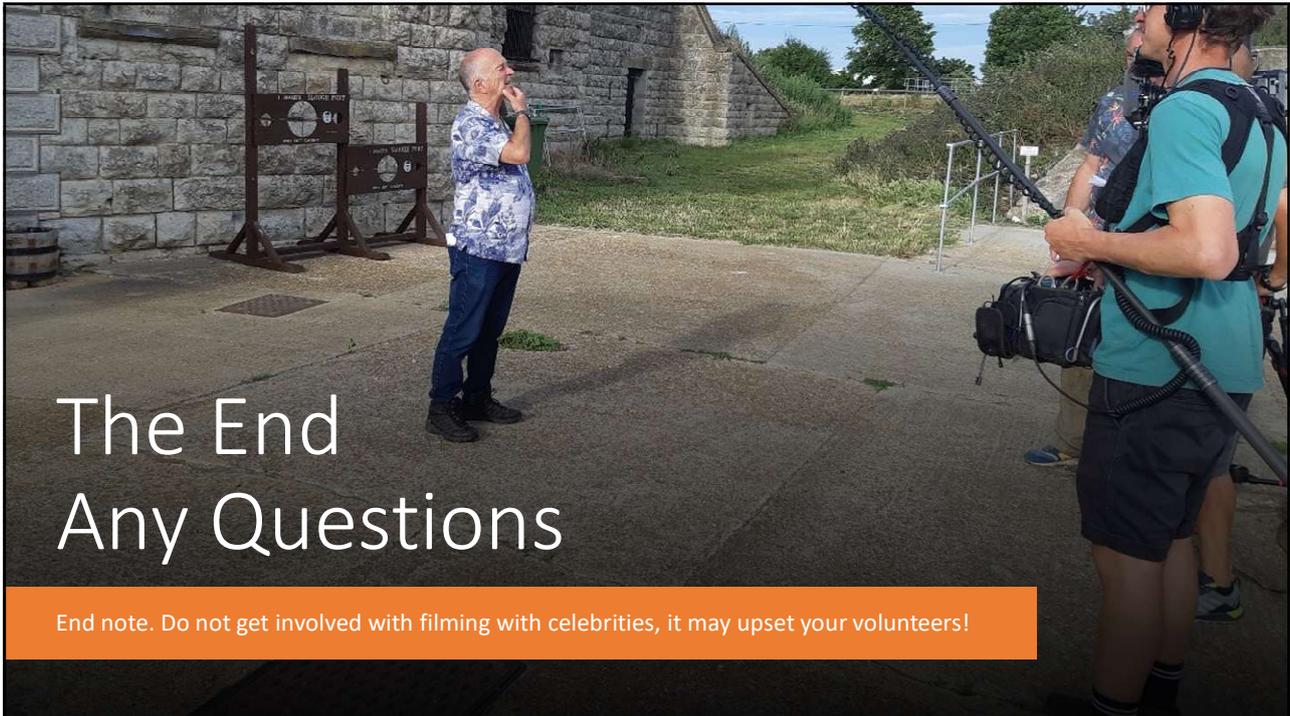


9

Refreshments,
downtime &
socialisation



10



11

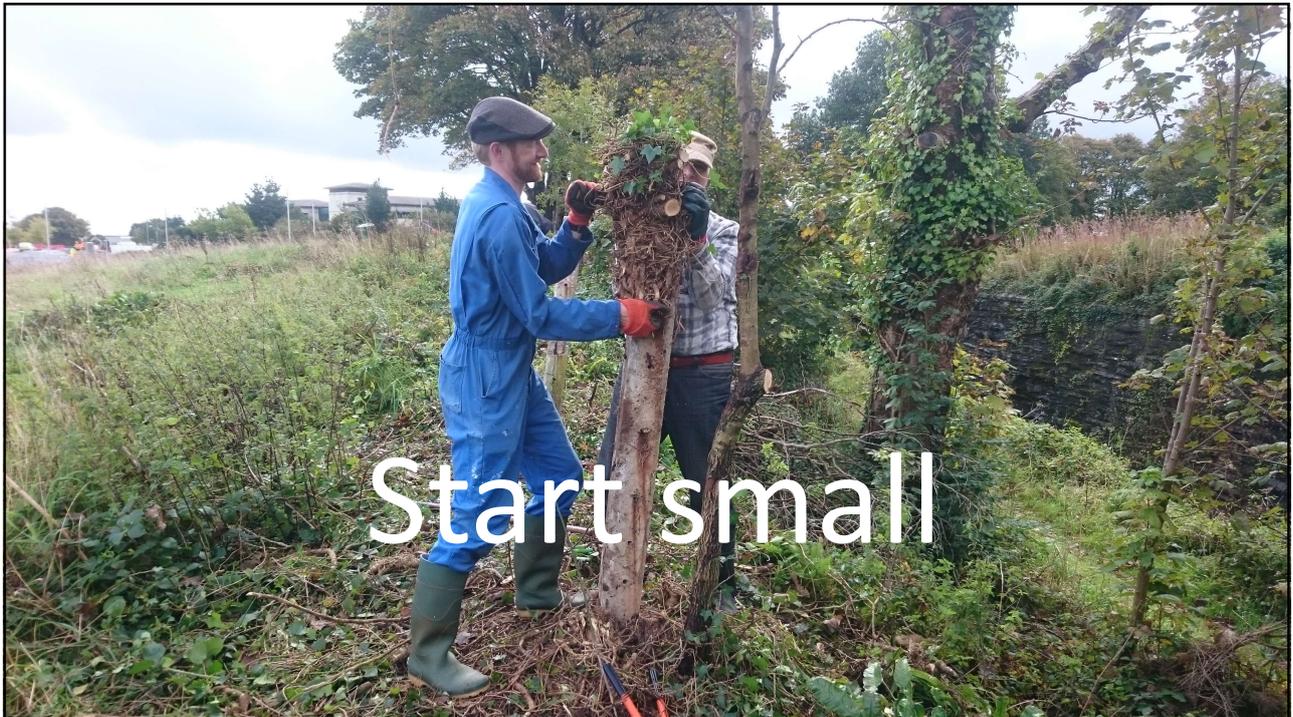
“Starting a volunteer programme from scratch”

Ed Donohue - Crownhill Fort

12

Attracting and retaining volunteers

13



14



15



16



17



18



19



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