



Volunteering with WAY

Volunteer Handbook



Volunteers



Welcome



Thank you for choosing to volunteer with WAY Widowed and Young and for helping to support fellow members.

WAY's volunteers form the backbone of our charity. The charity began with a small team of volunteers in Wales, and has grown to the incredible UK-wide charity it is today. It is through your efforts, and the efforts of those who came before you, that WAY thrives and members are given the welcome and support that they deserve. You help to raise awareness of the organisation, improve its service and signpost new members to the support available in their area. As a WAY volunteer, you become a representative of the charity and we are so grateful for all the ways you help to promote it.

WAY aims to ensure that everyone who gives their time to support the charity, feels supported themselves, valued and proud to be making a difference. This handbook is intended to provide information for those volunteering for WAY or for those considering doing so. If you need more information about any of the topics in the handbook or there is anything else you would like to know, please contact enquiries@widowedandyoung.org.uk.

Thank you so much for offering your time to support WAY and its members.

Veronica

Veronica Currie
National Volunteer Manager



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Know Your Charity



WAY Widowed and Young is the only national charity in the UK for people aged 50 or under when their partner dies. It is a peer-to-peer support group operating with a network of volunteers who have been bereaved at a young age themselves, so they understand exactly what other members are going through.

WAY was founded in 1997 and now has more than 4,500 members across England, Wales, Scotland and Northern Ireland. WAY aims to provide peer-to-peer support to young widowed people – married or not, with or without children and inclusive of sexual orientation, gender, race and religion – as they adjust to life after the death of their partner, husband or wife.

The WAY website and the **WAY members-only Facebook groups**, offer a focal point for members to share their stories of widowhood, seek and offer support and provide round the clock opportunities for members to engage with others. WAY also provides access to a **telephone helpline** which can provide support for members.

In local areas, events and meet-ups are arranged, often lead by a volunteer, but not always, as any member can arrange an event. This allows members to meet face-to-face and to build understanding and supportive communities closer to home.

An annual picnic takes place in as many areas as possible around the country in May each year. These are often organised and/or supervised

by WAY volunteers. This is the only event that is open to non-members – where family members, friends and supporters can join in and find out what WAY is all about.

There are also national events, organised by WAY, that all members can attend. Some of these events are adult only. WAY holds its AGM and Annual Celebration Weekend each year and the location of this changes each year to allow as many people to attend as possible over time.

WAY has a small **Operational Team** who work together to ensure the smooth running of the charity. WAY is governed by a team of dedicated **Trustees**, all volunteers themselves and most of whom are WAY members.



Why Volunteer for WAY?



WAY's volunteers are the life force behind the charity and are a huge part of WAY's history. WAY could not do all that it does without the support of its many volunteers throughout the UK.

Volunteers get involved for many reasons, but most want to give back to the charity because of the incredible support that they have received themselves.

“I love the small amount I do as a volunteer, it's good to be part of a team who supports others and gets WAY out there for others to find”

Yorkshire Volunteer

“I volunteer to provide support to members and give something back to the charity that has also supported me”

Dorset Volunteer

“WAY has supported me and given me life-long friendships and I want to give back to others.”

Somerset Volunteer

Read more about WAY volunteers and why they choose to support the charity



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Ways to Volunteer



There are many ways to volunteer at WAY. The charity is responsive, progressive and member-led. Below are some of the roles available at the time of publication, but is not exhaustive and will change and adapt as the charity continues to develop and grow.

By taking on any of these roles, volunteers become representatives of the charity, promoting it where possible and raising its profile.

Some volunteers take on multiple roles as they see more than one way that they can help. WAY aims to be as inclusive as possible and volunteers should consider how they can ensure members they come into contact with are made to feel as welcome as possible.

Volunteers should also feel able to gently challenge any discriminatory behaviours or if it is not appropriate to challenge this in the moment, to let WAY operational staff know of any incidents so that these can be followed up. WAY has a [Equality, Diversity and Inclusion policy](#) to help with understanding around this.

More detailed information about each role can be found at the end of this document.

AC Team Volunteer



Ambassador



Fundraising Volunteer



Online Volunteer



Outreach Volunteer



Trustee



Working Group Volunteer



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Volunteering with WAY



WAY Widowed and Young is committed to:

- Giving a positive volunteering experience.
- Encouraging a positive, friendly and welcoming atmosphere.
- Offering equal and fair opportunities to everyone who wants to volunteer.
- Making necessary arrangements to ensure your health, safety and welfare as a volunteer are protected.
- Respecting all our volunteers and listening to what you have to say, consistently encouraging two-way communication.
- Offering appropriate support to our volunteers.
- Providing notice of any meetings and/or training available to volunteers
- Maintaining **policies and procedures** to protect the welfare of everyone within the charity
- Ensuring we have clear meaningful roles for volunteers within the organisation
- Giving notice of any change to arrangements as soon as possible.
- Celebrating success and recognising loyalty and dedication.

As a Volunteer with WAY Widowed and Young, you are committed to:

- Act as a good ambassador and always consider and protect the good reputation of WAY Widowed and Young and our members in your actions and conduct.
- Be courteous, friendly and approachable to members, other volunteers and staff.
- Treat everyone fairly regardless of gender, sexual orientation, religion or disability.
- Be respectful towards all individuals and be aware of use of language (written and verbal).
- Not cause any offence.
- Work in partnership with other members, volunteers, staff and the general public.
- Respect confidentiality and not misuse confidential information.
- Comply with WAY Widowed and Young policies and procedures.
- Ask for support when you need it.
- Raise any issues you may have by **contacting head office** and not denigrate the charity to the media, our members, the community or other volunteers
- Give advance notice should you plan to stop or to take a break from volunteering.
- Have the best possible experience through getting involved and enjoying your volunteering.



Policies



As a volunteer and to keep you safe as you undertake your role, it is important that you are aware of the following policies, which can all be found in the Services section of the Members Hub.

Services



Members Policies and Guidance

There are a range of important policies which are important to volunteering, including the [Membership Policy](#) which is relevant to every member of WAY and includes a member code of conduct, and the [Volunteer Policy](#).

The Volunteer Policy and the associated online [Volunteer Agreement](#) will be shared with volunteers as part of the induction to their role.

Please also direct other members to the [Members Policies and Guidance](#) page on the website, so that they are fully informed.

Please note: WAY policies are reviewed, amended and added to when necessary – please check regularly for any changes. The versions on the Members Hub will be the latest versions.



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Supporting Volunteers



As a charity, WAY recognises the crucial role that volunteers play in helping it to achieve its objectives. WAY recognises the time commitment and dedication that volunteers give to the charity. In return, WAY is dedicated to providing support and training where it can.

Becoming a volunteer – Induction

When volunteers initially consider taking on a voluntary role, a member of the WAY Operational Team will be in touch either by phone, Zoom or by email/message and talk through the process.

A link to the [Volunteer Policy](#) and relevant role description will be sent to allow the member to decide if volunteering is right for them at that time. If the member is happy to volunteer, a link to the [Volunteer Agreement](#) which will need to be signed online, will also be sent.

The necessary changes will then be made at Operational level (adding to different groups on both website and Facebook or changing website settings).

An induction checklist with links to key WAY policies and documents will then be shared.

Ongoing Volunteer Support

Volunteers will be given an Operational Contact – this will usually be the Volunteer Manager, but could be another member of the team. They can direct queries to or receive updates from their contact. Information sharing will take place through the website/Facebook/email depending on the nature of the information.

Training

Various opportunities for training and/or networking for volunteers will take place at key times throughout the year. Some training opportunities may take place at the AGM or if a member of the Operational Team is in a particular location, a networking opportunity may be set up. Most training opportunities are delivered via Zoom and, where possible, recorded so that volunteers can keep up to date with relevant training at a time that suits them.

Media

WAY has a Communications Manager who can help you, or any member, if approached by media about the charity. The Communications Manager can be contacted on media@widowedandyoung.org.uk.

Self Care

The vast majority of WAY volunteers are themselves WAY members and as such are coping with their own grief whilst helping to support other members and this may act as a grief trigger. The WAY team recognises this and asks that volunteers look after themselves and exercise self-care, seeking support when necessary.

A volunteer's Operational Contact can be contacted for additional information and support – as is the core of WAY's organisation, peer-to-peer support between volunteers is a huge help and this can be sought from the Facebook pages and/or website.

Self-care resources can also be found in the [Volunteer Hub](#) of the website.



Communication



Communication is two-way. WAY wants its volunteers to be kept up to date with what is going on with the charity so that we are in the best position to support and inform members. It is, however, up to volunteers to notify the charity of any changes and to actively keep up to date with charity information and this can be done through the following channels:

Website

WAY's network is based around the WAY website through which every member joins. There are different sections which may be helpful to volunteers. There is a dedicated [Volunteer section](#) where resources and information can be found; an [event section](#) where all events around the country should be posted by the organiser; groups for each of the [local areas](#) (new members choose their home groups– these members have a little house beside their name - but members may join other groups if they wish).

There is also a [messaging service](#), a [member section](#) (where members can search for others based on circumstances and geographical location if they have allowed this through their settings). The website also has a tab for [services](#) which shows all of our member services including details about [WAY's Helpline](#), a link to our [book library](#) and [shop](#) and links to past [WAY Forward magazines](#).

Information about the charity and its ongoing work can also be accessed via the [public side](#) of the website in the [news](#) section.

It is important that volunteers know how to navigate the website so that they can signpost to members who might be looking for a specific resource or service.

Facebook

A small group of WAY staff and volunteers oversee a [closed Facebook group](#) for all members. In addition to the main group, additional subgroups have been developed relating to shared experience, location, hobbies and interests. An up to date [list of these subgroups](#) can be found on the members side of the WAY Website under the [Services](#) tab. Please note that these subgroups operate on the goodwill of members giving their time to operate and administer. Each group may have additional eligibility requirements, being a member of WAY does not automatically allow membership to subgroups.

Like [WAY's main Facebook group](#), WAY subgroups are private groups, admission is by request and only current WAY members will be able to join these. Members who do not renew their membership will be removed from the subgroup.

The admin and moderation of WAY subgroups are undertaken by member volunteers who give their time freely to provide a safe space for WAY members. WAY members may be in as many subgroups as they wish, if they meet the eligibility criteria. WAY subgroups may have specific joining criteria which should be stated in the 'About' section of the group.

Facebook Subgroups are an optional part of WAY membership and are replicated on the Members Hub where all members have access

There is a [Volunteer Closed Facebook group](#) and [Closed Volunteer Hub Group](#) where information is shared between WAY and its volunteers and provides a safe place for volunteers to share good practice and seek advice.



Communication



WAY Facebook/Website Groups

To be approved as a WAY Facebook subgroup, the group needs to ensure all members are current paid up WAY members who adhere to the WAY policies and procedures and it is good practice to have more than one Admin on each group.

Checking membership can be done by checking names against the website in the People section or alternatively, you can add a member of the WAY's operations team as an Admin to keep the membership up to date. Although not essential, it is helpful for the Area Contact to be an Admin of the local Facebook group, alternatively, it may be helpful if one member of the Area Contact team takes control of this task with the Area Contact being informed of any necessary changes.

It is helpful to have "joining questions" set up for people requesting to join a Facebook group. A very helpful question is – "Is your Facebook name different from your WAY website name?" This will save a lot of time trying to track down members on the website.

If you are helping to support a local area or interest group on the Members Hub/website, these checks will not be necessary as only members can access the Members Hub.

Email

To ensure that all essential communication between WAY and its volunteers is not missed, regular emails are sent out outlining information and any action needing to be taken by volunteers. It is a member/volunteer's responsibility to ensure that contact details are correct on the website to ensure that notifications are received in a timely manner.

Should members have a query or concern about their membership that cannot be answered or dealt with by a volunteer, they should be directed to the enquiries@widowedandyoung.org.uk email.

Newsletters

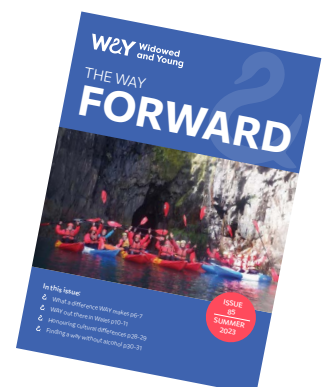
WAY has an established newsletter system. **WAY Forward** is a membership magazine and is sent out 3 times a year to all its members in print format. There is also a monthly **e-Newsletter** sent out via email to all members.

WAY has also introduced Volunteer e-Newsletters which are published at key times throughout the year and which contain updates about charity developments, examples of good practice and information about the excellent work being undertaken by volunteers up and down the country.

Volunteer Communication

Volunteers should keep in touch with their named contact (usually, but not always, WAY's Volunteer Manager). This is usually done by email but other forms of communication may also be used.

Volunteers should also let a member of WAY's Operational Staff Team know if there are any significant changes to their volunteering, if their membership lapses or they wish to stop volunteering for the charity.



WAY Events



Meeting and connecting with other members is a key part of the WAY community. Events (from walks in a local park to meals out,) can take many forms and can be arranged by both members and volunteers alike. While in-person events are welcomed by many, a range of online events are also encouraged as not every member is able to attend in-person events for a range of reasons.

There are dozens of different events listed under the [Events tab](#) of WAY's website at any one time. All events set up for members, whether local, in-person or online, should be listed on the website and members should be encouraged to RSVP there.

Events may also be shared on WAY's member-only Facebook groups and the easiest and safest way to do this is to share the website link to the event – this minimises the chance of a non-member attending and/or keeps lists of attendees in one place for the organisers.

WAY asks local volunteers to take a lead with organising events, and ideally, it is hoped that there will be a monthly event in each local area. As volunteers are not given expenses for these events, volunteers should choose something low-cost and close to their home. Ideally an Area Contact Team will share this organising and depending on how the team is spread out around an area, this may help with creating a variety of locations and types of events.

Members are also welcome to create their own events and add them to the website.

There's also a range of national events happening up and down the country throughout the year. Volunteers will be alerted to these so that they can share wider within the membership – there aims to be a spread of adult only and family based events.

The AGM is an annual opportunity for members to meet up with other young widows and widowers from across the UK, to have their say in the future direction of WAY and to dress up and let their hair down at an evening dinner dance. The AGM location changes each year to make it accessible to members in different parts of the UK.

During May, WAY holds a Big Picnic weekend where members and volunteers are asked to host a picnic in each WAY area around the country. WAY also encourage as many members as possible to attend one of the WAY Big Picnic events. The Big Picnic is one of the few WAY events that is open to members and non-members and is an opportunity to showcase WAY's work to friends, family and to potential members too.

WAY events are for current WAY members only. However, WAY recognises that sometimes there may be occasions when a non-member may be invited. On these rare occasions, notice should be given to those attending and agreement sought, in line with [WAY's membership policy](#).

Most WAY events are open to all current WAY members, however Closed Hub Groups can create events that are not visible to other members - ie WAVY (for those widowed before their 36th birthday) or Volunteers events will only be visible to those in the Volunteer Hub Group.

Please do remember that some of our members have children and others don't. Some were married and others weren't. Some were in same-sex partnerships. Some were bereaved after a long illness and others lost their partners more suddenly. No situation is 'better' or 'worse' when it comes to our bereavement, so please be sensitive of others when sharing your thoughts online or at meet ups. WAY should be a welcome and inclusive community for ALL members.



Signposting



When volunteers are supporting members, it can be helpful to know where they can signpost them for help and/or support. It is important to remember that as WAY volunteers, you are offering peer support and are not in a position to offer counselling. If members need support over and above peer support, please do read on about different places to signpost them.

As well as peer support through WAY's website and Facebook communities, you may also want to signpost members to the WAY Helpline.

WAY Telephone Helpline

The helpline is part of a WAY member's membership services and is accessible to all current members, but is not intended for times of crisis, more for support, guidance and advice.

If a volunteer feels that members could use the helpline for support, please direct members to the [helpline information](#) on the website.

If a member is in crisis, you may want to signpost members to the following UK Helplines:

UK Helplines for support

Samaritans	116 123 (Open 24/7 365)
Cruse	0808 808 1677
Mind	0300 123 3393
Anxiety UK	03444 775 774
Sane	0300 304 7000
Calm	0800 58 58 58
Shout	Text SHOUT to 85258 anytime day or night to chat to someone about what is worrying you.
National Domestic Abuse	0808 2000 247



WAY Widowed and Young

WAY Widowed and Young
External Support Line

24/7 Counselling, Information & Support Line

Call the fully-trained counsellors and support specialists 24/7, 365 days a year to discuss any emotional, personal or work-related issues. There's no limit on how many times you call. You can also receive up to 6 follow-up telephone counselling sessions.

Need to talk? Call us on **0800 107 6147**
Quoting WAY Widowed and Young

WAY Widowed and Young
Support. Understanding. Friendship.
f t i in
www.widowedandyoung.org.uk
Registered Charity No. 116-5588

WAY Widowed and Young
External Support Line

Legal Support

Access free legal help, advice and support from Irwin Mitchell - one of the UK's largest law firms. Available 24/7, 365 days a year, their expert team can handle all types of enquiries, such as consumer and neighbour disputes, property enquiries, personal injury and employment queries.

Need to talk? Call us on **0800 107 6147**
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Registered Charity No. 116-5588

WAY Widowed and Young
External Support Line

Financial Support

If money pressures are getting to you, Auriga are expert providers of welfare and debt advice. They have a wide range of services available to you, including one to one casework, tribunal support and representation, access to grant aids and much more.

Need to talk? Call us on **0800 107 6147**
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Area Contact Team



Area Contact Volunteers make up the majority of WAY's Volunteer Community. It is hoped that all 62 WAY areas will have at least one Area Contact, but ideally, there will be a team of volunteers helping to connect members within the area.

Below are guidelines and suggestions on how such teams could work together in an area – but in reality, how this works within area teams is up to the volunteers!

New Members

There will be one named Area Contact who is the name on the computer system to which new member notifications will be sent.

Only the Area Contact will receive a notification of a new member joining their local area. a name containing a link to the members space on the website, through which a welcome message can be sent. A sample message which can be tweaked and personalised is available in the resources area of the Volunteer website section.

If a new member's area does not have an Area Contact or an Area Contact Team, then the new member notification is automatically sent to an online Area Contact who will be able to give a general welcome.

The Area Contact may wish to pass on a new member to be welcomed by another member of the Area Contact Team who maybe lives closer to the new member or has similar bereavement situations (ie similar aged children/no children, or is same gender etc.)

There is a New Members Section on the Members Hub under Services which may be helpful to signpost to new members.

Events

WAY events can be organised by any WAY member, however, as part of an Area Contact Team, it is a great way to get to know your local members, as well as helping them connect with others for peer-to-peer support. Volunteers taking the lead with regular events, encourages members to set up their own too.

An important part of the Area Contact Team role is to encourage members to ensure that all events are posted on the WAY website to ensure that ALL members (not just Facebook users) see the events.

An event can be made on the website then the link to it can be shared in Facebook posts – this also helps minimise the time spent keeping track on different event pages of who is going. Please also, where possible, encourage members to RSVP on the website – this helps organisers know who is attending and lets other members know they won't be attending alone. It also means that those attending will have signed a disclaimer to ensure that they understand that WAY or the event host are not responsible for member safety at an event.



Area Contact Team



Fundraising

If you are made aware of any local members taking part in any fundraising activities for WAY, please do ask them to get in touch with the Operational Team by emailing enquiries@widowedandyoung.org.uk. Fundraising efforts can then be publicised and supported. Access to WAY merchandise to help with fundraising efforts can also be gained this way. Please also direct any members to the [Fundraising pages](#) for ideas and inspiration.

Taking a Break/Holidays/Difficult Times

Having an Area Contact Team means that there are other people to share the load with. We are all members of WAY for one very sad reason and, as we all know, grief can be unpredictable. If a volunteer is having a hard time, it is good to know that they can pass their responsibilities to somebody else in the team and vice-versa, if one of the team is seen to be struggling, an offer of help can be given. The same applies for holidays – just ensuring that somebody is around to help out. If an AC is unable to send welcome messages, then it is essential that the operational staff team is notified as early as possible to ensure that these are re-routed in the short term to another team member.

A team also means that if a volunteer wishes to stand down from a role, there are others ready to fill that gap who already have knowledge of how the role works or who would be able to support somebody new joining the team.

If volunteers do reach the stage of no longer wishing to volunteer in their local area, they are asked to please let a member of the WAY operational staff team know, so that another volunteer can be approached and the role filled before leaving a gap in an area.

Network and Support

Being part of an Area Contact Team means there is support and an ability to share ideas and network. The range and location of events can be shared and spread out, there is less of a burden on any one person and there is somebody to step in when somebody's volunteering role needs to pause or slow down.

[This is the role description for Area Contact Team Volunteers](#)

[This is the role description for Online Area Contact Volunteers](#)



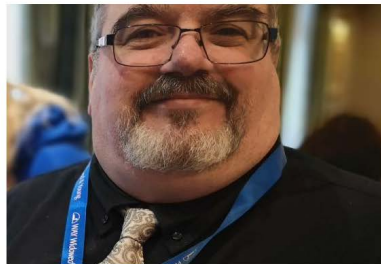
Ambassadors



WAY Ambassadors are members who are committed to publicly share their story to help raise the profile of the charity. This may be done in person at events or in the mainstream media or on social media. Ambassadors may also use their lived experience to help support specific groups of members by representing them in campaigns or helping to keep them connected.

WAY Ambassadors have **shared their stories** on the public website to help raise awareness of the charity.

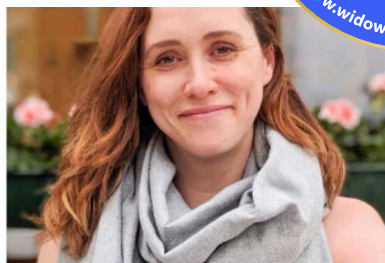
This is the role description for Ambassador Volunteers.



Norman Smart, WAY Ambassador



Maria Margetts, WAY Ambassador



Orlanda Bryars, WAY Ambassador



Diane Stuart, WAY Ambassador



Facebook Admin Volunteers



WAY has a main Facebook group with over 3,500 members (at the time of publication). This group, as it is so large, is overseen by WAY staff members, but there is also a small team of volunteers helping with the moderation of the group.

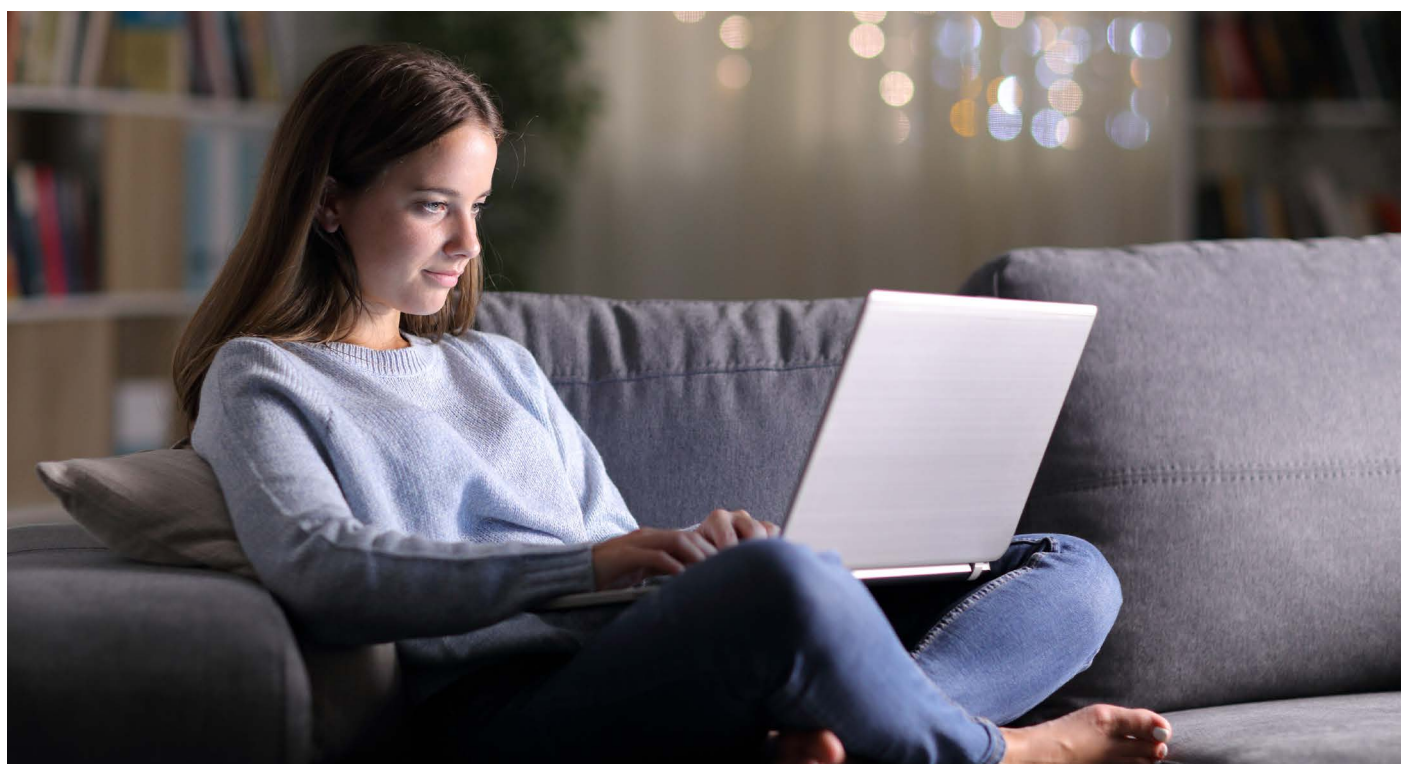
With a fantastic and wide-ranging and growing number of WAY Facebook subgroups, members volunteer their time to oversee the safe running of these groups. Admin volunteers sign up to WAY's Facebook charter and ensure that only current members are admitted to WAY subgroups. Lapsed members are removed by an admin to keep the groups membership only. Admins ensure that subgroups run in accordance to the WAY charter which has been created on the foundation of WAY's membership policy to which every member has signed up on joining the charity.

Any serious concerns or issues are raised by admins with WAY staff members. Most subgroups run very smoothly as members are connected through another connecting factor other than bereavement.

Facebook groups are an optional part of WAY's services and members may choose to join or leave them as they choose.

[The full list of WAY Facebook subgroups can be found here](#)

[This is the Facebook Admin Volunteer role description](#)



Fundraising Volunteers



WAY relies on fundraising and generous donations, as well as membership fees, to help pay for vital services for our members. The WAY membership fee which all members pay, does not itself cover the costs of each member's services. Fundraising enables the charity to support those who cannot afford the membership fee so that nobody widowed before the age of 51 who needs us is turned away. Fundraising also funds the cost of the WAY Helpline, an excellent source of free counselling, legal and financial advice for members, as well as the upkeep of the website and staffing costs to ensure that the charity can continue to grow and thrive.

Fundraising volunteers help to support WAY's Community Fundraising by either fundraising themselves or encouraging others to fundraise. Fundraising volunteers can also be cheerleaders by identifying local events and turning up on the sidelines to cheer on any WAY fundraisers.

Ideas for Fundraising can be found on the [public Fundraising pages](#).

[This is the WAY Fundraising Volunteer Role Description.](#)



Online Volunteers

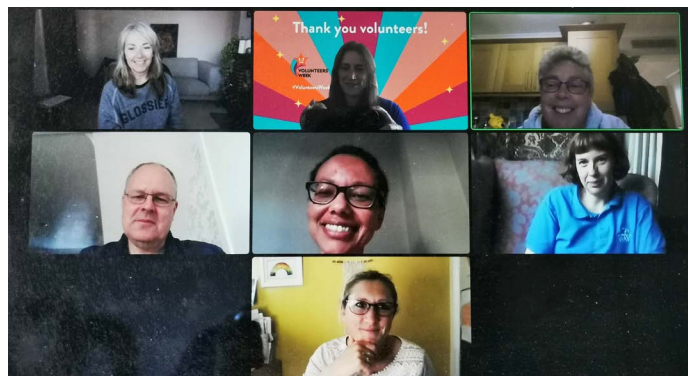


WAY is a good mix of online and in-person interaction. Online Volunteers offer a range of online events and opportunities to connect. From regular online bingo, quizzes and yoga sessions to regular Zoom chats, online volunteers enable members to meet virtually from anywhere in the UK, from the comfort of their own home.

These online sessions help on so many levels as there may be many barriers to members connecting in-person; finances, childcare, anxiety, transport etc.. Online connection can help be a stepping stone to meeting others and have proven invaluable in helping members find others who understand their situation no matter where they live in the UK.

To help with the hosting of these online events, volunteers have access to a free Zoom account which they can book out by contacting veronica.currie@widowedandyoung.org.uk

[This is the Online Volunteer Role Description.](#)



New Member

Zoom Chat



WELCOME!

W&Y Widowed and Young



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Outreach Volunteers



WAY members know that they have been fortunate to find WAY and the peer support it offers. To become a member, people need to know about the charity first. One of WAY's strategic aims is to ensure that all who need us and are eligible to join WAY, know about the charity so that they can decide whether or not to join.

Outreach volunteers play a vital part in this. From Aberdeen in the North of Scotland to Cornwall in the South of England, WAY Outreach Volunteers join regular bereavement networks where they can share what WAY does and help local organisations understand WAY's peer support so that they can accurately signpost people. Reciprocally, Outreach volunteers can signpost local services to WAY members.

This is the Outreach Volunteer Role Description

While Outreach Volunteers have a specific role in attending local network meetings, any member can support WAY's outreach by sharing social media posts, word of mouth and handing out leaflets to local businesses and community organisations.

This is where to order leaflets.



Trustees



WAY is governed by a **Board of Trustees** who are all volunteers. The Board has overall collective legal responsibility for the charity and works to uphold WAY's objectives, protect funds, and ensure that WAY is compliant with legislation and regulation. On a day to day basis, WAY is managed by a small staff team which is led by WAY's Chief Executive who holds overall responsibility for its operations.

Trustees meet for regular Board Meetings which are set throughout the year. Between these meetings, Trustees are kept informed of strategic developments within the charity and often help to lead on specific areas such as diversity, marketing or website, to name but a few.

Most Board meetings have been held online since 2020, but in-person opportunities are taken where possible.

WAY Trustees are recruited according to the needs of the charity and are carefully selected based on the skills they can bring. In WAY, most Trustees are members themselves, although some Trustees are external to ensure a balance and range of knowledge and objectivity within the Board.

Trustees are recruited according to need, but their positions are ratified annually at WAY's AGM in line with **WAY's Constitution**.

This is the role description for Trustee Volunteers



Joanna Sedley-Burke,
Chair, WAY Member



Bobbie Kelly, WAY
member



Graham Briscoe, Non
WAY member



Kate Siegler, WAY
Member



Louise Dodds, WAY
Member



Marcos Eleftheriou,
Non WAY member



Mike Etherington, WAY
Member



Stuart Scarbrough,
WAY Member



Working Group Volunteers



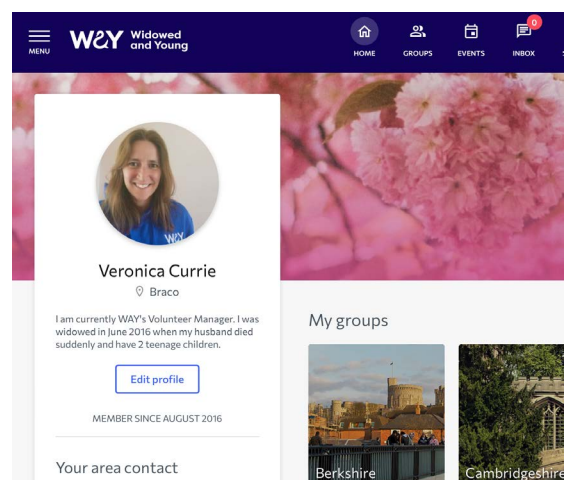
This group of volunteers help support specific areas within the charity, linked to WAY's Strategic Plan such as website development or Diversity and Inclusion work.

Working Group volunteers bring their unique skills and lived experience to the charity and offer time to attend regular online meetings. At these meetings, key developments are planned and discussed and volunteers often take away set tasks to complete before feeding back at the next meeting.

Working Group volunteers are generally all members themselves, so they know and understand the charity and what members need. They use their skills and knowledge to help bring change to the charity, alongside staff members.

This is the [Website Working Group Volunteer Role Description](#)

This is the [Diversity Working Group Volunteer Role Description](#).



Other Projects and Roles



Over and above the roles mentioned, there may be, from time to time, opportunities to take part in projects that are being run to support WAY's work or to raise its profile. Our volunteers, as representatives of the charity, are also asked to help promote the charity wherever possible.

All of these roles are highly valued and appreciated by the charity and WAY wouldn't be the successful, supportive organisation it is today without each and every volunteer who plays their part.

**Thank you so much, on behalf of WAY and all of its members,
for all you give to the charity.**





www.widowedandyoung.org.uk

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