



BRIDGE TO SPORT

Become a volunteer in a Helsinki-based sport club

This newest Monaliiku's project was created to support the inclusion of migrants and people with migrant background in sport clubs as volunteers and, at the same time, to cover the current need of clubs to attract more volunteers.

Introduction

Helping with migrant integration

In our fieldwork with migrant women from around the world, we have noticed that it is difficult for migrant women to find their own way in sports clubs as participants or as parents of a participant.

Create a richer community

Thanks to Monaliiku's expertise in integrating migrant women over the past decade, we strongly believe that both volunteers and sports clubs will benefit from this initiative and that it will create a richer and more diverse community in Helsinki's sports clubs.

A large circular image on the left side of the page shows a diverse group of people of various ethnicities and ages laughing and smiling together. In the foreground, a smaller circular inset shows a stack of four wooden blocks with the words "BELONGING", "INCLUSION", "DIVERSITY", and "EQUITY" written on them from top to bottom.

BELONGING
INCLUSION
DIVERSITY
EQUITY

What is a volunteer?



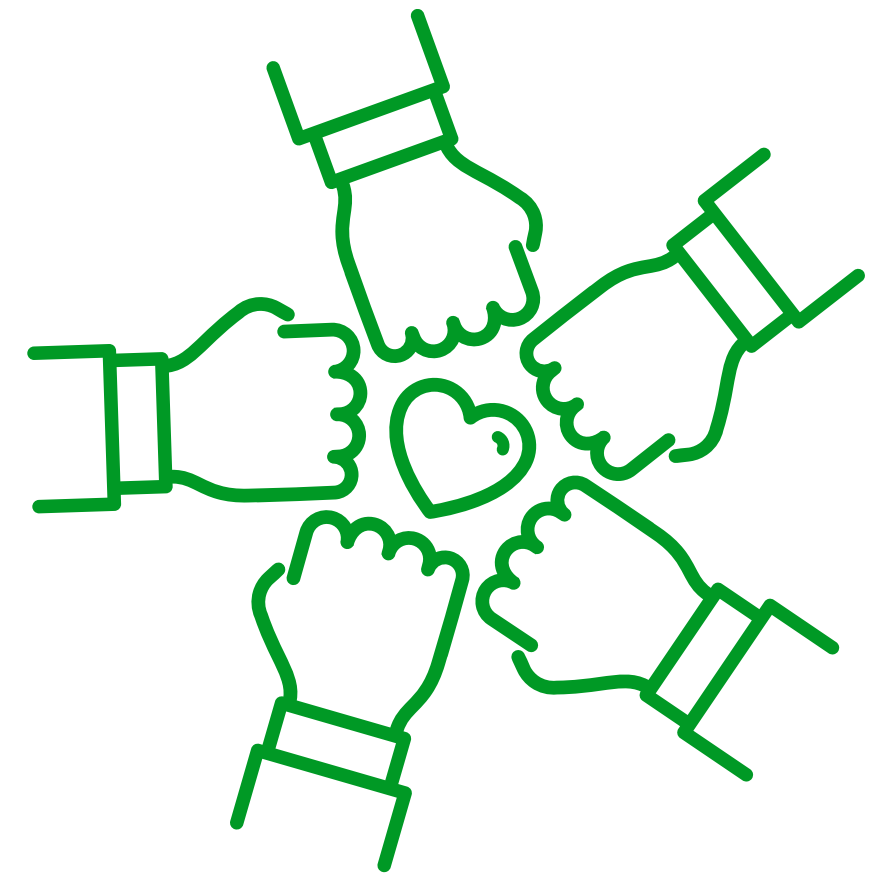
Volunteers are “individuals who carry out unpaid activities of their own free will, often in support of an activity or initiative serving the general interest of the wider society, and without replicating or substituting the work of paid staff”.

What is volunteering?

Formal volunteering

“A non-spontaneous form of helping behaviour offered by individuals to others within the context of an organization in a coordinated way, without coercion, remuneration, or direct financial rewards.”

(Behina, 2012 P.7)



What is volunteering?



Formal volunteering has become a part of life in Finland.



A survey conducted in 2009 by Statistics Finland showed that nearly 40% of Finns were volunteering in the last 12 months preceding the survey.

62% of Finnish volunteers were involved in an organized or formal form of volunteering, such as carrying out voluntary work for an association or organization.

The most popular volunteering sector is sport with 30% of the volunteers involved.





Volunteering in the future will be represented by short-term activities without a commitment to an organisation.

Benefits of volunteering

Volunteering benefits both the volunteer and the target of the volunteer activity.

Volunteering provides an opportunity to influence and participate, and it also increases the sense of belonging. (SOSTE 9.9.2020a.)



Benefits of volunteering for migrant people



Immigrants lose **their social and human capital** when they immigrate to a new country where the language and culture are quite different from their own.



Volunteering can help immigrants to **develop their social and human capital**, and acquire other manifold benefits.



Immigrants are underrepresented in mainstream volunteer-involving organizations. Volunteering for immigrants is not just about fulfilling altruistic social obligations, it is also **an important tool of integration**.

Benefits of volunteering for migrant people



Why do immigrants volunteer?



- Meeting new friends
- Advance ones physical and psychological wellbeing
- Learning new skills
- Making social connections
- An opportunity to support a cause one feels strongly about
- Learning about the host country and its work culture
- Improving language skills
- Getting job reference/improve chances of getting a job
- Feelings of usefulness and keeping oneself busy are also mentioned

(Wilson and Lewis, 2006; Ashton et al., 2006: Handy and Greenspan, 2009)

Barriers to volunteering by migrants



Most common mentioned

LACK OF
CONSIDERATION OF
THE LOCAL
COMMUNITIES OF
MIGRANTS AS A
SOURCE OF
VOLUNTEERS

LACK OF KNOWLEDGE
ABOUT FORMAL
VOLUNTEERING

CULTURAL
MISUNDERSTANDINGS

RACISM AND
DISCRIMINATION

POOR KNOWLEDGE OF
THE HOST
COMMUNITY
LANGUAGE

LACK OF KNOWLEDGE
OF THE MANY
BENEFITS OF
VOLUNTEERING

LACK OF EXAMPLES
FROM OWN
COMMUNITY

Volunteering and integration

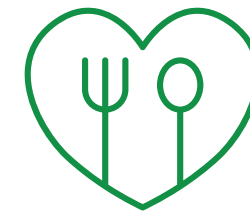
By volunteering...



Migrants participate in society through non-formal and informal education.



Migrants improve their employability on the labour market.



Migrants and the local community meet to take civic action on community issues that matter to both of them.



The host society deals with increasing diversity and accommodate change.



Frequent interaction between migrants and citizens.



Sport clubs in Helsinki

Sports clubs play a **key role in Finnish sports culture**, and sports clubs are the core of organised sports and physical activity.

There are approximately **14,000 active sports clubs in Finland** and on average each club has **359** members.

Inside sport, **football** has the highest number of clubs, with around **930** clubs. The next largest sports are **floorball** with **850** clubs and **athletics** with **630** clubs.

More than one million Finns participate in sports clubs.



Sport clubs and volunteering



Less than a third of clubs focus on competitive sports. More than a third of the clubs have their main purpose in fitness and amateur sports. The remaining clubs aim to offer both areas equally. (Finnish Olympic Committee, 10.10.2018.)

20.5% of the Finnish adult population engage in sports-related voluntary activities. This translates to about **845,000 volunteers.**

In sports clubs, volunteering is needed in different areas:

- coaching and guidance,
- fundraising,
- association administration tasks and
- event organisation.





Who is a volunteer?



Counted together, these volunteers work up to **50 million hours per year**.

In Finnish football, the annual value of volunteer activities is estimated to be **408 million euros**. The calculated value is generated by approximately 98,000 volunteers.

The typical person involved in the voluntary activities of sports clubs is a **man aged 35 to 44**, who spends an average of **7.3 hours per month on volunteering**.

For young people, volunteering is an **opportunity to gain knowledge and experience**.

Families participate often **due to the participation of their children in sport clubs**, and **voluntary work may also be seen as an obligation**.

People often get involved in coaching activities through their own or their child's sports hobby.

CASE FC KONTU



The activities are based on cooperation between paid club employees and volunteers.

One of the main focuses of FC Kontu's strategy, created in 2021, is to support volunteers, increase the number of volunteers and develop competence.





ROLES FOR VOLUNTEERS





Team staff and volunteers

Every team:

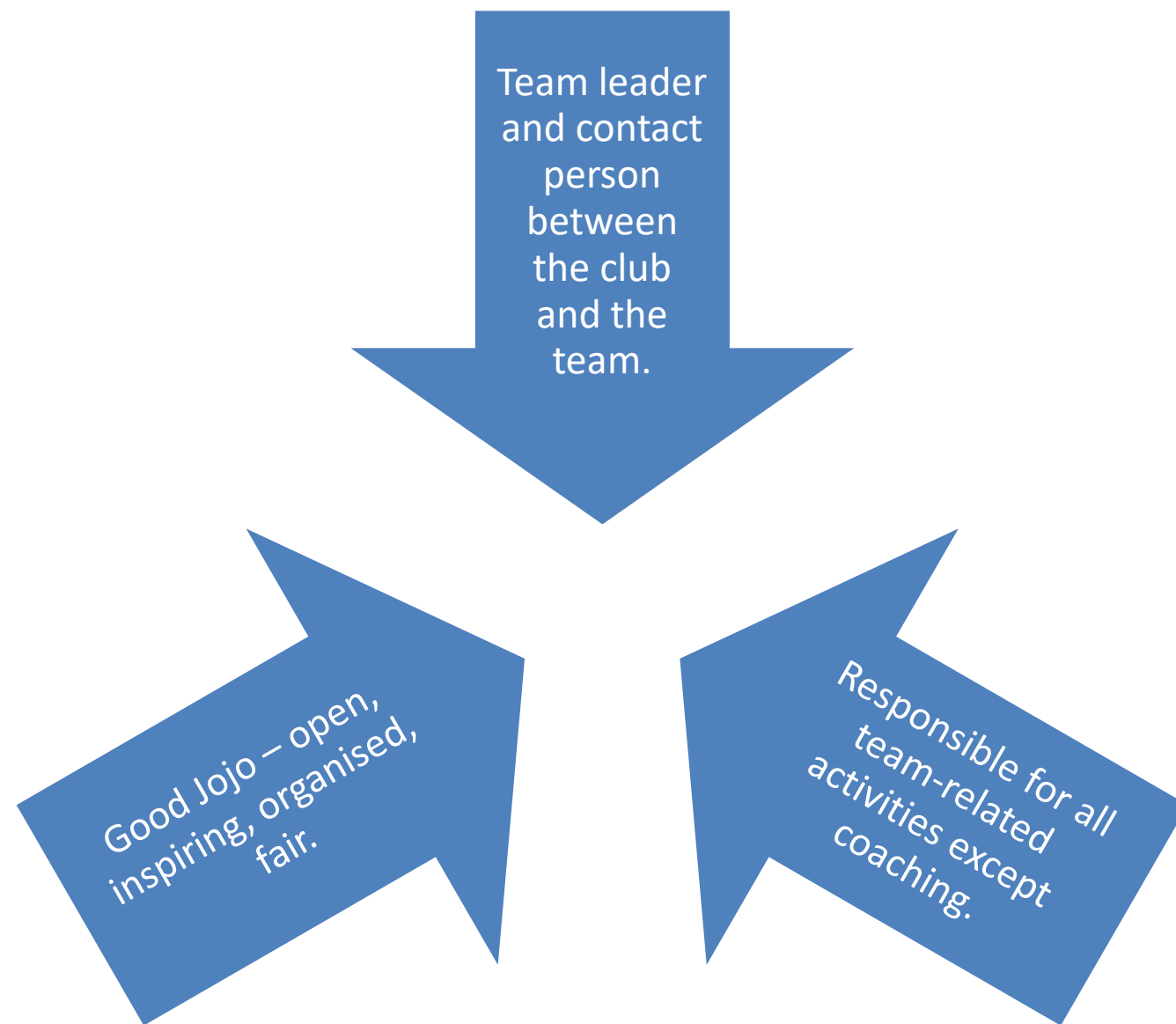
- hired responsible coach + team leader + financial manager= management team
- assistant coaches, guardians and other volunteers

The sport clubs staff and volunteers comply with the rules, general guidelines and regulations of the union and the club.

Staff and volunteers become members of the club – this way they are able to participate in the club's decision-making, training and development of operations.



TEAM LEADER (JOJO)



Tasks:

- Communication with the club with the coach responsible for off-field activities economy
- Create a budget and action plan
- Welcoming new players enrollment



TREASURER



Responsible for the team's finances with Jojo.

Tasks:

- Creates invoices for the monthly fees
- Keeps track of the unpaid bills
- Pays the team's bills
- Makes the necessary reports
- Attends meetings of the sports club



Assistant coach



Assists the main coach in coaching, participate in trainings.



Tasks:

Leads trainings and matches according to the instructions of the main coach
Follows the club's policies and values in coaching

Player manager

Responsible for the new players, for example sends welcome message to the players/parents



Has to be first when the team has trainings to receive the new players and make them welcome





Event Manager

Organizes team events (e.g. closing ceremonies, Mother's Day and Father's Day games).

Equipment Manager

Orders the needed equipment, coach equipment, service bag contents, etc.





Fundraising responsible



is responsible for the team's fundraising, various sales campaigns, organizes volunteer work (kiosk and management bars)

Tournament manager

is responsible for organising the team's own tournaments together with other parents

Support person

assists in training and games, is responsible for the team's first aid and the contents of the maintenance bag



Game group manager

Presents at matches and approves the minutes.

Social media manager

produces content about events for the team's social media and, if necessary, for the club's website

BRIDGE TO SPORT

THANK YOU FOR YOUR ATTENTION

