

BTO Regional Network Meeting 2010 Report

**Saturday 13 November 2010
Plas Dolerw, Newtown, Powys**

The BTO Regional Network Meeting 2010 took place at Plas Dolerw, a lovely 19th century country house set in wooded grounds overlooking the River Severn on the outskirts of Newtown, Wales. The meeting was very well attended; 65 on-the-day delegates (excluding BTO staff) on a par with 64 delegates at last years' meeting at the Nunnery. It also had different content to the previous year, with the overall theme more orientated to supporting our volunteers across Britain, both you as the Regional Network and those you work with to provide data vital to the work of the BTO.

Below is a summary of all the talks and the workshop which took place at the meeting, with a full programme of the day added at the end.

Directors cut – Andy Clements, Director, BTO

1. Public Sector funding cuts will impact on us in the future.
2. Our relationship with Government has never been better.
3. We have responded to the Defra White Paper, Shaping the future of Nature in England.
4. We are the Big Society, and RR's are the glue that sticks together the very local effort to the national context.
5. I will be explaining to the Biodiversity Minister, Richard Benyon, the value of our volunteer effort to Government, when I meet him in December.
6. Membership growth is buoyant and we have undertaken market research to understand how to grow more.
7. As a result our brand will change and I will announce all that at Swanwick. Jeff Baker has written about this in BTO News and you will all be sent information materials – we are changing the look and feel but not our core values.

What's new at RNC 2010 – Bob Harris, Chairman, RNC

The driving force within the Regional Network is taken from statements contained within the BTO Strategy which give us a mandate to act. Additionally, other strategies produced in parallel with the main strategy – the Members & Volunteers Strategy and the Training Strategy – also permit the Regional Network to take control of its future.

The M&V Strategy is all about increasing membership and volunteer involvement with the BTO. Pivotal within this desire is the Regional Network who, to a greater extent, are the interface between members and the BTO. Management at the BTO needs to listen to the needs of the Network, hence the Northern Ireland Office and (soon to be) Welsh Office, and the concept of introducing Regional Promotion Officer (like RDO's but covering a wider area) to help RR's deliver the BTO message at a local level. Additionally all current resources are being updated and made more freely and widely available to the Network. Embracing new technologies is also being implemented.

The strength of the BTO is nested with its small army of volunteers and fieldworkers. These volunteers, and also new members, always feel that their skills are worse than they actually are and so, to alleviate this, the Training Strategy is looking at ways of building confidence within volunteers. For some this will be provided by actual field courses, for others classroom sessions may suffice. But the Training Working Group is also looking to make use of YouTube and other online media to provide training and confidence building packages which will be available directly online. Furthermore the BTO will provide training (and support) for the Trainers whereby RR's and volunteers will be empowered to provide BTO branded training at a local level.

The Regional Network Committee is positioned to assist the Regional Network in delivering the BTO message in one direction, and promote data return in the other. What it is required to undertake on behalf of the Network must be communicated to it via the Regional Representatives. In a nutshell, you need to ask for it and we will then make all attempts to deliver what you require to make your job easier.

Bird Atlas - Dawn Balmer, Atlas Co-ordinator

Dawn showed the latest maps of coverage for TTVs and species richness and highlighted the current gaps. Coverage is generally excellent and ROs have worked hard to ensure minimum coverage across all areas. Professional fieldworkers are employed in mid/west Wales (full-time) and several part-time positions covering Scotland, Northern Ireland and Cornwall for winter and the breeding season. More expeditions are required for winter and the breeding season to Ireland. One team goes to Co Kilkenny in late November for a week roving to fill in gaps. Coverage on the Isles of Scilly is still poor and further roving is required on the Channel Islands.

A range of distribution and relative abundance maps were shown. There are been considerable development in the techniques for analysing the TTV data and producing maps, though further work is required to refine the maps. Work is ongoing on mapping techniques for rare breeding birds at 50-km and 100-km scale.

Validation is going well with 80% of winter data and 72% of breeding season data now checked. If help is required with validation please contact Dawn asap.

Dawn made a stab at approximate timescales for completion of the national atlas:

- July 2011 - end breeding season
- Nov 2011 – main load of paper data
- Jan 2012 – late load of paper data
- Feb 2012 – load internal data eg BBS, CBS (pre-validated)
- Feb 2012 – complete validation
- Mar 2012 – load Bird Club data (pre-validated)
- Mar 2012 – load other data sources (pre-validated)
- Mar 2012 – check pre-validated data are ok
- April 2012 – distribute species maps to ROs for checking no glaring errors! (via web)
- May 2012 – final decisions on mapping scale with RBBP
- July 2012 – fully complete ?

Post Atlas Surveys – Kate Risely, BBS Organiser

Kate's talk covered

- The background to the decisions made on the new post-atlas surveys
- New surveys for 2011-2012
- Plans for existing BTO surveys post-Atlas

Provisional Post-Atlas Surveys – background

- BTO strategic aims
- Suitability for volunteer input and motivation
- Timing of previous BTO-led surveys
- Timing of SCARABBS programme
- Early findings of the Bird Atlas
- Funding consideration
- Assessment of ongoing surveys (e.g. the Upland Breeding Bird Survey in England)

Post-Atlas, NEW Surveys:

Survey of Wintering Thrushes 2011/12 and 2012/13 (and ?)

- Investigate patterns of landscape and habitat use by the UK's internationally-important populations of winter migrant thrushes.
- Patterns affected by changes in land use, climate and agricultural practices.
- Fieldfare, Redwing, Song Thrush, Mistle Thrush, Blackbird.
- 'Entry level' for all levels of experience, plus additional components to allow more experienced surveyors to record flocking and foraging behaviour, habitat use etc.
- Random sample, with additional 'roving' records. Spatial resolution not yet decided.
- Funding most likely from appeals or private sector. Online survey.

Nightingale Survey 2012

- Repeat national survey of Nightingales would compare abundance and distribution with the survey in 1999 (including visits to known sites and tetrads).
- May include the set-up of an annual monitoring framework for this increasingly scarce species.
- Field methods likely to be modified from previous survey to focus on breeders.
- National survey just one component of a suite of projects related to determining causes of decline (geolocators, wintering ground surveys).
- Largely restricted to southern England, informed by Bird Atlas results.
- Funding currently being sought. Online survey.

House Martin Survey 2012

- First full-scale national survey of a charismatic migrant whose populations have experienced significant changes in numbers over the past few years.
- Incorporate the simple online House Martin survey, which will be in its 5th year in 2012, broadening this to a multi-tiered House Martin Survey.
- Home-based recording retained, with systematic recording at random sites.
- Funding currently being sought. Online survey.

Chat Survey in Wales 2012

- Declines of Whinchats and Wheatears in Wales, and rapid increase in Stonechats prior to 2010, mean that these species are considered high priority.
- Not well-studied to date.
- Kick off 'BTO Wales' initiatives.
- Single sampling framework should be possible for the group, tied in with ecological work by the BTO on Whinchat in Wiltshire and Glen Devon.
- Will lead on to National Chat Survey in 2013.
- Funding likely due to conservation status of Whinchat and Wheatear. Online survey.

Ideas for 2013 and beyond

- Wintering Finch Flocks
- National Chat Survey
- Woodcock Survey
- Breeding Wader Survey
- Barn Owls
- Peregrines
- Kestrels
- Swifts
- Grebes

Post Atlas – EXISTING Surveys

Breeding Bird Survey

Aims for post-Atlas

- Aim to return to previous levels of coverage.
- Priority areas Scotland, Wales and Northern Ireland.
- Workshop planned for January 2010 to discuss approaches for improving BBS coverage.
- Upland adjacent squares to continue.
- Butterfly surveys to continue.

BBS-Online

- RO square allocation system planned for 2012.
- Online transect mapping for 2011.
- Transects mapped on OS or Google background.
- Fully editable.
- No need to send paper maps (to online users).
- Printable maps will show location of distance bands.

BBS Research

- Mainly focused on spatial modelling of BBS data – e.g. climate change projections.
- To develop this work, we need better detectability data.

Plan to improve BBS detectability

- We are increasingly relying on estimates of detectability derived from BBS distance recording, e.g. for:
 - ✓ spatial modelling
 - ✓ producing population estimates

- Over the next few years, we plan to trial two modifications to BBS methodology that could significantly improve BBS detectability information by:
 - ✓ Increasing the number of distance bands to improve the modelling of fall-off in detectability with distance from the transect line.
 - ✓ Recording whether the bird was first detected by song, call or by sight.

Plan for 2011 to improve BBS detectability

- Call for a small number of volunteers (~30) to trial new methods, using an adapted field recording sheet with additional distance bands (**10m**, 25m, **50m** and 100m) – in conjunction with map showing **location of distance bands**.
- Record using CBC notation whether birds were first detected by **sight, call or song**.
- Observers will submit BBS data **as normal**, and return field sheets to the Nunnery, together with a questionnaire on their experience of using the new methods.
- Subject to results, there will be a larger scale trial in 2012 and possibly 2013, before offering **some or all** of these **optional** changes to all volunteers.

Wetland Bird Survey (WeBS)

Aims for post-Atlas

- Fill gaps in key sites – mainly estuaries.
- Improve coverage of small inland waterbodies.
- Coverage of gull roosts.

BirdTrack

Aims for post-Atlas

- Migrate Roving Recorders to BirdTrack.
- Improved reporting of results.
- User-mapped sites.
- BirdTrack validation – initially by county recorders.

Keeping Atlassers on board – Richard Bland, RNC, Avon RR

I chaired a session looking at ways in which we could try to ensure that the huge range of those who have become involved in the Atlas could be encouraged to continue being involved in Bird monitoring and recording. The problem is in part that many are not members of the BTO, or of bird-clubs, and have been encouraged by the brilliantly simple website system to be involved. I suggested that an expansion of BBS, and the use of Bird-track were two ways forward, and briefly outlined the “local” BBS system that we have used for some years in Bristol, which John Tully enlarged on later. I pointed out the strengths of bird-track (ie Both BTO and RSPB, downloadable to county bird-reports, used by Atlas, covering 2/3 of UK 10 km squares, creating personal lists and site lists for twitcher types, and with instant access via web, hence attractive to young users who are not interested in membership type organisations) It would probably not be used by the creators of their own site-websites, whose records are not down or up-loadable.

Discussion noted existing loyalties to existing county recording systems, and the support for instant availability on county systems of records that were of local interest- “The Waxwings are in Tesco car park” sort of thing, which bird-track at present can’t match.

Also the problem that national web-based structures might undermine/replace local organisers, such as RRs, recorders, county recorders etc. We clearly had to be very adaptable as technology

was transforming what was possible. (Note, not mentioned, but effectively Avon organised 8 hours of survey in all 400 tetrads in two seasons with very little trouble which would not have been possible without the technology we now have).

Finally, again not really followed up, but the issue of addresses and following up the 430 odd people who have submitted records for Avon, many of them just a handful, and getting them involved in what we decide to publish is interesting.

Regional Network led training courses – Anne Brenchley, RR Clwyd (East)

Anne focussed on the Whys, Whens, Wheres, Hows, Risks and Highlights of running local training courses, from personal experience .

Why?

- Bring on board new volunteers
- Give existing volunteers more information and confidence
- Recruit new BTO members?

When and Where?

- 8 one-day courses between Autumn 2007 – Spring 2010
- Local partners facilities
- Rural Community Centres

How?

- Free courses
- Advertising and targeting
- Good communication before and after event
- Training materials
- Mix Practical sessions and essential theory

Risks

- Not enough participants
- The wrong participants
- Bad weather
- Participants do not volunteer
- Poor feedback

Highlights

- New BTO members
- New volunteers for the Atlas, Garden BirdWatch and BBS
- New friends
- Personal confidence

What next?

- More courses
- More support materials
- Help, support and practical advice for other RRs

- ?BTO providing some training techniques for RRs wishing to start/do more local training?
- ?BTO providing some financial support for local courses – cost of venue, photocopying, refreshments etc?

Training Courses and resources for the Regional Network – Su Gough, BTO Training Officer

The courses/workshops currently offered fall into several categories of which those organised and run by BTO staff and those organised and run by members of the Regional Network either with or without input/help from staff are the most important/numerous. Training improves the confidence and ability of volunteers, and acts as a way the BTO can help to quality control the data being collected. More often than not, participants are perfectly capable of undertaking surveys, but simply need encouragement and confidence building in their ability. Training can also be used by volunteers as a method of self-improvement/progression.

Training is another weapon in our post-atlas armoury to encourage atlas volunteers to take up further survey work – principally by making them aware of other survey opportunities. Bird ID is a great ‘hook’ to get people along to workshops, but a caveat is that we know the uptake rate for surveying is significantly lower for people attending ID courses, but including it as an element of a training day is always popular!

For any member of the Regional Network wishing to offer some form of training, there is a wealth of information, resources and help available from BTO HQ. We can offer Powerpoint presentations, course notes, CDs to give out to participants and advertising on the website and in *BTONews* if this is required. We can also give lots of help with planning and organisation, even down to finding venues, providing Powerpoint projectors, having staff attending and options for funding. We will offer as little or as much help as YOU wish – the easiest way is to contact me so that we can discuss what you need/want, where we can help you, what support we can give you, especially in order to save you from having to ‘reinvent the wheel’!

If you are not comfortable offering training yourself, we would welcome you along to one of our other courses, to find out more about what it entails. We are also planning to arrange ‘train the trainer’ workshops to give people a bit more of an idea of the process of holding training locally. Watch this space.

One plea. If you do run any kind of course/workshop in your area, please do let me know – even if you don’t want national publicity for your course or, indeed, any input from BTO HQ at all. Having details of all the courses/workshops run allows us to monitor who and how many people have received training and we can monitor uptake of surveys. Knowing where you are running training also allows us to target our resources for training in an area that isn’t already well-served with locally run courses.

If you are planning, or simply considering, to run some form of training, drop me a line so that we can discuss options to make your life easier!

Engaging with volunteers via the web – Bob Harris, Chairman, RNC

Should you shouldn't you? The probable answer is that you should – somehow – but not necessarily because it is needed, but because there is an expectation that you should. Society today uses the internet as a line of first resource; we all do. We search for news, book flights, check archives and download all manner of items. When you want something your first words are usually – I'll check the internet. So, should all regional reps have a web presence or not?

During the roll-out of the new BTO website there are two items that will affect all Regions - the first will happen, the second is your choice. The first is that all regions will have their own 'home' page. This page will list all BTO contacts from within that Region, some input from you (if desired) about your region, the local bird club, the 'scene', and then some links to other pages which you may feel are appropriate. These links constitute your second choice – one could be to your own site of relevant local information. The BTO is thinking itself about hosting this personal page but, whatever is decided, this facility is available now via other providers (and can be linked to your own BTO page later).

Depending on time and commitment the choice of a personal page comes down to the level of communication you require and whether you can handle the technology. If a lot of communication is required a 'chat-forum' may be the way to go permitting all 'members' to post to the site – either as messages, files or photos. Because it is a chat forum it requires you to be available to communicate and so the site will require periodic checking.

If you do not require a high level of communication – because you communicate with your volunteers in other ways – you might just wish to have a blog site that hosts your thoughts, comments, questions and requests for help, but then requires back-communication via permitted access to your site or additional email contact. These types of sites are easier to manage and are more aesthetic to the viewer.

This presentation explores a few of the options available to you for use. The sites have been chosen because they are popular and well tested, and examples are highlighted using sites already run by RR's. Where possible, web links will be provided for you to look yourselves at leisure.

Once familiar with the technology the success of using the medium is obvious. It will be working for you 24/7. If you want it ask, and help to set up a site will be provided – either within the BTO service when the full website is up and running, or via the providers that are already on the internet.

Recruiting & Managing BBS volunteers – John Tully, BBS RO for Avon

The BBS is fairly easy to sell, as it only requires two mornings in the breeding season, [three, in the first year to cover habitat]. Experience in Avon shows that the surveyors bond with their squares so that once recruited the square is usually covered for a good number of years. Over 50% of the Avon squares have surveyors with over 10 years BBS experience.

Training is important for initial experience of recording for the volunteers and to establish standards for the organiser. Our training takes 2 hours in the field, collectively doing a real BBS, followed by coffee and question time. Most volunteers feel confident enough to take on a national square but those less confident take on our optional 'own square' scheme, the results of which are only used locally.

National and local feedback are very important – the national report is sent about 12 months after the survey and the local report is sent three months after. The net returns give the RO an easy way of thanking volunteers on the receipt of data.

The best places to recruit are the local bird club/societies on members night or in the bulletins. Requests are made for specific squares and training, in early March, is advertised during these sessions. However, in the last two years there has been a steady stream of competent volunteers coming from the Atlas TTVs.

Historic BBS data is stored locally for the reference of local birders who can use it when writing papers.

Workshop

Producing Good Practise Guidelines for Working with Volunteers

Delegates were divided up into four separate groups, and asked to discuss and respond to a number of queries relevant to working and engaging with volunteers. Below is a summary.

1) Why do people volunteer as bird surveyors for the BTO?

- They want to make a contribution through their bird watching – to give something back
- To develop their bird watching/surveying skills
- They are interested in birds, surveys and/or science
- To give their bird watching a purpose
- Because its fun and enjoyable
- To add more skills to their CV
- To visit different places – surveying often takes you to places you wouldn't otherwise visit
- To support conservation
- To develop their understanding of birds
- They feel a sense of responsibility – they feel they should contribute
- It provides opportunities to interact with other like-minded people
- It can be a very satisfying and rewarding experience – particularly seeing your contributions appear on a map
- It can give people a sense of kudos
- Its feels good to be a part of a national effort
- Because they are asked to and they feel needed
- To feel they are developing their science skills

2) Why do we work with volunteers?

a) For the BTO

- BTO simply couldn't function without them
- We need the local knowledge provided by volunteers
- Volunteers greatly increase the organisation's day to day capacity for work

- Volunteers make the organisation more efficient, ensuring we deliver the maximum return on investment for potential funders
- Many volunteers possess experience and skills which are not available through paid staff alone and which we could not afford to buy in
- Volunteers help add contingency capacity to cope with peaks in the workload
- Volunteers are an excellent way of communicating the organisation's messages into the community
- In some circumstances, volunteers can be more credible than paid staff. As staff are paid to promote the organisation, a message can be a lot more powerful coming from a volunteer who is likely to be viewed by outsiders as more independent
- Volunteers can keep an organisation in touch with grassroots feelings and perceptions

b) For the Regional Reps

- We get personal satisfaction from helping people develop their bird watching/surveying skills
- Its very rewarding
- It provides us with frequent contact with like-minded people
- It widens our community of support
- We get a real sense of achievement from seeing our region well covered
- Its fun
- Its satisfying building and working with a good team of surveyors in the region
- We want the birds of our region to be fully taken into account in conservation policies, & feel responsibility for that

3) What skills and qualities do we look for in our volunteers?

- Enthusiasm for birds/bird watching/surveying
- A willingness to learn
- Patience and accuracy for counting, estimating, following instructions
- Computer literacy preferred
- Commitment
- Honesty
- Reliability
- Tenacity
- ID skills & local knowledge
- Confidence in ID, recording, counting, map reading
- An understanding of the purpose of the survey/scheme
- Map reading skills
- Physical ability appropriate for survey/activity
- Ability to work on their own
- Willingness to ask if in doubt
- Access to transport
- Adaptability
- Ideally, some previous experience or track record in some kind of survey work
- Attitudes and manner that will not reflect badly on the BTO
- Willingness to approach landowners and/or land managers (& understanding of where need to do so!

4) What should we aim to provide volunteers in return for their contributions?

- Feedback – put their contribution into a wider context
 - a personal thank you from the Regional Rep
 - a thank you from BTO HQ
 - emphasise the importance of their contribution – especially potential connections with conservation of species/habitats
 - Regional newsletters to help promote knowledge of other opportunities to contribute and develop general knowledge
- As personal an approach as possible from the RR
- Provision of training opportunities and support mechanisms – make sure instructions are clear, help is available, face to face ideal but not always possible
- Recognition where data is used i.e. in reports, books, etc – notify when data is used
- Offer of reference for students
- Encouragement & moral support
- Opportunities to meet other volunteers
- Reward/progress badges
- RRs to stress connections in local context (importance to local sites)
- RRs to use as many local channels/mechanisms as possible to “add local value” to the national feedback

5) What are the best ways of recruiting new volunteers?

- Involvement with local birdclubs – provides direct access to local bird watchers
- Personal contacts with bird watchers
- Local/regional birdfairs and wildlife festivals
- Local RSPB/Wildlife trust groups
- Training courses with follow-up opportunities to get involved
- Efficient follow-up of new member questionnaires
- Offer opportunities to join rep on field work especially for new members/volunteers
- Produce regional newsletter and ask for them to be passed on
- Use local media
- Make opportunities sound exciting and relevant
- BTO website but enquiries should be followed up quickly and as personally as possible
- Word of mouth – ask members and volunteers to spread the word
- Adverts online and in local press and via Bird Club newsletter, Record Centres, etc.
- Approach local outdoor enthusiasts e.g. rambles groups etc
- Provide opportunities for younger people to learn more about our work e.g. through working with RSPB WEX groups, scouts etc
- Posters/leaflets placed in relevant places e.g. local bird watching hides, bird club meetings, relevant events etc

6) What can we do to make the experience of new volunteers better?

- Website – Youtube clips containing practical advice for carrying out surveys and general bird watching advice
- Ensure RRs are aware of latest updates on the BTO website, particularly relating to training courses and materials
- Ensure RRs, ARRs & RDOs are aware of latest news and developments from the BTO.
- Offer to accompany new surveyor on their first transect/tetrad or run an open morning which others can accompany you
- Provide supporting paperwork, CDs etc centrally
- Provision of training courses locally, regionally and nationally
- Inform regional reps of national training course attendees from their region so that they can be followed up on
- Provide feedback when data has been entered online, if time permits mention something of note about the entry
- Provide clear, easy-to-follow instructions
- Provide simple overview of each survey along with guidance for how to do it. Highlight the importance of each survey and how contributions count
- Initiate introductory guidance covering basic bird recording skills such as counting flocks, habitat recording etc.
- Target information to potential new recruits i.e. provide information about nearest opportunities so easy to try
- Carefully match volunteers with most suitable opportunities based on skills and interests
- Make sure surveys are designed with both entry-level and more serious opportunities – and be clear about these differences in national publicity

7) Providing Feedback to volunteers

- Try as much as possible to personalise any feedback to each surveyor with specific input about their return(s)
- Write personalised “thank you’s”, can be by email as long as it is properly personalised
- Place their contribution into a wider context
- Produce an annual newsletter at least which summarises regional activity, results and notable achievements e.g. most BBS squares covered since 1989
- Always respond to queries/enquiries promptly and fully
- Provide an annual magazine for volunteers like BTO News
- Hold occasional field meetings/outings – opportunities for volunteers to meet the rep and to meet each other and develop their skills
- Organise regional conference and include local/regional results
- Use website/blog to feed back to volunteers and to create a sense of community within the region

8) What does it take to manage an effective volunteer network?

- A personal touch
 - Good, quick feedback
 - Good computer and systems
 - Time
 - Good organisational skills
 - Tact & diplomacy
 - Negotiating skills and patience
 - Simplified methods of feedback – use email/mail merge etc
 - Good support structure for the network
 - Well-managed contact database
 - Good IT skills with training support
 - Support resources such as template letters etc
 - Utilise technology where available e.g. GPS, BWPi, iPhone
 - Be sensitive to the needs of individuals
 - Use e-comms – they are cheap and effective
 - Ensure Regional organisers are suited to the role and feel motivated and supported
 - At the regional level, having & maintaining sufficient information about all potential volunteers – for anything, anywhere, that might be required ie. particular interests of individuals - in terms of sites/area, or species - of both amateur birders and the various professionals (ecologists, reserve wardens, wildlife managers),
 - particular sites/areas that are in the spotlight with regard to conservation (development pressures, SSSIs, BOAs, etc)
 - location and ease/willingness of travel of known birders & members.
- Then, when survey requests/opportunities arise – one can capitalise on existing interests

Membership Summary & Close – Ieuan Evans, Head of M & V

Ieuan provided a summary of new member recruitment for the years 2005-2010 and discussed some of the successes behind the significant increase in new member recruitment this year (up by

50% over last year). There has been an increase in the number of online joiners and a significant increase in the number of members joining as a result of direct mail approaches. One of the areas which has proved particularly fruitful has been approaches to BTO Catalogue sales customers. A good number of RN members have helped out at events over the past year and some have helped with direct mailings to their volunteers. All of these approaches have worked well. The success of 2010 has put us on track for achieving our target of overall total membership of 18,000 by 2014, particularly with the publication of the Atlas sometime in 2013 (hopefully!) and all of the associated publicity this will bring.

Ieuan finished with a summary of the day and some of the issues which had been highlighted. He outlined plans for developing a volunteer policy and good practise guidelines for working with volunteers which could be used by volunteers and staff within the BTO but also shared with others outside. The notes from the afternoon workshop would help to inform these developing documents.

Regional Network Meeting Plas Dolerw, Newtown, Powys

Saturday 13 November 2010

10:00 **Welcome** Bob Harris, Chairman, RNC

Chair: Bob Harris

10:10 **Director's Cut** Andy Clements, Director, BTO

10:30 **Developments at RNC 2010** Bob Harris

10:45 **Atlas update** Dawn Balmer, Atlas Co-ordinator

11:15 Tea & Coffee

11:45 **Post-Atlas Surveys** Kate Risely, National BBS Co-ordinator

12:15 **Keeping Atlasers on board** Discussion led by Richard Bland, RNC

12:45 Buffet lunch

Chair: Ieuan Evans, Head of Membership & Volunteering, BTO

13:30 **RR-led training courses** Anne Brenchley, RR for Clwyd East

13:50 **Resources for trainers** Su Gough, BTO Training Officer

14:10 **Engaging with volunteers via the web** Bob Harris, Chairman, RNC

14:30 **Recruiting & Managing BBS volunteers** John Tully, BBS RO for Avon

14:50 Tea & Coffee

15:15 **Group discussions to produce good practise guidelines for working with volunteers:** Led by Mandy Cook, BTO Scotland Development Coordinator

- 1) Recruiting new volunteers
- 2) Motivating & organising volunteers
- 3) Thanking & feeding back to volunteers
- 4) Barriers to volunteer engagement
- 5) Why do we work with volunteers?
- 6) Why do people volunteer?
- 7) What can/should we offer volunteers?
- 8) What do we need from our volunteer

16:15 Feedback from groups

16:45 **AOB, Departing Comments & Close** Ieuan Evans, Head of M & V