

TMV Changemaker Survey 2023

Summary & Proposals



THANK YOU!

Thank you to everyone who completed the survey and helped us understand your priorities for how TMV can improve. We're really excited about the changes shaped by your insights. Below is a summary of the findings from 27 responses and how TMV will change as a result. A major transformation we're excited to invite you to consider being part of is a larger, more diverse TMV Directors Collective. We are so grateful to you, the founding TMV changemakers from our first year that we would like to extend this invitation initially exclusively to you. More information follows.

How could your experience of volunteering with TMV in 2024 be improved?

Based on your responses TMV will prioritise the following:

- More clarity on goals, roles and opportunities to get involved (65.5%)
- More clarity on structure, policies and processes (58.6%)
- A volunteer handbook (44.8%)
- Volunteer inductions and training (37.9%)

We shall achieve the above by having a live volunteer handbook, providing inductions and regular training to all volunteers, having fortnightly online & in-person meetings and making information about structure, policies, processes, goals, roles and opportunities to get involved more readily available and accessible.

We shall also be organising more socials, action sessions and working group meetings for volunteers to lead together based on their interests aligned with TMV priorities.



At the TMV Strategy gathering on Saturday Feb 10th we shall be providing more clarity as well as inviting opportunities for everyone to shape further.

In what ways would you like to see TMV become more inclusive, democratic or volunteer-led?

Based on your responses TMV will prioritise the following:

- **Volunteer-led working groups (64.3%)**
- **Regular in-person planning meetings (46.4%)**
- **Regular Zoom planning meetings (39.3%)**
- **Larger, more diverse Directors collective (32.1%)**
- **Use online decision making tools (32.1%)**
- **Better representation of marginalised identities (Class, Race, Gender, Age, etc) (28.6%)**



At the end of 2023 Liz & Simon welcomed Joe as 3rd Director of TMV. Joe was recruited so that democratic consent-based decision-making could be practised more and so we would be eligible for funding bids that require a minimum of 3 directors. In the spirit of the TMV ethos however we believe that there is strength in numbers & diversity which is why we included the option of a larger, more diverse Directors collective on the survey. We believe a larger, more diverse Directors collective would provide TMV with greater insight, resilience and capacity whilst empowering us to better resource more changemakers to overcome crises towards a more connected, just and regenerative future for all.

Many hands, hearts and heads make light, transformative work. Commitment levels would be flexible with Directors getting as much out of the experience as they choose to put in with many benefits experienced by Directors and TMV as a result. It could be as much as attending regular Directors Collective meetings and significantly shaping TMV or as little as attending a quarterly Strategy Gathering, providing 1-2-1 consultation once a season or a more bespoke role that we decide together. If in 2025 the Directors Collective wanted TMV to become a Workers Co-operative this is an option which aligns with TMV values.



We shall achieve the above by having a live volunteer handbook, providing inductions and regular training to all volunteers, having fortnightly online & in-person meetings and making information about structure, policies, processes, goals, roles and opportunities to get involved more readily available and accessible.

Would you like to be more involved in decision-making and helping to shape the areas of TMV that interest you?

56.7% of people said Yes & 36.7% Maybe with 43.3% preferring in-person, 10% preferring online and 46.7% happy with either.

41.4% might like to attend Monthly followed by 31% fortnightly, 13.8% weekly and 13.8% Quarterly.

Based on the above findings we shall follow up the Sat Feb 10th 2024 Strategy Gathering with monthly in-person and monthly online steering group meetings that all volunteers are welcome to join. This equates to a steering group meeting each fortnight.

There shall also be a quarterly Strategy Gathering each season that all directors, volunteers & select guests will be invited to attend. Volunteers will also be supported to self-manage their own working-group meetings at times they decide.

The days and times of the above meetings shall all be decided collectively by upcoming polls with an aim to accommodate as many volunteers as we can.



If TMV held more regular steering group/directors meetings would you like to be included?

50% said Yes and 40% Maybe which supports our decision to invite interested volunteers to become part of the TMV Directors Collective or instead attend the fortnightly in-person and online steering group meetings outlined above.

We are passionate about TMV becoming a more decentralised, regenerative and empowering project to be part of and are really proud and grateful for everything we've achieved together so far.



Other priorities considered

We agree that as we started to run more public sessions last year we halted development of the initial plans that emerged from the Spring Consultation which is why this season we're largely closed to the public and prioritising the vision for the space (Basement, Office, Kitchen, Library, Info 4 Action, Shop, etc) which we shall be inviting working groups to form around at the Feb 10th Strategy Gathering.

We are committed to the financial sustainability and transparency of TMV and so want to explore more innovative and regenerative ways of managing finances which may involve using more open and transparent collective fundraising platforms such as Open Collective as well as exploring membership, subscription and other forms of revenue and fundraising. We would also like to explore alternative means of supporting the wider community and each other to meet our collective needs via mutual aid, solidarity economies, time banks, library of things, wholesale wholefood orders, etc, and more.



TMV aspires to be an exemplary regenerative organisation that contributes to effectively cultivating a thriving changemaker community capable of truly transforming the city and wider society in collaboration with other aligned organisations. We believe that key to this is a nourishing volunteer programme that empowers TMV changemakers to shape the priorities, goals, activities and services that Thrivemind Village offers its wider community ecosystem. The TMV changemaker experience and volunteer programme is of the highest importance and therefore your ongoing feedback regarding how it might be improved is invaluable.

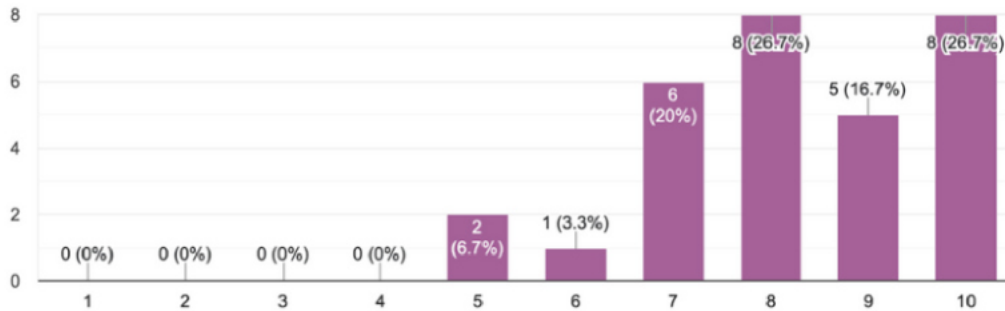
Please feel free to let us know what you think and feel about any of the above and share any questions, concerns, suggestions or requests that you have. We look forward to working more collectively with more of you moving forward.



APPENDIX 1 : TMV Changemaker Survey 2023 Results

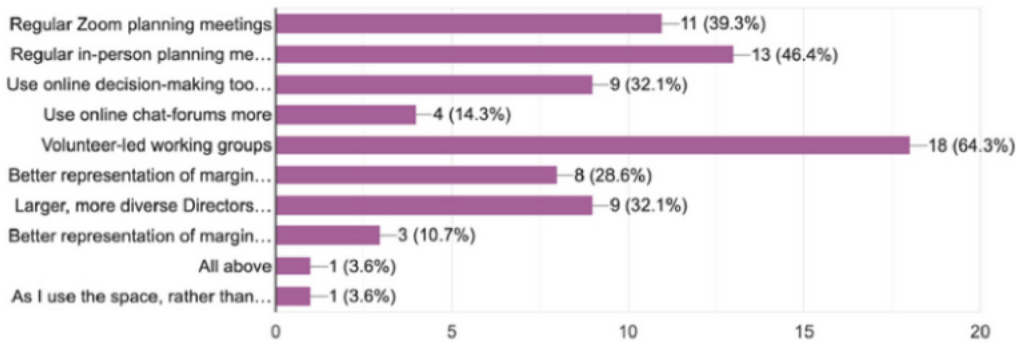
On a scale of 1 - 10 how would you rate your experience of volunteering with TMV?

30 responses



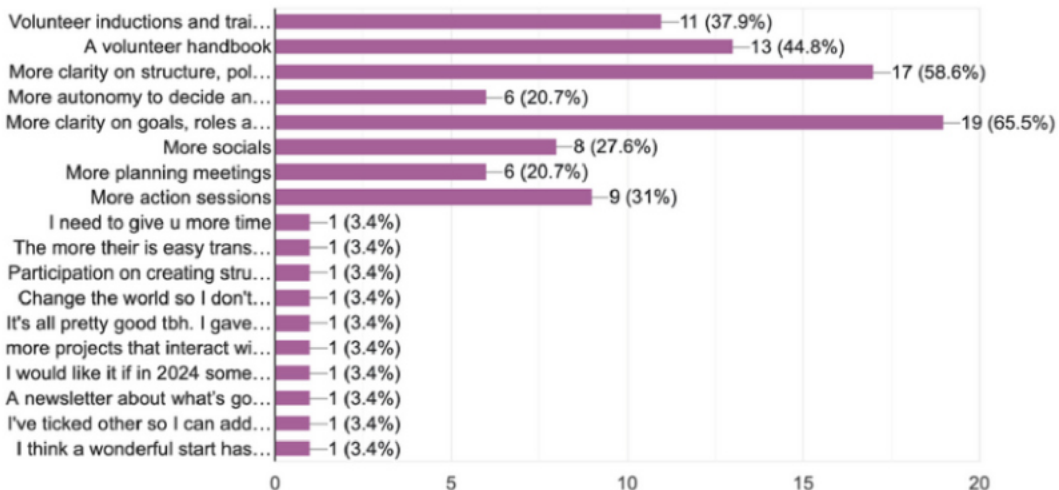
In what ways would you like to see TMV become more inclusive, democratic or volunteer-led?

28 responses



How could your experience of volunteering with TMV in 2024 be improved?

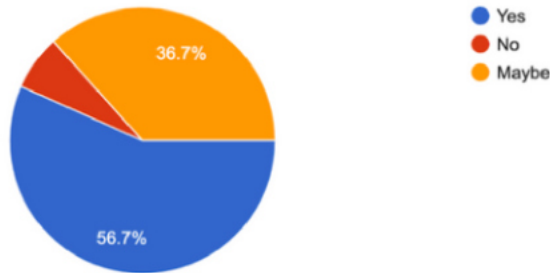
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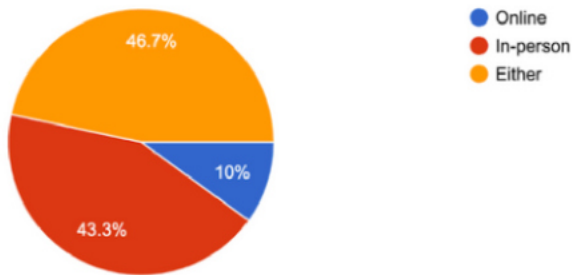
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30 responses



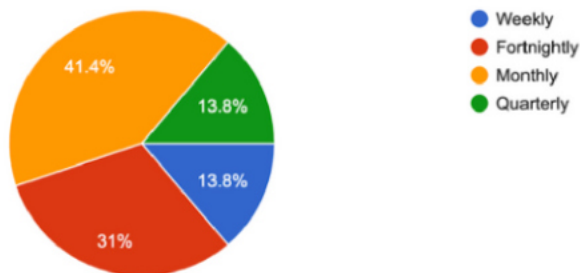
Do you prefer online or in-person meetings?

30 responses



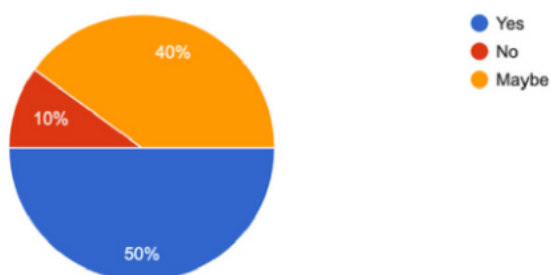
How regularly might you like to attend?

29 responses



If TMV held more regular steering group/directors meetings would you like to be included?

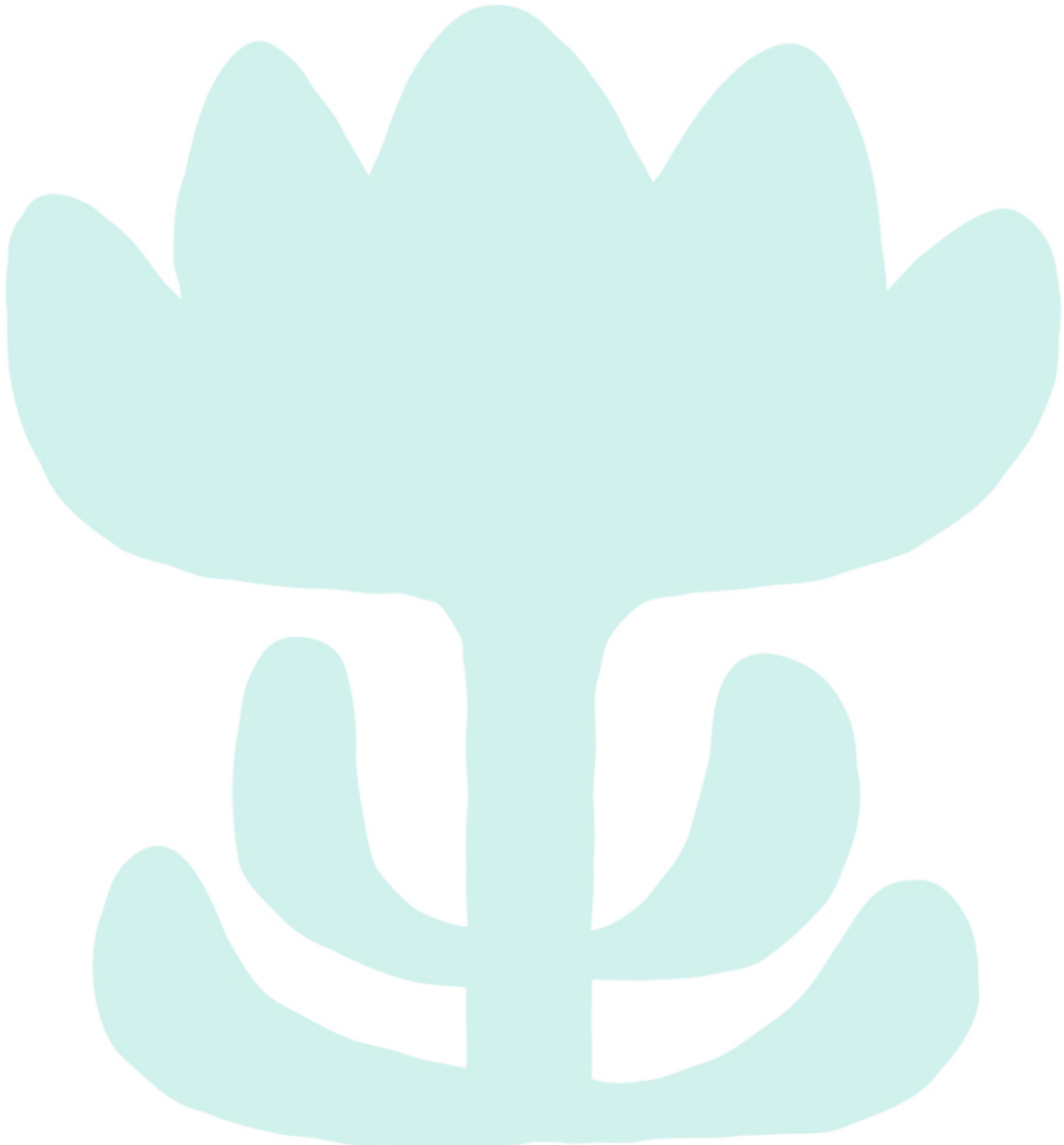
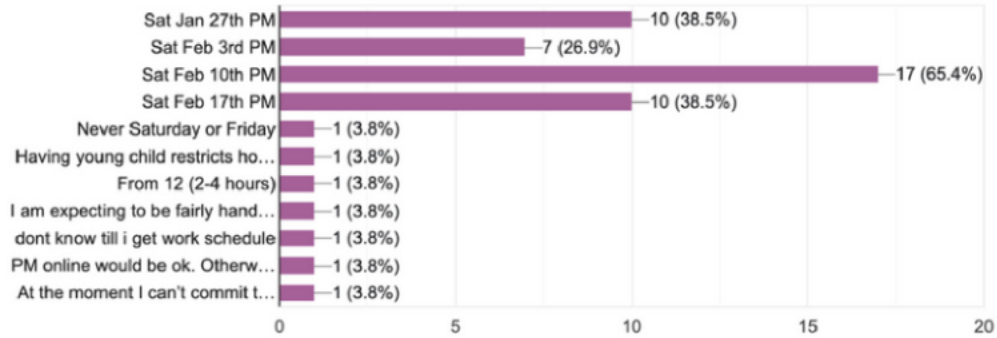
30 responses



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We are planning a special TMV changemaker gathering to launch into 2024. Which of the following dates might work best for you? (Click 'Other' to add preferred times)

26 responses



In a few words or sentences how would you describe your experience of volunteering with TMV?

FROM MY POINT OF VIEW, I'VE NOT BEEN ABLE TO VOLUNTEER AS MUCH AS I'D LIKE TO.

MORE CLARITY AND STRUCTURE WOULD BE USEFUL BUT THAT WAS MADE UP FOR BY THE FRIENDLY TEAM APPROACH OVERALL.

WONDERFUL WHEN I'VE BEEN ABLE TO HELP OR SUPPORT.

MOSTLY VERY GOOD. THE LAST MEETING WAS COLD AND IT TOOK A WHILE TO IDENTIFY HOW THE HEATING WORKED. ATTENDING EVENTS ORGANISED BY OTHERS IS FINE.

EVERYONE IS FRIENDLY AND WELCOMING. INSTRUCTIONS/WISHES FROM LIZ AND SIMON ARE CLEAR, RESPECTFUL AND POLITE AND I LOVE THE PHOTOS, VIDEOS, LISTS ETC CREATED TO HELP FOCUS ATTENTION ON WHAT IS NEEDED SO EVERYONE UNDERSTANDS WHAT'S EXPECTED OF THEM.

VERY INTERESTING AND ENLIGHTENING.

INCLUSIVE, SUPPORTIVE, REFLECTIVE

INDIVIDUAL SESSIONS WORKED WELL, OVERALL FELT SLIGHTLY HAPHAZARD, PROBABLY DUE TO BREEDING IN ETC.

A GREAT EXPERIENCE, WORKING ALONGSIDE CARING AND PASSIONATE ACTIVISTS.

UPLIFTING AND AN ANTIDOTE TO A CAPITALIST AND CONSUMERIST DOMINATED WORLD.

VERY POSITIVE AND WELL SUPPORTED

GREAT BUT I'VE BEEN TOO BUSY TO REALLY GET INVOLVED BEYOND INITIAL ODD BITS.

I'M RELATIVELY NEW AS A VOLUNTEER HENCE THE MIDDLE OF THE GROUND RATING

GOOD AS WE ARE IN THE EARLY STAGES OF DEVELOPMENT.

GOOD

In a few words or sentences how would you describe your experience of volunteering with TMV?

**FRIENDLY,
SHARING AND
FEELING VALUED.**

**FELT ABLE TO VOICE OPINIONS TO
SHARE PROJECT TO A FAIR LEVEL. I
VALUED ENGAGING WITH ACTIVITIES.
MY HOPE IS WITH THE PROJECT.**

**SOMETIMES UPLIFTING, OTHERS
TIMES FRUSTRATING
JUST MUCKING IN ANY WAY WE
CAN I RECKON.**

VOLUNTEERING AS PART OF THE TMV COLLECTIVE HAS BEEN A REAL POSITIVE AND MOTIVATING EXPERIENCE FOR ME. THE RANGE OF POSSIBLE WAYS TO GET INVOLVED, FROM GROUP SESSIONS AND SOCIALS TO VOLUNTEER LED PUBLIC EVENTS WITH THE SUPPORT FROM OTHERS AS WELL AS LIZ AND SIMON HAS MEANT THAT I HAVE HAD THE OPPORTUNITY TO MEET AND WORK WITH MANY PEOPLE FROM A RANGE OF BACKGROUNDS, EACH WITH THEIR OWN SKILLS, PERSONALITY AND PERSPECTIVES. AS SOMEONE WHO HAS FELT ISOLATED WITHIN THE CITY I LIVE AND DAMPENED DOWN WITH THE DEPRESSING STATE OF OUR SOCIETY AND THE WORLD, IN MANY SENSES: BEING GIVEN THE CHANCE TO GET INVOLVED WITH, ORGANISE AND SUPPORT ISSUES I CARE ABOUT THROUGH A COMMUNITY LED CIC WITH AMAZING IDEAS AND PASSION FOR CHANGE MAKING HAS BEEN SO INSPIRING, SELF AFFIRMING AND JUST GENERALLY POSITIVE FOR ME.

MY EXPERIENCES VOLUNTEERING WITH TMV SO FAR HAVE BEEN VERY POSITIVE. IT HAS BEEN LOVELY TO HAVE THE OPPORTUNITY TO GET INVOLVED WITH A COMMUNITY FULL OF LIKEMINDED INDIVIDUALS AND I LOOK FORWARD TO GETTING TO KNOW EVERYBODY BETTER THIS YEAR, STARTING WITH TAKING PART IN SOME OF THE RESTING AND ROOTING ACTIVITIES HAPPENING THIS SEASON.

IT'S BEEN BRILLIANT MEETING PEOPLE, I HAVE ENJOYED BEING PART OF A GREAT MOVEMENT. I WAS WELCOMED WITH FRIENDLY FACES AND AM PLEASED OVERALL. ORGANISATION AND PLANNING COULD BE IMPROVED, SO THAT PEOPLE FEEL THEY CAN EFFECTIVELY CONTRIBUTE.

POSITIVE WITH GOOD PEOPLE TO WORK WITH.

**SIMON AND LIZ WERE
VERY HELPFUL AND IT
WAS EASY TO SET
EVERYTHING UP.**

EXCITING

**IT'S BEEN GREAT TO
GET BEHIND SUCH A
BRILLIANT INITIATIVE,
MEET LOVELY PEOPLE
AND GET INVOLVED IN
RAISING FUNDS IN A
CREATIVE WAY.**

**NOT DONE A
LOT YET**

Please feel free to elaborate on any of your above priorities or share any further requests or advice?



I THINK THE MAIN PRIORITY IS CLEAR, ACHIEVEABLE GOALS

I THINK THE STRUCTURE OF THE PROJECT NEEDS RETAINING IE. SHOULD EVERYTHING BE TMV OR SHOULD THERE BE MORE SEPARATION BETWEEN VARIOUS FUNCTIONS, ESPECIALLY WHERE MONEY IS INVOLVED.

I WOULD LIKE TO SEE TMV REFLECT THE CHANGES WE NEED IN COMMUNITY WHERE EVERYONE CAN BE INVOLVED AND IS SUSTAINABLE EVEN WHEN THEY NEED PAYMENT FOR THEIR CONTRIBUTION AND STRIKE THE BALANCE BETWEEN THE VOLUNTEERING AND FINANCIAL SUSTAINABILITY. I AM CERTAINLY FEELING THE BURDEN OF COST OF LIVING, WHICH WE ALL FACE. A MODEL THAT CAN SUPPORT AND SUSTAIN US ALL. IDEALLY IT'S NOT NECESSARILY PAYMENT OF MONEY BUT EXCHANGE OF NEEDS CREATING A MUTUAL SUPPORTIVE COMMUNITY.

I THINK ITS STILL EARLY DAYS FOR THE PROJECT AND PROGRESS TAKES TIME ITS NOT A NEGATIVE I THINK WE JUST NEED TO GROW AND DEVELOP MORE, I FIND IN PERSON OVER ONLINE LESS STRAINING WITH MY ABILITIES

DON'T MAKE BASEMENT A DUMPING GROUND

I WOULD LIKE THERE TO BE TRANSPARENCY ON WHAT MONEY HAS BEEN RAISED. IS THERE A TREASURER WHO IS MAKING NOTE OF WHAT MONEY COMES IN AND WHERE MONEY IS BEING SPENT. DOES THE STRUCTURE PROVIDE FOR REGULAR MEETINGS FOR PEOPLE TO ATTEND TO SEE WHERE WE ARE AND WHAT THE NEXT PLANS ARE.

I THINK TMV ARE GREAT AT INVOLVING AND SUPPORTING VOLUNTEERS. DUE TO BUSY LIFESTYLE I'VE BEEN UNABLE TO BE AS INVOLVED AS I MIGHT LIKE BUT COULD POTENTIALLY JOIN MORE MEETINGS IF THEY HAD OPTIONS TO JOIN ONLINE IN THE EVENINGS

I HAVE ANSWERED MAYBE TO SOME QUESTIONS AS IT IS SOMETHING I WOULD BE POTENTIALLY LIKE TO BE INVOLVED IN BUT WOULD DEPEND ON EXPECTED LEVEL OF INVOLMENT/ TIME COMMITMENT ETC.

I FEEL THAT THE PROJECT, WHILE DOING GOOD THINGS IN TERMS OF SESSIONS, HAS LET THE DEVELOPMENT OF THE PROJECT ITSELF LAPSE. I ALSO THINK THERE NEEDS TO BE MORE THOUGHT INTO THE STRUCTURE OF THE PROJECT, ESPECIALLY WITH THE KITCHEN GROWING SOURCE. SHOULD EVERYTHING BE SOLVED INTO THE SAME TMV BOX?



Is there anything else you'd like to suggest, request or question? We shall reply to any questions you ask asap.



YES WOULD LIKE AN UPDATE ON HOW IT ALL FITS TOGETHER FINANCIALLY. WHERE DOES THE FOCUS NEED TO BE?

1- A STRATEGY MEETING FOR 2024 WHERE THE GOALS AND PROJECTS OF TMV ARE CLARIFIED FURTHER FOR THE YEAR 2024 AND UNDERSTANDING WHETHER THERE IS ROOM TO ADD MORE PROJECTS OR PLAN FOR IMPLEMENTATION OF SOME PREVIOUS PROPOSALS 2- WHILE THE SPACE THAT TMV CURRENTLY HAS IS VERY WARM AND WELCOMING, THIS IS CURRENTLY SLIGHTLY IMPACTED BY A BAD SMELL WHEN YOU FIRST WALK INTO THE SHOP (DAMP SMELL). I SUGGEST INVESTING SOME OF THE VILLAGE MONEY IN BUYING A DEHUMIDIFIER THAT CAN HELP STOP MILDEW AND MOULD FROM GROWING AND REDUCE THE MUSTY SMELL. THIS WILL COST LESS THAN £200 FOR A DECENT ONE BUT THE RESULT MAY BE MORE RETURNING CUSTOMERS TO OUR EVENTS.

WE NEED A VILLAGE

THANK YOU FOR ALL THE HARD WORK AND EFFORT TO DATE YOU TWO. I AM STILL GAINING CLARITY OF MY OWN POSITION AND WHAT THE LINKS AND CONTRIBUTION COULD BE WITH TMV TO MAKE IT MUTUALLY BENEFICIAL. I CAN CERTAINLY ENGAGE EASIER ONLINE 6:30PM-8PM IS IDEAL.

I'D LIKE TO LOOK AT COMMUNITY RADIO WITH BOTH COMBATING ISOLATION, LONELINESS AND BEING ABLE TO PROMOTE WHAT WE ARE DOING AND WHEN WERE OPEN THROUGH ADDS TOO

REALLY LOOK FORWARD TO THE NEW COMMUNITY KITCHEN FOOD ALWAYS BRINGS PEOPLE TOGETHER AND WOULD LIKE TO BE INVOLVED IN ANY CREATIVE ELEMENTS. MUSIC DANCE DRAMA CHOIR? CAN WE IMPROVE THE HEATING? HAD YOU THOUGHT OF SOLAR PANELS?

THANK YOU FOR CREATING THIS SPACE, IT'S BEEN REALLY LOVELY AND A PRIVILEGE TO HOST EVENTS HERE. I WONDER IF USING THE PHRASE "COMMUNITY CENTRE" EVEN IF NOT 100% ACCURATE MIGHT HELP A WIDER AUDIENCE UNDERSTAND AND ENGAGE WITH TMV. EVEN IF JUST IN THE WEBSITE OR THE TMV WINDOWS.

I REALLY LIKE THE IDEA OF TMV BECOMING 3RD PLACE. A COMFY AND COZY PLACE THAT PEOPLE WOULD LIKE TO RETURN TO, WITH SUITABLE OPENING HOURS THAT WOULD SUIT AS MANY PEOPLE AS POSSIBLE. AND SO ON THAT NOTE I THINK IT'D BE A GOOD IDEA TO FORM A COMMITTEE THAT'D BE IN CHARGE OF MAKING TMV AS WELCOMING AND AS EASY GOING ATMOSPHERE AS IT CAN GET. I'D LOVE IF IT HAD A REAL CHILL VIBE TO IT. LIKE A CAFE/TEA HOUSE OR SOMETHING ALONG THE LINES OF THAT.

I LOVE THE IDEA OF THE PROJECT BUT THINK THERE HAS TO BE MORE STRUCTURE TO WHAT IS BEING PLANNED.

MY OFFER OF TRAINING ANY INTERESTED PARTIES TO LINOCUT IS ONGOING, POSSIBLY RUN THE BOOKMARK PRINTING AGAIN AND TRAIN PEOPLE AS WE WORK? I JUST NEED A FEW WEEKS NOTICE TO BOOK DATE IN MY DIARY - THANK YOU.

