

Timebanking Proposal

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**One hour of
volunteering
is equal to
one hour of
credit**



Summary

Heath Connections Guernsey is seeking £113,000 over three years to set up a Guernsey Timebank to support its vision of ensuring people in the Bailiwick live healthier, happier and more fulfilled lives. Timebanks have been proven to give a social return on investment in excess of 9 times, with users of Timebanks reporting many benefits including improved quality of life (83%), reduced isolation and loneliness (52%), feeling more positive about the future (55%) and improved mental health (35%).

At Health Connections our vision is to ensure that all people in the Bailiwick are connected to support and information that helps them live healthier, happier and more fulfilled lives.

We are looking for funding to set up a social enterprise called Timebanking in Guernsey which will help to:

- Increase the number of people volunteering in the Third Sector
- Improve people's confidence, community and social participation
- Enable better physical and mental health
- Reduce loneliness and social exclusion
- Develop skills and increase people's employability
- Strengthen communities
- Support people to live independently in the community for longer

As well as setup costs we are looking to secure salary for one full time Time Broker for three years to secure the setup, roll out and continued running of the project.

We recognise the significant level of support required and are open to discussions on how our key sponsor(s) receive the correct level of public recognition for supporting this ground-breaking social model.

Health Connections Timebank will work in collaboration with Timebanking UK, www.timebank.org.uk

83%

of participants reported an improved quality of life

- timecredits.com

What is Timebanking?

Timebanking is a way of recognising and celebrating the time people spend volunteering with a local organisation, community group, volunteer group or a statutory sector service provider.

Put simply, members of the Timebank spend one hour of time helping someone out by, for example, mowing someone's lawn, or doing their shopping. For every hour spent, you earn an hour in return. This can be spent on receiving an hour of someone else's time or, where available, things like theatre or cinema tickets. You could learn something new or share a skill you have like cooking or playing a musical instrument.

No money is exchanged. If, however, your request does require money such as a lift in a car you would be expected to offer reasonable petrol money to the driver.

Everyone's time is valued equally; one hour of sharing skills or helping others is recognised by giving that person one hour as a time credit – a community loyalty point.

Timebanking is not the same as volunteering. It is less formal with people being able to give and receive time doing things they enjoy, when they want to. It is a two-way process of giving time and receiving time.



59%

of participants never or rarely gave time before earning time credits

Why Does Guernsey need Timebanking?

It won't come as a surprise that there is a shortage of volunteers in Guernsey and with the importance of the third sector acting as a safety net to many of Guernsey's disadvantaged and vulnerable community it is important that the volunteering sector is given new life to meet these needs.

As volunteers become harder to come by and time is such a limited resource a Timebank offers a unique and practical solution to the lack of time that people have in their lives.

By offering a simple "One-hour volunteering" gets "one-hour of credit", people can select from a list of volunteering requests and then in return get help from other people in the Time Bank.

For example:

Person A could volunteer at a shop for x2 hours per week to build up a reserve of credit. One day they need an electrician to carry out some maintenance. Person A checks the Timebank for an electrician and contacts them to make arrangements to carry out the work. The electrician then accrues time bank credits which they could use to help run their business i.e. an Accountant

We believe that every person in society is of value no matter what their age or ability. Everyone has knowledge and experience and every person has the ability to help someone within the community.

As well as the obvious volunteering benefits, Timebanking in Guernsey will help to increase social interaction within the community.

Asking for help from others is easier when you know you will have a chance to pay them back.

Everyone is on a level playing field, one hour is equal to one hour.

An increased involvement within the community can make you feel safer and more secure with people around you. In turn People using the Timebank can widen their circle of friends and acquaintances, helping to combat loneliness and social isolation

How Timebanking works

Health Connections volunteers and the wider public, will be able to trade the hours they volunteer for support and general help, skills and advice that would benefit them or a loved one.

The Timebanking platform will be accessed through the Health Connections website. People will be able to access the system through an account which they can set up. For anyone without internet access they will be able to access the Timebank at computers setup at each of our Health Connections sites. For anyone who is unable to use the internet they can contact Health Connections by phone and one of the team will be able to carry out the time (phone) banking on their behalf.

Through this mechanism of equal exchange, the Timebank achieves the twin aims of stronger and more connected communities and health as well as wellbeing improvement for all.

Timebank members can create, lead and deliver group activities on the basis of sharing a passion or interest, or teaching a new skill. In this respect Timebank members co-produce the Timebank.

All activity that takes place within the Timebank is dependent on the skills, hobbies and interests of the members of the Timebank.

57%

**of participants developed
new friends and
acquaintances**

- timecredits.com

The process

- 1.** A person signs up to the Timebank through the online platform, face to face or over the phone. They will fill out a profile sheet where they can list the types of services/support which they can provide into the time bank
- 2.** They will be presented with a list of current requests for volunteering so that they can start to build up credit.
- 3.** The user will agree to volunteer through the online platform and the organisation will receive a notification that they have a volunteer.
- 4.** The user will attend the volunteering session and complete the hours which they have committed to.
- 5.** All data protection and safeguarding best practice will be complied with.
- 6.** The organisation will be (automatically) contacted by Health Connections to confirm the hours timebanked by the volunteer.
- 7.** Once confirmed, these hours will be credited to the volunteer's account.
- 8.** Once the account is in credit, they can request help for jobs/work from other users in the Timebank.



Timebanking encourages independence, intergenerational participation and equality; as everyone's time and skills are valued equally.

The outcome is a Stronger and more Connected Community.



59%

of participants never or rarely gave time before earning Time Credits

- timecredits.com

Social Benefits of Timebanking

The Timebank improves the wellbeing of members through facilitating activities and 'time exchanges' that incorporate at least one of the Five ways to wellbeing:

- 1. Connect** – Through the organization of group activities and individual and group 'time exchanges' Timebank members are encouraged and supported to create and sustain positive connections with people living near them, based on trust, reciprocity and compassion.
- 2. Active** – Timebank activities regularly include light or medium exercise. Examples have included: waking groups, park gyms and swimming.
- 3. Awareness** – Completing time exchanges in the Timebank requires members to be aware of the world and community around them. Similarly, activities encourage members to be curious and pay attention to the activities they are involved in, their environment and those around them. Timebank activities have included, mindfulness, photography, and art classes. Why does awareness contribute to wellbeing?
- 4. Education** – Timebanking offers people the opportunity to learn new things from others in their local community. Group workshops and activities regularly focus on the learning of a new skill, including cooking, knitting, food growing etc. By supporting people to learn new things the Timebank supports the development of their wellbeing.
- 5. Give** – In order to 'earn' time to pay to attend workshops and receive help from others Timebank members are required to give their time to help others. As such members must 'give' time in order to 'receive' help and improve their wellbeing in doing so. There have been a huge variety of exchanges ranging from Thai cookery to DIY, pet care, babysitting, respite for carers, life-coaching, IT support, gardening, shopping, baking and language and music lessons and many more.

What's the proof?

In 2017 The University of Cambridge produced a detailed study of the social benefit and public health outcomes of Timebanking. The research shows that earning Time Credits can have both direct and indirect health benefits for individuals. People gained a sense of purpose and felt that they were making a positive contribution to a community which increased their life satisfaction and improved their mental health.

They became more physically active and more socially connected. There is also evidence of increased confidence and development of skills and work experience to support moving into paid employment.

Spending Time Credits gave members resources to access activities and services that they would not otherwise be able to afford. Time Credits were spent on activities which lead to a more active lifestyle, such as swimming, with direct health benefits.

They were also spent on family activities which lead indirectly to positive health outcomes by improving social capital, social participation and overall wellbeing.

52%

**of participants feel less
isolated and lonely**

- timecredits.com

Key findings of the study

The findings indicate that the Time Credits project has been particularly successful in engaging with ‘non-traditional volunteers’ (a term used by local organisations). These are people with little or no history of volunteering and who tend to be unemployed or on very low incomes, are in receipt of state benefits and may have long-term physical and mental health issues. They may be socially isolated and have previously had little engagement with local community organisations.

The research found that, for this group, the experience of earning Time Credits was overwhelmingly positive, with evidence of both direct and indirect health benefits. The key pathways to health for this group are associated with improved confidence, community and social participation, and a reduction in loneliness.

Community approach to public health

There is solid evidence that increased levels of community engagement and social participation have a positive impact on health behaviours, physical and emotional health and self-confidence, especially among disadvantaged populations.

Better physical and mental health

The research found that earning Time Credits can have both direct and indirect health benefits for individuals. People have experienced improvements in their physical health.

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Key findings of the study

Reduced loneliness and social exclusion

A key finding has been the way in which earning and spending Time Credits has reduced loneliness and social exclusion.

Earning and spending Time Credits has enabled people to feel that they are making a positive contribution, with positive knock on effects on their self-worth and wellbeing.

Skills and employability

The research found evidence of improved self-confidence and skills development. Volunteering gave people work experience, and in some cases paved their way into paid employment.

Strengthening families

An important finding has been the way in which Time Credits have supported the strengthening of family and wider relationships. Families do activities together and for some children spending Time Credits is the only time they do anything outside the house as a family.

Outcomes for organisations and the community

The research found that being able to offer Time Credits has enabled local organisations and services to recruit more volunteers and to increase their capacity. But it has also challenged stereotypes and brought diverse people together in a way that makes the local community more cohesive.

It has led to a recognition of the skills that exist in the community and a desire to nurture and support people into employment.

The use of Time Credits has allowed organisations to develop a more reciprocal relationship with volunteers and, in some cases, to engage people in the design of services in a more co-productive way.

35%

of participants reported improved mental health

- timecredits.com

An Economic Enabler

Timebanking can also be used as an economic and social development tool in Guernsey.

Members are able to ‘spend’ their time receiving help from anyone within the Timebank, not just the person that they initially helped, the Timebank is effective in increasing social capital which is sustained through these local connections.

The members of the Timebank can fill skill gaps in demand or fulfil their aspirations for themselves. This allows people who take time to support businesses to get reciprocal support from the community.

Having a non-financial exchange mechanism will mean a lot more businesses get off the ground with less costs – perfect for Start-up businesses which are often time rich and cash poor. A new business can offer a service in exchange for support they may need accounting, IT or legal support.

Aligned to Government Policy

The States of Guernsey have identified the need for a Timebank to incentivise more volunteering in Guernsey. This is outlined specifically in:

- 1.** The Supported Living and Ageing Well Strategy (SLAWS) policy working group have put Timebanking in their Carers Action Plan and have identified Health Connections as the lead organisation, published May 2019.
- 2.** The HSC policy “Partnership of Purpose” refers to the need for a “Community Credits initiative”.

Five Core Values of Timebanking

There are core values underlying Timebanking. Timebanks have found that paying mind to them helps to nurture a sense of purpose and reminds members of the deeper meaning of Timebanking. Here they are:

Asset

We are all assets. We all have something to give.

Redefining Work

Some work is beyond price. Work has to be redefined. To create “the village” that raises healthy children, builds strong families, revitalizes neighborhoods, makes democracy work, advances social justice, and even makes the planet sustainable is valuable work. It needs to be honored, recorded and rewarded.

Reciprocity

Helping works better as a two-way street. The question: “How can I help you?” needs to change so we ask: “How can we help each other build the world we all will live in?”

Social Networks

We need each other. People joined in shared purpose are stronger than individuals. Helping each other, we reweave communities of support, strength & trust. Community is built upon sinking roots, building trust, creating networks. Special relationships are built on commitment.

Respect

Every human being matters. Respect underlies freedom of speech, freedom of religion, and everything we value. Respect supplies the heart and soul of democracy. When respect is denied to anyone, we all are injured. We must respect where people are in the moment, not where we hope they will be at some future point.

Reference

Edgar Cahn, www.timebanks.org

Budget

		Year 1	Year 2	Year 3
Staff	Timebanking Broker Salary	£27,300	£27,300	£27,300
Office	Office	£-	£-	£-
	TRP	£-	£-	£-
	Building Insurance	£400	£400	£400
	Utilities	£600	£600	£600
Comms	Laptop and Phone	£1,200	£-	£-
	IT Platform	£4,000	£1,000	£1,000
	Time bank annual membership	£1,000	£1,000	£1,000
	IT and Phone Set up	£300	£-	£-
	Phone charges	£720	£720	£720
Travel	Mileage	£480	£480	£480
Promotion	Marketing and Advertising etc	£5,000	£5,000	£5,000
	Stationery, sundries etc	£250	£250	£250
Total		£41,250	£35,750	£35,750

Appendix 1

Timebank Broker Job Description

Hours: 35 hours **Salary:** £27,300

Responsible to: CEO Health Connections

The role of the Time Bank Broker is to manage the day to day running of the Health Connections Time Bank project by recruiting and training members, linking them up, and initiating projects to involve participants in health and intergenerational activities to achieve our objectives at Health Connections for themselves and their community.

The main tasks are:

- Recruiting new participants to the time bank, taking references and managing expectations
- Linking up individual requests and offers, monitoring time exchanges and evaluating them
- Ensuring members time credit accounts are up to date using the Time On Line software
- Organising group activities, promotional events and training
- Encouraging the involvement of time bank members in the management and development of the project through a Steering group
- Outreaching to groups, including local health and community organisations so that they can get involved in the time bank
- Ensure that organisational time exchanges are logged using Time On Line, noting what the organisation is giving AND receiving for time credits
- Promoting the time bank by getting publicity in the local papers and radio
- Oversee team leaders and organise weekly group time exchanges
- Encouraging time bank members to assist in the day to day running of the time bank
- Ensuring budgets are adhered to, purchase orders are up to date etc.
- Administering DBS checks on relevant time bank members
- Explore funding opportunities for the time bank and where possible apply to funders, trusts and foundations
- Keep on-going case studies from time bank members and create a plan to evaluate the effectiveness of the time bank
- Ensure the time bank adheres to all relevant policies and procedures for safeguarding and health and safety, including risk assessments, insurance etc.

Work related experience:

- Experience of setting up a new project/activity
- Experience of ensuring community projects adhere to safeguarding and health and safety policies
- Interviewing skills and the ability to build people's confidence by listening and getting them involved
- Experience of planning and organising work to meet targets
- Administrative skills and experience of setting up systems
- Experience of managing projects and people on a day to day basis, either as a volunteer or a paid worker
- Good computer skills. Able to use word processing.
- Knowledge of monitoring and evaluating projects
- Experience of managing a budget
- Experience of Excel, Access and Publisher applications

Personal attributes:

- Excellent verbal and written communication skills
- Ability to form strong positive relationships
- Ability to work both in a team and individually
- A passion for encouraging participation from people who are

more isolated, especially disabled people and the elderly

- An understanding of issues around disability, vulnerable people and other excluded groups
- Good local knowledge