



Kelowna
Community
Resources



Community Information & Volunteer Centre



Bulletin December 2009

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Awards



35TH ANNUAL
CIVIC & COMMUNITY
AWARDS

Celebrating the achievements and generosity of Kelowna citizens.

Each year the Civic and Community Awards honour individuals whose achievements and contributions have been of significant benefit to Kelowna. The awards recognize the talent, dedication and generosity of our outstanding, athletes, volunteers, artists and a business whose unique gifts have contributed so greatly to life in Kelowna.

Celebrating community spirit, the awards cover a wide spectrum of accomplishment. Award recipients are chosen by committee, from nominations received from the public. Nomination period runs from January 4th to February 12th, 2010.

This year's gala dinner and awards presentation will be held on Wednesday April 14th, 2010 at the Delta Grand Okanagan Lakefront Resort and Conference Centre. Tickets available thru Ticket Master starting March 15th, 2010.

For more information on the Civic & Community Awards, call 250.469.8967 or email agilbert@kelowna.ca.

CATEGORY CRITERIA

MALE ATHLETE OF THE YEAR

Awarded to the male athlete (amateur or professional) bringing the greatest amount of recognition to Kelowna.

FEMALE ATHLETE OF THE YEAR

Awarded to the female athlete (amateur or professional) bringing the greatest amount of recognition to Kelowna.

AUGIE CIANCONE MEMORIAL AWARD

Awarded to the most outstanding high school male and female athlete in the area of the Central Okanagan.

BOB GIORDANO MEMORIAL AWARD

Awarded to a Kelowna citizen who has contributed significantly through voluntary service to amateur sport, such as coaching or administrative support.

BRYAN COULING MEMORIAL ATHLETIC TEAM OF THE YEAR AWARD

Awarded to the Kelowna team (amateur or professional) bringing the greatest amount of recognition to Kelowna.

CENTRAL OKANAGAN FOUNDATION VOLUNTEER ORGANIZATION OF THE YEAR AWARD

Awarded to the volunteer organization that has provided outstanding community service relating to actions having a direct beneficial effect on residents in Kelowna.

TEEN HONOUR IN THE ARTS AWARDS

Awarded to a youth who has made an outstanding contribution in their community through cultural and/or artistic efforts. Must be a current resident of Kelowna.

HONOUR IN THE ARTS AWARD

Awarded to an individual who has made an outstanding contribution in their community through cultural and/or artistic efforts. Must be a current resident of Kelowna.

WOMAN OF THE YEAR – SARAH DONALDA TREADGOLD MEMORIAL AWARD

Awarded to a woman in recognition of her overall outstanding contributions to the well-being of the City of Kelowna. Nominees must be current residents of the City of Kelowna.

MAN OF THE YEAR – FRED MACKLIN MEMORIAL AWARD

Awarded to a man in recognition of his overall outstanding contributions to the well-being of the City of Kelowna. Nominees must be current residents of the City of Kelowna.

YOUNG FEMALE AND YOUNG MALE CITIZEN OF THE YEAR AWARDS

Awarded to a young female and young male citizen who has made an outstanding contribution to the well-being of the City of Kelowna. Nominees must be current residents of the City of Kelowna.

PLATINUM SPONSORS:



ADDITIONAL SPONSORS:



**NOMINATIONS CLOSE
12:00 NOON
FRIDAY, FEBRUARY 12, 2010**



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KCR Database

YOUTH OPTIONS PROJECT - OKANAGAN BOYS AND GIRLS CLUBS

The Youth Options Project is a community based selective prevention initiative that provides at risk youth between the ages of 13 and 18 with structured, interactive group life skills and recreational opportunities during evenings and weekend hours. The program runs in 12 week cycles, and is delivered both in Kelowna and on the Westside. Youths will be involved in an array of recreational opportunities to connect with their community including community clean up, graffiti clean up and Adopt-a-Road program.

For more information or to obtain a referral form please contact Krista Germyn at 250.869.6983 or email: kgermyn@boysandgirlsclubs.ca.

For upcoming intake dates, please visit KCR's database by clicking the KCR logo:



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WESTBANK UNITED CHURCH THRIFT SHOP

Located at 3672 Brown Rd., Westbank, the thrift shop is open Monday to Friday, 9 am to 3 pm to provide quality clothing, toys, books and household items.

For contact info and website, visit KCR's database by clicking on the KCR logo:



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THE GREAT OKANAGAN WOOD STOVE CHANGE OUT PROGRAM

The Great Okanagan Wood Stove Change Out Program allows consumers with older wood stoves an opportunity to replace them with new EPA/CSA emission approved wood, gas, pellet or electric appliances. A discount offered by participating manufacturers, distributors and retailers allows consumers to receive \$150 off the suggested retail price, when purchasing a new stove. The purchaser must surrender their old stove, which must then be destroyed.

For their contact info and website, visit KCR's database by clicking on the KCR logo:



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Facts and Trends

BABY BOOMERS ARE INCREASINGLY CARING FOR AGING PARENTS

A new Canadian survey found that a third of baby boomers spend a significant amount of time or money caring for an aging parent. In the survey of 43 to 63-year-olds, 69% indicated that they had at least one living parent or parent-in-law. Of those, 35% devoted an average of 42 hours each month and travelled an average of 225 kilometres to care for their parent or parents. Of those who help their parents, 40% indicated they spend an average of \$6,000 per year as caregivers. Another 56% said that their family bonds had improved due to this extra support, while 60% said they wouldn't have spent this much quality time with their parents otherwise.

--SOURCE: *CharityVillage, November 9, 2009* (Investors Group)

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LOOKING FOR IDEAS TO HELP FOCUS AND NOT GET SIDETRACKED WITH INTERRUPTIONS?

We definitely are living in a world of interruptions. The pace of modern life and our work world can be overwhelming. We need to plan for focused periods of time today, otherwise they are very rare!!

A good place to start is by keeping a log of interruptions for a week - by whom, how often, how much time each takes, for what - so that you can assess and develop a plan to make better use of your time. Once in the habit of quickly identifying the type, importance and urgency of an interruption, you can handle them more effectively.

When we always respond to interruptions we send a message that it's okay...that we have the time. If you have high priorities that must be completed, schedule another time to deal with the interruption. Perhaps it might make sense to schedule certain blocks of time each day or week for 'open door' conversations and make everyone aware that you would prefer not to be interrupted at other times.

You may need to talk with those who constantly interrupt. Problem solve together how you might both make the best use of your time. If it is your supervisor who often interrupts, keep a folder of issues you need to discuss with him/her, that you can quickly access, and make more effective use of the interruption time.

We also need to reflect on our own behaviour. If we have a tendency to drop in on others we may need to change our habits to set the tone! Do we allow email and phone calls to interrupt us? Scheduling specific times for making calls and handling email is a good practice. Also consider the best approach - in person, voice mail message, email response - for the type of communication that needs to take place.

If it is essential you not be disturbed, find a personal hideout and turn off your cell phone or close your door and add a sign 'Sorry, deadline to meet. Available after 3.' A white or fun magnetic board for messages of a clock indicating your availability are great tools to show you want to connect but not right now! The entire office may decide they want a daily quiet time and everyone will agree, for example, that time between 9 and 10 each morning is 'do not disturb' time for all staff.

A range of responses will allow everyone to be more productive.

'Remember, 'got a minute' rarely takes only a minute to your time!'

To sign up for Barb's newsletter, please contact her at bgemmell@mts.net, or 1.204.253.6638.

--SOURCE: Barb's Bytes

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NEW REPORT PROPOSES REPLACING CRA WITH CHARITY COUNCIL

The C. D. Howe Institute released a new paper by Adam Aptowitzer, *Bringing the Provinces Back In: Creating a Federated Canadian Charities Council*. The paper argues that the Canada Revenue Agency is the regulator of charities by the happenstance of history and the absence of action by the provinces to assert their constitutional power in this area. The result Aptowitzer argues, is a regulatory environment that is costly for charities, stymies the development of new charities, and injects tax bureaucrats into the arena of social policymaking. The paper offers new ideas for reform, most specifically the creation of a Canadian Charities Council that would assume the CRA's current responsibilities with regards to charities.

For more information and to download the paper, please visit: <http://www.cdhowe.org>. (PDF)

--SOURCE: CharityVillage, November 23, 2009

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RAISING THE ROOF REPORT EXAMINES YOUTH HOMELESSNESS IN CANADA

On any given night across Canada, 65,000 youth are without a place to call home. A new report, *Youth Homelessness in Canada: The Road to Solutions*, authored by Raising the Roof, offers recommendations for a national strategy to deal with the issue of youth homelessness. In order to identify the key challenges facing youth on the street, the authors of the report interviewed 700 homeless youth. "Canada desperately needs a national strategy to truly support our country's homeless and disenfranchised young people," says Sean Gadon, president of Raising the Roof. "Our young people have told us they want and expect to be part of the solution in working with government, community and private sector partners. We all have a responsibility and a part to play in implementing solutions."

For more information, and to download the full report, visit: www.raisingtheroof.org.

--SOURCE: CharityVillage, November 23, 2009

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MAJORITY OF NON PROFIT PROFESSIONALS SUPPORT SOCIAL MEDIA

The vast majority of nonprofit organizations (88%) are experimenting with social media to engage key audiences, but 79% are uncertain of how to demonstrate social media's value for their organizations, according to a new US survey. Only 51% of respondents reported active use of social media. The survey found that 92% of nonprofit and foundation professionals believe their online presence helps raise awareness, 86% believe it keeps external audiences engaged, and 77% believe that it reduces costs relative to traditional media. Sixty-one percent say the rewards outweigh the risks. For these reasons, 85% intend to make greater use of social media in the next two years and 78% will require additional and deeper social media expertise.

--SOURCE: *CharityVillage*, November 16, 2009 (KRC Research)

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ARTICLE: SOCIAL MEDIA: WHAT ARE YOU AFRAID OF?

by *Elisa Birnbaum*
November 23, 2009

As the interview begins, James Topham apologizes and takes a moment to read and respond to an urgent tweet. Another typical day for the communications and marketing director of War Child Canada, where tweeting and Facebook updates are as commonplace as checking one's email. With social media the buzzword of late, some nonprofits are taking the plunge, hoping these newfangled modes of outreach will help them reach their goals. But how useful is social media, really? And how can one ensure it's being used effectively instead of needlessly tying up already limited resources?

WHAT AND WHY?

"Everybody is on Facebook," says Topham, and War Child has been using it for years. The response to the organization's Facebook page has been extremely positive, outperforming even their website. Considering how much time people spend with the medium, it's not hard to see why. And besides, he adds, "It's a good communication tool." Twitter - which War Child started using a year and a half ago - is quickly gaining ground too. "It's a very useful place to make deeper connections with people and build a community."

War Child Canada also communicates its message with the use of a blog. It's the social medium of choice for colleague, Theodora Philos, who's been providing readers with a first-hand account of life in Sierra Leone during her six-month stint strengthening the War Child program there. The organization also ran a very successful multimedia campaign last year. *Help Child Soldiers* used Facebook, YouTube, blogging, and Twitter, among other tools. The ROI was impressive: a 200% increase in followers, 856 Twitter mentions, an increase of 38% in donations as compared to the year before, and 300 new volunteer requests, to name but a few figures.

The [Canadian Breast Cancer Foundation \(CBCF\)](#) employs its own multi-channel strategy with social media at its core. As with War Child Canada, Facebook and Twitter have become strong players in CBCF's ongoing quest for eyeballs and support. They've also created a [Finding Hope blog](#) and virtual [Wall of Hope](#), where people can share their stories about living with breast cancer and - perhaps equally, if not more importantly - join a wider community of Canadians affected by the disease. The foundation also uses YouTube, producing videos to promote CIBC Run for the Cure and the ongoing research into breast cancer.

WHAT, ME WORRY?

Both War Child and CBCF seem pleased with their social media activism. But questions remain. For one thing, if social media has the capacity to be so effective, why do a number of studies indicate these

tools have not been fully adopted into the workplace? According to [Canadians' Perspective of Social Media](#), a survey conducted earlier this year, 83% of respondents viewed social media as integral to their day-to-day life, but only 16% used it for both personal and business use. Of course, the findings may be less indicative of limitations in social media itself, than a cautionary approach toward something new. "Canadians are not sure yet how to utilize or integrate social media into their job function," the report stated. In fact, another survey, conducted by [Sage North America](#), found that 70% of the nonprofit organizations surveyed in the US and Canada recognize social media as either very or somewhat important to their organization. Of the 45% who haven't adopted it, the main reason cited was being unsure of its relevance and advantages to the organization.

For the full article, please visit: <http://www.charityvillage.com/cv/archive/acov/acov09/acov0936.asp>

--SOURCE: CharityVillage

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IMPACT OF RECESSION ON ONTARIO NON PROFITS

Hard Hit: The Impact of the Economic Downturn on Nonprofit Community Social Services in Ontario, a new report published by the Social Planning Network of Ontario, found that more than half of survey respondents experienced increased demand in key programs since September 2008. Among these agencies, 97% reported an increased number of people requesting services, 49% were engaging in more crisis management and had less time for preventative programming, and 72% were finding increased complexity in the needs of the people they serve.

For more information, and to view the full list of recipients, visit: socialplanningtoronto.org.

--SOURCE: CharityVillage, November 2, 2009

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NEW BENCHMARKING REPORT STUDYING CANADIAN CHARITIES

Pareto Fundraising released the results of their 2009 mid-year benchmarking study looking at trends in the Canadian charitable sector. Despite the global financial decline, the organizations included in the project are holding up well, and one of the key messages delivered overall was that those who have invested heavily in monthly giving in the past are the ones most likely to enter 2010 in the best shape. Specifically, the latest analysis found that:

- Monthly giving remains resilient, and in fact continues to grow. In 2008 the participating organizations generated more than \$35 million from monthly donors.
- Cash recruitment slowed in the first half of 2009 after a strong 2008.
- Major gifts (gifts over \$1,000) rebounded, and actually grew in the first half of 2009 after a poor second half of 2008.

For more information, visit: www.paretofundraising.com.

--SOURCE: CharityVillage, November 16, 2009

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Funding

BABY BOOMERS LEADING THE WAY WITH CHARITABLE GIVING

A recent survey of Canadian baby boomers found that 68% of respondent said their number one reason for donating to a charity is "to make a difference in a cause I believe in." The majority of respondents, 94%, indicated it is important for them to give to charities that serve local causes. And, almost one in three who donated money to charity within the last 12 months also raised money or volunteered for a charity. A total of 82% of respondents indicated that they are planning to increase or maintain their charitable giving in the next five years.

--SOURCE: *CharityVillage, November 23, 2009 (BMO Retirement Institute)*

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COMMUNITY GRANTS INFORMATION SESSION

On behalf of the City of Kelowna, the Central Okanagan Foundation will administer \$80,000 in Community Social Development Grants and \$22,000 in Grants to Address the Sexual Exploitation of Youth in 2009, and will host an information session for those interested in applying.

Community Social Development Grants assist registered, non profit societies and community organizations in the delivery of innovative, prevention-oriented programs designed to improve the quality of life for residents in Kelowna.

Grants to Address the Sexual Exploitation of Youth funds programs that directly address sexual exploitation issues for those under 19 years of age within the City of Kelowna.

Eligibility criteria and application forms are available at the Central Okanagan Foundation office or website at <http://www.centralokanaganfoundation.org/pages/grants/city-of-kelowna.php>.

City of Kelowna Grant applications will be received at the Central Okanagan Foundation office located at 217-1889 Springfield Road until **3:30 pm, Friday, February 26, 2010.**

Date: Thursday, January 14, 2009
Time: 1 - 3:30 pm
Location: Rotary Centre for the Arts
421 Cawston Ave.
Pacific Safety Products Boardroom, 2nd floor

To register for this session, please contact Cheryl Miller, Grants Manager, Central Okanagan Foundation at cheryl@centralokanaganfoundation.org or 250.861.6160.

--SOURCE: *Cheryl Miller, November 20, 2009*

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FOUNDATION OFFERING WORKSHOP THEIR ON UPCOMING GRANT CYCLE

The Penticton Community Foundation's 2009-2010 Granting Cycle kicked off recently, and for the first time the foundation will hold a granting workshop for those interested in applying for grants.

Aaron McCran, the foundation's executive director, says the purpose of the workshop is to answer questions applicants may have. "It happens at 6:30 p.m. on December 8, at the Chamber of Commerce boardroom, and that's open to anybody. What that does is it gives potential grant applicants the opportunity to essentially quiz us about the best way to frame their application for the best chance of success.

"It's a really good little bit of homework to make sure that they have the best opportunity to receive a grant."

The deadline to apply for a grant is January 15 with grants being disbursed in February. The Penticton Community Foundation can be reached at 250-493-9311.

--SOURCE: *Castanet News, November 28, 2009 (Stewart Cross - Giant FM)*

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IMAGINE CANADA PROPOSES NEW STRETCH TAX CREDIT FOR CHARITABLE GIVING

Imagine Canada is proposing a Stretch Tax Credit for Charitable Giving, a new tax incentive for Canadians. The purpose of the tax credit is to encourage more Canadians to give and to support those who do give to give more by increasing the federal charitable tax credit from 29% to 39% on all new giving that is over \$200. This incentive would allow Canadians to "stretch" their giving even more. Imagine Canada released the Brief they submitted to the House of Commons Standing Committee on Finance, and have also published a frequently asked questions page on their website.

For more information, please visit: www.imaginecanada.ca.

--SOURCE: *CharityVillage, November 23, 2009*

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AMERICANS NOT MAKING DONATIONS THROUGH NEW MEDIA TOOLS

A recent US study indicates that, although respondents are using new social media tools to learn about charities, they are not using them to make donations. Nearly 80% of respondents felt that these tools helped charities raise money, yet less than 20% donated using one of these tools in the past. Nearly 75% responded that they learn about charities through new media tools but they are not motivated to give, and 39% said they didn't trust that their donation would actually help the cause. A further 31% said they would rather give offline, 27% said they didn't see any results or impacts from donations, 22% are overwhelmed by the number of causes using new media, and 17% said they didn't understand the particular tool or application. New media was primarily defined as "dialogue among

individuals or groups" on social networks, blogs, Twitter, online games, mobile devices, message boards, and sites that allow people to share photos, audio, and video.

--SOURCE: *CharityVillage, November 9, 2009 (Cone)*

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MEN AND WOMEN EQUALLY LIKELY TO LEAVE A BEQUEST TO CHARITY

Gender does not generally predict whether someone who donates to charity is likely to leave a charitable bequest in his or her will, according to a study released by the Center on Philanthropy at Indiana University. In addition to little difference by gender, there also was no difference in the rates of legacy gift planning between single men and single women, after controlling for other factors such as age, educational level, income, and marital status. The only gender-related difference found was that, among people who attend religious services frequently, men were more likely than women to say they have made a charitable provision in their will. Both men and women who had never married were more likely than married or widowed donors to have charitable bequests.

For more information, visit: www.philanthropy.iupui.edu.

--SOURCE : *CharityVillage, November 9, 2009*

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NON PROFITS AND EMAIL MARKETING

A new US study found that nonprofits are mastering the basics of email marketing but still have room for improvement. Sixty-two percent of nonprofit organizations studied sent new subscribers a welcome email message, a significantly higher number than the 40% of commercial marketers who did so. Even better, 90% of nonprofits followed best practices and sent their welcome message within 24 hours. While 81% of advocacy organizations requested geographic data, only 12% actually used geographic data to customize or segment their email marketing. Fifty-eight percent of arts organizations requested geographic data but none of the organizations used that data to customize their email marketing.

--SOURCE: *CharityVillage, November 2, 2009 (Return Path Study)*

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CANADAHELPS LAUNCHES GREAT CANADIAN GIVING CHALLENGE

The CanadaHelps *Great Canadian Giving Challenge* is a four week long competition, from November 23 to December 20, that gets Canadians to use the power of social networking to raise funds for charity. Participants can raise funds for any registered Canadian charity, including their own, and win up to an additional \$5,000 for their cause. CanadaHelps is launching the challenge to promote charitable giving to Canadians, and to show how easy it is to give online and make a difference.

For more information, visit: www.canadahelps.org/givingchallenge.

--SOURCE: *CharityVillage, November 23, 2009*

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Local News

2009 HOLIDAY RESOURCE GUIDE - NOW AVAILABLE!

The Holiday Resource Guide is now available and will give you a head's up on planning your Holiday Season this year. There is something for everyone from live theatre to volunteer opportunities, places who will gratefully accept your donations to places to get a Holiday meal, kid's events to special Holiday services.

If you did not receive your copy in the Capital News this month, please [click here](#) to download a PDF copy. If you'd like a 'grayscale' to print and distribute to your clients, please email Dawn Anthony at dawn@kcr.ca.

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2010 DIRECTORY OF COMMUNITY SERVICES - PRE ORDER

If you would like to pre-order your copy(ies) of the 2010 Directory of Community Services, please email Dawn Anthony at dawn@kcr.ca with your contact information and the number of copies you will need for your office.

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SCROOGE CHRISTMAS BREAKFAST

Sandalwood Retirement Resort is hosting its 4th Annual Scrooge Christmas Breakfast. Please bring a gift card for a teenager to help decorate their "Charlie Brown" Christmas Tree and enjoy a delicious buffet breakfast. All proceeds go to support The Salvation Army.

Date: December 9, 2009
Time: 7 - 10 am
Location: 580 Yates Road

For additional info, please call Dennis or John at 250.717.1881.

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SWINGING CHRISTMAS FUNDRAISER

Come and enjoy the Lake Country Big Band concert to raise funds for the Lake Country Food Bank.

Date: December 11, 2009
Time: 7 pm
Location: Creekside Theatre
10241 Bottomwood Lake Road
Cost: Adults - 10 with non-perishable food item or \$12 without item
Seniors and Students - \$8 with non-perishable food item or \$10 without item

For more information, please contact the Lake Country Food Bank at 250.766.0125.

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DROP-IN GALA POSTPONED UNTIL MARCH

*by Kim Calloway - Power 104
November 26, 2009*

Sluggish ticket sales have forced Kelowna's downtown Drop-In Centre to postpone the gala event it had scheduled for early next month, to sometime early in the new year.

Centre director Selena Stearns says the December 11 'Hearts In Hand' Gala won't go on as scheduled at the Delta Grand hotel, but will happen, likely sometime in late March. The Gala, a \$100-a-plate affair featuring speeches from well known poverty activist Dr. Gabor Mate and several success stories from the Centre, was originally scheduled as a way to increase awareness in the Drop-In Centre and its ongoing needs.

It's not been the best week for the Drop-In Centre. Earlier, they learned the federal funding they'd received for the past seven years, won't be renewed after the end of March 2010.

Stearns has said there's a strong possibility the 22-year-old Leon Avenue facility could shut down after March, unless new funding sources materialize.

--SOURCE: *Castanet*

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JOB POSTING: OKANAGAN BOYS & GIRLS CLUBS

The Okanagan Boys & Girls Clubs are seeking a full-time Early Childhood Educator for the Cameron Park Early Learning Center Infant Toddler Program.

For additional info, visit their website at: http://www.boysandgirlsclubs.ca/career_volunteer.php

To submit your resume, please mail to:

Lianna Michaylow
Box 20222
Kelowna, BC V1Y H2

or email to lmichaylow@boysandgirlsclubs.ca.

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PLAY SANTA TO A SENIOR

If you would like to brighten the life of a lonely senior this Christmas, you can select an Angel from the trees at London Drugs in Kelowna and West Kelowna, shop for the items on the list, then return the unwrapped gift to the store with the ornament attached.

Home Instead, a local organization, its staff and volunteers will be collecting, wrapping and distributing the presents to the seniors.

In the last five years, the program has ensured about 1,000 Christmas presents have been distributed to seniors in the Central Okanagan.

For additional information, please contact Home Instead at 250-860-4113.

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POLYTECHNIQUE: COMMEMORATING THE 20TH ANNIVERSARY OF THE MONTREAL MASSACRE

The Kelowna Women's Resource Centre is presenting this film to commemorate the 20th Anniversary of the Montreal Massacre.

Date: December 5, 2009
Time: 3 pm
Location: The French Cultural Centre
702 Bernard Avenue
Cost: Admission by Donation

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SALVATION ARMY KETTLES GO ONLINE

*by Rachael Kimola
Nov 26, 2009*

The traditional red holiday kettles are going online.

The Kelowna Salvation Army is launching its first ever iKettle, allowing people to donate to the Kettle Campaign online. Major Ron Cartmell says the online kettles won't replace the traditional red kettles. "As we've become more and more dependent on plastic, fewer people are carrying around cash.

We've taken the initiative to embrace this change by launching the very first iKettle in Kelowna," said Major Cartmell. He says iKettles were used last year by Salvation Army branches in Toronto and

Calgary to great success. "People can just go to the Salvation Army website and donate. A receipt is then e-mailed back to the donor within about 10 minutes."

Cartmell says people can also sponsor an iKettle on their Facebook pages. "A lot of people want to volunteer, but simply don't have the time. By hosting an iKettle on their Facebook page, they can help out by collecting donations from their friends and family. All donations collected by Kelowna residents through iKettles goes towards Kelowna and area programs."

He says their goal is to raise \$475,000 through the regular kettle campaign and \$25,000 through the iKettles.

--SOURCE: *Castanet*

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ANNUAL COMMUNITY CHRISTMAS DINNER

We will be serving a full turkey Dinner, giving out food gift bags and presents, providing a drama and music. This event is a first come, first served basis, and is a family event for all ages. You can come for a meal and enjoy the entertainment.

Date: December 25, 2009
Time: 5 - 7 pm
Location: Parkinson Recreation Centre

Are you interested in helping? We will need volunteers for December 24th as well as the 25th. On the 24th you can volunteer to help by supplying a truck for transporting supplies, decorating, setting tables, filling food gift bags, wrapping presents, and making up desert trays. On the 25th we will need cooks, servers, dishwashers, prize workers, Hostess, and help handing out gifts and food gift bags.

To volunteer or for more information contact Victory Life Fellowship at 250-862-3044, e-mail ylf@shaw.ca or visit the website <http://www.victorylifefellowship.net/>

You also can provide donations!

We are in need of presents for Men, Women, Youth, Kids and Prizes. We also have a \$30 challenge which will provide a full meal, present, and a food gift bag for one person. Donations are needed by December 22, 2009.

Drop off at:

Location:	Victory Life Fellowship 1635 Bertram St.	Location:	La-Z-Boy Furniture Gallery 103-1850 Spall Rd.
Dates:	Tuesday to Thursday	Dates:	Monday to Saturday
Times:	10 am - 3 pm	Times:	9 am - 5 pm

Thank you so much for all your help!

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UPTOWN AFTER HOURS

Valleyview Funeral Home is hosting a Christmas Uptown After Hours on December 2, 2009. Along with sharing a glass of wine and sampling wonderful appetizers, you will also have an opportunity to share in a little Christmas giving.

Teenagers are often overlooked in other toy drives. Valleyview Funeral Home is inviting you to participate in their Toy for Teens drive by bringing an unwrapped gift for an 11-17 year old boy or girl.

Date: December 2, 2009
Time: 5 - 7 pm
Location: Valleyview Funeral Home
165 Valleyview Road

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WEST KELOWNA FIRE RESCUE - FOOD DRIVE

West Kelowna Fire Rescue will be holding its annual food drive and going door-to-door in West Kelowna collecting non-perishable food items for the Westside Community Food Bank.

Dates: Tuesday, December 1
Wednesday, December 2
Times: 6 - 9 pm

For additional information on drop off times and locations, please call Debbie at 250.769.1640 ext.6.

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BREASTFEEDING SUPPORT

As many are aware, the extra resources needed for H1N1 have meant a temporary reduction in IHA services to pregnant and breastfeeding women. In response to this, the Okanagan Doula Group and Central Okanagan Prenatal Services will be volunteering their time and experience to help 'fill the gap' with:

Free drop-in breastfeeding support

Dates: December 4, 11, 18
January 8, 15, 22, 29
Time: 10 am - 12:30 pm

Free prenatal breastfeeding classes:

Dates: December 7
January 19
Time: 7 - 9 pm

Location: Trinity Baptist Church
Nursery
Corner of Springfield and Spall

(Access through East entrance)

For additional details, please contact Wendy Muir at 250.768.2562 or Nicki Albrecht at 250.768.6979.

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WORLD AIDS DAY

Please join us as we gather to show our support for those living with HIV and AIDS, remember those we have lost, and demonstrate the need for increased funding for support and prevention programs.

We will gather at IHA, 2180 Ethel Street, (across from Cottonwoods Extended Care) and walking to MLA Steve Thomson's office (Ethel and Springfield) and then proceed to MP Ron Cannan's office at Capri Mall. (Participants may choose to drive or walk to Capri Mall).

Purpose: To hold a peaceful and non-confrontational gathering to highlight:

- The need to restore and increase funding for HIV support, education, testing and prevention program
- The fact that HIV is a preventable disease, but people are still testing positive and still dying because of it
- That no person should be subject to stigma or discrimination because they are HIV positive



Date: December 1, 2009

Time: 11am - 1 pm

For additional information, please contact Karen Alexander at Living Positive Resource Centre at 250-862-2437.

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## Provincial News

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VOLUNTEER VANCOUVER IS NOW VANTAGE POINT

Today, Volunteer Vancouver starts doing business as Vantage Point.



We'll still be doing business as Volunteer Vancouver too, and our mission, programs and services remain the same.

So why the change?

The world is changing. Since 1943, Canadian society and the ways of volunteer engagement have undergone significant change - particularly with regard to technology, demographics and the workplace.

Our organization has always changed to keep pace and remain relevant to the communities we serve. At one time, Volunteer Vancouver focused primarily on volunteers, but in the past 66 years we have established a unique vantage point - a new way of looking at how organizations work with people to achieve their missions.

You may already know about how our vantage point inspires and builds leadership in the voluntary sector by inviting organizations to engage people who share a passion for their mission. We believe our new name will encourage more organizations to see the world through a "people lens" and look for new ways and opportunities to engage the time and talent of paid and unpaid people.

If you'd like to know more, please read the [frequently asked questions](#) and [blog post](#) regarding our new name, Vantage Point. Please [contact us](#) directly if you have any questions or would like more information.

Warm regards,
Chilwin Cheng, Chair of the Board
Colleen Kelly, Executive Director

--SOURCE: *Volunteer Vancouver/Vantage Point*

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BC LEGAL AID CLOSES FIVE OFFICES

by Mike Laanela, CBC
November 3, 2009

The B.C. Legal Services Society — the body that administers legal aid in B.C. — says a funding shortage is forcing it to close five regional offices and lay off up to 54 staff. The offices will close in Kelowna, Kamloops, Prince George, Victoria and Surrey.

Attorney General Mike de Jong said Tuesday the Legal Services Society is facing tough times because of the economic downturn. "They are doing what we expect of them, and that is to try and reduce administrative costs and try and channel as much resource as possible into front-line services," de Jong said.

De Jong also denied the government was cutting its legal aid funding, saying other sources of funding have dried up, partly because of the recession and low interest rates. He said the society is funded in part by a tax on lawyers' trust accounts.

But B.C. NDP attorney general's critic Leonard Krog accused the Campbell government of underfunding legal aid. Krog said the Liberals have cut the legal-aid budget from \$96 million in 2001 and 2002 to \$74 million today. "At the very same time we can put half a billion dollars into a roof on BC Place, we can't help the poorest British Columbians keep a roof over their heads," he said.

Krog doesn't believe the cuts will be made only in administration and that services will suffer.

--SOURCE: *Canadian Broadcast Corporation*

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USING THEATRE TO MAKE POLICY HAPPEN

The theatre group *Headlines* is offering a creative response to homelessness; using theatre as a conduit to explore solutions together. The play, 'After Homelessness' is a Forum Theatre play; providing a fun, dynamic, audience-interactive evening created and performed by people who have been homeless.

The project includes the *Community Dialogue Sessions* a series of moderated panel discussions that will get at the nuts and bolts of creating safe, affordable and supportive housing as well as a group art exhibition at *Gallery Gachet* for the Downtown Eastside Heart of the City Festival. The Dialogue Sessions will generate a Community Action Report which is designed to inform policy. Headlines Theatre has written agreements from six major organizations, including the City of Vancouver, BC Housing and the Mental Health Commission of Canada, who wish to receive the report for their research.

For more info on the Community Dialogue Sessions, please [click here](#).

For more information on the Headlines Theatre Group, please visit: <http://www.headlinestheatre.com/>

--SOURCE: *Housing Again ebulletin*

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CAREGIVERS' ASSOCIATION OF BRITISH COLUMBIA HAS BEEN DISSOLVED

The CABC has dissolved effective November 23, 2009 and will distribute the remaining assets to Family Caregiver Network Society. As part of the dissolution process, Family Caregiver Network will take over a number of service currently being provided by CABC.

For additional information, please contact Tim Readman, Executive Director, CABC, at tim@timreadman.com.

--SOURCE: *Tim Readman*

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SALVATION ARMY RECEIVES \$540,000 GRANT TO ASSIST WITH EMERGENCY AID

The W. Garfield Weston Foundation donated \$540,000 to The Salvation Army in an effort to assist with the increase in demand for help, particularly for its food bank and meal programs. Twenty-five Salvation Army offices, from British Columbia to Prince Edward Island, were awarded grants to restock their food banks, introduce new community kitchen programs, upgrade kitchen facilities, and expand feeding programs for the homeless, the working poor, and seniors who are living on a fixed income. Funds were also provided for school breakfast programs as well as programs providing emergency clothing and shelter.

For more information, visit: www.salvationarmy.ca.

--SOURCE: *CharityVillage, November 16, 2009*



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HOW BC NON PROFITS ARE DEALING WITH ECONOMIC DOWNTURN

The Vancouver Foundation released *Weathering the Storm*, a report examining the effects of the economic downturn on charities in BC. The survey, which was conducted in the last two weeks of September 2009, gathered information on what happened to charities in 2009, and how they responded. The questionnaire also explored what charities anticipate will happen in 2010, and how prepared they are for those challenges. Among other findings, the study reports that almost every charity was impacted in some way by the economic downturn in 2009. However, certain organizations - smaller charities, arts and culture, and environmental groups - were the most negatively impacted by drops in their revenue base.

For more information, and to view the full report, visit: www.vancouverfoundation.bc.ca. (PDF)

--SOURCE: *CharityVillage*, November 2, 2009

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National News

CANADIAN POLICY RESEARCH NETWORKS - CLOSING DECEMBER 2009

Canada is losing one of its leading independent public policy think tanks due to a lack of long-term funding from governments and other resources. "It is with sadness that I must announce that after 15 years of quality public policy research, Canadian Policy Research Networks (CPRN) is no longer financially viable and will cease operations," announced Dr. Sharon Manson Singer, president of CPRN. CPRN has worked extensively in the areas of social innovation, citizenship, diversity and Canadian values, productivity and skills, health, and the environment, and may be most widely known for championing deliberative dialogues and consultations with a range of Canadians. CPRN will officially close its doors on December 23, 2009.

For more information, visit: www.cprn.org.

--SOURCE: *CharityVillage*, November 2, 2009

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CANADIAN WAR EFFORT REMEMBERED WITH \$850,000 DONATION

Walmart Canada's recent "Give thanks! Give a dollar" campaign in support of the Juno Beach Centre in Normandy, France raised \$850,000. The Juno Beach Centre represents the war effort made by all Canadians, civilians and military alike, both at home and on various fronts during World War II. Funds raised will be used to develop two exhibit rooms at the centre, the Canada Today Room, which

showcases Canada's diversity in the new millennium, and a temporary exhibit room to house a variety of ever-changing displays.

For more information about the Juno Beach Centre, visit: www.junobeach.org.

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Research

FINDING THE REASONS TO GO ON

About 4,000 people in Canada die by suicide each year, and for every completed suicide, there are 20-40 suicide attempts. Now, researchers at McMaster University and the Mental Health and Addictions program of Hamilton's St. Joseph Hospital are investigating what makes suicidal individuals choose life. *The Reasons to go on Living Project* is collecting the stories of suicide attempts and the decision to go on living. Researchers hope that analysis of the stories will enable them to better understand how people find reasons to go on.

"We don't really understand how the shift takes place - how someone makes the transition from feeling that they need to end their life and being desperate, to recognizing how valuable and precious life is, and finding the resolve to go on. If we had an understanding of that process, perhaps we could help people make that journey more quickly," says Dr. Jennifer Brasch, Medical Director of the Psychiatric Emergency Service, St. Joseph's Healthcare Hamilton, and lead researcher of the project.

As a complement to the Reasons to go on Living Project, individuals who have lost someone to suicide are also being encouraged to submit their stories online. The researchers note that the stories of survivors are an important part of understanding how suicide and suicide attempts affect the lives of many people.

The stories and experiences of young people who have suffered the loss of a friend or family member to suicide is also the subject of an educational video currently in production at the BC Council for Families. The video, which will be released in 2010, explores the unique aspects of the grieving process in young people, and supports and best practices for professionals who work with bereaved youth.

For additional information, please email postvention@bccf.ca or visit www.thereasons.ca.

--SOURCE: BC Council for Families, Health Families Newsletter, November 23, 2009

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WIRELESS TECHNOLOGIES FOR PEOPLE WITH DISABILITIES

The Disabilities Health Research Network has completed four video projects that were funded recently as part of the DHRN video project with the aim of funding disability research videos that address both the social and biomedical perspective.



Making BC Disability Research a Priority

The [Wireless Technologies for People with Disabilities](#) video highlights some of the research currently being done to make wireless technologies more accessible. A number of assistive technologies have been developed over the past years for persons with significant physical disabilities to help them with the activities of daily living. Stand-alone devices, as well as solutions that make use of commercially available technologies such as personal computers have given people more control over their home environment.

When people are away from their homes, however, there are fewer options. Researchers are now looking at harnessing the capabilities of wireless devices to serve persons with disabilities when they are out and about. The research includes developing methods of making mobile phones more accessible. This includes examining the many wireless features and services available to mobile users and determining which of those can best serve persons with disabilities. In addition, the accessibility of new services as they become available needs to be addressed.

To watch this video and the others, go to YouTube.com and search for DHRN.

For additional information, please visit: <http://www.dhrn.ca/>

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DIVORCE: CAUSES AND EFFECTS

A new report released last week by the Vanier Institute of the Family explores the current state of divorce in Canada, including its effects on children. Anne-Marie Ambert, a retired sociology professor from York University and author of the report, *Divorce: Facts, Causes and Consequences*, debunks many of the common misunderstandings about divorce statistics, and reviews the most current research on children of divorce.

Among her findings:

- 30 per cent of Canadian children born in 1984 witnessed the end of their parents' marriage by age 15
- almost half of children from divorced families will see their parents divorce again
- in 1998, 36,252 children were involved in a divorce and that figure is probably similar today

Ambert emphasizes that most children of divorce do not experience developmental problems as a result, but on average they are at increased risk for depression, anxiety, behavioural problems, poor school performance, becoming young offenders or experiencing their own relationship problems as adults.

Much of this fallout is related to poverty rather than divorce itself, she writes, noting that divorce brings an increased risk of poverty particularly for mothers and children. In countries with more equitable income distribution, the negative effects of divorce on children are lower than in Canada.

Ambert concludes that "It is often said that the family has become an outdated institution: High rates of divorce, cohabitation, and births to solo mothers are often used to justify this statement. Is this true? No. As is documented elsewhere, families fulfill more functions now than was the case 50 years ago. What is also true is that conjugal dissolution complicates and burdens family life but does not destroy it."

To read the full report, please visit: [Divorce: Facts, Causes and Consequences](#)

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CHIEF PUBLIC HEALTH OFFICER IDENTIFIES CHILDREN'S MENTAL HEALTH AS AREA FOR CONCERN

Children's mental health is one of six areas of concern for children's health and well-being, according to the recently released Chief Public Health Officer of Canada's report. The report was focused on identifying early-life factors that have lifelong impacts on health. The report said international data suggests more than 15% of children may be experiencing symptoms of a mental disorder, yet more than one in three parents would be embarrassed to admit their child has a mental illness. According to the report, children's mental health can be promoted through education and awareness, community support, and a broad mental health strategy. The report endorses the broad mental health strategy being developed by the Mental Health Commission of Canada.

To read the report, see "The Chief Public Health Officer's Report on the State of Public Health in Canada 2009: Growing up well - priorities for a healthy future" at <http://www.phac-aspc.gc.ca/index-eng.php>.

--SOURCE: *CMHA, Mind Matters, November 17, 2009*

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HEALTHCARE PHILANTHROPY SUFFERS DECLINE IN CANADA

Confirming the full impact of the global recession, philanthropic giving for health care in the United States grew 2.9% in 2008, while similar donations in Canada fell by a dramatic 12.9%, according to a new *Report on Giving* issued by the Association for Healthcare Philanthropy (AHP). In Canada, the portion of donations made by individual givers dipped almost 10% last year to just under 52% of the total. Canadian businesses, including corporate foundations, supplied about one-quarter of the 2008 funding, about the same as the previous year. Canadian foundations contributed 6.3% in 2008, also little changed from the year-earlier level.

For more information, visit: www.ahp.org.

--SOURCE: *CharityVillage, November 2, 2009*

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FAMILY MEALS MAKE A DIFFERENCE

One of the ways that families can spend quality time together all year round is by eating together. This simple activity has been shown to have lasting benefits for family members, including mental wellness, prevention of risky behaviours, healthy eating habits and closer family relationships.

[Better Eat Together](#), a study from the BC Dairy Foundation, found that 80% of parents rank eating dinner together with children as one of the most important or a very important activity they do with children. "Parents and children are more emotionally fit when they eat meals together." says John Rosemond, MD Family Psychologist, one of the sources consulted in the study.

The National Center on Addiction & Substance Abuse at Columbia University found several preventative benefits to family meals as well in [The Importance of Family Dinners V](#). Children and teens who had five or more family dinners per week, compared to kids who had less than three, were:

- At 70% lower risk for substance abuse
- Half as likely to try cigarettes
- One third less likely to try alcohol
- Likelier to get better grades in school.

--SOURCE: BC Council of Families, Healthy Families Newsletter, November 16, 2009

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STUDY SUGGESTS MEDITERRANEAN DIET LOWERS RISK OF DEPRESSION

Following a Mediterranean diet may lower risk of depression up to 30%, according to a recent study. Researchers studied 11,000 people and found that people following a Mediterranean diet the most closely had a 30% decrease in the risk of depression over people whose diet was farthest from Mediterranean style, although they are unsure as to why. The study judged how closely people followed a Mediterranean diet on 9 components: a high ratio of monounsaturated fatty acids, such as in olive oil, to saturated fatty acids; a moderate intake of alcohol and dairy; a low meat intake; and high intakes of legumes, fruit, nuts, cereals (whole grains), vegetables and fish.

For more information, see "Association of the Mediterranean Dietary Pattern With the Incidence of Depression" in the [Archives of General Psychiatry](#).

--SOURCE: CMHA, Mind Matters, November 17, 2009

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IMAGINE CANADA'S LIBRARY UPDATE - NOVEMBER 2009

PERSPECTIVES ON FUNDRAISING: WHAT CHARITIES REPORT TO THE CANADA REVENUE AGENCY

A [new report prepared by Imagine Canada](#) was released by [The Muttart Foundation](#) on September 10th about the fundraising costs of Canadian charities. The report looks at data from charities' 2007 public information returns (the T3010) and looked at fundraising, revenues, costs, methods of fundraising used, usage of contract fundraisers, and fundraising cost ratios. The report provides some reassurance, but raises troubling questions about the accuracy of reported information.

To read the full report, please visit:

http://nonprofitscan.imaginecanada.ca/files/nonprofitscan/en/other_research/perspectives_on_fundraising_muttart_20090924.pdf

--SOURCE: Imagine Canada, Non Profit Library Commons Newsletter, November 20, 2009

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Resources

ARTICLE: HOLD OFF ON YOUR STRATEGIC PLAN (AND BUILD STRATEGIC AWARENESS INSTEAD)

November 18, 2009

by Steven Bowman

Strategic planning has such a bad reputation out there. Why do so many nonprofits shudder when the strategic plan cycle comes around again? Why do so many never complete or follow their strategic plan? Why do so many not have a strategic plan? In our experience of over 35 years in the nonprofit sector at senior leadership levels and advisory positions, over 85% of strategic plans we have seen are useless and the CEOs and boards readily agree these plans are useless.

To read the full article, please visit www.charitychannel.com. (registration is required).

--SOURCE: *CharityVillage*

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ARTICLE: PAUSE

Lately my 5 year old son, Isaac, has been asking the most profound questions. Profound for my business and my life. Of course, he doesn't intend to be profound. He's just wildly curious. Last month he asked "*Mom, what does it mean to pause?*"

Ironically I had to pause before I could answer. "*Well, it means...to stop what you're doing so you can think. And sometimes it means...to stop thinking so you can really see what's around you.*"

So with wild curiosity, I ask - What might it mean to pause in your business? And, what might it mean to pause in your life? Really pause.

HOW-TO INCITE ACTION: PRACTICE THE PAUSE...

Using a "pause" to become more effective and plugged in is not a new concept. Back in March of 2008 we explored the value of pause to grow emotional intelligence (an essential skill for leaders).

Yet when I get swept into the fray, I forget to pause. That's what happened this September: I was swept into the fray of "*back to work*" and I dove so deep into re-tooling my business that I actually lost sight of the bigger picture. So over the past month my BIG gem has been to pause. Here's how I applied it:

- THE *ALL-ABOUT-ME* SHOW: When I get really swept into something I can get selfish. It becomes all about me: my work, my direction, my goals. Me, me, me! To shake that pattern I asked, *What am I grateful for?* each morning. That brief pause before my foot hit the bedroom carpet broadened my perspective a little wider than the navel gazing I'd indulged in.
- HELP! When I'm caught in a me-me-me whirlpool, it's hard to swim out alone. I need help. So I look to my closest friends: my sister Amanda, my husband Dave, and my colleague Cheryl who has become a dear friend. With them I pause. They ask me tough questions and remind me that I'm doing alright...I don't need to be perfect. Who might help you pause for perspective?
- START BIG: When I forget to pause, I end up starting my day with tiny things. For me it's email. For one of my clients it's being annoyed with a colleague. Neither is effective. Pause. What BIG important thing might you do for 15 minutes at the start of your work day? Perhaps have an

encouraging conversation with someone or write down your true priorities for the day (not your laundry list of tiny tasks). Start BIG!

In Canada we paused yesterday. On November 11th we paused to remember history and show gratitude as part of our Remembrance Day celebration.

Now take a similar pause for your work and your life. Look around. What light bulb of inspiration (BIG gem) do you most need to act on this month? Stop *trying* to live that way...start *doing* it now!!

To contact Rhonda or for additional info, please visit <http://www.incitecoaching.com/>.

--SOURCE: *Incite Action Newsletter, November 12, 2009*

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VISIONS MAGAZINE ON COGNITIVE-BEHAVIOURAL THERAPY NOW AVAILABLE ONLINE

BC's Mental Health and Addictions Journal, *Visions*, examines the role cognitive-behavioural therapy (CBT) plays in mental health care, and the possibilities it offers for the future. CBT is considered to be the one of the most effective talk-therapies, and asks people to look at the connections between their thoughts, behaviours and feelings. CBT is also adaptable for self-help and guided self-help formats. Read first-hand and practitioner accounts of this effective therapy, and how it can be used for a variety of mental health issues. *Visions* is produced by CMHA BC on behalf of the BC Partners for Mental Health and Addictions Information.

Please visit <http://www.heretohelp.bc.ca/> to read the latest *Visions*.

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THE CONFERENCE BOARD OF CANADA'S E-MAGAZINE

InsideEdge is The Conference Board of Canada's quarterly magazine, which keeps readers abreast of emerging economic, public policy and organizational performance issues. *InsideEdge* also promotes the Board's research findings, networking activities and other initiatives.

The fall edition of the *InsideEdge* is now ready to view online. In this issue you will find information on:

- Strengthening Ethical Cultures in Organizations
- The Canadian Industrial Profile for the Retail Trade, Food Services, Accommodation, Food and Beverage, Wholesale Trade, and Transportation and Warehousing industries
- An update on *How Canada Performs*
- The new *Help Wanted Index*
- The Centre for the North

Visit the [InsideEdge](#) website to read the current issue.

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RESEARCH AVAILABLE FROM THE CONFERENCE BOARD OF CANADA'S E-LIBRARY

CANCOMPETE: WINNING THE "GENERATION WARS"—
MAKING THE MOST OF GENERATIONAL DIFFERENCES AND SIMILARITIES IN THE WORKPLACE

Winning the "Generation Wars" examines how generational differences and similarities in the workplace may affect organizational performance, and provides employers with advice on maximizing the effectiveness of a multigenerational workforce.

To create a user account and make use of the resources in this library, please visit:
<http://sso.conferenceboard.ca/web/Login.aspx?ReturnUrl=%2fweb%2feLibrary%2feLibraryProxy.aspx>

--SOURCE: *The Conference Board of Canada Newsletter, November 23, 2009*

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WORKSAFE BC RELEASES VIDEO MODULE ON CARING FOR PEOPLE WITH DEMENTIA

WorkSafe BC has recently released a video module for caregivers who work with people with dementia. The first module contains general information on depression, while the subsequent modules show situations a caregiver may encounter, and how caregivers should respond.

To view the module, visit www.worksafebc.com

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FAMILIES IN TOUCH'S FACEBOOK GROUP

Families in Touch (FIT) is a parent driven network whose primary role is connecting families who have children/youth/adults with disabilities.

FIT believes that families sharing unique experiences and knowledge are a valuable resource to each other. Together families develop supportive relationships within our community. You are not alone.

To join the group, please visit <http://www.facebook.com/>, sign in and type "Families in Touch" in the search box.

--SOURCE: *Association for the Benefit of Children with Disabilities*



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COMMUNITY FOUNDATIONS OF CANADA

Community Foundations of Canada launched the first phase of its new website devoted to sharing its growing collection of Responsible Investment (RI) resources with foundations and other funders. The website is part of CFC's *Responsible Investing Pilot Project*, which is assisting community foundations across the country in starting or advancing their journey along the path of mission-based investing, adopting



appropriate investment policies and programs, and increasing the percentage of their assets that are aligned with their mission.

For more information, and to see their new website, visit: www.responsible-investment.ca

--SOURCE: CharityVillage, November 9, 2009

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25 STEPS TO FALL & HOLIDAY FUNDRAISING SUCCESS

We're diving into the busiest season of the year: holiday fundraising time. You have daunting goals to reach and time seems to be ticking by at breakneck speed.



With all of that in mind, Network for Good is happy to share our newest addition to our guide and ebook library: *25 Steps to Fall & Holiday Fundraising Success*.

Learn how to meet and exceed your fundraising goals as we round out 2009 with these practical chapters:

- Crafting your fundraising campaign
- Working your website
- Enhancing your email marketing
- Making your messaging sing
- Troubleshooting your marketing

To download the complete guide, please visit <http://web.networkforgood.org/25steps> or email fundraising123@networkforgood.org for additional information.

--SOURCE: Network for Good

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ARTICLE: ARE YOU HIRING AN EMPLOYEE OR AN INDEPENDENT CONTRACTOR?

By Bill Otton
November 23, 2009

Controlling costs and staying flexible are important to nonprofits - especially during challenging economic times. Thus, some may implement a hiring freeze to control overhead, others may strive to build their volunteer base to handle more tasks, and some may hire external service providers on a part-time or project basis.

When engaging a contract worker, however, it is important to make the working relationship very clear. The distinctions between independent contractor and employee can sometimes be fuzzy and if the Canada Revenue Agency (CRA) later reclassifies a contract worker as an employee, your organization could be liable for significant costs and penalties. Here's how to reduce this risk.

First, there are some important points to keep in mind if you plan to hire contract workers. When you hire a contractor, you do not deduct Canada Pension Plan contributions, employment insurance premiums, or income tax from this worker's pay. Neither should you allow this individual to participate

in any of your organization's benefit plans. As well, you do not remit the employer's share of an employee's CPP contributions and EI premiums to the Canada Revenue Agency.

If the CRA later determines your contract worker to be an employee, your nonprofit could be liable for not only the employer's share but also the employee's share of CPP and EI premiums and withholding taxes. Penalties and interest may be levied on the under-remittance of these taxes. If your organization is based in Ontario, it could be liable for employer health tax on these payments. Holiday and vacation pay could also become liabilities.

BUDGET PLANNING FOR 2010

GST is an additional cost when using a contractor rather than an employee because nonprofits do not qualify to claim 100% of the GST paid on expenses as an input tax credit.

Starting July 1, 2010 in Ontario and BC, the new harmonization tax (GST+PST) will increase the amount of non-recoverable tax incurred when hiring consultants.

When preparing your organization's 2010 budget, you may need to include this added cost if you use the servM

As you can see, getting the relationship wrong could be a very expensive error - not only for your nonprofit, but also potentially for your volunteer directors. They could be held personally liable for unremitted employee source deductions if the CRA successfully challenges the working arrangement.

To read the complete article, please visit: <http://www.charityvillage.com/cv/research/rhr55.html>

To review the CRA publication, *Employee or Self Employed*, which provides guidelines regarding how the CRA determines the appropriate employment status, please visit: <http://www.cra-arc.gc.ca/E/pub/tg/rc4110/README.html>.

Bill Otton is a partner of [BDO Dunwoody LLP](#). A Chartered Accountant (CA), Certified Trust and Estate Practitioner (TEP) and past president of the Estate Planning Council of Toronto, Bill provides a range of tax services to both nonprofit and for-profit organizations. You can reach him at (905) 946-2508 or BOtton@BDO.ca.

--SOURCE: *CharityVillage, November 23, 2009*

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## Training

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ARTHRITIS SELF-MANAGEMENT PROGRAM

Learn to better manage your Arthritis and Fibromyalgia with the Arthritis Self-Management program. This 6-week promotion program is designed to help to better understand arthritis and gain self confidence, learn ways to cope with chronic pain, and take a more active role in arthritis care.

Dates: Six Monday afternoons:
 January 25
 February 1, 8, 15, 22 and

Time March 1
2 - 4 pm
Location: The Kelowna Arthritis Centre
150A-1855 Kirschner Rd.
Cost: \$25 (includes The Arthritis Helpbook)
A family member or friend can attend for \$10

Please register by calling The Kelowna Arthritis Centre at 250.868.8643 or 1.866.414.7766. Space is limited so please register early.

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E-LEARNING: STRENGTHENING FOUNDATION RELATIONSHIPS

This is a recording of a 90-minute, interactive teleclass held November 20, 2009. Since they recorded the class, you can listen to it in the convenience of your home or office.

The key to success in attracting philanthropic investments from independent, community and corporate foundations is no different than other major gifts work.

It all comes down to relationships.

A big part of relationship building is providing services that few, and perhaps no one else, can deliver. As fundraisers, we need to provide value to our prospective donors. In Strengthening Foundation Relationships, John Greenhoe, CFRE, provides an overview of proven methods for building relationships with foundations of varying types and sizes.

Drawing upon his unique background as a former journalist, public relations director and constituent major gift officer, John will lead a thought-provoking session that will provide specific strategies for building lasting and fulfilling foundation partnerships.

To find out more about this class or to register, please visit: [Strengthening Foundation Relationships](#) at CharityUniversity.

--SOURCE: *CharityVillage*

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OKANAGAN COLLEGE - ONLINE INTRODUCTION TO NON PROFIT MANAGEMENT

Okanagan College is now accepting applications for their online offering of the course "Introduction to Non Profit Management". Through funding provided by the BC Center for Nonprofit Development, free funded seats are available to those non-profits who qualify - participants are only required to purchase the course text. This online course offering is ideal for Executive Directors, Boards, Staff and Volunteers of Non Profits. It's designed to accommodate those who wish to further their understanding of the Non Profit sector, but do not have the ability to take a regularly scheduled class.

Introduction to Non Profit Management covers many of the topical issues facing Non Profits today. Challenges relating to funding, financial management, marketing, public relations, leadership, Human Resource Management and Volunteer recruitment and retention are just a few of the topics covered by this course.

Applicants should be prepared for working in an online environment. They should feel comfortable accessing course materials from an online classroom, posting weekly to discussion boards, and uploading assignments. While students will be guided through each of these steps, it is suggested that participants recognize this aspect of the course. Students can also expect to spend between 3 and 9 hours/week on the course (depending on the workload for that week).

For additional information, please contact the course professor, Kerry Rempel MBA, BPE:

Email: krempe1@okanagan.bc.ca
Phone: 250.762.5445 ext.4779

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FORUM: FOCUS ON FATHERING IN 2010

Join BC's fathering advocates, researchers, policy-makers and practitioners from organizations large and small for an exciting one-day forum, *Focus on Fathering*, in Burnaby this coming January.



Nationally acclaimed fathering researcher Dr. David Long of the University of Alberta will deliver a keynote address examining the challenges and possibilities of delivering father friendly services. Hear the latest new research on dads' role in preventing childhood injuries, and prepare to have your gender assumptions challenged in the workshop *Manhood/Womanhood vs. Selfhood*. And share your challenges and success stories with colleagues from around the province in an afternoon networking session.

At Focus on Fathering, you'll:



- Expand your knowledge of the latest research into father involvement.
- Deepen your understanding of effective practices and programs to reach fathers.
- Build connections with other father involvement advocates and practitioners.
- Strengthen your programs and services to make connections with fathers in your community.

Become a fathering champion!

To register, download the registration form [Focus on Fathering Program \(PDF\)](#) and fax to 1.604 732 4813.

Registration deadline is January 8, 2010.

--SOURCE: BC Healthy Families, Fathering Forum, Measuring Child Development; November 9, 2009

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AUTISM SPECTRUM SUPPORT GROUP

Gain a detailed understanding of the Autism Spectrum (Autism, Rett's, Aspergers, and PDD NOS) presented by a Nurse Educator. find answers to your questions and connect with other families in similar situations. The information session will be followed by parent questions and discussion. Meetings will take place the third Thursday of every month. The topics that will be discussed are:

- Anatomy and function of the brain
- Characteristics of the diagnosis
- Processing, learning and communicating
- Emotional health
- What to do next - planning the future

Next date: December 17, 2009
Time: 6:30 - 8:30 pm
Location: 2457 Saucier Rd.
Cost: \$10/family
Child care: \$10/family

For more information, please contact Heather Henderson, Program Director, Arion Therapeutic Farm at hhenderson@arionfarm.org or Joanne Poole, Nurse Educator at joannepoole@shaw.ca.

--SOURCE: Heather Henderson

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Volunteerism

NEW: AVRBC DEBUT OF VOLUNTEER MANAGEMENT SITE

A new, international resource clearinghouse website by leaders in volunteer management for leaders in volunteer management, launched this month at the Administrators Resources BC conference.



This free website is one where those who work in the field of volunteer management will be able to add useful resources and others in the field will be able to access them. Resources can be downloadable, real-world examples of forms, manual or position descriptions, templates & tools for creating resources, tips, ideas and how-to articles.

To learn about this website, please visit: <http://www.oursharedresources.com/>.

--SOURCE: AVRBC

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RECOGNIZING VOLUNTEERS AND PAID STAFF: THE ART, THE SCIENCE, AND A GAZILLION IDEAS!

by Sue Vineyard

This book will help you:



Electronic Version

- Be creative in finding new ways to say thank you
- Make recognition a year-round part of your volunteer program management
- Show appreciate for staff as well as for volunteers

Heritage Arts, 2001, 24 pages, 8 1/2 X 11 1/2, ISBN 0-911029-50-8 (electronic version only)

EXCERPT: I have sat through too many volunteer recognition banquets where a Board member or too-detached CEO basically thanked everyone before him with vague phrases that added up to 'whoever you are, whatever you did, thanks alot.

In understanding effective recognition, realize that vague turns people off, specific turns people on!

There is an enormous difference between 'Thanks for all you do, Paul' and 'Paul, we want to publicly thank you for driving over 78 cancer victims to and from their therapy appointments this year. You have helped each of them in their fight for life. Thank you on their behalf and ours.'

Be specific in thanking folks. Document what they do throughout the year. Stop them in the hall and mention a recent effort. Put a note about a specific effort in your newsletters. Ask the CEO or a Board member to drop the person a note...give them the facts so THEY can be specific in their communique.

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REVIEW: "IT AIN'T NATURAL: TOWARD A NEW (NATURAL) RESOURCE CONCEPTUALIZATION FOR VOLUNTEER MANAGEMENT"

This *Research to Practice* article takes a slight detour from reviewing research to report on an article that tries to take a completely new view on some well-known volunteer issues. The article, called "It Ain't Natural: Toward a New (Natural) Resource Conceptualization for Volunteer Management," is written by Jeffrey L. Brudney and Lucas C.P.M. Meijs and published in the April 16, 2009 edition of the *Nonprofit and Voluntary Sector Quarterly*. Steven Howlett explains that in their article, the authors ask readers to consider what would happen if "we draw our eye from the need to recruit volunteers all the time and start to focus on retention?" So far not so new, Howlett admits, before adding that "the authors think they have a new way to describe how we should think of volunteers. We should look on them as a natural resource, and one that can be exhausted or managed sustainably." Instead of reviewing research, this popular *e-Volunteerism* feature may just trigger some research of its own as the authors attempt to extend this new way of thinking into implications for management.

To read this article, please visit: <http://www.e-volunteerism.com/index.php>

--SOURCE: *e-volunteerism*

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DISNEY THEME PARK PASS FOR VOLUNTEERING

Volunteer Canada announced that, beginning January 1, 2010, when you sign up to volunteer for a day with a participating organization (and your volunteer commitment is completed and verified) you'll receive a one day admission pass to a Walt Disney World® or Disneyland® theme park. Starting in early December, Volunteer Canada will announce access for nonprofit organizations and volunteer centres to input volunteer opportunities into a centralized national database for inclusion in the promotion.



For more information, please visit: <http://www.volunteer.ca>

--SOURCE: *CharityVillage, November 9, 2009*

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Do you have news related to volunteer management, volunteerism, or the voluntary sector that you wish to share with your colleagues? Send Community Information and Volunteer Centre your information at [informkelowna@kcr.ca](mailto:informkelowna@kcr.ca) by the 20th of the month.

This Bulletin is a publication of Community Information and Volunteer Centre. To subscribe or unsubscribe, please send an email to [informkelowna@kcr.ca](mailto:informkelowna@kcr.ca).

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Community Information and Volunteer Centre is a program of Kelowna Community Resources. Go to www.kcr.ca for more information about Kelowna Community Resources and Community Information & Volunteer Centre. Be sure to add or update your volunteer and / or organization information.