



**Monthly Bulletin – December 2013**

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# KCR Highlights

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## The Gathering Place

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### The Gathering Place – Dinner Planning Meeting

**Date:** Monday, December 9th, 2013

**Time:** 5:30pm – 7:30pm

**Location:** School District 23 Educational Services Building, 1040 Hollywood Road, Kelowna

**Description:** Kelowna Community Resources (KCR) is excited to be opening The Gathering Place, a safe place to talk about diversity in our community! Our conversations and events will focus on:

- Discovering solutions for addressing racism and supporting multiculturalism.
- Exploring unique ways to support welcoming and inclusive communities.
- Meeting new people and engaging in meaningful conversations.
- Hearing from the community about what they would like from our multicultural centre



Dinner will be served. We would very much appreciate it if you would forward this invitation to your networks as we would love to have as many members of the community involved as possible. If you are interested in attending I would greatly appreciate your RSVP so that we can plan for dinner. If you are unable to attend but would like to submit your feedback please email us at [gatheringplace@kcr.ca](mailto:gatheringplace@kcr.ca) and we will send you a survey to complete. Come and celebrate our community's diversity at The Gathering Place, opening in early January 2014. For further information please contact Katelin Mitchell, Immigrant Services Manager, KCR at [katelin@kcr.ca](mailto:katelin@kcr.ca) or 250.763.8008 ext 30.

*-Source: Katelin Mitchell, Immigrant Services Manager, KCR, December 2013*

## Diversity & Inclusion Initiative Safe Harbour: *Respect for All* Celebrates Successful Year with Champions' Breakfast

On November 19<sup>th</sup> diversity champions from across BC gathered in Vancouver for the fifth annual Safe Harbour: *Respect for All* Champions' Breakfast. Every year, an outstanding Safe Harbour location as well as an outstanding non-profit Community Organizer are recognized for their exemplary diversity leadership in BC. These champions are being celebrated for their promotion of inclusive spaces where all diverse members of our communities can be assured that they will be treated equitably. This year's breakfast coincided with Multiculturalism Week 2013.

In the Safe Harbour Location Champion category, the James Bay New Horizons Senior Centre in Victoria was selected for recognition as Champion. **Our very own Kelowna-based Okanagan Textbook Exchange was awarded the Special Recognition** in this category. As a small business, the Awards Committee felt that this location deserved special recognition as their efforts show that you don't have to be big to make a difference. Change can and does occur one person at a time.

**Safe Harbour: *Respect for All*** offers a multitude of resources: interactive workshops, networking opportunities and resources for storefront business, agencies, institutions and municipalities, focused on strengthening their communities to diversity and building more inclusive communities. Safe Harbour certified locations follow these three simple commitments:

1. **Equitable treatment for all:** Welcoming all clients and/or customers in a respectful manner. If a concern is expressed regarding a lack of respectful treatment, employers and staff take steps to address it.
2. **An immediate safe space:** Providing an immediate safe space for someone experiencing discrimination in or near the worksite which may include a place to sit, a glass of water, a phone to use, and access to a list of resources.
3. **Prepared employees and worksites:** Preparing all staff to implement these commitments. Safe Harbour locations are setting the tone for a welcoming community – join the growing movement for diversity across BC!



# SAFE HARBOUR

Safe Harbour's two-hour certification workshops are tailored to the local needs of the community. Community-based diversity facilitators explore real-life scenarios and provide managers and staff with practical strategies for addressing discrimination and creating inclusive environments. Participants who complete the workshops are invited to become certified locations and to display the colourful *Respect for All* decal on their front window. The Safe Harbour: *Respect for All* program is made possible through funding by EmbraceBC with the Ministry of International Trade and Responsible for Asia Pacific Strategy & Multiculturalism. The title sponsor of the Champions' Breakfast was Vancity and gift baskets were donated by Canada Safeway.

Over 40 businesses and agencies are certified in the Safe Harbour: *Respect for All* program in the Okanagan. To participate in the program, please visit: [www.safeharbour.ca](http://www.safeharbour.ca), or contact your local Safe Harbour community organizer for Thompson Okanagan: Kelowna Community Resources at 250.763.8008.

*-Source: Melanie Tijssen, KCR Immigrant Services, November 2013*

## Diversity Education Workshops

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What are they?

- 2 ½ hour interactive workshops led by Diversity Facilitators
- An opportunity to increase knowledge about diversity issues and how individual and group perceptions, beliefs and values shape how we interact
- A time to identify and plan to apply strategies to promote diversity inclusion in the workplace

Who should attend?

- Non-profit organizations: Employees and volunteers

Benefits to your organization:

- Enhanced awareness of complexity and importance of diversity issues
- Better able to support integration of new immigrants by being a welcoming and inclusive workplace
- Better able to meet the needs of diverse client population
- Enhanced communication within organization

**Cost:** Free for Non-Profit Organizations

Find out how you can book a Diversity Education Workshop at a time that best suits your employees and volunteers by contacting Doreen at [doreen@kcr.ca](mailto:doreen@kcr.ca) or 250.763.8008, ext.29.

-Source: KCR, Doreen Rosvold, Immigrant Services

## Multifaith Calendars for Sale

The Multifaith Calendar is part art book, part spiritual reference and part calendar. You've never seen anything like it and, once you have it, you'll never want to be without it.

It also makes the perfect gift for family, friends & colleagues!

KCR is selling Multi-faith Calendars for \$20.00 including GST and all profits are going to the United Way.

To place your order please contact Charesa Bach at [charesa@kcr.ca](mailto:charesa@kcr.ca) or call 250.763.8008.

There are a limited number of copies so get yours today.

-Source: Katelin Mitchell, Immigrant Services Manager, KCR, November 2013



## Sponsor a Family

For the past 9 years, Kelowna Community Resources has coordinated the "Sponsor a Family at Christmas Program". What started off as a small initiative for families involved in programs at KCR, has since grown into a significant Christmas support.

Families, businesses, organizations, individuals, etc. connect with KCR offering to sponsor a family experiencing a season of need. The families receiving sponsorship are families who are currently working with community supports. We know then, that these families are working



hard to rise above their circumstances, and are striving to make their lives and the lives of their children better.

If you or your organization would like to sponsor a family this Christmas, please contact us at KCR 250.763.8008. We believe in the power of community and would be happy to give you more information about making a difference in the lives of families in our community.

*-Source: Bev Colbow, Program Coordinator, Family Friend Program, KCR, November 2013*

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# Awards

- [CALL FOR NOMINATIONS: THE 2013/2014 DERYCK THOMSON AWARD](#)

## Call for Nominations: The 2013/2014 Deryck Thomson Award

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The Deryck Thomson Award is sponsored by the Social Planning and Research Council of BC (SPARC BC) in honour of Deryck Thomson – a founding Director of SPARC BC and a leader in community social planning in BC. DEADLINE: December 31, 2013.

Do you know an individual or organization who has made a significant contribution to social planning or social justice in British Columbia? The Deryck Thomson Award was established by the SPARC BC Board of Directors to recognize individuals and organizations who have made a significant contribution in advancing social planning and social justice in BC through:

- Building or enhancing community capacity and community well-being and supporting innovation that has contributed to positive change for people and communities;
- Advocating for equity, fairness, and dignity for all through inclusion, integrity and learning;
- Advancing initiatives or policies that:
  - Integrate social, cultural, economic and environmental planning, decision-making and action;
  - Advocate for improved social policies and programs;
  - Ensure that those who are most affected by decisions have a voice in determining and implementing policies and programs that impact them and their families;
  - Raise public awareness and consciousness about the importance of social and community well-being.

Please complete the Nomination Form and return it by mail to SPARC BC 4445 Norfolk Street, Burnaby, BC V5G 0A7 by December 31, 2013.

You can get the Nomination Form at [www.sparc.bc.ca](http://www.sparc.bc.ca) or call Alla Timofeyeva at 604.718.7735.

*-Source: SPARC BC (Social Planning and Research Council of BC), Alla Timofeyeva, Executive Assistant*

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## Facts & Trends

- [BRITISH COLUMBIANS NOT SHY TO TAKE COMPLAINTS TO SOCIAL MEDIA](#)
- [US SURVEY REVEALS EMPLOYEES MOST THANKFUL FOR FRIENDS AT WORK](#)
- [STUDY: CANADA'S AFFLUENT WILL LEAVE 4% OF THEIR ESTATES TO CHARITY](#)
- [NEW STUDY FINDS ADMINISTRATIVE PROFESSIONALS REPORT EXPANDED JOB DUTIES](#)
- [NEW REPORT EXPLORES HOW NONPROFITS USE CONTENT MARKETING AND SOCIAL MEDIA](#)
- [MILLENNIALS INCREASINGLY ENGAGED AT WORK, ACCORDING TO NEW STUDY](#)
- [CANADIANS MOST INFLUENCED IN DECISION-MAKING BY FRIENDS AND FAMILY](#)
- [NEW STUDY EXAMINES IMPORTANCE OF CHARITY WEBSITES AND ONLINE GIVING](#)
- [CHARITIES MAINTAIN HIGH TRUST LEVELS BUT WARNING SIGNS ARE ON THE HORIZON](#)
- [CANADIAN CHILDREN ASKED ABOUT VIOLENCE AND SAFETY FOR SMALL VOICES, BIG DREAMS SURVEY](#)

### **British Columbians not shy to take Complaints to Social Media**

A sizeable proportion of British Columbians have used online social media platforms to criticize and complain about various products and services, but only one-in-four of those who have complained are actually satisfied with the way their last grievance was handled, a new survey from Insights West has found. More than a third of BC's social media users (37%, or 31% of all residents) say they have posted complaints on social media about a service or company. Facebook is the predominant method of complaining about brands online, with 81% of social media complainers are doing so via Facebook, and a further 32% are doing so through Twitter. These complaints can resonate far and wide, as the average Facebook user in BC has 217 friends who are listening to their complaints, and the average number of Twitter followers is 139.

[Read More](#)

—Source: *CharityVillage.com, Village Vibes, 20 November 2013*

### **Us Survey Reveals Employees Most Thankful for Friends at Work**

At work, as in life, people get by with a little help from their friends, a new OfficeTeam survey shows. When asked recently what they are most thankful for in their jobs, aside from a paycheque, nearly one-quarter (24%) of office professionals said friendly coworkers. One in five (20%) respondents most appreciate a good benefits program. Additionally, survey

participants were thankful for an easy commute (16%), challenging assignments (15%), a supportive manager (11%) and flexible hours (3%).

[Read More](#)

–Source: *CharityVillage.com, Village Vibes, 20 November 2013*

## **Study: Canada's Affluent Will Leave 4% of their Estates to Charity**

BMO Harris Private Banking has released the results of a study revealing that high-net worth Canadians (those with investible assets of \$1 million or more) plan on leaving an average of 4% of their estates to charitable causes in their wills. The study is the third in a series by BMO Harris Private Banking examining trends among Canada's affluent. The study also found that:

Almost three-quarters of Canada's affluent have returned to pre-recession levels of support for charities, with 48% reporting that they are currently donating the same as they did before the onset of the recession and 36 per cent stating that they are donating more.

- Nearly all (93%) of Canada's wealthy expect to make a charitable contribution this year.
- High-net worth Canadians plan to donate an average of \$5,217 this year to charitable causes.

When asked what causes they actively support, affluent Canadians identified the following:

- Health programs and disease research (72%)
- Children's charities (38%)
- Local community programs (36%)
- Religious institutions (33%)
- Animal welfare (24%)
- Education (18%)
- The arts (16%)
- Political causes/the environment/foreign aid (all tied at 13%)

The study found that affluent Canadian women are more likely than their male counterparts to donate to health programs and disease research (79% vs. 69%) and animal welfare (30% vs. 21%). However, men are more likely to donate to religious institutions (37% vs. 23%).

[Read More](#)

–Source: *CharityVillage.com, Village Vibes, 18 November 2013*

## **New Study Finds Administrative Professionals Report Expanded Job Duties**

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According to a recent study seeking the opinion of both administrative personnel and managers alike, conducted by Ipsos Reid on behalf of Randstad Canada, 88% of those working in an administrative support role feel that admin professionals are more vital to an organization's success today than in the past, with 85% of managers feeling the same. However, if the position of administrative assistant summons up a stereotypical image of only secretarial duties, think again. Nearly nine in ten (86 per cent) of those working in administrative roles surveyed reported identifiable changes over the course of their careers, with nearly half agreeing that their responsibilities had expanded. The study indicated that 57% overall report they are today asked to participate in customer service support, and 46% say they are responsible for financial tasks such as purchasing, invoicing and accounting. One third (33%) said they are also responsible for IT activities. Sales and marketing activities are also being performed by 20% of administrative support workers.

[Read More](#)

–Source: *CharityVillage.com, Village Vibes, 14 November 2013*

## **New Report explores how Nonprofits use Content Marketing and Social Media**

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Content Marketing Institute is pleased to announce a new research report, *Nonprofit Content Marketing: 2014 Benchmarks, Budgets, and Trends — North America*. The report was produced with Blackbaud and sponsored by FusionSpark Media and provides insights on the content marketing habits of 1,714 respondents representing a broad range of nonprofit agencies and organizations. Some of the report's key findings include:

- Ninety-two percent of nonprofit professionals use content marketing, but only 25% have a documented content strategy.
- Nonprofit marketers use an average of four social media platforms to distribute content. They choose Facebook most often, with 91% using this platform.

- Thirty-eight percent of nonprofit professionals plan to increase their content marketing budget over the next 12 months.
- In addition to lack of time (69%), nonprofit professionals are challenged with a lack of budget (67%), producing engaging content (48%), and lack of knowledge and training (45%).

[Read More](#)

–Source: *CharityVillage.com, Village Vibes, 14 November 2013*

## **Millennials Increasingly Engaged at Work, According to new Study**

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As part of this year's Best Employers in Canada study, Aon Hewitt took a closer look at a challenge on many employers' minds: how to effectively manage and engage so-called Millennials, the baby boomers' children who entered the workplace after 2000. Overall, Millennial engagement in this year's study stood at 69% – up from 63% in 2007. And several specific measures suggest why that number has risen. Among them, 77% of Millennials agreed with the statement "My job is a good fit for my abilities and experience" – up 32 percentage points from 2007. More than 70% said that senior leaders make them feel positive about the future of their organization (71% versus 57% seven years ago), and three in four (75%) said that managers recognized their efforts and results, compared with only 63% seven years ago. The study also suggests that the long-held assumption that part-time Millennials are less engaged than their full-time counterparts is simply not true. Full-time Millennials had an average engagement score of 70%; part-timers' score was 69%.

[Read More](#)

–Source: *CharityVillage.com, Village Vibes, 7 November 2013*

## **Canadians Most Influenced in Decision-Making by Friends and Family**

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If you've ever tried to convince your boss that you deserve a pay raise, persuade a family member to conquer his or her fear of heights or coax a group of friends to go to the movie you want to see, you could be part of the 75% of Canadians who consider themselves influential. Canadians say they are most influenced by a family member (77%); their circle of friends (72%); and, partner or spouse (71%). Social media continues to play a role in influencing Canadians, as 35% of young people (18 to 34) say that social networks are

influential to them and 64% of Canadians agree that the concept of influence has changed with the rise of social media.

[Read More](#)

—Source: *CharityVillage.com, Village Vibes, 7 November 2013*

## New Study Examines Importance of Charity Websites and Online Giving

In 2010, as charitable organizations were seeing a general increase in online donations, Dunham+Company commissioned a study to try to understand what was driving this increase. What is consistent from 2010 to 2013 is that about 1 out of 2 donors indicates they have given to a charity through the charity's website. The only demographic where there is consistent growth in giving through charity websites is donors age 60+. Even more enlightening is the shift in the spread between the under-40s and those 60+. From 2010 to 2013, this type of online giving among donors 60+ grew from 37% to 47%.

[Read More](#)

—Source: *CharityVillage.com, Village Vibes, 7 November 2013*

## Charities Maintain High Trust Levels but Warning Signs are on the Horizon

Canadian charities continue to enjoy high levels of trust, but there are signs that Canadians expect more from them, according to a study released today. Talking About Charities 2013 is the fifth edition of a public-opinion poll commissioned by The Muttart Foundation. Overall, almost four in five Canadians said that they have a lot or some trust in charities, numbers that are consistent over the previous four editions, released in 2000, 2004, 2006 and 2008.

The 79% trust figure far exceeds the trust levels given to the federal government (45%), provincial governments (44%) and local governments (57%), as well as media (53%) and major corporations (41%). Only small businesses received a higher trust level at 81%.



Some types of charities are trusted more than others, the study shows. Hospitals (86% trust level) and children's charities (82%) topped the list, while environmental charities (67%), arts organizations (60%), churches and other places of worship (59%) and international development organizations (50%) scored significantly below the overall level of trust in charities.

Of significance is that there have been significant drops in the trust levels of some types of charities since the study was last conducted in 2008. International development agencies dropped nine percentage points from the previous study, while churches dropped seven points and environmental charities five points.

[Read More](#)

–Source: *CharityVillage.com, Village Vibes, 7 November 2013*

## **Canadian Children Asked About Violence and Safety for Small Voices, Big Dreams Survey**

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An international survey by ChildFund Alliance (CFA) of almost 6,500 children, including 400 Canadian participants, reveals a sophisticated understanding of violence and its causes. The fourth annual Small Voices, Big Dreams survey reveals that, more than 70% of Canadian children are concerned about crime and violence. Nearly 80% feel most safe and happy when they're with their family, and more than half say a parent or family member is their hero. Nearly 46% say if they were the leader of our country, the one thing they would do to protect children from violence is to put bad people in jail. Additionally, poverty is seen to be the main cause of violence, with lack of education or a proper upbringing as the second most popular cause and 63% said one of the most important things is that nobody should be treated badly.

This year's survey focused on violence and exploitation. Children were also asked to describe what makes them feel safe and provides them with a sense of happiness.

[Read More](#)

–Source: *CharityVillage.com, Village Vibes, 20 November 2013*

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# Financial

- [RBC BLUE WATER PROJECT ANNOUNCES DEADLINE FOR 2014 LEADERSHIP AND COMMUNITY ACTION GRANTS](#)
- [COMMUNITY ACTION INITIATIVE CYCLE 5 ANNOUNCEMENT](#)
- [CITY OF KELOWNA – BUDGET INVITATION](#)
- [YOUTH HOLIDAY DINNER COMMUNITY GRANTS](#)
- [\\$53,000 AWARDED FOR SIX ADOPTION PROJECTS IN BC](#)

## **RBC Blue Water Project Announces Deadline for 2014 Leadership and Community Action Grants**

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RBC Blue Water Project today announced that expressions of interest for Leadership Grants and Community Action Grant applications for 2014 are now being accepted. Since most of the world's population now lives in urban centres, increasing the strain on water resources in these regions, the RBC Blue Water Project will continue to focus its support for initiatives that help protect and preserve water in towns, cities and urbanized areas. The urban water focus applies to both Community Action Grants (\$1,000 to \$10,000) and Leadership Grants (\$10,001 to \$100,000). Organizations with projects in any of the countries and regions in which RBC is located, including Canada. For the first time, RBC will ask interested organizations to submit their full application and forms online. Expressions of interest for RBC Blue Water Project 2014 Leadership Grants are being accepted until December 20, 2013. Applications for Community Action Grants are also available online and due on February 3, 2014.

[Read More](#)

*-Source: CharityVillage.com, Village Vibes, 18 November 2013*

## **Community Action Initiative Cycle 5 Announcement**

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As you may be aware, in April 2013 the [Community Action Initiative](#) received a further investment from the Province of British Columbia for a total of \$15 Million. This new investment has allowed us to continue with the granting work that we have undertaken in past years. We are pleased to announce the focus of our next granting call, with more details to come towards the end of November.

For those of you receiving this notification who may be less familiar with our work, [CAI](#) grants typically are for projects that provide for services addressing mental health

and substance use needs to be delivered in new ways, involving partnerships across different sectors of society. These grants must be led by either a non-profit organization or an Aboriginal-mandated agency, but can include partners from such diverse sectors as: schools / school districts; businesses; police; local governments; provincial and federal agencies; post-secondary institutions; spiritual organizations; and others.

The focus of the CAI's next funding call (which we will be referring to as our 5th grant cycle, or Cycle 5) is:

service innovations that target families (including grandparents) with children in the household (including adult children) where one or more members is facing a mental health, substance use problem and/or unhealed trauma. Service innovations are to be delivered through the context of increasing connections to culture and/or spirituality

We are sending you this advance notice so that if you or another agency in your network might be a possible candidate to apply for our funding, this will give you ample time to begin reflecting on, and discussing, possible ideas.

Again, please continue monitoring your e-mails towards the end of November for additional information. At that time, you are also welcome to contact Linda Leonardo, our Manager of Granting, for more details at [leonardo@communityactioninitiative.ca](mailto:leonardo@communityactioninitiative.ca).

*-Source: Community Action Initiative, Laura Tate, Provincial Director, 7 November 2013*

## City of Kelowna – Budget Invitation

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Please come and take a look inside the City budget.

Do you wonder where the money comes from and where it goes?

Visit the City's website or look for our budget newspaper columns published in the Capital News this November and December to find out more. Learn about the City's budgeting process and how we support local business, development of vibrant neighbourhoods and growth of a safe, sustainable city.

You'll find detailed information online at [kelowna.ca/budget](http://kelowna.ca/budget), you can [sign up for e-updates](#) delivered direct to your inbox or follow the conversation on [Twitter](#) using hashtag #KelownaBudget.

*-Source: City of Kelowna Newsletter, 26 November 2013*



## Youth Holiday Dinner Community Grants

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Are you a part of an amazing organization working with youth aged 14 – 24 who are in or from care?

Would you like to spread the cheer for the holidays? Do you like delicious food? Well check out this amazing opportunity! The Federation of B.C Youth in Care Networks in partnership with BC Federation of Foster Parent Associations and Federation of Aboriginal Foster Parents is providing \$500 grants to 5 communities interested in in hosting a holiday themed Dinner in December for youth aged 14 to 24 who are in or from care. Check out all the lovely details below of who can apply, what the funding can be used for and who to contact if you would like to apply!

### **Who can apply:**

- Organizations working with youth in or from care (aged 14-24)
- Organizations interested in hosting a holiday dinner for youth in or from care (aged 14-24)
- Foster Parent groups and organizations interested in hosting a holiday dinner for youth in from
- care aged (14-24)
- Youth in Care Local Networks

### **What the funding can be used for:**

- Cost of food
- Decorations
- Supplies
- Prizes

### **How to apply:**

Contact Chris Bucher at [chris\\_buchner@fbcyicn.ca](mailto:chris_buchner@fbcyicn.ca) or 604.353.3521 ext 113

Application deadline is Monday December 9th, 2013

*The 5 communities approved to receive funding will be notified Thursday December 12th, 2013*

*-Source: Colleen Danes, Administrative Coordinator, Federation of BC Youth in Care Networks, 27 November 2013*

## **\$53,000 Awarded for Six Adoption Projects in BC**

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Aboriginal Children and Youth a Major Focus

BC's Lex Reynolds Adoption and Permanency Trust Fund has awarded a total of \$53,000 for six projects to support adoption and permanency in BC.

The Adoptive Families Association of BC in Vancouver will receive \$8,000 to develop an on-line adoption education program that is relevant and sensitive to Aboriginal culture and communities.

The Cariboo Chilcotin Metis Association of Williams Lake will use a \$2,000 grant to host an information workshop to promote adoption and permanency opportunities for Métis youth.

CHOICES Adoption & Counseling Services of Victoria will receive \$20,000 to raise awareness of permanency options for Aboriginal children and youth currently residing with foster families, in kinship placements, or in other arrangements in order to assist them to successfully transition to permanency in their current homes.

Carrier Sekani Family Services in Prince George has been granted \$10,000 to host cultural camps that will bring children-in-care home to visit and reconnect with their traditional communities.

Northwest Inter-Nation Family and Community Services Society of Terrace will receive \$5,000 to engage a liaison to assist children-in-care to develop connections with their traditional communities.

Victoria's Youth in Care Network will use \$8,000 to host networking meetings, community events, outreach activities and one-on-one support programs to provide youth-in-care with the skills and knowledge they need to plan their futures.

"The Trust congratulates this year's grant recipients in their efforts to enhance the lives of children and youth in care. And, in addition, wishes to recognize the many years of service of retiring co-founder Sandra Scarth, who was recently awarded the Adoption Advocate of the Year by the North American Council on Adoptable Children." – Geord Holland, Advisory Committee Chair

The Ministry of Children and Family Development established the independent Trust in 2003 to help British Columbia's children and youth who are awaiting adoption or other permanent connections. The Trust is managed by the Victoria Foundation. In 2009, it was

re-named to honour Lex Reynolds, the late lawyer and children's advocate – and adoptive father – who was the fund's founding co-chair.

The permanent endowment generates money to support organizations and individuals in finding and helping to maintain lifelong connections for BC's children and youth.

“Children and youth need the support of a permanent family, and government is committed to working with its partner agencies to make that happen for the many children and youth awaiting adoption in B.C. The Lex Reynolds Adoption and Permanency Trust Fund invests in projects that help raise awareness about adoption, connect young people to their cultures and help them plan for their futures – projects that are making a difference in children's lives every day.” – Minister of Children and Family Development Stephanie Cadieux

As of August 31 of this year, the MCFD reported there were over 4,000 children and youth in permanent-care in BC with more than 1,000 of them waiting for a permanent family. Since 2003, the Trust has awarded nearly \$900,000 to 172 adoption and permanency related projects across the province.

To make a donation, or to learn more about the Lex Reynolds Adoption and Permanency Trust Fund, visit [www.connectingforlife.ca](http://www.connectingforlife.ca) or contact the Victoria Foundation at 250.381.5532.

#### Background:

The Lex Reynolds Adoption and Permanency Trust Fund is administered by the Victoria Foundation under the guidance of a nine-person advisory committee appointed by the Adoption Council of Canada. Committee members promote the fund's availability, evaluate applications and make granting recommendations.

The BC Ministry of Children and Family Development asked the Victoria Foundation to manage and distribute the Lex Reynolds Adoption and Permanency Trust Fund because of the foundation's proven granting experience, administrative capabilities and prudent financial investment policy.

The Victoria Foundation is Canada's second-oldest community foundation and its sixth largest. To date, it has invested more than \$116 million in people, projects and non-profit organizations that strengthen communities. Read more about The Victoria Foundation's vision and mandate.

For more information, please contact:

Rory Grewar, Director of Special Funds, Victoria Foundation

250.381.5532 ext. #226

email: [rgrewar@victoriafoundation.bc.ca](mailto:rgrewar@victoriafoundation.bc.ca)

[www.victoriafoundation.bc.ca](http://www.victoriafoundation.bc.ca)

*-Source: Rory Grewar, Director of Special Funds, Victoria Foundation, 5 December 2013*

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# Fund Development

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- [THE OVERHEAD DEBATE: CHARITIES RISK WIDENING RIFT WITH DONORS OVER ADMINISTRATIVE COSTS](#)
- [SUSTAINABLE CORPORATE PHILANTHROPY](#)
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## Fast Fact: Donors Appreciate Exceptional Thank you Letters

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According to Cygnus Applied Research, Inc., in this year's Burk Donor Survey, 40% of respondents said they had received at least one thank you letter in recent memory that they would describe as exceptional. Its warm, personal tone making the letter feel like it was written just for me was cited most often as contributing to excellence. Additionally, 45% of donors said it was an outstanding thank you letter that inspired them to give again and 23% said they gave more generously because of the quality of the acknowledgement they received.

[Read More](#)

*-Source: CharityVillage.com, Village Vibes, 14 November 2013*

## New Study Reopens the Debate on Social Media Slacktivism

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Would-be donors skip giving when offered the chance to show public support for charities in social media, a new study from the University of British Columbia's Sauder School of Business finds. The study results add fuel to recent assertions that social media platforms are turning people into "slacktivists" by making it easy for them to associate with a cause without committing resources to support it.

In a series of studies, researchers invited participants to engage in an initial act of free support for a cause – joining a Facebook group, accepting a poppy, pin or magnet or

signing a petition. Participants were then asked to donate money or volunteer. They found that the more public the token show of endorsement, the less likely participants are to provide meaningful support later. If participants were provided with the chance to express token support more privately, such as confidentially signing a petition, they were more likely to give later.

The researchers suggest this occurs because giving public endorsement satisfies the desire to look good to others, reducing the urgency to give later. Providing token support in private leads people to perceive their values are aligned with the cause without the payoff of having people witness it. With the holiday season being the biggest fundraising period of the year, the researchers say it is vital that charities take another look at their strategies and plan appropriately.

[Read More](#)

*-Source: CharityVillage.com, Village Vibes, 8 November 2013*

## **The Overhead Debate: Charities Risk Widening Rift with Donors over Administrative Costs**

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Canadian volunteers shed light on perceived barriers to volunteer recognition in a 2013 research study. The research conducted by Volunteer Canada in partnership with Investors Group explored best practices in volunteer recognition and the key drivers that lead to volunteer retention. Released on International Volunteer Managers Day (IVMD), this study included two national surveys for volunteers and organizations. It highlights effective practices in volunteer recognition for managers of volunteers and for organizations that engage volunteers.

[Read More](#)

*-Source: Nonprofit Newswire by Imagine Canada, 6 November 2013*

## **Sustainable Corporate Philanthropy**

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November 12 2013 – To make an impact, a philanthropic organization's mission must respond to what's happening on the ground. When implementing the Blackstone

Charitable Foundation's Entrepreneurship Initiative, we strive to be nimble enough to pivot our focus with the times.

[Read More](#)

*-Source: Nonprofit Newswire by Imagine Canada, 14 November 2013*

## **Small Businesses Make Big Impacts through Philanthropy**

---

In an article titled *The Value of Small Business Philanthropy*, reporter Julie Knudson outlines the impact small businesses can have with even modest philanthropic activity; and the benefits back to those businesses—both externally and internally—of fostering a culture of philanthropy. This is not about getting the company logo on t-shirts worn by the local Little League team (not that there's anything wrong with that). It's about alignment and integration, about doing well while doing good.



[Read More](#)

*-Source: Imagine Canada Group Members, LinkedIn, 15 November 2013*

## **Millionaires' Surprising Charitable Habits Revealed**

---

Charities in need this holiday season will be relieved to know that Canada's uber-wealthy – those with \$1 million or more in investable assets – have returned to pre-recession levels of giving or higher, according to a Thursday report by BMO Harris Private Banking.

[Read More](#)

*-Source: Nonprofit Newswire by Imagine Canada, 18 November 2013*

## **A Development Perspective on Social Impact Bonds for Non-profit Service Providers**

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Despite a series of public announcements made by governments across the country over the past few years, the provocative Social Impact Bond (SIB) model has remained relatively

under the radar in Canada. However, the Canadian marketplace is awakening, quietly shifting from concept ideation to more rigorous analysis of the opportunities.

[Read More](#)

*-Source: Imagine Canada, Imagine Matters, 19 November 2013*

## **Treat Donors as Shareholders to Develop a Loyal, Invested Giving Base**

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Too many charities are coasting on goodwill when it comes to courting donors. While contributions are the lifeblood of nonprofit organizations, most of the time donations are treated as short-term transactions instead of chances to build deeper relationships with supporters.

Charities are establishments, fixtures in the community whose motives are considered so pure that they're rarely questioned. As a result, the standard operating procedure is to treat donors like "targets" or "candidates" who don't require much engagement beyond routine fundraising.

[Read More](#)

*-Source: Volunteer Canada Media Monitoring, 22 November 2013*

## **Transformational Companies: The Breakthrough Approach**

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At the CBSR Summit, John Elkington, the "Grandfather of Sustainability," gave the keynote address through which he illustrated the need for companies to become transformational in their approach to CSR and Sustainability.

[Read More](#)

*-Source: Realized Worth, 13 November 2013*



## **The Skinny on Fundraising Consultants**

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If you're a fundraising veteran, odds are you've engaged a consultant at some point in your career – or at least thought about it. It's no wonder: using external talent is a great way to take your fundraising to the next level. It can increase the capacity of your team, refine your overall strategy and improve the skill sets of your staff.

But if you're new to the game, hiring a fundraising consultant can feel a bit like going out on a limb. That's why the Grant Connect team decided to sit down with Susan Storey to take an honest look at what to expect when engaging external counsel. A Senior VP at KCI Ketchum Canada – a leading organization dedicated to helping charities – and President of the AFP Greater Toronto Chapter, Susan has over 20 years' experience directing fundraising campaigns across the country.

[Read More](#)

*-Source: Imagine Canada, Grantseeker Monthly, 31 October 2013*

## **Announcement Phase Two of the Healthy Communities Capacity Fund**

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As part of BCHC's commitment to support leadership for healthier communities, we're pleased to partner with the Government of British Columbia to launch phase two of the Healthy Communities Capacity Building Fund on November 26. This phase provides \$375,000 for eligible local governments to develop local policies and actions to help residents lead healthier lives.

The Healthy Communities Capacity Fund was first announced in March 2013, with initial funding of \$200,000. Due to the popularity of the program and quality of applications, that amount was increased to \$275,000. The total funding for both phases one and two of the Healthy Community Capacity Building Fund is \$650,000.

Application forms and criteria for phase two will be available on our new PlanH website on November 26, 2013.

[Read More](#)

*-Source: BC Healthy Communities, BCHC Newsletter, November 2013*

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# Housing

- [WHAT MAKES US SICK? HOUSING](#)
- [POVERTY TRENDS HIGHLIGHTS – CANADA 2013](#)
- [ABORIGINAL CHILDREN'S VILLAGE – NEW HOUSING FOR FOSTER CHILDREN AND THEIR FAMILIES](#)
- [WHAT WORKS AND FOR WHOM? A FRAMEWORK FOR PROMISING PRACTICES](#)
- [THE STATE OF HOUSING IN CANADA](#)

## What makes us Sick? Housing

---

November 22 is National Housing Day

### **FACTS ABOUT HOUSING**

- 30,000 people are homeless on any given night in Canada
- Premature death is 8 to 10 times higher among the homeless
- As many as 50,000 people are considered “hidden homeless,” living with family or friends with no prospect of permanent housing

It is estimated that there are roughly 380,600 Canadian households living in poverty and spending more than 50% of their income on rental housing.

The need for proper housing is a fundamental necessity for ensuring health. The multiple effects on health of being homeless or being forced to live in unsafe or unsanitary conditions were stressed by many social determinants of health town hall participants in 2013.

At the Charlottetown town hall a panelist highlighted that for those without adequate housing or the homeless, “health care is their housing.” She said it can be difficult for many Canadians to comprehend what it is like to deal with the discrimination associated with not having secure housing.

At the Montréal forum, one of the panelists noted that her organization has an inventory of 30,000 social housing units with another 22,000 households on waiting lists. She said that the issue of the lack of affordable housing leading to homelessness is going to get worse: “The increase in housing costs and the inability to pay as well as discrimination because of racism, disability or a very large family, for example, makes accessing housing problematic.”

At the same meeting another panelist noted that, according to some data, more than 75% of Montréal's substandard housing is occupied by immigrants. Many of these immigrant

families “accept the unacceptable” by living in housing where the mould causes asthma problems in children.

Record low vacancy rates for rental housing in Canada are blamed for allowing landlords to discriminate about to whom they rent, which means that people receiving government assistance or with disability, students or those with children have difficulty finding housing. It also means that people are being forced to live in rooming houses or substandard housing with mould or mildew or otherwise unsafe environments.

[Read More](#)

*-Source: Canadian Medical Association, 22 November 2013*



## Poverty Trends Highlights – Canada 2013

This latest installment in the Poverty Trends Scorecard provides a timely snapshot of poverty in Canada that identifies where things are improving and where they’re getting worse.

There is no reason why poverty should exist in a country as wealthy as Canada. Past progress proves that we can be successful in reducing poverty when governments make it a priority, but the evidence shows further action is clearly needed:

- Even according to the lowest commonly accepted measure, 2.96 million people in Canada are poor.
- Single working-age adults are becoming trapped in poverty in record numbers.
- Lone-parent families have disproportionately low income.

The social and economic costs of poverty affect us all. A comprehensive federal poverty elimination plan is desperately needed. Here, using the most recent data from Statistics Canada, Citizens for Public Justice not only illustrates the breadth of the problem, but proposes specific changes that can be made for the good of all.

[Read More](#)

*-Source: Homeless Hub Newsletter, 7 November 2013*

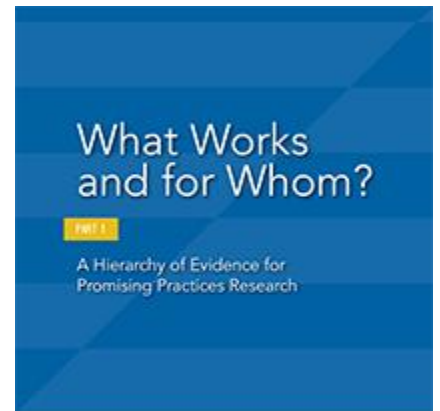
## Aboriginal Children's Village – New Housing for Foster Children and their Families

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Kudos to Lu'ma Native Housing Society for creating a new service model that places a child's right to a stable home at the centre. While this is a good start, there's still an urgent need for more housing for youth coming out of care.

Read more about the Aboriginal Children's Village, located at Grandview Highway and Nanaimo, and designed by former foster child David Pranteau, in the Vancouver Courier's article

[Read More](#)



*-Source: First Call: BC Child and Youth Advocacy Coalition, The Child and Youth Advocate Newsletter, 12 November 2013*

## What Works and for Whom? A Framework for Promising Practices

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In an era of growing interest in developing solutions to homelessness, it is increasingly important to know what works, why it works and for whom it works. While there is a growing body of academic research on the causes and conditions of homelessness, there is very little research that describes effective interventions in a practical way that helps communities learn from and adapt these initiatives to local contexts. Many communities and service providers in the non-profit sector lack effective tools, resources and capacity to engage in rigorous program evaluation or to disseminate knowledge learned in order to assist service providers and program planners elsewhere. The notion of 'promising practices' is about communication; that is to say, alerting those working in the field to a strategy that demonstrates positive results.

To that end, the Canadian Homelessness Research Network (CHRN) developed a framework to identify and share promising practices in order to support communities in the development of effective programmatic solutions to homelessness in Canada. It is our view that we must begin to understand the effectiveness of our approaches and invest in efforts that have been demonstrated to be effective and hold potential for replication and adaptation. It is essential that we use evaluation and research to generate evidence on promising practices, as well as those that have the potential to be effective.

[Read More](#)

*-Source: Homeless Hub Newsletter, 13 November 2013*

## **The State Of Housing in Canada**

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Affordable housing is a fundamental determinant of health. November 22 is National Housing Day and the Canadian Housing and Renewal Association created this infographic to bring awareness of the importance of affordable housing in Canada.

[Read More](#)

*-Source: Canadian Medical Association, 22 November 2013*

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# Local

- [SECOND ANNUAL CHRISTMAS CHARITY LIGHT TOUR](#)
- [OKANAGAN CAR SHARE CO-OP UPDATES](#)
- [SENIORS' HOUSING INFORMATION SESSION](#)
- [STATE OF THE CHILD REPORT RELEASE EVENT WITH DR. PAUL KERSHAW](#)
- [NEW VINTAGE THEATRE PRESENTS – A CHRISTMAS CAROL](#)
- [OKANAGAN MASTERS SWIM CLUB RECOGNIZES TOP PERFORMERS](#)
- [KFS – BLADERUNNERS SAFETY AND SECURITY TRAINING](#)
- [KFS – COMPUTER SKILLS TRAINING](#)
- [CAST A LIGHT FOR THE FOOD BANK TODAY](#)
- [MERCHANDISE FROM COOL ARTS SOCIETY](#)
- [MIKE GLADMAN'S RETIREMENT: OPEN HOUSE](#)

## Second Annual Christmas Charity Light Tour

Distinctly Kelowna Tours Presents our Second Annual Christmas Charity Light Tour for the Westside Community Food Bank on Sunday, December 15, 2013. Visit some of West Kelowna's most spectacular Christmas light displays in the comfort of a 24 passenger bus!

Enjoy hot chocolate and cookies donated by The Cove Lakeside Resort.

### **Times for First Tour:**

5:30 – Hot Chocolate and Cookies

5:45 – Depart for Light Tour

7:15 – Drop off at The Cove

### **Times for Second Tour\*:**

7:15 – Hot Chocolate and Cookies

7:30 – Depart for Light Tour

9:00 – Drop off at The Cove

*\*second tour will operate only if the first tour sells out*

Departs from the Main Entrance of The Cove Lakeside Resort

Admission: New unwrapped children's toy or a suggested minimum donation of \$15.00 per person. All donations go to the Westside Community Food Bank.

Contact Distinctly Kelowna Tours to make your reservation today, before December 11th.

**Phone:** 250.979.1211

**Email:** [info@distinctlykelownatours.ca](mailto:info@distinctlykelownatours.ca)

Last year we sold out both tour times, collected \$465.00 cash and 43 toys for the Kelowna Community Food Bank!

*-Source: Debbie Dupasquier, Distinctly Kelowna Tours, 18 November 2013*

## **Okanagan Car Share Co-Op Updates**

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OGO has been operating successfully for the past 3 months and we are excited to see our cars on the road and an increase in membership. We are grateful for all the support and interest in making carsharing a success in the Okanagan, and we look forward to the next months; we are eager to share with you more news and updates to our fleet. But for now, we have lots of news we want to share with you.

New membership plans and new rate structures

OGO has reviewed its current membership plan and is ready to offer new plans and rate structures in order to provide more choice to our members. We feel that this will simplify our offerings and also make it easier for people who want to try out carsharing for a short while without committing fully to a co-op membership. OGO now offers two affordable and convenient options to join the carshare; existing co-op members who use the carshare more frequently are able to upgrade their plan to a Member+ membership which will reduce their hourly costs by half. We have also changed our membership structure for businesses/organizations which now only need to purchase a single \$500 refundable membership share, regardless of how many employees they wish to sign up, plus a \$25 application fee per driver. In addition, we have eliminated the booking fee and reduced our distance rate from \$0.45/km to \$0.40/km for the first 50km, and \$0.25/km thereafter. The hourly rate is now \$4/hour, but Member+ members have access to a \$2/hour rate.

[Learn more at the Okanagan Car Share Co-Op website](#)

*-Source: Okanagan Car Share Co-Op Newsletter, 18 November 2013*

## **Seniors' Housing Information Session**

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This free information session will cover the various housing options available to seniors, including Subsidized Housing, Supportive Living, Assisted Living, and Residential Care. An Interior Health nurse will also be present to help answer housing questions. Each session covers the same information and is offered the second Thursday of each month.

Next sessions will be: December 12, January 9, February 13

10:00am – 11:30am

Seniors Outreach & Resource Centre, #102 – 2055 Benvoulin Court, Kelowna, BC

To register for this free event please call 250.861.6180 or email [senior@telus.net](mailto:senior@telus.net).

*-Source: Seniors Outreach & Resource Centre, Kathryn McLean, Housing Outreach Social Worker & Volunteer Coordinator*

## State of the Child Report Release Event with Dr. Paul Kershaw

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We released the [State of the Child Report 2013: Central Okanagan](#) on November 15th at the Coast Capri Hotel with Dr. Paul Kershaw from the University of British Columbia's Human Early Learning Partnership. This well attended launch was completely full and received lots of media coverage. [Visit our website](#) to read all the great articles written by our local media.

*-Source: CATCH Network Newsletter, 18 November 2013*



## New Vintage Theatre Presents – A Christmas Carol

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Celebrate the season with us as we travel with Scrooge and Marley into the past, present and future to discover the true meaning of love, family and Christmas. This Dicken's classic will delight young and old and will be performed in the historic Laurel Packinghouse.

Adapted & Directed by Bonnie Gratz.

Starring Stephen Jeffery as Scrooge and Ray Mordan as Marley. Featuring Doug Brown as Cratchit and showcasing the talents of Zyan Panagopolous, Ashley Plomp, Ruby Bullock, Graham Daley, Ashley Lewicki, Aletha Currie, Tamara Ross, Terry Scott and Angela Lavendar. Introducing Anika & Klaya Hodgson, Evan Jackson and Hailey Sabourin.

December 17-21; Shows at 7:30pm nightly, Family Matinee on December 21 at 2:30pm  
At the historic Laurel Packinghouse, 1304 Ellis Street, Kelowna

Tickets are available at [www.selectyourtickets.com](http://www.selectyourtickets.com) or at the Prospera Place Box Office 250.762.5050.



\$20.00 Adult, \$15.00 Senior, \$10.00 Student/Child. Prices do not include applicable convenience charges and/or taxes. Tickets at the door are \$5.00 more.

*-Source: New Vintage Theatre, Wendy Sanderson, Publicity Chair, 4 November 2013*

## **Okanagan Masters Swim Club Recognizes Top Performers**

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Kelowna based Okanagan Masters Swim Club (OMSC) recognized the achievements of their members and other volunteers at their 2013 Annual General Meeting held last Sunday.

OMSC Coaches and members congratulated the following award recipients:

Ashley Russo – Volunteer of the Year for her role as OMSC Secretary, Mike Stamhuis – Swimmer of the Year, Angelique Duffield – Non-member Community Volunteer of the Year, Jennifer Leach-Trask – Most Inspirational Swimmer, Curtis Schreiber – Most Improved Male Swimmer, Tammy Shaule and Désirée Henke – Most Improved Female Swimmers and Conny Stamhuis received the Elena Dimitrov Award for Courage and Determination.

The OMSC also acknowledged the Lake Monsters, a group of five club swimmers who have trained tirelessly for the past two years and in August 2013 successfully swam across the English Channel. Their commitment to swimming and in each other's wellbeing has made them an inspiration to the rest of the club among others.

OMSC currently has over 90 members with H2O Aquatic Centre as its home base. OMSC has built a reputation as one of the top masters swim clubs in Canada offering a flexible swim schedule of 9 practices per week, including both evening to morning swims. Swimmers practice under the guidance of five coaches: Jon Smirl, Elena Dimitrov, Sue Morrison, Pascal Sutherland and Nelson Chapman.

For more information about the Okanagan Masters Swim Club, please visit their website [www.okmasters.com](http://www.okmasters.com) or email [communication@okmasters.com](mailto:communication@okmasters.com).

For further information or interview scheduling, please do not hesitate to contact us at [communication@okmasters.com](mailto:communication@okmasters.com) or 250.859.5619.

*-Source: Mya Brewis, Communications Director, Okanagan Masters Swim Club (OMSC), 21 November 2013*

## **KFS – BladeRunners Safety and Security Training**

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Security & Safety Training January 6 – February 14, 2014.

The training will include:

- First Aid Level 2
- H2S Alive
- Confined Spaces
- WHMIS
- Basic Security Training
- Critical Thinking
- Finances
- Communications'
- Conflict Resolution
- Resume & Interview Techniques
- Active Job Search
- Access to Job Coach



Opportunities exist for male and female youth in today's job market for employment in the Security & Safety Industry. Are you interested in learning specific skills that may help you obtain employment in this area? All participants must be bondable and physically fit and between the ages of 19-30 years of age with NO EI ATTACHMENTS!!

Safety & Security Professional job opportunities exist in banks, casinos, schools, hospitals or private sector, gas & oil fields, camp & catering in northern BC.

If you have any question please call Coreen at 1.250.768.0227 or Sherida at 1.250.763.4905 or come by our office(s) to register by application & accompanied with resume by December 10, 2013.

*-Source: Mya Brewis, Communications Director, Okanagan Masters Swim Club (OMSC), 21 November 2013*

## **KFS – Computer Skills Training**

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The Tech Council is offering a 10-day computer course at the Ki-Low-Na Friendship Society!

Through the use of videos, workshop sessions, activities, discussion groups, presentations and simulation software learners will gain a richer understanding of computer technologies in the workplace. This course will provide skills development in various Microsoft Office programs, internet searching, Windows, GPS and GIS technology and many other areas. Students will gain a clear vision for training and career goals and will have fun learning!

**Course Dates:** February 11th through 25th, 2014 | 1:00pm – 7:00pm

**Location:** 442 Leon Avenue, Kelowna BC

**Prerequisites:** A basic understanding of Microsoft Windows & Microsoft Word is helpful.

**Eligibility:** First Nations, Inuit, or Metis; unemployed or under-employed

- Register Today!
- Supper will be provided
- Seats are limited!

**Register by Contacting:**

Sherida Crane, Ki-Low-Na Friendship Society, Employment Services Division  
250.763.4905, [employment@kfs.bc.ca](mailto:employment@kfs.bc.ca)

*-Source: Sherida Crane, Employment Coordinator, Ki-Low-Na Friendship Society, Employment Services Division, 21 November 2013*

## Cast-A-Light for the Food Bank Today

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It's time to Cast-A-Light for the food bank! We have set a goal to raise \$50,000 for food bank programs and we need your help.

Hunger can happen to anyone, please visit [www.castanet.net/edition/news-story-103257-955-.htm#103257](http://www.castanet.net/edition/news-story-103257-955-.htm#103257) to view stories of hope and community. Please share the link with your friends and together we will reach our goal.

Do you have a story that you could share? We would love to post it on Cast-A-Light. A very special thanks to Chris and his team at Castanet.net –they are truly Kelowna's online source!

Look for #CastALight on Twitter.

*-Source: David Purdon, Associate Executive Director, 25 November 2013*

## **Merchandise from Cool Arts Society**

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Dear supporters and participants of Cool Arts,

As the new president of the Board of Directors for Cool Arts, I would like to say thank you to all of you for your ongoing support.

We just celebrated our 10th anniversary, and in the last few years Cool Arts has really grown with many new programs and more hours for workshops for our artists. We are eager to make sure we can continue to provide this programming for years to come.

As you may know, Cool Arts is a not-for-profit organization and a registered Canadian charity and relies on sponsorships and donations to continue providing fine arts opportunities for adults with diversabilities.

There are many ways that you can help us with our fundraising endeavours.

We would greatly appreciate your consideration in donating to Cool Arts either through a monetary donation or the purchase of some of our cards or other merchandise. Cool Arts is able to offer Charitable Tax donation receipts for monetary donations over \$20.

Cool Arts has produced several series of greeting cards to supplement our fundraising efforts. Each card has a photo of the artist with a statement or bio on the back. We have packs of 4 all occasion and holiday cards available for \$7. We are currently taking orders for our holiday cards – if you are interested in ordering cards, just let us know. The card images can be viewed on our Cool Arts blog [coolartssociety.blogspot.ca/p/cool-merchandise.html](http://coolartssociety.blogspot.ca/p/cool-merchandise.html) Please feel free to contact us or visit our web site at [www.coolarts.ca](http://www.coolarts.ca) to find out more about what's going on.

On behalf of the Board of Directors I again thank you for your support and wish you a happy holiday season!

*-Source: Shauna Oddleifson, President, Cool Arts Society, 22 November 2013*

## **Mike Gladman's Retirement: Open House**

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Please join the staff of the Kelowna Family Centre as we honour Mike Gladman with an Open House.

**Date:** January 21, 2014, 3:00pm – 6:00 pm

**Location:** Kelowna Family Centre, 204-347 Leon Avenue

*-Source: Kelowna Family Centre, Lynda Fillion, Office Manager*

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# National

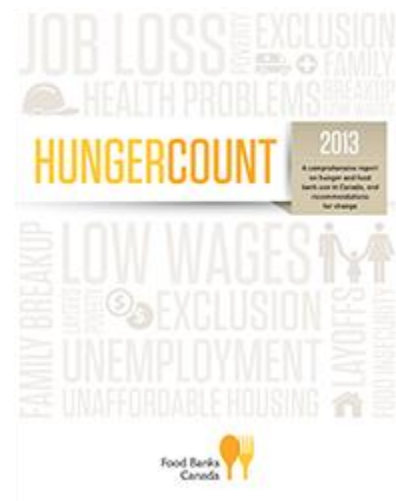
- [FOOD BANKS CANADA RELEASES 2013 HUNGERCOUNT REPORT](#)
- [GOVERNOR GENERAL LAUNCHES MY GIVING MOMENT CAMPAIGN](#)
- [COMMONS FINANCE COMMITTEE – PRE-BUDGET CONSULTATIONS](#)
- [BILL C-2 – RESPECT FOR COMMUNITIES ACT](#)
- [BILL C-458 – NATIONAL CHARITIES WEEK](#)
- [ECONOMIC AND FISCAL UPDATE](#)
- [CHARITIES AND NONPROFITS A STRATEGIC COMPONENT TO CANADA'S SUCCESS](#)
- [GROWING CORPORATE ENGAGEMENT WITH THE FIRST-TIME DONOR'S SUPER CREDIT](#)
- [CETA WILL RESULT IN HIGHER DRUG COSTS FOR CANADIANS](#)

## Food Banks Canada Releases 2013 HungerCount Report

Too many Canadians are struggling just to put food on the table, and food bank use continues to hover at record levels according to HungerCount 2013, a national study released today by Food Banks Canada. The report highlights that in a typical month, food banks in Canada now provide food to more than three quarters of a million separate individuals – 833,000 people – and nearly 4 in 10 of those helped are children. The HungerCount 2013 study found that:

- Each month, 80,000 Canadians are forced to ask for help from a food bank for the first time.
- Nearly 40,000 of those helped each month are seniors with incomes too meagre to afford enough food.
- 1 in 6 households assisted by food banks have employment income, yet still can't make ends meet.

-Source: *CharityVillage.com, Village Vibes, 6 November 2013*



## Governor General Launches my Giving Moment Campaign

His Excellency the Right Honourable David Johnston, Governor General of Canada, today launched [My Giving Moment](#), a national multimedia campaign that encourages Canadians to discover and seize their “giving moments” and then act on them. This campaign is part of an ongoing effort to foster Canadian giving and build a smarter and more caring nation. My Giving Moment will encourage Canadians to give back to their communities, neighbours, charities and causes and to participate, Canadians are invited to visit the campaign website

to share their personal “giving moment” or to browse for ideas on how to give. Participants can also challenge others and share their ideas on social media platforms such as Facebook, Twitter and Instagram, by using the hashtag #givingmoment. The campaign will also feature television and online advertising as well as public relations initiatives.

*-Source: CharityVillage.com, Village Vibes, 4 November 2013*

## **Commons Finance Committee – Pre-Budget Consultations**

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The House of Commons Finance Committee last week began consultations that will feed into the 2014 federal budget. On Wednesday, November 6, a number of sector organizations appeared including: Imagine Canada, the Canadian National Institute for the Blind, ParticipACTION, and Special Olympics Canada. Audio and video streams are available on-demand. The Association of Universities and Colleges of Canada testified on November 7.

Submissions made by organizations during the summer, in response to a questionnaire issued by the Committee, are available on-line. As a witness, Imagine Canada was asked to submit a more [detailed brief](#).

*-Source: Imagine Canada, Early Alert, 7 November 2013*

## **Bill C-2 – Respect for Communities Act**

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On November 4, the House of Commons continued [second reading debate](#) on the [Respect for Communities Act](#). This Bill would amend the Controlled Drugs and Substances Act to establish criteria which would have to be met before any organization could apply to the Minister of Health for an exemption to operate a supervised consumption site.

*-Source: Imagine Canada, Early Alert, 7 November 2013*

## **Bill C-458 – National Charities Week**

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[Bill C-458](#), which proposed to establish National Charities Week and allow donations made in January and February to be claimed against the previous year’s income tax, has been withdrawn from consideration. Its sponsor, Peter Braid, was recently appointed a

Parliamentary Secretary and, as such, can no longer sponsor a Private Member's Bill. The bill had received unanimous approval at second reading and was awaiting study by the Commons Finance Committee.

*-Source: Imagine Canada, Early Alert, 7 November 2013*

## **Economic and Fiscal Update**

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Finance Minister James Flaherty today released the federal government's [Update of Economic and Fiscal Projections](#). The federal government is now predicting a \$3.7 billion surplus in 2015-16; this is an improvement over projections made in the March federal budget, and is attributed to spending reductions and lower than anticipated debt servicing charges.

The Update announces that federal departments' operating spending will be frozen through 2015-16. Where collective agreements lead to higher spending on salaries, this will need to be offset through reduced program spending. Our Chief Economist will be reviewing the Update to determine its implications for charities.

*-Source: Imagine Canada, Early Alert, 12 November 2013*

## **Charities and Nonprofits a Strategic Component to Canada's Success**

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Many people are curious about my new role as Chief Economist for Canada's Charitable and Nonprofit Sector with Imagine Canada, the national umbrella for the sector, and are surprised when I tell them about the sector's economic impact and reach.



[Read More](#)

*-Source: Nonprofit Newswire by Imagine Canada, 13 November 2013*



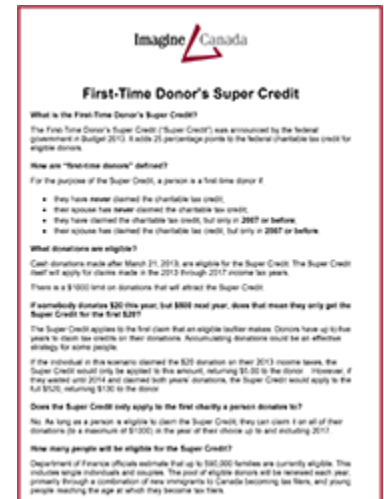
## Growing Corporate Engagement with the First-time Donor's Super Credit

The First-time Donor's Super Credit (FDSC) was announced by the federal government in Budget 2013. It adds 25 percentage points to the federal charitable tax credit for eligible donors and provides a new, time-limited and very powerful tax incentive for employees to donate to their favourite charity through corporate engagement programs.

We have prepared a detailed overview of the Super Credit, suitable for posting on community engagement websites or for redistribution to employees. To make it easier for companies and employees, Imagine Canada has also created Tables detailing the actual cost of donations at various contribution levels for all Provinces and Territories in Canada.

[Read More](#)

-Source: *Imagine Canada, Imagine Matters, 19 November 2013*



## CETA Will Result in Higher Drug Costs for Canadians

A new CCPA report, by Dr. Joel Lexchin and Marc-André Gagnon, examines the impact of the Comprehensive and Economic Trade Agreement (CETA) on pharmaceuticals. The authors find that the tentative EU-Canada trade deal will further tilt the balance towards the protection of brand-name drug manufacturers and their profits and away from Canadian consumers—resulting in significantly higher drug costs for Canadians. The study also examines the latest revelations about the tentative trade agreement, and asserts that the CETA will seriously impact the ability of Canadians to afford quality health care.

Read more in the report, [CETA and Pharmaceuticals: Impact of the trade agreement between Europe and Canada on the costs of patented drugs.](#)

Want to read more about the CETA? Scott Sinclair, director of CCPA's Trade and Investment Research Project, asks ten questions about the EU-Canada free trade deal that will help Canadians gain a better understanding of what is at stake. Read his commentary: [Ten questions about the CETA.](#)

-Source: Canadian Centre for Policy Alternatives, CCPA News, 1 November 2013

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# Provincial

- [NEW BCHC REPORT: HEALTH AUTHORITY PERCEPTIONS & CAPACITY FOR ACTION: HEALTH IMPACTS OF CLIMATE CHANGE IN BC](#)

## New BCHC Report: Health Authority Perceptions & Capacity for Action: Health Impacts of Climate Change in BC

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In partnership with BC Ministry of Environment's Climate Action Secretariat and the BC Ministry of Health, BCHC conducted a survey in 2013 of how BC health authorities perceive and integrate the health effects of climate change in their work.

[Read More](#)

*-Source: BC Healthy Communities, BCHC Newsletter, November 2013*

HEALTH AUTHORITY  
PERCEPTIONS AND  
CAPACITY FOR ACTION:  
HEALTH IMPACTS  
OF CLIMATE  
CHANGE IN BC



Written by Stacy Barber, M. Ed. & Kerri Klein, M.A.  
BC Healthy Communities Society • October 2013



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# Research

- [PARTICIPATE NOW IN THE 2014 NONPROFIT EMPLOYMENT PRACTICES SURVEY](#)
- [NEW REPORT HIGHLIGHTS IMPORTANCE OF FIRST EIGHT YEARS](#)

## Participate Now in the 2014 Nonprofit Employment Practices Survey

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At the end of 2012, over 500 nonprofit organizations participated in [Nonprofit HR's survey](#) regarding employment trends and predictions for 2013 in the nonprofit sector.

Some of the highlights included:

- 44% of nonprofits planned to create positions in their organizations in 2013. This was an increase from 43% in 2012 and 33% in 2011 and is on par with predictions for continued economic growth generally.
- Nonprofits struggle with diversity and inclusion in the workplace. Especially challenging for these organizations was retaining staff under 30 years of age. 38% of respondents reported that this was their greatest challenge diversity challenge in 2012, which was an increase from 30% of respondents the previous year.

Leaders of nonprofits are choosing to prevent employee burnout through hiring practices. Over the last three years of the survey, there has been an increase in organizations hiring new staff to support new programs (37% in this survey, up from 29% in 2010). At the same time, the number of organizations using current staff to cover those new programs has decreased to less than half of respondents (48%), down almost 10% from 2010 (57%).

The [2014 survey is now open](#) – take part today and you will receive a detailed report of this year's findings.

*-Source: CharityVillage.com, Village Vibes, 14 November 2013*

## New Report Highlights Importance of First Eight Years

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A new Kids Count resource from the Annie E. Casey Foundation in the U.S., *The First Eight Years: Giving Kids a Foundation for Lifetime Success* details how investing in a child's early development is essential for effective transitions into elementary school and for long-term academic success.

**The report concludes with 3 recommendations:**

1. Support parents so they can effectively care and provide for their children.
2. Increase access to high-quality, integrated programs for children from birth through age 8, beginning with investments that target low-income children.
3. Develop comprehensive, integrated programs and data systems to address all aspects of children's development and support their transition to elementary school and related programs for school-age children.



[Download The First Eight Years here](#)

Thanks to the Children's Partnership Surrey White Rock for bringing this to our attention.

*-Source: First Call: BC Child and Youth Advocacy Coalition, The Child and Youth Advocate Newsletter, 5 November 2013*

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# Resources

- [THE FEDERATION OF BC YOUTH IN CARE NETWORKS GUIDE TO SURVIVING THE HOLIDAYS](#)
- [VANCOUVER FOUNDATION RELEASES YOUTH VITAL SIGNS REPORT](#)
- [THE 4 MOST EFFECTIVE WAYS LEADERS SOLVE PROBLEMS](#)
- [FIVE WAYS TO BE AMAZING AT WORK](#)
- [THE CONTENT YOU READ SHAPES HOW YOU LEAD: TOP 10 LEADERSHIP THEMES](#)
- [NEW ANIMATED VIDEO ON BRAIN BUILDING](#)
- [LIVING WAGE FOR FAMILIES CAMPAIGN ANNOUNCES NEW WEBSITE AND LIVING WAGE CANADA](#)
- ["TALKING ABOUT CHARITIES 2013" PUBLIC OPINION POLL RELEASED](#)
- [BRIDGING THE GAP BETWEEN TEENS AND SENIORS](#)
- [WHAT'S TO EAT? IMPROVING FOOD LITERACY IN CANADA](#)
- [LEARN MORE ABOUT POLICIES & PROCEDURES WITH A CHARITYVILLAGE ELEARNING COURSE](#)
- [BC JOB SEARCH GUIDE](#)
- [ARE YOU CEO OR MANAGEMENT MATERIAL? TAKE THE TEST](#)
- [A DEVELOPMENT PERSPECTIVE ON SOCIAL IMPACT BONDS FOR NON-PROFIT SERVICE PROVIDERS](#)

## **The Federation of BC Youth in Care Networks Guide to Surviving the Holidays**

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Despite messages to the contrary, holiday times (like Christmas, Thanksgiving, Valentine's day etc) can be a pretty tough. Many of us are alone, or have really complicated, challenging family/friend dynamics to face. THEN, on top of that, there's so much pressure to have SO MUCH FUN, buy ALL THE GIFTS EVARRRR, make delicious home-cooked meals, have the bestfamilyeverOMG, and time off to relax.

If you're finding that it's not really the best time ever, you're not alone. In fact, MOST people feel this way to some degree... we just don't talk about it much. Movies can be bad for painting a picture of what holidays are supposed to be, but real life is nothing like that for most of us, especially those of us in and from care.

IT'S TOTALLY NORMAL TO FEEL:

- Like the holidays are annoying
- Like the holidays are awesome!
- Like you wish you had people to celebrate with
- Like you wish your holiday was like everyone else's you know
- Like there's so much pressure to have fun or make things really fun for others

- Like you can't afford to do what you want
- Like "these holidays are rooted in painful histories and that we might not want to celebrate them"
- Like, "how can people celebrate when there's so much pain in the world?"
- Like, "why are people so PC all the time and won't just get excited about some cool traditions?"
- Like, "why do people care so much about material possessions?"
- Like, "I didn't get presents or the "right" presents—what am I gonna say when everyone asks what I got?"
- Like you wish you could visit with all the people you love but you can't
- Like you should be able to buy people presents, but can't
- Bad about yourself because you can't provide your family with the holiday you'd like (psst, they mostly just want to be with you and that's what they'll remember)
- Like you wish you could be with your "real family"
- Like you wish you didn't feel left out and awkward around your foster family
- Like whenever you get around your family, they treat you like a kid and it's frustrating
- Like, "My family is super effed up."
- Like you don't believe in Santa or God or Jesus or any of that stuff, but you still kinda feel left out
- Like you believe in Santa or God and Jesus, and wonder why no one seems to get what Christmas is about anymore
- Left out of everything because you celebrate Hanukkah, Kwanzaa, another holiday or celebrate nothing during this time—and wonder "why does everyone assume I celebrate Christmas."
- Like "can't it just be over already?"
- STRESSSSSED
- Pissed off
- More anxious and angry than normal
- Depressed
- Lonely

Sometimes, it's helpful enough just to remember these things, and that whatever we're experiencing, it's normal and okay and pretty common. Sometimes, though, it's not enough. Then it becomes really important to reach out to our communities for support during this time; we all deserve to be part of a supportive community.

Here are some helpful tips for getting through the holidays:

- Eat nutritiously and get sleep if possible—this can really affect our mood, more than we would think
- Exercise, including walks and yoga, sends a bunch of happy-making chemicals through our bodies
- Journal—get your feelings out in the open and have a good cry, maybe while listening to angry/sad music
- Remember that it's going to be over soon, and the new year is a fresh new year
- Remember that so many people are feeling just like you, so re-read this list or reach out to some people you know who are in the same position, even if it's just over IM
- Keep in mind that the older you get as an adult, the better holidays get 'cause you can chose your family and your traditions
- If you have loved-ones nearby, try to spend time with them if possible. The family we choose is often more important to us than our bio families
- If you can, look into supports in your community that are open over the holidays, including youth drop-in centres, Aboriginal Friendship Centres, and...
- Don't forget, as always the BC Crisis Line, open 24/7 — they're really nice volunteers sitting there waiting to talk to you on the phone toll free or on live chat; you can call to talk whenever you're feeling down, it doesn't have to be a realcrisis: <http://youthinbc.com> OR 1.866.661.3311

The bottom line: do whatever feels right for you. Also, everyone deserves to be part of a supportive community, so reach out if you feel like you can... it can be the difference between this

*-Source: Colleen Danes, Administrative Coordinator, Federation of BC Youth in Care Networks, 27 November 2013*

## Vancouver Foundation releases Youth Vital Signs Report

Vancouver Foundation today released Youth Vital Signs, a report card on quality of life in metro Vancouver from a youth perspective. This comprehensive survey, co-sponsored by Coast Capital Savings, the City of Vancouver and MAKe Marketing Inc., captures the shared experiences of 3,500 young people in the Lower Mainland aged 15-24. Survey respondents graded life in metro





Vancouver in 13 categories and identified four of the 13 subjects as requiring immediate attention:

- Poverty received a C. Young people responding to the survey said they want more support for people living in poverty.
- Employment and Training received a C. Many young people accept unpaid internships or unsafe working conditions.
- Education and Learning received a B. Combined with the high cost of living, youth in metro Vancouver find post-secondary education difficult to afford.
- Youth Housing and Homelessness received a C. Too many young people are living in unstable housing situations in metro Vancouver due to lack of affordable options.

*-Source: CharityVillage.com, Village Vibes, 14 November 2013*

## **The 4 Most Effective Ways Leaders Solve Problems**

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With as many problems as we are all faced with in our work and life, it seems as if there is never enough time to solve each one without dealing with some adversity along the way. Problems keep mounting so fast that we find ourselves taking short-cuts to temporarily alleviate the tension points – so we can move onto the next problem. In the process, we fail to solve the core of each problem we are dealt; thus we continuously get caught in the trap of a never-ending cycle that makes it difficult to find any real resolutions. Sound familiar?

[Read More](#)

*-Source: LinkedIn Today, Top Content, Tailored for You, 7 November 2013*

## **Five Ways to be Amazing at Work**

---

In every company, there are a few employees who stand out. They're the ones who always finish first, get recognized for their accomplishments and eventually make their way up the ranks. Invariably, they know how to play the political game. But there are other qualities that world-class performers have in common. Here's how you can be one of them.

[Read More](#)

*-Source: LinkedIn Today, Top Content, Tailored for You, 21 November 2013*

## The Content you Read Shapes How you lead: Top 10 Leadership Themes

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People are consuming massive amounts of content each day via their smartphones, laptops, tablets and the multiple social media platforms, blogs and publications they engage with. Carefully observe the leaders in your organization – the content they create and/or read shapes how they lead. This is why the leaders who write well, speak well and read often are generally those who effectively lead. Leaders gravitate towards content that fuels their knowledge and provides them the insights and wisdom that keeps them on their toes and helps them better serve others. Conversely, those who are not well read often don't write well or have the ability to speak effectively – they lack the communication skills and executive presence required to be taken seriously as a leader.

[Read More](#)

*-Source: LinkedIn Today, Top Content, Tailored for You, 21 November 2013*

## New Animated Video on Brain Building

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This accessible and engaging animated video from the Alberta Family Wellness Initiative (AFWI) tells the story of brain development with energy and high fidelity to the science. The AFWI developed the video with input from the Harvard Center on the Developing Child and the FrameWorks Institute and tested it with audiences in the U.S. and Alberta.

See [How Brains Are Built: The Core Story of Brain Development \(4:05 min.\)](#)

Thanks to the Early Years Community Development Institute for bringing this to our attention.

*-Source: First Call: BC Child and Youth Advocacy Coalition, The Child and Youth Advocate Newsletter, 5 November 2013*

## Living Wage for Families Campaign Announces New Website and Living Wage Canada

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Please check out the Living Wage for Families Campaign great new website and logo at [www.livingwageforfamilies.ca](http://www.livingwageforfamilies.ca).

The new website has some great new features including:

- A new Living Wage Employer Guide
- Details of all the Living Wage Calculations in BC
- A new blog page

The Living Wage for Families Campaign, along with a number of partners across Canada, have also launched Living Wage Canada; a site/portal to facilitate learning and information sharing among communities to help build a national living wage movement. It includes details about the Canadian Living Wage Framework, which provides a consistent living wage definition, calculation methodology, and strategy for recognizing corporate and community leadership who commit to passing a living wage policy.

*-Source: First Call: BC Child and Youth Advocacy Coalition, The Child and Youth Advocate Newsletter, 21 November 2013*

## **“Talking About Charities 2013” Public Opinion Poll Released**

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The Muttart Foundation has released the 2013 edition of its “Talking About Charities”. It updates its last similar opinion poll from 5 years ago.

[Read More](#)

*-Source: Blumbergs’ Canadian Charity Law List, November 2013*

## **Bridging the Gap between Teens and Seniors**

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The Trust Us initiative fosters friendlier, safer communities where teens and seniors can learn from each other. This year, a group of teens and seniors came together to create intergenerational connections in the Gorge Tillicum neighbourhood.

[Here’s their story](#)

*-Source: BC Healthy Communities, BCHC Newsletter, November 2013*

## What's to eat? Improving Food Literacy in Canada

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This report discusses why food literacy matters; analyzes the state of food literacy in Canada; highlights current efforts to develop food literacy; and recommends strategies to further improve Canadian household food literacy.

[Read More](#)

*-Source: Conference Board of Canada, 11 November 2013*

## Learn More about Policies & Procedures with a CharityVillage eLearning Course

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Want to learn more about how to implement policies and procedures in your organization?

Our eLearning course can help you to:

- Clarify when a situation requires a policy or a procedure, and when neither is appropriate
- Explain the sections of a typical policy and a typical procedure
- Differentiate between a board policy and a management policy
- Ensure your policies are “user-friendly”
- Encourage others to “buy-in” to your policies and procedures

You'll be able to download 10 different resources in the course, including [Sample formats for policies](#). Participation in the course is also applicable for 2 points in Category 1.B – Education of the CFRE International application for initial certification and/or recertification. This course is on-demand, meaning that you can take it anytime, at your own pace. It takes approximately 2 hours to complete from start to finish, but you'll have open access to it and the resources for 3 months.

[Download the full course curriculum today for more information!](#)

[Read More](#)

*-Source: CharityVillage.com, Village Vibes, 3 November 2013*

## BC Job Search Guide

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The BC Job Search Guide ([www.bcjobsearchguide.ca](http://www.bcjobsearchguide.ca)) has been completely rewritten. When the Guide was first published in 2005, it became a compendium of BC-relevant job search information but it lacked an approach for walking hand-in-hand with job seekers to help them understand why this information is relevant.

The past year has been spent completely re-writing the BC Job Search Guide to make it a tool for helping job seekers adopt tips and strategies to make a real difference in their job search. The Guide has taken extensive job search and labour market information, providing user friendly worksheets and videos to support readers in a day-by-day process.

The Guide has been broken down into three distinct components:

1. The BC Job Search Guide
2. Worksheets
3. Videos

While users purchase the Guide, the information covered in it has been backed up by videos and worksheets that are available on the website by visiting: [www.bcjobsearchguide.ca/day-by-day.html](http://www.bcjobsearchguide.ca/day-by-day.html).

With a 28-day structure, the BC Job Search Guide focuses on traditional employment issues, utilizing British Columbia specific information, but does so in a comprehensive manner recognizing that good habits are essential to effective job search. Each day addresses topics including:

- Day 1 Focus in Your Job Search
- Day 2 Document Your Skills
- Day 3: Building Your Resume
- Day 4: Refining Your Resume
- Day 5: Writing a Cover Letter
- Day 6: Setting S.M.A.R.T. Goals
- Day 7: Reading for Inspiration
- Day 8: Effective Use of Social Media
- Day 9: The Value of Networking
- Day 10: Developing an Elevator Pitch

- Day 11: LMI and the Hidden Job Market
- Day 12: Information Interviews
- Day 13: Optimism in Your Job Search
- Day 14: Diet and Sleep
- Day 15: Door-to-Door Job Search
- Day 16: Internet Job Search Engines
- Day 17: Company Career Pages
- Day 18: Online Applications
- Day 19: Doing Your Best at a Job Fair
- Day 20: Effective Follow-Up
- Day 21: Wellbeing & Physical Fitness
- Day 22: Preparing for an Interview
- Day 23: Interview Questions
- Day 24: Keeping Everyone in the Loop
- Day 25: Negotiating a Job Offer
- Day 26: Ongoing Career Planning
- Day 27: Time Management
- Day 28: Staying Social

This will be an essential resource in every British Columbia employment centre. Our website ([www.bcjobsearchguide.ca](http://www.bcjobsearchguide.ca)) provides a system for purchasing copies for \$19.95 for individual copies and \$9.95 for PDF copies.

Employment centres wanting to purchase multiple copies, in excess of 5, will receive a 40% discount on their order.

Respecting the copyright, we request you purchase one PDF license per computer the book will be stored on and accessed from. For example, if you have 12 staff and 12 client computers, we would like you to purchase 24 licences for \$5.97 per license. The cost to provide a print and PDF copy for each of your staff, would be \$17.94 per staff person.

To purchase copies for your organization please forward the following information to:

[bclmr@telus.net](mailto:bclmr@telus.net).

1. Organization Name
2. Billing Address

3. Mailing Address
4. Contact Person / Email Address:
5. Telephone Number:
6. No. of Print Copies Requested:
7. No. of PDF Copies Requested:

If you visit: [www.bcjobsearchguide.ca](http://www.bcjobsearchguide.ca); there is a video discussing the benefits of the BC Job Search Guide.

*-Source: Christian Saint Cyr, Author/Publisher/Facilitator, BC Job Search Guide / BC Labour Market Report, 4 December 2013*

## **Are You CEO Or Management Material? Take the Test**

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Besides taking the test yourself, you may want to share this with your CEO or your bosses.

And if you're already a CEO or senior leader, this is your opportunity to assess your performance against the World's very best.

[Read More](#)

*-Source: LinkedIn Content Tailored, 28 November 2013*

## **A Development Perspective on Social Impact Bonds for Non-profit Service Providers**

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Despite a series of public announcements made by governments across the country over the past few years, the provocative Social Impact Bond (SIB) model has remained relatively under the radar in Canada. However, the Canadian marketplace is awakening, quietly shifting from concept ideation to more rigorous analysis of the opportunities.

How these opportunities are being unearthed may surprise you.

[Read More](#)

*-Source: LinkedIn Content Tailored, 22 November 2013*

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## Social Media

- [NEW LINKEDIN SHOWCASE PAGES REACH JUST THE RIGHT USERS](#)
- [IT'S JANE VS. TIERNEY, OFFICE 365 VS GOOGLE APPS!](#)

### **New LinkedIn Showcase Pages Reach Just the Right Users**

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LinkedIn replaced its news aggregator LinkedIn Today last week in order to get the right content in front of the right users.

The company took that mantra a step further on Tuesday, unveiling Showcase Pages for companies that will, in theory, allow them to share content to a more focused and interested audience.

Showcase Pages work like less-robust Company Pages, giving major corporations like Microsoft the ability to create pages for niche divisions or business units, such as Microsoft Office or Xbox. Showcase Pages will be followable, meaning Microsoft can share Xbox content with LinkedIn users who have shown interest in the product, rather than every user who simply follows Microsoft.

LinkedIn hopes that brands will start focusing their content to specific audiences. Companies can operate up to 10 Showcase Pages, but LinkedIn says it will work with larger companies that have the need (and manpower) to operate more.

Showcase Pages aren't Company Pages, and they don't have all the same features. For example, Showcase Pages won't have a tab for Careers or Products & Services, says a LinkedIn spokesperson.

[Read More](#)

*-Source: Mashable, 19 November 2013*

### **It's Jane vs. Tierney, Office 365 vs Google Apps!**

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Are you frustrated with how your email works (or doesn't)? Is your server getting old and clunky? Do you wish that you could access all your files easily from home, or on the road, while still keeping everything secure?



These are just some of the common challenges nonprofits face everyday. Not having good systems results in a lot of productivity loss over a long period of time. That's why this edition of Jane vs Tierney is focused on online productivity suites: in particular, Google Apps for Business and Microsoft's Office 365 for Nonprofits.

### **Team Tierney Reviews Google Apps**

In the opinion of Tom Evers, the Executive Director at Playworks Twin Cities which uses Google Apps, the biggest advantage is that "it helps us focus on what we need to do... it allows us to not spend a lot of time and energy focusing on some of the nitty gritty stuff of technology that can bog down a workday."

[Read More](#)

### **Team Jane Reviews Office 365**

Microsoft boasts Office 365 as an all-in-one solution, and quite frankly it is for day-to-day office operations. It takes the familiar and popular Office Suite (Outlook, Word, Excel, PowerPoint, OneNote) and makes it accessible anywhere, anytime and on any platform (PC, Mac, smartphones and tablets).

[Read More](#)

*-Source: TechSoup Canada Newsletter, 21 November 2013*

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# Training

- [CONFERENCE: CHILDREN: THE HEART OF THE MATTER](#)
- [ASSET BASED COMMUNITY DEVELOPMENT](#)
- [STALKING – ASSESSMENT AND MANAGEMENT](#)
- [KELOWNA CHILD CARE SOCIETY OFFERS AGES & STAGES TRAINING](#)

## Conference: Children: The Heart of the Matter

CFK/SB6 – This conference brings together all those involved in the care and education of young children, to raise the awareness and profile of child care and early childhood development services, family resource programs and others through professional development, networking, and sharing of information and resources. February 7th and 8th, 2014 at the Bell Performing Arts Centre in Surrey.

[Read More](#)

-Source: CATCH Network Newsletter, 18 November 2013



## Asset Based Community Development

Thursday, 9 January 2014 at 9:00 AM – Friday, 10 January 2014 at 5:00 PM (PST)  
La Perla Ballroom, 810 Quayside Dr, New Westminster, BC V3M 6B9

Facilitator: Dan Duncan, consultant and faculty member of the Asset Based Community Development Institute, Northwestern University

“Effective Community Partnership: How Residents and Organizations Can Work Together for Great Impact by Using the Principles of Asset-Based Community Development”

To improve lives of families and their members in today’s world requires neighborhoods and their residents to be involved as coproducers of their own and their community’s well-being, and it requires agencies and institutions to “lead by stepping back” to create space for resident action and engagement. This two-day workshop will provide an overview of the principles of ABCD and the tools organizations and communities can use to achieve greater impact and results.

**WORKSHOP TOPICS:**

- Effective collective impact today
- Introduction to ABCD: definitions and principles
- Why place-based strategies and community engagement are critical
- The roles of residents in building a stronger community
- The new role of institutions — how institutions can use all their assets to build a stronger community
- Tools for agencies — leading by stepping back
- Asset mapping — discover-ask-connect — from mapping to mobilizing

**WHAT IS ABCD:**

- The belief that healthy communities are built by focusing on the strengths and capacities of the citizens and associations that call the community “home”
- The belief that the assets of a community’s institutions can be identified and mobilized to build community
- A range of approaches and tools, such as asset mapping and community engagement that can put these beliefs into practice

[Read More](#)

*-Source: WJS Canada Training Division, 18 November 2013*

**STALKING – Assessment and Management**

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This workshop provides organizations, schools and businesses with a better understanding of the nature of stalking, including motivations related to different types of stalkers. Specific focus will be given to the complexities of assessment and management of situations related to cyber-stalking. Participants will review an informal assessment tool to help in determining the level of risk of stalkers.

[Read More](#)

*-Source: Crisis & Trauma Resource Institute Inc., 13 November 2013*

**Kelowna Child Care Society offers Ages & Stages Training**

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**Full Training session \$55**

Designed for individuals who have not yet been trained to use ASQ Tool

Initial Training Session

January 18, 2014 9:00am – 4:30pm

Follow up Training Session

March 29, 2014 9:00am – 4:00pm

**Refresher Training session \$45**

Designed for individuals who have prior training using ASQ Tool (not appropriate for individuals with no prior training)

Initial Training Session

January 25, 2014, 9:00am – 4:30pm

Follow up Training Session

April 5, 2014 9:00am – 4:00pm

For more information/registration [Click Here](#) or visit KCCS office – further questions can be directed to [asq@kelownachildcare.com](mailto:asq@kelownachildcare.com)

*-Source: Michelle Dickie KCCS, 2 December 2013*

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# Volunteerism

- [BC CRIMINAL RECORD CHECKS TO BE FREE FOR VOLUNTEERS](#)
- [VOLUNTEER RECOGNITION RESEARCH LAUNCH](#)
- [CANADIAN VOLUNTEERS TRENDING OLDER](#)
- [PLANNING FOR NEXT YEAR'S VOLUNTEERS](#)
- [MEASURING THE IMPACT OF CORPORATE VOLUNTEERING ON A COMPANY'S PERFORMANCE](#)

## BC Criminal Record Checks to be Free for Volunteers

The province of British Columbia is making it easier for many volunteers who work with children or vulnerable adults to get criminal record checks, by making the process free starting November 30.

BC Attorney General Suzanne Anton said the province is assuming the cost of the checks because the \$20 cost currently associated with each background check for a volunteer has been a financial burden for many groups.

[Read More](#)

*-Source: Volunteer BC Newsletter, 29 November 2013*

## Volunteer Recognition Research Launch

Canadian volunteers shed light on perceived barriers to volunteer recognition in a 2013 research study. The research conducted by Volunteer Canada in partnership with Investors Group explored best practices in volunteer recognition and the key drivers that lead to volunteer retention. Released on International Volunteer Managers Day (IVMD), this study included two national surveys for volunteers and organizations. It highlights effective practices in volunteer recognition for managers of volunteers and for organizations that engage volunteers.

[Read the Report](#)

*-Source: News from Volunteer Canada, 5 November 2013*



## Canadian Volunteers Trending Older

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Canadians who give to charities or volunteer their time are getting older. And that has some worried that there are not enough young people stepping in to take their place. Kelda Yuen takes a look at how charities are responding to the challenge.

[Read the Report](#)

*-Source: Imagine Canada Group Members, LinkedIn, 8 November 2013*

## Planning for Next Year's Volunteers

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It's hard to believe that the holiday season is around the corner. This means we're winding down 2013 and planning for the New Year. And if your plans include looking for a new wave of volunteers, here are some ideas to help with planning for volunteer retention, transitions, and recruitment in the coming year.



[Read the Report](#)

*-Source: Volunteer Canada Media Monitoring, 22 November 2013*

## Measuring the Impact of Corporate Volunteering on a Company's Performance

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Is it possible to measure the cause-and-effect relationships between employee volunteering and a company's performance? We're inviting companies from all over the world to join the first scientific study that will empirically measure the impact of corporate volunteering on overall performance – for free!

[Read the Report](#)

*-Source: Realized Worth, 14 November 2013*

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