



Monthly Bulletin – December 2015

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KCR Highlights

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KCR Needs Your Input!

KCR, with support from the Central Okanagan Foundation, is looking for input from individuals that work or volunteer within the non-profit sector and who are familiar with our Community Services Database. [Complete our Survey](#) by December 31st, 2015 for a chance to win a free workshop registration (value up to \$250). This survey should only take 5 – 10 minutes of your time.

Need a refresher? If it has been a while since you have visited the database, just go to www.kcr.ca and click on the **green coloured** “[Services, Programs & Organizations](#)” button (or go directly to <http://kelowna.cioc.ca/>). The Community Services database contains over 1800 records from Central Okanagan non-profit agencies. The database receives between 50,000 and 70,000 hits per month by an average of 12,000 unique users. This valuable community resource is continuously growing and evolving and we are looking for your input as we move forward.

Please [go to this link to fill out our survey](#). Complete your contact information at the end of the form to be entered in the draw!

-Source: Stephanie Moore, Community Services, KCR, November 2015

Workshop: Volunteers as Agency Ambassadors

Date: Wednesday, January 13th, 2016, 12:00 pm – 1:00 pm

Location: CNIB, #101 – 1456 St. Paul Street, Kelowna

Cost: FREE. Please register to help us plan.

[Register Now](#)

Free Workshop Series: “Nourishing Managers of Volunteers” – Encourage one another & Expand our knowledge during these lunch hour gatherings held the 2nd Wednesday of each month. Block one hour in our calendar every month during 2016 and then register for one workshop at a time.

This workshop’s sub-title is ‘How to develop a Speakers Bureau’ – using volunteer resources. Carrie Broughton will share with us her experience. We will consider some of these questions.

- What training is needed? Who provides the expertise?
- How long does it take? Over what time period?

- What did it cost? Did volunteers pay to attend?
- How do you ensure volunteers stay true to their training?
- What outcomes will be measured? How will it be evaluated?

-Source: Dawn Wilkinson, Manager, Community Services, KCR, December 2015

KCR Employment Services: Job Readiness for the 21st Century

Unemployed? Looking for Work?

Are you:

- A resident of BC
- 18 years or older
- Unemployed / not on EI (have not had an EI claim within the last 3 years, or a maternity / parental claim in the last 5 years)
- Not a student

Do you:

- have a Disability, or
- are you an Immigrant, or
- are you a 50+ worker?

What is it?

- No cost, 6-week training
- 3 hours/day, Monday-Friday

What you'll get

- Basic computer skills
- Your skills matched to real jobs
- Increased confidence
- Focused resumes and job search skills
- Wage subsidy
- Individual job coaching
- Follow-up support
- Information on Canadian workplace culture
- Certifications, such as First Aid & Food Safe

More information:

Kelowna Community Resources
 #375 – 1855 Kirschner Avenue, Kelowna
 778.484.5587, employmentservices@kcr.ca



Funding provided through the Canada-British Columbia Labour Market Agreement.

-Source: Ellen Boelcke, Executive Director, KCR, October 2015

KCR Employment Services: Essential Skills for College & Trades Training in the 21st Century

Would you like to get ready for college and improve your Math, Reading or Study strategies? We will train you at your level and help you to get back to work or continue with school.

Would you like to improve your skills at:

- Using the computer?
- Understanding packaging or instructions?
- Filling out an application form correctly?
- Math or English to get into a Trade?

Are you:

- A resident of BC
- 18 years or older
- Unemployed / not on EI (have not had an EI claim within the last 3 years, or a maternity / parental claim in the last 5 years)
- Not a student

What is it?

- No cost, 6-week training
- 3 hours/day, Monday-Friday

What you'll get

- Educational assessment & individualized training plan
- Career and educational planning (Including trades)
- Improve math & literacy
- Basic computer training
- Workplace communication
- Short term certificate training such as Food Safe & First Aid
- Work search training

More information:

Kelowna Community Resources
#375 – 1855 Kirschner Avenue, Kelowna
778.484.5587, employmentservices@kcr.ca



Funding provided through the Canada-British Columbia Labour Market Agreement.

-Source: Ellen Boelcke, Executive Director, KCR, October 2015

Holiday Hours

KCR will be operating over the holidays on reduced staff (December 27th – 31st). Our hours will be as follows:

- December 24th: 8:30 am – 4:30 pm (Closed 12:00 pm – 1:00 pm)
- December 25th: Closed
- December 28th: Closed in lieu of Boxing Day
- December 29th-30th: 8:30 am – 4:30 pm (Closed 12:00 pm – 1:00 pm)
- December 31st: 8:30 am – 12:00 pm
- January 1st: Closed



-Source: Ellen Boelcke, Executive Director, KCR, November 2015

Workshop: Getting Started with Volinspire

We are excited to announce the release of Volinspire, a local community platform that helps you better engage, manage and recruit new and existing volunteers.

Whether you need new volunteers or not, Volinspire will help you put your volunteers first, improving communication, engagement and retention.

To learn more about Volinspire and to learn how to get started in 3 easy steps, download their brochure by clicking [HERE](#).

Volinspire publicly launched in Kelowna on December 3, 2015.

*If you require extra support in getting started, please let us know by signing up below. We will notify of up-coming workshop dates.

Note: To get the most out of Volinspire, please use one of the following supported web browsers (updated in the past 3 years): Internet Explorer 10 or 11, Microsoft Edge, Firefox, Chrome or Safari.

[Contact us today](#) if you are interested in attending a future workshop. We will release the new dates when available.

Brought to you by [Volinspire Community Contribution Company](#)



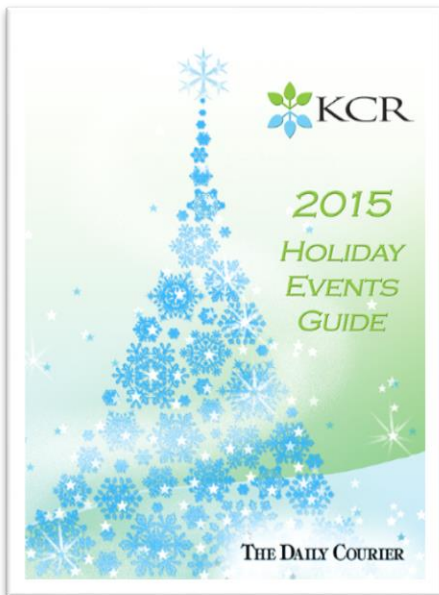
**Kelowna
Community
Resources**



Volinspire
Volunteer. Inspire your community.

-Source: Dawn Wilkinson, Manager, Community Services, KCR, December 2015

2015 Holiday Events Guide




Available for download from our [Publications page](#) is the **2015 Holiday Events Guide** as well as the **Large-Text version** of the 2015 Holiday Events Guide.

Featured this year are stand-alone versions of the **Holiday Craft Fairs & Bazaars** and the **Sponsor a Family, Wish Lists & Donations**.

-Source: Dawn Anthony, Community Services, KCR, November 2015

Central Okanagan Flu Shot Location List – 2015

2015 Central Okanagan Flu Shot Location List 				
KELOWNA				
Location	Address	Phone	Date(s)	Times/ Details
First Baptist	1309 Bernard Ave	250.868.7715	Monday, November 23 rd	10am - 6pm Available free (if eligible) * drop in
Lakeside Medicine Centre	2365 Gordon Dr	250.860.3100		Monday-Friday, 9:30am - 5:30pm Available free (if eligible) and privately * drop in
Lakeshore Pharmasave	3079 Lakeshore Rd	250.764.8410		Monday-Friday, 9am - 6pm Saturday, 9am - 6pm Sunday, 10am - 5pm Available free (if eligible) and privately * call ahead to ensure availability
Lublaw Pharmacy (Inside Peters Independent Grocery Store)	1835 Gordon Dr	250.861.1525		Monday-Friday, 9am - 6pm Saturday, 9am - 6pm Sunday, 10am - 5pm Available free (if eligible) and privately * call ahead to ensure availability
Orchard RemedyRx Pharmacy	152-1876 Cooper Road	250.420.2882		Monday-Friday, 9am - 6pm Saturday, 10am - 4pm Sunday, Closed Available free (if eligible) and privately
Save on Foods Pharmacy	3175 Lakeshore Rd	250.860.8846		Monday to Saturday, 9am - 10pm Sunday, 10am - 6pm Available free (if eligible) and privately * call ahead to ensure availability * drop in

Community Services - Kelowna Community Resources 1 | P a g e

Have you had your Flu shot yet?

[Download our 2015 Flu Clinics Guide](#) to view a list of clinics, dates/hours they're open and eligibility requirements. Includes locations from Kelowna, Lake Country, Lumby, Okanagan Falls, Peachland, Summerland & West Kelowna.

[Click here](#) to consent to receiving electronic messages from KCR for all of our Publication updates.

-Source: Dawn Anthony, Community Services, KCR, 30 October 2015

KCR's Mailing Lists

[Monthly Bulletin](#): Sent electronically each month, plus time sensitive information updated periodically on the website

[Publications](#): Newest versions sent right to you bi-annually

[KCR Workshops](#): Information about upcoming training opportunities

[Adoption Centre of BC](#): Upcoming information sessions, newsletters and general adoption information

-Source: Kelsey Grmek, IT Coordinator, KCR, June 2014

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- [HOW TO HELP REFUGEES IN THE CENTRAL OKANAGAN](#)
- [CITIZENSHIP AND PRECARIOUS LABOUR IN CANADIAN AGRICULTURE](#)
- [ISS OF BC CALLS FOR ACTION TO HELP REFUGEES](#)

How to Help Refugees in the Central Okanagan

The Institute of Community Engaged Research at UBC Okanagan in collaboration with Kelowna Community Resources have created a mapping website that allows users to share information about household items, employment opportunities, services, housing, and volunteering that might be used by incoming Syrian refugees.

To Donate:

1. Register on the [GeoLive Mapping site](#)
2. Add your donation information by dragging a map icon for the category (employment, volunteering, etc)
3. Choose whether you want your information to be public or private – Public information will be posted on the corresponding [Facebook Page](#) automatically

OR

1. Post your donation directly to the [Facebook Page](#).

Groups working with facilitating the transition of refugees who want to access the private information on the site in order to direct resources to refugee families in the community, please [contact UBCO](#).

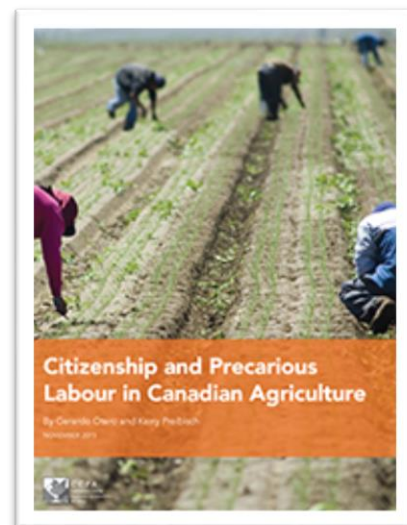
-Source: Doreen Rosvold, Immigrant Services, KCR, November 2015

Citizenship and Precarious Labour in Canadian Agriculture

Based on interviews with 200 farmworkers, as well as representatives from industry, advocates and civil servants, this study finds that most BC farm workers are subject to hazardous conditions like unsafe transportation, substandard living conditions, long work hours and dangerous equipment. Employment standards for the agricultural sector are only loosely enforced.

Recommendations include:

- Granting immigrant status to farmworkers on arrival; these workers would then have a path to citizenship after three years if they choose to apply.
- Establishing an employment compliance team, whose mandate would include random spot-checks at worksites to enforce employment standards. Priorities would include safe transportation and housing.
- Reforming MSP so that agricultural workers receive health coverage immediately upon arrival in Canada—this is already done in Ontario.



- Registering migrant employers and recruiters, so that they can be held accountable if they violate workers' rights, as has been done in Manitoba.

[Read More](#)

-Source: Newsletter, Canadian Centre for Policy Alternatives BC Office, 19 November 2015

ISS of BC Calls for Action to Help Refugees

Immigrant Services Society of BC has launched a public call for action to help in locating permanent housing options, volunteers, employment leads and financial contributions for the expected arrival of 3,000 Syrian refugees to BC.

Find more information at www.issbc.org/refugee-crisis and click on “How can I help refugees?”

First Call's September 2015 Coalition Meeting featured Dorla Harris of MOSAIC, Kathy Sherrell of Immigrant Services Society of BC and Mary Kam of SUCCESS discussing the crisis facing immigrant and refugee children and families. Read more about this issue in Item 3 of the meeting minutes

-Source: Newsletter, First Call: BC Child and Youth Advocacy Coalition, 19 November 2015

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Aboriginal

- [ABORIGINAL ENGAGEMENT COORDINATOR](#)
- [COURSE: SUPPORTING INDIGENOUS INFANTS AND YOUNG CHILDREN WITHIN THE CONTEXT OF THEIR COMMUNITIES](#)

Aboriginal Engagement Coordinator

Type of Position: Contract, temporary

Hours: 50 hours

Contract Date: January 4th, 2016 – March 31st, 2016

Salary: \$19.00 per hour

The Aboriginal Engagement Coordinator will ensure the Aboriginal community is included in the planning, coordination and implementation of the 2016 Kelowna Point-in-Time Homeless Count.

The Central Okanagan Foundation, the Community Entity, provides an ongoing contribution to the quality of life in our community through building endowments, grant making and community leadership.

In the first 60 days of 2016, Kelowna will participate in the Point-in-Time Homeless Count supported by the Government of Canada's Homelessness Partnering Strategy. The Point-in-Time (PiT) Count serves two functions: First, to count the number of people experiencing homelessness in Kelowna over a specified period. Second, to gather information on the demographics and service needs of the local homeless population.

Through a snapshot of homelessness, the PiT Count will help us to better understand homelessness in Kelowna. With successive counts, we can measure our progress in ending homelessness in our community.

The Aboriginal Engagement Coordinator will engage Kelowna Aboriginal Homeless serving agencies and the Aboriginal homeless community for the purposes of inclusion and participation in the PiT Count. The Aboriginal Engagement Coordinator will be responsible for:

- Attending PiT Count Committee meetings
- Recruiting Aboriginal volunteers
- Providing cultural sensitivity training for Point-in-Time Count survey volunteers including:
 - an overview of concerns and issues specific to the Aboriginal homeless community
 - information about Aboriginal homeless serving agencies and resources
- Leveraging Aboriginal community support and participation
- Engaging Aboriginal service providers for the purpose of encouraging client survey participation
- Reporting regularly to the Central Okanagan Foundation, Community Entity

Qualifications

Educational Requirements:

- Post-secondary education with a specialization in social work or a related field
- Knowledge and expertise in one or more of these areas may be satisfied through a combination of education, training, volunteer work and/or previous experience

Experience Requirements:

1-2 years of experience in Aboriginal homelessness. Applicants must demonstrate an in-depth understanding of issues related to Aboriginal homelessness.

Other Assets:

- Direct experience working with Aboriginal individuals experiencing homelessness
- Knowledge of the homelessness serving sector
- Knowledge of and familiarity with Aboriginal history, cultures, contexts, and traditions
- Experience in effective management of crisis situations
- Experience working in group settings
- Excellent interpersonal skills

Your complete application package must include a cover letter, resume, and the names of at least 2 work -related references. Please ensure that “Aboriginal Engagement Coordinator” is quoted in the email subject line. Submit applications to Cheryl Miller at cheryl@centralokanaganfoundation.org.

Closing Date: December 9th, 2015

Only those selected for an interview will be contacted. We are committed to Employment Equity and encourage applications from all qualified candidates.

-Source: Mia Burgess, Central Okanagan Foundation, 25 November 2015

Course: Supporting Indigenous Infants and Young Children within the Context of Their Communities

Course Description: As this course is situated on Coast Salish lands, the course will focus primarily on people, traditions and ways of knowing related to the B.C. First Nations and the Métis.

Purpose: This online course will provide early childhood development professionals with an introductory view of perspectives related to Aboriginal, Indigenous (First Nations, Métis and Inuit) families in Canada, and particularly in British Columbia. Students will explore Indigenous perspectives of childhood and lifespan development; Indigenous communities and colonial history; and the importance of culture and identity for the well-being of Indigenous children. As part of this course, students will:

- Learn about the languages and tribal groups in British Columbia
- Learn about the importance of land and territory in relation to identity
- Gain more understanding of the history of residential school and the negative history of child welfare for Indigenous families
- Explore Indigenous worldview, perspectives on child and lifespan development and the roles of children in relation to their family
- Study Indigenous approaches to “home visiting”, developmental and needs assessment and family support
- Explore ways of understanding special needs and supporting children who are differently-abled and their families
- Recognize the importance of ceremony and celebration in the lives of First Nations, Métis and Inuit families.

[More Info](#)

-Source: Newsletter, CATCH, 9 November 2015

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Awards

- [THE CITY OF KELOWNA'S 41ST ANNUAL CIVIC AND COMMUNITY AWARDS](#)
- [2016 BC COMMUNITY ACHIEVEMENT AWARDS](#)
- [IS YOUR ORGANIZATION A CHAMPION OF CHANGE? GET RECOGNIZED](#)

The City of Kelowna's 41st Annual Civic and Community Awards

Please help us recognize the amazing people and organizations, who help make Kelowna a great place to live!

We have 15 different award categories open for nomination!

- Community Volunteers
- Athletes
- Artists
- Businesses
- Not-for-profit organizations
- Environmental Leaders

We all know someone that should be celebrated for their contributions and achievements in 2015!

Nomination forms for the 41st Annual Civic & Community awards are available at www.kelowna.ca/residents, or <http://www.kelowna.ca/CM/Page122.aspx>.

Three ways to nominate:

1. Online submissions – here is the quick link to the online form.
2. Email – you can access the fill-able “pdf” nomination form from our webpage, and email it to me along with your support letters when they are ready. Email – ac.anwolek@trebligba
3. Drop-off nomination packages in person to the Parkinson Recreation Centre, Attention : Amber Gilbert

*There are hard copy nomination forms available at City Hall, The Parkinson Recreation Centre, and city Library locations

Nomination Deadline: Friday, February 12th, 2016

The 41st Annual award finalists will be celebrated on Wednesday April 27th, 2016, at the Kelowna Community Theatre.

[View the coverage on Facebook](#)

-Source: Amber Gilbert, Recreation Technician, City of Kelowna, 7 December 2015

2016 BC Community Achievement Awards

Deadline for nominations: January 15, 2016

British Columbia's communities are shaped by the people who live in them, and especially by contributions of extraordinary individuals.

The British Columbia Community Achievement Awards celebrate British Columbians who go

above and beyond in their dedication and service to others and who devote time and energy to making their communities more caring, dynamic, beautiful, healthy, and unique. They inspire by their example.

The British Columbia Community Achievement Awards are presented by the British Columbia Achievement Foundation, a foundation established in 2003 by the province of British Columbia to celebrate excellence in community service, enterprise, arts and humanities.

Who is eligible for these awards?

Any current or former long-term resident of British Columbia is eligible for nomination. Federal or provincial elected representatives are not eligible for nominations while they hold office. Posthumous nominations will not be accepted.

Who do these awards honour?

These awards will honour people who have made a significant contribution to their community through a unique achievement or outstanding service – either as a volunteer or in the course of their work – in any area that provides a benefit to the community, such as sports and recreation, arts and culture, environment, multiculturalism, environment, healthcare, education, civic duty, business innovation, community volunteerism, and youth or seniors' leadership. However, neither the nominations nor the awards are limited to these suggested categories.

[Learn More](#)

-Source: Newsletter, BC Achievement Foundation, 19 October 2015

Is your organization a Champion of Change? Get Recognized

CMHA is now accepting applications from workplaces that have demonstrated a solid commitment to maintaining employees' mental health, to receive the Clarence Meredith Hincks award.

Goal of Award

As the nationwide leader and champion for mental health, CMHA recognizes inspirational leadership, innovation and excellence in maintaining and improving mental health for all. This year, CMHA would like to select a workplace that exemplifies the criteria for this award.

This award honours the spirit and social commitment of the founder of the Canadian Mental Health Association, Clarence Meredith Hincks. This top award is provided annually to an outstanding individual/organization that has advanced mental health through their work/volunteer activities in the areas of reducing stigma and discrimination, addressing social justice and the social determinants of health, and maintaining or improving mental health for all.

Application Deadline: December 18, 2015

[Learn More](#)

-Source: Newsletter, Mind Matters, CMHA, 17 November 2015

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Employment

- [ABORIGINAL ENGAGEMENT COORDINATOR](#)
- [KELOWNA CHILD CARE SOCIETY – COORDINATOR, CHILD CARE RESOURCE & REFERRAL PROGRAM](#)
- [YOUNG PARENTS CHILD CARE CENTRE – 3 POSITIONS](#)
- [KCR EMPLOYMENT SERVICES: JOB READINESS FOR THE 21ST CENTURY](#)
- [KCR EMPLOYMENT SERVICES: ESSENTIAL SKILLS FOR COLLEGE & TRADES TRAINING IN THE 21ST CENTURY](#)

Aboriginal Engagement Coordinator

Type of Position: Contract, temporary

Hours: 50 hours

Contract Date: January 4th, 2016 – March 31st, 2016

Salary: \$19.00 per hour

The Aboriginal Engagement Coordinator will ensure the Aboriginal community is included in the planning, coordination and implementation of the 2016 Kelowna Point-in-Time Homeless Count.

The Central Okanagan Foundation, the Community Entity, provides an ongoing contribution to the quality of life in our community through building endowments, grant making and community leadership.

In the first 60 days of 2016, Kelowna will participate in the Point-in-Time Homeless Count supported by the Government of Canada's Homelessness Partnering Strategy. The Point-in-Time (PiT) Count serves two functions: First, to count the number of people experiencing homelessness in Kelowna over a specified period. Second, to gather information on the demographics and service needs of the local homeless population.

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- Attending PiT Count Committee meetings
- Recruiting Aboriginal volunteers
- Providing cultural sensitivity training for Point-in-Time Count survey volunteers including:
 - an overview of concerns and issues specific to the Aboriginal homeless community
 - information about Aboriginal homeless serving agencies and resources
- Leveraging Aboriginal community support and participation
- Engaging Aboriginal service providers for the purpose of encouraging client survey participation
- Reporting regularly to the Central Okanagan Foundation, Community Entity

Qualifications

Educational Requirements:

- Post-secondary education with a specialization in social work or a related field
- Knowledge and expertise in one or more of these areas may be satisfied through a combination of education, training, volunteer work and/or previous experience

Experience Requirements:

1-2 years of experience in Aboriginal homelessness. Applicants must demonstrate an in-depth understanding of issues related to Aboriginal homelessness.

Other Assets:

- Direct experience working with Aboriginal individuals experiencing homelessness
- Knowledge of the homelessness serving sector
- Knowledge of and familiarity with Aboriginal history, cultures, contexts, and traditions
- Experience in effective management of crisis situations
- Experience working in group settings
- Excellent interpersonal skills

Your complete application package must include a cover letter, resume, and the names of at least 2 work -related references. Please ensure that “Aboriginal Engagement Coordinator” is quoted in the email subject line. Submit applications to Cheryl Miller at cheryl@centralokanaganfoundation.org.

Closing Date: December 9th, 2015

Only those selected for an interview will be contacted. We are committed to Employment Equity and encourage applications from all qualified candidates.

-Source: Mia Burgess, Central Okanagan Foundation, 25 November 2015

Kelowna Child Care Society – Coordinator, Child Care Resource & Referral Program

Position: Maternity Leave Term Position, 28 hours per week

Starting Wage: \$21.02, Benefits package available

Anticipated Start Date: Early February Orientation and Training, position starts February 20th

The Child Care Resource and Referral Program has become a well-respected resource in the Community and the Society strives to provide a positive atmosphere for employees that allows for growth and development.

Job Overview:

- Provide Team Supervision & Program Coordination
- Improved quality and accessibility of child care
- Improved knowledge and capacity of Providers
- Improved participation in the community supporting Healthy Child Development
- Improved knowledge and capacity of Parents/Partners through support and referrals

Requirements

Values

- Attitude: Displays a positive and professional attitude on a daily basis
- Commitment: Displays obligation and dedication to the Society, Clients, and Colleagues
- Community Involvement: Participates in organizational and community events that promote teamwork, education, improvement and inclusion
- Diversity: Promotes an inclusive environment by working successfully with a wide variety of individuals and encourages participation and involvement of others

Competencies

- Adaptability: Adapts and responds to changing conditions, priorities, technologies and requirements
- Communication: Expresses and transmits information with consistency and clarity
- Fiscal and Resource Management: Uses resources such as human capital, supplies, products, materials and other useable items effectively and with foresight to available and limited funds
- Leadership: Maintains a professional and positive manner even under changing or uncertain conditions
- Negotiation: Gain support of ideas, proposals and solutions from others, helps others to understand complex initiatives and sensitive situations to resolve disagreements and conflict

Education and Experience

- Post-secondary degree in a related field (e.g. Child and Youth Care, Education) or equivalency
- Early Childhood Education (ECE) may be considered asset
- ECE Certificate (License to Practice) may be considered an asset
- Current Emergency Child Safe First Aid may be considered an asset
- Clear Criminal Record Check
- 3 or more years' experience working in a Child-Related and/or Community support position
- 2 or more years of Supervisory and Program Coordination experience
- Must have a valid driver's license and access to a vehicle

Work includes:

- Reporting and Statistics for the Ministry of Children and Family Development and Kelowna Child Care Society
- Registered License Not Required (RLNR) Recruitment and Registration
- Annual Program and Training Plan
- Child Care, Community and Parent Training and Presentations
- Client support, e.g. Child Care Subsidy
- Community Information and Referrals
- Child Care Provider Consultation and Support Visits
- Community and Child Care Out-Reach
- Resource Lending Library

How To Apply:

Letter of Interest and Resume

Email to kccsresume@gmail.com with or drop off at below address

Closing Date: Open until Filled

This position requires union membership

This application is open to both female and male applicants

Kelowna Child Care Society

#4-1890 Ambrosi Rd. Kelowna, BC V1Y 4R9

Phone: 250.762.3536 Fax: 250.861.1299 www.kelownachildcare.com

-Source: Michelle Dickie, Executive Director, Kelowna Child Care Society, 9 December 2015

Young Parents Child Care Centre – 3 Positions

Providing quality child care for Young Parents that are working towards High School graduation

3 Positions available due to increased Enrollment:

- 1 Full-Time ECE or ECE I/T (37.5 hours per week)
- 1 Part-Time ECE or ECE I/T (2-3 days per week, 7.5 hours per day)
- 1 Part-time ECE Assistant (25-30 hours per week)

Position Responsibility Overview

- Provide quality child care to children following Child Care Centre philosophies
- Provide developmentally appropriate program planning
- Provide a healthy and safe environment for children and team
- Provide positive and strength-based interactions with parents, children and co-workers
- Daily child records and documentation
- Knowledge of Community Resources

Requirements

- Current BC License to Practice ECE I/T, ECE, ECE Assistant
 - Infant Toddler Early Childhood Education preferred
 - Special Needs Early Childhood Education may be considered an asset
 - Ages & Stages Training may be considered an asset
- Experience working in an infant/toddler centre required
- Clear Criminal Record Check
- Current First Aid
- Work well in a team environment and independently
- Must be emotionally and cognitively able to work and care for children in a child care environment
- Must be physically able to work and care for children in a child care environment and lift up to 40 lbs.

Starting Wage:

ECE I/T \$16.24

ECE \$15.50

ECE Assistant \$13.70

Benefit Package available

This is a BCGEU position and requires union membership

Please submit resumes and cover letter to:

Michelle Dickie, Executive Director, kccsresume@gmail.com

or drop off at 4-1890 Ambrosi Rd., Kelowna

Application Deadline: Open until filled

-Source: Michelle Dickie, Executive Director, Kelowna Child Care Society, 9 December 2015

KCR Employment Services: Job Readiness for the 21st Century

Unemployed? Looking for Work?

Are you:

- A resident of BC
- 18 years or older
- Unemployed / not on EI (have not had an EI claim within the last 3 years, or a maternity / parental claim in the last 5 years)
- Not a student

Do you:

- have a Disability, or
- are you an Immigrant, or
- are you a 50+ worker?

What is it?

- No cost, 6-week training
- 3 hours/day, Monday-Friday

What you'll get

- Basic computer skills
- Your skills matched to real jobs
- Increased confidence
- Focused resumes and job search skills
- Wage subsidy
- Individual job coaching
- Follow-up support
- Information on Canadian workplace culture
- Certifications, such as First Aid & Food Safe

More information:

Kelowna Community Resources

#375 – 1855 Kirschner Avenue, Kelowna
778.484.5587, employmentservices@kcr.ca



Funding provided through the Canada-British Columbia Labour Market Agreement.

-Source: Ellen Boelcke, Executive Director, KCR, October 2015

KCR Employment Services: Essential Skills for College & Trades Training in the 21st Century

Would you like to get ready for college and improve your Math, Reading or Study strategies?
We will train you at your level and help you to get back to work or continue with school.

Would you like to improve your skills at:

- Using the computer?
- Understanding packaging or instructions?
- Filling out an application form correctly?
- Math or English to get into a Trade?

Are you:

- A resident of BC
- 18 years or older
- Unemployed / not on EI (have not had an EI claim within the last 3 years, or a maternity / parental claim in the last 5 years)
- Not a student

What is it?

- No cost, 6-week training
- 3 hours/day, Monday-Friday

What you'll get

- Educational assessment & individualized training plan
- Career and educational planning (Including trades)
- Improve math & literacy
- Basic computer training

- Workplace communication
- Short term certificate training such as Food Safe & First Aid
- Work search training

More information:

Kelowna Community Resources

#375 – 1855 Kirschner Avenue, Kelowna

778.484.5587, employmentservices@kcr.ca



Funding provided through the Canada-British Columbia Labour Market Agreement.

-Source: Ellen Boelcke, Executive Director, KCR, October 2015

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- [BC HYDRO SAVINGS BASED ON INCOME](#)
- [PROJECT ASSISTANCE – YOUTH ENGAGEMENT PROGRAM \(2015/16 GUIDELINES/APPLICATION FORM\)](#)
- [PROPOSAL TO HELP CANADIANS SETTLE SYRIAN REFUGEES BY REVISING CRA POLICY](#)
- [YOUTH INITIATIVE GRANTS APPLICATION PACKAGE](#)

BC Hydro Savings Based on Income

Improve your home's efficiency, save on your electricity bill

If you live in an income-qualifying household, you can get free energy-saving products and professional advice that will help make your home more energy efficient and comfortable, and help you save on your utility bills.

Income qualification

To qualify, you must meet the income requirements below. Total household income includes the combined income of all members in the household over the age of 18.

Number Of People In Household – Total Household Income

- 1 – \$31,700
- 2 – \$39,400
- 3 – \$48,500
- 4 – \$58,800
- 5 – \$66,700
- 6 – \$75,200
- 7+ – \$83,700

[Learn More](#)

[Apply Now](#)

-Source: BC Hydro, November 2015

Project Assistance – Youth Engagement Program (2015/16 Guidelines/Application Form)

The 2015/2016 Program Guidelines and Application Forms to assist in completing requests for Project Assistance – Youth Engagement Program are now available to download from the BC Arts Council website at www.bcartsCouncil.ca.

Please note that January 15th, 2016 is the only deadline for applications for Project Assistance – Youth Engagement Program for 2015/16.

The BC Arts Council's Youth Engagement Program provides support to eligible organizations taking innovative and inspiring approaches to actively engaging British Columbia's young people with professional arts and cultural organizations and their programming, through exposure to professional artists and arts experiences; as participants in the artistic or creative process; and/or, as the primary audiences for artistic work and programming.

We take this opportunity to remind you that the written statement that accompanies your submission is an essential element of the application. The statement provides applicants the opportunity to address the committee directly. The statement must be based on a high degree of critical self-reflection and should be forthright, brief and approach the development of your project realistically. It should assess the challenges and opportunities confronting your project with respect to artistic achievement, community engagement and feasibility.

The BC Arts Council remains committed to assisting a wide range of artistic disciplines and creative practices. In addition, all Council funding decisions adhere to the established peer review process.

For more information, please visit the BC Arts Council website at www.bcartscouncil.ca/artists/youth.htm.

-Source: Newsletter, Canadian Charity Law List, Blumberg, 30 November 2015

Proposal to Help Canadians Settle Syrian Refugees by Revising CRA Policy

Canadians are rallying around and want to support Syrian refugees coming to Canada. Much of the support is coming from newly established grassroots groups working with registered charities to assist with the integration of Syrian refugees in Canada. The new Canadian government has promised to accept and integrate a large number of Syrian refugees in Canada. Although the Canadian government could pay for all refugees and their integration costs there are many advantages of involving volunteer groups in the process.

[Read More](#)

-Source: Newsletter, SeniorsBC.ca, 15 October 2015

Youth Initiative Grants Application Package

Please find our Youth Initiative Grants application attached – this program is offered as a partnership between United Way Gennext and the Central Okanagan Foundation for Youth (COFFY). In 2016, we will once again have grants of up to \$2000 available for local, youth-led community projects happening in the Central and South Okanagan Similkameen area.

Applicants must be affiliated with a charity, a school, or a church as their sponsor organization. Sponsor organizations must be willing to assume legal and financial support for a project and support the youth leading the project. Grants are not made to businesses or individuals. Grants are given within the region of Central and South Okanagan Similkameen to projects that directly benefit the local community. Applying does not guarantee that you will receive funding. All applications are assessed by a Youth Initiative Grants Advisory Council who will decide which projects are awarded grants.

Deadline to Apply: Friday, March 4th, 2016, 3:00 pm

[Download the Application Form](#)

Have any questions or need the application form?

Contact Molly Ciardullo with COF at 250.861.6160 or molly@centralokanaganfoundation.org

United Way CSO Office at 250.860.2356 or info@unitedwaycso.com

-Source: *United Way Central and South Okanagan/Similkameen*, 16 November 2015

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Fund Development

- [4 STEPS TO IMPROVE NEW DONOR RETENTION](#)
- [GOOD NEWS FOR WEALTHY DONORS: NEW HIGH-INCOME TAX BRACKET TO BE MATCHED BY HIGHER TAX CREDIT](#)

4 Steps to Improve New Donor Retention

You and your colleagues do a good-to-great job of bringing new donors in the door. You're thrilled to welcome new supporters until you never hear from them again.

Sound familiar? You're not alone. The 2015 Fundraising Effectiveness Project (FEP) report highlights that 81% of first-time donors never give again.

Here's the good news: You can change this gloomy scenario. In fact, a 10% rise in donor retention leads to a significant giving gain in the long term!

[Read More](#)

-Source: Newsletter, Network for Good, 25 November 2015

Good News for Wealthy Donors: New High-Income Tax Bracket to be matched by Higher Tax Credit

On Monday afternoon, Finance Minister Bill Morneau formally asked the wealthiest one per cent of Canadians "to contribute a little more" by tabling a Notice of Ways and Means Motion in the House of Commons that will have Canada's highest income earners paying four per cent more federal tax on taxable incomes above \$200,000 starting Jan. 1, 2016 "to help pay for (the) middle class tax cut."

[Read More](#)

-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 9 December 2015

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Housing

- [COMMUNITY PROGRESS INDICATORS REPORT \(CPI\)](#)
- [ADDRESSING CORE HOUSING NEED IN CANADA](#)
- [LET'S DO THIS: LET'S END CHILD POVERTY FOR GOOD](#)
- [COMING TOGETHER: TACKLING UNEMPLOYMENT AMONG YOUTH EXPERIENCING HOMELESSNESS](#)
- [INFOGRAPHIC: PRECARIOUS & LOW-WAGE EMPLOYMENT](#)
- [NEW DABC HELP SHEET: GUIDE TO FILING INCOME TAXES FOR PEOPLE RECEIVING PWD/PPMB](#)

Community Progress Indicators report (CPI)

We are pleased to provide you with a copy of the Community Progress Indicators (CPI) Report for Kelowna.

CPI Reports are produced by Community Development and Homelessness Partnerships (CDHP) at ESDC to allow communities to better assess the progress of their collective efforts to reduce and prevent homelessness. Included are a set of standard indicators that will document the impact of these efforts over time. Reports are prepared primarily using information that is gathered by communities on emergency shelter use through the Homeless Individuals and Families Information System (HIFIS), and supplemented by several other data sources.

CPI Reports are intended to provide communities with data to use for their own planning and reporting needs. The current report covers 2010-2014.

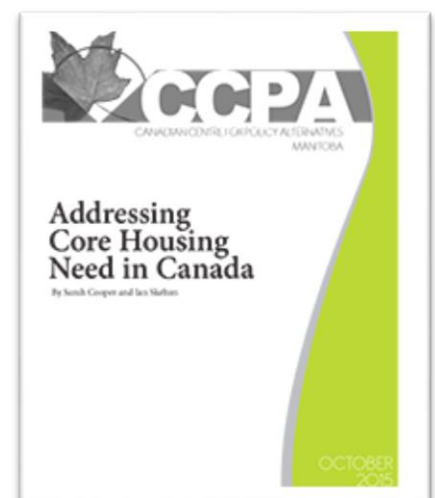
[Download the Report](#)

-Source: Community Development and Homelessness Partnerships Directorate, Government of Canada, 26 November 2015

Addressing Core Housing Need in Canada

Social housing is at risk in Canada. Just a few decades ago, Canada had an internationally recognized social housing portfolio, but today the supply of public, nonprofit and cooperative housing is in a downward spiral. As a result, over a million low-income households are facing a real housing crisis.

In 2011, 12.45 percent of households in Canada, or 1,552,145 households, were in core housing need. This means their housing was inadequate (required major repairs), unsuitable (not an appropriate size) and/or unaffordable, and that they would not be able to afford adequate, suitable housing in the local area. Core housing need varies over time and across the country, but we have calculated that under current trends, it would take 226 years for core housing need to disappear nationally. Looking specifically at provinces and territories, trends show no end to core housing need in Nunavut, and an end to core housing need in British Columbia in 1,355 years.



[Read More](#)

-Source: Newsletter, *The Homeless Hub*, 3 December 2015

Let's Do This: Let's End Child Poverty for Good

The 2015 report card outlines the once in a generation opportunity before Canada to eradicate child and family poverty. With the federal government committed to collaboratively developing a national poverty reduction strategy, Canada must seize the opportunity to finally end the child poverty crisis for good.

The report card offers practical policy recommendations to all political parties to redress the persistence of child poverty in Canada. Campaign 2000 presents the latest statistics on child and family poverty and outlines how it impacts multiple dimensions of children's lives – including health, mental health, educational achievement and future employment opportunities.

[Read More](#)

-Source: Newsletter, *The Homeless Hub*, 26 November 2015



Coming Together: Tackling Unemployment among Youth Experiencing Homelessness

In December 2014, The Home Depot Canada Foundation convened a group of youth, youth-serving organizations and businesses to discuss unemployment among youth experiencing homelessness. The purpose was to identify the barriers that homeless youth face in seeking employment, the role of business, and the role employment can play in ending youth homelessness.

The goal was not to duplicate research that has been done, but rather provide a venue for those close to the issue to learn with and from one another.

During the Symposium, youth shared their experiences and opinions. This allowed human resource professionals and hiring managers to better understand the strengths that youth can bring to a workplace and the barriers they face in doing so. It was also an opportunity for youth-serving organizations to meet businesses willing to take risks. It was, in short, a step toward building a common understanding of a complex issue.

[Read More](#)

-Source: Newsletter, *The Homeless Hub*, 19 November 2015



Infographic: Precarious & Low-wage Employment

There has been a dramatic increase in recent years in precarious work in the Canadian job market. Precarious work is commonly defined as unprotected, non-standard employment that pays poorly, and makes it difficult to support a household. This week's infographic, published by the Workers' Action Centre, takes a look at the growth of precarious and low-wage work in Ontario in recent years.

The infographic states that precarious and low-wage work has become Ontario's new normal. According to a CCPA report on Ontario's changing labour market, part-time jobs have shown 25% job growth since 2010 and temporary jobs have shown 40% job growth. Temporary employment, by its very nature, often results in incomes that are unpredictable, making households more prone to suffering from fluctuations in income. Furthermore, precarious work is growing mostly in low-wage sectors: the percentage of low-wage workforce has increased by 11% in the last ten years.

[Read More](#)

-Source: Newsletter, The Homeless Hub, 11 November 2015

New DABC help sheet: Guide to Filing Income Taxes for People Receiving PWD/PPMB

As part of their Tax Assistance and Information for People with Disabilities (Tax AID DABC) program, Disability Alliance BC has produced a new help sheet that helps people receiving provincial disability benefits in BC prepare and submit an income tax return for free online.

The help sheet, Guide to Filing Income Taxes for People Receiving PWD/PPMB, can be downloaded from the [Tax AID DABC website](#).

While this help sheet focuses on the tax situation of a single person, people on disability with children are able to use the suggested SimpleTax service, which is a free (pay what you want) resource to prepare income taxes. Even if your circumstances are not the same as the ones outlined in this help sheet, there's a good chance you can still prepare your taxes for free online. You may find this guide useful to help you get started.

For more information on the program, visit [Tax AID DABC's website](#). Tax AID DABC also provides one-to-one support with tax preparation for individuals and families receiving PWD/PPMB assistance. Call 604.872.1278 or email taxaid@disabilityalliancebc.org to request help.

-Source: Newsletter, First Call: BC Child and Youth Advocacy Coalition, 19 November 2015

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- [COMMUNITY DINNERS](#)
- [COMMUNITY FOOD CALENDAR](#)
- [2015 HOLIDAY EVENTS GUIDE](#)
- [LIGHTS OF CHRISTMAS PAWS](#)
- [ORDER YOUR PINK SHIRT DAY 2016 T-SHIRTS!](#)

Design a New Library Card for the ORL!

Help us update our library card! You could win bragging rights and \$100 cash.

The ORL has had the same library card since...(yawn!)...we can't even remember. Help us update! Four winning designs will be chosen and professionally made into brand new library cards for all members throughout our region.

Designing your card:

- Your design needs to fit regular credit card size: 8.5 cm wide X 5.4 cm high with rounded edges
- The design can be either horizontal or vertical orientation
- All entries must include the ORL logo with a minimum size of 1.5 cm long X 1.5 cm high, or sufficient space to have the logo imposed on the image
- Your design can be handmade (using markers, paint, etc) or digitally created using photos or computer graphics
- Digital artwork must be high resolution, at least 300 dpi, in one of the following formats: JPEG, PSD, AI, EPS, or PDF
- Use only your own original design – tracing, clip art, and copyrighted material will not be accepted
- Let your imagination run wild...we'll be choosing two adult and two children's card versions. Enter as many designs as you want!

Contest closes at 5:00 pm on Monday, January 4th, 2016.

Drop off your completed [Entry Form](#) to your local branch by the contest deadline with a colour copy of your original handmade or digital design.

OR

Digital submissions can also be entered by emailing a completed [Entry Form](#) and card design to cardcontest@orl.bc.ca

[Learn More](#)

-Source: Facebook, Okanagan Regional Library, 19 November 2015

Community Dinners

Annual Christmas Dinner

Date: Saturday, December 19th, 12:00 pm – 6:00 pm

Location: Kelowna's Gospel Mission, 251 Leon Avenue, Kelowna

Anyone in need is welcome. A traditional, homemade Christmas dinner with turkey, ham, potatoes, stuffing and dessert. More info call 250.763.3737.

Metro Community Christmas Dinner

Date: Monday, December 22nd, 6:00 pm

Location: Laurel Packing House, 1304 Ellis St, Kelowna

Welcoming all in search of good food and family over the Christmas holidays. Music and entertainment included. More info call 778.478.9727.

Feed the People Christmas Dinner

Date: Thursday, December 24th, 11:00 am

Location: Ki-Low-Na Friendship Centre, 442 Leon Ave, Kelowna

This is a day to feed all the people who are less fortunate. More info contact Freda or Kaela at 250.763.4905.

Neighbourly Christmas Dinner

Date: Friday, December 25th, 1:00 pm

Location: Lakeview Heights Community Hall, 860 Anders Road, West Kelowna

Has Christmas become too quiet? Gathering too small? Kids can't make it? Maybe you're new to the area? Whatever the reason – you are invited. Music, socializing, games for kids under 12. Please RSVP by December 19th to Daryl Duhamel, 250.448.6599

Christmas Day Dinner

Date: Friday, December 25th, 5:00 pm

Location: Parkinson Rec Centre, 1800 Parkinson Way, Kelowna

Victory Life Fellowship is hosting their 12th Annual Free Christmas Day Turkey Dinner with free gifts for children and youth, food gift bags, entertainment and prizes. No registration required, open to everyone on a first come-first served basis. To donate/volunteer or more info, call 250.862.3044 or email vlf2@shaw.ca.

Christmas New Year's Day Dinner

Date: Friday, January 1st, 5:00 pm

Location: First United Church, 721 Bernard Ave, Kelowna

Tickets available at First United Church after December 1st. Menu of turkey, ham, beef and all the trimmings. Games, door prizes and carol singing. More info call 250.762.3311.

-Source: *Holiday Events Guide, KCR, November 2015*

Community Food Calendar

Community Highlight of the Month: Special Dinners for the Holiday Season



The poster features a photograph of a person in a Santa suit interacting with a child. Below the photo, there are several text boxes providing information about special dinners. To the right, there is a table titled 'Community Food Resources December 2015' with a sub-header 'Agencies That Offer Food or Hot Meals'. The table lists various agencies, their addresses, and phone numbers.

Community Food Resources December 2015		
Agencies That Offer Food or Hot Meals		
Canadian Mental Health Assoc.	324 Netherland Rd.	250-861-2644
First United Church	721 Bernard Ave.	250-762-3311
Hoops for the Kids	1307 Netherland Ave.	250-448-6599
Kelowna Community Food Bank	1303 Ellis St.	250-763-1101
Kelowna's Gospel Mission	251 Leon Ave.	250-763-8131
Kelowna Neighbourhood Centre	442 Leon Ave.	250-763-4905
Women's Community	1876 Water St.	250-478-9727
St. Michael & St. Anne's Church	608 Netherland St.	250-763-3121
St. Vincent de Paul		
St. Charles Mission	243 Riverside St.	250-448-2434
St. Paul's	1008 Lake Ave.	250-762-2971
St. Thomas	716 Bernard St. N.	250-762-3486
St. Theresa's	608 Netherland St.	250-448-1962
The Lady of Lourdes, West Kelowna	2107 Nelson St.	250-851-1951
Orphan Mission	130 Netherland St. N.	250-763-8122
Reliance Christian Centre	808 Nelson St.	250-762-8939
Ladies Home Coffee House	1303 Hwy 33 N.	250-868-2238
Living Passion	168 Arthur St.	250-755-5830
The Salvation Army	200 Netherland St. N.	250-763-2430
St. Basil's	1111 Netherland St. N.	250-862-5471
Wilson Park Church - Stage Centre	426 Hwy 33	250-763-8222
Women's Community Food Bank	2043 Church St. St.	250-766-1038

December 15th – Ladies Pizza Night, 5:30 pm – 7:00 pm

Hosted by HOPE Outreach at Outreach Urban Health (All ladies are invited)

December 19th – Christmas Dinner at Kelowna Gospel Mission, 12 noon

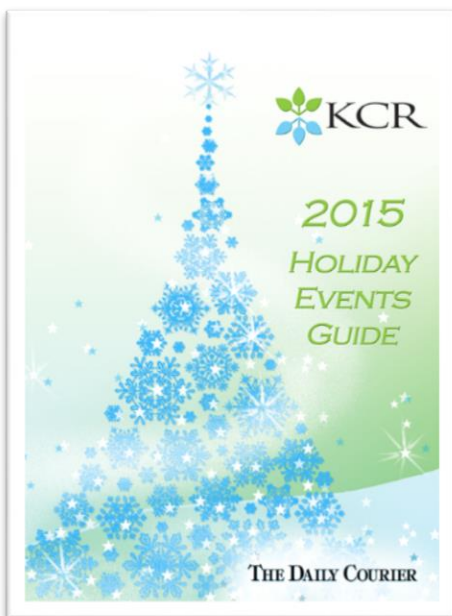
December 24th – Feed the People at Ki-Low-Na Friendship Society, 11:00 am – 2:00 pm

December 25th – Christmas Day Meal at Parkinson Rec Centre, 5:00 pm
Hosted by Victory Life Fellowship

January 1st – New Year's Day Dinner at First United Church, 5:00 pm
Tickets are free, and can be picked up at First United Church beginning December 1st

-Source: Donna & Betty, Outreach Urban Health, 3 December 2015

2015 Holiday Events Guide



Available for download from our [Publications page](#) is the **2015 Holiday Events Guide** as well as the **Large-Text version** of the 2015 Holiday Events Guide.

Featured this year are stand-alone versions of the **Holiday Craft Fairs & Bazaars** and the **Sponsor a Family, Wish Lists & Donations**.

-Source: Dawn Anthony, Community Services, KCR, November 2015

Lights of Christmas Paws

Date: Thursday, December 10th, 2015 – Friday, January 1st, 2016, 4:00 pm – 10:00 pm daily (closed on Christmas Day)

Location: Waterfront Park, Kelowna

Cost: Online: \$10 Adult / \$5 Senior (65+), Student & Child (6-17) / Under 5 are Free
At the Gate: \$12 Adult / \$5 Senior (65+) / \$7 Student & Child (6-17) / Under 5 are Free

[Buy Tickets](#)

Lights of Christmas Paws is bringing light and joy to Kelowna this December, filling Waterfront Park with the Christmas spirit. Santa Paws has seen the lights all the way from Pluto and will be coming to help the families in Rock Creek as well as the community partners who are joining us. The Rock Creek families were devastated by the fire that raged through their community this summer. Lights of Christmas wants to ensure they feel the Christmas joy this year.

Head to Kelowna's stunning Waterfront Park with your kids, family, friends and dog to experience over thirty themed light displays comprised of nearly two million brilliant lights. While enjoying the exhibits sip on hot chocolate or hot apple cider, watch the fairies skip and play among the trees radiant with twinkling lights and get your picture taken with the stunning Misaski Yuki-Onna!

-Source: Lights of Christmas Paws, December 2015

Order your Pink Shirt Day 2016 T-Shirts!

Pink Shirt Day is February 24th, 2016 and our new T-shirts are available [NOW for purchase online](#). Quantities are limited, so please order as soon as possible to avoid disappointment.

Net proceeds from all merchandise sold benefit anti-bullying programs in your community, teaching children empathy, compassion, and kindness.

Pink Shirt Day is organized by the [CKNW Orphans' Fund](#), a non-profit organization dedicated to enhancing the lives of children living with physical, mental, social, and behavioural challenges in BC communities.

Thank you for your support, and don't forget to [visit our website](#) to stay up to date on Pink Shirt Day 2016.

-Source: Richelle Leckey, Community Engagement Coordinator, Okanagan Boys and Girls Clubs, 2 November 2015

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- [FEDERAL GOVERNMENT ANNOUNCES REINSTATEMENT OF LONG-FORM CENSUS](#)
- [NEW FEDERAL CABINET HAS STRONG TIES TO CHARITABLE SECTOR](#)
- [WHAT TRUDEAU'S CHANGE TO THE TOP TAX RATE MIGHT MEAN FOR CHARITABLE DONATION CREDITS](#)
- [POWERFUL FOSSIL FUEL CORPORATIONS GO UNDER THE MICROSCOPE IN NEW 6-YEAR STUDY](#)

Federal Government Announces Reinstatement of Long-Form Census

On November 5, Minister of Innovation, Science, and Economic Development Navdeep Bains announced that the government is reinstating the long-form census.

The commitment to this campaign promise comes as good news for much of our sector, as organizations rely on up-to-date data on the unique needs of the communities that they serve. Imagine Canada, along with many other organizations, advocated for its reinstatement as part of a broader effort for improved access to data.

[Read More](#)

-Source: Early Alert Newsletter, Imagine Canada, 9 November 2015

New Federal Cabinet has Strong Ties to Charitable Sector

The new federal cabinet was announced on November 4th. Ministerial biographies are [available online](#). For a list of new ministers with ties to the charitable and nonprofit sector, [click here](#).

-Source: Early Alert Newsletter, Imagine Canada, 9 November 2015

What Trudeau's Change to the Top Tax Rate Might Mean for Charitable Donation Credits

December is typically the biggest month for charitable giving, with about 60% of Canadian adults expected to donate approximately \$5 billion between now and the end of the year, according to Imagine Canada, a national charitable organization whose cause is supporting Canadian charities.

[Read More](#)

-Source: Financial Post, 27 November 2015

Powerful Fossil Fuel Corporations go Under the Microscope in New 6-Year Study

I am thrilled to announce our new “Corporate Mapping Project” — a research and public engagement initiative that will put Canada’s powerful oil, gas and coal companies under the microscope.

We’ll be looking at who’s who in the fossil fuel sector — which companies are involved, who owns and runs them and how they wield influence. How do these companies shape public debates and policy making, how are they connected to governments, political parties, lobby groups, universities and others? We’ll feed all this information into an open source corporate database that will be freely available to the public.

This six-year project is being funded by a \$2.5 million partnership grant from the Social Sciences and Humanities Research Council (SSHRC), and is jointly led by the CCPA’s BC and Saskatchewan offices, the University of Victoria, and the Parkland Institute at the University of Alberta.

I’m co-directing the project with UVic professor Bill Carroll, and we’re hitting the ground running, with preliminary research already underway.

All of us involved in this new initiative are eager to bring more transparency and accountability to the fossil fuel sector. You’ll be hearing lots more in the coming months, as we begin publishing our findings. To learn more, you can [read the news release](#) on our website.

As we get this new project underway, we are also keeping up with our number-crunching and analysis in other key areas. Check out the latest on PolicyNote.ca — including Marc Lee’s takedown of the provincial government’s dubious claims about LNG, Seth Klein on the need for climate leadership, Kendra Milne on gender equality in light of the federal election outcome, and two great posts by Marc about austerity in BC’s health system, especially when it comes to services for the elderly like residential care.

-Source: Canadian Centre for Policy Alternatives BC Office, 16 November 2015

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- [CHILD CARE ADVOCATES CHALLENGE PUBLIC FUNDING OF COMMERCIAL OPERATORS](#)

Child Care Advocates Challenge Public Funding of Commercial Operators

In a letter to BC Premier Christy Clark, the Coalition of Child Care Advocates of BC has called on the BC government to stop funding for-profit commercial child care businesses with taxpayer dollars.

Excerpts:

“We believe that not only does this practice disadvantage many families who need quality, affordable community child care for their young children; it is also an improper use of tax payers’ dollars. Public funds should not be used to leverage substantial private gain.”

“Through the 2014/2015 Major Capital Funding Program, the commercial child care sector received almost \$4 million dollars, 26% of the available funds.

“Please limit the availability of capital funding to non-profit societies in good standing with the BC Corporate Registry, local government, public institutions, bands/tribal councils and First Nations Governments. Please stop funding for-profit commercial child care companies.”

[Read the CCABC letter](#) First Call’s Early Childhood Development Roundtable has repeatedly raised concerns about public funds going to commercial child care operators.

[Read ECD Roundtable letters](#) to then-MCFD Minister McNeil and her responses.

-Source: Newsletter, First Call: BC Child and Youth Advocacy Coalition, 19 November 2015

Research

- [CHANGE WORK: VALUING DECENT WORK IN THE NOT-FOR-PROFIT SECTOR](#)
- [WHAT MAKES ONE PERSON MORE GENEROUS THAN ANOTHER? IT COULD BE IN THE GENES](#)
- [HOW TO CREATE THE PERFECT QUESTIONNAIRE \(AND GET RESPONSES\)](#)
- [AN OPPORTUNITY YOU CAN'T AFFORD TO MISS](#)
- [ZERO TO THREE: POVERTY'S EFFECT ON INFANTS AND TODDLERS](#)

Change Work: Valuing Decent Work in the Not-For-Profit Sector

This report explores the concept of decent work and its potential for the not-for-profit (NFP) sector.

Decent work involves thinking about work “as a source of personal dignity, family stability, peace in the community democracies that deliver for people” and a mechanism for inclusive economic growth. The decent work movement presents an opportunity for the sector to act as a champion of working conditions and social policies that not only ensure dignified and supportive work environments for employees, but also support the overall health and effectiveness of NFP sector.

[Read More](#)

-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 25 November 2015

What Makes One Person More Generous than Another? It could be in the Genes

For generations, scientists and philosophers have debated what makes people altruistic. As 18th-century poet and satirist Alexander Pope famously wrote: “Many men have been capable of doing a wise thing, more a cunning thing, but very few a generous thing.” While it is now understood that generosity is a product of both nature and nurture, researchers are teasing apart just how much of a role genetics play, and how specific gene variations could affect one’s willingness to give – whether it’s dropping a few coins into a charity box, or grand gestures such as Facebook power couple Mark Zuckerberg and Priscilla Chan vowing this month to dedicate most of their wealth to the public good.

[Read More](#)

-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 8 December 2015

How to Create the Perfect Questionnaire (AND Get Responses)

Survey, study, research, questionnaire — whatever you choose to call it, it’s a great way to gain some in-depth information on your target audience.

There are several types of marketing research that organizations can implement to gain some insight into their targeted customers. Big corporations may opt for fancy databases and

software, but don't let this intimidate you if you are a small organization. Data-gathering methods such as interviews and surveys are easy to implement and interpret at little to no cost with software such as Qualtrics or Google Forms.

[Read More](#)

-Source: Newsletter, The Hubcap, Nonprofit Hub, 16 November 2015

An Opportunity You Can't Afford to Miss

Charities typically receive the majority of their donations during the month of December. In fact, the last three days of December alone account for 10% of annual donations made using CanadaHelps. Why not start preparing a strong, carefully planned end-of-year appeal? Create an actionable plan now and your charity will reap the rewards later.

It's important to ensure your donors are aware of the government tax incentives available to them. To get you started, we've created a tax-time toolkit you can download for free. It includes sample messages and free graphics for your donor communications.

[Read More](#)

-Source: Newsletter, CanadaHelps, 10 November 2015

ZERO TO THREE: Poverty's Effect on Infants and Toddlers

What effect does poverty have on the developing brains of babies and toddlers? ZERO TO THREE's new infographic shows how young children in poverty, beginning at birth, begin to develop gaps in their growth and development when compared with their peers. Nearly half of America's babies live in or near poverty – this is a clear warning sign for America's global competitiveness. Investing in support for parents in nurturing children and positive early learning opportunities can help.

[View the Infographic](#)

-Source: Newsletter, CATCH, 9 November 2015

Resources

- [10 AGREEMENTS FOR A HAPPY AND WELL-FUNCTIONING TEAM \(AKA, HOW TO NOT SUCK AS A COWORKER\)](#)
- [TRAINER'S NOTEBOOK: GROUP POLLING TECHNIQUES AND TOOLS AND INCORPORATING MOVEMENT](#)
- [ALL RIGHT, EVERYONE, WE NEED TO FREAK OUT MORE ABOUT NONPROFIT LEADERSHIP](#)
- [CANADIAN FOUNDATIONS EXPLORE PHILANTHROPY'S ROLE IN PUBLIC POLICY](#)
- [TOP 5 TIPS FOR STRATEGIC GIVING TO CHARITIES THIS HOLIDAY SEASON](#)
- [CYBERBULLYING: MEASURES NEEDED TO PROTECT YOUTH](#)
- [WANT TO BOOST YOUR FUNDRAISING? USE VIDEO](#)
- [HOW CAN NONPROFITS SWITCH FROM SCARCITY TO ABUNDANCE MINDSETS WHEN IT COMES TO SELF-CARE?](#)
- [GIVINGTUESDAY: GLOBAL CELEBRATION – GRASS ROOTS IMPACT!](#)

10 Agreements for a Happy and Well-Functioning Team (aka, How to not suck as a Coworker)

Hi everyone, as a dashing and debonair nonprofit blogger, I get lots of emails venting about coworkers, from those who leave dishes unwashed for days to those who are passive-aggressive (see “12 types of people who get on everyone’s nerves in nonprofit.”) Our work is very complicated, with so many obstacles, from the instability and unpredictability of funding; to society’s ridiculous expectations; to intersectional dynamics of race, class, ethnicity, culture, privilege, gender, sexual orientation, disability, health, age, parenthood, etc. To face all those complexities and do our jobs well, we need to work effectively with each other. So here are 10 fundamental agreements that I recommend we make with one another as we do the challenging work of making the world better. Let me know your thoughts.

[Read More](#)

-Source: Blog, Nonprofit with Balls, 16 November 2015

Trainer's Notebook: Group Polling Techniques and Tools and Incorporating Movement

Last week, in addition to giving the ending keynote and facilitating a design lab for the Arts Brain Trust at the National Arts Marketing Project Conference, I was a participant in a pre-conference convening expertly facilitated by Jennifer Edwards who is an organizational development consultant, dancer, and teacher. As a trainer, it is always great to experience someone else facilitating so you can have empathy for participants, get some new ideas or reflect on your trade craft.

[Read More](#)

-Source: Newsletter, Beth's Blog, 12 November 2015

All Right, Everyone, we need to Freak out More about Nonprofit Leadership

During the 17 months of our existence, my start-up organization has been guided by a single profound question: “Whose disgusting leftover salad is this that’s been in the fridge since June?!” That, and also, “What kind of leaders do we need in this time and place?” Both questions have prompted us to do some serious soul-searching. The latter, posed by our partner organization the Center for Ethical Leadership, has been on my mind a lot lately.

If you’ve been reading the news, it seems that the world is getting more and more complex, and sometimes scarier, and oftentimes sadder and more confusing. I know there are lots of good things happening too, but as I part with my two-year-old son each morning to go to work, I can’t help but hold him for a few seconds longer.

[Read More](#)

-Source: Newsletter, Nonprofit with Balls, 7 December 2015

Canadian Foundations Explore Philanthropy’s Role in Public Policy

More than 150 philanthropic leaders came together for Philanthropic Foundations of Canada’s symposium in late October to tackle how the philanthropic sector can work with governments at all levels.

Should foundations and corporate funders participate in discussions about public policy? There was resounding support among participants. Learn more about the key questions posed at the symposium with highlights from guest speakers.

[Read More](#)

-Source: Newsletter, The Philanthropist, 8 December 2015

Top 5 tips for Strategic Giving to Charities this Holiday Season

Nothing brings out the generosity of Canadians like the holiday season, but when it comes to giving, the choice isn’t always easy.

You want to make a donation that matters but in the flurry of the season it can become overwhelming. There are so many causes to support and everyone has a different idea about how you should be giving. When did doing good become so complicated!? Have no fear, because it doesn’t need to be.

Here are our top 5 strategies to help you plan your holiday giving:

#5. Focus on impact, not overhead Evaluating or ranking a charity solely on how much it spends on overhead can be misleading. The bottom line on effectiveness is what the organization accomplishes, not necessarily what it spends on infrastructure or fundraising. Wise spending and being accountable and transparent are important criteria, but we need to

remember that without investment, services would be impossible to deliver – real impact requires real investment.

[Read More](#)

-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 3 December 2015

Cyberbullying: Measures Needed to Protect Youth

A new report by the Offices of the Information and Privacy Commissioner and the Representative for Children and Youth is calling for the provincial government to develop a strategy to prevent and mitigate cyberbullying and educate children and youth on the best online practices.

Cyberbullying means using technology and/or social media to harass, intimidate, stalk, humiliate, threaten or hurt someone. When someone is bullied online there is the potential for the audience – and the ramifications – to be much larger than when someone is bullied face-to-face. There have been instances of extreme cyberbullying leading to youth suicide, including the death of BC resident Amanda Todd.

“The answer is not to take technology away, or to introduce invasive surveillance tools to monitor our children,” says Elizabeth Denham, Information and Privacy Commissioner in a press release. “Instead, we need to teach them how to behave online in a way that is respectful of others, and empower them to express themselves responsibly.”

[Read More](#)

-Source: Newsletter, BC Council for Families, 23 November 2015

Want to Boost Your Fundraising? Use Video

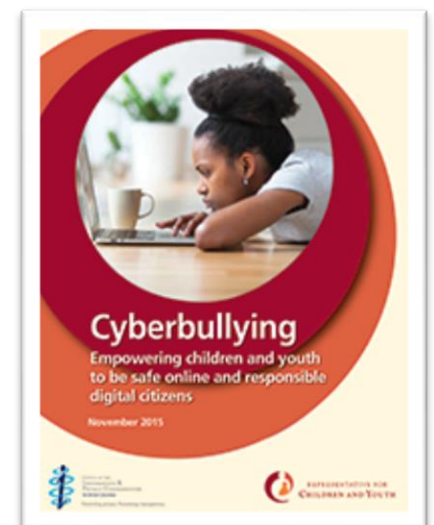
About a year ago, I wrote right here on Beth’s Blog about Why Your Nonprofit Should Invest in Video. You should read it, because everything in there is still true. Today I’m writing an update because we have an important new piece of data that shows clearly that video works for nonprofit fundraising.

Before I tell you about the more proof, there is a critical point I made last year that I want to reiterate:

When we say video works, we don’t mean every video works, any more than we mean every email works or every direct mail piece works. To know that your email works you have to be sending email regularly – and developing clear metrics for what success looks like. The same is true with video. To see the impact of video, you have to be using it as an ongoing means of communications, not a one-off project that carries all your hopes and dreams.

[Read More](#)

-Source: Newsletter, Beth’s Blog, 8 December 2015



How Can Nonprofits Switch from Scarcity to Abundance Mindsets When it comes to Self-Care?

The November Nonprofit Blog Carnival is about the theme of how nonprofits can move from a scarcity mindset to an abundance mindset. I've been thinking a lot about scarcity and abundance mindsets lately because the first chapter of the Happy, Healthy Nonprofit: Impact without Burnout book I'm writing with Aliza Sherman asks this question: "Why do people who work for nonprofits not practice self-care and burnout?"

[Read More](#)

-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 18 November 2015

GivingTuesday: Global Celebration – Grass Roots Impact!

Dec. 1, 2015 was GivingTuesday, a global day of giving that began in 2012. With 71 countries involved, endorsements from President Barack Obama, Governor General David Johnston, Margaret Atwood, P.K. Subban, Michael J. Fox and countless other celebrities, this year was by far the biggest single day of giving ever. The movement showed particular growth here in Canada with an unprecedented 4,720 charities and businesses participating. Millions of Canadians joined the 3rd annual GivingTuesday in Canada, signalling a growing movement towards a culture of generosity.

Did GivingTuesday have an impact?

According to data from CanadaHelps, charitable donations increased by 32% on top of the increases seen on the first two GivingTuesdays – that amounts to a whopping 302% increase since 2012 before the annual event came to Canada. And many more people committed to their cause of choice for the long term, with a 28% increase in new monthly donation plans. Several North American online giving platforms also announced significant increases including Donor Perfect (+170%), Network For Good (+50%), Blackbaud (+52%), Classy (+400%) and others. All of these increases are on top of significant increases in 2013 and 2014.

[Read More](#)

-Source: Newsletter, Giving Tuesday Canada, 8 December 2015

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Social Media & Tech

- [7 CREATIVE TIPS FOR MANAGING EMAIL AND EMAIL-INDUCED ANXIETY](#)
- [THE VIRAL EMAIL: HOW NONPROFITS CAN INCREASE EMAIL FORWARDING](#)
- [10 EASY DIGITAL SECURITY TIPS](#)
- [FREE TECH TOOL: F.LUX](#)

7 Creative Tips for Managing Email and Email-Induced Anxiety

We as a society have a horrible relationship with emails. It is our primary means of communication with people both inside and outside our organizations, and yet it is probably one of our biggest sources of stress.

The relative efficiency of email makes it ironically inefficient, because more people are now going to use it, a phenomenon that may be explained by the Efficiency, or Jevons, Paradox. Compounding the situation is The Competency Dilemma: The more competent you are, the more work you get. Applied to emails, this means that the faster and better you are at responding to emails, the more emails you are going to receive.

[Read More](#)

-Source: Newsletter, Nonprofit with Balls, 23 November 2015

The Viral Email: How Nonprofits Can Increase Email Forwarding

Nonprofit organizations with small audiences often feel at a disadvantage when it comes to marketing and reach, but their naturally narrow, targeted audience gives them the edge in one key marketing area – email virality.

Email virality refers to the number of opens it takes to generate a forward. For example, if an email is forwarded as often as it is opened, it has a high email virality.

Litmus wrote a report analyzing over 400 000 commercial email sends, and found that email campaigns to small audiences generated between 90 and 150 per cent more forwards than large audiences.

[Read More](#)

-Source: Newsletter, TechSoup Canada, 26 November 2015

10 Easy Digital Security Tips

If you ask someone about digital security, it's no surprise if that person immediately relates it to hacking. Currently, with widely publicized cases such as the iCloud leak and the Heartbleed virus, hacking has then become the buzzword for digital security. However, though hacking is the more common threat nowadays, digital security is actually more encompassing than just a threat on our virtual selves.

To simplify such a comprehensive concept, digital security is basically having to protect three

things simultaneously. These include your virtual self or the aggregate of all your online accounts, your device, and last but not the least, your files.

Sounds complicated? It's not! To help keep your virtual self, your device and your files protected, here are some basic steps that you can take to help improve your overall digital security.

[Read More](#)

-Source: Newsletter, TechSoup Canada, 26 November 2015

Free Tech Tool: f.lux

Ever notice how people texting at night have that eerie blue glow? Or wake up ready to write down the Next Great Idea, and get blinded by your computer screen?

During the day, computer screens look good—they're designed to look like the sun. But, at 9PM, 10PM, or 3AM, you probably shouldn't be looking at the sun.

f.lux fixes this: it makes the color of your computer's display adapt to the time of day, warm at night and like sunlight during the day.

It's even possible that you're staying up too late because of your computer. You could use f.lux because it makes you sleep better, or you could just use it just because it makes your computer look better.

[Download f.lux Now](#)

-Source: Newsletter, TechSoup Canada, 26 November 2015

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Training

- [DEALING WITH DIFFICULT PEOPLE](#)
- [THE MIND-BODY CONNECTION: PHYSICAL SYMPTOMS, STRESS AND EMOTION](#)
- [WORKSHOP: VOLUNTEERS AS AGENCY AMBASSADORS](#)
- [WEBINAR: TOP EMPLOYMENT LAW MISTAKES MADE BY CHARITIES AND NON-PROFITS](#)
- [UNPLUG AND PLAY WEEK: PARENTING IN A DIGITAL AGE](#)
- [UNPLUG AND PLAY WEEK: PLUGGING IN MEANINGFULLY – YOUNG FAMILIES, SOCIAL MEDIA & PROVIDING SUPPORT SERVICES](#)
- [TAKE YOUR ORGANIZATION TO THE NEXT LEVEL. IT'S TIME TO GET SCHOOLED](#)

Dealing with Difficult People

Date: December 11th, 2015, 9:00 am – 4:00 pm

Location: Holiday Inn Express, 2429 Highway 97 North, Kelowna

Cost: \$220.00

[Register Now](#)

We all encounter people we find difficult. Typically conversations with them leave us feeling frustrated, stressed, angry and tired. This workshop will analyze what is happening in those exchanges and demonstrate how people can adapt their strategies to bring about more productive conversations with those they find difficult. Individual styles will be explored with an emphasis on understanding and adapting one's style to create different results. Participants will learn how to create the right conditions for a conversation with a person they find difficult. They will also learn how to positively engage the other in a discussion about the pattern of difficult behaviour. This workshop gives participants a straightforward approach that creates dramatic change in the outcome of conversations with people they find difficult.

Workshop Outline

- Who is a Difficult Person?
- My Case Study
- What is Reasonable Behaviour?
- Where You Have Influence and Control
- Intervention Styles and Difficult People
- Your Personal Intervention Style Assessment
- What is Bullying?
- Dealing with the Bullying Person
- Dealing with the Chronically Angry Person
- Understanding the Anger Cycle
- The Anger Defusing Process
- Dealing with the Resistant Person
- Dealing with the Passive Aggressive Person

Method of Delivery

Lecture, personal reflection, skill building, video and small group discussions

-Source: Newsletter, Achieve Training Centre, September 2015

The Mind-Body Connection: Physical Symptoms, Stress and Emotion

Date: Thursday, December 17th, 2015, 12:00 pm – 1:00 pm

Cost: Free

[Register Now](#)

Your brain and body are partners that are always “talking” to each other and cooperating through complex back-and-forth signals that help you to do what you need to do in your daily life. This mind-body connection occurs with emotions and feelings. All of your emotions have a physical component; for example, the lift of elation, the flush or shame or the tears of sadness. Emotions, including stress, can intensify or cause physical symptoms like abdominal pain, headache, fatigue, nausea, chronic pain, weakness or paralysis, abnormal movements, difficulty with speech, and sensations like tingling or numbness.

In this Pinwheel, we will hear more about the mind-body connection, and the physical symptoms that can arise from strong emotions and stress.

Speakers

- Dr. Andrea Chapman, Psychiatrist, BC Children’s Hospital
- Dr. Theresa Newlove, Psychologist, BC Children’s Hospital
- Teagan and Glynis Dobson, youth and parent with lived experience
- Maya Spindel-Wood and Benita Spindel, youth and parent with lived experience

How to Join In Person: BC Children’s Hospital, Mental Health Building, 4555 Heather Street (Heather St. and 29th Ave.) Vancouver, Entrance #85, Third floor room P3-306. You can drop in or [register here](#).

Telephone: Dial 1.877.291.3022 and enter the access code 4611577#

Telehealth: Contact your local Telehealth coordinator to book a videoconference room and get them to forward your location name, room number and the ISDN/IP Address/Alias of your site to keltycentre@cw.bc.ca. For questions, please contact Aazadeh Madani, Project Coordinator at aazadeh.madani@cw.bc.ca.

Questions? Contact Us!

Phone: Toll Free 1.800.665.1822

Email: keltycentre@cw.bc.ca

Website: www.keltymentalhealth.ca

-Source: Newsletter, Pinwheel Education Series, Kelty Centre, 3 December 2015

Workshop: Volunteers as Agency Ambassadors

Date: Wednesday, January 13th, 2016, 12:00 pm – 1:00 pm

Location: CNIB, #101 – 1456 St. Paul Street, Kelowna

Cost: FREE. Please register to help us plan.

[Register Now](#)

Free Workshop Series: “Nourishing Managers of Volunteers” – Encourage one another & Expand our knowledge during these lunch hour gatherings held the 2nd Wednesday of each month. Block one hour in our calendar every month during 2016 and then register for one workshop at a time.

This workshop's sub-title is 'How to develop a Speakers Bureau using volunteer resources'. Carrie Broughton will share with us her experience. We will consider some of these questions.

- What training is needed? Who provides the expertise?
- How long does it take? Over what time period?
- What did it cost? Did volunteers pay to attend?
- How do you ensure volunteers stay true to their training?
- What outcomes will be measured? How will it be evaluated?

-Source: Dawn Wilkinson, Manager, Community Services, KCR, December 2015

Webinar: Top Employment Law Mistakes Made by Charities and Non-Profits

Date: Wednesday, January 13th, 2016, 9:00 am – 10:00 am PST

[Register Now](#)

This presentation will explore some of the most common employment law mistakes made by charities and non-profits. The one hour webinar will provide insight into how to avoid such common mistakes with a view to saving donor funds from unnecessary and costly employment related litigation. The webinar will touch on topics including the mischaracterization of Independent Contractors and employees, Failure to have Employment Agreement, Termination with and without Cause, and the Human Rights Code. The webinar will be a valuable resource for anyone dealing with Human Resources and employment related matters in the charity and non-profit sector.

This webinar is offered by the Canadian Charity Law Association and it is provided on a complimentary basis. Space is limited.

-Source: Newsletter, Canadian Charity Law List, Blumberg Segal LLP, 9 October 2015

Unplug and Play Week: Parenting in a Digital Age

Date: January 27th, 2016, 7:00 pm

Location: Rotary Centre for the Arts, 421 Cawston Ave, Kelowna

Cost: Free

[Register Now](#)

Join CATCH in celebrating Unplug and Play Week 2016 with Merlyn Horton for this free event.

This Parenting in a Digital Age presentation will give you practical ideas and the tools to make your children and safer. Parents, grandparents, new parent groups and foster parent groups can all become better informed participants in their children's online world.

Merlyn Horton is a Canadian Internet Safety evangelist, and CEO of Safe Online Education Associates. Over the last fifteen years, she spoke to multiple industry conferences on many topics including cyber abuse, online sexual exploitation, children and media, and homelessness and social media. Counsellor, journalist, author, circle keeper, mother, dancer, and lover of the Blues; Merlyn Horton.

-Source: Newsletter, CATCH, 2 December 2015

Unplug and Play Week: Plugging in Meaningfully – Young Families, Social Media & Providing Support Services

Date: Thursday, January 28th, 2016, 10:30 am – 12:30 pm

Location: Rotary Centre for the Arts, Kelowna

CATCH is pleased to sponsor this free professional development opportunity with Merlyn Horton regarding online safety for families with children. Registration will be through the CATCH website opening on January 4th.

-Source: Newsletter, CATCH, 8 December 2015

Take your Organization to the Next Level. It's Time to get schooled

You've got the routine figured out now and you anxiously await the arrival of the Hubcap each week in your inbox. You've read all the articles, attended webinars and even signed up to receive our magazine. Now it's time to crank up the intensity a bit.

We'd like to invite you to attend Nonprofit Hub University. It's a virtual, collaborative classroom where your organization will receive the tools it needs to grow and develop to reach its fullest potential. Going back to school doesn't have to include any of the scary parts like mean professors or dreaded pop quizzes. We have a number of courses to help you move to the front of the class, including one on how to start a nonprofit, social media, video making and the ever-important fundraising.

Get exclusive access to all of our courses through Nonprofit Hub University for just \$9.95 per month (or \$99 for a year). These courses feature more than two hours of video combined (broken up into quick and easy-to-digest lessons), actions steps and exercises. You'll always have access to the videos so you can show them to new team members, rewatch whenever you want or continue watching whenever you have a minute to spare.

[Class is in session](#)

-Source: Newsletter, The Hubcap, Nonprofit Hub, 25 November 2015

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Volunteerism

- [VOLUNTEERS AS BETA TESTERS](#)
- [WORKSHOP: VOLUNTEERS AS AGENCY AMBASSADORS](#)

Volunteers as Beta Testers

Back in 2009, I wrote a Hot Topic on “Taking the Client’s Perspective in Designing Volunteer Roles.” I proposed a number of ways an organization could capitalize on the ability of its volunteers to understand the needs of clients in different ways than the paid staff can. All of the ideas in that piece are still relevant and worth revisiting. Let me add some new ones from more recent observations.

Volunteers are in the unique position of what I call “insider/outsidiers.” Most employees approach their jobs from a specific professional perspective and may be too close to their work to see the whole forest for their species of trees. Volunteers, on the other hand, bring a wide range of educational and occupational backgrounds (including differences in age and other demographics). Collectively, they have a much broader point of view. They still think like members of the public but have also made a commitment to your organization, so you can count on their input as based on wanting the best for you and for those you serve. This ability makes them ideal “beta testers.”

[Read More](#)

-Source: Newsletter, Media Monitoring, Volunteer Canada, 12 November 2015

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Date: Wednesday, January 13th, 2016, 12:00 pm – 1:00 pm

Location: CNIB, #101 – 1456 St. Paul Street, Kelowna

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- How long does it take? Over what time period?
- What did it cost? Did volunteers pay to attend?
- How do you ensure volunteers stay true to their training?
- What outcomes will be measured? How will it be evaluated?

-Source: Dawn Wilkinson, Manager, Community Services, KCR, December 2015

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