



Kelowna  
Community  
Resources



## Community Information & Volunteer Centre



### Bulletin January 2010

#### This Issue:

##### Awards

- [35th Annual Civic & Community Awards](#)

##### KCR Database

- [Fire Department Offers Free Child Car Seat Inspection](#)
- [Better Meals](#)
- [Snow Buddies - Neighbours Helping Neighbours](#)

##### Facts & Trends

- [Higher Earning Canadians Live Longer](#)
- [Canadians Remain Skeptical about Charity Fraud](#)
- [US Organizations Saw Slow Increases in Email Lists this Year](#)
- [US Non-Profits Struggling but Still Optimistic](#)
- [Non-Profit Sector - Volunteering and Funding](#)

##### Funding

- [Vancouver Foundation Announces Next Year's Granting Cycle](#)
- [Arts, Culture & Heritage Grants - City of Kelowna](#)
- [Annual Violence Prevention Grants 2010 - Request for Proposals](#)
- [Frequently Asked Questions about Fundraising Ethics](#)

## Local News

- [Volunteer Recruitment Week Open House](#)
- [UBCO Distinguished Speaker Series](#)
- [Creative Ways to Give During the Holidays](#)
- [Understanding Life on the Autism Spectrum](#)
- [Legal Services Society: Local Agents in Kelowna](#)
- [Centralized Intake - Mental Health and Addictions](#)

## Provincial News

- [NEW: WithinSight Newsletter](#)
- [Survey to Assess Need for Psychosocial Rehabilitation Program](#)
- [NEW Booklet- Your Guide to the Refugee Claim Process](#)

## National News

- [House of Commons Motion for Poverty Plan](#)
- [Canada Reports on the Convention on the Rights of the Child](#)
- [Mental Health Framework for Canada Released](#)
- [Families and Poverty: Senate Report Calls for Action](#)
- [Angel Volunteers Deliver \\$250,000 in Supplies to Canadian Shelters](#)

## Research

- [Balancing Playtime](#)
- [Hungercount 2009 Shows Increased Food Bank Usage](#)
- [FASD Consensus Statement](#)
- [Raising the Roof Report: Strategy for Long-Term Solutions to Youth Homelessness](#)
- [Report Suggests Charities are Too Reliant on Large Donations](#)
- [Survey of Alberta Non-Profits Shows Revenues Continue to Decline](#)
- [Boomers Increasingly Make Impulse Donations](#)
- [Seeing is Believing? Media Messages and Baby Sleep Positions](#)
- [Read a New Report Examining Non-Profit Governance Legislation](#)
- [Participate in a National Survey of Non-Profit Websites](#)
- [Children's Mental Health As Area for Concern](#)

## Resources

- [BOOK: Nonprofit Guide To Going Green](#)
- [BOOK: Nonprofit Executive Compensation: Planning, Performance, and Pay](#)
- [BOOK: Trouble at the Top: The Nonprofit Board's Guide to Managing an Imperfect Chief Executive](#)

- [2010 Compensation Planning Outlook](#)
- [Online Child Care Provider Resource Available](#)
- [New Multilingual Webpages on HeretoHelp](#)
- [VIDEO: Caring for People with Dementia](#)
- [US Guide Explores Mental Health Courts](#)
- [Top 5 Reports About Canadian Charities and Non-Profits](#)

## Training

- [Leadership Development](#)
- [Bridging the Generation Divide](#)
- [Annual Aboriginal Mental Health Conference](#)
- [FASD - Gateway Mentoring Program](#)

## Volunteerism

- [Give A Day. Get A Disney Day.](#)
- [Major Salary Survey Results for Volunteer Managers](#)
- [Police Information Checks](#)

~~~~~

## Awards

~~~~~



*Celebrating the achievements and generosity of Kelowna citizens.*

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

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

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

For more information on the Civic & Community Awards, call 250.469.8967 or email [agilbert@kelowna.ca](mailto:agilbert@kelowna.ca).

## **CATEGORY CRITERIA**

### **MALE ATHLETE OF THE YEAR**

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

### **FEMALE ATHLETE OF THE YEAR**

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

### **AUGIE CIANCONE MEMORIAL AWARD**

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

### **BOB GIORDANO MEMORIAL AWARD**

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

### **BRYAN COULING MEMORIAL ATHLETIC TEAM OF THE YEAR AWARD**

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

### **CENTRAL OKANAGAN FOUNDATION VOLUNTEER ORGANIZATION OF THE YEAR AWARD**

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

### **TEEN HONOUR IN THE ARTS AWARDS**

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

### **HONOUR IN THE ARTS AWARD**

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

### **WOMAN OF THE YEAR – SARAH DONALDA TREADGOLD MEMORIAL AWARD**

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

### **MAN OF THE YEAR – FRED MACKLIN MEMORIAL AWARD**

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

**YOUNG FEMALE AND YOUNG MALE CITIZEN OF THE YEAR AWARDS**

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



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



~~~~~  
[KCR Database](#)  
~~~~~

**FIRE DEPARTMENT OFFERS FREE CHILD CAR SEAT INSPECTION**

The Kelowna Fire Department offers free inspections of pre-installed child care seats on Saturday afternoons from 1 -3 pm at Fire Station 1, 2255 Enterprise Way. No appointment is necessary.

The West Kelowna Fire Department also provides free child car seat inspections on weekdays by appointment. To book a car seat inspection in West Kelowna, please call 250.769.1640 ext.6.

Frontline First Aid can also do free inspections. Please call 250.470.0205 to book an appointment.

For additional information, please visit KCR's database by clicking:



[.../back to top](#)

## BETTER MEALS

Better Meals provides seniors, shut-ins, those with disabilities, or those who hate to cook with well-prepared meals and home delivery. Food is prepared and packed by chefs and food handlers who ensure that the best product is delivered to customers.

For additional information, please visit KCR's database by clicking:



[.../back to top](#)

## SNOW BUDDIES - NEIGHBOURS HELPING NEIGHBOURS

There are many people in our community who due to age, disability, or other reason cannot clear the snow from their sidewalk or walkway. There are also many people in our community who would volunteer to help, if they only knew who needed assistance. Snow Buddies has been created to match people in need with caring neighbours. Together we can make our city a little safer for all to venture out of our homes in the winter.

Those needing help please provide the following:

- Name
- Street Address
- Area of City (e.g. Rutland)
- Phone number
- Approximate length of sidewalk and walkway you need cleared of snow

For more information, please visit KCR's database by clicking:



[.../back to top](#)

~~~~~

## Facts and Trends

~~~~~

## HIGHER EARNING CANADIANS LIVE LONGER

A new study from Statistics Canada shows that the highest-earning Canadians can expect to live about 10 years longer than the poorest. According to a Canwest News Service article, men at age 25 who are in the top income group can expect to live 11.4 more years of full health than those in the bottom income group. The gap for women is 9.7 years. The study uses a quality of life rating determined by eight health attributes including thinking and memory, emotion, mobility and pain. The Canwest article also cites studies showing that income has twice the impact of all cancers combined on the years of healthy living Canadians can expect.

"The difference has to do with assessing quality of life as well as length of life," says Kim McGrail, an assistant professor at the Centre for Health Services and Policy Research at the University of B.C. "So

it's one thing to say that there's a seven-year difference in life expectancy from the highest income decile to the lowest, but on top of that, if you take into account that people might be in poor health, they might have lower quality of life on a day-to-day basis, that gap gets even bigger."

To read more, please visit: <http://www.Kelowna.com>

For Jean Swanson's commentary, visit: ["Why won't governments reduce poverty when they know it kills people?"](#)

For The Stats Canada study, please visit: [Income disparities in health-adjusted life expectancy for Canadian adults](#)

--SOURCE: First Call Weekly Announcements

[.../back to top](#)

## **CANADIANS REMAIN SKEPTICAL ABOUT CHARITY FRAUD**

This holiday season, 66% of Canadians plan to make a donation to charity, but the majority, 51%, are concerned about becoming victim to a fraudster representing a false charity. The survey found that 18% of Canadians have been a victim, or know someone who has been a victim, of charity fraud. The good news is that 96% of Canadians do not give in to high pressure tactics and do not give their financial information to solicitors. In 2007-2008, the Canadian Anti-Fraud Call Centre (PhoneBusters) reported that more than \$328,000 in charitable contributions went into the pockets of fraudsters rather than going to charities in need.

--SOURCE: CharityVillage, December 7, 2009 (Angus Reid Public Opinion)

[.../back to top](#)

## **US ORGANIZATIONS SAW SLOW INCREASES IN EMAIL LISTS THIS YEAR**

According to a new US survey, opt-in email lists continued to grow for two-thirds of all email marketers this year, including 11% who describe their list as "growing quickly." Conversely, 56% saw their list grow slowly, and for 30% it remained virtually unchanged. Only 3% indicated that their email list saw losses in their subscription numbers. This is, perhaps surprising news considering the complaints email users have expressed about the volume of email they receive.

--SOURCE: CharityVillage, December 14, 2009 (Marketing Sherpa)

[.../back to top](#)

## **US NON-PROFITS STRUGGLING BUT STILL OPTIMISTIC**

Another US survey indicates non-profits struggled even more this year than last to raise funds. Compared to the first nine months of 2008, things were mostly worse in the first nine months of 2009,

with 51% of organizations that accept contributions reporting that those contributions had decreased. The major factor cited for a decline in contributions were fewer individuals giving (69%) and smaller gifts (59%). Furthermore, 62% had experienced an increase in demand for their organization's services in 2009, and 36% saw decreased grant funding. Despite the tough year, most organizations were hopeful about 2010. Some 36% planned budget increases, and 29% expected to be able to maintain their current level of expenditures.

--SOURCE: CharityVillage, December 14, 2009 (GuideStar)

[.../back to top](#)

## NON-PROFIT SECTOR - VOLUNTEERING AND FUNDING

Fast Facts on Economic Contribution of Charities and Non-profits:

- The non-profit sector contributes 6.8% of the GDP or \$86.9 billion (greater than the retail industry, and close to mining, oil and gas).
- The non-profit sector accounts for 2,073,032 full time equivalent workforce jobs or 12.1% of economically active population (equal to the entire Canadian manufacturing industry).
- Volunteers contributed 2.1 billion hours in 2007. This adds up to 1.1 million FT jobs, which at an averaged wage rate of \$16/hour, equals \$33.6 billion.
- Sources of Funding (data from 2003 National Survey of Nonprofit and Voluntary Organizations).
- 49% of total revenues come from government (all levels).
- 35% from earned income
- 12% from donations, \$12.8 billion (Individuals 8%, Foundations 1%, Corporate Gifts 3%).

For additional information, please visit: <http://nonprofitscan.imaginecanada.ca/statistics>

-- SOURCE: Imagine Canada

[.../back to top](#)

~~~~~

## Funding

~~~~~

### VANCOUVER FOUNDATION ANNOUNCES NEXT YEAR'S GRANTING CYCLE

The Vancouver Foundation announced the details of its 2010 granting program. The foundation will have two granting cycles next year.

The first - for grant applications for arts and culture, education, and children, youth and families - will be in the spring. A second cycle of granting - for applications to all other fields of interest - will take place in the fall. The first **deadline is February 10, 2010**. Registered charities in BC are invited to submit a letter of intent for the appropriate field of interest by that date.



Grants for the area of health and medical education/research, which were on hold in 2009 in order for the foundation to undertake a full program review, will be part of the 2010 fall granting cycle. Other grant areas, such as disability support for employment, will offer grants in both the spring and fall cycle.

For more information, visit: [www.vancouverfoundation.ca](http://www.vancouverfoundation.ca).

--SOURCE: Volunteer BC, Connector Newsletter, September 2009

[.../back to top](#)

## ARTS, CULTURE & HERITAGE GRANTS - CITY OF KELOWNA

The deadline for applications for the City of Kelowna Arts, Culture & Heritage Grants is fast approaching. **Grant applications must be submitted no later than 3:00 pm on January 29, 2010.** An information session will be held on January 7, 2010 at 7:00 pm at the Rotary Centre for the Arts in the Scotiabank Room (2<sup>nd</sup> floor). To register for the information session, please contact Cheryl Miller, Grants Manager at [cheryl@centralokanaganfoundation.org](mailto:cheryl@centralokanaganfoundation.org), or call 250.861.6160.

The Community Festivals, Events and Projects Grant is a new grant this year and is open to any non-profit organization that is producing an arts, culture or heritage based event. Grant money is available on a 50/50 matching basis.

In addition, Community Public Art Grant Applications are still available. For more information on the grants or to download an application package, visit: <http://www.kelowna.ca/culture>.

--SOURCE: Stephanie Moore, Community Recreation Coordinator, City of Kelowna

[.../back to top](#)

## ANNUAL VIOLENCE PREVENTION GRANTS 2010 - REQUEST FOR PROPOSALS

The Canadian Women's Foundation is now accepting proposals for the annual Violence Prevention Grants for 2010.

CVF is Canada's only national public foundation dedicated to improving the lives of women and girls. They fund women's organizations across Canada that are using the most effective approaches to ending violence against women, moving women out of poverty, and building strong, resilient girls and give particular priority to funding work with women, children and girls who face multiple challenges.

The goals of the Annual Violence Prevention Grants are:

- 1) To prevent violence against women and girls through work involving girls or teens - such as healthy relationship programs, leadership development or outreach
- 2) To support women's organizations and programs in Canada that help women and children rebuild their lives after the crisis of experiencing violence - such as education for women with disabilities, second stage housing, or loan funds.

Under this initiative, CVF expects to select approximately 50 grants up to a maximum of \$25,000 each. If your organization and work fits the selection criteria, you may apply for additional funding of

up to \$3,000 to assist with access costs. The proposal guidelines are now available online at [www.canadianwomen.org](http://www.canadianwomen.org). Click on 'Apply for a Grant', then 'How to Apply' to download the proposal questions and the accompanying guidelines.

For additional information, contact Fawzia Ratanshi, Violence Prevention Programs Manager at [fratanshi@canadianwomen.org](mailto:fratanshi@canadianwomen.org), or 1.416.365.1444, or toll free at 1.866.293.4483 ext.228.

--SOURCE: *Fawzia Ratanshi, Canadian Women*

[.../back to top](#)

## FREQUENTLY ASKED QUESTIONS ABOUT FUNDRAISING ETHICS

AFP has prepared an FAQ for ethical behavior in fundraising (revised February 2009). The document is available as a PDF download on the following topics:

1. What's New
2. Percentage Compensation
3. Incentive Compensation
4. Finder's Fees
5. Conflict of Interest
6. Donor Information
7. Donor Recognition
8. Use of Funds
9. AFP Code of Enforcement Process

--SOURCE: [Association of Fundraising Professionals FAQ's](#)

[.../back to top](#)

---

## Local News

---

## VOLUNTEER RECRUITMENT WEEK OPEN HOUSE

With the help of volunteers, the Y's programs and services touch thousands of lives every year. Countless volunteer opportunities exist. Make a difference; get involved today both at the Kelowna Family Y and the H<sub>2</sub>O Adventure and Fitness Centre.

Date: Monday, January 11  
Times: 6:30 - 8 pm  
Location: H<sub>2</sub>O Adventure and Fitness Centre

Date: Wednesday, January 13  
Times: 6:30 - 8 pm  
Location: Kelowna Family Y

For additional information, please call 250.764.9621 ext.307.

--SOURCE: *Danielle Miranda, Kelowna Family Y*

[.../back to top](#)

## UBCO DISTINGUISHED SPEAKER SERIES

UBC Okanagan's Distinguished Speaker Series, presented by the Irving K. Barber School of Arts and Sciences, brings to the Okanagan compelling speakers with unique perspectives on issues that affect our region, our country and our world. The theme of this series is *A Civil and Sustainable Society*.

KEVIN SITES - *In the Hot Zone - One Man, One Year, 20 Wars*

Date: Thursday, January 14, 2010

time: 7 pm

Location: Kelowna Community Theatre

ROBERT SANDFORD - *Water for Life*

Date: Monday, March 22, 2010

Time: 7 pm

Location: Penticton Cleland Theatre

DAVID DODGE - *Emerging from the Recession: The Road Ahead*

Date: Tuesday, May 4

Time: 7 pm

Location: Kelowna Community Theatre

For additional info, please visit: <http://web.ubc.ca/okanagan/publicaffairs/speakers.html>

--SOURCE: UBC Okanagan

[.../back to top](#)

## CREATIVE WAYS TO GIVE DURING THE HOLIDAYS

- Give baking and treats to charities, but please try to keep it nut free and include a list of ingredients!
- Knit or sew needed items like hats, mitts, scarves, blankets, PJ's, etc.
- Sponsoring a hamper for a child, woman or family by contributing one item each instead of doing a gift exchange in your family, club or workplace, you can make Christmas special for someone in need
- Collect charity wish list items like toiletries, socks, art/craft supplies, food items, towels, blankets, and deliver in advance so they can plan on how to distribute to their clients
- By arranging with the charity ahead of time, you can donate breakfast or Christmas supper for a shelter by providing the ingredients for residents to make a special meal or deliver one of your wonderful home cooked meals itself
- You can provide a fun pizza and movie night or something like swimming, mini-golf, or bowling for residents of shelters or support group members by donating gift cards or passes for these events
- Make Christmas stockings or toiletry kits for adult or child residents of shelters
- Donate items for the kids to make a gingerbread house or decorate cookies
- Donate kitchen utensils, small appliances and dishes that may be needed by shelters or clients
- By donating gift wrapping supplies, you make it easy for charities to match the donations of unwrapped gifts to each client in need
- Ask about Christmas Caroling as some charities welcome friendly visitors or may even have a caroling event you can join in
- Ask about donating time for leaf raking, gift wrapping or other chores as many charities have need of teams of volunteers to pitch in for a day

- Donate novels, magazines, CD's, movies, blank journals, batteries, cleaning supplies, light bulbs and other household items that may be needed.

Do you have any suggestions that are not on this list that you would like to share? Please let us know!

--SOURCE: Avril Tory Paice, Kelowna Women's Shelter

[.../back to top](#)

## **UNDERSTANDING LIFE ON THE AUTISM SPECTRUM**

There is a new support group for families who have recently had a loved one diagnosed along the autism spectrum. You either know or can imagine how overwhelming finding this out can be on parents and other family members. This session will provide an amazing amount of info for families and is much needed for the Kelowna area.

The topics that will be discussed are:

1. Anatomy and function of the brain
2. Characteristics of the diagnosis
3. Processing, learning and communicating
4. Emotional health
5. What to do next- planning the future

Gain a detailed understanding of the Autism Spectrum (Autism, Rett's, Aspergers, and PDD NOS) presented by a Nurse Educator. Find answers to your questions, and connect with other families in similar situations. The information session will be followed by parent questions and discussion.

Third Thursday of every month (next meeting is January 21, 6:30 – 8:30 pm) \$10/family; child care \$10/family.

For additional information, please contact Heather Henderson, Program Director at [hhenderson@arionfarm.org](mailto:hhenderson@arionfarm.org), or Joanne Poole, Nurse Educator at [joannepoole@shaw.ca](mailto:joannepoole@shaw.ca).

--SOURCE: Families In Touch

[.../back to top](#)

## **LEGAL SERVICES SOCIETY: LOCAL AGENTS IN KELOWNA**

This is an update about the changes happening at the Legal Services Society (LSS). Keeping community agencies accurately informed is extremely important to us, so we intend to keep you up to date about what's going on at LSS to ensure you know where to send clients and who to contact in your local area.

At the end of March, the Legal Services Society will replace regional centres in five communities — Victoria, Surrey, Prince George, Kelowna, and Kamloops — with local agents. For clients formerly served by the Surrey Regional Centre, the change means they will be able to apply closer to home as LSS plans to have local agents in New Westminister, North Surrey, and the Cloverdale/Langley regions. Local agents are lawyers who provide legal aid services, including taking applications for legal aid, and

providing legal information and advice. Twenty-two communities around the province are already served by local agents, a proven and effective way to deliver legal aid services since 2002.

We expect to complete the selection process in February 2010 and will advise community agencies soon thereafter. Please go to [www.lss.bc.ca](http://www.lss.bc.ca) and click *Local Agent Opportunities* for all the details.

In addition to handling applications for representation, the local agent schedules duty counsel and provides public legal education and information (PLEI) services. Among other things, they will maintain and distribute a current supply of LSS and other PLEI materials. They will refer people to other agencies for help where appropriate and will assist people in using web and print resources. LSS will assist the local agent to develop a strategic plan for community outreach and the delivery of PLEI.

To help spread the word about these new locations, LSS will advertise in the community and distribute a new brochure highlighting locations and services.

DID YOU KNOW? Almost 30% of all applications are taken by local agents in 22 locations around BC.

--SOURCE: *Legal Services Society*

[.../back to top](#)

## **CENTRALIZED INTAKE - MENTAL HEALTH AND ADDICTIONS**

Mental Health and Addictions Services in the Central Okanagan have centralized all intake services effective October 13th, 2009. This means that all Mental Health and Addictions intake services are now provided at the Kelowna Mental Health Centre, 2nd Floor, 1340 Ellis Street. Intake (also known as drop in) is no longer occurring at Kelowna Alcohol and Drug Services on Groves Avenue.

WHY IS THIS NEW MODEL BEING IMPLEMENTED?

The new centralized intake will improve access to mental health and addictions services and facilitate a more integrated approach to client care.

HOW DO CLIENTS ACCESS THE NEW CENTRALIZED INTAKE SERVICE?

New clients wishing to access mental health and/or addictions services should be directed to the centralized intake service.

IN PERSON: Intake can be accessed by dropping in at the Kelowna Mental Health Centre, 2nd Floor, 1340 Ellis Street, Monday to Friday between the hours of 9 am and 3:30 pm.

BY PHONE: Clients can also call 250.868.7788 to inquire about intake and mental health and addictions services.

WHAT IS THE REFERRAL PROCESS? WHERE DO REFERRAL AGENTS SEND DOCUMENTATION?

Our new intake program accepts self referrals as well as referrals from community agencies and the medical community. Documentation for referrals to Mental Health and/or Addictions Services can be sent by fax to 250.979.7663.

WHAT CAN CLIENTS EXPECT WHEN THEY ACCESS THE CENTRALIZED INTAKE?

Clients who attend intake in person will be served on a first come first served basis. The intake interview will be conducted in a one to one setting with an intake worker. The intake interview will take approximately 30 minutes.

WHERE DO I CALL FOR MORE INFORMATION?

For more information on the new Mental Health and Addictions centralized intake please call 250.868.7788

-- SOURCE: *The Buzz, November/December 2009; Issue 18*

---

## Provincial News

---

### **NEW: WITHINSIGHT NEWSLETTER**

WithinSight is a mental health and substance use resource for multicultural communities and features BC resources about mental health, well-being, alcohol use and other drug use that are designed for multicultural and multilingual communities.

In addition to keeping you up to date on new resources through our popular BC website HeretoHelp, we will feature other resources we like that can help you access resources in many languages. We will also profile resources we like that promote mental health and substance use dialogue among all British Columbians. Our goal is to bring these useful resources "within sight" of the service providers and communities that could be helped by them.

WithinSight is published by the BC Partners for Mental Health and Addictions Information and is delivered to your inbox every two months. It's funded by BC Mental Health and Addiction Services, an agency of the Provincial Health Services Authority.

WithinSight is produced by the BC Partners for Mental Health and Addictions Information, a group of provincial mental health and addictions agencies - AnxietyBC, BC Schizophrenia Society, Canadian Mental Health Association's BC Division, Centre for Addiction Research of BC at UVic, FORCE Society for Kids' Mental Health, Jessie's Hope Society, and Mood Disorders Association of BC.

Since 2003, we've been combining our efforts to help individuals and families better manage mental health and substance use problems. BC Partners work is funded by BC Mental Health and Addiction Services.

For more information, please visit [www.heretohelp.bc.ca](http://www.heretohelp.bc.ca).

--SOURCE: *WithinSight eNews*

### **SURVEY TO ASSESS NEED FOR PSYCHOSOCIAL REHABILITATION PROGRAM**

Douglas College is conducting a survey to determine if there is support for a psychosocial rehabilitation (PSR) training program. The program would lead to certification as a Certified Psychiatric Rehabilitation Practitioner (CPRP), which would create a workforce with the skills and knowledge to implement PSR. If Douglas College determines there is support for this program, they would likely start offering it in 2011. Douglas College is looking for people in mental health agencies to complete a brief feasibility assessment on these proposed training programs.

The assessment is available at [www.surveymonkey.com](http://www.surveymonkey.com)

--SOURCE: *CMHA BC Division Newsletter, November 2009*

## **NEW BOOKLET- YOUR GUIDE TO THE REFUGEE CLAIM PROCESS**

This publication explains the process of seeking refugee protection in Canada. It has straightforward information about how to start a claim in BC, the overall process (including a new flow chart), how to fill out the forms for each stage, and where to get legal and other help. This booklet combines and replaces the Refugee Fact Sheet Series.

To read this publication online from the LSS website, click [here](#) for a link to our publications page.

To order this publication from Crown Publications, click [here](#) for a link to the order screen. Please note that it is now available in simplified Chinese.

If you have any questions about this publication, or if you wish to order multiple copies but do not yet have an account set up for ordering publications through Crown Publications, please e-mail [distribution@lss.bc.ca](mailto:distribution@lss.bc.ca) and we will get back to you.

--SOURCE: Legal Services Society

~~~~~

## **National News**

~~~~~

## **HOUSE OF COMMONS MOTION FOR POVERTY PLAN**

The following motion was passed in the House of Commons last week:

*That, with November 24th, 2009 marking the 20th anniversary of the 1989 unanimous resolution of this House to eliminate poverty among Canadian children by the year 2000, and not having achieved that goal, be it resolved that the Government of Canada, taking into consideration the Committee's work in this regard, and respecting provincial and territorial jurisdiction, develop an immediate plan to eliminate poverty in Canada for all.*

Below is a message from the [Dignity for All campaign](#):

With the passage of this motion, Parliament has committed to a federal plan for the elimination of poverty. This is a major step towards accomplishing the first goal of Dignity for All: The Campaign for a Poverty-free Canada, a comprehensive and integrated federal poverty elimination plan with measures to address critical issues such as income security, employment insurance, early childhood development, education and training, and social supports.

The challenge now is for parliamentarians and civil society – including those with the lived experience of poverty – to work together even more closely to determine the substance and timely delivery, as well as the accountability mechanisms of the plan. We must also root the entire effort within a framework of Canada's commitment to economic and social rights (food, housing, adequate standard of living etc.) as enshrined within international human rights law.

This welcome motion came about thanks to the leading efforts of Laurel Rothman and her team at Campaign 2000, working with members of the HUMA Committee and other civil society groups. Kudos to Campaign 2000 and to the HUMA Committee for this result!

--SOURCE: First Call Weekly Announcements

[.../back to top](#)

## **CANADA REPORTS ON THE CONVENTION ON THE RIGHTS OF THE CHILD**

On November 20, the 20<sup>th</sup> anniversary of the UN Convention on the Rights of the Child, Canada submitted the third and fourth reports to the UN covering the period January 1998 – December 2007. This report is a tool for monitoring Canada's implementation of the Convention, and it includes BC's report on the measures adopted by this province. We will be circulating analysis of the report at a later date, and would appreciate any comments that you would like to share.

To download a PDF copy of the report, please visit: [Canada Reports on the Convention on the Rights of the Child](#)

--SOURCE: First Call Weekly Announcements

[.../back to top](#)

## **MENTAL HEALTH FRAMEWORK FOR CANADA RELEASED**

In a first step toward changing Canada's status as the only G8 country without a mental health strategy, the Mental Health Commission of Canada (MHCC) released the framework for Canada's national strategy. The document *Toward Recovery and Well-Being* introduces Canadians to the commission's vision for change and the actions needed to address the mental health needs of Canadians. The framework offers seven goals to create a transformed mental health system.

For more information, and to view the full report, visit: [www.mentalhealthcommission.ca](http://www.mentalhealthcommission.ca). (PDF)

--SOURCE: CharityVillage, December 7, 2009

[.../back to top](#)

## **FAMILIES AND POVERTY: SENATE REPORT CALLS FOR ACTION**

One in ten Canadians lives in poverty, and the cycle of poverty must be broken "once and for all" according to a report tabled in the Senate last week. The report, [In from the Margins: A Call to Action on Poverty, Housing and Homelessness](#) (PDF), calls on government to overhaul social programs that it says are "substantially broken" in order to eradicate poverty.

Among the 74 recommendations in the report:

- Work with the provinces to create a national early learning strategy.
- Develop a federal housing strategy.
- Increase the National Child Benefit to \$5,000 by 2012.
- Require all agencies receiving federal health dollars to address the underlying causes of illness and disease: poverty, unemployment, substandard housing and poor nutrition.
- Ensure that income supports for people on welfare meets the poverty level.
- Develop a national income support program for the disabled.



- Boost the Working Income Tax Benefit so those in low-wage jobs can escape poverty.
- Special measures for urban aboriginal people, immigrants and seniors.

"You can effectively eradicate poverty. It just takes solid public policy initiatives," said Senator Hugh Segal, chair of the Senate subcommittee on cities, which authored the report. The federal government has 150 days to respond to the report's recommendations.

--SOURCE: *HealthyFamilies, Images of Infant Sleep, Senate Report on Poverty, December 14, 2009*

[.../back to top](#)

## **ANGEL VOLUNTEERS DELIVER \$250,000 IN SUPPLIES TO CANADIAN SHELTERS**

Last week, teams of Angels in the Night volunteers personally delivered \$250,000 worth of newly-purchased clothing and supplies to 65 residential shelters in 12 Canadian cities. This event marks a year's worth of fundraising by mortgage brokers at Invis. Since the program was established in 2002, Angels in the Night volunteers have raised more than \$1.5 million in support of The Salvation Army. Each year, volunteers work directly with registered shelters to identify the supplies they need the most, and then partner with national wholesale suppliers to get the best possible value for their dollars.

For more information, visit: [www.angelsinthenight.ca](http://www.angelsinthenight.ca)

--SOURCE: *CharityVillage, December 14, 2009*

[.../back to top](#)

~~~~~

## **Research**

~~~~~

### **BALANCING PLAYTIME**

What is the right balance between structured and unstructured playtime for children and adolescents? Increasing numbers of parents are grappling with this dilemma on parenting blogs, in news articles, and in their homes. In 2007, as part of [The Experience of Parenting Study](#), we asked parents in BC whether they felt their children were overcommitted to structured activities. While 59% felt satisfied with the amount of time their children spent in structured activities, a significant proportion (31%) felt their children were not spending enough time engaged in structured activities.

While research indicates that organized activities improve socialization and general wellbeing, free play supports a multitude of learning and social opportunities. Free play allows children to learn about themselves, their environment and their place in the world, and promotes self-motivation and self-reliance in children.

Recently, Canada's Vanier Institute of the Family explored this issue in ["Caution! Kids at Play? Unstructured Time Use Among Children and Adolescents"](#). As the report notes, Canada's increasing urbanization has limited children's contact with nature, and their opportunities for free play. Children's

access to structured activities, meanwhile, depends on their economic and social circumstances. The report calls for communities, governments and families to provide broader access to both natural and urban environments for play and recreation.

--SOURCE: *HealthyFamilies, Focus on Fathering, Balancing Playtime*

[.../back to top](#)

## **HUNGERCOUNT 2009 SHOWS INCREASED FOOD BANK USAGE**

Hungercount 2009 examines food bank usage for the month of March of this year. Almost 800,000 Canadians were assisted by a food bank in that month, up 18% from March 2008. 37% of those assisted were children.

In BC, 89,886 individuals were assisted in March 2009, up 15% from the previous year. 31% of those served were children. 12% of these individuals reported employment income, and 6% received employment insurance. 44% received social assistance, and 19% received disability-related income supports.

To read the report, please visit: <http://www.cafb-acba.ca/documents/HungerCount2009NOV16.pdf>

--SOURCE: *First Call Weekly Announcements*

[.../back to top](#)

## **FASD CONSENSUS STATEMENT**

This consensus statement from the Institute of Health Economics (Alberta) is intended as a guide to policy and decision makers in order to provide effective prevention programs, treatment, and supports for people affected by FASD. A jury of health professionals, academics, and public representatives determined answers to the following questions:

1. What is Fetal Alcohol Spectrum Disorder (FASD) and how is it diagnosed?
2. Do we know the prevalence and incidence of FASD in different populations, and can the reporting be improved?
3. What are the consequences of FASD for individuals, their families and society?
4. How can FASD be prevented?
5. What policy options could more effectively support individuals with FASD and their families across the lifespan?
6. What further research into FASD is needed?

To read the consensus statement and recommendations, please visit: [Institute of Health Economics Consensus Statements, Volume 4 – October 7 - 9, 2009](#).

--SOURCE: *First Call Weekly Announcements*

[.../back to top](#)

## **RAISING THE ROOF REPORT: STRATEGY FOR LONG-TERM SOLUTIONS TO YOUTH HOMELESSNESS**

The public release of Raising the Roof's research/strategy report, *Youth Homelessness in Canada: The Road to Solutions* drew national media attention to youth homelessness, the "unacknowledged national crisis", at a high-profile media event held at Dundas Square in Toronto on November 19<sup>th</sup>. The

report's findings – Canada is lagging behind Australia, the United States and Great Britain in solving youth homelessness as well as its nine recommendations for eliminating youth homelessness – were highlighted in newspapers, radio and television news programs across the country.

Based on interviews with some 700 street youth in Calgary, Toronto and St. John's, the report took over three years of research and consultation to complete. The report identifies three essential service categories for Canada's 65,000 homeless youth: prevention, emergency response, and transitions from homelessness.

*Youth Homelessness in Canada: The Road to Solutions* outlines the following key recommendations on what must be done to give street-involved youth the stability, opportunity and support they need to transition out of street life:

1. EXISTING FUNDING: secure, long-term and flexible funding to enable successful programs for street-involved youth to continue to develop and grow;
2. ACCESS TO SERVICES: 'one-stop' barrier-free access to services for street-involved youth within their home community;
3. EDUCATION: more educational opportunities/grant programs for street-involved youth and increased programs that target early school leavers;
4. EMPLOYMENT: increased job training and employment opportunities for street-involved youth, in particular graduates of agency programs;
5. HOUSING: a national housing strategy that includes a continuum of housing specifically for street-involved youth, e.g., youth shelters, transitional housing, co-op housing, safe and affordable housing, as well as supportive housing for youth leaving child protection, foster care and group homes;
6. MENTORSHIP: increased mentorship support aimed at street-involved youth to build self-esteem and develop life skills;
7. GOVERNMENT LEADERSHIP: leadership and collaboration among federal, provincial, territorial and municipal governments in developing a Canada-wide plan to address youth homelessness;
8. PRIVATE SECTOR ENGAGEMENT: development of a supportive framework to encourage the private sector to participate in creative solutions to youth homelessness e.g., skills training, employment opportunities, development of supportive work environment;
9. GOVERNMENT POLICY: development of distinct policies around youth homelessness to address the unique needs of this population.

To read the report, please visit: [http://www.raisingtheroof.org/RoadtoSolutions\\_fullrept\\_english.pdf](http://www.raisingtheroof.org/RoadtoSolutions_fullrept_english.pdf)

--SOURCE: *Housing Again Bulletin*, Number 127, December 2009

[.../back to top](#)

## **REPORT SUGGESTS CHARITIES ARE TOO RELIANT ON LARGE DONATIONS**

A marked change in the pattern of charitable giving over the past 20 years points to the need for reform of Ottawa's policy tools, according to a study released today by the C.D. Howe Institute. In *Lending a Hand: How Federal Tax Policy Could Help Get More Cash to More Charities*, A. Abigail Payne notes the share of tax filers reporting cash donations has fallen, and the sector's reliance on large donations by wealthy donors has risen. This potentially stacks the deck against charities that rely on

small cash donations and leaves large charities vulnerable to major swings in giving. The study suggests reforms in federal tax policy to redress this balance and encourage greater cash donations.

For more information, and to view the full report, visit: [www.cdhowe.org](http://www.cdhowe.org). (PDF)

--SOURCE: CharityVillage, December 7, 2009

[.../back to top](#)

## **SURVEY OF ALBERTA NON-PROFITS SHOWS REVENUES CONTINUE TO DECLINE**

The Calgary Chamber of Voluntary Organizations (CCVO) released the results of its October survey, which asked Alberta's nonprofits and charities about the impact of the economic climate on their organizations. The resulting report, *Stretched to the Limit*, shows that revenues continued to decline in all categories since the last survey taken in February. To cope with this decline, nonprofits and charities have looked for new funding sources and identified efficiencies that do not negatively impact programs. They have also modified staffing costs by laying off employees, cutting hours, implementing hiring and salary freezes, and restructuring job duties and responsibilities. While there have been considerable pressures on the sector to date, the gravest concern is anticipation of further funding losses in 2010.

For more information, and to download the report, visit: [www.calgarycvo.org](http://www.calgarycvo.org). (PDF)

--SOURCE: CharityVillage, December 7, 2009

[.../back to top](#)

## **BOOMERS INCREASINGLY MAKE IMPULSE DONATIONS**

Canadian boomers are generous with donations, but fail to properly budget for their charitable contributions. A new survey found that 44% of boomers make impulse donations without a plan or budget, while only 1% make their donations based on a budget and with the help of a financial advisor. The survey found that boomers are more likely to give donations during their lifetime, so they can see the impact made, than to bequeath their donations. Only 20% of boomers are planning on leaving money to charity as part of their estate.

--SOURCE: CharityVillage, December 7, 2009 (BMO Retirement Institute)

[.../back to top](#)

## **SEEING IS BELIEVING? MEDIA MESSAGES AND BABY SLEEP POSITIONS**

Fifteen years after paediatricians began recommending that babies be put to sleep on their backs, more than one third of pictures of sleeping babies in parenting magazines show them in inappropriate sleep positions, according to a recent study published in the journal *Pediatrics*. Dr Rachel Moon, one of the study's authors cautions, "The most important thing for moms to realize is that what they see in magazines may not be what's best for their baby in real life."

The study's findings are of concern to health professionals, as it's known that exposure to media images and messages plays a large role in affecting individual behaviour. And magazine and advertising images may often be the predominant form of information new parents receive. Doctors and community workers can combat misperceptions by reinforcing information about proper sleep positions for infants.

To reduce the risk of Sudden Infant Death Syndrome (SIDS), the Canadian Paediatric Society recommends:

- Placing babies on their backs when sleeping
- That babies should sleep on a separate surface from parents
- Removing blankets, pillows, or other soft bedding from an infant's sleep area
- Avoiding placing infants on their side or stomach to sleep

The study, titled "[Infant Sleep Environments Depicted in Magazines Targeted to Women of Childbearing Age](#)", appears in the September issue of Pediatrics. It reviewed 28 magazines read by women 20-40 years old with a readership of over 5 million. See more tips on [Safe Sleep for Babies](#) from the Canadian Paediatric Society.

--SOURCE: *HealthyFamilies, Images of Infant Sleep, Senate Report on Poverty, December 14, 2009*

[.../back to top](#)

## **READ A NEW REPORT EXAMINING NON-PROFIT GOVERNANCE LEGISLATION**

The second *Ontario/Quebec Comparative Policy Community Research Report* by Peter Elson of Mount Royal University in collaboration with the Ontario Nonprofit Network is now available. Entitled, *Renovating the House that Law Built*, it analyzes proposed changes to nonprofit governance legislation in the two provinces. An additional feature of the report is a profile of registered charitable status and social enterprise activities in Canada.

For more information, and to view the full report, visit: [sec.oise.utoronto.ca](http://sec.oise.utoronto.ca).

--SOURCE: *CharityVillage, December 14, 2009*

[.../back to top](#)

## **PARTICIPATE IN A NATIONAL SURVEY OF NON-PROFIT WEBSITES**

Open Web Group is conducting a Canada-wide survey of nonprofit websites. Share your feedback about your own web presence, successes and frustrations. You'll receive a copy of the survey results as well as feedback about how your organization compares with overall results.

For more information, visit: [www.openwebgroup.ca/survey/](http://www.openwebgroup.ca/survey/)

--SOURCE: *CharityVillage, December 14, 2009*

[.../back to top](#)

## **CHILDREN'S MENTAL HEALTH AS AREA FOR CONCERN**

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

To read the report, see "The Chief Public Health Officer's Report on the State of Public Health in Canada 2009: Growing up well - priorities for a healthy future" at <http://www.cmha.bc.ca/node/436#C1>.

--SOURCE: CMHA BC Division Newsletter, November 2009

[../back to top](#)

---

## **Resources**

---

### **BOOK: NONPROFIT GUIDE TO GOING GREEN**

Timely and clearly written, with contributions from experts around the globe, [Nonprofit Guide To Going Green](#) offers practical advice on how non-profits of any size can green their own organization, even on a limited budget.

Here's an excerpt:

"What is Green Fundraising, and Why Do it?"

Green Fundraising is the concept that even the fundraising activities of the charitable sector should incorporate techniques, which reduce carbon footprint, are friendlier to the environment, and promote sustainability. But is this really needed?"

To answer this question, check out this book. It is available on Amazon.ca.

--SOURCE: GreenNonprofits Global News

[../back to top](#)

### **BOOK: NONPROFIT EXECUTIVE COMPENSATION: PLANNING, PERFORMANCE, AND PAY**

Read [Nonprofit Executive Compensation: Planning, Performance, and Pay](#) by Brian Vogel and Charles W. Quatt to learn more about chief executive compensation. This book also serves as a step-by-step

guide to helping your Board develop a compensation plan that is in line with your organization's mission and values.

-- SOURCE: Volunteer Vancouver/Vantage Point

[.../back to top](#)

## **BOOK: TROUBLE AT THE TOP: THE NONPROFIT BOARD'S GUIDE TO MANAGING AN IMPERFECT CHIEF EXECUTIVE**

Are you part of a Board that is interested in facilitating a better relationship with your chief executive? Read Katha Kissman's [\*Trouble at the Top: The Nonprofit Board's Guide to Managing an Imperfect Chief Executive\*](#) for tips on how to foster better communication and overcome other organizational challenges.

-- SOURCE: Volunteer Vancouver/Vantage Point

[.../back to top](#)

## **2010 COMPENSATION PLANNING OUTLOOK**

The Conference Board of Canada has just released the *2010 Compensation Planning Outlook: Cautious Optimism on the Road to Recovery*. This report is a respected and reliable source of compensation intelligence. This year's *Outlook* explores reward strategies and priorities; base pay increases; short- and long-term incentive plans; recruitment and retention; performance management; and anticipated wage settlements.

This year's survey found that planned increases for 2010 are expected to come in slightly higher than actual increases in 2009. Looking ahead, the survey results suggest that the majority of Canadian workers can expect modest real wage gains in 2010. Though the overall outlook for 2010 is more positive, compensation planners remain acutely aware of the need to keep costs under control while balancing the need to attract, motivate, and retain workers with the right talent and skills to ensure business success.

Order your copy of the *2010 Compensation Planning Outlook* for \$1,075 and receive access to the archived *Compensation Outlook Webinar* (value of \$350) with Karla Thorpe, Associate Director, Compensation and Industrial Relations Research.

In this session, you will get the story behind the numbers and come away with compensation insights you need to deal with today's rapidly changing environment. In this 60-minute session, Ms. Thorpe, discusses the 2010 pay environment, projected compensation levels by region and industry, and how organizations have responded to the global recession.

To order your copy of *The Compensation Planning Outlook*, please call 1.866.711.2262 or email [publications@conferenceboard.ca](mailto:publications@conferenceboard.ca). Please quote campaign code **RECOVERY01** when ordering by phone.

Order your copy of *The 2010 Compensation Planning Outlook* before December 24, 2009 and get a free copy of *Shifting the Focus: Updating Your Work-Life Approach to Integrate Employee Engagement and Talent Management*. This 7-page briefing (value of \$150) is based on presentations at the *How We Work and Live Today: The Impact on Employee Engagement and Talent Management* conference (March 2008).

--SOURCE: *The Conference Board of Canada*

[.../back to top](#)

### **ONLINE CHILD CARE PROVIDER RESOURCE AVAILABLE**

Some of the features of this Okanagan child care community are a forum for ideas, blogs, and children's marketplace. The My Program Planner features learning centre idea share, search, browse, comment and rate blogs, or read and comment on other's blogs.

The forums discuss childcare related topics between ECE educators, preschool teachers and parents in the Okanagan. In the Marketplace, you can buy and sell childcare related items and shop for children's books, music and videos.

To find out more, please visit: <http://www.myprogramplanner.ca/>

--SOURCE: *CATCH Newsletter*

[.../back to top](#)

### **NEW MULTILINGUAL WEBPAGES ON HERETOHELP**

The BC Partners for Mental Health and Addictions Information is launching a new section of the HeretoHelp website. This new section will provide webpages in many different languages, including Arabic, Simplified Chinese, Traditional Chinese, Farsi (Persian)/Dari, French, Korean, Russian, Spanish, Japanese and Vietnamese. Mental health and substance use information in many languages will be easily accessible from the Here to Help homepage.

Visit [www.heretohelp.bc.ca](http://www.heretohelp.bc.ca) to check it out!

--SOURCE: *WithinSight eNews, Issue 1*

[.../back to top](#)

### **VIDEO: CARING FOR PEOPLE WITH DEMENTIA**

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

To view the module, visit: [www.worksafebc.com](http://www.worksafebc.com)

--SOURCE: *CMHA BC Division Newsletter, November 2009*

[.../back to top](#)



## US GUIDE EXPLORES MENTAL HEALTH COURTS

The US recently released a guide on mental health courts designed to help policymakers and practitioners. "Mental Health Courts: A guide to research-informed policy and practice" examines studies on mental health courts and presents them in a way that helps policy makers and practitioners understand their design, function and success, and reviews how mental health courts address the issues surrounding people with mental illness and the criminal justice system.

For more information, or to download the guide, visit [www.consensusproject.org](http://www.consensusproject.org).

--SOURCE: CMHA BC Division Newsletter, November 2009

[.../back to top](#)

## TOP 5 REPORTS ABOUT CANADIAN CHARITIES AND NON-PROFITS

Here are the top 5 documents to read for an overview of the Canadian charitable and non-profit sector:

[Canada's Vital Signs 2009](#), Community Foundations of Canada, 2009.

[Caring Canadians, involved Canadians: highlights from the 2007 Canada Survey of Giving, Volunteering and Participating](#), / Michael Hall ... [et al.]. Statistics Canada, 2009.

[Cornerstones of Community: Highlights of the National Survey of Nonprofit and Voluntary Organizations](#). September 2004.

[Satellite Account of Nonprofit Institutions and Volunteering : 1997-2005](#). Statistics Canada, 2008.

[Trends in individual donations : 1984-2004](#) / David Lasby. Imagine Canada, [2006].

For more info, please visit: <http://nonprofitscan.imaginecanada.ca/statistics>

--SOURCE: Imagine Canada, Nonprofit Library Commons

[.../back to top](#)

~~~~~

## Training

~~~~~

## LEADERSHIP DEVELOPMENT

Successful leaders are different from successful managers. Leaders are oriented toward innovation and getting people to agree on what things need to be done. Managers are oriented toward stability and getting people to do things more efficiently. While both roles are important, the changing pace of

today's work environment demands that we be more people oriented, as opposed to task oriented. The workshop provided by Canadian Training Resources Ltd. will cover:

- The positive increases in your communications style will gain you more time, reduce confusion, and enable everyone to be more productive.
- When you practice the conflict strategies gained in this seminar you will be able to reduce and manage all those irritating conflict issues. Be more effective - have more time to spend on those other more important issues.
- Managing Conflict is an increasingly important competency for managers. Discover how you can deal with the Emotional Aspects of Conflict and learn what the five Conflict Handling Styles are.
- Immediately improve morale, reduce absenteeism, and reduce employee turnover.
- Help your people understand the "What's and the Why's" and see them exceed even their own expectations.
- People do not like working in a vacuum; the tips and techniques learned in this seminar will motivate and produce increases in performance from everyone
- Your people will be more team-oriented, you will have the time to do the things you are really paid to do. Their authority, responsibility and commitment will be so enhanced that all aspects of performance will improve.

Date: January 15, 2010  
Location: Delta Grand Okanagan Resort & Conference Centre  
1310 Water St.  
Cost: \$399.00 (plus applicable taxes)

For additional information and to register, please contact Canadian Training Resources Ltd.:

Toll Free: 1.866.471.8555  
Email: [info@ctrcanada.com](mailto:info@ctrcanada.com)  
Web: <http://www.ctrcanada.com/workshops/ld/>

--SOURCE: Canadian Training Resources

[.../back to top](#)

## **BRIDGING THE GENERATION DIVIDE**

Generation Y is too big to ignore. As a group, they are nearly as large as and as influential as the baby boomer generation. For non-profit organizations they are increasingly becoming part of our volunteer, donor & employee base. This group has a lot to offer. They're confident, connected, entrepreneurial and tech savvy. They can help develop and design compelling programs and services to ensure our growth and sustainability.

The United Way is pleased to present, in partnership with the Women's Enterprise Society, an interactive workshop for non-profit organizations:

Building the Generation Divide; How to attract, engage, motivate and keep Gen Y volunteers, donors & employees.

Date: Wednesday, January 27, 2010  
Time: 8:45 am – 4 pm  
Location: Kelowna Public Library  
1380 Ellis Street, Kelowna  
Cost: \$45 per individual or  
\$75 for two from the same organization

Limited space, please register early by contacting United Way at 250.860.2356 ext.106 or email [karen@unitedwaycso.com](mailto:karen@unitedwaycso.com).

This workshop will be facilitated by Dawn McCooey of Victoria, BC. Dawn holds a Masters degree in Leadership and Training and has worked in the adult training and development field for over 20 years. Voted "Best Boss" in Victoria, Dawn brings an engaging and inclusive energy to this important workshop.

--SOURCE: Karen Graham, United Way of the Central and South Okanagan/Similkameen

[.../back to top](#)

## **ANNUAL ABORIGINAL MENTAL HEALTH CONFERENCE**

The 2010 Aboriginal Mental Health Conference will be focused on the theme of self-care. Bill Mussel will be the keynote speaker for this conference. The first day is open to Vancouver Coastal Health staff and caregivers, and the second date is open to all.

Dates: January 21 - 22, 2010  
Location: Vancouver Aboriginal Friendship Centre  
Gymnasium  
1607 E. Hastings St.  
Vancouver, BC V5L 1S7

For additional information and to confirm your attendance, please contact:

The Aboriginal Wellness Program

Phone 1.604.875.6601

Or contact the Vancouver Aboriginal Friendship Centre:

Phone: 1.604.251.4844  
Fax: 1.604.251.1986  
Email: [info@vafcs.org](mailto:info@vafcs.org)

--SOURCE: CMHA BC Division Newsletter, November 2009

[.../back to top](#)

## **FASD - GATEWAY MENTORING PROGRAM**

This is an announcement that Gateway Mentoring Program of the John Howard Society of the Central and South Okanagan will be hosting a training event for frontline workers on FASD and Hands-On

Strategies for working with late adolescent and adult clients, with a leaning towards criminal justice involvement.

This event is planned for **Thursday, February 25<sup>th</sup>, 2010** (Exact location still TBA). This pre-announcement is to determine service provider interest, which will help to gauge what kinds of costs we are looking at. Therefore, if agencies could please reply with an approximate number of staff who would be interested in attending, we will be better able to, very quickly, send a formal invitation with costs etc. attached.

The presenter will be Liz Lawryk of the Organic Brain Dysfunction (OBD) Triage Institute from Alberta. She has worked on the topic of FASD for twenty years. She has guest lectured at the University of Calgary, and is qualified as an expert witness for provincial family court. She is currently in private practice working with families. For further information on the presenter, please visit [http://www.obdtriage.com/obd\\_books\\_author.htm](http://www.obdtriage.com/obd_books_author.htm)

Thank you for your attention to this inquiry,

Kristin Stratulat, BA, MA (Candidate)  
Coordinator- Gateway Mentoring Program  
John Howard Society of the Central and South Okanagan  
Phone: 250.763.1331  
Email: [kristin.stratulat@jhscso.bc.ca](mailto:kristin.stratulat@jhscso.bc.ca)  
Web: [www.jhscso.bc.ca](http://www.jhscso.bc.ca)

--SOURCE: Kristin Stratulat, John Howard Society of the Central and South Okanagan

[.../back to top](#)

~~~~~

## Volunteerism

~~~~~

### **GIVE A DAY. GET A DISNEY DAY.**

Volunteer Canada is excited to announce that beginning January 1, 2010, volunteers who sign up to volunteer for a day with a participating organization (and whose commitment is complete and verified) will receive a one day pass to a Walt Disney World or Disneyland theme park, FREE! Disney Parks, working with Volunteer Canada and HandsOn Network, hopes to inspire families to volunteer in their communities during 2010 through this one-of-a-kind program.

More information will be available in the coming weeks. You can also visit Volunteer Canada's website for more details about participating as a [Canadian not-for-profit organization](#), and/or a [Canadian volunteer](#).

--SOURCE: Volunteer Vancouver Fast Facts, December 2009

[.../back to top](#)

## **MAJOR SALARY SURVEY RESULTS FOR VOLUNTEER MANAGERS**

The New York Association for Volunteer Administration (NYAVA) recently announced findings from its 2009 Professional Profile and Salary Survey, the largest survey of its kind for Volunteer Managers and Administrators in the New York Metropolitan area. NYAVA's survey findings provide a useful snapshot of the Volunteer Management field in NYC, providing concrete information for Volunteer Management professionals and Nonprofit Executive Directors. NYAVA President, Diana Kyrwood, wrote "the survey intended to fill a hole that exists in the available information regarding the professionals that work in the field of Volunteer Administration in NYC, including their individual profiles, salaries and employment details."

Survey findings show that Volunteer Management salaries in the New York Metro area are concentrated in the \$40,000-\$60,000 range. There is some correlation between salary and title, with Directors and Managers earning more. Volunteer Coordinator generally had salaries in the \$20,000-\$40,000 range. 15% of respondents had reported being "restructured" or "laid-off" in the past year, an impact of the financial crisis which has hit nonprofit organizations especially hard.

NYAVA also surveyed respondents on retirement benefits, paid vacation, sick day policies, and additional workplace benefits.

The NYAVA salary survey will be available to the public for limited amount of time and then access will be restricted to members. NYAVA is the largest membership organization for Volunteer Administrators in the New York Metro area, providing professional development opportunities, mentorship, and networking opportunities to Volunteer Management professionals. The complete salary survey is available at <http://www.nyava.org/> on the home page under "In the News."

For further information on NYAVA and the Volunteer Management Salary Survey, please contact Diana Kyrwood at [diana.kyrwood@gmail.com](mailto:diana.kyrwood@gmail.com) or call 1.917.826.2482.

--SOURCE: CyberVPM, Digest Number 2434

[.../back to top](#)

## **POLICE INFORMATION CHECKS**

Nonprofit/Voluntary Sector organizations accessing Police Information Checks as one step in the volunteer screening process may have heard about recent changes. Canadian private security firms are no longer able to access CPIC (Canadian Police Information Centre) data.

What does this mean to nonprofit/voluntary sector organizations requiring a CPIC check for their volunteer? Your organization's process for accessing police information checks will ONLY change if the PIC's are obtained through a private security firm.

--SOURCE: Volunteer Alberta Sector Connector December 11, 2009

[.../back to top](#)



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

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

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



**DISCLAIMER**

This bulletin contains information collected from a wide variety of sources, individuals and organizations which we consider reliable. However, the content of the news delivered as well as referred to does not necessarily represent the official view of Kelowna Community Resources. Under no circumstances shall KCR, its employees, directors, volunteers, or the authors of information provided in this bulletin, be liable for damages, losses, demands, or claims.