KCR

Monthly Bulletin – January 2016

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Read the KCR Monthly Bulletin in Web Format Here

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KCR Highlights

Halls & Meeting Rooms for Rent

The old Halls and Meeting Rooms for Rent list KCR has produced for many, many years is being expanded to make it a one-stop resource for those seeking to secure a venue for their event, be it a small support group, a webinar or workshop, or a Conference bringing together representatives province-wide.

As with our other many of our other publications, it will be available for download from our Publications Page.

If your non-profit organization would like to be included, please email the venue information to info@kcr.ca. Please include the organization name, address (including postal code), phone, email and website, along with a brief description of the venue (seating numbers, number of rooms available, accessibility, on-site equipment such as audio/visual, flip charts or whiteboards, etc.).

As the publication will be updated for availability in early 2016, please email your info by January 31, 2016.

-Source: Dawn Anthony, KCR, January 2016

Thank You to our Gift Wrappers!

A huge thank you goes out to everyone who supported and volunteered for the 2015 Orchard Park Gift Wrap!

Several non-profits including KCR raised funds for our organizations and 100% of the profits went directly to each agency due to the generosity of Orchard Park Shopping Centre in donating all of the supplies!

-Source: Christy Boyd, Charity Gift Wrap Coordinator, KCR, January 2016

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

Win a Free Workshop Registration!

Do you have some new board members who might be interested in board training? Do you have staff that could benefit from Volunteer Management or Fund Development training? Complete our short survey for a chance to win a free workshop registration (value up to $250). Contest deadline extended to January 22nd, 2016!

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.

Need a refresher? If it has been a while since you have visited the database, just go towww.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 over 100,000 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, Project Manager, Community Services, KCR, January 2016

Workshop: Fund Development Overview

Dates: February 16th, 23rd, March 1st & 8th, 2016, 9:00 am – 4:00 pm
Location: Kelowna Community Resources, #120 – 1735 Dolphin Avenue, Kelowna
Cost: $199
Register Now

Description: This 4-day course is an overview essential for those working in, or interested in working in, the area of fund development for their non-profit organization. The course content will help you:

- Explore strategies to attract First Time Donors and build relationships to develop Repeat and Consistent Donors
- Learn how to foster Major Gifts, Planned Giving and Corporate Donations
- Investigate opportunities for Earned Income and Government and/or Foundation Grants
- Complete the funding cycle through Stewardship, Renewal and Assessment of your strategic plan
- Content is based on Canadian research and best practices in the field

Course Goal: You will participate in a hands-on learning experience around the process, components, goal setting and best practices associated with non-profit fundraising activities to help you increase revenue to your organization and build relationships for future organizational sustainability.

Course Length: Eight 3-hour modules for a total of 24 hours spread over four days.

Special Features:

- Learn from talented specialists who have worked or are working in the field
- Learn with a network of peers faced with the same challenges
- Learn from valuable reference materials and record your thoughts in a participant handbook

Learning Activities: You will engage in:

- Role play
- Small group discussion
- Large group discussion
- On-line research
- Watching videos
- Case scenarios
- Viewing Power points

-Source: Dawn Wilkinson, Manager, Community Services, KCR, January 2016

Save the Dates – Overview of Volunteer Management

Dates: April 18th, 19th, 25th & 26th, 2016, 9:00 am – 4:00 pm
OR
Dates: October 24th, 25th, 31st & November 1st, 2016, 9:00 am – 4:00 pm
Location: Kelowna Community Resources, #120 – 1735 Dolphin Avenue, Kelowna
Cost: $199, Includes materials and light refreshments
Register: Registration Opening Soon

Description: This 4-day workshop will help you attract and retain volunteers. Content is based on Canadian research, best practices and the Canadian Code for Volunteer Involvement.

[Read more about the 8 modules]

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

Save the Dates – Board Boot Camp 101

Dates: April 5th & 12th, 2016
Registration Opening Soon

You're standing on the sidelines of your daughter's soccer game, completely engaged in the game. A parent approaches you and says, "hey, you've come to every game and practice. You must really enjoy watching her play". You nod in the affirmative, eyes still on your daughter. The parent then says, "we're looking for a few parents to help us out organizing the soccer club. Can you stay after the game to chat for a bit?" Still absorbed in the game, you nod your head and say "sure!" – anything for your daughter. The game ends: your daughter's team played a great game against a worthy opposing team and you're both excitedly breaking down the plays. The same parent beckons you over to where they, the coach, and a few other parents are standing. Uh-oh. What did you agree to?!

Often, this is how many of us start our volunteer "careers": someone asks us to "help", and we agree to become involved, not necessarily knowing or understanding the scope of what we're taking on. What we do know is that we want to help and are likely passionate about the cause, club, or issue that we've been invited to participate in.

Board Boot Camp 101 will give you a complete understanding of the not-for-profit sector. You'll also learn the questions you should ask before becoming involved in a not-for-profit organization; and the types of answers you should expect. Lastly, Board Boot Camp 101 will increase your understanding of a Board member's role and responsibilities and help you determine when, and whether becoming a Board member is right for you.

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

Save the Dates – Board Boot Camp 201

Date: September 27th & October 4th, 2016
Registration Opening Soon

It's 6:30pm. You've been up since 6:00am and have just put in a full day at work. Your head and stomach are telling you it's time for dinner. And you're still sitting in a not-for-profit board meeting that started at 4:30 … which was supposed to wrap up at 5:45pm. Suddenly, you hear, "I nominate [your name] for Board Chair". What?!

Maybe your appointment as Chair of your favourite not-for-profit wasn't quite so dramatic. Maybe you were one of the lucky ones that served as Vice-Chair for a term before becoming Chair. Even so, most future Chairs of not-for-profit Boards are not prepared (read: groomed) to take over the leadership position.

Board Boot Camp 201 will give you a quick primer and overview to become the best leader you can be for your not-for-profit organization. Learn effective qualities of leaders and your personal leadership style. Understand the separation between the Board and staff, and between the senior staff and the Chair. Find how to run your meetings timely and effectively – one of the best ways to retain current directors and attract new ones! And, when you think you or your organization might need outside help, explore the circumstances when going outside for expertise is of benefit to your organization.

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

Employment Opportunity – Family Services Manager

Hours:
10 to start; possibility of increasing to 20 in Spring 2016

Position Summary:
The Family Services Manager is responsible for the monitoring, supervision and growth of Family Services within Kelowna Community Resources. They will guide a team of service providers delivering programs and services to families. The Manager will build and maintain positive and collaborative contractor and community relationships. Through the demonstration of a unique blend of business savvy and social service understanding, they will define areas of service gaps and explore future program and funding opportunities.

Reporting Structure:
The Family Services Manager will report to the Executive Director.

Prime Functions:
Monitoring and Supervision

- Monitoring for quality assurance of all Family Service programs
- Supervise and support coordinators and staff; motivate and encourage staff to perform to the best of their abilities; discipline when necessary
- Assist in development of annual program budgets, ensure financial compliance (monitor spending)
- Recruit, select, orient, train and evaluate staff performance

Reporting and Relations

- Responsible for family services program outcomes/outputs – ensure all 'deliverables' are met
- Ensure contract reporting requirements are met
- Submit monthly reports to Executive Director for Board of Directors
- Manage and build Program budgets
- Maintain contact with contract managers; maintain positive and collaborative relationships
- Establish, Maintain and Advance KCR awareness and relations with funders, other service providers/agencies and the community
- Liaise with Executive Director; involve when necessary; ensure ED is informed on program progress and issues
- Act as a resource in Family Services to the Management team in enhancing decision making, problem solving, visioning and strategic planning
- Represent KCR in various community-based committees and working groups as directed

Plan and Deliver Programs and Services
Under the guidance and with the assistance of the Executive Director:

- Monitor community needs on an ongoing basis
- Act on community needs and search out funding options to meet identified needs
- Assist in the completion of proposals including conducting research, designing services, writing and collation.

Other Duties as assigned

Qualifications

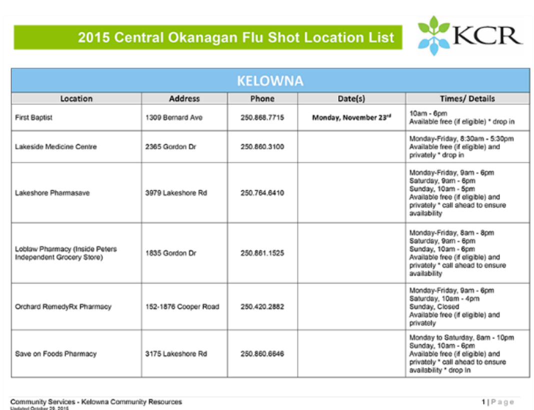
- Minimum Degree in Human Services; preference given to Master's Degree
- Minimum of 5 years direct experience in Family Services with at-risk individuals
- Minimum of 5 years of experience in management including supervision, program development, project management and financial monitoring
- Knowledge of current community challenges and opportunities relating to family services
- Organized and able to multi-task
- Able to work independently and as part of a team
- Excellent time management skills; intrinsically motivated
- Flexible, adaptable
- Advanced critical thinking abilities
- Creative with proven entrepreneurial perspective
- Good communication skills; written and verbal
- Basic computer skills

To Apply:
Interested applicants are asked to forward their resumes to our Executive Director, Ellen Boelcke at ellen@kcr.ca.

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

Central Okanagan Flu Shot Location List – 2015/2016

Have you had your Flu shot yet?


2015 Central Okanagan Flu Shot Location List

KCR

KELOWNA

Location	Address	Phone	Date(s)	Times/ Details
First Baptist	1309 Bernard Ave	250.868.7715	**Monday, November 23rd**	10am - 6pm Available free (if eligible) * drop in
Lakeside Medicine Centre	2365 Gordon Dr	250.860.3100		Monday-Friday, 8:30am - 5:30pm Available free (if eligible) and privately * drop in
Lakeshore Pharmasave	3979 Lakeshore Rd	250.764.6410		Monday-Friday, 9am - 6pm Saturday, 9am - 6pm Sunday, 10am - 5pm Available free (if eligible) and privately * call ahead to ensure availability
Loblaw Pharmacy (Inside Peters Independent Grocery Store)	1835 Gordon Dr	250.861.1525		Monday-Friday, 8am - 8pm Saturday, 9am - 6pm Sunday, 10am - 6pm 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	250.860.6646		Monday to Saturday, 8am - 10pm Sunday, 10am - 6pm Available free (if eligible) and privately * call ahead to ensure availability * drop in

Community Services - Kelowna Community Resources
Updated October 29, 2015
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Download our 2015/2016 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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KCR & COLIP

Blessings to all that you choose to manifest as we beginning a new rotation around the sun. AS we move forward in 2016 a reminder to what is COLIP?

In April 2014, KCR made the transition from their Welcoming Communities Program, pioneered by WelcomeBC, to the Citizenship and Immigration Canada (CIC) funded Local Immigration Partnership (LIP) initiative to foster welcoming and inclusive communities. The purpose of LIP is to bring about community collaboration related to newcomer settlement and integration through:

- engaging local service providers and other institutions in newcomers' integration process;
- supporting community-level research and strategic planning; and
- improving the coordination of effective services that facilitate immigrant settlement and integration

Being Canadian…new path…new life
Numbers, surveys or polls do not tell the story of our path to Canada. People do. From first nation to me, we all have a story. Every year, newcomers from all parts of the globe make the choice of Canada as their new home. The challenges of inclusion that we face today are not new. Being Canadian is a monthly piece highlighting everyday people in the Okanagan Valley and their families' story of immigration and journeys to Canada. These are our stories.

Ryan Donn's Story
25 years ago, today my family left Fraserburgh, Scotland and arrived in the Central Okanagan.

The drive from Vancouver to Winfield was incredible. Trees for as far as the eye could see and we even saw a bear and a moose on the greyhound bus trip… Canadian welcome I would say.

I attended GESS for a few months (where I now work running the theatre ironically) then our family spent about a decade navigating the maze of Canadian Immigration.

- *We arrived here for 6 months on visitors' visa*
- *We were refused re-entry to Canada after a trip to the states… Long story here but essentially the immigration officer was having a bad day. My families' future in Canada was the potential cost. Luckily, a nice appeal letter did the trick.*
- *Public school was a whopping $24,000 a year for our family so Heritage Christian School was a great affordable option for a Canadian education.*
- *We stayed for the first few years by renewing a visitor's visa every 6 months so it was illegal for us to work here in any way so our family volunteered a lot around Kelowna.*
- *To get our landed immigrant status my parents stayed in Canada as entrepreneurs. Best story here was when they bought one of the hospital area houses for $50.*

- *I was now in my early 20's and a landed immigrant so I could only leave for 6 months at a time but wanted to go to take a course in Germany. Applied to become a Canadian Citizen. Went to the 9 month course (taking a bit of a risk that I would not be able to return to where my family was) and part way through I got a nice letter saying my Canadian citizenship was approved.*
- *Studied for the infamous test and became Canadian in 1999.*

I can attest that Immigrants appreciate the opportunities that Canada offers. We have all worked hard to get here and we are driven to contribute to our new home. I believe that refugees should be viewed the same way.

Being Canadian is a gift. I miss my family in Scotland. Best news of 2016 is that it looks like we will be returning to Scotland where I can finally introduce my kids to my extended family this summer (booking the flights later today).

Want to learn more about COLIP, invite Rawle to speak at your organization or next gathering: Rawle James, rawle@kcr.ca, 250.763.8008 ext. 126

A Challenge and an Opportunity: How the Canadian Nonprofit Sector is Welcoming Syrian Refugees

Soon after the 2015 federal election, it became clear that it was no longer a question of if Syrian refugees would be coming to Canada, but when and how many. The fact that this would be the largest refugee resettlement plan since 1980, and that it would happen at an extremely accelerated pace, meant that a wide variety of nonprofits were paying close attention to government announcements and scrambling to set plans in motion to prepare for this sudden influx.

While the rate at which Syrian refugees are arriving in Canada has been decelerated from initial plans, the reality is that the nonprofit and public sectors are in the midst of responding to a significant increase in demand from people in need — something Governor-General David Johnston recently called "both a challenge and opportunity for Canada."

CharityVillage talked with some of the many people and organizations involved in this process to understand what this scaling up of their work meant for them, both in terms of challenges and opportunities. What they had to say is instructive to anyone in the sector who may be faced with a literal or figurative tsunami and who then has to stretch their resources to accommodate a sudden pressing need.

Read More

-Source: Newsletter, Village Vibes, Charity Village, 5 January 2016

New Arts Initiative to Support Welcome of Refugees to Canada in First Year of Settlement

The Canada Council for the Arts and Sun Life Financial today announced a new arts initiative to support efforts to welcome Syrian refugees to Canada. Starting in April 2016, the Canada Council's new initiative will support arts organizations that wish to provide free access to refugees to a performance, exhibition or arts event in their communities. The announcement was made by Canada Council CEO Simon Brault and Isabelle Hudon, Executive Chair of Sun Life Financial, Quebec and Canada Council Board Member at Montreal's Théâtre d'aujourd'hui, in the presence of Minister of Canadian Heritage, Mélanie Joly.

The Canada Council will release further details in March 2016 for arts organizations who are interested in getting involved.

Read More

-Source: Newsletter, Village Vibes, Charity Village, 5 January 2016

Show you Care and Help Canada Welcome Syrian Refugees

To help create a positive start, CARE Canada is asking Canadians to welcome Syrian refugees with a new online campaign. The Show You Care project launched today and asks Canadians to share a positive video welcome for the 25,000 refugees who will be arriving in Canada over the coming year. "We have been overwhelmed by the positive response from thousands of Canadians across this country to welcome Syrian refugees – be it the tireless local agencies and passionate volunteers asking what they can do to help," said Gillian Barth, CARE Canada president and CEO. "We wanted to give Canadians a chance to speak out, let our new neighbours know they are welcome and create a positive start to their new life in Canada."

Canadians are being asked to visit www.showyoucare.ca and upload a short, 15-second positive video message to welcome Syrian refugees and share some advice for settling here. "The messages can be funny, touching or personal. So far, we have had heartfelt greetings from prominent Canadians such as Mayor Naheed Nenshi, Clara Hughes and Catherine Clark and also a nine-year-old named Max who suggests new families should get a cat," says Barth.

-Source: Newsletter, Village Vibes, Charity Village, 5 January 2016

Manulife and Community Foundations of Canada establish Welcome Fund for Syrian Refugees

Manulife today announced that it is partnering with Community Foundations of Canada (CFC) to establish the Welcome Fund for Syrian Refugees (Welcome Fund). Manulife has donated $500,000 to seed the Welcome Fund. Canada's community foundation network will also match this contribution at the local level, for a total investment of $1 million to communities that will support refugees. The Welcome Fund will address the refugees' immediate needs for transitional housing, job training and skills development as identified by the Government.

Read More

-Source: Newsletter, Village Vibes, Charity Village, 5 January 2016

To Top

Aboriginal

- ABORIGINAL YOUTH FORUM EXPERIENCES AND OPPORTUNITIES
- FIRST NATIONS LANGUAGE CENTRE TO BEGIN TESTING ON FIRST NATIONS LANGUAGE APPS

Aboriginal Youth Forum Experiences and Opportunities

There are two avenues in which Aboriginal youth from across BC are brought together to build positive relationships amongst BC Aboriginal groups, advocate for youth representation and participation within BC, and to increase capacity for the continued growth of Aboriginal youth initiatives and leadership: The Unified Aboriginal Youth Collective (UAYC) and Gathering Our Voices (GOV).

UAYC is an organization that aims to coalesce Aboriginal youth from across B.C through collaborations with the Métis Youth BC, Knowledgeable Aboriginal Youth Collective, Provincial Aboriginal Youth Collective, First Nations Youth Council of BC, and the BCAFN Youth Council. The UAYC was held in October in Quesnel BC for 2015, and hosted by the Lhtako Dene Nation as an avenue to bring together engage with youth and community to exchange knowledge and inspire leadership and skill building. This year there was an average of 55-60 youth participants from all across the province. The workshops provided the youth, facilitators, elders and community members a space to share experiences in a safe and supported environment that allowed for cross cultural/multigenerational learning and potential for growth and empowerment.

At the UAYC the community received a drum which inspired an ignition of hope for cultural reclamation. The community also benefited by engaging elders and youth to promote mentorship and support, cultural sharing and empowerment.

Gathering Our Voices is a workshop based youth conference, supporting youth to learn, teach and grow in a way that supports their future goals and aspirations. Reaching approximately 1,500 youth annually, and hosted by the BC Association of Aboriginal Friendship Centres, this event is always a huge success and we look forward to seeing it in Victoria in March, 2016.

Both the UAYC and GOV allow growth, networking and support for Aboriginal Youth. We witness the youth disclosing experiences of their educational journey and feeling validated in their positive, negative and unique experiences within elementary, secondary and post-secondary school institutions. A sense of family emerged over the few days spent together and all participants, old and young, were able to share tears and laughter. These moments shared at events like the UAYC and GOV will be medicine when remembered during challenges ahead.

-Source: Aboriginal Healthy Living e-Newsletter, Ministry of Health, 22 December 2015

First Nations Language Centre to Begin Testing on First Nations Language Apps

According to the First Peoples' Cultural Council, a Crown Corporation working to revitalize Aboriginal languages and culture in BC, there are 203 First Nations communities in BC with over 40 recognized languages. Many languages have no remaining fluent speakers and many face extinction without outside intervention. Dr. Marianne Ignace of SFU's First Nations

Language Centre (FNLC) is working on a technological solution to this problem.

The Centre is working on the Tlli7sa Storybook Mobile and Web Application concept, a series of apps looking to provide educational content for courses and general use. It uses visual, auditory, and interactive tools to teach both the languages of a community and the community's cultural history.

Read More

-Source: Facebook, Ki-Low-Na Friendship Society, 4 January 2016

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Awards

- THE CITY OF KELOWNA'S 41ST ANNUAL CIVIC AND COMMUNITY AWARDS
- 2016 BC COMMUNITY ACHIEVEMENT AWARDS

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 – abgilbert@kelowna.ca
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 15th, 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

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Employment

- EMPLOYMENT OPPORTUNITY – FAMILY SERVICES MANAGER

Employment Opportunity – Family Services Manager

Hours:
10 to start; possibility of increasing to 20 in Spring 2016

Position Summary:
The Family Services Manager is responsible for the monitoring, supervision and growth of Family Services within Kelowna Community Resources. They will guide a team of service providers delivering programs and services to families. The Manager will build and maintain positive and collaborative contractor and community relationships. Through the demonstration of a unique blend of business savvy and social service understanding, they will define areas of service gaps and explore future program and funding opportunities.

Reporting Structure:
The Family Services Manager will report to the Executive Director.

Prime Functions:
Monitoring and Supervision

- Monitoring for quality assurance of all Family Service programs
- Supervise and support coordinators and staff; motivate and encourage staff to perform to the best of their abilities; discipline when necessary
- Assist in development of annual program budgets, ensure financial compliance (monitor spending)
- Recruit, select, orient, train and evaluate staff performance

Reporting and Relations

- Responsible for family services program outcomes/outputs – ensure all 'deliverables' are met
- Ensure contract reporting requirements are met
- Submit monthly reports to Executive Director for Board of Directors
- Manage and build Program budgets
- Maintain contact with contract managers; maintain positive and collaborative relationships
- Establish, Maintain and Advance KCR awareness and relations with funders, other service providers/agencies and the community
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Plan and Deliver Programs and Services
Under the guidance and with the assistance of the Executive Director:

- Monitor community needs on an ongoing basis
- Act on community needs and search out funding options to meet identified needs
- Assist in the completion of proposals including conducting research, designing services, writing and collation.

Other Duties as assigned

Qualifications

- Minimum Degree in Human Services; preference given to Master's Degree
- Minimum of 5 years direct experience in Family Services with at-risk individuals
- Minimum of 5 years of experience in management including supervision, program development, project management and financial monitoring
- Knowledge of current community challenges and opportunities relating to family services
- Organized and able to multi-task
- Able to work independently and as part of a team
- Excellent time management skills; intrinsically motivated
- Flexible, adaptable
- Advanced critical thinking abilities
- Creative with proven entrepreneurial perspective
- Good communication skills; written and verbal
- Basic computer skills

To Apply:
Interested applicants are asked to forward their resumes to our Executive Director, Ellen Boelcke at ellen@kcr.ca.

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

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Financial

- 2016 COMMUNITY GRANTS INFORMATION SESSION

2016 Community Grants Information Session

In 2016, the Central Okanagan Foundation will administer $102,000.00 in Community Social Development Grants on behalf of the City of Kelowna.

The Central Okanagan Foundation encourages registered charities, non-profit organizations interested in applying for a Community Social Development grant to attend an information session on Thursday, January 21st at 1:30 pm in the Pacific Safety Products Boardroom at the Rotary Centre for the Arts, 421 Cawston Avenue.

The session will cover eligibility requirements and the application process. Program updates that could impact the application process and evaluation will be reviewed. To register, please contact Cheryl Miller, Director of Grants & Community Initiatives, Central Okanagan Foundation at cheryl@centralokanaganfoundation.org or 250.861.6160.

Community Social Development Grants fund innovative, prevention-oriented programs designed to improve the quality of life for residents in Kelowna.

Download the Application Form

Applications Due: Friday, February 26th, 2016 at 3:30 pm
Applications should be dropped off at the Central Okanagan Foundation office located at 225-1889 Springfield Road.

For more information:
Cheryl Miller, Central Okanagan Foundation
cheryl@centralokanaganfoundation.org, 250.861.6160

-Source: Cheryl Miller, Director of Grants & Community Initiatives, Central Okanagan Foundation, 14 December 2015

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Fund Development

Donors are Turned Off by Overhead Costs. Here's What Charities Can Do

Many of us would prefer to see our philanthropic donations go directly to an organization's core mission, rather than to administrative expenses. If we give money to Save the Children, for instance, we hope the cash goes directly to those children.

"Despite the understanding that CEOs of nonprofits need to be paid, if given the choice of where their money would go, most people donating money wouldn't choose to contribute to the salary of the organization's CEO," says Elizabeth A. Keenan, an assistant professor in the Marketing unit at Harvard Business School.

Hence, donors depend on recommendations from watchdogs like CharityWatch, which tend to give higher ratings to charities with low overhead costs. But that can lead to a harmful cycle in which charities keep their overhead costs unreasonably low in order to encourage future donations—even if cutting those costs actually hampers their ability to carry out core missions.

Read More

-Source: Nonprofit Newswire, Imagine Canada, 27 December 2015

Workshop: Fund Development Overview

Dates: February 16th, 23rd, March 1st & 8th, 2016, 9:00 am – 4:00 pm
Location: Kelowna Community Resources, #120 – 1735 Dolphin Avenue, Kelowna
Cost: $199
Register Now

Description: This 4-day course is an overview essential for those working in, or interested in working in, the area of fund development for their non-profit organization. The course content will help you:

- Explore strategies to attract First Time Donors and build relationships to develop Repeat and Consistent Donors
- Learn how to foster Major Gifts, Planned Giving and Corporate Donations
- Investigate opportunities for Earned Income and Government and/or Foundation Grants
- Complete the funding cycle through Stewardship, Renewal and Assessment of your strategic plan
- Content is based on Canadian research and best practices in the field

Course Goal: You will participate in a hands-on learning experience around the process, components, goal setting and best practices associated with non-profit fundraising activities to help you increase revenue to your organization and build relationships for future organizational sustainability.

Course Length: Eight 3-hour modules for a total of 24 hours spread over four days.

Special Features:

- Learn from talented specialists who have worked or are working in the field
- Learn with a network of peers faced with the same challenges
- Learn from valuable reference materials and record your thoughts in a participant handbook

Learning Activities: You will engage in:

- Role play
- Small group discussion
- Large group discussion
- On-line research
- Watching videos
- Case scenarios
- Viewing Power points

-Source: Dawn Wilkinson, Manager, Community Services, KCR, January 2016

5 Best Practices for NGOs to Ace Funding Grant Proposals

When thinking about data in the development space, images of field workers talking to their stakeholders — farmers, nursing mothers, and community meetings — and collecting authentic data through tablets, smart phones, or pen and paper come to mind. However, for many NGOs, data collection is often quite different.

Many NGOs collect data primarily for use in funding applications. Yet the funding space is competitive and can seem tricky to navigate, especially for a small organization that may not have the resources to dedicate an entire department to evaluation and grant writing. In the process, NGOs may feel the need to run poorly-designed surveys (for the sake of having data), inflate their numbers, or spend money on monitoring systems that are above their organizational capacity.

Read More

-Source: Twitter, SocialCorps, 5 January 2016

How to Create a Fundraising Plan

Set goals and find fundraising success with this easy-to-use template.

According to the 2014 Individual Donor Benchmark Report, the secret sauce for raising more money is to have a fundraising plan. A good fundraising plan serves as your roadmap for the year. It doesn't need to be complicated but your plan should answer these four questions:

- How much do you need to raise this year?
- How does that fundraising total breakdown between unrestricted and restricted purposes?

- How will your different sources of funding contribute to that goal?
- How will fundraising activities help you hit your goal?

In this guide we'll walk you through the steps, formulas, and exercises you need to create a proper roadmap that will help you hit (or exceed!) your fundraising goals.

[Read More]

-Source: Tips Weekly, Network for Good, 30 December 2015

Making the Connection between Fundraising and Services

I have a friend who's dying of ALS. My great-niece has Cystic Fibrosis and my mother died of breast cancer 6 years ago. These issues are all causes that fall into the realm of what we think of as traditional philanthropy. But traditional philanthropy is not what gets me fired up. To quote my colleague Rosemary Oliver who works at Amnesty International, "I want to create a better world, not just better conditions in the same world."

I share these personal stories so you'll know that I appreciate traditional philanthropy. Why wouldn't I? It raises funds for things that impact me, my family and so many of us. Moreover, I'm grateful for all of the lessons our profession has learned from traditional philanthropy. We have a body of knowledge. And new research is offering insights that sometimes supports and sometimes challenges industry convention and invites us to do our work better and smarter.

[Read More]

-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 26 December 2015

The Key to an Amazing Appeal: The Power of One

It's a busy time of year–for you and your donors. To get the most out of the effort you're putting in to your campaigns, it's important to focus in on the key elements that will move supporters to act and give before the ball drops on New Year's Eve. Your mission: to stand out, inspire, then ask.

A really effective way to do this is to rely on the "power of one," a trick I learned many years ago from my friend and mentor (and amazing marketing maven), Katya Andresen. What does this mean? It means when you create a message for your year-end fundraising campaign, focus on one person, one problem, and one point.

One person.
To get donors to give, you need to hook them with emotion. The best way to do that is through a story that brings your work to life and touches your supporters' heart. Keep in mind that the most effective stories feature one individual in need. Donors give more when they feel they're helping another person to whom they can relate. This has been called the "identifiable victim effect" or "singularity effect." Research has shown that

people donate more when they can identify with one person in need. This is how a donor can truly connect to your work and understand the impact their gift can have. People can’t connect emotionally with abstract concepts or large masses.

Read More

-Source: The Nonprofit Marketing Blog, Network for Good, 18 December 2015

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- NATIONAL HOMELESS COUNT PLANNED FOR WINTER & SPRING OF 2016
- KELOWNA TO TAKE PART IN NATIONAL HOMELESS COUNT
- KAMLOOPS PLAN TO HELP YOUTH HOMELESS GOES NATIONAL
- INTERNATIONAL LESSONS ON TACKLING EXTREME HOUSING EXCLUSION
- PODCAST: HOMELESSNESS AND THE PUBLIC PERCEPTION
- BASRAN SAYS CITY TO BEGIN ADDRESSING HOMELESSNESS
- WEBINAR: EXPLORING SYSTEMS RESPONSES TO HOMELESSNESS
- SENIORS' HOUSING INFORMATION SESSION

National Homeless Count Planned for Winter & Spring of 2016

The federal government is hoping to get a snapshot of Canada's homeless population through a head count to be conducted in 30 communities across the country this winter and spring.

Ottawa announced its plan for the first co-ordinated "point-in-time count of homelessness" on Tuesday. In recent years, individual cities and towns have done their own counts using different methodologies, making it hard to get a standardized national picture.

Minister of Families, Children and Social Development Jean-Yves Duclos said he hopes the newly announced initiative will allow communities to "develop the necessary supports where they are most needed."

Read More

-Source: Facebook, The Homeless Hub, 5 January 2016

Kelowna to Take Part in National Homeless Count

A national homeless count aiming to provide a snapshot of homeless issues across the country will take place in Kelowna next month.

The point-in-time count marks the first time the federal government has tried to co-ordinate homeless counts across the country.

Cities such as Vancouver and Toronto have done their own homeless counts in the past, but differing methodologies make it difficult to compare results on a national scale.

Read More

-Source: The Daily Courier, 6 January 2016

Kamloops Plan to Help Youth Homeless goes National

Several agencies in town do their best to help curb homelessness in Kamloops, but one is being recognized nationally for assisting homeless youth.

Katherine McParland, youth homelessness manager with Interior Community Services, has joined forces with 15 agencies in town to help teens who are homeless or could be soon.

McParland and other leaders help provide the proper services to each teen who enters any one of the participating agencies. All pay close attention to foster children who are close to aging out of care. McParland says ensuring a youth doesn't become homeless or stay so for too long will help prevent perpetual homelessness in the future.

"If we focus our energies in ending youth homelessness, we're going to significantly reduce adult homelessness," McParland says.

Read More

-Source: Twitter, InfoTel, 4 January 2016

International Lessons on Tackling Extreme Housing Exclusion

This study uses lessons from eleven countries to identify solutions to the problem of extreme housing exclusion (homelessness, severe overcrowding, very poor or insecure housing).

The research:

- reviews international literature relating to the drivers of extreme housing exclusion and approaches to addressing the phenomenon;
- identifies and analyses innovative approaches to tackling the problem based on empirical evidence, including how and why they work; and
- assesses the transferability of the approaches to the UK, and what would need to change in order for them to work.

Read More

-Source: Newsletter, The Homeless Hub, 7 January 2016

Podcast: Homelessness and the Public Perception

What does it take to end homelessness?

t3 podcast's most recent guest, Mark Horvath, Founder of Invisible People, joined Center for Social Innovation's CEO Jeff Olivet to discuss how changing public perceptions is key to ending homelessness in America.

Listen Now

-Source: Newsletter, t3, 29 December 2015

Basran says City to Begin Addressing Homelessness

The City of Kelowna will try to identify the extent of homelessness in the community and outline effective ways to move people into stable and secure housing in 2016, Mayor Colin Basran says.

"This is definitely going to be a work in progress," Basran said Sunday. "Homelessness isn't something we're going to eliminate in one year or within the term of this council.

Read More

-Source: The Daily Courier, 3 January 2016

Webinar: Exploring Systems Responses to Homelessness

Date: Thursday, January 21st, 2016, 10:00 am PST
Register Now

Preventing and solving homelessness requires a systemic response, drawing on the expertise and support of numerous sectors, institutions and agencies. The widespread homelessness experienced in our communities reveals deep structural inequities in our economy and society that ought to be addressed, but also represents a systematic governance failure characterized by a lack of ownership of this issue in and across government. The growing scholarly and practitioner movement towards systems integration thus refers to strategies and frameworks to improve collaboration and coordination between people, organizations, and sectors that touch upon homelessness, including some of which may not conceive of themselves as directly related to the issue.

In January, 2016, the Homeless Hub Press will release: Exploring Systems Responses to Homelessness. This book offers case-studies of coordinated, collaborative, and integrated approaches to reducing and ending homelessness in communities across Canada, and in two international contexts: Finland and one community in the U.S. The book provides an evidence base that supports policy and government decision makers, community organizers, institutional leaders (e.g. managers and directors) and funders to conceptualize, plan for and implement coordinated efforts to end homelessness in Canada. On January 21, the Canadian Observatory on Homelessness is offering you a glimpse of four compelling chapters from the project. Please join us and learn about centralized access to supportive housing, cross-sector case management; measuring homelessness in a complex system; and systems-coordination at the national level.

-Source: Newsletter, The Homeless Hub, 17 December 2015

Seniors' Housing Information Session

Date: Thursday, January 14th, 2016, 10:00 am – 11:00 am
Location: Seniors Outreach & Resource Centre, #102 – 2055 Benvoulin Court,

Kelowna

This free information session will cover the various housing options available to seniors, including Subsidized Housing, Supportive Living, Assisted Living, and Residential Care. An Interior Health representative will also be present to help answer long term care questions. This session is provided monthly.

To register for this free event please call 250.861.6180 or email ten.sulet@roines.

-Source: Judy Dow, Regional Coordinator, Seniors Outreach & Resource Centre, 22 December 2015

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- UNPLUG AND PLAY KICK-OFF EVENT
- HELP KEEP SIDEWALKS CLEAR OF SNOW
- COMMUNITY FOOD CALENDAR
- ORDER YOUR PINK SHIRT DAY 2016 T-SHIRTS!
- YOU ARE INVITED TO PLAN OKANAGAN'S TRIVIA NIGHT – FEBRUARY 27TH!

Unplug and Play Kick-Off Event

Date: January 23rd, 2016, 10:00 am – 2:00 pm
Location: Laurel Packinghouse, 1304 Ellis Street
Cost: Free

Bring your family to kick-off the Interior Savings Unplug and Play Week with us! There will be Games, Activities, Magic, Face Painting, Music and Movement, Prizes & More!

More Information

-Source: Website, Okanagan 4 Kids

Help Keep Sidewalks Clear of Snow

Recent snow falls have kept City of Kelowna snow removal and ice control crews busy. While the crews work to keep the roads clear, residents and businesses are reminded that they are responsible for clearing snow from sidewalks adjacent to their property.

Some residents find snow clearing a difficult task, particularly seniors and those with an injury or mobility challenges. The City encourages residents to help out their neighbours by becoming a Snow Buster. Residents can nominate a Snow Buster online at kelowna.ca/transportation or by emailing snowbusters@kelowna.ca. Nominees are entered into a draw for a chance to win Kelowna Rockets tickets.

Residents are also reminded to move vehicles off the roads prior to the snow falling, especially in cul-de-sacs. This helps crews move through areas more efficiently and on to the next road quickly. The City removes snow and de-ices municipal roads (excluding Highways 33 and 97) based on their priority status. Priority one includes high-traffic roads such as Gordon Drive. Priority two includes collector roads such as Richter Street, bus routes, school zones, town centers and emergency vehicle stations. Priority three includes local roads within neighbourhoods and priority four includes laneways.

It is important to note that priority three roads will not be cleared until service levels of Priority one and two roads have been achieved.

For more information about snow removal or to nominate a Snow Buster, visit kelowna.ca/transportation.

-Source: Newsletter, City of Kelowna, 23 December 2015

Community Food Calendar

EVERYONE WELCOME

Daily:

- Free meals at Gospel Mission, 259 Leon Ave, 7:00 am / 12:00 pm / 5:00 pm

Sunday:

- Breakfast hosted by Metro at the Cultural Centre, 702 Bernard St, 9:00 am
- Lunch at the Sikh Temple, 1111 Rutland Rd N, 11:00 am – 2:00 pm

Monday:

- Lunch at Cedars Restaurant, 130 Rutland Rd S, 11:30 am

Tuesday & Thursday:

- Coffee & muffin at Hope Centre, 439 HWY 33, 10:00 am – 2:00 pm, Hot Lunch at 11:30 am
- Coffee & sandwiches at First United Church, 721 Bernard Ave, 10:00 am – 11:30 am
- Lunch at Metro Central, 1470 Water St, 12:00 pm

Wednesday:

- Hotdogs at Metro Central, 1470 Water St, 5:00 pm – 9:00 pm

Saturday:

- Breakfast at Ki-Low-Na Friendship Centre, 442 Leon Ave, 8:30 am – 9:30 am

-Source: Donna & Betty, Outreach Urban Health, 7 January 2016

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

You are invited to PLAN Okanagan's Trivia Night – February 27th!

Date: Saturday, February 27th, 6:45 pm
Location: Westbank Lion's Hall Community Centre
Cost: $20 / Table of 8 for $120

PLAN Okanagan is excited to bring back it's Trivia Night Fundraiser! Bring your friends, family, costumes and your trivia knowledge in this battle of wits for the pride of being the top Trivia team! This year's theme is The Great Outdoors, so make sure to dress your team up in your best outdoors themed costume! Prizes will be awarded to the top 3 scoring teams, best dressed team and most enthusiastic team. There will also be a cash bar, silent auction, live auction and a few other exciting games that you will just have to see when you come!

This event is 19+. We are also looking for volunteers to help with various parts of the event. To purchase tickets, or to volunteer, please contact Aimee Jensen at aimeejensen@hotmail.com or 250.718.8292.

-Source: Aimee Jensen, PLAN Okanagan, 5 January 2016

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- CORINNE'S QUEST CALLS FOR FEDERAL GOVERNMENT TO ABOLISH "SPANKING LAW"
- NEW REPORT FROM CALEDON: WELFARE IN CANADA, 2014

Corinne's Quest Calls for Federal Government to Abolish "Spanking Law"

For many years First Call has been advocating for a repeal of Section 43 of the Criminal Code of Canada. Dubbed the "Spanking Law," Section 43 permits the use of force for disciplining children by parents and persons standing in the place of parents.

The campaign Corinne's Quest, led by parenting educator Kathy Lynn, has joined with First Call to take up more active work on the issue. Corinne's Quest recently called on the new federal government to abolish Section 43.

Read More

-Source: Newsletter, First Call, BC Child and Youth Advocacy Coalition, 11 December 2015

New Report from Caledon: Welfare in Canada, 2014

This report from the Caledon Institute of Social Policy focuses on the incomes of four different households living on social assistance, commonly known as welfare. It is a continuation of the welfare incomes series published regularly by the former National Council of Welfare.

The report looks at these households: single employable welfare recipients, disability recipients, single parent with one child and couple with two children.

Among the findings for British Columbia, shown on the charts starting on page 31, single employable recipients and single persons with disabilities have experienced a significant 10-year reduction in the rates starting in 1995.

Download the Report

-Source: Newsletter, First Call, BC Child and Youth Advocacy Coalition, 11 December 2015

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- HELPING BC RESIDENTS GET OUT OF DEBT WITH NEW RULES
- LIVING WAGE COMES TO PORT COQUITLAM CITY HALL
- NEW REPORT ON ALCOHOL USE: HOW MANY IS TOO MANY FOR BC YOUTH?

Helping BC Residents get out of Debt with New Rules

Getting your finances back on track should not leave you penniless. B.C. is following through on a commitment to regulate the debt settlement industry, making sure individuals and families can pay what they owe, without being taken advantage of.

When changes to the Business Practices and Consumer Protection Act (BPCPA) come into effect April 1, 2016, B.C. residents will benefit from additional cost certainty and having the guesswork taken out of debt repayment rules.

Read More

-Source: BC Gov News, December 2015

Living Wage Comes to Port Coquitlam City Hall

On December 7, 2015 the City of Port Coquitlam's finance committee voted unanimously to become a Living Wage Employer.

"We want to be leaders. We need our residents to be paid fairly to live and prosper," Mayor Greg Moore told the Tri-City News.

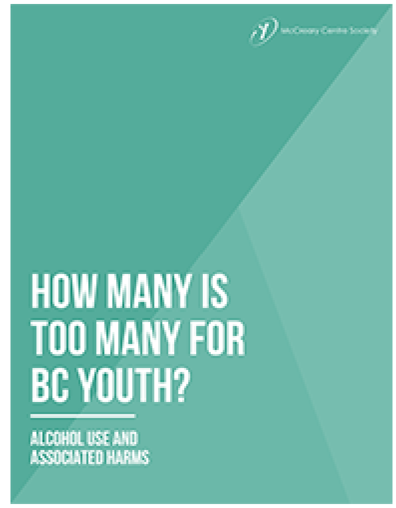
Deanna Ogle, campaign organizer for Living Wage for Families Campaign, told the local paper she was looking forward to working with the city to ensure it's realized. "This is a small cost to the city but a big benefit for families. There are a few families who will really see the benefit because of Port Coquitlam's leadership."

Since 2009 First Call has hosted the Living Wage for Families Campaign to address the high proportion of children who live with working parents whose wages are insufficient to lift their families out of poverty.

Read More

-Source: Newsletter, First Call, BC Child and Youth Advocacy Coalition, 11 December 2015

New report on Alcohol Use: How Many is too many for BC Youth?



Released November 23, 2015 by McCreary Centre Society, this report found that, among 12- to 19-year-olds who completed the 2013 BC Adolescent Health Survey (BC AHS), 45% of males and females had tried alcohol.

The data clearly shows where harms noticeably increase, who is at greater risk of harmful use, and what protective factors can contribute to youth who drink staying within Canada's Low-Risk Alcohol Drinking Guidelines.

Among the findings:

- Youth who started drinking at an earlier age reported poorer health than those who had not tried alcohol or waited longer to first try alcohol.
- Some youth were at greater risk of harmful alcohol use, including youth who identified as lesbian, gay, or bisexual; youth who had been physically or sexually abused; youth who had experienced discrimination; and youth who were employed.
- Among youth who had tried alcohol, those who felt connected to school, family, and community, and who had supportive adults in their lives were less likely to drink at harmful levels than those without these supports to rely on.

Download the Report

-Source: Newsletter, First Call, BC Child and Youth Advocacy Coalition, 11 December 2015

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6 Major Shifts in Corporate Philanthropy, New Report Finds

In the past three years, America's Charities has been releasing the country's most incisive and comprehensive series of reports on trends in employee volunteering and giving. This year's much-anticipated report was just released, and it's packed with encouraging – even inspiring – data for anyone who cares about employee-centered corporate philanthropy.

As a federation that connects public and private sector employers with charities to engage employees in greater giving, America's Charities has been at the forefront of employee giving since 1980, helping to raise more than $650 million for over 10,000 charities. The organization's recent report, Snapshot 2015: The New Corporate DNA—Where Employee Engagement and Social Impact Converge, reflects upon the evolution of employee volunteering from a small, isolated outpost of the employee experience to one that has become a central component of employee engagement – a development the report sees as a "dramatic shift" in just two years. As companies have begun to recognize that giving back is not an optional perk for employees but an expected cornerstone of every company's DNA, employers are substantially integrating this ideology into their corporate goals and messaging.

Read More

-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 31 December 2015

Stress and the Job Hunt: Are we dealing with Stress the Wrong Way?

For most of us, job hunting, and interviews especially, can be stressful. We have long-held beliefs, or mindsets, that stress is bad for us and that we need to calm down to be at our best.

The truth is, stress isn't necessarily bad, but your beliefs about stress can contribute significantly to how it affects your body, performance, recovery and growth.

Stress may not be as bad for you as we have been taught to believe.

New research shows that by changing your mindset around stress, you can actually begin to experience it differently. Science is showing us that the way we think can even affect the amount of hormones released in the body.

The effect of hormones in the body is remarkable, and some stress hormones actually help you recover, create resilience, protect the heart, help your brain grow and motivate you to connect with your support network. The idea of “mind over matter” is becoming a proven reality.

Read More

-Source: Newsletter, Village Vibes, Charity Village, 5 January 2016

Persons with Disabilities Continue to be marginalized in Canadian Society: CHRC

Persons with disabilities continue to be marginalized in Canadian society: Half of all the discrimination complaints filed in Canada are related to disability, according to a report by the Canadian Human Rights Commission (CHRC). Between 2009 and 2013, 41,728 discrimination complaints were filed with human rights commissions and tribunals across Canada. Of those, 49% (20,615 complaints) were filed on the ground of disability. The data, compiled nationally for the first time, confirms a trend observed at the federal level for several years: disability-related complaints consistently represent a high proportion of discrimination claims. Fully inclusive workplaces and accessible services are not yet a reality for persons with disabilities in Canada.

These numbers also do not provide a full picture: According to stakeholders, there are several barriers that can prevent persons with disabilities from bringing a complaint forward. Many do not have the resources or support to do so, as is often the case with other disadvantaged groups in Canada. The CHRC is looking at how it can adapt their services to improve access to human rights justice for persons with disabilities and other disadvantaged groups.

Read More

-Source: Newsletter, Village Vibes, Charity Village, 5 January 2016

The Economics of Giving: Do your Emotions get in the way of Helping Others?

Donations to charities peak at the end of the year. But the number of causes and organizations asking for contributions can be overwhelming—which makes for a lot of uncertainty about whether we’re doing the most we can with our money.

I run a nonprofit that uses behavioral insights and rigorous evaluations of program effectiveness to shape better programs and policies aimed at helping the world’s poor. Here are some tips we’ve learned about effective giving:

1. Ignore the overhead myth. How much a charity spends on administrative costs is an easily obtainable number, but a misleading one. It tells you nothing about whether the organization is delivering good results. Instead, look to organizations like The Life You Can Save and GiveWell, which recommend charities based on their effectiveness.

Check to see if the charities you are considering invest in rigorous outside evaluations or use existing evaluations of similar programs, so they know whether their methods are paying off.

And reward organizations that are willing to change course if the evaluations make it clear that their programs are not working.

Read More

-Source: Nonprofit Newswire, Imagine Canada, 5 January 2016

Employee Giving Is On Fire, Says New Report

America's Charities much-anticipated annual report on employee giving and volunteering was released this month, and as I discussed recently, it's packed with interesting data about the increasing role of corporate philanthropy in the workplace.

The report, Snapshot 2015: The New Corporate DNA—Where Employee Engagement and Social Impact Converge, draws six key takeaways from the trends seen in employee-driven philanthropy in 2015. Each conclusion is worthy of close examination, but since now is the traditional season of employee giving, I'd first like to assess the trends seen in how employees are donating their hard-earned dollars towards corporate philanthropy.

Read More

-Source: Nonprofit Newswire, Imagine Canada, 5 January 2016

Giving, Volunteering and Participating: Latest survey results from Statistics Canada

In late January, Statistics Canada released the results of its 2013 General Social Survey – Giving, Volunteering and Participating (GSS GVP). The bottom line: Giving and volunteering are up; total number of givers and volunteers are down. And the population of donors and volunteers is heavily influenced by adults aged 55+. In 2013, Canadians aged 55 and older accounted for 34% of the total giving population aged 15 and older. However, this group contributed 39% of all volunteer hours and 47% of all donated dollars.

Read More

-Source: Village Vibes, Charity Village, 21 December 2015

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- 7 WAYS TO STRENGTHEN YOUR COMMUNICATIONS IN 2016 (AND WHY THEY'LL WORK!)

Why Your Organization Needs to Operate Like a Startup

At their essence, nonprofits and startups embody similarities that make them one in the same. With the same goals and mentality, it can be entirely beneficial for your organization to ditch the old-school nonprofit train of thought (we'll go over that) and adopt a new way of thinking.

Before you throw a brick through your computer screen, I challenge your organization to hear me out. (I know how the concept of change works at traditional nonprofits.)

Why should you listen to us? Startup culture definitely has its appeal. At Nonprofit Hub, we're even growing our own startup culture right now.

The Old Method—Do as Much with as Little as Possible (or Nothing)
Come on, guys. We're tired of hearing that just because you're a nonprofit organization, you shouldn't be spending money on anything.

Dan Pallotta completely rocked the nonprofit sector with his Ted Talk—The Way We Think About Charity is Dead Wrong—back in 2013. His theory is that too many nonprofits are rewarded for how little they're spending. And we agree.

Read More

-Source: Newsletter, The Hubcap, 4 January 2016

Lessons Learned from Starting a Nonprofit in 2015

Starting a nonprofit can be a tricky task to accomplish. We've been running Nonprofit Hub as its own NPO over the years, but last year we decided to expand our mission by opening a collaborative nonprofit coworking space in our HQ town of Lincoln, NE.

Essentially, we started a new nonprofit. We opened our doors in January of this year, so here's what I learned from starting a nonprofit in 2015.

1. Have a Clear Vision
People in your community will ask what you're planning to do, so you need to be able to quickly articulate your organization's vision and what you hope to accomplish in your mission.

Read More

-Source: Newsletter, The Hubcap, 4 January 2016

Does Your Nonprofit Organization's Culture Eat French Fries for Breakfast?

I've been working on my next book, The Happy Healthy Nonprofit, with Aliza Sherman. As an individual, to become happier, healthier, it partially rests with your ability to create and stick to new personal habits around self-care. We've done a deep scan of the literature on personal habit change, like Gretchen Rubin's Better Than Before and BJ Fogg's Tiny Habits and have tested their approaches on ourselves.

But as we all know, changing personal habits isn't easy for a lot of people. And, to sustain happy, healthy ways of working in nonprofits, the burden can't totally rest on the backs of individuals. Self-care in a nonprofit organization is the responsibility of both the individual staff person and the organization. Organizations must support staffs' self-care efforts through clearly articulate values, policies, and programs. Even better is to have self-care so finely embedded in the nonprofit's culture that there is not a need for a separate program, it is simply part of the way the organization works.

Read More

-Source: Newsletter, Beth's Blog, 31 December 2015

How to Create a Crisis Communications Plan for your Nonprofit Organization

Some people think you only need a crisis communications plan when a crisis presents itself. Those people are wrong. Creating a plan of action when there is no crisis to speak of will make sure that if and when your nonprofit organization experiences a crisis, you'll be ready. When it comes right down to it, crisis communications are all about the strategic way you can restore and preserve your organization's reputation. The following plan (broken down into two parts) will help you do just that. Read More *-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 30 December 2015*

The Importance of (not) being (too) Earnest: Bringing Play into the Workplace

People who work in the nonprofit sector experience the underlying pressure of the issues they fight to solve: if we don't do our work, there could be a child who doesn't eat, a dog that is euthanized, a cure that is delayed, a person who doesn't have a bed at night. The serious and often critical nature of this work, however, sometimes works against us, both in terms of actually accomplishing our mission and in being able to stay the course for the long haul. "People who carry the weight of the world on their shoulders," says Denise Lloyd, chief engagement officer at Engaged HR, "don't always feel inspired." Introducing a playful sense to work may be one way to help inspire or relieve some of the pressure. CharityVillage spoke with nonprofit organizations that are incorporating the concept of playfulness, changing how they operate and experience their work. Read More *-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 22 December 2015*

4 Powerful Ways to Figure out What You Should Be Doing with Your Career In 2016

As a career success coach, writer, and researcher, I've had the opportunity to observe key trends among thousands of professionals around the world, particularly about how they get stuck and stay stuck in careers they dislike, and how they effectively change directions to a new path that's rewarding and successful.

One challenge I hear literally every day goes something like this:
"Kathy, I don't like my career and I know that I want to change it, but I simply can't figure out what to do next. What will make me happy, give me the money I need and want, and offer more meaning and purpose. And what do I need to change?

Read More

-Source: Village Vibes, Charity Village, 5 January 2016

Nonprofits Can't Keep Ignoring Talent Development

Is your social venture losing its homegrown talent — often to other social ventures? In the past two years, only 30% of open C-suite positions in the nonprofit sector were filled by an internal candidate (the rate at for-profits is 60% of positions). And almost half their replacements came from other nonprofits. This comes at a significant financial and productivity cost to all organizations, as demonstrated by research in corporate settings: Onboarding an external hire can cost up to twice the departing executive's salary, and the time it takes for an external hire to become productive is twice as long as for someone hired from within.

A new study by The Bridgespan Group, based on a survey of more than 400 nonprofit C-suite executives and dozens of interviews, surfaced this surprising finding and discussed how to address this leadership development deficit. The survey also found that in the past two years, one in four C-suite leaders left her position, and nearly as many told us that they planned to do so in the next two years. Meanwhile 44% of their replacements came from other nonprofits. Projecting those findings out over the next eight years, the nonprofit sector could need to replace the equivalent of every existing C-suite position, creating, if patterns hold, a case of leadership musical chairs.

Read More

-Source: Village Vibes, Charity Village, 5 January 2016

15 Lessons for the Nonprofit Sector we Learned in 2015

Hi everyone, I hope you are having a restful and much-deserved break and are reading this in bed while sipping on a nice single-serving box of red wine, like I like to do on the weekends. Next week, the new year starts, and I am excited. Personally, because my new baby boy arrives in March, and I'm looking forward to meeting him. He will be named Equity and get all his older brother's used clothing. As soon as he can hold his head up, his training to be a nonprofit warrior will start, just like for his brother, who at 2 years old can put sticky dots on easel paper at community forums.

2016 will be a game-changing year for our sector, I just know it. From my conversations with readers and colleagues, there is a hunger for us all to do things differently, to examine complex issues, to talk honestly about challenges, to express our needs assertively and push back against the forces that prevent us from doing our work. There are long-held philosophies and beliefs, among ourselves as well as within society, that we must unravel, and there are several critical polarities we must shift. NWB will continue to bring up these conversations, this time with more urgency, more attitude, more moxie—whatever that is—, and possibly…more merchandising. (Be on the lookout for NWB T-shirts and mugs, and, if I can swing it, severed stuffed unicorn heads you can send as warnings to under-performing colleagues and board members, Godfather-style).

Read More

-Source: Nonprofit With Balls, 28 December 2015

Board Assessment Resources

Strong Organizations begin with effective governance, management and planning. This resource tool outlines the 8 responsibilities of the board and a series of questions to evaluate your board's performance in each.

Download Now

-Source: Newsletter, Vantage Point, 5 January 2016

From our Vantage Point – Episode 8: What`s the Deal with Robert's Rules of Order?

This month I finally get to the topic that inspired the idea for this podcast: What's the deal with Robert's Rules of Order? I've personally worked with not-for-profit boards for over a decade and I've never opened the 700+ page Robert's Rules of Order. I've dismissed the whole idea as being overly complex and simply too overwhelming for the typical board member to digest and, ultimately, a deterrent to effective board member engagement.

Listen Now

-Source: Newsletter, Vantage Point, 5 January 2016

To be Effective, Charities Need to Invest in Themselves

Imagine the impact we could have if instead of treating charities like charity cases, we thought of them, and invested in them, as businesses – helping them scale, become more efficient and deliver a better return on investment? It's counterintuitive by most people's thinking, but charities are actually more effective if they aren't expected to spend all their money on program delivery. When they invest in themselves, they can help more people.

It's part of our culture of philanthropy to think charities should spend all their money directly on programs, that "administrative" spending is bad. A recent Imagine Canada survey found that almost two-thirds of Canadians who plan to donate over the holiday season believe that charities spend far too much on their administration and overhead costs. In fact, only 7 per cent of those polled disagreed with the view that charities overspend on administration.

Read More

-Source: Nonprofit Newswire, Imagine Canada, 24 December 2015

Making Cent$ for Families Workbook

Money issues put a lot of stress on families, and when we work with families day to day, we hear about their struggles and challenges. As trusted sources of information, parents may often turn to a family support practitioner for help and advice. Yet we're not trained financial experts!

If you're wondering what to do when a client approaches you with a financial question or shares their money worries, the Making Cent$ for Families workbook can help.

Read More

-Source: Newsletter, BC Council for Families, 21 December 2015

Reinventing the Wheel: Does Canada Need more Nonprofit Organizations?

Anyone who starts a charity or nonprofit organization does so to make a difference. But while this is a worthy motive, Marc and Craig Kielburger, co-founders of Free the Children and Me to

We, offer a different perspective: “Society needs more passionate people who want to change the world. But the world doesn’t need more charities.”

With more than 85,000 charities in Canada — or one for every 414 Canadians — how does a well-intentioned person with an idea they believe can make a difference in the world determine whether or not the world needs their charity? And what about established charities — how can they respond to an increasing number of charitable and social purpose initiatives?

Read More

-Source: Village Vibes, Charity Village, 21 December 2015

Not your Mother’s Sector: How Young Changemakers are shaking up the Nonprofit World

Over the last few years, a number of people in the nonprofit sector have started to question how the sector has always operated, wondering if things could be done differently. Some are even trying entirely new approaches to typical nonprofit work. We spoke with a few of these emerging leaders to get a sense of what they think is going well, what’s wrong, what’s changing, and what they’re personally doing to create this change.

What we found was in some ways surprising. Although vibrant changemakers with dynamic ideas and insight, the people we interviewed were quicker to value face-to-face meetings or honest dialogue than they were to rely on technology or the latest trends. Like everyone who has chosen to work in the nonprofit sector, they want to make a difference in their communities, and also to help the sector itself make the biggest possible difference to the challenges facing our world.

Read More

-Source: Village Vibes, Charity Village, 21 December 2015

7 Ways to Strengthen Your Communications in 2016 (And why they’ll Work!)

As we prepare to close the books on 2015, it’s a good time to reflect on the year we’ve had, make resolutions for the year ahead, and think creatively about how we can achieve our goals.

For foundations and nonprofit organizations, this often means shoring up plans and budgets in support of organizational strategies. And for those responsible for their organization’s communications (or who take an active interest in the organization’s communication strategy), it’s also an opportunity to apply a critical eye to sharpening the effectiveness of those communications in terms of advancing the organization’s goals.

Read More

-Source: Nonprofit Newswire, Imagine Canada, 18 December 2015

To Top

Social Media & Tech

How to Use Google AdWords to Get Free Money

Free money doesn't exist, but thanks to Google, free advertising can exist for your nonprofit.

As a part of Google Grants, qualifying nonprofits can earn a free advertising budget of up to $10,000 each month to use on AdWords to help promote their website and cause.

This is an easy program that your nonprofit can take part in to help raise its profile and reach a wider audience. You will have to jump through a few hoops, but nothing that should cause any stress or add much work to your daily life.

Application
The first step is to sign up for Google Grants at www.google.com/nonprofits. They have several requirements for a nonprofit to be eligible to be part of the program. First, your nonprofit must hold a current and valid charity status, which means you are a recognized by the IRS as a 501(c)3 organization. You need to agree to Google's non-discrimination policies and its terms to how the grant will be received and used. Finally, you also need to have a website that is functioning and provides information about your nonprofit.

Even if your organization is considered tax-exempt, like churches, it still must receive 501(c)3 status from the IRS to qualify for Google Grants. Certain organizations are not eligible including governmental entities, hospitals or health care organizations and schools, academic institutions or childcare centers (They may be eligible for Google's education program.)

If your organization meets those qualifications, submit your application to Google for review. You will receive quick acceptance/denied to the program. Once you are inside, you can enroll in a variety of programs such as Apps, Earth Pro, Maps API for Business, One Today and the YouTube Nonprofit Program. However, we are going to focus on Google AdWords for the remainder of the article.

Read More

-Source: Newsletter, The Hubcap, 4 January 2016

How to Decide if your Nonprofit Needs a Microsite

Virtually every nonprofit has a website to promote its message, but some also make use of microsites – smaller satellite websites intended to complement the organization's greater cause but focused on a specific issue. A microsite can be a powerful tool to promote your nonprofit's latest campaign, but depending on factors such as its content, identity, and target audience, it may not be the best option.

Answer these five questions to decide if a microsite is the right approach

Will you be reusing content from your main website?
Your microsite will be about a specific issue, but you may already have plenty of content on your primary website devoted to that topic. Your instinct may be to copy-and-paste this material into a new microsite, but the last thing you want to do is have the same content in two places, which causes all kinds of problems, such as maintenance and SEO nightmares. Do your best to C.O.P.E.: Create Once, Publish Everywhere.

Read More

-Source: Nonprofit Newswire, Imagine Canada, 28 December 2015

Happy, Healthy Nonprofit: To Get a Good Night's Sleep – Don't Sleep with Your iPhone

I am working on a book, The Happy Healthy Nonprofit: Impact without Burnout, with co-author Aliza Sherman. The book will help individuals and the nonprofit organizations they work for how to take care of themselves while taking care of their organization's mission. The book promotes the idea that self-care isn't just something we do to pamper ourselves, it is part and parcel of doing our work. As colleague Nancy Smyth, Dean of the University of Buffalo School of Social Work, says "Ultimately, employee (and my own) self-care is critical to the organization's mission and health, because none of us will do our best if we are burned out."

Read More

-Source: Newsletter, Beth's Blog, 21 December 2015

7 SEO Tips Your Nonprofit Can't Afford to Ignore

Search engines exist to answer the world's questions and to get the most useful and relevant information into the hands of the searcher. Ideally, the most useful information is what appears at the top of the search results. Think about it: when you type a keyword or phrase into Google's search bar, how often do you click a link on the second or third page of results? Or better yet, a link on the bottom half of the first page?

Search engine optimization (SEO) is about getting your site to score as high as possible in search engine results rankings for particular keywords or phrases. Optimizing is really about communicating your value to search engines and helping them help you.

Read More

-Source: Facebook, Imagine Canada, 5 January 2016

The Tech That Will Change 2016

In this edition of nonprofit tech news, TechSoup shows new ways your nonprofit could harness mobile and killer apps in 2016! We also shine the light on the potential security problems of smart toys, predict the end of the digital divide, and discuss a health-related wearable that can't get here fast enough and some intriguing 10 year-old predictions that just happened to come true.

Social Media and Fundraising
For 2014, our NPTech experts made strong predictions about charities doing more multi-channel marketing or going beyond email and direct mail into social media. Now, it is looking like the emerging killer apps may be messaging apps that text directly to stakeholders' mobile phones. The leading apps are Snapchat, Facebook Messenger, and WhatsApp.

Read More

-Source: Twitter, Tech Soup, 23 December 2015

What's Trending in Nonprofit Website Design?

The needs of nonprofits are similar in regards to website design and content—in most cases, nonprofits are trying to make it easier for visitors to learn about their cause, become involved and donate quickly. According to NonProfit Quarterly, a large majority of nonprofit organizations (88%) say that e-mails and websites are still their most important communication tool. With websites playing such an important role in the marketing and communication of a nonprofit, it is important for the content and systems to be up-to-date and current in order to keep visitors coming to your site.

I'm going to break down 5 popular nonprofit website trends so you can measure your own site's functionality and design to ensure you're not scaring visitors away.

Read More

-Source: Blog, 4aGoodCause, 6 November 2015

The Best of Tech: Top 10 Lessons of 2015

The holidays are almost upon us! It's a time for us to reflect on the best tech tips from our top blogs of 2015. The highlight reel includes: how to successfully run a crowdfunding campaign, design quality marketing content without experience, and use Google Analytics and AdWords to inform your marketing decisions. We hope you find these tips useful!

1. Increase your efficiency by streamlining operations and automating manual processes
With good tech planning, Furniture Bank was able to help an additional 2600 households in Canada. Their experience provides valuable insight into how implementing technology can streamline your services and processes and increase the impact of your mission.

Read More

-Source: Newsletter, TechSoup Canada, 17 December 2015

A Few Really Useful and FREE Social Media Tips Sheets and Resources

Most of my work is as a trainer where I'm teaching workshops on leadership skills for emerging leaders, self-care, social media strategy, train the trainers, and networks/data. I am also an adjunct professor at Middlebury Institute of International Studies at Monterrey, where I teach a course for graduate students on network strategy and networked leadership skills. A big part of teaching is curating resources which requires scanning through different sources, evaluating, and sharing the best practical and most useful resources for nonprofits. If you are interested in social media strategy resources, I share these regularly over at my Facebook Brand page, but in case you missed these goodies, I'm summarizing them here.

Read More

-Source: Newsletter, Beth's Blog, 10 December 2015

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Training

- WEBINAR: YOU OUGHTA BE IN PICTURES – HOW INFOGRAPHICS SHOW IMPACT
- WEBINAR: KEY SECRETS TO INSPIRING YOUR BOARD TO FUNDRAISE
- PARENTING IN A DIGITAL AGE
- WEBINAR: TOP 20 COMPLIANCE ISSUES FOR CANADIAN CHARITIES
- PLUGGING IN MEANINGFULLY – YOUNG FAMILIES, SOCIAL MEDIA & PROVIDING SUPPORT SERVICES
- WEBINAR: BE AHEAD OF THE TECH CURVE, NOT BEHIND! 10 TECH & DESIGN TRENDS FOR 2016
- WEBINAR: HOW TO TRACK ACHIEVEMENTS FOR CAREER SUCCESS
- WEBINAR: PLANNING A NONPROFIT BLOG YOU CAN MANAGE

Webinar: You Oughta be in Pictures – How Infographics Show Impact

Date: Tuesday, January 12th, 2016, 10:00 am PST
Register Now

You're doing good work…so why don't your donors understand your impact? In our increasingly visual world, huge blocks of text go unread. That's why your nonprofit needs an infographic. Whether it's a snappy graph to make your outcomes look outstanding or eye-catching iconography that showcases services, infographics can present your data in a way that begs to be shared. In this webinar, we'll use real-world examples to demonstrate how nonprofits can use infographics to tell stories, highlight key facts, and motivate donors.

Register for this webinar and you'll be able to:

- Understand the major techniques of data visualization
- Show off your data with simple tips for making facts more visual
- Leverage data visualization across multiple communication channels

-Source: Tips Weekly, Network for Good, 30 December 2015

Webinar: Key Secrets to Inspiring Your Board to Fundraise

Date: Wednesday, January 13th, 2016, 10:00 am PST
Register Now

Are you sick and tired of board members who refuse to fundraise? Guess what? You can heal yourself and give a shot of much-needed energy to your volunteers, simply by learning these key secrets – and sharing them. That's right! Just get inside your board members' heads a bit, and you can change 'reluctant' to 'ready', 'scared' to 'sure' and 'loathing' to 'loving.'

Here's why this is so important: When anyone in leadership, or anyone in program, sees fundraising as offensive, you are sunk.

The purpose of this webinar is to walk you step-by-step through the process of getting your board not only comfortable with fundraising, but actually zealous about it! We'll discuss how to help your board:

- Understand and overcome their fears;
- Explore and act on their passions, and
- Become dedicated, even passionate, ambassadors, advocates and askers!

You will learn:
- The 2 things board members are most afraid of, and how to overcome them.
- The 3 things board members must understand to embrace fundraising.
- The 3 ways we go wrong when asking board members to raise funds.
- How to do a better job making board assignments.
- How to help board understand their personal asking style.
- How to reframe fundraising as storytelling
- How to get every board member raising money.

Who Should Attend: Executive Management; Development Staff; Program Staff; Board Members; Volunteers

All participants will receive a free copy of my e-book, *Leadership's Role in Major Gifts Development*, with a 17-point Checklist that will take you through all the key principles your leadership must embrace for your fundraising efforts to succeed.

-Source: Newsletter, 4Good, 4 January 2016

Parenting in a Digital Age

Date: Wednesday, January 27th, 2016, 7:00 pm – 9:00 pm
Location: Rotary Centre for the Arts, 421 Cawston Ave, Kelowna
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.

-Source: Community Action Toward Children's Health, 4 January 2016

Webinar: Top 20 Compliance Issues for Canadian Charities

Date: Thursday, January 28th, 2016, 10:00 am
Cost: Free
Register Now

Are you a board member, senior executive or executive director of a Canadian registered charity? Feeling confused about Canada Revenue Agency regulations? If so, you won't want to miss this free webinar!

This webinar, presented by charity lawyer Mark Blumberg, provides plain language information and resources about the compliance obligations of Canadian registered charities. It also covers the top Canada Revenue Agency concerns for Canadian registered charities. Mark will also provide participants with a checklist of the top 20 compliance concerns with links to resources that provide further information.

What you'll learn
This session will cover the top CRA concerns for Canadian registered charities including:

- T3010 annual charity information return
- Official donation receipts
- Staying within a charity's legal objects
- Fundraising regulation and CRA's Guidance on Fundraising
- Changes to the disbursement quota and its impact on charities
- Avoiding abusive charity tax schemes
- How to handle a CRA charity audit
- Important employment issues for Canadian charities
- Top Liability Concerns for Charities & Directors of Charities

Participants will also receive a checklist of the top 20 compliance concerns with links to resources that provide further information.

-Source: Newsletter, Village Vibes, Charity Village, 5 January 2016

Plugging in Meaningfully – Young Families, Social Media & Providing Support Services

Date: Thursday, January 28th, 2016, 10:30 am
Location: Rotary Centre for the Arts, 421 Cawston Avenue, Kelowna

Registration is now open for this professional development workshop with Merlyn Horton. This event is similar to our evening event but appropriate for front line professionals working with families with children. Many professionals are becoming concerned about how parenting behaviour is being affected by technology. Some think that parents are 'disconnected' and that face-to-face relationships are taking a back seat to online obsessions.

This workshop will overview the challenges, and provide tangible suggestions for supporting parents to make good on and offline choices. Targeted at child care and youth work professionals working with children 6 and under, we will examine the implications and effects that technology is having on children 6 and under and their families.

The workshop will also provide a brief list of basic internet safety resources for parents of various literacy levels and we give examples of initiatives relevant to nutrition, wellness, an overview of the most recent/relevant research on internet exposure on early brain development and on social interaction skill development. Also offered will be practical strategies and tips helpful for staff in their work to support families, especially those with young children.

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.

More Information

-Source: Newsletter, Community Action Toward Children's Health, 4 January 2016

Webinar: Be Ahead of the Tech Curve, not behind! 10 Tech & Design Trends for 2016

Date: Thursday, January 28th, 2016, 9:00 am
Register Now

Be ahead of the tech curve, not behind! 10 tech & design trends for 2016What trends and best practices should your nonprofit embrace in 2016? Join us on January 28th to learn and discuss the tech and design trends to follow, how they affect the nonprofit sector and how your nonprofit can prepare.

In this webinar, you will learn:

- 5 tech and 5 design trends predicted to play a large role in 2016
- How to make use of these trends at your nonprofit
- Practical tips to get your nonprofit prepared

Who should attend?
Staff & volunteers at nonprofits, charities and social enterprises. This event is for anyone who is interested in integrating technologies into their day-to-day work!

-Source: Newsletter, TechSoup Canada, 17 December 2015

Webinar: How to Track Achievements for Career Success

Date: Thursday, February 11th, 2016, 10:00 am
Cost: Free
Register Now

Are you struggling with what to include on your resume? Or maybe you have a hard time talking about your accomplishments in performance reviews or when your boss asks you why you should get a raise this year? Our free career management webinar can help!

This webinar, presented by Dana Zaruba of YWCA Metro Vancouver and Work BC, outlines why accomplishment tracking is critical for career planning. Learn simple, valuable techniques to incorporate into your daily life to use as a powerful tool for performance reviews, promotions, raises and new professional opportunities.

-Source: Newsletter, Village Vibes, Charity Village, 5 January 2016

Webinar: Planning a Nonprofit Blog You Can Manage

Date: Tuesday, February 16th, 2016, 9:00 am
Register Now

Planning a Nonprofit Blog You Can ManageIn this webinar, you will learn:

- How to create content ideas and determine your blogging frequency
- How to keep your nonprofit's blog running smoothly
- About editorial guidelines and how to work with multiple contributors
- Essential planning to streamline the role of the blog's managing editor

Who should attend?
Staff & volunteers at nonprofits, charities and social enterprises. This webinar will be of particular interest to those new to blogging – or to blogging consistently.

-Source: Newsletter, TechSoup Canada, 17 December 2015

To Top

Volunteerism

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

How to Maintain Relationships with Volunteers Using the Internet

Nonprofits are well aware that finding dedicated and motivated volunteers is much more difficult than it seems. People are busy and there are many nonprofit organizations competing for their attention and service. Once you manage to find a volunteer who's willing to dedicate their time and talent to your nonprofit, it's in your interest to cultivate this relationship and promote future volunteerism.

Repeated volunteerism is challenging to many nonprofits – in fact, one study found that more than 33% of those who volunteer one year won't do it the next year. How to best retain volunteers? Through the internet. Here are some tips on how to maintain relationships with volunteers by means of modern communication technologies.

Read More

-Source: Volunteer Match, 15 December 2015

How to Engage and Retain Volunteers in your Charity Work

Working as a volunteer coordinator, event manager and campaigner over several years has meant I'm often a volunteer one day and then in charge of 50 volunteers the next. This has given me a particular insight into the real reasons why volunteers might leave an organisation. Here's my advice for holding on to your volunteers.

Meet face to face
The first moments of contact with a volunteer are vital. Granted, this is normally by email or a phone call, but I'd encourage you to arrange to meet face to face as soon as possible.If you've ever arranged a large scale event by email for months and then wondered why only half your volunteers turned up, this may be why. It's far easier to disengage with someone you've only ever emailed with, than it is someone you've met. Have a group meeting, say hello and start to develop a relationship with each volunteer.

Read More

-Source: The Guardian, 8 December 2015

New Book: Measuring the Impact of Volunteers

Energize, Inc. is delighted to pre-announce the publication of Measuring the Impact of Volunteers: A Balanced and Strategic Approach written by a Canadian team of experienced leaders in volunteer management: Christine Burych, Alison Caird, Joanne Fine Schwebel, Michael Fliess, and Heather Hardie. The latest buzzword in volunteer management is "measurement" – and we need better measurement tools to demonstrate the impact of volunteers, not just to count their heads!

The authors provide ideas and tools to implement a balanced and strategic approach to measuring, promoting, and supporting the success of volunteer engagement in your organization. Their approach emphasizes that the assessment of and planning for volunteer engagement should align with the priorities of the organization and its clients' needs. For those familiar with the "balanced scorecard" measurement tool first developed by Kaplan and Norton in the 1990s, the book adapts those concepts, creating a unique Volunteer Resources Balanced Scorecard (VRBSc) to address the requirements of volunteer resources management. For those being introduced to the balanced scorecard method for the first time, the book provides a step-by-step overview of the process.

Sign up for a notification when the book is released

-Source: Volunteer Management Update, Energize Inc., 6 January 2016

Volunteering at Ground Level

A lot has been said about "spontaneous" volunteering when it materializes as an emergency response to natural disasters – the human impulse to help in some way, any way, when needs are life and death. But every once in a while, these unexpected circumstances illuminate not only the essence of volunteering but also the arrogance of attempting to structure it. The gap between the official response of the governments of Europe and the private actions of their citizens to the alarming exodus of refugees from Syria and other Middle East hot spots raises some important issues about self-directed volunteering.

Read More

-Source: Volunteer Management Update, Energize Inc., 6 January 2016

The Easiest Resolution to Keep In The New Year

2016 is almost here! Perhaps, you're planning parties and family dinners or packing your suitcase for a relaxing vacation to end the year. Regardless of what you're up to now, many people see the approaching New Year as an opportunity for change and self-improvement. Maybe you belong to the 50% of the population who make New Year's resolutions and (with 2016 fast approaching) you've decided to give back to your community and volunteer!!

According to Psychology Today, researchers have found that after two weeks, most people return to their old ways. Although this reality is bleak and discouraging, you aren't fated to be a part of this group! Below are tips to help you overcome some of the common barriers that people face when doing volunteer work: lack of time and lack of money.

Read More

-Source: Volunteer Toronto, 30 December 2015

Book Giveaway: Nonprofit Fundraising 101 by @dheyman

Being a Happy, Healthy Nonprofit isn't just about your physical health, it is also about enriching your knowledge and professional development. What better way than to read a book that gives you the best practical information about an important nonprofit area – fundraising.

My colleague, Darian Heyman, will publish his second book, Nonprofit Fundraising 101: A Practical Guide with Easy to Implement Tips and Ideas from Industry Experts, next week. I'm honored to be one of the "industry experts" interviewed for this book, along with many stellar colleagues like Farra Trompeter, Steve MacLaughlin, Kim Klein, Kay Sprinkel Grace, Mal Warwick, Caryn D. Stein, Kivi Leroux Miller, John Haydon, David Hessekiel, and many more.

Read More

-Source: Newsletter, Beth's Blog, 5 January 2016

Volunteering: An Important Component of your Job Search

When we think of an active job search, we often imagine writing dozens of resumes, researching organizations, agonizing over what to say in a cover letter, and stressing about how and what to say to our network of contacts. As job seekers, we forget that volunteering can be a progressive and impactful component to our job search strategy.

Volunteering plays a significant role in today's economy and culture. In many parts of the country, you can't receive a high school diploma without completing 40 hours of volunteering. Many nonprofit organizations wouldn't exist without the help and expertise of their volunteers. Without people donating their time, many of the events and organizations that we depend on would not function.

Read More

-Source: Village Vibes, Charity Village, 21 December 2015

Save the Dates – Overview of Volunteer Management

Dates: April 18th, 19th, 25th & 26th, 2016, 9:00 am – 4:00 pm
OR
Dates: October 24th, 25th, 31st & November 1st, 2016, 9:00 am – 4:00 pm
Location: Kelowna Community Resources, #120 – 1735 Dolphin Avenue, Kelowna
Cost: $199, Includes materials and light refreshments
Register: Registration Opening Soon

Description: This 4-day workshop will help you attract and retain volunteers. Content is based on Canadian research, best practices and the Canadian Code for Volunteer Involvement.

Read more about the 8 modules

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

Save the Dates – Board Boot Camp 101

Dates: April 5th & 12th, 2016
Registration Opening Soon

You're standing on the sidelines of your daughter's soccer game, completely engaged in the game. A parent approaches you and says, "hey, you've come to every game and practice. You must really enjoy watching her play". You nod in the affirmative, eyes still on your daughter. The parent then says, "we're looking for a few parents to help us out organizing the soccer club. Can you stay after the game to chat for a bit?" Still absorbed in the game, you nod your head and say "sure!" – anything for your daughter. The game ends: your daughter's team played a great game against a worthy opposing team and you're both excitedly breaking down the plays. The same parent beckons you over to where they, the coach, and a few other parents are standing. Uh-oh. What did you agree to?!

Often, this is how many of us start our volunteer "careers": someone asks us to "help", and we agree to become involved, not necessarily knowing or understanding the scope of what we're taking on. What we do know is that we want to help and are likely passionate about the cause, club, or issue that we've been invited to participate in.

Board Boot Camp 101 will give you a complete understanding of the not-for-profit sector. You'll also learn the questions you should ask before becoming involved in a not-for-profit organization; and the types of answers you should expect. Lastly, Board Boot Camp 101 will increase your understanding of a Board member's role and responsibilities and help you determine when, and whether becoming a Board member is right for you.

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

Save the Dates – Board Boot Camp 201

Date: September 27th & October 4th, 2016
Registration Opening Soon

It's 6:30pm. You've been up since 6:00am and have just put in a full day at work. Your head and stomach are telling you it's time for dinner. And you're still sitting in a not-for-profit board meeting that started at 4:30 … which was supposed to wrap up at 5:45pm. Suddenly, you hear, "I nominate [your name] for Board Chair". What?!

Maybe your appointment as Chair of your favourite not-for-profit wasn't quite so dramatic. Maybe you were one of the lucky ones that served as Vice-Chair for a term before becoming Chair. Even so, most future Chairs of not-for-profit Boards are not prepared (read: groomed) to take over the leadership position.

Board Boot Camp 201 will give you a quick primer and overview to become the best leader you can be for your not-for-profit organization. Learn effective qualities of leaders and your personal leadership style. Understand the separation between the Board and staff, and between the senior staff and the Chair. Find how to run your meetings timely and effectively – one of the best ways to retain current directors and attract new ones! And, when you think you or your organization might need outside help, explore the circumstances when going outside for expertise is of benefit to your organization.

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

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