



**Monthly Bulletin – July 2016**

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# KCR Highlights

- [IMMIGRANT SERVICES SUMMER YOUTH PROGRAM IS BACK!](#)
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## Immigrant Services Summer Youth Program is back!

Is your child looking for something to do this summer? KCR's Summer Youth Program is back and is open to children who are 9-15 years old and are still permanent residents.

There is a \$5 fee per person per activity this year. The deadline to register for July activities is **Monday, July 4th**.

[View the schedule of events](#)

Registration and consent forms can be emailed to [youthprogram@kcr.ca](mailto:youthprogram@kcr.ca) or can be dropped off in person at the KCR office.

*-Source: Chelsea Bigsot, Youth Program, KCR, June 2016*

## KCR Immigrant Services is Now Open Late & Providing Services at the Rutland Library!

### Open Late

As of June 21st, KCR Immigrant Services will be open on Tuesdays from 8:30 am – 6:30 pm. If you would like to meet with a Settlement Worker after 4:30 pm, please call us at 250.763.8008 to make an appointment.

Drop-in service will not be available between 4:30 pm – 6:30 pm. Everyone must have an appointment to see a Settlement Worker during that time.

### Okanagan Regional Library – Rutland Branch

Starting on June 22nd, a Settlement Worker will be at the Rutland Branch of the Okanagan Regional Library (#20 – 301 Hwy. 33 West, Kelowna) every Wednesday from 10:00 am – 11:30 am. If you need settlement assistance and live nearby, come to the library on Wednesday mornings and we will be happy to help you.

*-Source: Katelin Mitchell, Manager, Immigrant Services, KCR, June 2016*

## Breastfeeding Art Expo – Call for Independent Artworks

Hosted by Kelowna Community Resources in partnership with Interior Health

We invite you to submit a breastfeeding artwork for display at the Breastfeeding Art Expo (2017-2018). The [Breastfeeding Art Expo](#) is an art show that will tour the Interior Health region (Thompson Cariboo, the Okanagan and the Kootenays) in 2017-2018. About 100 independent artworks will be displayed (alongside 15 large community artworks developed by professional artists working with community members and partners).

This call is for the independent artworks from artists, amateur or professional, of any age. This is an opportunity for you to have your work shown in a major art show. You do not need to do this artwork in collaboration with community members, although you are welcome to collaborate with a friend or colleague, or a group (e.g. group of school students). An honorarium for successful applicants is available.

For more information:

- Go to “CALLS” section at [breastfeedingartexpo.ca/calls](http://breastfeedingartexpo.ca/calls)
- Contact the Project Coordinator, Karen Graham at 250.868.7846 or [karen.graham@interiorhealth.ca](mailto:karen.graham@interiorhealth.ca)

**The deadline for submissions is September 15, 2016**

Please help spread the word far and wide to anyone living in the Interior Health region who you think might be interested in submitting an art piece to the Expo.

*-Source: Ellen Boelcke, Executive Director, KCR, June 2016*

## KCR Employment Programs – Apply Today!

Need to get ready for post-secondary training, or improve your Math, reading, and study strategies?

Kelowna Community Resources is hosting their Job Readiness and Essential Skills training programs. Both programs are free to participants, and involve 6-week, 3-hours-a-day training to help individuals identify career goals and take the steps necessary to reach these goals. In addition, individuals are provided with an additional 12 weeks of one-on-one follow-up support to help them meet their goals.

“Both Job Readiness and Essential Skills programs are being led by a team of truly amazing



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Any age can apply! We are open to a variety of kinds of art.

This is your chance to have your art displayed alongside the community art pieces and other independent artists' work, and recognized in the Expo Art Catalogue & online at the virtual Expo.

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**For more information:**

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- Or contact the Project Coordinator: [karen.graham@interiorhealth.ca](mailto:karen.graham@interiorhealth.ca) or call 250-868-7846

**Start creating now!**

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The Expo is hosted by Kelowna Community Resources in partnership with Interior Health.



individuals,” says Travis Schneider, KCR Employment Services Manager. “Over 70% of those who have completed the training have found employment, which is incredible”.

Are you employed or underemployed, do you feel lost or don't know what to do when it comes to employment? Are you over 18, are you a BC resident, and have you not collected employment insurance (EI) in the past 3 years?

If so, give us a call today at 778.484.5587, or visit our website at [www.kcr.ca/employment-services/](http://www.kcr.ca/employment-services/) to see if you're a fit for these programs.

Funding provided by the Government of Canada through the Canada-British Columbia Job Fund's Employment Services and Support Programs. For more information about B.C.'s labour market programs, visit [www.workbc.ca](http://www.workbc.ca).

*-Source: Travis Schneider, Manager, Employment Services, KCR, June 2016*

## 2016 Okanagan Volunteer Opportunities Fair

**Date:** Saturday, September 17th, 2016, 10:00 am – 3:00 pm

**Location:** Parkinson Recreation Centre, 1800 Parkinson Way, Kelowna

[Register Now](#)

This annual event — now in its 19th year — draws 75+ local non-profit organizations who need volunteers to support the programs and services that make our community a better place to live. They are looking forward to meeting and talking with new volunteers face-to-face and providing all the information they need to find their volunteering 'home'.

For volunteers, this event represents a one-of-a-kind opportunity to learn about each organization, and how their personal involvement can make a difference in our community. One stop, with all the answers they need to make their choice (Or choices!) on where they will give of their time. At the Fair, we all come together to help make Kelowna a great place to live!

[Learn More](#)

*-Source: Dawn Anthony, Community Services, KCR, April 2016*



## KCR's Mailing Lists

**Monthly Bulletin:** Sent electronically each month, plus time sensitive information updated periodically on the website

**Publications:** Our updated publications will be sent right to your inbox

[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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*“We are committed to the further development of a Central Okanagan as an inclusive, welcoming, and vibrant community where immigrants can realize their full potential, racism is eliminated, and cultural diversity is valued and celebrated.”*

Do you have an event, workshop or news item that you would like the community to know about? Email the details to your LIP coordinator Rawle James at [rawle@kcr.ca](mailto:rawle@kcr.ca) or [visit us on Facebook](#).

## COLIP News

- [UPCOMING EVENTS](#)
- [UPCOMING KCR WORKSHOPS & TRAINING](#)
- [CENTRAL OKANAGAN REFUGEE COMMUNITY RESOURCES](#)
- [BREASTFEEDING ART EXPO – CALL FOR INDEPENDENT ARTWORKS](#)
- [WELCOMING COMMUNITIES SUMMIT](#)
- [IMMIGRATION NEWS](#)
- [WORLD REFUGEE DAY](#)

### Upcoming Events

#### **Kelowna Folkfest**

Kelowna Folkfest is a community annual event, offering entertainment & food from various ethnic groups. Celebrate Canada Day at Prospera Place and enjoy the great ethnic food and entertainment that Kelowna Folkfest has to offer. Doors open at 9:30 am on Friday, July 1st.

#### **Festivals Kelowna**

Celebrate [Canada Day Kelowna](#) – a one day free festival held in Prospera Place, Waterfront Park, Jim Stuart Park, and Kerry Park for residents and visitors to celebrate our nation’s birthday with lots of music, games, and food!

*-Source: Rawle James, COLIP Coordinator, June 2016*



### Upcoming KCR Workshops & Training

- Take Your Skills to the Next Level
- Fund Development Overview Fall 2016
- Nourishing Managers of Volunteers
- Board Room Boot Camp 101
- Board Room Boot Camp 201

For more details, check out the [Community Services Workshops page](#)

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[Learn More](#)

*-Source: Rawle James, COLIP Coordinator, June 2016*



## Central Okanagan Refugee Community Resources

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

To donate household items, post employment opportunities, volunteer time or find out more, [visit the Map](#).

*-Source: Rawle James, COLIP Coordinator, June 2016*



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**The deadline for submissions is September 15, 2016**

Please help spread the word far and wide to anyone living in the Interior Health region who you think might be interested in submitting an art piece to the Expo.

*-Source: Ellen Boelcke, Executive Director, KCR, June 2016*

## Welcoming Communities Summit

Congratulations to Nora Hunt Haft and the [SOSLIP](#) Steering committee for hosting a very successful and informative Welcoming Communities Summit held on the weekend of June 14th & 15th in Penticton, BC. The Summit was a great opportunity to connect with our friends in the South Okanagan as well to share and learn valuable information.

*-Source: Rawle James, COLIP Coordinator, June 2016*



The graphic features the text "BREASTFEEDING ART EXPO" in green and blue, a small illustration of a woman breastfeeding, a megaphone icon, and the text "CALL FOR SUBMISSIONS for Independent Artworks".

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**Start creating now!**

**The deadline is September 15, 2016**

The Expo is hosted by Kelowna Community Resources in partnership with Interior Health.

## Immigration News

For international Immigration news, [click here](#)

For an article on Canadian migration to Kelowna, [click here](#)

Do you have an event, workshop or news item that you would like the community to know about? Email the details to your LIP coordinator Rawle James at [rawle@kcr.ca](mailto:rawle@kcr.ca). Visit [COLIP on Facebook](#) for more news and updates.

*-Source: Rawle James, COLIP Coordinator, June 2016*

## World Refugee Day

A number of Parliamentarians provided statements to mark World Refugee Day last week. Prime Minister Justin Trudeau [published his remarks](#) about the current global context, and spoke briefly about Canada's responsibilities and involvement in resettlement efforts.

A few Senators also spoke about this day before the Senate rose, including [Hon. Thanh Hai Ngo](#), and [Hon. Don Meredith](#).

*-Source: Newsletter, Early Alert, Imagine Canada, 6 June 2016*

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- [VOLINSPIRE UPDATES](#)
- [NEW FEATURE: VOLUNTEER SPOTLIGHT!](#)

## Volinspire Updates

### Introducing Our New Volinspire Team Member!

Hey everyone! My name is Michael Bitcon and I am the Non-Profit Ambassador for Volinspire. I'm very excited to be working with Non-Profits to see all of the great things you do in our community. If you need support, please contact me at [michael@volinspire.com](mailto:michael@volinspire.com).

### New Getting Started Guides for Administrators!

To help you get the most out of Volinspire, we have created a 'Getting Started Guide' and 'Next Steps Guide' for organization administrators. You can find them above or linked from our updated Non-Profit Landing Page.

We have also updated our Help Centre to address any additional questions you may have.

### Other Exciting Updates!

We are excited to announce some new updates! Many of these are based on feedback we received from you, our valued users! If you come across any issues with the new features or have any other feedback, please let us know.

- Easily create multiple positions for one event: event creation just became easier with our latest improvements based on your feedback. [Learn More](#)
- Real-time messaging and notifications: Never feel out of the loop with messaging and notifications that will automatically update to keep you in touch with your personal community. [Learn More](#)
- Community Page: Gain increased exposure on the organizations tab and view and interact with community-minded businesses in your area. (The 'Good Companies' tab is currently only active in launched cities; e.g. Kelowna) [Learn More](#)

\*Tip: Be sure to update your profile with a logo and causes as this will appear on the Community page.

### Quick Tips

- Invite your volunteers. Why? Here's [4 benefits for you and for your volunteers!](#)
- Follow us on social media to stay updated with the volunteer community.

*-Source: Newsletter, Volinspire, 9 June 2016*

## New Feature: Volunteer Spotlight!

Nominate volunteers who do great work for your organization!

### Why nominate a volunteer?

- Recognition = increased volunteer engagement and retention
- Awareness of your organization and cause
- Content creation for your Volinspire profile and social media accounts

You can pick specific volunteers to nominate from your Volunteers List (Management area > Recognize and Recruit). If they are not on Volinspire, [invite them today!](#)

Your volunteer spotlight might be featured by local media. Make sure you are an active member of the Volinspire community for your chance to be showcased.

[Learn more about Volunteer Spotlights](#)

*-Source: Newsletter, Volinspire, 29 June 2016*

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# Aboriginal

- [PROVINCE INVESTS \\$50 MILLION FOR ABORIGINAL HOUSING](#)
- [NATIONAL ABORIGINAL DAY](#)
- [FILM CELEBRATES UNSUNG CANADIAN HERO WHO SPOKE OUT ON BEHALF OF ABORIGINAL CHILDREN](#)
- [A FRAMEWORK FOR INDIGENOUS ADOPTEE RECONNECTION: RECLAIMING LANGUAGE AND IDENTITY](#)
- [FNCFCFS PURSUES JUSTICE FOR CHILDREN ON RESERVE](#)

## Province Invests \$50 Million for Aboriginal Housing

Aboriginal individuals and families with low to moderate incomes will benefit from new affordable rental housing with the B.C. government announcing a \$50 million investment to improve access to Aboriginal housing.

A call for Expressions of Interest (EOI) has gone out to Aboriginal housing providers and municipalities interested in creating safe, affordable homes for Aboriginal people in need throughout the province, including youth, women, elders and families.

The selection of submissions will be based on criteria that includes the impact the project will have in reducing the community's affordable rental housing need. Aboriginal non-profit housing societies may partner with other organizations to strengthen their proposed project.

The funding is part of a \$355 million dollar investment announced by the Province last February to create more than 2,000 units of affordable housing. It is the largest single affordable housing investment in B.C.'s history.

[Read More](#)

*-Source: BC Government News, Twitter, 9 June 2016*

## National Aboriginal Day

To commemorate the 20th National Aboriginal Day on June 21, Senators heard from a number of Indigenous youth in the Aboriginal Peoples committee room. A major feature of the discussion was the housing crisis experienced in northern Inuit communities, as well as other challenges linked to education and suicide prevention.

Prime Minister Justin Trudeau [provided a statement](#) last week in honour of this day.

*-Source: Newsletter, Early Alert, Imagine Canada, 6 June 2016*

## Film Celebrates Unsung Canadian Hero who Spoke out on Behalf of Aboriginal Children

Finding Heart, a film commissioned by the National Centre for Truth and Reconciliation, tells the story of Dr. Peter Bryce, who spoke out about the appalling health conditions inside residential schools.

High school teacher Janica Blaikie used the [BC Teachers' Federation ebook](#) Project of Heart: Illuminating Residential Schools in BC to help her students imagine what it would have been like for Aboriginal children to be taken away from their homes and put in residential schools. The students' reflections provide a powerful introduction to Finding Heart. [Read the full story](#) in "Victoria students shine in film celebrating unsung hero" from Teacher magazine.

The [15-minute version of Finding Heart](#) is available on the National Centre for Truth and Reconciliation page.

*-Source: Newsletter, First Call, BC Child and Youth Advocacy Coalition, 9 June 2016*

## A Framework for Indigenous Adoptee Reconnection: Reclaiming Language and Identity

Centre for Youth & Society graduate student affiliate Sarah Wright Cardinal has published an article entitled "A framework for Indigenous adoptee reconnection: Reclaiming language and identity" based on her research and lived experience as an indigenous adoptee.

Sarah explores the closed adoption era (Sixties Scoop) of the indigenous child removal systems in Canada. Narrating her own story, Sarah provides a glimpse into the impacts that policies of assimilation have had and continue to have on Indigenous communities today. The article is [available on open access](#) from the Canadian Journal for New Scholars in Education.

*-Source: Newsletter, First Call, BC Child and Youth Advocacy Coalition, 9 June 2016*

## FNCFCS Pursues Justice for Children on Reserve

On June 8 the First Nations Child and Family Caring Society of Canada (FNCFCS) and the Assembly of First Nations (AFN) [submitted a response](#) to the federal government's May 2016 compliance reports to the Canadian Human Rights Tribunal, which ruled in January 2016 that Canada has been discriminating against First Nations children on reserve.

Their submission called for immediate relief in the form of bridging between the funds allocated in the 2016 federal budget and the compliance target identified in the January ruling.

The submission noted that, for BC, the announced additional funding to date is insufficient to respond to the tribunal's ruling: "Canada's proposed immediate relief perpetuates discrimination against the 17,274 First Nations children living on-reserve in British Columbia."

Subsequent to receiving this submission, the tribunal cancelled upcoming mediation sessions between the government and the complainants (FNCFCS/AFN) and announced that it will

impose rapid relief measures on the federal government.

On June 15 Cindy Blackstock, FNCFCS executive director, also told the Standing Committee on Indigenous and Northern Affairs considering supplemental budget allocations that the Canadian government is continuing to ignore its commitment to implement Jordan's Principle and to deny medical services to indigenous children on reserve. [See testimony here.](#)

*-Source: Newsletter, First Call, BC Child and Youth Advocacy Coalition, 22 June 2016*

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# Awards

- [COMMUNITY LEADER AWARDS 2016](#)
- [NOMINATIONS OPEN FOR ANNUAL BRITISH COLUMBIA MULTICULTURAL AWARDS](#)

## Community Leader Awards 2016

**Inspiring. Committed. Patient. Caring. Humble.**

Are these qualities of someone you know that makes a positive contribution to our community? Tell us about them!

The submission you provide should be approximately 250 words and include information such as:

- Length of time the nominee has spent in the community
- Specific examples of the work and/or contribution he/she has made
- Community associations and memberships

Please provide references of other individuals who may be able to provide further support on the nominee's behalf.

**Submission Deadline:** Friday, September 9, 2016

Enter online at [kelownacapnews.com/contests](http://kelownacapnews.com/contests)

The Award ceremony will take place on Monday, October 24th, 2016, 5:30 pm – 8:30 pm at the Learning Centre in Okanagan College.

*-Source: Kelowna Capital News, 29 June 2016*

## Nominations Open for Annual British Columbia Multicultural Awards

On Canadian Multiculturalism Day, British Columbians are being encouraged to nominate multicultural champions whose exceptional work in their communities throughout the province promotes inclusion and cultural diversity.

British Columbians have until **September 26, 2016**, to nominate individuals, organizations or businesses to receive a British Columbia Multicultural Award. The awards will be presented at the British Columbia Multicultural Awards ceremony during British Columbia's Multiculturalism Week in November.

Five categories are open for nomination: individual, business, organization, youth, and multicultural excellence in government. Award recipients in the first four categories will receive \$5,000 to be donated to a non-profit organization of their choice to further support the work of multiculturalism in the province. All award recipients will take home a trophy.

For more information about the awards, eligibility requirements and to submit a nomination



visit: [www.gov.bc.ca/BritishColumbiaMulticulturalAwards](http://www.gov.bc.ca/BritishColumbiaMulticulturalAwards)

-Source: Facebook, Government of British Columbia, 27 June 2016

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# Employment

- [KCR EMPLOYMENT PROGRAMS – APPLY TODAY!](#)
- [CENTRAL OKANAGAN FOOD POLICY COUNCIL PROJECT LEAD](#)
- [OKANAGAN BOYS & GIRLS CLUBS – EMPLOYMENT OPPORTUNITIES](#)
- [BLADERUNNERS EMPLOYMENT PROGRAM](#)
- [CANADA BC JOB GRANT PROGRAM](#)
- [ONTARIO LAUNCHES NEW SOCIAL ENTERPRISE STRATEGY](#)
- [WHAT DOES YOUR DIGITAL FOOTPRINT TELL A POTENTIAL EMPLOYER?](#)

## KCR Employment Programs – Apply Today!

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*-Source: Travis Schneider, Manager, Employment Services, KCR, June 2016*

## Central Okanagan Food Policy Council Project Lead

Do you have knowledge and experience with community development, food security issues, and community collaboration? Do you have experience planning and implementing community engagement activities?

**Work Term:** 6-8 Months, part-time, ending March 31, 2017. Possibility of extension depending on funding.

**Wage:** \$25 / hour

[More Information – Page 1](#)

[More Information – Page 2](#)

**Application deadline is July 18th, 2016**

Please email [cofpcs@gmail.com](mailto:cofpcs@gmail.com) if you have any questions.

*-Source: Facebook, Central Okanagan Food Policy Council, June 2016*

## Okanagan Boys & Girls Clubs – Employment Opportunities

### Early Childhood Educators

Key Duties and Responsibilities:

- Assist in the development and implementation of programs and activities that are consistent with agency core values and core programming areas. Ensure that programs developed, engage members, address healthy positive child development and provides members with a sense of belonging.
- Provide a nurturing, fun and safe environment for children
- Establish positive relationships and open communication with parents/guardians
- Ensure that specific goals of the children and program are met

**Deadline:** July 5, 2016

[Apply Now](#)



**Okanagan  
Boys & Girls Clubs**  
A good place to be

### Special Needs Program Staff

Key Duties and Responsibilities:

- Develop and implement programs and activities that are consistent with agency core values and core programming areas. Ensure that programs developed, engage members, address healthy positive child development and provides members with a sense of belonging.
- Implement recreation and life skill programs for children and youth with special needs
- Use Club Vans to pick up children/youth from school and transport to various sites for recreational purposes.
- Establish open communication with parents/caregivers
- Supervision of children/youth with special needs

- Work with Program Area Leaders to ensure the requirements of special needs children and youth are met in programs
- Ensure that specific goals of children and youth in programs are met

**Deadline:** July 7, 2016

[Apply NOW](#)

### **Opening Program Staff**

Key Duties and Responsibilities:

- Opening shift that includes unlocking building, program set-up and welcoming families each morning.
- Assist in the implementation of programs and activities that are consistent with agency core values and core programming areas. Ensure that programs developed, engage members, address healthy positive child development and provides members with a sense of belonging.
- Supervision and safety of children 6 – 12 years old.
- Establish open communication with parents/caregivers

**Deadline:** July 7, 2016

[Apply Now](#)

### **Early Childhood Educator**

Key Duties and Responsibilities:

- Assists in the planning, implementation and evaluation of developmentally appropriate activities and experiences for children.
- Provide a nurturing, fun and safe environment for children
- Establish positive relationships and open communication with parents/guardians
- Lead children through a variety of activities including games, arts and crafts, music, literacy and physical activity
- Ensure that specific goals of the children and program are met

**Deadline:** July 7, 2016

[Apply Now](#)

### **Program Worker**

Key Duties and Responsibilities:

- Develop and implement programs activities that are consistent with agency core values and core programming areas.
- Ensure that programs developed, engage members, address healthy positive child development and provides members with a sense of belonging.
- Supervision and safety of children 6 – 12 years old.
- Transporting children in Agency Vans to and from various sites for recreational purposes
- Establish open communication with parents/caregivers

**Deadline:** July 6, 2016

[Apply Now](#)

*-Source: Twitter, Okanagan Boys & Girls Clubs, June 2016*

## **BladeRunners Employment Program**

BladeRunners is an award-winning provincial employment training program that has been operating throughout BC for over 10 years. It is comprised of job readiness skills, work experience, and on-going support. The John Howard Society has been delivering this program

in our service area since July 2010. Since 1994, this program has helped employers fill entry-level positions with motivated young people.

The intent of this program is to provide quality training and work experience for at risk-youth with barriers to employment ages of 18 – 30 within the community. BladeRunners participants may be eligible for a wage subsidy and additional funding support to assist them in finding employment. BladeRunners participants receive on-going support and job-coaching upon completion of training.

**Eligibility:** We accept referrals from any community agency and self-referrals, of individuals who are:

- Between the ages of 16 and 30;
- Not currently attending high-school or receiving employment insurance;
- Unemployed or underemployed

Training Session Starting:

- July 18

[BladeRunners Referral](#)

[BladeRunners Brochure](#)

**Contact Information:**

BladeRunners

1440 St. Paul Street, Kelowna

Ph 250.317.9864, Fax 250.763.1483, [start@jhscso.bc.ca](mailto:start@jhscso.bc.ca)

*-Source: Newsletter, John Howard Society, 17 June 2016*

## Canada BC Job Grant Program

This is to advise you of an opportunity under the Canada-BC Job Grant Program (CJG) to assist individuals who are unemployed to get training and jobs.

In May, 2016, a new stream was opened under the CJG. The Unemployed Stream will cover up to 100% of eligible costs of training for unemployed individuals, to a maximum of \$15,000 per participant per fiscal year, if the training results in a permanent job. The purpose of the Unemployed Stream is to support employers to hire unemployed British Columbians and for unemployed British Columbians to obtain the skills training they need to secure permanent employment.

While the Canada-BC Job Grant Program is an employer-driven program, there may be opportunities to leverage the program when working with employers to place clients that could benefit from additional job-specific skills training. Should an employer with whom you are working be interested in the program, please share the web link below where they can learn more about eligibility and how to apply.

For further information about this stream (and other funding opportunities available under the Canada-BC Job Grant program), [click here](#).

*-Source: Lori Ramsay, Employment Services and Support Programs, Ministry of Jobs Tourism and Skills Training, June 2016*

## Ontario Launches New Social Enterprise Strategy

Ontario has launched a new five-year strategy that will help social enterprises grow their businesses, enter new markets and create jobs, while addressing complex social and environmental challenges.

Ontario's Social Enterprise Strategy 2016-2021 sets out significant commitments in three key areas:

- Equipping social enterprises with solid business fundamentals
- Connecting social enterprises to markets and capital to grow and scale
- Demonstrating the value of social enterprise and social finance to investors, government, and communities

Ontario will invest more than \$6 million in the first year of this renewed strategy. The province will leverage Ontario's existing entrepreneurship infrastructure, impact investment capital, and a growing market opportunity to support social enterprises. Some of the feature initiatives include:

- Integrating specialized social entrepreneurship supports, such as impact measurement, into mainstream entrepreneurship programs, such as those offered through the Ontario Network of Entrepreneurs
- Developing a Social Enterprise Procurement Action Plan to increase the Ontario government's procurement from social enterprises
- Designing a new Social Venture Investment Fund to accelerate the flow of private investment capital to growing social enterprises
- Establishing an Impact Measurement Task Force to build consensus on uniform impact measurement standards for social enterprises
- Piloting one or more Social Impact Bonds to improve social outcomes
- Establishing a Centre of Excellence in Social Enterprise and Social Finance to help government leverage social enterprises and social finance as tools to achieve policy objectives

[Read More](#)

*-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 22 June 2016*

## What does your Digital Footprint Tell a Potential Employer?

We are living in a digital age. This is not shocking news to anyone at this point, it is simply reality. We have an online presence regardless of whether or not we are avid social media users. Even those who work hard to live their lives free of technology are not exempt from having others publish, share, or comment about them online. The question is: how does this affect your job search?

According to a recent Canadian study, 93% of employers screen potential job candidates online before deciding to interview or hire them. If an employer were to Google your name right now, what would they see? Take a minute to do this yourself. What comes up? If you were an employer, what impression would you get from the results?

This is not meant to scare anyone, we all simply need to be aware that our digital footprint exists and is, for the most part, permanent. Everything that is published, posted, and linked to you or about you online remains as part of this footprint. People are going to use the information they find about you online in order to make decisions and judgments about you, possibly without ever

having met you. This is something we all need to think about, especially when handing out resumes. Some of this can be controlled, such as what you post personally, what you decide should be linked to your name, which sites you choose to visit and who you share your information with. Some of what may appear about you is not in your control. What others say, post, and link to your name may not match the online persona you are hoping to create.

*-Source: Newsletter, Village Vibes, 13 June 2016*

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# Facts & Trends

- [THE FUTURE OF NONPROFIT LEADERSHIP: ONBOARDING AND THE NEXT GENERATION](#)
- [YOUTH AND SUBSTANCE USE: NEW LEADERSHIP NEEDED](#)
- [HOW TO WATCH OUT FOR UNCONSCIOUS BIAS IN HIRING](#)
- [IS IT TIME TO DITCH THE WORD “NONPROFIT”?](#)

## The Future of Nonprofit Leadership: Onboarding and the Next Generation

Today's most forward-thinking nonprofits understand that the ability to tap into the enthusiasm and energies of a committed pool of executives can mean the difference between success and failure. Properly applied, the leadership provided by such executives can pay dividends in a number of different ways, from facilitating development opportunities to formulating strategy, and from refining objectives to clarifying goals. Indeed, it is difficult to imagine how a nonprofit might truly succeed in the absence of committed executive leadership.

Yet it appears that current demographic trends promise to make the inconceivable the new norm. While today's future executives are no less committed to the philanthropic ideal than the current crop of executives engaged in philanthropic efforts, their commitment leans toward the subjective importance of “doing good” and away from the hard science of leadership. Stated another way, they are more inclined toward the carpentry of philanthropy and less interested in the architecture. Consequently, the qualities and attributes that make these young executives a rich source of potential value are not fully realized.

[Read More](#)

*-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 27 June 2016*

## Youth and Substance Use: New Leadership Needed

Youth with substance problems in BC often have long treatment wait-times without adequate services, finds a new report by Mary Ellen-Turpel Lafond, the representative for Children and Youth.

The report calls on the government to create a single point of leadership to take responsibility for creating a plan to address the problem, focusing on prevention, intervention and residential treatment. Collaborating with regional health authorities, the plan would have to give special attention to the needs of Aboriginal families and youth.

Substance use plays a role in a number of deaths and injuries each year in BC, and connecting youth with effective substance abuse treatment is essential to their well being. Between 2011 and 2015, 17 per cent of the 1,500 critical injuries reported to the Ministry of Children and Family Development were related to substance use, and over seven per cent of deaths of children and youth were related to substance use.

[Read More](#)



-Source: Newsletter, BC Council for Families, 6 June 2016

## How to Watch Out for Unconscious Bias in Hiring

“First impressions are everything.”

It’s a pretty common adage, but the truth is that first impressions can also be deceiving. If you’ve ever been dazzled by a smooth-talking candidate only to discover his low work ethic two weeks into the job, you know what we’re talking about. Even worse, first impressions and the power of “gut feelings” about people can be masking unconscious biases, which can wreak havoc on even the most genuine attempts to hire fairly.

Could your unconscious bias be ruining your hiring process?

While overt bias is thankfully rare in today’s business environment, unconscious bias could be wreaking havoc on your genuine efforts to hire a diverse, effective team.

Diverse teams are essential to competing in today’s melting pot economy. Research shows that diverse teams make better decisions, better serve their customer bases, and ultimately make more money than their homogeneous counterparts.

[Read More](#)

-Source: Newsletter, Village Vibes, 13 June 2016

## Is It Time to Ditch the Word “Nonprofit”?

Although philanthropists and social impact organizations differ in many ways—from their approaches to funding to their levels of transparency and innovation—the sector collectively seems to agree on one thing: The word “nonprofit” isn’t cutting it.

As Suzanne Perry wrote back in 2008, “Why should groups describe themselves by what they are not?” Nonprofit professionals, after all, don’t focus their energy on not enriching shareholders, as the word implies.

Speaker and nonprofit executive Dan Pallotta went further, writing: “The word ‘profit’ comes from the Latin noun profectus for ‘progress’ and the verb proficere for ‘to advance.’ ‘Nonprofit’ means, etymologically, nonprogress. This is not a simple case of mistaken meaning. It’s a dangerous unconscious statement of intent, or lack of it.” This moniker, Pallotta argues, only perpetuates negative attitudes toward charitable organizations. He suggests “humanity sector” as a term that better reflects the shared goal.

[Read More](#)

-Source: Newsletter, Every Action, 20 June 2016

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# Fund Development

- [HOW BETTER DONOR DATA HELPS NONPROFITS RAISE MORE FUNDS](#)
- [TEN WAYS TO TELL WHETHER YOUR ORGANIZATION HAS A PHILANTHROPIC CULTURE](#)
- [INTRODUCING KEY ENHANCEMENTS TO CANADAHELPS' CUSTOM DONATE NOW!](#)

## How Better Donor Data Helps Nonprofits Raise More Funds

How many times have your donors had the thought: “Is my donation being used efficiently?”

Many nonprofits are storing and analyzing data to improve their own logistics and gain access to a greater number of potential donors right away. By turning to data to make the process of managing fundraising activities and making them more effective, nonprofits are able to become more effective fundraisers and be more transparent with their donation revenue than ever before.

Nonprofits are turning to all the data stored in donor databases, interactions with blog posts, social media posts, and in the array of places where data is being collected on donors. All this data offers a treasure trove of valuable insights for nonprofits to make better informed fundraising decisions.

Nonprofits today are talking about when and how to tap into this data and what to do with it. They know if they can collect, parse, sort, analyze, and manipulate the data and put it to use, their effectiveness will skyrocket. By leveraging analytics tools and solutions to analyze the wealth of donor information, nonprofits can gain powerful insights into their donors' behaviors and needs.

[Read More](#)

*-Source: Newsletter, Tech Impact Blog, 6 June 2016*

## Ten Ways to Tell Whether your Organization has a Philanthropic Culture

“Philanthropic culture” seems to be the mantra for successful fundraising. We hear that our charities need it to succeed at fundraising in the long term. We hear that we have to build it if we don't already have it. Sometimes we hear that leaders, managers and program staff care about everything except a philanthropic culture. But seldom do we hear, in concrete, practical terms, what a philanthropic culture looks like.

University fundraisers Andrea Morris and Kelly Morris know what it's like to influence and convert non-fundraisers to a philanthropic culture. They prepared a full chapter on the topic for Excellence in Fundraising in Canada, Volume Two, which is published by Civil Sector Press. In it they cite these top 10 indicators of a philanthropic culture from The Fundraising Beat by Canadian thought leader and former AFP chair Andrea McManus:

1. Your board and leadership can both pronounce and spell the word philanthropy.

2. When someone calls to make a donation the receptionist knows what to do.

[Read More](#)

*-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 27 June 2016*

## **Introducing Key Enhancements to CanadaHelps' Custom Donate Now!**

Customizable donation forms give you branding flexibility, allowing donors to see your organization's logo and look from start to finish. CanadaHelps' Customizable Donation Forms are based on best eCommerce practices to maximize donations to your charity. Starting today, you have access to 5 new features to maximize your online fundraising success!

### **1. New Charity Branded Receipts**

Charities have asked, and we've listened! As part of our new enhancements, we have rolled out new charity branded tax receipts, which donors will receive automatically after making a donation. Your charity's logo will now show first along with the details of the donation to your charity. The receipt is flexible, and made to handle both one-time donations sent immediately after the donation is made, as well as monthly donation receipts, which are sent as a single tax receipt after the calendar year.

### **2. Customizable Charity eCards**

Did you know that 8% of one-time donations through CanadaHelps are donations made in honour or in memory of someone, where the donor has opted to send a free eCard? Now, you can create and upload your own eCards to your Customizable Donation Forms – using visuals that reflect your brand, mission and organization! You can choose to display only your custom eCards, or also choose to display them along with the various eCards and categories CanadaHelps has created for every occasion.

### **3. Increased Branding Options**

You've always had the ability to modify the background of your Customizable Donation Forms, choosing the background colour or choosing to use a specific image for your background. Now, you have even more choices and options! Customize the text colour used in title bars, the background colour of title bars, and choose the accent colour you would like applied to the 'Complete Donation Now' button, as well, that accent colour will be used to highlight items selected by the user when completing your donation form.

### **4. New Embedded Donation Branded Header Templates**

If you haven't already embedded your Customizable Donation Form right into your website – now is the time! Allow your supporters to donate to your charity without leaving your site. And, take advantage of our 5 new embedded donation header branded templates that allow for additional options (such as image, image size and placement, headline and additional copy, etc.) to ensure your page best suits your organization's needs, and works visually within your site.

### **5. Set up One-Time & Monthly Suggested Donations**

With Customizable Donation Forms, you can include suggested donation amounts. Now, instead of the same suggested donation amounts applying to one-time and monthly donations, you can choose separate values for each! This is the ideal way to ensure you are maximizing the gifts you receive, by catering suggested donation amounts for one-time and monthly

separately. Providing suggested donation amounts is a great way to grow your donation revenue, especially when you let the donors know the tangible impact of the specific donation amount.

*-Source: Newsletter, CanadaHelps, 28 June 2016*

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# Funding Sources

- [COMMUNITY FUND FOR CANADA'S 150TH](#)
- [CANADA 150 COMMUNITY INFRASTRUCTURE PROGRAM](#)
- [SESQUICENTENNIAL GRANT CANADA150](#)
- [CALLS FOR PROPOSALS FOR THE STRATEGIC INITIATIVES COMPONENT IN 2016-2017](#)

## Community Fund for Canada's 150th

The Community Fund for Canada's 150th is a small grants program that will support community initiatives from coast to coast to coast. The Fund is a collaboration between Canada's Community Foundations, the Government of Canada, and extraordinary leaders from across Canada. The Fund is based on grassroots leadership, and will take on a local focus and timeline in each community.

### Central Okanagan

The Central Okanagan Foundation will consider applications for grants of up to \$15,000 for projects that meet the eligibility criteria. Please note that this is a matching grant opportunity (in-kind is valid).

The Central Okanagan Foundation will be accepting applications for the Community Fund for Canada's 150th during the following application period: June 1 to August 31, 2016.

For more information please visit [centralokanaganfoundation.org/grants/canada-150-grants/](http://centralokanaganfoundation.org/grants/canada-150-grants/) or contact [Cheryl Miller](#), Director, Grants & Community Initiatives.

*-Source: Cheryl Miller, Director, Grants & Community Initiatives, Central Okanagan Foundation, 21 June 2016*

## Canada 150 Community Infrastructure Program

As part of the government-wide Canada 150 celebrations, the Government of Canada has launched the Canada 150 Community Infrastructure Program, which will invest \$150 million over two years to rehabilitate and improve existing community infrastructure across Canada.

The program is anticipated to support up to 1,800 projects in communities of all sizes and will be delivered nationally through the federal government's regional economic development agencies. It is meant to support the renovation, expansion and rehabilitation of existing infrastructure that provides community and cultural benefits for the public.

Western Economic Diversification Canada (WD), on behalf of the Government of Canada, will deliver the Canada 150 Community Infrastructure Program in Western Canada and will invest \$43.2 million in projects aiming to rehabilitate existing cultural and community infrastructure.

Detailed information on the delivery of the Canada 150 Community Infrastructure Program in Western Canada, including important details on eligibility, application requirements and program priorities, are available on the [WD website](#)

Applications accepted from Tuesday, May 24th, 2016 to Wednesday, June 22nd, 2016.

[Read More](#)

*-Source: Lower Columbia Initiatives, 29 May 2016*

## Sesquicentennial Grant Canada150

The Sesquicentennial milestone provides an opportunity to shape the future of our city with celebrations, events and projects. To help support non-profit organizations in implementing unique initiatives that will leave a lasting legacy in our community, the City of Kelowna has created the Sesquicentennial Grant.

The intent of the Sesquicentennial Grant is to make a lasting impact that reflects the rich culture of Canada and Kelowna's natural attributes. Projects eligible for the Sesquicentennial Grant must align with at least one of the City's Canada 150 identified themes:

- Embrace, preserve and celebrate the natural assets of Kelowna including the lake, trails, landscape and four season recreational opportunities;
- Celebrate cultural diversity and freedom;
- Empower our youth to shape the community they desire;
- Honor the history of our region and the prominent people and events that connect us;
- Recognize and celebrate the rich history and knowledge of Indigenous nations who continue to be an integral part of our community; and
- Lay the groundwork for innovation that will strengthen our community.

**Second Intake Date: October 31, 2016.** There is no guarantee of funding for the second intake.

Non-profit organizations are eligible for matching funds of up to 50 per cent of total project costs up to \$15,000. Matching funds must be identified in the application process and may consist of cash, in-kind-volunteer hours and/or materials and equipment.

For full details, please read the [Sesquicentennial Grant Application Guidelines](#)

[Sesquicentennial Grant Application Form](#) or [Download an Application Form](#).

Questions? Contact us at [canada150@kelowna.ca](mailto:canada150@kelowna.ca).

*-Source: Newsletter, City of Kelowna, 19 April 2016*

## Calls for Proposals for the Strategic Initiatives Component in 2016-2017

The Canada Cultural Investment Fund (CCIF) will issue two calls for proposals for its Strategic Initiatives component in 2016-2017.

Applicants must submit their application no later than **September 15, 2016** for projects starting April 1, 2017

For more information on the component's objectives, eligibility criteria and forms to be completed, please visit <http://pch.gc.ca/eng/1269288468775> or contact the program at 819.997.3955 or toll free at 1.866.811.0055 or [by email](#).

*-Source: Canadian Heritage CCIF (PCH/PCH), 5 February 2016*

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# Housing

- [\\$5 MILLION INVESTMENT TO HELP ADDRESS HOMELESSNESS IN KELOWNA](#)
- [HAVE YOUR SAY! FEDERAL GOVERNMENT LAUNCHES NATIONAL HOUSING STRATEGY CONSULTATION](#)
- [t3 PODCASTS: YOUTH EMPOWERMENT – FROM ACTIVE ADDICTION TO RECOVERY](#)
- [TODAY, A WAY HOME LAUNCHES THE YOUTH HOMELESSNESS COMMUNITY PLANNING TOOLKIT](#)
- [ENDING YOUTH HOMELESSNESS: A HUMAN RIGHTS GUIDE](#)
- [2016 WAITING LISTS SURVEY REPORT – ONPHA](#)
- [CAEH RELEASES PROGRAM FOR 2016 NATIONAL CONFERENCE ON ENDING HOMELESSNESS](#)
- [HIREUP IS HELPING EMPLOYERS HIRE YOUTH AND END HOMELESSNESS](#)
- [ONLINE COURSE: UNDERSTANDING TRAUMA & HOMELESSNESS](#)

## **\$5 Million Investment to Help Address Homelessness in Kelowna**

Individuals who are at risk of homelessness will soon have increased access to safe, affordable rental housing with the recent purchase of a motel in Kelowna.

The former Econo Lodge motel will be renovated to provide 44 self-contained units for people with low incomes who are able to live independently but struggle to find suitable, affordable housing in the community. Onsite staff will work with tenants on an individual basis to connect them with service providers for supports.

Located at 1780 Gordon Dr., residents will have a safe place to call home as well as easy access to transit, amenities and retail services.

The Governments of Canada and British Columbia provided a combined investment of \$5 million for the purchase and renovations of the motel through the Canada-B.C. Agreement for Investment in Affordable Housing.

The Province will own the property, which will be operated by BC Housing. The building is expected to be ready for occupancy by fall 2016.

[Read More](#)

*-Source: Twitter, BC Government News, 24 June 2016*

## **Have your Say! Federal Government Launches National Housing Strategy Consultation**

The time is now to fix Canada's housing crisis. For the first time in more than 20 years the government appears ready to re-engage on affordable housing. We have to act now to ensure ending homelessness is on the agenda.

The Federal government has launched their [National Housing Strategy consultation](#) with a new website.



This is a critical time for housing and homelessness in Canada. As the [State of Homelessness in Canada](#) showed, modern mass homelessness began with federal withdrawal from affordable housing and deep cuts to welfare and social services in the mid-1990's.

We have an opportunity to reverse those cuts and begin the end of homelessness in Canada but we must speak up. There is a very real possibility that the government creates a National Housing Strategy that does not meaningfully address homelessness. There are many competing demands on government resources. The government has to hear through this process that ending homelessness is a priority for Canadians.

Have your say! The time is now to fix Canada's housing crisis – the time is now to end homelessness in Canada.

[Click here to visit the National Housing Strategy consultation website](#)

*-Source: Newsletter, Canadian Alliance to End Homelessness, 29 June 2016*

## t3 Podcasts

### **Youth Empowerment: From Active Addiction to Recovery**

Justin Riley from Young People in Recovery and Kristen Paquette from the Center of Social Innovation weigh in on the changing landscape of how substance use is addressed from a broad policy level to direct service delivery with young people.

[Listen Now](#)

### **LGBTQ Solidarity and Activism after Orlando**

Molly Richard and Allison Rich from the Center of Social Innovation share their experience as activists in the LGBTQ community and discuss what people outside the queer community, as well as White LGBTQ people, can do to be better allies to queer people of color in the wake of the Orlando tragedy.

[Listen Now](#)

*-Source: Newsletter, t3, 6 & 22 June 2016*

## **Today, A Way Home Launches the Youth Homelessness Community Planning Toolkit**

To support the enhanced capacity to respond to youth homelessness in unique local contexts across Canada, A Way Home has developed a toolkit to help communities create plans to prevent, reduce and end homelessness among young people.

Ending youth homelessness involves a number of critical elements and actions. These include the implementation of innovative programs and housing solutions tailored for the specific needs of young people as well as structural changes within the operations of homeless-serving systems. The transformation of public systems, including child welfare, education, mental health, income supports and criminal justice and their enhanced integration which can facilitate

broad systems of care is essential. Each community also has unique dynamics that must be accounted for in local efforts and plans.

[Read More](#)

*-Source: Newsletter, Homeless Hub, 8 June 2016*

## Ending Youth Homelessness: A Human Rights Guide

All young people have the right to be free of homelessness.

On June 9th, a collaborative group of organizations from Canada and Europe released Youth Rights! Right Now! Ending Youth Homelessness: A Human Rights Guide. The guide, based on research, consultations, input from youth and the expertise of the United Nations Special Rapporteur on the Right to Housing, Ms. Leilani Farha, argues that all young people have a fundamental, legal right to be free of homelessness and to have access to adequate housing.

By grounding strategies in international human rights law, the guide aims to encourage and assist policy-makers, front-line workers, researchers and others to embrace a human rights approach to ending youth homelessness worldwide.

[Read More](#)

*-Source: Newsletter, Homeless Hub, 9 June 2016*

## 2016 Waiting Lists Survey Report – ONPHA

The Ontario Non-Profit Housing Association (ONPHA) began collecting data from waiting lists for rent-geared-to-income housing (RGI housing) in 2003. At the time, Ottawa and Queen's Park had vastly reduced their housing investments, even though demand for affordable housing was growing. While the economy boomed and housing markets soared, thousands of Ontarians struggled to keep a roof over their heads. Many of these households joined housing waiting lists in the hopes of finding relief from high housing costs.

By summarizing and reporting annual data from waiting lists across the province, ONPHA helped spark a conversation about the urgent need for affordable rental housing. This year, ONPHA reports that 171,360 households are waiting for help in Ontario – an increase of more than 45,000 households in little over a decade. Average provincial wait times for housing have climbed to nearly four years, and are significantly longer in many cities.

[Read More](#)

*-Source: Newsletter, Homeless Hub, 9 June 2016*



**ONPHA**

2016 WAITING LISTS SURVEY REPORT  
ONPHA'S *final* REPORT ON WAITING LISTS  
STATISTICS FOR ONTARIO

## CAEH Releases Program for 2016 National Conference on Ending Homelessness

**Date:** November 2-4, 2016

**Location:** The London Convention Centre, London, Ontario

**Cost:** \$550

[Register Now](#)

The National Conference on Ending Homelessness arms policy makers, funders, researchers, advocates, community leaders and front line workers with the inspiration, information, tools and training they need to end homelessness.

We are very excited to offer another jam packed conference program. The conference will include 60 concurrent sessions delivered over two and a half days, and this year we are adding new concurrent sessions on Indigenous homelessness and are thrilled to be partnering with All Our Sisters to bring you sessions focused on homelessness for women and girls. We also have some terrific keynote speakers lined up.

[View the Schedule](#)

*-Source: Newsletter, Canadian Alliance to End Homelessness, 20 June 2016*

## HireUp is Helping Employers Hire Youth and End Homelessness

Every year 65,000 young Canadians experience homelessness or live in a shelter. For these vulnerable individuals, landing and keeping a job is both a difficult and dire part of their precarious situation. Encouraging employers to hire youth can help to end chronic homelessness, with organizations like HireUP paving the way. The Agenda panel examines how employment is an integral part of lifting young Canadians up and out of poverty.

[Watch the Video](#)

*-Source: Newsletter, LinkedIn Groups, Imagine Canada, 9 June 2016*

## Online Course: Understanding Trauma & Homelessness

Homelessness is not only traumatic, it is also lethal. This tapas bundle explores the intersections between homelessness and trauma, what this means for the people with whom we work, and for the work we are invited to do on their behalf. We explore different definitions of trauma as a lens through which to understand the experience of homelessness and the multiple pathways that exist between these experiences. Following an exploration of trauma and its effects, we introduce trauma-informed care as a framework for responding to the needs of trauma survivors and the relevant implications for service delivery.

Cost: Non-member \$45

Estimate length: 75 minutes

Course type: Self-paced, short video tutorials

Covered topics: Homelessness, trauma, substance use disorders, mental health disorders

[Take the Course](#)

*-Source: Newsletter, t3, 29 June 2016*

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- [FALCONS PLAY FOR UNITED WAY](#)
- [ELEVATION OUTDOORS INTRO TO ADVENTURE SUMMER CAMPS](#)
- [ART SERIES OFFERS CREATIVE OUTLET FOR TEENS THIS SUMMER](#)
- [COOL ARTS SOCIETY – BIO DIVERSE ABILITY ART SHOW OPENING](#)
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- [SHAKESPEARE KELOWNA PRESENTS ROMEO AND JULIET](#)
- [FISHING FOREVER 2016](#)
- [NOMINATIONS FOR THE 2016 MENTALLY HEALTHY WORKPLACE AWARDS ARE NOW OPEN](#)
- [NEW PHONE LINE & EMAIL ADDRESS TO HELP REPORT ELDER ABUSE](#)
- [THE SONGSHINE SINGERS](#)

## The Sugarplum Ball

**Date:** Saturday, July 9, 2016, 8:00 pm

**Location:** Rotary Centre of the Arts, 421 Cawston Ave, Kelowna

[Buy Tickets](#)

THE NEXT BIG THING. One roof, One community, Multiple parties.

The Okanagan Pride Society is proud to partner with the Okanagan Young Professionals Collective on an exciting new event that will see the proceeds go to Okanagan Pride.

Dress to impress for the Young Professional party of the summer. Start out back stage at the Rotary Centre for the Arts while enjoying beverages from local artisan producers, slip into the green room for a chance to get your makeup dialled up and stop by the wig bar let your hair down. All hosted by Mayor 'Sugarplum' Basran.

This promises to be an unforgettable night with an amazing group of people all celebrating our community together.

We anticipate this event to sell out early, so act now to ensure you will not be left out of this very unique experience.

[Buy your tickets online](#) or at the Rotary Centre for Arts. Get your ticket now as the \$30 VIP Early Bird Rate is almost sold out! After there will only be 100 tickets at \$35. The regular advance ticket price is \$40.

[Join the pre-party on Facebook](#)

If you have questions about the event please contact our Director of Events, Dustyn Baulkham via [dustyn@okanaganpride.com](mailto:dustyn@okanaganpride.com)

*-Source: Newsletter, Okanagan Pride, 5 June 2016*

## Falcons Play for United Way

**Date:** Wednesday, July 6, 2016, 6:00 pm – 9:00 pm

**Location:** Elks Stadium, Recreation Ave, Kelowna

**Cost:** \$10

[Buy Tickets](#)

Local collegiate men's baseball team, the Kelowna Falcons have partnered with United Way CSO to raise awareness and dollars to support the kids, youth, adults, families and seniors in our community! Join us at Elks Stadium for a family friendly event featuring our very own Kelowna Falcons – Baseball Lives Here!

Plus, fireworks, kids zone and interactive events in between innings.

Kelowna Falcons vs. Gresham Greywolves

Proceeds of ticket sales will be donated to the United Way CSO. Tickets available at the door. Thanks to our sponsors and partners for making this event possible!

*-Source: Ian Gerbrandt, Manager, Community Investment, United Way Central and South Okanagan/Similkameen, 10 June 2016*

## Elevation Outdoors Intro to Adventure Summer Camps

Elevation Outdoors is excited to announce that they will be running their "Intro to Adventure" summer camps in partnership with the Okanagan Boys and Girls Clubs. These camps will introduce youth ages 12-16 (willing to accept older) to sailing, rock climbing and mountain biking in an introductory setting. If you have clients or know families with kids that may be interested, these camps are open to youth of all backgrounds. They are looking to continue to expand their impact in the community and know that many kids may be interested in these activities, but their parents are unable to introduce them for a variety of reasons that are not just financial.

We will be running the camps in Kelowna the weeks of July 11th, July 18th, Aug 2nd, and August 8th. We will be hosting them in Vernon the weeks of July 25th and August 15th.

Each camp will run on a Monday/Wednesday/Friday set up other than the week of August 2nd due to the long weekend. There will be one day of sailing, one day of rock climbing, and one day of mountain biking, all at an introductory level. The equipment needed will be provided for the specific activities, but campers will need to bring their own clothing, lunch, snacks and water.

The camps run from 9:00 am – 4:30 pm and drop off will be at the Boys and Girls Martin St facility in Kelowna and at the Vernon Boys and Girls club for the weeks in Vernon.

[Download the registration form](#) and send it to [info@boysandgirlsclubs.ca](mailto:info@boysandgirlsclubs.ca) as the Boys and Girls team is handling registration and taking payment. Once payment is received they will send an info package with all the forms and waivers for each activity that is required by the vendors we are using to assist us with running the camps.

The cost is \$250/week per camper. For families that may not be able to afford that cost there is funding through the [Canadian Tire Jumpstart program](#), as well the Boys and Girls Clubs do

have a scholarship program where they can help subsidize the cost of participation for families that cannot afford the full costs. For more information on that call 250.762.3914.

*-Source: Kristi Essler, Changes Program, Arc Programs Ltd., 3 June 2016*

## Art Series Offers Creative Outlet for Teens this summer



A stimulating series of art classes geared specifically for teens returns to the Kelowna Art Gallery this summer. The Friday for Teens Art Series will run from 9:00 am – 2:00 pm every Friday, beginning July 15 and through to August 19 (no class on August 5).

During the classes, participants can expect to develop skills in drawing, painting, mixed media, and printmaking, while being inspired by the current exhibitions on view at the Gallery. Classes highlight skill-building and self-expression, as well as the introduction of new ideas and artistic techniques. The series is open to absolute beginners, as well as to those of intermediate skill level. Each week a different theme will be explored including Everything in Ink, Block Printing, More than Watercolour, Portraits (people and animals), and Wildlife Drawing.

The instructor is local artist Jim Elwood. Elwood is an accomplished artist in several media, including drawing, watercolour, and block printing. He is a graduate with honours from the University of Victoria, and has attended the Banff Centre's studio program, as well as the University of Calgary's Art Education program. Elwood's time is divided among working as an artist, an illustrator, and as an art teacher.

Registration is now underway for these high-quality, intimate classes. The cost for each class is \$70, or \$55 for members of the Kelowna Art Gallery. An option to attend the entire five-week series of classes is also available and saves participants money.

New this year is an immersive week-long art camp from 9:00 am – 2:00 pm daily, from Tuesday, August 2 -Friday, August 5. Participants will work with a variety of materials and learn a range of techniques while exploring creative projects and just plain having fun making ART! The cost for the week of camps is \$210, or \$165 for members of the Gallery.

A full listing and description of available classes can be found on the Gallery's website at [www.kelownaartgallery.com](http://www.kelownaartgallery.com). For more information or to register, please contact the Gallery at 250.762.2226.

-Source: Joshua Desnoyers, Marketing and Events Coordinator, Kelowna Art Gallery, 9 June 2016

## Cool Arts Society – Bio Diverse Ability Art Show Opening

**Date:** Thursday, July 28, 2016, 6:00 pm – 8:00 pm

**Location:** 3228 31st Avenue, Vernon

The Vernon Public Art Gallery is hosting an opening reception for Cool Arts Society's BIO DIVERSE ABILITY show. The show will be on display from July 28th – October 5th.



Shannon Armstrong | Janice Bickert | Katie Biggs | Katarina Gerhardt | Laura Gerhardt | Scott Gould | Randy Grant | Dylan Jeaurond  
Jordan Lige | Samantha Mayer | Melanie Marcotte | Kathryn Pooley | Shameera Rosal | Shannon Wilson (Johnston) Visiting Artist

-Source: Rena Warren, Executive Director, Cool Arts Society, 27 June 2016

## Mission Painters “Art by the Lake” Show

**Dates:** Saturday & Sunday, July 9-10, 2016, 10:00 am – 4:00 pm

**Location:** Okanagan Mission Activity Centre, 4398 Hobson Rd, Kelowna

Art media includes watercolour, oil, acrylic – with a variety of subjects. Door prizes and refreshments.

For more information, contact Sheila at 778.821.1386.

-Source: Mission Painters, 1 May 2016

## Shakespeare Kelowna presents Romeo & Juliet

**Dates:** July 20-23, 27-30, 7:00 pm

**Location:** Okanagan Villa Estate Winery, 3240 Pooley Road

**Cost:** \$25 Senior & Student / \$30 Adult

**Tickets:** [kelownatickets.com](http://kelownatickets.com) or call Kelowna Tickets Box Office a 250.862.2867.

For our Shakespeare Kelowna 2016 season, we are excited to present Romeo and Juliet, our



fifth outdoor summer Shakespeare production at the spectacular Okanagan Villa Estate Winery's open air stage in the heart of East Kelowna's wine country.

Romeo and Juliet is a tragedy written by William Shakespeare early in his career about two young star-crossed lovers whose deaths ultimately reconcile their feuding families. It was among Shakespeare's most popular plays during his lifetime and, along with Hamlet, is one of his most frequently performed plays. Today, the title characters are regarded as archetypal young lovers.

This summer's production is directed by long-time theatre instructor, producer and director Neal Facey.

*-Source: Wendy Sanderson, Theatre Publicity, 31 May 2016*

## Fishing Forever 2016

**Date:** Saturday, July 23, 11:00 am – 2:00 pm

**Location:** Heritage Park, Beach Avenue, Peachland

Event includes a BBQ, trophies and prizes. It is for anyone with any handicap of all ages and everything is supplied.

### More Information

Al Springer

250.767.2287, [ten.sulet@regnrpsa](mailto:ten.sulet@regnrpsa)

*-Source: Al Springer, 25 May 2016*

## Nominations for the 2016 Mentally Healthy Workplace Awards are now open

Download a copy of the nomination form by [clicking here](#). Nominations will be accepted until September 2016. What makes a workplace Mentally Healthy? [Use the 13 Factors](#) to get started.

You can also [click here to download](#) a copy of our Mentally Healthy Workplace Checklist and make sure to [contact us](#) if you would like to be added to our Workplace Mental Health newsletter.

*-Source: Twitter, CMHA Kelowna, 15 June 2016*

## New Phone Line & Email Address to Help Report Elder Abuse

Interior Health has launched a new, confidential toll-free number to report the mistreatment of older adults.

“Research shows that seniors are the most likely to suffer physical, psychological or financial

abuse or neglect from a family member,” says Minister of Health Terry Lake. “World Elder Abuse Awareness Day reminds us to treat everyone, at any age, with dignity and respect. There is no excuse for abuse.”

Anyone within Interior Health who has concerns regarding elder abuse can call 1.844.870.4754 to be connected with an Interior Health staff member who is trained to respond to such situations. The phone number and corresponding email address [ihadultguardianship@interiorhealth.ca](mailto:ihadultguardianship@interiorhealth.ca) were launched in May this year. (Always call 9-1-1 if the situation is an emergency and you require immediate help.)

Elder abuse takes many forms, including physical, financial, emotional, verbal or sexual abuse, and neglect or self-neglect. It can affect anyone, regardless of their health, financial background or social standing. It can occur anywhere and anytime, whether an individual is living independently, with family, or in a residential care home or other facility.

“The new toll-free number is one more tool we’re providing to assist one of the most vulnerable populations. As designated agencies under the adult guardianship act, health authorities across B.C. have a role and responsibility to keep seniors safe,” says Interior Health Board Chair Erwin Malzer. “Nobody should have to suffer silently. We all need to stand up and speak out on behalf of those who may be unable to advocate for themselves.”

Almost 16 per cent of B.C.’s population is over 65-years-old. Within Interior Health, that number is higher, with more than 22 per cent of residents over 65, and climbing. As our society ages, it is increasingly important to be able to recognize elder abuse and give people the tools they need to stop it.

The BC Association of Community Response Networks, which supports a local community coordinated response to the abuse, neglect and self-neglect of vulnerable adults, applauds the launch of the new phone line.

[Read More](#)

*-Source: Twitter, Interior Health, 15 June 2016*

## **The Songshine Singers**

Shine-Kelowna a free voice therapy group (The Songshine Singers) meets every Tuesday from 1:00 pm – 2:30 pm at the Seventh Day Adventist Church Hall, 1130 Springfield Road in Kelowna. Strengthening your voice with music is known to assist voices weakened from Parkinson’s Disease, stroke, neurological disorders, or aging.

For further information please contact the group’s choir director Sylvia Clerke at 250.869.9323 or [syma1943@gmail.com](mailto:syma1943@gmail.com). There is no charge to attend the meetings. Song Shine – Kelowna is sponsored by St. Paul’s United Church.

*-Source: Peter Baigent, 9 June 2016*

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## Federal Government, Provinces Agree to New Deal on CPP Reform

Both Canadian workers and their employers will soon be on the hook for higher contributions to the Canada Pension Plan after the federal government reached an agreement with most of the provinces Monday to revamp the program for the first time in nearly two decades.

Federal Finance Minister Bill Morneau said the change means future generations of Canadians will be able to retire in dignity, no matter the state of their finances.

“We have come to a conclusion that we are going to improve the retirement security of Canadians,” Morneau said.

“We’re going to improve the Canada Pension Plan that will make a real difference in future Canadians’ situations.”

By 2023, an extra \$34 a month in pension premiums will mean up to \$4,300 more in annual payouts come retirement time for the average Canadian wage earner.

The agreement-in-principle, which only Quebec and Manitoba neglected to endorse, will see an increase in monthly premiums phased in starting at \$7 a month in 2019 for a typical worker earning about \$55,000.

Once the plan is fully implemented, the maximum annual benefits will increase by about one-third to \$17,478. Mandatory matching contributions will also mean a jump in payroll expenses for employers.

[Read More](#)

*-Source: National Post, 21 June 2016*

## PBO Publishes Estimates on Bill C-239, Fairness in Charitable Gifts Act

The Parliamentary Budget Office has [published a report](#) on the cost estimates of opposition member Ted Falk’s private member’s [Bill C-239](#), the Fairness in Charitable Gifts Act, currently at second reading stage in the House.

*-Source: Newsletter, Early Alert, Imagine Canada, 6 June 2016*

## **Adopted: Bill C-15, Budget Implementation Bill Passes**

On June 22, the Senate [debated and passed](#) the government's first budget implementation bill, which has received Royal Assent and will become law.

Of relevance to charities, this bill would enable registered charities and registered Canadian amateur athletic associations to hold limited partnership interests. Additionally, the Excise Tax Act will be amended to clarify that where split receipting occurs, GST/HST is only to be applied to the non-donation part of the transaction.

*-Source: Newsletter, Early Alert, Imagine Canada, 6 June 2016*

## **Adopted: Bill on access to works for those with perceptual disabilities**

On June 21, the Senate [read for a third time](#) and passed the government's [bill C-11](#), An Act to amend the Copyright Act. As we've reported, this bill would amend the Copyright Act so that individuals with disabilities and visual impairment can access copyrighted and other works.

This may be positive for disability organizations and their clients

*-Source: Newsletter, Early Alert, Imagine Canada, 6 June 2016*

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## Frustration Growing over Shortage of Doctors in BC

Frustration is mounting for people in British Columbia searching for a family doctor as the province struggles to fill empty spots. There are 656 positions available for physicians on the Health Match B.C. website, 443 of those are for general practitioners.

“We have an aging population that results in more complex patients, an aging physician workforce, and new physicians practicing differently – taking longer to move into permanent practices and looking at better work-life balance by working fewer hours than doctors have in years past,” said Health Minister Terry Lake in a statement.

The province committed to a ‘GP for Me’ program with the goal of ensuring everyone in the province had a family doctor by the end of 2015, but announced before the end of the year it was a commitment that couldn’t be met. The Canadian Community Health Survey notes that in 2014, the proportion of British Columbians without a regular family doctor was about the same as the Canadian average — about 15 per cent.

[Read More](#)

*-Source: Twitter, CBC Vancouver, 17 June 2016*

## Provincial and municipal funds expand handyDART service in BC

Kelowna will see expanded handyDART service hours that will benefit seniors and persons with disabilities, thanks to a funding lift by the province and the City of Kelowna.

Kelowna residents will benefit by an extra 2,000 handyDART service hours starting in September. The City of Kelowna is working towards further expanding this service with an additional 1,500 service hours pending budget approval in December.

“As the population increases in both size and age, the services people depend on have to grow with them,” said B.C. Premier Christy Clark. “With an extra 2,000 hours of handyDART service and more to come, we’re ensuring all residents of Kelowna are able to get around town.”

“An additional 2,000 hours of handyDART service starting this year alone demonstrates just how much Kelowna values the importance of this service to people who cannot use conventional transit. We’re providing more funding to BC Transit to help reduce the number of trip denials and increase the number of handyDART service hours,” said Todd Stone, Minister of Transportation and Infrastructure. “We have made working with BC Transit and local communities a high priority to ensure that people are getting the transit services they need to get around town, including handyDART.”

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-Source: Facebook, Government of BC, 28 June 2016

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# Research

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## How to use Data to tell a Stronger Story

Stats, facts, and figures—we all love data, and it certainly helps make content all the more powerful. Data, when used properly, makes an argument more compelling, underscores a position, and adds relevancy and authenticity to a story.

Yet we've all seen infographics, slides, and blog posts so cluttered with a hodgepodge of complex charts and figures, they actually depreciate the effectiveness of the content and the message. How do you balance data, design, and messaging to tell a stronger story?

### Think Like a Journalist

Journalists live by the long held "Five W's and One H" rule. That is, every good story answers the who, what, when, where, why, and how. The "who" are the characters in the story. The "what" are the events or actions, or in this case, the data and facts. You must be able to draw connection between the characters and the data you are presenting. "When" reveals the time frame, and "where" identifies the place. "Why" is the cause for the events or findings, and finally, "how" is the way in which something happened.

These all make your data relevant and concrete. Whether you're selling an idea to your target audience or informing your team about a new initiative, don't compromise the art of storytelling just to showcase data.

[Read More](#)

-Source: Newsletter, Tech Impact Blog, 6 June 2016

## 3 Intuitive Strategies to Utilize your Donor Data

You've been told over and over the more information you have on your donors, the better.

Well, according to a recent study conducted by Blackbaud and nfpSynergy of 338 nonprofit

organizations in the United Kingdom, many nonprofits are “drowning in data” and are unable to fully utilize all the data they’ve collected with their CRM. Of those 388 nonprofits who were polled, 70% of the responders felt they were not able to fully utilize the data they had available to them.

Here are 3 strategies to help you utilize data collected about your donors since implementing your CRM.

### **Take a step back**

Take a step back from your nonprofit and observe it from an outsider’s perspective. At first glance what would a third party viewer determine as important data? Does that data tell you about a large or a small portion of your donor population?

Sometimes solving your data driven problems is as simple as taking a step back, taking a deep breath, and tackling a problem from a different direction.

[Read More](#)

*-Source: Newsletter, Tech Impact, 13 June 2016*

## **Early Childhood Report a Distraction from what Really Needs to be Done**

The long-awaited report on the consultations by the Provincial Office for the Early Years (POEY) about early childhood planning in BC was released on Wednesday. This review, nearly a year in the making, looked at the meager early years community planning dollars allocated by the Ministry for Children and Family Development through the Children First and Success By 6 funding streams over the past 15 years.

The total of about \$7 million annually currently supports over 140 early childhood planning tables around the province to raise public awareness of the importance of the early years, build community capacity and leverage resources to support services for families, reach out to vulnerable families, and achieve other goals.

In the report’s conclusion the POEY promises to build on the strengths of the existing planning model, offer more provincial guidance and direction, and create a single, streamlined structure that brings together senior decision makers from community and public systems.

[Read More](#)

*-Source: Newsletter, First Call, The Child and Youth Advocate, 3 June 2016*

## **Five Ways you can turn your Nonprofit’s Data into Meaningful Information**

Tracking your organization’s metrics — like revenue and number of donors — gives you a better understanding of its success. But you can also use that data to connect with your donors in a more meaningful way and maximize your fundraising efforts.



Below, five leaders from Forbes Nonprofit Council share their top strategies for collecting and analyzing data in order to get the highest return on investment. Here's how they use numbers and stories to help solve the world's most challenging problems:

### **1. Make The Return On Investment Obvious**

I think that everyone already feels beset by requests for their data. Nonprofits need to set themselves apart by showing a clear relationship between providing data and getting positive results. At AAHOA, for example, our advocacy efforts are in large part driven on a strength-in-numbers philosophy. The more members who provide data, the “louder” our voice can be with policymakers. – Chip Rogers, Asian American Hotel Owners Association (AAHOA)

[Read More](#)

*-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 23 June 2016*

## **Loyalty? What Loyalty? What Consumer Stats Tell Fundraisers**

Donor loyalty. Sometimes it seems as if it has gone the way of the dinosaurs. We talk about it, write about it, hold meetings about it and strategize for it, but it's still missing from many nonprofit supporter lists. Donors are acquired and then they attrite. It's just the reality we live with.

On the other hand, we know the value of a retained donor, not only in terms of immediate cash but also the increased likelihood of a long-term donor upgrading or leaving an estate gift. So this summer, determine to give some serious thought to how you can increase donor loyalty. Begin with these consumer loyalty statistics that Access Development has compiled—and apply them to your fundraising program.

[Read More](#)

*-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 26 June 2016*

## **9 Data Collection Methods Every Manager Should Know**

Businesses of all sizes are now catching on to the power of data analytics. But fancy analytics mean nothing without good quality information to analyze. Let's look at some of the best ways businesses can collect data for analysis – from the humble survey to machine sensors.

### **Quantitative Surveys**

A quantitative survey seeks to quantify something from a numerical or statistical point of view, such as market size, market share, or opinion. Quantitative surveys pose specific closed questions along with a selection of answers. The respondent must select the answer that is most correct for them. Quantitative surveys are particularly useful in testing business assumptions and help you to build up a clearer picture of how a target population or audience behaves or what they think about a particular topic.

Tip: Make sure your survey is as easy and convenient to complete as possible, otherwise people won't bother.

## Qualitative Surveys

Where a quantitative survey seeks to quantify a topic through numbers, a qualitative survey looks to gain more subjective opinions. A qualitative survey helps you to understand the underlying reasons and motivations behind a target group's actions and behaviors. Potentially, this provides much more nuanced and detailed information about how a target groups thinks, feels, and acts regarding a particular product or topic. This can help businesses understand an issue from the respondent's point of view, generate ideas for improvement, and uncover trends in thought and opinion.

Tip: Keep the survey small, as response rates dwindle when answering the survey seems like too much hard work.

[Read More](#)

*-Source: Newsletter, Tech Impact, 20 June 2016*

## Food Costing in BC: Provincial Health Services Report on Rising Food Costs

The BC Provincial Health Services Authority's bi-annual report on the cost of a nutritious family food basket, Food Costing in BC 2015, released in February this year, addresses the impacts of food insecurity and the rising costs of nutritious food for BC families. The average monthly cost of the reference food basket has risen to \$974/month. The average monthly cost of a nutritious food basket across the health authorities is:

- \$1,032 in Northern Health (NH)
- \$997 in Vancouver Coastal Health (VCH)
- \$973 in Interior Health (IH)
- \$965 in Island Health (VIHA)
- \$958 in Fraser Health (FH)

The report notes that 12.7% of the BC population was food insecure.

- Food insecurity for children may result in poorer academic outcomes, social skills and general health.
- Child hunger is an independent risk factor for depression and suicidal symptoms in adolescence and early adulthood.

[Read More](#)

[Download the full report](#)

*-Source: Newsletter, First Call, BC Child and Youth Advocacy Coalition, 9 June 2016*

## The Joy of Working for a Nonprofit is Worth How Much?

A nice fat paycheck is all well and good, but new research has revealed a surprising price tag on the job satisfaction that comes with working at a nonprofit organization: almost \$40,000!

The study, which was published in the Journal of Economic Psychology, compared the happiness levels of people who worked at nonprofit organizations with those who worked at your average for-profit business job. Even after controlling for relevant influences such as

marital status and education, the researchers found that those who worked in the nonprofit field — or third sector, as it's commonly called in Europe — were happier with their jobs and their lives, than their profit-working peers. Nonprofit employees even seemed to enjoy their day-to-day activities more and were more likely to feel they were living useful lives.

[Read More](#)

*-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 10 June 2016*

## Misplaced Charity

NOT long ago Malawi was a donor darling. Being dirt poor and ravaged by AIDS, it was needy; with just 17m inhabitants, a dollop of aid might visibly improve it. Better still, it was more-or-less democratic and its leader, Joyce Banda, was welcome at Westminster and the White House. In 2012 Western countries showered \$1.17 billion on it, and foreign aid accounted for 28% of gross national income.

The following year corrupt officials, businessmen and politicians pinched at least \$30m from the Malawian treasury. A bureaucrat investigating the thefts was shot three times (he survived, somehow). Germany said it would help pay for an investigation; later, burglars raided the home of a German official and stole documents relating to the scandal. Malawi is no longer a donor darling. It now resembles a clingy lover, which would be dumped were it not so needy. It still gets a lot of foreign aid (\$930m in 2014), but donors try to keep the cash out of the government's hands.

[Read More](#)

*-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 10 June 2016*

## The Fatherhood Institute 2016 Fairness in Families Index

Since 2010, the world has seen many changes regarding gender equality, from its higher visibility in social media, to the creation of a United Nations agency to address gender-related issues. Among these changes, the promotion of active fatherhood has increasingly gained importance in many countries' agendas. However, gendered cultural norms along with economic and institutional barriers have hindered equal sharing of earning and caring roles. Gendered divisions of labour still prevail, reducing the participation of fathers in their children's care and education, and mothers' contributions to breadwinning.

In 2010, the Fatherhood Institute created the Fairness in Families Index (FiFI) to assess how well developed countries were fairing in relation to egalitarian parenting and earning. The findings of the 2010 FiFI confirmed that even the most developed countries have a long way to go before reaching equality between fathers and mothers. Six years later, this report looks again at this issue.

[Read More](#)

*-Source: Newsletter, Community Action Toward Children's Health, 21 June 2016*

## **WITS Anti-Bullying Program gets Top Marks**

The University of Victoria-led victimization prevention program for children—Walk away, Ignore, Talk it out, Seek help (WITS)—received top marks recently from Dalhousie University researchers, taking first place when compared to six other international bullying prevention programs. More than 600 schools across Canada have used the WITS program.

[Find more info about the WITS program](#)

*-Source: Newsletter, First Call, BC Child and Youth Advocacy Coalition, 15 June 2016*

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## 25 Things Awesome Board Members Do

Hi everyone. A colleague asked me to write about what board members can do to be helpful to staff. Nonprofit board members are critical to the success of organizations. We rely on y'all for so many important things and are deeply grateful for all the time, skills, connections, and resources you give, especially considering that the majority of board members are volunteers.

However, boards are also the direct cause of 39% of brain aneurysms in the sector, according to statistics that I made up. So I asked the NWB Facebook community to help develop a list of what awesome board members do. This is not a list of board roles and responsibilities, which you can google, or find at BoardSource, but actual, down-to-earth, sometimes seemingly minor stuff. One colleague writes this of one of her board members:

*"When your fundraiser is on the same night as an ice storm, he personally salts the sidewalks and parking lot. Then when all the salt runs out he goes to the gas station down the road and buys more salt to finish the job. He also demands car keys from me and coworker at the end of the night to defrost and scrape our car windows. And somehow in the midst of all that he also pays several hundreds of dollars on an auction item and poses for tons of pictures with the kids. #oneofthebest"*

OK, that board member is amazing and deserves, like, the biggest plaque ever, but I don't think any of us are asking any of you board members to go that far. If you can do even a few of the things below on this list, we'll all be eternally grateful and will preserve your names forever in the indices of nonprofit history.

### **25 things that awesome board members do, in no particular order**

Promptly respond to emails. Oh please, oh please respond quickly to emails and phone calls. Awesome board members realize that sometimes we legally cannot move forward on stuff until there's a board decision or an officer's signature. They help us do our jobs by being accessible. Chasing down board members is one of the biggest frustrations we staff face, next to coworkers who leave dishes in the sink for days.

[Read More](#)

-Source: Newsletter, *Nonprofit With Balls*, 13 June 2016

## Meta-Equity and the Irony of Inequity around Equity Work

One of my favorite words is “meta,” a prefix that allows something to be about or comprising itself. For example, meta-writing could be writing about the process or benefits of writing. Meta-film-making might be making a film about film-making. A meta-presentation is a presentation about how to make effective presentations. It works for everything. We might want to have a meta-meeting to talk about how to make meetings more effective. And we should make a meta-hummus, which is a delicious hummus that is made out of leftover dollops of other hummi. Try to use meta at your next meeting; it’ll make you sound really smart: “Can we do a meta-financial-analysis? I think we’re spending too much money on our financial reviews.”

So today, let’s talk about meta-Equity—the equity around Equity. I have really appreciated that everyone has been paying more attention to Equity, having thoughtful discussions led by qualified trainers, and incorporating Equity into grantmaking, hiring, and other practices (#OxfordCommaForever!). Hell, maybe Equity won’t just be another fad like coconut water, but will actually stick around and become a timeless beverage that will nourish us all, like tequila.

[Read More](#)

*-Source: Newsletter, Nonprofit With Balls, 27 June 2016*

## 3 Ways Your Nonprofit can be an Ally without Stepping on Toes

It’s been a pretty tough year for communities across the nation. With the need for the #BlackLivesMatter movement and the killing of communities of color, the tragedy at Pulse in Orlando, and the passing of HB2 in North Carolina, lots of nonprofits have been stepping forward as a resource, a support center, or through advocacy.

When your nonprofit doesn’t work explicitly on issues focusing on the communities hurting: black communities, latinx communities, Muslim communities, LGBTQ communities, and so on, it can be tough to find a place to help without taking up too much space. While issues concerning race, ethnicity, religion, sexual orientation, and gender identity are intersectional and span issue areas, it is still critical to be conscious of our privilege when speaking out about national tragedies and heartaches.

[Read More](#)

*-Source: Newsletter, Care 2, 27 June 2016*

## Entitled? Try Empowered: Why Millennials Work the Way they Do

What’s the matter with “kids” today ... at work? Across our great nation, grumpy middle managers, executives and owners alike are wondering who these fresh-faced, impatient and entitled millennials think they are with all their outsized demands.

I’m here to tell you.

At the intersection of evolving generational values and the empowering nature of new technologies resides a new type of worker, one for whom a j-o-b is supposed to be (gasp) f-u-n.

It's supposed to mean something more than just a paycheck.

Perhaps today's millennial salarymen and women are the figurative sons and daughters of Office Space's infamous Peter Gibbons, who put it thusly: "Human beings were not meant to sit in little cubicles staring at computer screens all day filling out useless forms and listening to eight different bosses drone on about mission statements."

[Read More](#)

*-Source: Newsletter, Tech Impact, 27 June 2016*

### 3 Ways to Avoid Roadblocks in Your Talent Acquisition Process

Navigating the talent acquisition process is like navigating your morning commute.

Knowing the quickest and easiest way to reach your destination is essential, and if the area you're traveling through is new or unfamiliar, it oftentimes requires the assistance of a GPS program – predictive data – to avoid obstructions that could cause a delay.

In order to arrive on time, you have to know which avenues present the quickest route, and which avenues will land you in the thick of a traffic jam.

A similar type of logic can be applied to your talent selection tools. The route you choose in the talent acquisition process will influence the speed and convenience of your recruiting efforts and oftentimes – especially in crowded and chaotic situations – the quickest route to the same destination will vary depending on traffic, road closures, and construction.

[Read More](#)

*-Source: Newsletter, Tech Impact, 27 June 2016*

### 7 Questions for Nonprofit Leaders Considering Strategic Restructuring

We have written before about the importance of nonprofit readiness as a precursor for success in strategic restructuring partnerships, including joint venture corporations or MSOs, parent-subsidiary relationships, and mergers or acquisitions. But nonprofit executives might also wish to consider their own readiness to lead their organizations through such a transformation. The following questions can help leaders predict and prepare for what will be demanded of them when embarking on a strategic restructuring effort.

#### **1. Do you have a solid relationship with your board?**

The board's participation and buy-in are critical to any strategic restructuring effort. Having a relationship of mutual trust and good communication will sustain your efforts throughout the process.

[Read More](#)

-Source: *Newsletter, Every Action, 20 June 2016*

## Nine Ways your Nonprofit's Values can Guide your Marketing Communications

Pop quiz in 3, 2, 1... What are your organization's values?

Could you name them without looking?

At April's #NPMC Twitter chat (see the chat transcript), we talked about leveraging nonprofit values in our marketing communications.

We're generally good at bringing our vision and mission statements to life. We use them at the start of volunteer meetings, on t-shirts and in media interviews. Bringing our values to life seems more tricky. But, it doesn't need to be.

In the conversation-starting post we used to introduce the chat topic, I described the importance of values to communicators. Values help create our nonprofit's identity, humanize our brand, articulate what we stand for and guide the way we act. Our values can help us to convey emotion and demonstrate our ethics and conviction.

[Read More](#)

-Source: *Newsletter, Nonprofit Newswire, Imagine Canada, 3 June 2016*

## New Mental Health Resources

The Canadian Mental Health Association, BC Division has released a new set of best practice resources on information sharing, privacy and consent.

The resources were developed with the support of the Ministry of Health in response to service providers and families' requests for information about BC's privacy legislation for practitioners, individuals and families.

An estimated one in five people will develop a mental health issue throughout their life. People who have a mental health or substance use issue often have complex information sharing needs, and may have questions surrounding what information can be shared, and under what circumstances.

Sharing basic information, especially with families, can help prevent relapses, and is particularly important for youth in care. Gathering information from families is also important for times when individuals are unable to provide information about their illness themselves.

[Read More](#)

-Source: *Newsletter, BC Council for Families, 6 June 2016*



## 5 Elements of a Compelling Nonprofit Story

No matter the industry, marketing professionals know that appealing to the “buyer” (donor, client, member) takes a whole lot more than a snazzy logo and nice website. Especially for nonprofits, one of the best ways to attract and engage audiences is with compelling stories.

Data-driven statistics and reports are great tools to use when discussing the results of a project, but if you want to mobilize an army of donors, members, and volunteers, then you need something that forms a deeper connection—your story.

A good story puts a face behind your mission by describing not just what your organization does, but why you do it. This creates the emotional responses that trigger your audience to take action.

By including the five story elements listed below, you can bring like-minded individuals together to rally around the change you’re making in the world.

[Read More](#)

*-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 23 June 2016*

## The Case for Open Board Meetings

For many nonprofits, board meetings are closed-door affairs. Few nonprofits actively ask for opinions from their membership on a regular basis, or open every board discussion to outside participants. However, with recent discussions surrounding privacy, transparency, and accountability in the private sector, similar discussions arise in nonprofits.

The discussion surrounding open board meetings can be a difficult one. Do we open up our discussions to more scrutiny by our members? Can a guest participate in the meeting? What about confidential topics? How do we advertise the meeting and its contents? Will anyone even come?

[Read More](#)

*-Source: Newsletter, Imagine Matters, Imagine Canada, 28 June 2016*

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# Social Media & Tech

- [IS FACEBOOK'S ONE-CLICK DONATE BUTTON A GAME CHANGER?](#)
- [EMAIL GETS NONPROFITS DONATIONS, MILLENNIAL'S LIVE ON SOCIAL & MOBILE](#)
- [ANALYTICS – A SCARY WORD FOR SOME FUNDRAISERS](#)
- [NO CAUSE TOO SMALL: HOW TO BUILD A LOCAL ONLINE PETITION AND GROW NEIGHBORHOOD SUPPORT](#)
- [THE THREE THINGS \(OR ONE REALLY HUGE THING\) YOUR WEBSITE MUST ESTABLISH IMMEDIATELY AND VERY, VERY WELL](#)

## Is Facebook's One-Click Donate Button a Game Changer?

Facebook recently rolled out its one-click donate button for nonprofits. You can sign up here to add it to your organizational FB page.

Here's how the one-click donate button works once it's integrated on your Facebook page.

When a donor clicks on the donate button they will get a popup with donation amounts (it's customizable by the nonprofit), and if the donor's credit card is already stored in FB, they click one button to make the donation. There is also an opt-in for donors on FB to receive more info from the nonprofit. If your nonprofit is interested in learning more about this new donate feature, here's a webinar that covers the basics.

[Read More](#)

*-Source: Newsletter, Care2, 6 June 2016*

## Email gets Nonprofits Donations, Millennial's Live on Social & Mobile

The analysis of more than 100 leading nonprofits, 2.8 billion emails and 69.4 million subscribers shows that nonprofits still heavily rely on email to promote their causes, when they should be giving more attention to mobile and social media.

In 2015 alone, nonprofits sent the average email subscriber a staggering 49 messages to gain their attention, but email open rates, click-through rates and response rates all declined over the past year.

Though engagement via email is down for nonprofits, there is one place where email excels: raising money. Email revenue grew by 25% in 2015, accounting for 29% of all online revenue last year.

[Read More](#)

*-Source: Newsletter, Tech Impact, 13 May 2016*

## **Analytics – a Scary Word for Some Fundraisers**

The good news: Data does not have to be frightening or difficult or daunting.

Analyzing your donor database will save you time, help you allocate human resources more effectively and most importantly help you to raise more money for your non-profit.

I am asked by fundraisers all the time “where do I start with analytics?”

To begin there are five essential benchmarks every fundraiser should know about their donor database.

1. Donor attrition
2. Second gift conversion.
3. RFM – Reach, Frequency and Monetary Values
4. Consecutive Years of Giving
5. Lapsed Donors

Your donor attrition or how many donors you are losing is a very telling sign of a healthy and sustainable fundraising program. I work with non-profits and they excitedly tell me they acquired 5,000 new donors last year. I am thrilled for them, however when we look at their donor attrition we see they lost 15,000 donors. This number indicates that they are having donors jump on board but sadly, not for a long ride. As many of you know, keeping a donor is much more cost effective than finding a new one.

*-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 13 June 2016*

## **No Cause too small: How to Build a Local Online Petition and Grow Neighborhood Support**

If you use social media, chances are that you've been asked to sign a petition in support of a cause, a political candidate or the passage of a law. Often, the petitions that get the most attention and signatures are national in scope, like supporting new environmental legislation or reforming the criminal justice system. These campaigns are usually led by large organizations that have significant resources and are politically connected. The petition is usually just one small part of their plan for success.

[Read More](#)

*-Source: Newsletter, Nonprofit Newswire, Imagine Canada, 8 June 2016*

## **The Three Things (or one Really Huge Thing) your Website must establish immediately and Very, Very Well**

They are two words that have influenced online activity – and the art and science of triggering it – more even than “click here” and “sign in.”

“Skip Ad” was introduced in YouTube videos in 2010, as a way to placate impatient viewers. And while Adweek reports that some 90% of skippable ads are in fact skipped most of the time,

the function has actually been immensely helpful to advertisers – and anyone looking to get anyone else’s attention – by reminding them of the online public’s intolerance with the ordinary, the irrelevant and the unwanted. Not only are we in the age of hyper-rapid page scanning, where key information and desired actions have to be in-your-face instantly, but it’s also an age when a distinctive and compelling digital presence is possible for virtually every nonprofit or charity.

[Read More](#)

*-Source: Newsletter, Village Vibes, Charity Village, 20 June 2016*

## **Mobile Tech and Nonprofits: DIY FTW!**

Even in today’s digitally-saturated age, nonprofit organizations have typically been more sluggish than in other industries to implement technologies that help them solve their business challenges. And this is true for good reason—traditionally, nonprofits are understaffed, overworked, and underfunded. In fact, the organizations that don’t have the resources for tech innovation are indeed usually the ones who need it most.

However, the lack of time, financing, and resources don’t belie the need for effective tech tools that help save time and money, simplify processes, and streamline operations that all speak to every nonprofit’s bottom line: reach more people, make the world a better place.

Luckily, this digitally-saturated age comes with a few upsides. As technology continues to innovate, access to it becomes cheaper and broader. And along with this expansion has come the advent of do-it-yourself technology.

DIY tech development platforms are perfect for those looking for rich solutions without the matching investment. Need a website but don’t know code? Google will yield no shortage of platforms to try. Need to accept payments but don’t have a brick and mortar storefront? There is a multitude of digital payment systems you can use to garner financial support.

[Read More](#)

*-Source: Newsletter, NTEEN, 26 May 2016*

## **How to Generate More Nonprofit Website Traffic**

We all strive to build and maintain beautiful websites. Additionally, we know landing pages need to be crisp, clean, load fast, and look trustworthy to avoid a high bounce rate and that call-to-action messages must be placed prominently. Also, navigation bars have to be intuitive and make finding a specific webpage quick and easy. If you’re looking to revamp your nonprofit’s website, chances are you’ve poured over check lists just like this to make sure you’re not missing a thing.

In previous blog posts, we’ve discussed how to make a beautiful website, what people are looking for in a website, and how to keep a web visitor’s interest.

But what about after you build that fancy new website? Unfortunately, web visitors do

not automatically start streaming to the annals of your website because you've built something new with all the latest bells and whistles.

[Read More](#)

*-Source: Newsletter, Tech Impact Blog, 30 May 2016*

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# Training

- [WEBINAR: HARNESSING YOUR ORGANIZATION'S STORY](#)
- [WEBINAR: HOW SKILLS-BASED VOLUNTEERING CAN ADVANCE YOUR CAREER](#)
- [PROMOTING HEALTH AND SUSTAINABILITY: THE CASE OF CLIMATE CHANGE & ENERGY USE](#)
- [CONFERENCE – THE 5TH HEALTH AND WELLBEING IN CHILDREN, YOUTH, AND ADULTS WITH DEVELOPMENTAL DISABILITIES](#)

## Webinar: Harnessing Your Organization's Story

**Date:** Tuesday, July 5, 2016, 11:00 am

[Register Now](#)

Stories are how we naturally communicate. We're all telling stories about ourselves whether we realize it or not. If you're not the one shaping your organization's story, someone else is doing it for you. Join this session to learn how to harness your organization's story and share it in infectious ways that will inspire supporters to commit to your cause.

*-Source: Newsletter, Blackbaud, 28 June 2016*

## Webinar: How Skills-Based Volunteering can Advance your Career

**Date:** Thursday, July 7, 2016, 10:00 am – 11:00 am

**Cost:** Free

[Register Now](#)

Are you ready to start a career in the nonprofit sector, maybe as a new graduate or someone with an established career in the private sector? Or are you a nonprofit professional ready to take the next step in your nonprofit career? Our free career management webinar will show you how skills-based volunteering can help you get the skills and experience you need to get ahead in your career.

Volunteering is widely regarded as a way to obtain transferable skills, gain valuable work experience, and explore career options, all while making important contributions to the community. This reciprocal relationship underscores the multiple benefits of volunteering that help both people and communities reach their potential. This free webinar will provide an overview of how you can volunteer to propel your career development and in turn, help propel the development of your community.

**Audience:** Great for job seekers and new graduates looking to start a career in the nonprofit sector. It will also be of interest to established professionals looking to make a move to the nonprofit sector, or nonprofit professionals who would like to advance their careers.

*-Source: Newsletter, Village Vibes, 13 June 2016*

## Promoting Health and Sustainability: The Case of Climate Change & Energy Use

**Date:** July 11 – 12, 2016, 9:00 am – 4:30 pm

**Location:** Multiple Locations Across BC

[Register Now](#)

PHABC Summer School brings together individuals involved in the delivery of public health activities to examine the application of the Ottawa Charter as related to climate change issues and the implications for health and health equity actions at the individual, health care system and community level.

The Public Health Summer School welcomes participants from a variety of fields and backgrounds who are working directly or indirectly on public health issues and health promoting activities across our province.

*-Source: Newsletter, BC Healthy Communities, 14 April 2016*

## Conference – The 5th Health and Wellbeing in Children, Youth, and Adults with Developmental Disabilities

**Date:** November 16-18, 2016

**Location:** The Coast Plaza Hotel and Suites, Vancouver

**Cost:** \$160 – \$475

[Register Now](#)

The term Developmental Disabilities (DD) refers to individuals with Intellectual Disability, Autism Spectrum, Fetal Alcohol Spectrum and related genetic syndromes such as Down and Fragile X Syndrome. Children, youth and adults with DD are vulnerable to high rates of general health and mental health concerns. This interactive 2016 conference will focus on practical strategies to optimize their potential and help clinicians and caregivers learn effective ways to work with individuals with DD, and their families, to improve their quality of life experience.

*-Source: Newsletter, Community Action Toward Children's Health, 21 June 2016*

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# Volunteerism

- [TRUSTING TEEN VOLUNTEERS WITH LEADERSHIP – WOULD YOU?](#)
- [HOW TO RECRUIT AND ENGAGE INTROVERTED VOLUNTEERS](#)
- [SAVE THE DATE! VOLUNTEER FUTURES 2016](#)

## Trusting Teen Volunteers with Leadership – Would you?

I love it when an organization's representative says that the reason they involve volunteers for particular tasks is "because volunteers are the best people for those tasks." Not because of the myth that volunteers are "free" and "save money."

But it's so rare that I hear anyone say that.

I had one of these rare moments recently at the Washington County, Oregon Sheriff's citizens academy, when the topic of the Sheriff's Office search and rescue team was discussed in detail. The positions on the sheriff's primary search and rescue team are reserved for teen volunteers. You read that right: THESE POSITIONS ARE RESERVED FOR TEEN VOLUNTEERS. Not paid adults, not reserve deputies – TEEN VOLUNTEERS. This team is the PRIMARY search and rescue team for this area – not an auxiliary. The search and rescue team looks for (and finds!) lost people, downed aircraft, evidence in major crimes, and more. The members are highly trained and particularly-trained. They must be 14 to 19 years old, meet all of the minimum requirements, complete the intensive training academy, and make a minimum 2-year commitment they "age out" of the program in December following their 21st birthday.

[Read More](#)

*-Source: Volunteer Match, LinkedIn Groups, 7 June 2016*

## How to Recruit and Engage Introverted Volunteers

When I turned 18 I applied for a volunteer position at the Richmond Crisis Centre. This was quite out of character for me as I'd kept a low profile throughout high school and had never participated in any groups. The crisis centre was recruiting volunteers for the help line and on impulse I applied. Initially I was told that I wasn't a suitable candidate, perhaps because of my quiet nature. But not long after that initial interview I was surprised to receive a second phone call, this one inviting me to begin training for the crisis line position.

I never did find out what caused the volunteer coordinator at the Crisis Centre to give me a second chance but that experience changed my life and led me to a successful career in social service and health care.

[Read More](#)

*-Source: Newsletter, Village Vibes, Charity Village, 20 June 2016*



## SAVE THE DATE! Volunteer Futures 2016

**Dates:** Thursday & Friday, September 29 – 30, 2016

**Location:** Executive Airport Plaza Hotel, Richmond, BC

Volunteer BC's Annual Event – VOLUNTEER FUTURES. Everyone from general public welcome to attend!

Find out what's happening around volunteerism across BC. Network, learn best practices, re-visit the basics and build new skills. Let's look forward by looking back.

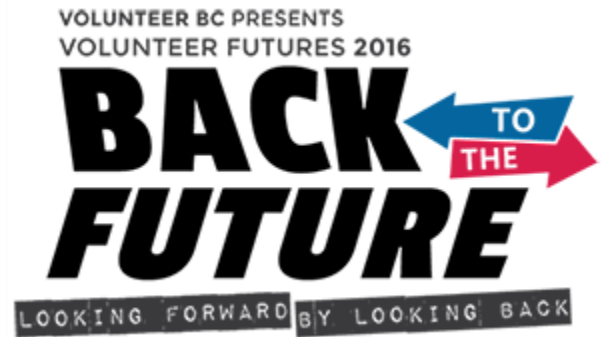
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[volunteerfutures.org](http://volunteerfutures.org)

*-Source: Newsletter, Volunteer BC, 18 May 2016*



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