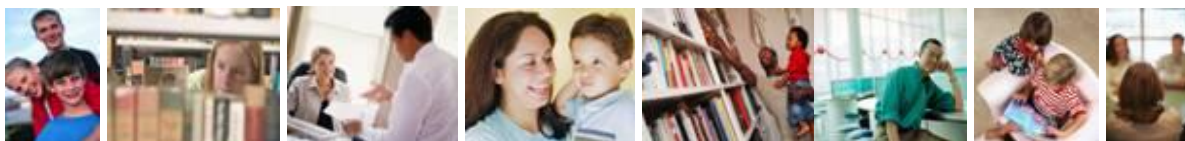


Community Information & Volunteer Centre CIVC Bulletin Board

March 2009



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## Local News

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A Taste of Home

A Taste of Home is a celebration of our culturally diverse community with free admission to this family event.

For \$1 per sample serving you will be able to taste food from countries such as Hungary, Korea and the Philippines while enjoying performances from countries such as Brazil, Germany and Nepal.



Date: March 07
Time: 5:00pm - 9:00pm
Location: New Life Auditorium, 2041 Harvey Avenue, Kelowna

For more info, please email: info@tasteofhomekelowna.org or phone 250.763.8008, ext. 29

PLAN Okanagan's 6th Annual Trivia Night

PLAN Okanagan is hosting their 6th Annual Trivia Night and wishes to extend to an invitation to join them. With spring and Easter near, the theme is around Easter and they hope the Easter Bunny will be early this year. Dress up, make up a team chant, have a table theme and earn bonus Trivia Points. Funds raised will be used to assist in developing Support Networks for people with disabilities in the Okanagan area.



Date: April 4, 2009
Time: 6:45 - 11:00 pm
Location: Parkinson Recreation Centre
1800 Parkinson Way
Cost: \$15 each advance, \$18 each at door or \$110 for entire table

For more information, contact Pat Cecconi at:

Phone: 250.769.3509
Alt Phone: 250.826.1370
Email: pcecconi@telus.net

New Partners – New Opportunities *Help Build a Sustainable Future for Food and Farms in BC*

Annual Conference 2009 – Real People talking with Real people. Join us for a weekend of exchanging new ideas, learning from peers and discovering new opportunities.

Challenging times call for new ideas, and local farmers, farmer markets and small scale food processors came up with a fresh idea: Why not work together? And so, the BC Association of Farmers' Markets, BC Agritourism Alliance and Small Scale Food Processor Association put their heads together and created this unique 2-day industry development conference, offering a wide range of presentations and discussions designed to help farm and food businesses find new partners and new ideas.

Dates: March 6-8, 2009
Location: The Cove Lakeside Resort, West Kelowna, BC
Phone: 1.604.734.9797
Cost: Varies for members, non-members; with/without dinner; Friday night reception

For additional info, please visit: <http://www.bcfarmersmarket.org/conference/>.

International Women's Day and Annual Gert Beadle Award

Celebrate with the Kelowna Women's Resource Centre and the Mistress of Ceremonies, 99.9 Sun FM's Susan Knight. Silent Auction and Local Female Entertainment!

Tickets are available at the Kelowna Women's Resource Centre.

Date: March 8, 2009
Time: 2 - 5 pm
Location: The Habitat,
248 Leon Ave.
Cost: \$5 in advance, \$10 at the door

For more information, phone 250.762.2355 or email kelwomenscentre@telus.net.

Public Legal Education Workshops

Free Education Workshop on Human Rights Legislation. Seating is limited, so please call the Kelowna Women's Resource Centre to register. Light lunch provided; funding provided by the Notary Foundation.

Date: March 25, 2009
Time: 10 am - 2 pm
Location: Rotary Centre for the Arts
Cost: Free

For additional info and for registration, please contact:

Phone: 250.762.2355
Email: kelwomenscentre@telus.net

Deadline for registration: March 16, 2009

Millennium Development Challenge NGO Showcase

The coordinators of Global Citizen Kelowna Week would like to invite you to the Non-Governmental Organization Showcase, held during the Millennium Development Challenge. This is an excellent opportunity to promote your organization and reach out to secondary students from throughout School District #23. These are the leaders of tomorrow - why not get them involved with your group today?

Date: March 12, 2009



Time: 10 am - 3:30 pm
Location: Kelowna Community Theatre
1375 Water St.

For additional info or to book your table, please contact Gareth at gloyd@shaw.ca.

The Traveling World Community Film Festival

Here's an idea! Round up the volunteers in your organization and treat them to an outing of popcorn and a flick. Give a donation in their honor!

BC's largest documentary film festival with 31 world-class films shown in four days. The documentaries include *Island on the Edge*, *War on Democracy*, *Sweet Misery - A Poisoned World*, *Angels in Dust*, *The US and Us*, *Dream People of the Amazon*, *Forest for the Trees* and many, many more.



Dates: March 12-15, 2009
Location: Okanagan College
1000 KLO Rd., Kelowna BC
Admission: Free (donations accepted for the Kelowna Women's Resource Centre)
Phone: 250.762.5445 (For general information)

For film descriptions and schedule, please visit: <http://www.ocworldfilmfest.net/>.

Sex Worker Integration Model (SWIM) (formerly FASD Taskforce)

This workshop is a two day information sharing and community planning session and includes introduction and discussion regarding three initiatives that focus on sex workers and FASD as well as conducting PATH (Planning Alternative Tomorrows with Hope) a method used to promote visioning. You will also have the opportunity to meet the SWIM Coordinator in your community.

Date: March 26 and 27, 2009
Time: 9am - 4pm
Location: Ramada Hotel & Conference Centre
2170 Harvey Ave
250.860.9711
Cost: This workshop is FREE

For further information, or to register, please contact Tracie Fawkes at traciefawkes@shaw.ca.

Space is limited - deadline for registration: March 12, 2009

Tuberculosis in Kelowna

Interior Health would like to advise you of the increased numbers of tuberculosis cases in the Kelowna area, and new information on the Interior Health website to help keep the community up to date. From time to time your staff may come in contact with individuals who test positive for TB, and they may have concerns about possible exposure. However, TB transmission requires significant close contact with a person who has active tuberculosis.

Since May 2008 nine active cases of TB have been identified; more than would be expected based on historical rates. Most cases have been associated with a street-oriented lifestyle. However, an aggressive public health response has been put in place and health care workers are aware that they should be alert for people at risk for TB. In addition, Outreach Urban Health staff continues to share this information with numerous social service agencies.

The number of identified cases and statistics related to the outbreak are available on the Interior Health website and information will be updated the first of each month, or as it becomes available at: <http://www.interiorhealth.ca/health-and-safety.aspx?id=7416>.

Dining Out for Life

Dining Out for Life takes place on Thursday, March 12, 2009. Participating restaurants throughout the Okanagan from Penticton to Vernon will be donating a minimum of 25% of food proceeds to support the fight against HIV & AIDS in your community. We'd like to take this opportunity to thank our participating restaurants, our sponsors and supporters, and our Volunteer Ambassadors - without you, this event cannot happen.



For further information, please visit: <http://www.diningoutforlife.com/okanaganregion>.

Poverty – A Day to Consider Options

This event, sponsored by the BC Association of Social Workers, Okanagan Branch & UBC-O School of Social Work, features:

- Sisters of the Road, Portland Oregon – Building Community
- Seth Klein – A Poverty Reduction Plan for BC

Date: Saturday, May 2, 2009
Registration: 8 – 8:30 am
Time: 8:30 am – 12:00 noon
Location: UBC-O Arts Building, Room 366
Cost: \$30 – BCASW members; Students/Unemployed \$35; Non-members \$80



Registration is limited. Please mail registration with name, address, email, phone and whether you will attend the AGM complete with payment (made out to BCASW – Okanagan) to:

Myrna Tracy
837 Stonybrook Rd.
Kelowna, BC V1W 4P3

For further info, please email: rmdtracy@shaw.ca or bwagner@shaw.ca.

Central Okanagan Soccer

Kelowna BC has soccer teams for all ages and all skill levels for men, women, kids and teens.

- [Lake Country Recreation - Little Tykes Indoor Soccer \(PDF\)](#)

- [Central Okanagan Youth Soccer Association](#) – Links to all youth soccer assoc. in Central Okanagan
- [Kelowna Women's Soccer League](#)
- [Kelowna Men's Soccer League](#)

Provincial News

Meeting the Needs of Young Parents

More than 1400 children are born to teenagers every year in BC. These vulnerable families often face overwhelming challenges, including homelessness, addiction, mental health difficulties, relationship and family violence, and social isolation.

In BC today there are 40 recognized young parent programs providing education, counseling, community referrals, and childcare for our province's struggling teenagers and their children. Through the BC Alliance for Young Parents, we are able to bring these dedicated professionals together, to share their experiences and challenges, exchange ideas, learn from new research and develop best practices. In October 2008, over 140 teachers, child care providers, program managers, youth workers, advocates and government representatives gathered in Victoria for Forging Futures, the annual conference for professionals working with young parents.

We asked conference participants where they feel the Alliance needs to focus in the future, and their responses are now collected in [Forging a Future for the BC Alliance for Young Parents \(PDF\)](#). Among the survey findings:

- 62% identified advocacy work on behalf of Young Parent Programs as the most important focus for the Alliance
- 50% felt that professional development & networking was key to ongoing success
- 41% identified dissemination of information and research as valuable

To find out more, please visit: [BC Alliance for Young Parents](#).



Canadians Work/Life Conflict Needs Attention

Leading Canadian work-life expert Linda Duxbury, of Carleton University's Sprott School of Business, has released the sixth in a series of reports on the challenges faced by working families in Canada. She's calling on government and policy-makers to pay more attention to the needs of families. The time has come, she says, for employers and government to recognize that "workers are family members and family members are workers."

The study was commissioned by Health Canada and surveyed workers in 100 major organizations in the private, public and not-for-profit sectors, and found that:

- 60% of working Canadians can't balance work/family—work is taking priority over family time
- in 1991: 1 in 10 Canadians worked more than 50 hours per week
- today: 1 in 4 Canadians work more than 50 hours per week
- 1 in 4 study participants reported that work interferes with their family responsibilities

The report poses important questions about Canadians' values when it comes to families and work: "Why is caring for our seniors and our children causing so much strain? Why are Canadian men and women foregoing having families or reducing the number of children they have? Are we asking too much of families?" To read more, please visit: [Work-Life Conflict in Canada in the New Millennium](#).

More Services Needed for Homeless Aboriginal Youth – British Columbia

A new report has provided a detailed analysis of the experiences of marginalized and street involved Aboriginal youth in British Columbia. The report includes the response to the findings from Aboriginal community members, and calls for increased services. The most common services young people said they needed was safe and affordable housing, job training and work experience.



Some of the statistics included in this report:

- Over 40 per cent had first run away at age 12 or younger
- One in three had been kicked out by age 12
- 47 per cent had gone hungry because they or their parents didn't have money for food
- 63 per cent reported having witnessed family violence
- Almost 60 per cent having been physically abused
- One in four reported experiencing racial discrimination in the past year.

To read the full report, please visit:

http://www.sharedlearnings.org/index.cfm?fuseaction=News.FA_dsp_news#362.

Volunteer Vancouver's 21st Annual Volunteer Celebration: April 30th, 2009

On April 30th, as a wind-up to National Volunteer Week, Volunteer Vancouver will host an unforgettable volunteer recognition event, at The Centre in Vancouver! Mark your calendar and together we will celebrate and pay tribute to ALL volunteers in BC - the people who are essential to growing our communities. Throughout the evening, we will be treated to musical entertainment from the Sarah McLachlan Music Outreach Choir - an Arts Umbrella Project, and a floor-to-ceiling video screen will feature inspirational videos of unique volunteer contributions.

We've planned this special celebration event, so you don't have to! Tickets are only \$15. Reserve yours today!

For ticket reservations for you, your board members, your volunteers and your employees, please visit:

[Ticket Reservations for April 30, 2009](#).

Community Food systems Assessment Guide for British Columbia

Community food system assessments (CFSA) should involve a full range of participants, including producers, distributors, and consumers within the community as well as academic and applied researchers, students, and service providers. This range of perspectives and expertise allows for a comprehensive view of the food system and encourages support for the findings and recommendations of the assessment.

Community food assessments can have many purposes, depending on how they are focused and who the audience is. Some of the main benefits of a CFSA are:

- to provide a comprehensive picture of the current state of the food system;
- to provide a framework for understanding how different components of the food system act together to contribute to the health and well being of the community;
- to provide compelling information that can inform decision-making, public policy, and funding with reference to the food system;
- to improve program development and coordination;
- to increase community awareness of and participation in food-related projects;
- to ensure that projects enhance food security;
- to help articulate a vision of what needs to be done in the community;
- to help set priorities and goals to improve the local food system;
- to identify potential partners, community resources, and opportunities;
- to build new and stronger networks, partnerships, and coalitions;
- to provide data that can be used in future proposals and reports;
- to establish a long-term monitoring system with a clear set of indicators;
- to generate information for funders, including community food security funders, who are increasingly requiring evidence-based research to substantiate proposal requests.

To read the full assessment, please visit:

<http://www.sfu.ca/cscd/pdf/Community%20Food%20Assessment%20Guide%20for%20BC.pdf>.

**Community Food Security Coalition. (nd) *Community Food Programs: What Do They Look Like?* Available online at http://www.google.ca/url?sa=U&start=1&q=http://www.foodsecurity.org/CFS_projects.pdf&e=15235&ei=g_d5RPPcIorMpwKZ1NnBAQ

National News

Economic Downturn is Leading to More Family Violence

CALGARY – Some experts say the economic downturn is leading to more family violence and driving an increasing number of Albertans to seek counseling. The Calgary Counselling Centre said it is dealing with the heaviest caseload ever and that the statistics have been getting worse since the stock market meltdown began last fall.

Spokeswoman Kathleen Bell said that since September, requests for services have jumped by about 21 percent while family violence cases at the centre have doubled over the past year. She said clients are talking about economic stressors and an overwhelming fear of the unknown. People want help with their relationships and depression.

The Distress Centre Calgary said it hadn't notice an increase in calls, but the pleas for help they are getting are more dire. Spokeswoman Michelle Wickerson said some clients who moved to Calgary have become disillusioned with their adopted city. "It's very telling - it's about evictions, disconnections of utilities, circumstances where they've exhausted all other alternative," said Wickerson. "People who've moved here have told us they were better off back home."

The Calgary Police Service said it has noticed a small increase in the number of domestic violence calls.
-- *The Okanagan Saturday, 09 Feb 14 page A2*

Job Posting: Director

If you are a highly motivated professional with a desire to make positive community impact, then this is the career move for you! Consider this exciting opportunity to lead a team of three staff and over 100 stakeholders representing a diverse range of sectors committed to addressing the root causes of poverty in Calgary. This is a full-time permanent position, following a successful probationary period.



Background:

Vibrant Communities Calgary (VCC) is a non-profit organization with an annual budget of approximately \$400,000. VCC is committed to developing and implementing long-term strategies to address the root causes of poverty in our community. For more information, please visit: www.vibrantcalgary.com.

VCC is part of a national Vibrant Communities network where diverse community leaders from across Canada share ideas, practices and policies that strengthen their community-based poverty reduction initiatives. For more information, please visit: www.vibrantcommunities.ca.

Federal Government Releases 2009 Budget

The federal government released their highly anticipated 2009 budget on January 27, 2009. The budget highlights mainly focus on the worsening economy in the form of stimulus spending, personal income tax relief, and an extension of Employment Insurance benefits. Although no announcements were made in relation to **Imagine Canada's** proposal for assisting the voluntary sector, there were some announcements that will affect nonprofits throughout Canada.

- \$2 billion for social housing for low-income earners, seniors, people with disabilities and native Canadians
- \$2 billion to repair post-secondary institutions
- \$325 million to Aboriginal organizations and provinces to deliver health programs and child and family services
- \$60 million over two years for community theatres, libraries and museums
- \$75 million over two years for Parks Canada facilities, and an additional \$75 million for national historic sites

To read the 2009 budget in full, visit: www.budget.gc.ca/2009/home-accueil-eng.asp.

Budget 2009 Receives Tepid Response from Voluntary Sector

"There was extreme disappointment."

Those were the words used by **Teri Kirk**, VP public policy & regulatory affairs with [Imagine Canada](http://www.imaginecanada.ca), in describing her organization's reaction to last week's budget throne speech. And that was the sentiment

shared by many in the voluntary sector after the Conservative government threw out the numbers for its "stimulus package" to the nation.

Kirk said Imagine and its scores of sector partners - including such notable organizations as [United Way Canada](#), [Salvation Army Canada](#), the [Muttart Foundation](#), [YMCA Canada](#), and the [Boys and Girls Clubs of Canada](#) - had been in consultation with the government to try and impress upon it the great need for economic stimulus. They were left stunned by the final announcement. You can read more about their **pre-budget recommendations** here:

http://www.imaginecanada.ca/files/en/publicaffairs/budget_2009_response_release_20090127.pdf.

"We called on the government to hold the line on grants and contributions, that this was not a time to make cuts, that it was a time to encourage Canadians to give..."

"We can be a partner [to the government] during difficult economic times. We had expected that the government would recognize this. An economic downturn of this nature [spikes] demand for charitable services," Kirk said. "We called on the government to hold the line on grants and contributions, that this was not a time to make cuts, that it was a time to encourage Canadians to give...we asked for assurances of that nature and didn't get them."

Once the actual budget was revealed, Kirk said Imagine Canada became "concerned" about the sector maintaining services, let alone increasing them for the swell of people who may need them during this recession.

For the article, please visit: <http://www.charityvillage.com/cv/archive/acov/acov09/acov0904.asp>.

Online Users Good at Multitasking

Canadians are spending almost half of their online time multitasking, listening to music or watching television while using the Internet. Canadians spend on average 15 hours per week online, 15 hours per week watching television, 10 hours per week listening to the radio, and only 3 hours, or 30 minutes per day, reading newspapers. For younger users, the Internet is rapidly outpacing television as their primary recreational activity, with those aged 18 - 34 spending 18.4 hours online each week, while those aged 35 - 54 spend 13.6 hours online and those 55 and older spending 14.2 hours online. -- *Ipsos Reid*

Me to We Award Nominations

Every year, through the Canadian Living Me to We Awards, we are able recognize six Canadians that are making a difference in the lives of others, and reward them for their kindness, compassion and commitment to living the Me to We philosophy every day. The Me to We philosophy promotes a lifestyle of focusing less on "me" and more on "we".

Help us find 6 outstanding individuals from across Canada who are making a difference in the lives of others. The winners of the Canadian Living Me to We Awards will win \$5,000 to be donated to the charity of their choice, a personal write up in Canadian Living magazine and a trip to National Me to We Day.

For more details please visit: www.metoweawards.com.

Deadline for submission of ballots: April 10, 2009

Not-For-Profit Corporations Act Reintroduced in Parliament

On January 28, 2009, the *Canada Not-For-Profit Corporations Act* was reintroduced by the Honourable **Diane Ablonczy**, Minister of State (Small Business and Tourism). The bill was introduced in the last session of Parliament but died when Parliament was prorogued on December 3, 2008. The proposed act will enable organizations to incorporate faster and improve their financial accountability, clarify the roles and responsibilities of directors and officers, and enhance the protection of members' rights. It will also allow for the repeal of the outdated *Canada Corporations Act*. Corporations currently incorporated under the *Canada Corporations Act* will have three years to apply for corporate status under the proposed *Canada Not-for-Profit Corporations Act*. There will be no fees for this process.

For more information, please visit: www.ic.gc.ca.

New Report Examines Nonprofit Fraud and its Consequences

Nearly 70% of insiders who defraud nonprofits face jail time, according to new research released by the **CA-Queen's Centre for Governance**. The study found that the average fraud cost to a nonprofit is \$119,821 per occurrence and was more likely to occur in large urban centres than in smaller centres. More than 90% of reported frauds of nonprofits are committed by one person, with the most frequently reported fraudsters holding senior management positions. CEO-committed frauds cost nonprofits the most, at \$176,000, while fundraiser fraud averaged \$60,000. Age is highly correlated with fraud with board members, management and employees who are older or longer serving more likely to commit fraud. However, when younger employees do commit fraud it is for large amounts (average of \$868,667).

For more information, and to read the full report, please visit: business.queensu.ca (PDF).

Funding & Resources

Preventing Youth Suicide in BC Communities

In December 2008 the Child Death Review Unit of the BC Coroners Service published a 5-year retrospective review of child and youth suicide. The report's 17 recommendations reinforce the need for child-serving agencies to find ways to work collaboratively with youth and families of diverse cultures and traditions in order to prevent suicides in our communities.

Two recommendations focus on the critical need for planned, organized, community-wide approaches to dealing with youth suicides. Known as **postvention**, these coordinated community action plans outline the activities that should take place after a suicide and identify the roles and responsibilities of different community agencies and groups. Postvention plans are proven to reduce the risk of further suicides occurring, and to facilitate healthy expressions of grief.

To read more, please visit: [Looking for Something to Look Forward To...](#)

Leadership in Focus Interview with Al Hatton

"You have to adapt to what is, not to what you hope it would be."

In this month's Charity Village Leadership in Focus series, Al Hatton, president and CEO of **United Way of Canada - Centraide Canada** is featured. Hatton shares his thoughts about how nonprofit leadership has changed over time, how organizations must continue to adapt, and what qualities make a great leader.

To read the article, visit: <http://www.charityvillage.com/cv/archive/alead/alead09/alead0902.asp>.



Human Resources Q & A

By Tim Rutledge
February 9, 2009

The question: *Do you have any suggestions for new supervisors who need to quickly bone up on management?*

Tim's response: You know what I like about this question? The person posing it recognizes that people who are new to supervision/management are entering a work discipline unlike anything they've ever done. That means that they need to learn about things that they previously didn't have to know, and also learn how to do things that previous workplace roles didn't require of them.

There's lots and lots of information out there on the subject of management. There are books, digital books, articles, monographs, courses, DVDs, speeches and CDs. For someone who is new to the field, it can be daunting to know just where to start. If you want to run the gamut from Management 101 to Management 499, I've got just the ticket.

Not very many people know about www.managementhelp.org. It deserves to be better known because it's a free library chock full of information about anything and everything related to management, human resource management included. Here are some sample topic areas:

- Benefits and Compensation
- Customer Satisfaction
- Finances (nonprofit)
- Fundraising (nonprofit)
- Staffing
- Volunteers

These are but six topics of the seventy-five (!) that you can access. Did I mention that it's free? What makes the site particularly useful is that it has sections devoted to the not-for-profit sector. Drop in on the site and browse around. You'll be amazed at the depth and variety. You may not need any other information source on management.

Industry Leaders Weigh-In on Venture Philanthropy

Venture philanthropy has been embraced by some as the future of fundraising, but others are a little slower to jump on board, instead adopting a wait-and-see approach. In this article, industry leaders weigh-in on the merits and drawbacks of this form of social investment.

Top 5 ways of successfully pushing your social brand

1. Actively listen to your constituencies.
2. Gear up to respond to clients' ideas.
3. Lend support to clients to bring the brand into their communities.
4. Tell real stories about your organization or product, not just "polished" ones.
5. Don't worry about losing full control over your idea.

To read the full article, please visit:

<http://www.charityvillage.com/cv/archive/acov/acov09/acov0905.asp>.

New Report Suggests Food Banks are Expected to do too Much

A Saskatchewan report released by the Canadian Centre for Policy Alternatives calls on government and policy makers to address poverty issues. *Bridging the gap from poverty to independence: What is the role of the Canadian Food Banks?*, written by Candace Weimer, examines the role of food banks in Canadian society, concluding that they should continue to solely be emergency crisis centres, as they were initially intended. Weimer explores various anti-poverty measures in other countries, as well as current initiatives in Canada, and suggests that the public is better served when food banks aren't forced to expand their services to address all poverty issues.

For more information, and to download the full report, please visit: www.policyalternatives.ca (PDF).

Starving Artist Stereotype Rings True in Canada

According to a recent study, artists in Canada are, on average, living right at the poverty line and are unlikely to see their situations improve in the current economic climate. Canadian artists earn 37% less than the average working Canadian, bringing in only \$22,731 in 2005. Of the artists surveyed, 43% made less than \$10,000. Salaries seem to be decreasing as well, as artists in 2005 made 11% less than they did in 1990. Most artists seem to find other work to help them get by, with 42% indicating they had a secondary part-time job in 2005. -- Hill Strategies Research

Poverty Tied to Bad Health According to Ontario Report

Chronic and severe health conditions hit poor Ontarians at rates that are far higher than those of average Ontarians, according to new research. Diabetes, heart disease, chronic bronchitis and mood disorders are found at rates as much as 4.5 times higher among social assistance recipients than those not on social assistance, according to the study by the Community Social Planning Council of Toronto, the University of Toronto's Social Assistance in the New Economy Project, and the Wellesley Institute.

The study, entitled *Sick and Tired: The Compromised Health of Social Assistance Recipients and the Working Poor in Ontario*, examined health and income data from across the province and found that

people on social assistance had worse health on 38 of 39 indicators when compared with the non-poor. Suicide attempts were 10 times higher for social assistance recipients compared to the non-poor.

For more information, and to download the full report, please visit:

<http://socialplanningtoronto.org/wp-content/uploads/2009/02/sick-and-tired-for-web.pdf>.

Infant-Toddler Early Literacy Activities Online Download

These free and reproducible pdf's are available from Washington Learning Systems. Developed by Angela Notari-Syverson, Ph.D., and Judy Challoner, M.S. These materials include twenty home and community activities for adults and children that encourage early language and literacy development. They are appropriate for children with disabilities as well as children who are developing typically. Materials are available in English and Spanish. -- *CATCH Network Newsletter, February 16, 2009*

For more information and questions contact:

Mary Maddox
Washington Learning Systems
Ste. 726-2212 Queen Anne Ave. N
Seattle, WA 98107
Phone: 1.206.310.7401
Fax: 1.206.283.9243
Email: mmaddox@wlearning.com

To download materials go to <http://www.wlearning.com> and click on the purple button that says "Free Parent Education Handouts" on the home page.

Workplace Conflicts Can be Positive When Properly Managed

According to a new survey of Canadian human resource managers, 81% saw workplace conflict lead to someone leaving an organization, 77% saw it result in sick leave or absences, 76% saw it cause personal insults, and 43% saw it result in someone being fired.

However, these HR managers also acknowledged the positive aspects of properly managed conflict, with 77% saying it results in a better understanding of others, 57% that it results in better solutions to problems, 40% saying it boosted team performance, and 21% indicating it led to major innovation. While 90% believe that handling workplace conflict is an important skill, only 64% said they believe current management at their organization is skilled in working with conflict. -- *Psychometrics Canada Ltd.*

Marlene Wilson's Visionary Leadership in Volunteer Programs

Visionary Leadership in Volunteer Programs compiles 16 of Marlene Wilson's most popular presentations from 1974 to 1999 in one book. Throughout her career, Marlene has urged all who lead volunteers to move beyond thinking of themselves as managers to thinking of themselves as leaders -- those who develop vision for volunteer programs and impart that vision throughout an organization. In today's financially-uncertain and time-crunched climate, her call to lead with soul and vision is an especially important reminder to all of us.

“What do I believe our field has to give to others that is ours uniquely? To give hope! These are angry, confusing, violent times of change and transition. People feel overwhelmed and lost. Too many feel they have no control over their lives and no impact on others. Volunteering, when it's done well, can be an antidote to people's feelings of alienation and hopelessness. When people volunteer, they experience firsthand that they can make a difference in other people's lives and especially when they join with others taking back responsibility and control of their own communities and neighborhoods. They begin to see and experience the good in themselves and others. This is democracy at its best!”

To order this book online, please visit: <http://www.energizeinc.com/store/1-218-E-1>.

Available in:

e-book	US \$9.00
paperback	US \$16.95

Nonprofit Boards and Governance Review

Measuring What Matters - Creating a Board Dashboard
By Caroline Oliver

They say that you get what you measure. At board level, measuring what matters is vital because setting the right direction is so much at the heart of the board's responsibility. But, at the board level, it is also vital to measure only what matters because boards have so little time to govern so much. Both of these points I would suggest lie behind the typical board's attraction to things like KPI's (key performance indicators) and balanced score cards. It is surely every board's dream to be able to look at a single piece of paper and see exactly where their organization is on everything that matters. The question is, is it really just a dream?

To subscribe to, and read the full article, please visit:

<http://charitychannel.com/Articles/ArticleCategories/NonprofitBoardsandGovernanceReview/tabid/155/Default.aspx>.

8-1-1: New 24/7 Health Service in BC

HealthLink BC is an exciting new service offered by the Government of British Columbia that allows residents an opportunity to contact a range of registered health professionals by simply **dialing 8-1-1** or visiting www.healthlinkbc.ca. This new service combines a number of trusted health resources, including: BC NurseLine, BC HealthGuide, Dial-A-Dietitian, and Pharmacist-After-Hours into one comprehensive resource that is easily accessible by all British Columbians.

In an effort to raise awareness of this expanded service, we are reaching out for support, both to promote HealthLink BC and **the 8-1-1 health line** and to inform residents that BC Nurseline, BC HealthGuide, and Dial-A-Dietitian are now a single brand that offers the same commitment to service but with improved accessibility.

For further info, please visit: www.healthlinkbc.ca.

Better Outcomes, Stronger Communities: A BC Government / Non-Profit Initiative

December 2008: The Report of Proceeding from the BC Government/Non-Profit Initiative Summit, held in Vancouver on Nov 19, 2008 has been completed and is now available on the GNPI website. The conversations and activities from the Summit helped to prioritize an Action Plan that will enhance the relationship between the BC Government and the non-profit sector. Five goals were identified and short term (year one) and medium term (year two) priority actions were outlined.



For more information, please visit: www.nonprofitinitiative.gov.bc.ca.

Ivan Scheier's *Exploring Volunteer Space: The Recruiting of a Nation*

You may be familiar with some of Ivan Scheier's books, such as [Building Staff/Volunteer Relations](#), but have you read his "masterpiece" *Exploring Volunteer Space*?

Although it was written almost 30 years ago, it is incredibly prescient and relevant today. In his review of the book in e-Volunteerism, Steve McCurley says "While *Exploring Volunteer Space* is a highly conceptual work, it also has great relevance to practitioners who think about the development of their volunteer programs. In it, Ivan outlines much of what volunteering can be and a great deal of what would happen in volunteering in the future. Consider it as our version of *The Hitchhiker's Guide to the Galaxy*. In it you will tour parts of the volunteer universe that you never knew existed and see how volunteer programs can boldly go where no programs have ever gone before."

Subscribers to e-Volunteerism can read Steve's full review at:

<http://www.e-volunteerism.com/subscriber/quarterly/09jan/09jan-researchfull.html>.

Paperback: \$5.00 or FREE with the purchase of *Visionary Leadership in Volunteer Programs* DISCOUNT CODE: buzzfeb09. *Limited paperback copies are available and are shelf-worn but otherwise in good condition at:*

<http://www.energizeinc.com/store/1-219-P-1>.

US Corporations Still Planning on Giving Even in Economic Downturn

According to a recent survey of US corporations, 42% of corporations and 37% of corporate foundations indicated that their giving budgets will decrease in 2009. However, the size of the decrease appears to be small, at only 3 - 5%. Half of the corporations responding to the survey said their giving budgets will stay the same in 2009. Corporate giving does appear to be changing with the changing economy, with 49% of those who were supporting arts and culture indicating they will decrease their gifts to that sector, and increase gifts to nonprofits dealing with basic needs and environmental causes. Many are also shifting to giving locally, with 84% indicating they will be more strategic with their donations. -- *LBG Research Institute*

New Website Tool Allows Surfers to Raise Money

bettertheworld.com is a new fundraising platform that provides tools to empower people to raise money for charity simply by surfing the web. It targets Internet users who have no money to give to charity and charity supporters who want to find additional ways to give. In less than two minutes,

people can join, download the tools, start raising money, and track the impact of their activities. The tools include a browser sidebar, and **Google** powered search toolbar, both of which seamlessly integrate to **Microsoft Internet Explorer** and **Mozilla Firefox**. Better the World partners with both global and local charities. For more information, visit: www.bettertheworld.com.

Charity Appeal Regarding Do Not Call List Rejected by Feds

The federal cabinet has rejected a petition filed by the **Association of Fundraising Professionals (AFP)** and **Imagine Canada** requesting that charities be exempted from the fees and registration process for Canada's new *Do Not Call List*. No reasons for the decision were given. Charities must comply with *Do Not Call List* regulations, which include registering with the Do Not Call operator, paying the appropriate fees to the *Do Not Call List* investigator, and maintaining a private do not call list within their own records.

For more info, visit: http://www.afpnet.org/ka/ka-3.cfm?content_item_id=24790&folder_id=2086.

Canadian Subsidy Directory (2009 EDITION)

The new Subsidy Directory 2009 is now available. Newly revised, it is the most complete and affordable reference for anyone looking for financing.

This Publication contains more than 3500 direct and indirect financial subsidies, grants and loans offered by government departments and agencies, foundations, associations and organizations, and in this edition all programs are well described.

All Canada, federal + provincial + foundations—CD-Rom (PDF file)..... \$ 69.95

Printed (430 pages) \$149.95

Also available for each province individually (on CD-Rom only)..... \$ 49.95

Alberta British Columbia, New Brunswick, Newfoundland & Labrador,
Northwest Territories, Nunavut, Yukon, Manitoba, Nova Scotia, Ontario,
Prince Edward Island, Quebec, Saskatchewan \$ 69.95

To obtain a copy please call toll free 1.866.322.3376 or local 1.819.322.5756

Canadian Subsidy Directory
14-A Des Seigneurs
St-Sauveur, QC J0R 1R0

Call for Proposals - Support Adult Literacy and Essential Skills in Your Community

The office of Literacy and Essential Skills (OLES) is seeking proposals which address:

- Community-based Adult Literacy and Essential Skills
- Improving Literacy and Essential Skills of Aboriginal People

For further information, please visit: www.hrsdc.gc.ca/eng/workplaceskills/oles/olesindex_en.shtml.

Deadline: March 13, 2009, 4:00 p.m. (EDT)

2009 Directory of Community Services

Drop in to our KCR Dolphin or Lawrence Avenue locations or cut and mail the pre-order form with payment to receive the:



Community Information & Volunteer Centre (CIVC)
2009 Directory of Community Services
Advance Order Form
 (June 2009 Publication)

We would like to pre-order:

Copies @ \$30.00 per copy

= \$

Delivery @ \$8.00 per copy

= \$

Total Order

\$

(Order of 3 or more copies receive a 15% discount on Directory cost)

Will pick up our Directory order; please call us:

Purchase Order No.:

Cheque or Money Order payable to Kelowna Community Resources Enclosed in amount of:

\$

Please note: Mail out pre-orders will be processed two weeks after 2009 publish date.

Mail to: **Kelowna Community Resources**
 Attention: Dawn
 #120-1735 Dolphin Avenue
 Kelowna, BC V1Y 8A6

Name

Organization and Program/Department (if applicable)

Address

City / Postal Code

Phone

Fax

Email

Privacy Policy

Personal information collected will only be used to fulfill the purpose for which it was originally collected or for a use consistent with that purpose. We do not disclose your information to other public bodies or individuals.

Canadian ECD Program Evaluations

ECLK newsletter - This online pdf bulletin highlights some of the strengths and limitations of four Canadian programs for improving early childhood learning and development. The first two articles assess the effectiveness of nurse home visitation for young mothers and the other two evaluate the effects of short-term parent training programs on the behaviour and attitudes of parents as well as their young children.

The programs are:

- The Nurse-Family Partnership Pilot Study in Canada (Ontario)
- The Community Perinatal Care Study (Alberta)
- Community Parent Education Program (COPE) (Ontario)
- Triple P Positive Parenting Program (Manitoba)

To read the newsletter, please visit: http://www.ccl-cca.ca/pdfs/ECLKC/bulletin/ECLKCVol4-1_EN.pdf.

Education and Training

enp - Social Enterprise Workshop

enp is a funding program that provides matching grants to non-profit organizations in BC that are interested in starting or expanding a social enterprise business.



Are you.....

- Wondering if social enterprise can help to advance your mission?
- Trying to create training or employment opportunities?
- Looking for ways to diversify your organization's revenue sources?
- Striving to address a decline in local services?
- Planning to apply to enp for a social enterprise development grant?
- Wondering how to improve the performance of a social enterprise you already run?

The funding program from **enp** allows organizations to conduct planning activities related to the development of a business venture, and accepts grant applications two times per year in spring and fall. To apply for funding, organizations are required to attend this one-day orientation session.

Date: Thursday, March 26, 2009

Time: 9:00 am - 3:30 pm

Location: Kamloops Centre for Water Quality
1315 River Street

Registration: 9:00 - 9:30 am

Cost: \$100 for first person from organization and \$50 each for 1-2 same-group members

To register, please visit: <http://www.enterprisingnonprofits.ca/events/08/12/13/enp-bc-orientation-session-kamloops>.

For more information on **enterprising non-profits**, please visit: www.enterprisingnonprofits.ca or contact Peter Roundhill at 604-871-5421 or peter@enterprisingnonprofits.ca.

Overview of Volunteer Management

Volunteers are vital to the success of organizations in healthcare, social welfare, arts and culture, religion, sports and recreation, environment, and many, many other community associations. It is no surprise that many local non-profit organizations have said they're struggling to find enough volunteers to operate effectively.

These challenging economic times have created an urgent need for talented volunteers and for individuals (Managers and Coordinators of Volunteers) who can effectively recruit, retain, manage and develop these key players in the non-profit sector.

This role requires working with both staff and volunteers to help achieve organizational goals as well as the personal aims of the volunteer. In this Certificate Program, you can learn the fundamental skills needed to be more successful.

You Will:

- Master the volunteer retention cycle
- Develop the tools to effectively respond to current and emerging issues
- Understand the complexities of leadership, influence, and organizational relationships and structures
- Learn to create and market successful volunteer programs

Dates: April 20, 21, 27, 28, 2009
Time: 9 am - 4 pm
Location: Kelowna Community Resources
120-1735 Dolphin Ave., Kelowna
Cost: \$175 per person

To register and for more information please go to: [Overview of Volunteer Management Registration](#).

Three Dynamic Seminars from Hugh Culver of Marathon Communications

Reclaiming the Clock™ - Doing more of what is important every day

Imagine! People saving 1 hour a day (minimum) with better time management skills:

- Learn the five secret systems that all successful managers use
- Discover the problem with Multi-Tasking and how to stop!
- Create your "Stop Doing" list to get out of the SandBox
- Use the Boulders/Pebbles/Sand model to get projects completed and reduce distractions
- Choose from the eight "Habits of Heroes" to save time and be more effective

Facing the Tiger™ - Manage conflict & difficult people with confidence

Improve focus and productivity by helping staff to deal with difficult conversations successfully:

- Learn the real cost of unresolved "Pinches" and how we mask it
- Discover the Three Worlds and how most conflict resolution gets on the wrong track
- Find out why sometimes people don't receive you the way you intend and how to change it
- Practice the four-step process to creating success in difficult conversations
- Build a personal plan for maintaining healthy relationships at work

The Leadership Toolbox™ - Essential lessons for the successful leader

Your one-stop leadership training boot camp—engagement, communication, delegation, feedback, praise and coaching. It's all here, packaged in a fun, interactive experience:

- Discover how to find your leverage and use it to 'grow' people!
- Learn how to deal with difficult people at work and poor staff performance

- Create a focus on engaging staff through delegation
- Become a master of skilled communications in even the toughest conversations
- Master the Toolbox of successful managers: delegation, feedback, praise and coaching

For additional information and to register, please visit: [Marathon Communications](#).

Introduction to Non-Profit Management Course

The course developed by the centre consists of 10 modules including the following topics: leading and managing, financial management, marketing and public relations, board governance, strategic planning, evaluation and resource development. We are in the process of creating agreements with post secondary institutions across the province to provide the course. Each agreement includes funded seats awarded to staff and volunteers in non-profit organizations.

New Course Offerings Starting September 2009

Okanagan College is in the final stages of negotiating its agreement for the delivery of the Introduction to Non-profit Management course. There will be two offerings per year, one face to face and one online or blended delivery; each session will have FREE seats for staff, board members, or volunteers of registered non-profit organizations.

If you are interested in obtaining a funded seat please contact Kerry Rempel by phone at 250.762.5445 ext 4779 or by email at krempe1@okanagan.bc.ca.

Home Visitor Core Training Schedule

All parents deserve support. And when families get the support they need, serious problems can often be prevented. For families in situations of risk, where there are concerns about child development, about parenting skills, or about child safety, the support and intervention of a skilled home visitor can be critical to that family's success. Home visiting programs are an effective and cost-efficient way to improve parental skills and confidence, connect families with other community resources and ensure positive child outcomes.

Dates: March 30 – April 2, 2009 Home visitors & supervisors/program managers
 March 30 – April 2, 2009 Supervisors / program managers
 April 3, 2009 - Final day for supervisors / program managers only
 Time: 9:00 am – 4:30 pm daily
 Location: Vancouver Island Conference Centre, Nanaimo, BC
 Cost : \$275/4 days: Home visitors & supervisors / program managers
 \$350/4 days and additional day: Supervisors / program managers only

To [download the registration package \(PDF\)](#) (**Please be patient, it opens slowly.)

Helping the Helper 2009 Workshop Series for Non Profit Leaders

Coast Capital Savings and the Centre for Non Profit Management present the 2009 Helping the Helper workshop series. You won't want to miss these high quality and affordable workshops! Each interactive, all-day session addresses one of the six key topics: Leadership; Evaluation; Financial Management; Communications; Governance; and Human Resources. The registration fee is only \$80 per session, including lunch and materials. Every session is designed to be relevant and practical for nonprofit staff, board members and volunteers.

For additional information and to register, please visit: [The Centre for Non Profit Management](#).

Community Voices Against Sexual Violence Presents

Hope, Resilience and Psychological Trauma

C.V.A.S.V. presents this two-day conference exploring the impact of hope, resilience and witnessing on sexual violence in the context of war, genocide and cultural annihilation.

Day one will explore the impact of sexual violence on individuals and communities within a cultural and historical framework. Speakers will examine the effects of mass sexual violence, on residential school survivors, Aboriginal women and immigrant women who have experienced war rape.

Day two will feature keynote speaker Kaethe Weingarten, author of *Common Shock—Witnessing Violence Every Day: How We Are Harmed, How We Can Heal* and founder of the Witnessing Project. Dr. Weingarten will speak about how hope and resilience can play a significant role in the healing process for survivors of psychological trauma. This day will include small group breakouts and activities to help participants gain a better understanding of how to use hope, resilience and witnessing to build an effective, community-based trauma response model.

Dates: Monday May 11, 2009 and Tuesday May 12, 2009
Times: 8:30 am to 4:30 pm
Location: Edmonton, AB
Cost: Various for EARLY BIRD (Deadline: March 6th), REGULAR, PAA MEMBER and STUDENT (Deadline: April 8th)

For further information or to register, please contact Terra Irvine at terrai@sace.ab.ca.

For more information, please contact:

David Sheftel, Program Coordinator
Phone: 1.604.660.0675
Toll Free: 1.800.663.5638
Email: davids@bccf.bc.ca
Web: www.bccf.bc.ca

Planning for Community Resiliency in Emergencies and Disasters:

What your Non-Profit Organization Can Do A Training for Organizations

In the event of an emergency in your community or in the province, does your organization have safeguards and plans in place to maintain its services? *Do you serve vulnerable people who depend on your organization to be there no matter what?* In the event of an emergency such as a pandemic, earthquake or flood, does your organization have resources to contribute such as volunteers, space, skills, networks or equipment? *Do you know how to put forth what you have to offer as part of a community plan?* Can your organization play a mobilizing role in the event of a health emergency? *Are you prepared?*

Volunteer BC and **Volunteer Richmond Information Services** are offering a unique training course to support non-profit and community organizations that features a variety of experts as guest speakers, tools you can apply, templates and resources to help you play a role in making communities and organizations resilient in the face of disasters and emergencies.

Who is this for? Coordinators of volunteers, the staff person within your organization responsible for Service Continuity Planning; those working in community development, networks, volunteer centres, community agencies, voluntary organizations or neighbourhood associations who serve as community conveners.

Date: March 26-27, 2009
Location: Richmond, BC
Cost: \$100 for members of Volunteer BC or VRIS for the complete course of five modules;
\$150 for non members

To register, please contact:

Jocelyn Wong, Manager - Volunteer Centre and Information & Referral Services Volunteer Richmond
Information Services at info@volunteerrichmond.ca or 1.604.279.7020.

Registration deadline: March 10, 2009

Fabulous Facilitation (Part 1) - Innovative Games and Ideas to Engage Groups

Tired of using the same old ice breakers and activities for workshops, courses, or staff meetings? This hands-on 6 hour workshop is packed with innovative ice breakers, group games and team energizers to freshen up your repertoire!

Participants are guaranteed to leave with new resources and ideas for group activities including:

- Icebreakers and get-to-know-you games to welcome and warm groups up
- Team energizers and group games to spice things up and keep everyone on their toes
- New ways to creatively brainstorm with your group
- Fast and fun ways to separate people into groups
- Tips and tools on how to make the "fundamentals" (ie: the boring stuff!) more fun
- Ideas to close groups on a high note that can be adapted for any adult learning situation

This workshop is for those who:

- Facilitate groups of adults or young adults (Employment Counselors, Recreation Leaders, Youth Workers, Teachers, HR Professionals, and Group Facilitators)
- Want to recharge their "facilitative batteries!"

Date: May 9, 2009
Time: 10:30 am - 4:30 pm
Location: 1628 Dickson Avenue
Cost: \$100/person

To register, call 1.250.885.8503 or email jocelin@possibilitiestraining.com.

For more details, please visit: <http://www.possibilitiestraining.com/index.html>.

Canadian Evaluation Society – Essential Skills Series

1. *Understanding Program Evaluation* – March 26, 2009
Introduction to terms and concepts used by evaluators, overview of historical and current trends, major benefits and uses of evaluation, and more.
2. *Building an Evaluation Framework* – March 27, 2009

Problems and practical considerations, basic steps for building an evaluation framework, methods for conducting needs assessments and evaluability assessments and logic model fundamentals.

3. *Improving Program Performance* – April 30, 2009

Introduction to terms and concepts; process, formative, implementation and monitoring evaluations; program monitoring strategies and major data collection techniques.

4. *Evaluating for Results* – May 1, 2009

Methods for outcome evaluations, reliable and valid measures, outcome monitoring systems, and more.

To register, please go to [Evaluation Canada Essential Skills Series Workshops Registration](#).

For further information, contact the CES-BC Interior Coordinator at [Erica Bell-Lowther@telus.net](mailto:Erica_Bell-Lowther@telus.net) or call Erica at 250.764.9449.

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

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

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