



Monthly Bulletin – September 2013

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KCR Highlights

- [KCR'S 30TH ANNIVERSARY CELEBRATION](#)
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KCR's 30th Anniversary Celebration

KCR Open House

Date: September 27, 11:00am-3:00pm

Where: #120-1735 Dolphin Avenue

Take a break, relax and join us for some fun.

RSVP preferred: info@kcr.ca



-Source: Dawn Wilkinson, Community Services Manager

Overview of Volunteer Management Training

Recruiting and retaining volunteers is essential to nonprofit organizations. Learn about trends, gaps and challenges in dealing with volunteers. Meet other volunteer managers and receive ongoing support.

Four days: October 28, 29 and November 4, 5, 2013

Time: 9:00am – 4:00pm daily

Cost: \$100

Registration: [KCR Community Services Workshops](#)

For additional information, please contact Dawn at 250.763.8008 ext 25 or email dawn@kcr.ca.

-Source: Dawn Wilkinson, Community Services Manager

Volunteer Fair

Come and check out what other organizations are doing to recruit volunteers. It's a great time to network.

[Okanagan Volunteer Opportunities Fair 2013](#)

Date: Saturday, September 7, 2013, 10:00am – 3:00pm

Location: Parkinson Recreation Centre, 1800 Parkinson Way



-Source: Dawn Wilkinson, Community Services Manager

Free Canon Printer

Dean Bradshaw at Kelowna Ford has a used Canon IR 3300 multifunctional device that he would like to donate to a charity. It would provide functionality like copying and printing. It is an older unit but it still works well. It operates at 33 pages per minute and will make two-sided documents automatically as well as collate and staple. Anyone who is interested, give Dean a call at 250.868.2330.



(Similar configuration to the printer shown)

-Source: Tony J Lenarcic, Business Development Consultant

Free Ricoh Printer

It is a Ricoh 2232C

- Colour or black & white copies
- 2 paper storage trays (adjustable for letter or legal & can hold 500 sheets each)
- Bypass tray for 12x16 or thick paper
- Can be set up to print from computer
- Has scan & fax options that could be set up
- Various stapling options
- Sorter
- Duplex copying
- Settings for paper saving & odd sized printing (reduce & enlarge)
- One year's worth of supplies included (toner, oil, etc)
- Staple/sorter can be detached
- All manuals & setup books are included

Located in Lower Mission. Will need pickup or van to move photocopier and a couple of strong people. Call Ann at 250.862.9710 for more information.

-Source: Ann Hancock, August 2013

Employment Services

The next Urban Older Worker Program(UOWP) session at KCR starts on Monday, September 30th. UOWP Information meetings have been scheduled for these dates in September:

- Thursday, September 5th 1:00pm – 2:30pm
- Tuesday, September 10th 10:00am – 11:30am
- Tuesday, September 17th 10:00am – 11:30am
- Tuesday, September 24th 10:00am – 11:30am



Anyone interested in attending the next course can contact Luc at 250.763.8008 ext.22 or email luc@kcr.ca.

-Source: KCR, Luc Bergeron, August 2013

Lunch & Lead: Volunteer Management Series

- FREE. Bring your lunch and KCR will provide a beverage and a sweet treat. Learn something new to take back and share with your organization and volunteers.
- 12 noon – 1:00pm, at KCR Training Room: 120-1735 Dolphin Avenue

- Topics:

Award Winning Volunteer Ideas:

October 1, 2013: 12 noon – 1:00pm, at KCR Training Room.

Facilitators: Mary Ann Murphy, Crystal Wariach and Phil Bond.

Dismissal Process for Volunteers

November 5, 2013: 12 noon – 1:00pm, at KCR Training Room

Volunteer Recognition

January 14, 2014: 12 noon – 1:00pm, at KCR Training Room

[Register Today](#)

-Source: KCR, Dawn Wilkinson, Community Services Manager, August 2013

Business & Community Partnerships

Are you interested in honing a 'pitch' that your organization can present to businesses in order to develop sustainable partnerships?

Sign up for KCR's Business and Community Partnership. Your \$30 registration will include:

- One-day workshop,
- Practice pitch session with feedback from business and foundation representatives; and
- Networking event with businesses present.

Training and practice pitches will occur between October 15–30, 2013. The networking event will be held in November.

Contact Dawn Wilkinson for details: dwilkinson@kcr.ca or 250.763.8008 ext. 24.

-Source: KCR, Dawn Wilkinson, Community Services Manager, August 2013

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Awards

- [YOUTH VOLUNTEERS ENCOURAGED TO APPLY FOR SCOTIABANK BRIGHT FUTURE](#)
- [\\$5,000 PRIZE AVAILABLE TO BE WON](#)
- [BC FINALISTS FOR DONNER AWARDS & \\$60,000 PRIZE MONEY](#)

Youth Volunteers Encouraged to Apply for Scotiabank Bright Future

The Scotiabank Bright Future Awards showcase young volunteers who are making a difference in their communities. Applications are now open and winners will receive a tablet computer and a \$2,500 donation to the charity of their choice. Initially launched in 2012, the program recognizes 12 winners — six in Canada and six internationally. To be eligible, applicants must be between the ages of 16 to 24 and complete a minimum 100 hours of volunteer service in three of Scotiabank's six Bright Future pillars — education, arts & culture, health, social services, sports and the environment. Applicants must log their hours at scotiabankbrightfutureawards.com and submit an essay describing the impact their volunteerism has had on their community, charitable organizations and themselves. The application deadline is October 31, 2013 and 12 winners will be announced in the spring of 2014.

[Read More](#)

-Source: Charity Village, Village Vibes, 6 August 2013

\$5,000 Prize Available to be Won

Enter your organization's annual report in the Queen's School of Business [Voluntary Sector Reporting Awards \(VSRA\)](#), and a chance to win \$5,000! Nominations (charities and nonprofits) will be accepted until September 13th at noon. Learn more about [how to enter](#).

-Source: Imagine Canada, Imagine Matters, 20 August 2013

BC Finalists for Donner Awards & \$60,000 Prize Money

The Fraser Institute: Canadian Non-Profits Named Finalists for Donner Awards and \$60,000 Prize Money

Twenty-one non-profit social service agencies from across Canada are in the running for \$60,000 prize money as finalists for the 16th annual Donner Canadian Foundation Awards for Excellence in the Delivery of Social Services.

In BC, the finalists are:

- Counselling / Crisis Intervention - Crisis Intervention & Suicide Prevention Centre Of BC (Vancouver, BC)
- Prevention and Treatment of Substance Abuse – Last Door Recovery Society (New Westminster, BC)
- Provision of Basic Necessities - Our Place Society (Victoria, BC)

[Read More](#)

The Donner Canadian Foundation is dedicated to supporting projects that emphasize self-reliance, individual initiative, and independence. For more information, visit www.donnerfoundation.org.

-Source: Imagine Canada, Imagine Matters, 12 August 2013

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Facts & Trends

- [CANADIAN PUBLIC SECTOR FORECASTS SALARY INCREASES OF 2.3% NEXT YEAR](#)
- [PHYSICAL LITERACY](#)
- [SECTOR MONITOR REPORT](#)

Canadian Public Sector Forecasts Salary Increases of 2.3% Next Year

Canadian employees can expect an average salary increase of 2.6% in 2014, according to a national survey of public and private sector employers conducted by Hay Group. The projected increase is lower than the projection for 2013 (at 2.9 %) and continues to be relatively close to projected increases of 2.8% for American employees. Projected increases for Canada continue to be much lower than projected increases of 3.7 % before the 2008/09 economic downturn. Overall, the public sector is forecasting noticeably lower salary increases (at 2.3%) than is the private sector.

–Source: *Charity Village, Village Vibes, 20 August 2013*

Physical Literacy

Do our young children know how to jump and throw a ball? The assumption that all young children master the basic skills needed for physical activities has been challenged by those that look at lifelong health. People who are “physically literate” are individuals who move with competence and confidence in a wide variety of physical activities in multiple environments that benefit the healthy development of the whole person. The development of [physical literacy](#) is now a reality for educators and practitioners and many provincial physical education curricula now identify the development of physically literate students as the major outcome of physical education programs. The [Canadian Sport For Life](#) model (CS4L), which provides a framework from which to discuss physical literacy and the movements/activities that children need during their various stages of development. The CS4L gives us a great starting point to explore physical literacy. Parents need to get their kids moving and active in the early years 0-6. Participating with them is also key. The City of Kelowna Recreation offers free [Park and Play times](#) for you to get out there with your kids and help them master physical literacy. Thank you to Carolyn Gillespie for her help with this piece.

–Source: *Community Action Toward Children’s Health, CATCH Network Newsletter, 14 August 2013*

Sector Monitor Report

The [most recent edition of the Sector Monitor](#) shows the previous trend of declining confidence among charity leaders has not continued. However, among this cautious optimism we continue to see signs that financial pressures are increasing as indicated by a steady increase in the number of leaders saying that their charity will have difficulty covering expenses at some point between four months and a year into the future. For complete information describing the state of the charitable and nonprofit sector, please download the full report from the Sector Monitor section of the Imagine Canada website.



–Source: *Imagine Canada, Imagine Matters, 6 August 2013*

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Financial

- [DEALS 4 DOGOODERS.COM](#)
- [THE CENTRAL OKANAGAN FOUNDATION 2013 FALL GRANT CYCLE](#)
- [MICROSOFT YOUTHSPARK GRANTS: 2013 RFP NOW OPEN](#)
- [FUNDING AVAILABLE FOR PROGRAMS OFFERING PHYSICAL ACTIVITY PROGRAMS TO KIDS](#)
- [BC HYDRO COMMUNITY CHAMPIONS PROGRAM ACCEPTING VIDEO SUBMISSIONS](#)
- [RBC INKS FIRST DEAL FOR ITS SOCIAL FINANCE INITIATIVE](#)
- [MINERVA FOUNDATION SEEKS BC WOMEN FOR LEADERSHIP PROGRAM](#)
- [UBC ARTS STUDENTS AVAILABLE FOR FOUR-MONTH, UNPAID INTERNSHIPS](#)
- [YOUTH INITIATIVE GRANTS](#)

Deals 4 DoGooders.com

[Deals 4 DoGooders](#) is a new Okanagan based fundraising service that provides money to local charities, non-profits and community groups from the sale of unique or hard to find discounted products (underway) and local merchant discount deals (coming soon). Our services are FREE for Businesses, Fundraisers and Consumers. Our business is a WIN3 proposition.



- WIN: It provides an easy new way for local community fundraiser's to raise money. They receive 20% of the gross sale proceeds from a Local Merchant Deal promotion or our DoGooder Discount Deal* program.
- WIN: It provides Merchants with the opportunity to expand their customer base and brand, with the bonus of supporting local fundraisers; without taking money out of their pocket.
- WIN: It provides consumers with an opportunity to purchase discounted products and services while supporting local causes.

I would encourage you to visit Deals 4 DoGooders to learn more and to sign up or call Don at 250 462-9492.

Fundraisers can [register a profile here](#) to gain valuable exposure and earn money in two ways.

Merchants can [register a profile here](#) and partner with a local fundraiser of their choice to promote their business and support a good cause in their community.

Consumers can [sign up here](#) to receive a daily email that highlights the deal of the day for the city of their choosing.

Of course, please tell all your friends and associates.

The Deals 4 DoGooder Team

*DoGooder Discount Deals are different from Local Merchant Deals. DDDs are specific products that are sourced by us from a variety of wholesalers beyond the local market. These deals will also appear on our site in the future whenever there is an empty slot in our schedule of Local Merchant Deals. We've added this feature to our site for the benefit of fundraisers that are registered with us, but haven't lined up a deal with a local merchant yet.

-Source: DoGooders.com, Don H. DeGagne, CEO & Founding Partner

The Central Okanagan Foundation 2013 Fall Grant Cycle

The Central Okanagan Foundation is pleased to announce it will be accepting applications for their fall 2013 granting cycle. The fall intake deadline is October 1st. Organizations are invited to apply for funding in the following eight areas: Environment – Global Initiatives – Arts & Culture – Children, Youth & Family -Education – Health & Community Services – Heritage & Historical – Animal Welfare.

Prior to submitting your grant application it is recommended applicants contact Cheryl Miller, Grants Manager to discuss your grant proposal at 250.861.6160.

Grant application package available at www.centralokanaganfoundation.org.

Grant submissions must be delivered to the Central Okanagan Foundation's office at #217, 1889 Springfield Road prior to or on October 1st, 2013.

-Source: Cheryl Miller, Grants Manager, Central Okanagan Foundation, 1 August 2013

Microsoft YouthSpark Grants: 2013 RFP Now Open

Over the next two years, Microsoft Canada will be awarding cash and software grants to eligible CRA-registered non-profit and charitable organizations. The funding will be aimed at closing the divide between Canadian youth who have the access, skills and opportunities to be successful and those who do not. This initiative seeks to support grantees with demonstrated expertise in innovative approaches in their efforts to connect youth to opportunities for education, employment and entrepreneurship.

For more information and to apply, [click here](#).

-Source: Volunteer Canada, News from VC, 13 August 2013

Funding Available for Programs Offering Physical Activity Programs to Kids

Does your organization provide opportunities for kids to benefit from an active life? Are you offering a sustainable physical activity program for kids ages 4 to 14 that will positively impact their present and future activity levels? GoodLife Kids Foundation is currently accepting requests for funding from registered charities and other qualified donees. Grant requests of up to \$10,000 will be considered and proposals are accepted throughout the year. Applicants are encouraged to review grant criteria prior to submitting a proposal.

[Read More](#)

-Source: Charity Village, Village Vibes, 26 August 2013

BC Hydro Community Champions Program Accepting Video Submissions

Are you a nonprofit group making British Columbia more sustainable? With [BC Hydro's Community Champions program](#), you could win \$10,000 for your initiative by simply explaining what you do in a YouTube video. To select finalists, non-profit video entries will be evaluated on their representation of the following factors:



- **Contributes to Sustainability:** Video describes how the organization contributes to sustainability and helps the environment.
- **Energy Focus:** Video communicates how the organization contributes to energy efficiency and energy conservation.
- **Benefits the Community:** Video describes how the organization benefits the community.
- **Video Quality:** The video clearly identifies the non-profit organization and describes what it does.
- **Youth and School Engagement:** Video explains how the organization engages youth and schools.

BC Hydro values and seeks Community Champion submissions from all regions across the province of British Columbia. The deadline for submissions is September 30, 2013.

-Source: Charity Village, Village Vibes, 23 August 2013

RBC Inks First Deal for its Social Finance Initiative

MaRS Discovery District today announced that the RBC Generator, the impact investing arm of RBC's Social Finance initiative, has invested \$500,000 in the MaRS Cleantech Fund, an early-stage cleantech venture fund. This is the first deal announced through the RBC initiative. Launched in 2012, the MaRS Cleantech Fund aims to provide early-stage funding to companies developing next-generation clean technology breakthroughs with global markets, deep intellectual property and capital-lean business models. The Fund also leverages the strength of a non-exclusive, strategic relationship between MaRS and the private sector. The RBC Generator provides financing for enterprises that address clean water, energy efficiency, or employment opportunities for youth or disadvantaged groups.

[Read More](#)

-Source: Charity Village, Village Vibes, 21 August 2013

Minerva Foundation Seeks BC Women for Leadership Program

The Minerva Foundation for BC Women is seeking applications for their Women Leading the Way™ leadership program. Participants include a diverse group of women from varied backgrounds and sectors from throughout BC. Candidates possess a combination of previous leadership experience (7-10 years), post-secondary or technical education, and extensive work experience which may include community and volunteer work. Participants may also be “unsung leaders” who have yet to be recognized at a higher level. Depending on their experience, emerging Leaders from Minerva's Follow a Leader will be invited to attend as part of the next step in their leadership journey.

The Women Leading the Way™ program is based on an action-learning and values-based leadership model and combines classroom learning, reading, research and a hands-on project that will apply learned leadership skills to make a difference in communities across BC. In addition to gaining information from subject matter experts in print and online, participants will meet business and community leaders, who will share

their experiences and offer their perspective of what makes a successful leader today. The deadline for applications is October 18, 2013 for the January 2014 cohort.

[Read More](#)

-Source: Charity Village, Village Vibes, 8 August 2013

UBC Arts Students Available for Four-month, Unpaid Internships

Are you looking to bring new talent and energy into your organization? The University of British Columbia (UBC) is preparing for its Winter internship placement, which runs from January to April. The program gives undergraduate arts students the opportunity to participate in part-time, unpaid internships to gain work related experiences and enrich students' educational experience. Internships are 8-12 hours per week, and typically run 4 to 8 months in duration depending on the needs of the host organization and availability of the student. There is no fee for host organizations to be involved in the program. Students apply to community partners directly and organizations are given the opportunity to screen and interview applicants and make intern selections. Internships are meant to facilitate student learning and skill development by providing real work experience, mentorship and training for the students. The deadline for job placement proposals is September 15, 2013.

[Read More](#)

-Source: Charity Village, Village Vibes, 7 August 2013

Youth Initiative Grants

Children and youth ages 25 and younger have the chance to receive a grant of up to \$1,500 for their own youth-led community project thanks to a partnership between TELUS, Interior Savings, and United Way.



United Way
Central & South
Okanagan Similkameen

Applications are available to youth in the Central and South Okanagan Similkameen region until the November 29th deadline. Youth working in partnership with registered charities can apply for grants to address important social issues like bullying, food sustainability, and environmental awareness.

Contact avril@unitedwaycso.com for an application package, or visit the United Way CSO website to download the application.

-Source: United Way CSO, Avril Paice, 30 August 2013

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Fund Development

- [A COMPARISON OF WORKPLACE GIVING TOOLS \(UPDATED\)](#)
- [TWO US STUDIES FIND ONLINE FUNDRAISING CONTINUES TO GROW](#)
- [BLACKBAUD REPORT REVEALS GENERATIONAL CHARITABLE HABITS](#)
- [THE RAISER'S EDGE REVEALED: TIPS FOR NEW USERS](#)
- [TOMORROW'S DONORS IN NUMBERS](#)
- [NEW MEDIA CAMPAIGN SEEKS PARTICIPANTS WILLING TO SHARE THEIR GIVING MOMENT](#)
- [GOOGLE LAUNCHES CHARITY APP TO FUNNEL \\$1 AT A TIME TOWARD GOOD CAUSES](#)
- [5 BENEFITS OF IMPLEMENTING PIPELINE TRACKING](#)

A Comparison of Workplace Giving Tools (UPDATED)

The concept of workplace giving is no longer a new one. Numerous large companies are in the process of choosing an outside vendor to provide their workplace giving software — and nearly every one of them asks the question, “How do I know which vendor is right for me?”.

[Read More](#)

-Source: Realized Worth, 15 August 2013

Two US Studies Find Online Fundraising Continues to Grow

Online gifts to America’s nonprofits are growing far faster than other types of donations, two new Chronicle of Philanthropy studies find:

- Donations rose 14% last year from 2011, to \$2.1-billion, in a study of 115,000 nonprofits whose giving totals were provided by the online-fundraising processors Blackbaud, Network for Good, and PayPal.
- Contributions to the nation’s biggest charities also grew 14%, to \$785-million, in a study of 149 large nonprofits.

Among the techniques helping big nonprofits: Some are directing their data analysts to spot supporters who are active in online advocacy forums and figure out how to turn them into generous online donors, while others are taking a page from direct-mail appeals by seeking monthly donations. No matter how much online giving keeps growing, it still accounts for a small sliver of the budgets of most charities. The median

share is just 2.1% of all donations from private sources for the charities in the survey of large nonprofits.

[Read More](#)

-Source: Charity Village, Village Vibes, 22 August 2013

Blackbaud Report Reveals Generational Charitable Habits

Blackbaud has released a new report, The Next Generation of American Giving, that reveals multichannel preferences and charitable habits of Generation X, Generation Y, Baby Boomers, and Matures. Some of the report's key findings include:



- Boomers still contribute 43% of all giving.
- It's time to lay to rest the generalization that digital is for young people only. All generations value a mix of online and offline communications and giving channels.
- When it comes to volunteering, Gen Y talks the talk while Matures walk the walk. How do you get your younger supporters out from behind social media to actually take action?
- Crowdfunding and peer-to-peer fundraising are gaining traction, largely with Generations X and Y. These younger generations want to know the impact of their gifts, making it crucial for organizations to communicate accordingly.

[Read More](#)

-Source: Charity Village, Village Vibes, 22 August 2013

The Raiser's Edge Revealed: Tips for New Users

Ah, The Raiser's Edge – that pillar of software that commands our fundraising lives. For most of us, the mere mention of it can send us into panic mode, triggering a grimace of frustration, anger or despair. Heralded for its ability to handle complex information, The Raiser's Edge is a commonly used fundraising and donor management solution worldwide. So why do we have such a love-hate relationship with it?

[Read More](#)

-Source: Charity Village, Village Vibes, 31 August 2013

Tomorrow's Donors in Numbers

Click through to explore the numbers behind The Chronicle's special report about what charities should do to prepare for the changing giving landscape. ([The Chronicle of Philanthropy](#))

-Source: *Nonprofit Newswire by Imagine Canada, 1 August 2013*

New Media Campaign Seeks Participants Willing to Share Their Giving Moment

This fall, a new national TV and media campaign called My Giving Moment will be launched to encourage Canadians to discover what they've got to give. ([CharityVillage](#))

-Source: *Imagine Canada, Imagine Matters, 15 August 2013*

Google Launches Charity App to Funnel \$1 at a Time Toward Good Causes

Google has officially launched One Today, an Android app that puts the spotlight on great charities and lets you give \$1 at a time.

The whole premise helps to eliminate a few roadblocks that stand between your money and deserving nonprofits.

- First, it takes away the decision of exactly how much to give. With very few exceptions, most Android users have a dollar and are more than happy to give it to causes they can support ideologically.
- Second, it gets rid of "analysis paralysis" — the inability to choose a charity precisely because there are too many to choose from.
- And third, it helps to take care of some of the research behind finding great causes in the first place.
- Also, instead of giving to a nonprofit as a whole, you donate your dollar to fund a nonprofit's specific project. Nonprofits can create projects in about 10 minutes, and the more people share the project, the closer it comes to being fully funded.



The app has been in a limited pilot test for a while, but this week marks its general availability to all Android users.

[Here's what it looks like](#)

-Source: LinkedIn Today, Top news, 15 August 2013

5 Benefits of Implementing Pipeline Tracking

Do you feel overwhelmed by the number of funding prospects that you have? (If not, [register for a free trial to Grant Connect](#). It lists thousands of grant opportunities standing by for your application). Good prospect management can help. It is like having a clean office: it leaves you organized, de-stresses your mind, and your co-workers very much appreciate it.

One easy-to-implement prospect management system is called pipeline tracking. It is a way of organizing your funding prospects by stages in the fundraising process. For example, funding prospects that you are establishing a relationship with – perhaps through a meeting or site visit to your organization – would be considered in the “cultivation” stage, whereas funders to whom you have submitted an application to are in the “solicitation” stage. In this blog post, we’re highlighting five of the reasons that pipeline tracking has become so popular.

[Read More](#)

-Source: Imagine Canada, Grantseeker Monthly, 8 August 2013

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Housing

- [RISK & RESILIENCE IN HOMELESS CHILDREN: CHILDREN'S MENTAL HEALTH eREVIEW](#)
- [MEETING THE CHALLENGE: RESPONDING TO HEALTH CARE NEEDS OF HOMELESS YOUTH](#)
- [NEW AFFORDABLE RENTAL OPTIONS COMING TO KELOWNA](#)
- [USING TECHNOLOGY TO PROVIDE SUPPORT TO CHILDREN AND YOUTH IN CHALLENGING CONTEXTS](#)
- [HOME STREET HOME: PREVENTING YOUTH HOMELESSNESS IN VANCOUVER](#)
- [CHANGE PATTERNS OF HOMELESS INDIVIDUALS WITH MENTAL ILLNESS: A MULTIPLE CASE STUDY](#)
- [ARE YOU DOING HOUSING FIRST CORRECTLY?](#)
- [91,000 ALBERTAN CHILDREN UNDER THE AGE OF 18 LIVING BELOW LOW-INCOME](#)
- [SHELTERNET BC CONFERENCE 2013](#)
- [BARRIERS TO EDUCATION IN HOMELESS YOUTH](#)

Risk & Resilience in Homeless Children: Children's Mental Health eReview

The research on resilience among homeless children highlights early literacy and executive functioning skills as significant. This report captures policy and practice that focus on homeless children's success that foster resilience.

[Read the eReview](#)

-Source: Homeless Hub Newsletter, 29 August 2013



Meeting the Challenge: Responding to Health Care Needs of Homeless Youth

This article presents a worldview of youth who are victims of homelessness. A view of family dynamics and how they affect the emotional, psychological, social, and physical health of homeless youth is presented.

Homeless youth and their families are at high risk for poor health outcomes. Those who present for health care services are least likely to return to the same site for follow-up care.

Understanding the dynamics of homelessness and its effect on youth and family will facilitate efforts to engage the family and increase the likelihood for follow-up with the same provider. A patient-centered cognitive approach when managing these youth and

their family will improve communication, potentiate engagement, whet creative decision making, and facilitate continuity of care.

[Read the Study](#)

-Source: Homeless Hub Newsletter, 29 August 2013

New Affordable Rental Options Coming to Kelowna

BC Housing news release

Families and individuals with low to modest incomes will benefit from new affordable rental options, thanks to a new agreement between the B.C. government and City of Kelowna.

The development, which will create up to 90 apartments, is located at 1700 Chapman Place and will be part of the larger city-owned Central Green site in Kelowna.

“This development will give people a safe, affordable place to call home,” said Premier Christy Clark. “I look forward to breaking ground, seeing construction begin, and making progress towards meeting Kelowna’s housing needs.”

A formal proposal call for a non-profit housing provider to build and operate the affordable housing stock on the site will be issued in late summer, with the successful proponent expected to be announced in fall 2013.

“The Central Green redevelopment presented a great opportunity for the province and city to work together again to deliver new affordable housing in Kelowna,” said Rich Coleman, Minister Responsible for Housing. “This project builds on a number of successful partnerships we have had with the city.”

“This project will support low to modest income families and individuals in our community, added Walter Gray, City of Kelowna mayor. “The need to incorporate affordable housing on the Central Green site was recognized as a priority when plans for the new neighbourhood were developed in consultation with Kelowna citizens.”

The Province will work with the city and project partners to determine funding details once the project moves into the later stages of development. The City of Kelowna will contribute the land.

The new agreement between the Province and City builds upon an already successful partnership. The first partnership of this kind was an agreement in 2004 for construction of 36 supportive housing units. Another agreement in 2008 created 128 units at three new supportive housing developments for those most in need in Kelowna.

Quick Facts:

- Since 2001, the B.C. government has invested \$3.6 billion to provide affordable housing for low-income individuals, seniors and families. This year, more than 98,000 B.C. households will benefit from provincial housing programs and services.
- In 2012-13, the B.C. government invested over \$10.7 million to provide subsidized housing and rent supplements for more than 3,000 Kelowna households.

About Central Green

- The Central Green development is the old Kelowna Senior Secondary School site, at Harvey Avenue & Richter Street and is owned by the City of Kelowna. The site is vacant following the demolition of the old high school and is approximately five hectares in size.
- The development will have multi-family developments, retail spaces, and commercial areas that will complement the existing downtown business sector.
- There are six parcels available for development, a community park and one lot reserved for the affordable housing development which will have up to 90 units in one building.

Learn More:

To learn more about affordable housing in B.C., visit: www.bchousing.org

To learn more about Central Green, visit: www.kelowna.ca/cityprojects

-Source: *City of Kelowna Newsletter, 27 August 2013*

Using Technology to Provide Support to Children and Youth in Challenging Contexts

Children and youth in challenging contexts, both in Canada and overseas, face common threats to their mental health that can be better addressed when researchers, service providers, practitioners and communities pool their knowledge, resources and lessons learned of what works best for improving young peoples' mental health. If these groups continue to work within their occupational and disciplinary boundaries, they will fail to mobilize the full potential of evidence documented by researchers, the practice-related knowledge of service providers and practitioners, and the local knowledge of communities. The CYCC Network was developed in response to this need



Using Technology to Provide Support to
Children and Youth in Challenging
Contexts
www.cyccnetwork.org/technology

Presented by
Andy Zink
Advisory Committee Members:
Alexis J. McCraith
Jodi Sherman
Marianne J. L. Smith
Christopher Warkentin
Alison Sweeney
Michael Singer

and in the summer of 2013, released three thematic knowledge synthesis reports: violence, technology, and youth engagement.

[Read More](#)

-Source: Homeless Hub Newsletter, 22 August 2013

Home Street Home: Preventing Youth Homelessness in Vancouver

The harms of youth homelessness are well described in the academic literature, but less is known about transitions into homelessness among at risk youth. Given the importance of preventing youth homelessness, and in particular, the first incidence of homelessness, quantitative and qualitative data from street involved youth in Vancouver were analyzed in order to determine significant factors associated with this transition and generate policy options for addressing this issue. Ultimately, this study recommends placing youth workers in secondary schools to support the academic and social development of at risk youth, as well as provide connections to appropriate community supports such as housing. This is the first known study to directly ask youth for their thoughts on how to prevent the first incidence of homelessness, and the results from this Capstone provides policy makers with opportunities for targeted interventions to address youth homelessness in Vancouver.

[Read More](#)

-Source: Homeless Hub Newsletter, 22 August 2013

Change Patterns of Homeless Individuals with Mental Illness: A Multiple Case Study

This multiple case study illuminates the individual change trajectories of four homeless men with mental illnesses who participated in a manualized life skills intervention to improve housing retention. Readiness-to-change, life skills knowledge and trauma symptoms were measured at baseline, post-intervention and at 3–6 months follow-up. Cluster analysis identified two patterns of readiness-to-change: engaged and pre-engaged.



Change is non-linear and baseline readiness is not necessary to benefit from the intervention. Examining individuals' lives in context illuminated the change process and demonstrated that varied patterns can lead to successful outcomes for housing stability and community reintegration.

[Read More](#)

-Source: Homeless Hub Newsletter, 22 August 2013

Are you Doing Housing First Correctly?

Canada's renewed Homelessness Partnering Strategy will focus federal funding on Housing First. Are you already doing Housing First? Here's a great checklist from the U.S. Interagency Council on Homelessness to help you assess whether or not your program or community is implementing Housing First correctly.

[View the Checklist](#)

-Source: Canadian Alliance to End Homelessness Newsletter, 19 August 2013

91,000 Albertan Children Under the Age of 18 Living Below Low-income

While the rate of child poverty has decreased since 2009, it remains particularly prevalent among young children and children in Aboriginal, immigrant, and lone-parent families. This fact sheet describes some key issues and trends about child poverty in Alberta.

[Read the Fact Sheet](#)

-Source: Canadian Alliance to End Homelessness Newsletter, 19 August 2013



ShelterNet BC Conference 2013

Join SNBC for Conference 2013 on October 3 & 4 in beautiful downtown Vancouver!

Conference 2013 will provide great opportunities to network and learn with your peers. Many exciting workshops and speakers have been planned for frontline staff, outreach & case workers, residential support, managers, board of directors, volunteers and non-profit employees.

Keynote Address

Best-selling author, Stevie Cameron, will take you through her investigation of Robert Pickton and the missing women based on her award-winning books *On the Farm* and *The Pickton File*. There is no fee to attend the Keynote Address but RSVPs are required.

[Conference e-Brochure](#)

[Register Online](#)

-Source: Elaine Allan MBA, Executive Director, Shelter Net BC, 21 August 2013

Barriers to Education in Homeless Youth

Most homeless youth in Canada have not completed high school. Lack of education is a critical issue that affects pathways to gainful employment, financial security, and positive health. Several risk factors affect their ability to succeed in school; however, there has been limited research in Canada that identifies the most influential factors. This study is a secondary analysis of the Youth Matters in London: Mental Health, Addiction and Homelessness study in London Ontario. It is guided by Bronfenbrenner's ecological theory of human development. The effects of several environmental factors on the academic achievement of 187 homeless youth with mental health and addiction issues were assessed using logistic regression. Results indicated that housing stability was the most significant predictor of academic achievement. This study has implications for affordable, accessible housing and educational program policy that will assist youth with their academic achievement.

[Read More](#)

-Source: Homeless Hub Newsletter, 5 September 2013

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Better at Home Community Survey on Seniors Independence

Better at Home wants to hear from people in the Central Okanagan who care about seniors independence! [Click on the link](#) to be part of our community consultation process. The general public online community survey is available at www.surveymonkey.com/s/betterathomecenok The service provider questionnaire can be found at www.surveymonkey.com/s/cenokserviceprovider

For more information on the Better at Home Program, visit www.betterathome.ca.

-Source: Myrna Tischer, Better at Home Community Developer, Unitedwaycso.com website



Seniors' Housing Information Sessions

This free information session will cover the various housing options available to seniors, including Subsidized Housing, Supportive Living, Assisted Living, and Residential Care. An Interior Health nurse will also be present to help answer housing questions. Each session covers the same information.

Next sessions will be: September 12, October 10, at 10:00am – 11:30am Seniors Outreach & Resource Centre #102-2055 Benvoulin Court Kelowna, BC
To register for this free event please call 250.861.6180 or email senior@telus.net.

-Source: Seniors Outreach & Resource Centre, Kathryn McLean, Housing Outreach Social Worker & Volunteer Coordinator

Wanted: Artists as Mentors

Are you an artist interested in mentoring students or influencing curriculum? This coming year Studio9 School of the Arts in Kelowna is starting an artist mentor program for both practicing artists in music, dance, visual arts, sculpting etc. as well as retired artists who would like to volunteer some time to work with children. This can include a classroom project with a teacher, a continuous program, weekend or holiday camps as well as after school programs. There is even the opportunity to mentor staff in designing more Learning Through the Arts Curriculum where students can understand academic learning outcomes through art based instruction or practice.



Interested artist mentors can call Studio9 at 250.868.8816 or email office@studio9.ca.
Visit their website at www.studio9.ca.

-Source: Studio 9, Michael Guzzi, CEO/Teacher

Presenters' Bureau

Does your organization make a social investment? Mr. Mike Eagen and Dr. Sandra Sellick are available as speakers for local non-profit organizations on the important topic of program evaluation/performance measurement. Three topics are available. There

would be no cost to the organization for one of these presentations. For more information, please contact the speakers at sandrasellick.vpweb.ca.

Government Funding for Non-Profit Organizations – An evaluator with many years of experience nationally and internationally, Mr. Mike Eagen, CMC offers an informed perspective on accessing government funding. Question and answer format (30 minutes).

The Canadian Evaluation Society (CES) – The mission of this national organization is to advance evaluation theory, knowledge, and practice through leadership, advocacy, and professional development for members and non-members. Are you designing a new program? Do you evaluate one or more ongoing programs? Have you have external requirements to meet for program funding?

The CES and its BC and Yukon Chapter may be a valuable link for you in developing your evaluation skills. Topics to be covered in the presentation include the national profile of the organization, benefits of membership, professional development opportunities, and resources followed by Q & A (30 minutes).

Internet Resources for Program Evaluation – There are many useful tools available to program evaluators at no charge on the Internet. This presentation by Dr. Sandra Sellick will introduce you to some of these tools with time for Q & A (30 minutes).

For more information, visit sandrasellick.vpweb.ca.

-Source: Sandra Sellick & Associates, Program Evaluation, 10 July 2013

CNibbles Newsletter

Please enjoy this [August edition of the C-Nibbles eNewsletter](#) – and please feel free to pass along to anyone who you think might also be interested in volunteering.

-Source: Carrie Broughton, Coordinator, Volunteer Services, CNIB Southern Interior Region, 29 August 2013

Dollars & Sense Fall Program

Fall is fast approaching, and with that comes the start of Metro UP's Dollars & Sense Fall session on Monday, September 23rd! In partnership with Enactus, this is a FREE program designed to educate our community about how to better manage their money in a safe and knowledgeable environment. Here are a few highlights about the program:

- 9 Consecutive Weeks meeting every Monday night from September 23-November 18
- Sessions start at 6:00pm and end between 8:00pm – 8:30pm
- Sessions include a free dinner every week (with instruction provided on meal preparation)
- Incentives and graduation gifts are included
- Participants walk away with a better understanding of assets, budgeting, how to spend wisely, how to manage credit/debt, and many other topics
- Sessions are held at Unit 2-1470 Water Street (easy bus access to downtown stop)
- Oh, and did we mention it's **FREE** to attend?

Who is an Ideal Participant to the Dollars & Sense Program?

- Have an annual income below \$30,000
- Desire to learn about financial matters
- Can commit to attending 9 weeks of sessions
- Have challenges in daily life that may affect earning potential

Registration deadline is Monday, September 16th and space is limited. Applicants will be contacted by phone and email before September 20th.

[Register Now](#)

-Source: Metro UP Newsletter, 3 September 2013

AlterKnowledge Discussion Series

Truth and Reconciliation – At the BC National Event and in the Okanagan

Date: Friday, September 6th, 7:00pm-8:30pm

Location: Alternator Centre for Contemporary Art, 421 Cawston Ave

The Truth and Reconciliation Commission of Canada (TRC) is holding its BC National Event in Vancouver, September 18-21, 2013. These national events are meant to engage the public and educate Canadians about the history and experiences of the residential schools system, while also honoring survivors, their families, and their communities.

As part of our local engagement with the project of reconciliation, this session will offer an overview of the residential schools system and the establishment of the TRC, and will discuss what to expect at the BC National Event. Then, former Assistant Director of Research for the TRC, Greg Younging, is joined by Allison Hargreaves to facilitate a discussion about reconciliation between Indigenous and non-Indigenous peoples in the Okanagan, in BC, and in Canada.

-Source: Robert Eggleston PhD, Associate Dean (Undergraduate Studies), Faculty of Creative and Critical Studies, 3 September 2013

5th Annual Shred-A-Thon

The 5th Annual Shred-A-Thon will be happening on Saturday, September 21st 9:00am-2:00pm at BMO Capri Centre, 1141 Harvey Avenue, in conjunction with Iron Mountain Records Management. The event helps children with disabilities/life threatening illnesses in our community and helps individuals dispose of their personal and confidential papers in a secure way.



Any questions, call Sharon Babcock at 250.979.1010.

-Source: Sharon Babcock, 26 August 2013

Colonel Chris Hadfield: The Sky Is Not The Limit

Presented by the Irving K. Barber School of Arts and Sciences.

Date: Monday, October 7, 2013

Time: 7:00pm

Location: Kelowna Community Theatre, 1375 Water St.

Good morning, Earth. That is how Colonel Chris Hadfield — writing on Twitter — woke up the world every day while living aboard the International Space Station for over five months. Since blasting off from Kazakhstan in December 2012, Hadfield has become a worldwide sensation, harnessing the power of social media to make outer space accessible to millions and infusing a sense of wonder into the collective consciousness not felt since man first walked on the moon. Called the most famous astronaut since Neil Armstrong by the BBC, Hadfield continues to bring the glory of science and space travel to everyone he encounters. In this passionate and illuminating talk, Hadfield imparts the useful and practical lessons he's learned throughout his remarkable career in the fields of leadership, teamwork, collaboration, science and technology, and motivates audiences to achieve dreams higher than the clouds.

Colonel Hadfield will speak in Kelowna on October 7 as part of UBC's Distinguished Speaker Series. There is no charge for this talk, but online registration is required via the Distinguished Speaker Series website.

To find out more visit www.ubc.ca/okanagan/speakers.

-Source: UBCO Speaker Series, 21 August 2013

People In Motion's Duck Race & Garden Party

Date: Sunday, September 15, 2013, 12:00pm – 5:00pm

Location: Bridges at Glenview Pond, 1358 Glenview Avenue

Enjoy the live entertainment, BBQ, Art Walk, Wine Sampling, Silent Auction, just for kids activities and of course, the exciting Duck Race. Support the adaptive programs by purchasing some Ducks and watch them race downstream for a chance to win some great prizes. Some examples of prizes are a Hot Air Balloon ride, Golf Packages, Hotel Get Away Packages to name a few, with small giveaways for the kids!

Ducks can be purchased at 'Bridges at Glenview Pond' until the 15th of September. Cost is \$5.00 each or 5 for \$20.00.

[View The Invitation](#)

-Source: Louise Abbott, Executive Director, The Kelowna & District Society for People In Motion, 21 August 2013

Community Service Days – Trinity Church

CLOTHES CLOSET

Friday, September 27th, 8:30am – 12:30pm

Saturday, September 28th, 8:00am – 11:00am

Free, good quality used clothing for anyone needing it.

CAR CARE

Saturday, September 28, 8:30am, 9:30am and 10:30am morning appointments only.

Please note that this is 'first come, first serve' so everyone should be aware that they may not get their first choice appointment time. Free oil change and safety inspection for anyone struggling financially.

MUST register in advance for Car Care. Sign up in person at Trinity Church starting Tuesday, September 3, 2013.

MUST BRING CURRENT REGISTRATION FOR VEHICLE WHEN SIGNING UP.

For more information, or to sign up as a volunteer for this event, contact Charlotte Stockford at 250.860.3273 x102 or cstockford@trinitybaptist.net.

-Source: Charlotte Stockford, Administrative Assistant, Trinity Church, 19 August 2013



Recovery Day – September 8th

Millions of Canadians are in Recovery and have remained free from drugs and/or alcohol for years. Because of intense social stigma, and/or because of following the traditions of anonymous support groups, they have kept silent about their stories. Until now. Without bragging or needing to explain how they transformed their lives, people in Recovery will now step forward and say things like, "I'm in Recovery"/"I've been in Recovery for 23 years". "Clean and Sober 18 months". Their friends and family, who we are calling F.O.R. (FRIENDS OF RECOVERY), will march alongside them. Now, for the first time in Canadian history, Recovery will be publicly celebrated across Canada. This has never been done before. This is the first and we hope it will become an annual event. How could we do this without you? We want you there!

- First, we will kick off the event with a screening of "The Anonymous People" movie the evening before the event on September 7, 2013. Ticket sales and time/place of the screening coming soon. You won't want to miss this amazing documentary!

- Second, we want you and all your current clients or past graduates to join us, be there with us on September 8th to celebrate. We also want all of your people to invite their friends and family who are so proud of them in their Recovery.
- Third, we are hoping that you can choose 5 or 6 of your best people to be volunteers during the event. We have a volunteer coordinator who will organize everyone on the day of the event. Please send the names of volunteers to tomoc.liamg@naganakoyadyrevocer
- Fourth, we want you to make banners and signs, declaring for example: “RECOVERY WORKS”, “RECOVERY NOW”, “Treatment works and saves lives”, “Clean & sober 26 MONTHS”, etc.

We will be congregating at Stuart Park in Kelowna across from City Hall. Set-up is from 9:00am – 11:30am. Tents with tables & chairs will be setup and ready to go. Just bring all of your literature/signage and engage with the people who come by. We encourage you to make T-shirts or hats or signs, whatever you want. You could put our logo on one side and your organization’s logo on the other.

For more information about our logo or to register to rent a table please go to our Facebook page at www.facebook.com/RecoverydayOkanagan or contact us at recoverydayokanagan@gmail.com.

For more information about Recovery Day across Canada go to www.recoveryday.ca.

-Source: Angie Lohr, August 2013

OMSC’s Lake Monsters Conquer The English Channel

Five local relay team swimmers dubbed the Okanagan Masters Swim Club (OMSC) Lake Monsters recently conquered the treacherous English Channel in a remarkable time of 13 hours and 41 minutes. The team, made up of recent world masters winner Mike Stamhuis, Phred Martin, Denise Cesselli, Tracey Sutton and Leora Dahl, swam from Dover, England to Calais, France. Each athlete swam an hour at a time and battled wild waves, jelly fish, currents and physical and mental fatigue. The team endured 7 days of poor weather before conditions favored an attempt of the famed crossing. Dahl stated in her blog “I was told that I was closer to France at the 20 minute mark of my swim than I was at the end of my hour! The current had dragged me backward towards England, so that even though I swam 1.8 miles, by the end of the hour we were only 0.6 miles closer to France.” Brent Hobbs, the Lake Monsters coach who successfully swam solo across the English Channel in 2008, said “The team pulled together through much adversity. They battled very strong currents, cold waters, jellyfish and ocean swells in the middle of the Channels.”

For the full story, visit Leora Dahl's blog www.leoraenglishchannel.com.

The Okanagan Masters Swim Club would like to extend congratulations to the OMSC Lake Monsters for their dedication, athleticism, and determination. Okanagan Masters Swim Club is for adult swimmers 18 years of age and up. Open to swimmers of all ages and abilities, the main focus of the Okanagan Masters Swim Club is to promote fitness for life through swimming.

For information about the OMSC, visit their website www.okmasters.com.

-Source: Mya Brewis, Communications Director, Okanagan Masters Swim Club, 19 August 2013

Centre for Inclusion and Citizenship

You're invited to a Celebration! Please join us to celebrate our newly renovated and expanded research space at UBC Okanagan.

Date: Friday September 20, 2013

Location: University Centre Ballroom, 3272 University Way

Presentation, 1:00pm – 3:00pm

Dr. Tim Stainton will provide an overview of "Understanding Our Past: The History of Community Living" and share details of an initiative underway to gather and preserve historical collections documenting the community living movement in BC.

Celebratory Wine Reception, 3:00pm – 5:00pm

Following the presentation, please join us for a reception hosted by Dr. Rachelle Hole and Dr. Tim Stainton to celebrate the opening of the Centre for Inclusion and Citizenship's newly renovated and expanded research space at the UBC Okanagan Campus. Everyone is welcome. There is no cost to attend as our guest.

Kindly RSVP to reserve your space at www.cic.arts.ubc.ca.

-Source: Cool Arts Newsletter, 5 September 2013

Adult and Youth Fall Art Classes

The Kelowna Art Gallery is pleased to announce our fall art class offerings for adults and youth, available from September through November. Registration is now underway for these high-quality, intimate classes. A special 10% discount on fees is available to all who register before September 13! Most classes run for six weeks, and cater to absolute beginners, as well as to those of intermediate skill level. Costs \$120 for members and \$150 for non-members. Weekend workshops covering practices from Digital Painting to Knitting Metal Jewellery will also be offered during October and November. Each instructor will lead an intensive 2-day workshop exploring a specific medium. Cost from \$20 to \$85 for members and \$20 to \$105 for non-members.



A full listing and description of available classes can be found on the Gallery's website at www.kelownaartgallery.com.

-Source: Kelowna Art Gallery, Joshua Desnoyers, Marketing and Events Coordinator, August 2013

Vote for Bernard Avenue as a 'Best Place' in Canada

The Canadian Institute of Planners (CIP) is hosting its annual competition to recognize Canada's truly special places, and the revitalized Bernard Avenue is in the running to win.

Residents are encouraged to vote for Bernard Avenue in the Best Streets category. There are four other streets in the running, from Malahat Drive on Vancouver Island to Saint Catherine Street in Montreal.

"We're asking residents to vote and show their pride for our City," says Mayor Gray. "Bernard Avenue has been transformed from a road to a destination."

The contest runs until September 23, 2013 and you can vote for Bernard Avenue as a Best Place in Canada with one simple [click here](#).

-Source: City of Kelowna, News Release, 22 August 2013

Scarecrow Festival

Date: Sunday, October 6 2013, 12 noon – 4:00pm

Location: Lions Park: Gray Road behind Plaza 33 Mall,
Rutland

Free fun for the entire family presented by the Uptown Rutland Business Association.



- Entertainment in partnership with Festivals Kelowna
- Kids' Zone includes City of Kelowna Inflatables
- Craft & project stations
- Scarecrow building contest
- Bring a carved pumpkin contest
- Harvest contest
- Harvest market
- Food vendors galore

[Read More](#)

-Source: Uptown Rutland Business Association Events, 1 August 2013

Ballet Kelowna: New Season

Because of the outpouring of community support, the Board of Directors is proud to say that Ballet Kelowna has emerged from challenging circumstances with growing strength and optimism about the future of the organization.

The season opens on Friday, December 6th with The Nutcracker, an enduring classic that has been delighting Okanagan audiences for over twenty years. Ballet Kelowna dancers take the principal roles in the Canadian School of Ballet's production and we welcome you to share the joy and wonder of this holiday tradition.

Ballet Kelowna is thrilled to welcome the Royal Winnipeg Ballet's exquisite production of Romeo + Juliet to Kelowna on January 28th, 2014. Shakespeare's beloved star-crossed romance is a timeless masterpiece. The magnificence and grandeur of Rudi van Dantzig's full-length production captivates with its riveting sword fights, compelling drama, and breathtaking classical choreography.

On April 25th 2014, Ballet Kelowna launches its second decade with a ground-breaking program featuring Canadian choreographers and composers. From pioneering works to a cutting-edge commission, Innovation will challenge ideas of contemporary ballet. Artistic Director David LaHay celebrates his final season with a performance not to be missed!

Subscriptions and single tickets for Ballet Kelowna's 13/14 Season go on sale September 3rd and can be purchased online, by phone at 250.862.2867 or in person at 1379 Ellis Street, Actors Studio Box Office. Additional program and ticket information can be found at www.BalletKelowna.ca.

For further information please contact:

David LaHay, Artistic Director, Ballet Kelowna
250.762.6105
info@BalletKelowna.ca

Deborah Ward, President, Kelowna Ballet Society of Directors
250.762.6105
info@kelownapilates.com

-Source: Ballet Kelowna, Meaghan Williams, Executive Director, August 2013

Public Input: Together We Can Give Seniors a Hand

Through Better At Home, the United Way is helping seniors remain independent.

We'd like input from seniors, family members and community agencies on how we can best support seniors who face challenges coping with chores, getting to appointments, or who would benefit from a friendly visit. This program is not designed to provide medical services — just helping hands. Come share your ideas.

Date: Monday, Sept 23, 2013: 9:30 am – 12:30 pm

Location: Fairfield Inn & Suites, Okanagan Room, 1655 Powick Road, Kelowna
Lunch provided

Register: Myrna Tischer: betterathome.cenok@gmail.com OR phone Avril Paice at 250.860.2356.

-Source: United Way CSO, Myrna Tischer, 22 August 2013

Kelowna Residents get the Skinny on Energy Savings

City Council is committed to helping Kelowna residents get the skinny on energy savings. At today's meeting they agreed to support FortisBC's Okanagan Energy Diet and provide \$25 per home, for up to 1000 Kelowna homes that take part in the program.



FortisBC will provide Okanagan Energy Diet participants with a discounted energy assessment, energy saving products installed directly in their home, hands-on help applying for up to \$6,000 worth of rebates, and if eligible, financing options to make energy efficient improvements to their home.

Research for Kelowna's 2012 Community Climate Action Plan identified that for 32 per cent of residents, the cost of making energy efficiency home upgrades is a barrier to reducing home energy use. This program provides, at a reduced cost, a step by step process for residents to take advantage of residential rebates for home upgrades that will result in long term energy savings.

FortisBC's Energy Diet specifically supports two goals as outlined in Kelowna's Community Climate Action Plan. These include partnering with utility companies to implement community-based social marketing programs to encourage energy efficient upgrades, and reducing natural gas and electrical energy consumption in existing buildings by 3 per cent below 2007 levels.

Quick Facts:

- Participants will receive a home energy assessment and installation of energy efficiency products, such as: outlet insulation, a low flow shower head, and kitchen tap aerators, for \$35- about 90 per cent off the regular price of \$400. They can also use the FortisBC energy calculator (fortisbc.com/energycalculator) to compare the costs of different home heating energy sources and individual appliance energy costs.
- A local energy coach will help customers through the process and offer energy-saving tips along the way.
- Participants can access up to \$4,000 in rebates from LiveSmart BC and up to \$2,000 in rebates from FortisBC.
- Some participants may qualify for loans for completing their energy upgrades. These will show up on their electricity bills, making re-payment simple.
- Since it was founded in 1989, FortisBC's PowerSense program has helped Southern Interior electricity customers save more than 445 gigawatt hours. That's enough electricity to power 35,000 homes every year for twenty four years.

To learn more about the Okanagan Energy Diet and for details about the Kelowna energy event on September 9, visit fortisbc.com/energydiet or call 1.866.436.7847. For

more information on the City of Kelowna's Community Climate Action Plan, visit kelowna.ca/environment.

-Source: City of Kelowna, e-Update, 26 August 2013

CATCH Fall Network Gathering

CATCH is planning a network lunch and presentation on Tuesday, September 24th, 11:30am – 2:00pm. Guest Speakers will include Joanne Schroeder, Deputy Director of HELP – UBC's Human Early Learning Partnership speaking about some new initiatives at HELP and the recent, more positive results of the EDI – Early Development Instrument in Central Okanagan. Also speaking will be Menno Salverda, researcher for CATCH's Engaging Hard to Reach and Vulnerable Families Research Project.

[Register Today](#)

-Source: CATCH Network Newsletter, 26 June 2013

Re-excavation of the Tomb of Horemheb

The Friends of Fintry in partnership with the Lake Country Museum and Archives are pleased to host renowned Egyptologist Dr. Geoffrey Martin in his presentation, Re-excavation of the Tomb of Horemheb, which will explore the mysteries of the tomb of the Pharaoh Horemheb of the 18th Dynasty, Egypt.



The tomb of Horemheb, known as KV57, was originally excavated in 1908 by British Egyptologist Edward Ayrton, financed by Theodore Davis, and has been closed, except for a brief period, since 1994. The tomb's several chambers are divided by ramps that lead down a steep incline towards the burial chamber, where the granite sarcophagus was found intact but the lid was broken. It is one of the largest tombs in the Valley of the Kings, a carefully designed, royal tomb. Horemheb was the last pharaoh of the 18th Dynasty, and is believed to have been of common birth. Before he became pharaoh, Horemheb was the commander in chief of the army under the reigns of Tutankamun and Ay.

The lecture will take place 7:00pm, Wednesday, September 11th, 2013, at the Creekside Theatre (10241 Bottom Wood Lake Road, Lake Country)
Doors open at 6:30pm

Admission is \$10 at the door or in advance at the Lake Country Museum. Free admission for Grade 7 students and their accompanying teachers with advance reservation through the Lake Country Museum, 250.766.0111.

This lecture is the first of the LCMA 2013-2014 Distinguished Speaker Series and is presented jointly by the Lake Country Museum & Archives and The Friends of Fintry.

Please join the Lake Country Museum blog to keep informed of upcoming events at www.lakecountrymuseum.com.

For more information about this or upcoming lectures, please contact the Lake Country Museum and Archives at 250.766.0111 or email info@lakecountrymuseum.com.

-Source: Lake Country Museum, Shannon Jorgenson, 21 August 2013

The Hearth

Does your child have a life threatening illness such as cancer or diabetes?
Does your child struggle with a chronic illness such as muscular dystrophy, or epilepsy, or cerebral palsy?

The Hearth provides a place for parents to gather and share stories about life after your child's diagnosis. This free drop-in support group is facilitated by a clinical counsellor at the Kelowna Family Centre.

Dates: Tuesdays, Starting October 1 – ongoing

Time: 6:00pm – 7:30pm

Location: The Kelowna Family Centre, #204–347 Leon Avenue, 250.860.3181

For more information or to register contact:

Tait MacFarlane at taitmacfarlane@gmail.com or Denielle Dmytryshyn at dmsw2013@yahoo.ca.

Special thanks to the Central Okanagan Foundation for funding to provide this service free of charge.

-Source: Kelowna Family Centre, Denielle Dmytryshyn

KEY Information Sessions

Two information sessions for parents, guardians, social workers, or anyone who may know of someone in need of a program like KEY.

Come out and find out what the program is all about:

Date(s): September 9th at 6:00pm or September 12th at 11:00am

Location: Community Connections Support Services, 275 Rutland Road North, Kelowna

Pre-register required: Call Kyla at 250.491.2907 ex.106 or by email to kyla@commconn.ca

The KEY Program builds on concepts and language already used in the school system and provides the repetition that benefit group-ready youth, ages 14 – 18, with identified learning needs & developmental disabilities. The Knowledge Empowerment for Youth (KEY) group is based on the Family Life and Sexual Health Curriculum (FLASH), James Stanfield's Circles Program and the Life Horizons Program.

-Source: Community Connections Support Services, Kyla Allenback, Children's Respite Coordinator

Change UP Pitch Application

Thursday November 21, 2013

Okanagan Changemakers invites you and your organization to make a pitch for change in the Okanagan Valley. We want to hear your best ideas or see your best business applications that creatively solve social problems. Accepted candidates will be given to opportunity to pitch to a captive audience of 300 local supporters. The audience will then vote live to see which organizations will win the top prizes.



If your organization or an organization you know would like to apply for this fall's Change UP competition, please complete the following [online application](#).

Potential applicants should consider reviewing the [eligibility criteria](#) and the [application guidelines](#) prior to completing that application.

Competing categories include: For-Profit, Non-Profit, Established Registered Charity, or Youth Led Initiative.

-Source: Okanagan Changemakers, 3 September 2013

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National

- [CRA RELEASES REVISED CHARITABLE DONATION TAX CREDIT CALCULATOR INCORPORATING FIRST TIME DONOR CREDIT](#)
- [CRA LETTER ON CAPITAL GAIN ON SALE OF PROPERTY BY NPO](#)
- [NEW CRA GUIDANCE ON “HOW TO DRAFT PURPOSES FOR CHARITABLE REGISTRATION” AND NEW MODEL OBJECTS](#)
- [IS YOUR BAND OR ABORIGINAL GROUP AFFECTED BY RECENT CANADA REVENUE AGENCY CHANGES](#)
- [LEAVING CHILDREN OUT IN THE COLD](#)
- [HELPING FAMILIES IN NEED ACT](#)
- [CRA RELEASES GUIDANCE ON DRAFTING CHARITABLE PURPOSES](#)
- [CRA ANNOUNCES APPLICATION PROCESS FOR ORGANIZATIONS WANTING TO BE RECOGNIZED AS QUALIFIED DONEES](#)

CRA Releases Revised Charitable Donation Tax Credit Calculator Incorporating First Time Donor Credit

The CRA has updated their charitable donation tax credit calculator. It is interesting to play with the calculator but as we have warned before it can underestimate in some cases the amount of tax savings a person may get from a charitable donation.

[Read More](#)

-Source: Mark Blumberg, Blumberg Segal LLP, Blumbergs' Canadian Charity Law List, August 2013

CRA Letter on Capital Gain on Sale of Property by NPO

CRA recently released a letter which discusses whether a capital gain resulting from the sale of real property by an NPO qualifies for the exemption from tax under subparagraph 149(5)(e)(ii) of the Income Tax Act.

[Read More](#)

-Source: Mark Blumberg, Blumberg Segal LLP, Blumbergs' Canadian Charity Law List, August 2013

New CRA Guidance on “How to Draft Purposes for Charitable Registration” and New Model Objects

The CRA has just posted a new guidance which will be very helpful for Canadian charities. It is called CG-019, How to Draft Purposes for Charitable Registration. Also, the CRA has updated their model purposes.

[Read More](#)

-Source: Mark Blumberg, Blumberg Segal LLP, Blumbergs' Canadian Charity Law List, August 2013

Is Your Band or Aboriginal Group Affected by Recent Canada Revenue Agency Changes

There are important changes recently announced by CRA that will affect over a thousand Aboriginal groups in Canada receiving funding or donations from Canadian charities or individuals. Many of the groups may need to make an application to CRA in order to preserve their ability to issue official donation receipts and accept gifts under the Income Tax Act (Canada).

[Read More](#)

-Source: Mark Blumberg, Blumberg Segal LLP, Blumbergs' Canadian Charity Law List, August 2013

Leaving Children out in the Cold

Apparently people get all subjective when they talk about children. Thank goodness we have economists. Not those crazy “social welfare” people who are “lobbying the state for more resources for families with children.” Real economists. With real facts. Economists like Christopher Sarlo, from the Fraser Institute, who published a real report (The Cost of Raising Children) on the real cost of raising children in Canada.

So let's talk economics shall we? Let's talk cost. Let's talk cash changing.

[Read More](#)

-Source: CCPA: Canadian Centre for Policy Alternatives, 23 August 2013 (FCSSBC News Clippings, 28 August 2013)

Helping Families in Need Act

On June 9, 2013, a Federal law (Bill C-44) called the Helping Families in Need Act came into effect. This law makes changes to the Canada Labour Code and the Employment Insurance (EI) Act by addressing two fundamental issues that affect working parents, grandparents, (legal guardians) looking after a very sick child.

1. They create the right to take leave when a child of the employee is “critically” ill or dies.
2. They provide benefits to Employment Insurance and Income Tax claimants who are providing care or support to their critically ill child.

The first set of amendments talks about who may claim the benefit, and under what circumstances.

The second set of amendments to the Employment Insurance Act make reference to the Parent Caring for a Critically (PCIC) ill child benefits to other special benefits such as; maternity, paternal, sickness and compassionate care.

You can read the full act on the government’s website [here](#).

You can read the MPs discussion of the bill on [openparliament.ca here](#).

-Source: First Call: BC Child and Youth Advocacy Coalition, The Child and Youth Advocate Newsletter, 22 August 2013

CRA Releases Guidance on Drafting Charitable Purposes

July 31 2013 – On July 25, 2013, CRA released a new Guidance, CG-019, entitled “How to Draft Purposes for Charitable Registration”. This Guidance updates previously released policy statements on acceptable charitable purposes (or “objects”) and sets out CRA’s recommended approach to drafting charitable objects, whether in the form of a corporate charter (articles of incorporation, letters patent, etc) or trust document. ([Miller Thomson](#))

-Source: Imagine Canada, Imagine Matters, 2 August 2013

CRA Announces Application Process for Organizations Wanting to be Recognized as Qualified Donees

In Budget 2011, the Federal Government announced a new system of registration which came into force on January 1, 2012 for organizations other than registered charities that are included in the list of entities that are “qualified donees” for the purposes of the Income Tax Act (Canada). More specifically, these new rules apply to low cost housing corporations for the aged, municipal or public bodies performing a function of government in Canada, municipalities and prescribed universities outside Canada. ([Miller Thomson](#))

-Source: Imagine Canada, Imagine Matters, 1 August 2013

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Provincial

- [BRITISH COLUMBIA LAUNCHES NEW SOCIAL ENTERPRISE BUSINESS MODEL](#)
- [WITH BC'S JOB MARKET STALLED, IT'S TIME FOR A JOBS PLAN THAT ACTUALLY WORKS](#)

British Columbia Launches New Social Enterprise Business Model

Companies in British Columbia can now register to become a Community Contribution Company (CCC or C3), a new business model that balances social responsibility and profit, Minister of Finance Michael de Jong announced today. The C3 business model responds to an emerging demand for socially focused investment options and C3 status signals that a company has a legal obligation to conduct business for social purposes and not purely for private gain. This obligation will help attract capital not currently accessible to the social enterprise sector by appealing to philanthropic investors who still expect some financial return.

[Read More](#)

-Source: Charity Village, Village Vibes, 29 July 2013

With BC's Job Market Stalled, It's Time for a Jobs Plan That Actually Works

"The latest BC job numbers reveal a picture of persistently high unemployment and stalled job creation. Since January, BC's unemployment rate has been on a roller-coaster ride, down one month and up the next. All in all, here have been very few jobs created in 2013, far fewer than needed to employ our growing working age population.

In fact, BC is a laggard in job creation this year, placing in the bottom three provinces in Canada.

[Read More](#)

-Source: CCPA: Canadian Centre for Policy Alternatives, 13 August 2013 (FCSSBC News Clippings, 14 August 2013)

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Research

- [VSRA'S WANT YOUR HELP IN TELLING THE STORY OF CHARITY ACCOUNTABILITY](#)

VSRA's Want Your Help in Telling the Story of Charity Accountability

The Voluntary Sector Reporting Awards is making a video about charity accountability and is asking people who work in the sector to go online and tell Canadians what charity accountability means in their own words. The video will use the survey responses to tell the story. The survey takes about five minutes, and you can submit your responses at www.annualreportaward.ca.



-Source: Charity Village, Village Vibes, 7 August 2013

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Resources

- ['SUCCESSFUL SINGLE-PARENT PROGRAM' – FOR WORKING SINGLE MOMS](#)
- [SEVEN TIPS TO HELP YOU FACILITATE AN EFFECTIVE MEETING](#)
- [OLDER WORKERS OPEN NEW DOORS WITH HELP FROM A CAREER COACH](#)
- [NEW REPORT EXPLORES STAFFING TRENDS IN CANADIAN NONPROFIT SECTOR](#)
- [NEW REPORT EXAMINES WOMEN'S CAREERS IN CANADIAN NONPROFIT SECTOR](#)
- [BUSINESS FOR THE ARTS CELEBRATES IMPACT OF ARTSVEST™ PROGRAM ACROSS CANADA](#)
- [BOARDS AS BRIDGES](#)
- [VIDEO: BUILDING ADULT CAPABILITIES TO IMPROVE CHILD OUTCOMES: A THEORY OF CHANGE](#)
- [SNAPSHOT OF CHILD CARE IN CANADA](#)
- [CHARITY RATERS PART II: MANAGING YOUR RATING](#)
- [VISIONS JOURNAL: FAMILIES](#)
- [NFOEXCHANGE ON CANADA'S ABORIGINAL COMMUNITIES AND SUICIDE](#)
- [INNOVATIONS IN REDUCING WAIT TIMES VIDEO SERIES](#)
- [FAMILY CONNECTIONS : FOCUS ON LGBTQ FAMILIES](#)
- [BIG AND LITTLE: AN ORGANIZATIONAL MERGER OF SORTS BETWEEN DIFFERENT TYPES OF FOOD PROGRAMS](#)
- [WHEN GOOD IS NOT GOOD ENOUGH](#)
- [WE'RE REDEVELOPING OUR WEBSITE AND WE NEED YOUR HELP!](#)
- [18 EASY CONVERSATION STARTERS FOR NETWORKING EVENTS](#)
- [NEW TUMBLR BLOG FINDS HUMOR IN NONPROFIT SECTOR WORK](#)

'Successful Single-Parent Program' – for Working Single Moms

Are you a working single parent? Find yourself consumed by the day to day demands of juggling work, kids, household responsibilities, finances, etc.? Do you want to rise above the chaos, have a great life and live your BEST SINGLE-PARENT LIFE EVER?

If you are at a point in your life where you ARE WILLING to do what it takes to create an exceptional life WHILE juggling all of these things, (because the reality is they aren't going away) then we definitely want to talk to you!

We at the Green Almond Club have had enough of just surviving and want to start THRIVING by making some changes in our lives. We know it will not be easy, but we believe the rewards will far outweigh any of the challenges. We are ready to take charge; we are ready to create an exceptional life for ourselves and our children. We are ready to change our lives! Are you?

Some of the topics we will be covering in our 12 week program are Health and Wellness, Home Organization, Financial Know-How, Parenting/Co-Parenting, Dating

and Relationships. There is no cost to our program other than to cover the cost of photocopying and a commitment to provide some yummy treats/snacks for sharing.

To be included in our 12 week program you **MUST** be:

- A single working mom to be considered for the group
- Willing to meet one on one with the facilitators (Heather and Cyndee), have a conversation and decide if this group is a good fit for you.
- In a place where you are beyond re-living and rehashing the past and want to focus on moving forward
- Open to doing the work/exercises presented and willing to contribute to the discussions
- Willing to commit to a weekly meeting for a period of 12 weeks (to the best of your ability of course, we are all single moms after all!)
- Willing to accept honest feedback/input and to also give it to others
- Accountability is important to you
- You are willing to facilitate a meeting, that way we can all share in the responsibility as a group (don't worry; you won't be left on your own! It is just simply about all of us sharing the load)
- You want to connect with like-minded women, build friendships and have a TON of fun!

If you are interested in learning more, please send an email to cyndee@greenalmondclub.com or hburns99@shaw.ca no later than September 10th. Space is limited to 8 participants so don't delay and contact us today!

-Source: Cyndee Sapiano, Green Almond Club, 21 August 2013

Seven Tips to Help you Facilitate an Effective Meeting

You're fretting about that upcoming meeting you're facilitating. You're scared you'll lose control, that you'll go overtime, or that no decisions will be made. Bad meetings are unfortunately very common in the nonprofit and charity sector. This is despite the fact that many nonprofits and charities strive to be accountable, collaborative, and inclusive, which are hallmarks of a good meeting culture. But your meetings don't have to be bad. [Here are seven tips](#) that can help you lead an effective meeting.

-Source: Charity Village, Village Vibes, 8 August 2013

Older Workers Open New Doors with Help From a Career Coach

A couple of decades ago, if you were in your late forties and relatively satisfied with your professional accomplishments, you might have viewed the next few years of work as a transition to “freedom 55,” a chance to coast toward retirement and enjoy the view. But with mandatory retirement a thing of the past and a tough economic climate that has made fixed incomes less attractive, many older workers are facing another 10 to 15 years in their career.

[Read More](#)

-Source: Charity Village, Village Vibes, 25 August 2013

New Report Explores Staffing Trends in Canadian Nonprofit Sector

In the edition of Imagine Canada’s Sector Monitor survey conducted between November, 2012 and January, 2013, the HR Council commissioned a number of questions that looked at various aspects of paid staff human resources. The resulting report, *Staffing Trends in Canadian Charities, 2012*, summarizes the survey findings, looking at four key areas: hiring activity; recruitment and retention challenges; human resources infrastructure and management capacities; change in staff levels over time. Some key findings of the new report include:

- A high level of “churn” in executive management positions.
- A significant growth in hiring for fund development and grantmaking.
- Particular regions (the Prairies, Atlantic Canada and Quebec) face stronger recruitment and retention challenges.
- Fundraising, grantmaking and voluntarism promotion organizations, health organizations and social services organizations had higher than average formal HR management capacity. Arts, culture, sports and recreation organizations had lower than average HR capacities.

[Read the PDF](#)

-Source: Charity Village, Village Vibes, 29 August 2013



Staffing Trends in Canadian Charities, 2012

June 2013

HR Council
Nonprofit Sector

New Report Examines Women's Careers in Canadian Nonprofit Sector

The Institute for Nonprofit Studies at Mount Royal University has released a research report by Research Intern Alanna McInnes on the issue of women and their entry into the nonprofit sector. Female leaders across Canada were interviewed about young women and careers in the nonprofit sector. The result is a revealing and sometimes personal portrait of the circumstances women face as they contemplate a career in the nonprofit sector. Alanna's report, *Passing the Torch: Female leadership in the Nonprofit Sector* has implications for the nonprofit sector in general, nonprofit organizations, and, of course, young women.

[Read More](#)

-Source: Charity Village, Village Vibes, 29 August 2013

Business for the Arts Celebrates Impact of artsVest™ Program Across Canada

Business for the Arts announced the successful completion of the 2011-2013 artsVest™ program in Ontario, Calgary, Winnipeg, Saskatchewan and Vancouver, and named Saskatoon's PAVED Arts, the Saskatoon Symphony Orchestra and Affinity Credit Union as the 2013 winners of the Outstanding Partnership Award. artsVest is a matching incentive grants and sponsorship training program of Business for the Arts funded by Canadian Heritage, provincial and municipal partners, and in-kind support from the local cultural community in each province and city. The program offers capacity-building sponsorship training workshops and resources to small and medium-sized arts and culture organizations to help them secure local business investment. The artsVest Outstanding Partnership Award recognizes an exemplary partnership from the 2012-2013 national artsVest program. The winning arts organization receives a cash prize of \$5,000 to add towards the partnership.



[View the PDF](#)

-Source: Charity Village, Village Vibes, 15 August 2013

Boards as Bridges

The recent Great Recession has helped nonprofits rethink how they engage and interact with current and future funders. What was considered to be solid, long-term funding from state and federal agencies is now more difficult to retain, and the United Way and other federated campaigns are less likely to provide long-term support. Nonprofit leaders have been struggling to develop strategies to find, and successfully secure, the funding necessary to meet the increased need for services that go hand-in-hand with tough times.

Here I dissect one of those techniques—using board members as tools to champion nonprofit organizations to external stakeholders that may be able to open purse strings.

[Read More](#)

-Source: Charity Village, Village Vibes, 15 August 2013

Video: Building Adult Capabilities to Improve Child Outcomes: A Theory of Change

[FRP-BC](#) – Harvard University Centre on the Developing Child – This 5-minute video depicts a theory of change from the [Frontiers of Innovation](#) community for achieving breakthrough outcomes for vulnerable children and families. It describes the need to focus on building the capabilities of caregivers and strengthening the communities that together form the environment of relationships essential to children’s lifelong learning, health, and behavior.



[Read More](#)

-Source: Community Action Toward Children’s Health, CATCH Network Newsletter, 30 August 2013

Snapshot of Child Care in Canada

[Vanier Institute of the Family](#) – This two page PDF titled Fascinating Families is a snapshot of child care in Canada, outlining how children are cared for and by whom.

[Download the PDF](#)

-Source: *Community Action Toward Children's Health, CATCH Network Newsletter, 14 August 2013*



Charity Raters Part II: Managing Your Rating

In [Part I](#) of this two-part article, we summarized the features and criteria of six of the best known “charity raters” including Charity Navigator, Better Business Bureau, and others. Many readers added thoughtful comments and noted lesser-known raters as well; we encourage you to read Part I and the posted comments.

Here in [Part II](#), we offer advice to nonprofits on managing their ratings, and comment on the impact of the raters as a whole.

-Source: *Board Cafe – Blue Avocado nonprofit magazine, 21 August 2013*

Visions Journal: Families

Families and family relationships can be complicated at the best of times. Add mental illness or substance use, and it can be difficult to figure out where to turn. How does caregiving affect your relationship with a loved one? How do you support a child when you can't tolerate their behavior? These are just a few of the questions that this issue covers. Through all of the challenges, you'll see the amazing potential of family support. We also need to acknowledge the efforts, perseverance and hope that family members contribute to the health care system. Read the latest issue of Visions, produced by CMHA BC on behalf of HeretoHelp, at www.heretohelp.bc.ca.

-Source: *CMHA BC Division, [Mind Matters], July 2013*

InfoExchange on Canada's Aboriginal Communities and Suicide

The Centre for Suicide Prevention has released the latest issue of InfoExchange on Canada's Aboriginal Communities and Suicide. This issue explores the question of why some Aboriginal groups are so much more at risk for suicide than other Canadian communities. The impact of colonialism, culture, and mental health and wellness are covered. Read the full issue at www.suicideinfo.ca.

-Source: CMHA BC Division, [Mind Matters], July 2013

Innovations in Reducing Wait Times Video Series

Waiting for services is a reality in the Canadian health care system. The Health Council of Canada presents a video series featuring innovative ways for tackling wait times for patients in various health care settings. The series begins in Thompson, Manitoba and St. John's, Newfoundland and Labrador. Additional videos to be released in Fall 2013. To view the series, visit www.healthcouncilcanada.ca.

-Source: CMHA BC Division, [Mind Matters], July 2013

Family Connections : Focus on LGBTQ Families

Over the past decade LGBTQ families in Canada have made significant progress in getting more legal rights and gaining social acceptance. But, with misconceptions, prejudice, and discrimination still occurring all too often in regards to individuals who identify as LGBTQ, it is important that we, as professionals, know the facts and take steps to ensure that our organizations, programs, and events are LGBTQ friendly and inclusive.

We are pleased to share with you the latest issue of Family Connections, the BC Council for Families' quarterly magazine for practitioners across the province working in family support and education.



In this issue of [Family Connections](#), we take a look at all things LGBTQ. From an interview with Dara Parker, Executive Director of Qmunity, to advice for professionals on how to help youth that are in the process of coming out, and even an interview with

Nick Larson, as individual raised by two moms, this issue provides a window into current issues affecting the LGBTQ community.

-Source: BC Council for Families', Family Connections, Summer 2013

Big and Little: An Organizational Merger of Sorts Between Different Types of Food Programs

NPQ is very interested in the variety of structures that organizations use to work with one another. They can be tracked on a continuum of greater to lesser autonomy and can take any one of a number of forms. This one is interesting on the surface. ([Nonprofit Quarterly](#))

-Source: Nonprofit Newswire by Imagine Canada, 28 August 2013

When Good is Not Good Enough

Leaders of two of the most successful nonprofit organizations argue that the sector needs to shift its attention from modest goals that provide short-term relief to bold goals that, while harder to achieve, provide long-term solutions by tackling the root of social problems. ([Stanford Social Innovation Review](#))

-Source: Nonprofit Newswire by Imagine Canada, 23 August 2013

We're Redeveloping Our Website and we Need Your Help!

Imagine Canada is in the process of redeveloping its main imaginecanada.ca website and we are looking for keen individuals to join our Advisory & Test Panel. Volunteers will be consulted virtually and will have the opportunity to provide feedback on the function, structure and design of the new site. To put your name forward for the Panel, please email your contact information to [Brynn Clarke](#), Manager of Member Services.

-Source: Nonprofit Newswire by Imagine Canada, 20 August 2013

18 Easy Conversation Starters for Networking Events

I think one of the hardest things about networking events is just getting a conversation going with someone – without being awkward about it.

Approaching someone new can be stressful, but it doesn't have to be.

So, what are some natural and easy ways to break the ice? Here are some tips and tricks:

Go Fishing At The Food Table

While waiting in line for the food, start chatting up the person next to you. This is a great opportunity to get a conversation started because you already have something in common: the food. Everyone is thinking the same thing, What am I going to try? What looks good?

[Read More](#)

-Source: LinkedIn Today, Top news, 1 August 2013

New Tumblr Blog Finds Humor in Nonprofit Sector Work

Let the [nonprofit GIFs](#) begin! Two nonprofit professionals have added a humorous twist to the sector with a new Tumblr blog they have created, titled "[When You Work at a Nonprofit](#)." The blog takes the popularity of online GIFs and memes and relates them to nonprofit sector work, covering all of the workplace gripes from grant writing to planning fundraisers.

-Source: Imagine Canada Group Members, 9 August 2013

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Social Media

- [MANY EXECUTIVES WARY OF CONNECTING WITH CO-WORKERS ON FACEBOOK](#)
- [THE IMPORTANCE OF BRANDING YOUR NONPROFIT ON SOCIAL NETWORKS THROUGH GRAPHIC DESIGN](#)

Many Executives Wary of Connecting with Co-workers on Facebook

Here's some "friend"-ly advice for those interested in reaching out to work colleagues on Facebook: Proceed with caution. More than six in 10 senior managers surveyed by OfficeTeam said they are uncomfortable being friended by their bosses (68%) or the employees they supervise (62%), up from 47% and 48% of respondents, respectively, in a similar survey conducted in 2009. In addition, nearly half (49%) of those recently polled prefer not to connect with coworkers on Facebook, compared to 41% in 2009.



[View the Graph](#)

-Source: *Charity Village, Village Vibes, 8 August 2013*

The Importance of Branding Your Nonprofit on Social Networks Through Graphic Design

Nonprofits were the early adopters of social networks. They were active on Myspace, YouTube, and creating Facebook Groups long before most of the companies that are often praised for being the pioneers of social media. One of the reasons was that social networks were free to join and lacked monthly fees. Enterprising nonprofit staff (usually GenXers) with a love for the Internet created communities on Myspace, YouTube, and Facebook in 2004/2005 and most often without executive buy-in. They acted on instinct that social networks were going to be transformative tools for cause awareness and fundraising campaigns, and they were right. It's an entirely different Internet than it was just five years ago.

The conundrum today, however, is that many nonprofits have not moved beyond the concept of social networks being free. The Internet users of 2013 expect polish and

professionalism across all your online channels not only in their appearance, but also in how they are managed. A good content strategy requires time and skills to execute and the successful management of your social networks requires training. And quality graphic design for your social networks that strengthens your online brand is also not free unless you are fortunate enough to have a staff person or volunteer skilled in Photoshop.

[Read More](#)

-Source: Heather Mansfield, DIOSA Communications & Nonprofit Tech 2.0, 7 August 2013

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Training

- [COGNITIVE BEHAVIOURAL & ACCEPTANCE-BASED APPROACHES FOR MANAGING PAIN: TOOLS FOR PAIN-RELATED SUFFERING](#)
- [ALZHEIMER SOCIETY OF B.C. WORKSHOPS](#)
- [LIFE-SOLUTION COURSES](#)
- [WORLDHOST](#)
- [WEBINAR: THE ABUNDANT NOT-FOR-PROFIT](#)
- [INTERGENERATIONAL COMMUNICATION IN THE WORKPLACE](#)
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- [HEAD BACK TO SCHOOL WITH CHARITYVILLAGE](#)
- [SCHOLARSHIPS & PROGRAMS FOR LEADERS](#)
- [EARLY CHILDHOOD DEVELOPMENT: OCTOBER 21-23](#)
- [SEMINAR: NEGOTIATING CULTURAL SAFETY IN A NORTH OKANAGAN CONTEXT: PERSPECTIVES & EXPERIENCES](#)
- [BUILDING A SOCIAL ENTERPRISE](#)
- [BC ABORIGINAL CHILD CARE SOCIETY 16TH ANNUAL PROVINCIAL TRAINING CONFERENCE](#)
- [CITIES FIT FOR CHILDREN CONFERENCE](#)
- [LIVING LIFE TO THE FULL COURSES](#)
- [2013 OPEN MINDS ACROSS CANADA MENTAL HEALTH SYMPOSIUM](#)
- [COGNITIVE BEHAVIOURAL AND ACCEPTANCE-BASED APPROACHES FOR MANAGING PAIN: TOOLS FOR PAIN-RELATED SUFFERING](#)

Cognitive Behavioural & Acceptance-Based Approaches for Managing Pain: Tools for Pain-Related Suffering

Matthew Graham – Registered Psychologist and Team Psychologist at OrionHealth
Dr. Graham will walk participants through three common psychological approaches for coping with chronic pain. Participants will also gain practical psychological intervention strategies to help people in pain cope.

DATE: September 25, 2013 – 11:00am – Noon

[Register Now!](#)

-Source: Canadian Institute for the Relief of Pain and Disability Newsletter, 30 August 2013

Alzheimer Society of B.C. Workshops

The Alzheimer Society of B.C. will be hosting education sessions in Kelowna and Vernon for family members who are caring for a person with dementia:

KELOWNA: Getting to Know Dementia

This introductory session reviews information about Alzheimer's disease and other dementias, and the challenges of receiving a diagnosis. Participants will learn about the different types of support available throughout the dementia journey, and how to begin planning for the future. This workshop is intended for caregivers only.

Date: Saturday, Sept. 7, 2013

Time: 10:00am – Noon

Location: Kelowna Regional Library, 1380 Ellis Street, Kelowna

KELOWNA: Grief and Loss

Family caregivers of people with dementia experience grief and loss at many different points during the progression of the disease. Participants will learn about how loss and grief can impact caregivers as well as the person with dementia and will explore strategies for coping with and adjusting to changes.

Date: Saturday, Sept. 7, 2013

Time: 2:00pm – 4:00pm

Location: Kelowna Regional Library, 1380 Ellis Street, Kelowna

To register for these sessions, please call Carly Gronlund at 250.860.0305 or e-mail:

lwestlind@alzheimerbcc.org

All sessions are free to attend, donations are appreciated.

-Source: Alzheimer Society of B.C. Newsletter, 28 August 2013

Life-Solution Courses

Our goal is to provide essential information that will help you access pastoral care and pastoral care resources provided by Trinity Baptist Church. No matter what your age or stage of life, we all experience times of discouragement, pain and need. We want you to know that Trinity Care is here to help you navigate those times.

For more information visit <http://trinitycare.ca/> or contact Charlotte at 250.860.3273 Ext 102; Email: cstockford@trinitybaptist.net.

ALL COURSE REGISTRATION MUST BE DONE ON-LINE:

<https://trinitybaptist.wufoo.com/forms/fall-registration/> except for the Marriage Preparation course at: trinitybaptist.wufoo.com/forms/marriage-preparation-course-october-1819-2013/

Topics:

- BOUNDARIES FOR TODAY: September 21, 2013; 9:00am to 2:00pm; Cost: Free
- FORGIVENESS IS A CHOICE: 9 weeks on Mondays; Start September 23, 2013; 6:30pm to 8:30pm; Cost: \$115
- DIVORCE CARE: 10 weeks on Mondays; Start September 23, 2013; 6:30pm to 8:30pm; Cost: \$20
- BOUNDARIES: 9 weeks on Tuesdays; Start September 24, 2013; 7:00pm to 8:30pm; Cost: \$20
- RAISING TRULY GREAT KIDS: 7 weeks on Tuesdays; Start September 24, 2013; 6:30pm to 8:00pm; Cost: Free
- BRIDGES TO FREEDOM: one weekend (plus 2 Tuesday evening follow ups – optional); Start September 27/28, 2013 or November 15/16, 2013; 7:00pm to 9:00pm (Friday) and 9:00am to 9:00pm (Saturday); Cost: \$90
- MARRIAGE PREPARATION: PLEASE GO TO THE MARRIAGE PAGE OF THE WEBSITE TO SIGN UP FOR THIS COURSE
- OLD TESTAMENT OVERVIEW: 8 weeks on Mondays; Start October 21, 2013; 6:30pm to 8:00pm; Cost: Free
- PERSONALITY PLUS: 4 weeks on Tuesdays; Start October 22, 2013; 6:30pm to 8:00pm; Cost: Free
- THE SOUND RELATIONSHIP HOUSE: 4 weeks on Sundays; Start October 27, 2013; 8:30am to 10:30am; Cost: Free

-Source: Trinity Church, Charlotte Stockford, Administrative Assistant, Care and Cause Ministries

WorldHost

Destination BC's customer service training: "WorldHost" (formerly known as SuperHost).

Interior Training Services has taken over for Tourism Kelowna as the Community Delivery Organization for WorldHost training. WorldHost training is used internationally (ie: London 2012 Olympics, Vancouver 2010 Olympics) and locally (ie: Work BC, Okanagan College).



For more info about the WorldHost courses please use the contact: Jennifer Pont, Interior Training Services, info@interiortrainingservices.com or 250.878.1036 or visit www.worldhosttraining.com/index.htm.

-Source: Interior Training Services, Jennifer Pont, Lead Facilitator

Webinar: The Abundant Not-for-Profit

Thursday, 12 September 2013
10:00am to 11:00am (PDT)

As the message of not-for-profit abundance spreads and we send copies of the book to leaders across North America, we'd like to connect with you more personally. So – here's a chance to connect with us live and ask all your burning questions.

- If you didn't have time to read the whole book this summer...
- If you read it but know you need a bit more focus in applying the concepts...
- If you want to kick off your September with an abundant mindset...

Join the growing movement of leaders across North America who are reinventing their organizations and blazing a new path to abundance.

[Register for the Webinar](#)

-Source: Vantage Point, Lynda Gerty, Co-author, The Abundant Not-for-Profit

Intergenerational Communication in the Workplace

ACHIEVE Training Centre is offering the following workshops:

Intergenerational Communication in the Workplace

Kelowna: November 26. 1:00pm – 4:00pm

To qualify for early rates, registration must be received 3 weeks prior to workshop date. Register early and save 10%. Pay online and save an additional 5%.

To register or for workshop fee information, please visit our website at www.achievecentre.com.

-Source: ACHIEVE Training Centre, Brenda Vanasse, Public Workshop Coordinator

WJS Canada Training

WJS Canada is a CARF accredited organization that has been providing care and supportive services throughout Canada for over 25 years. Our Training Division has provided internal and external training in various disciplines.

- Generation Gaps Workshop 9/12/13, 9:30am – 4:00pm; Maple Ridge
- Interpersonal Skills Workshop 9/19/13, 9:30am – 4:00pm; Maple Ridge
- Asset Based Community Development 10/3/13, 9:00am – 10/4/13, 5:00pm; New Westminster
- Introduction to Attachment and Developmental Disability 10/30/13, 9:00am – 4:30pm; Maple Ridge
- Understanding and Caring for Adults and Adolescents with FASD 11/20/13, 9:00am – 4:00pm; Maple Ridge

[Register](#)

-Source: WJS Canada Training Division, 19 August 2013

Board Voice Conference & AGM

The [Board Voice](#) board invites board members (and EDs) from across the province to attend the 5th Annual Board Voice conference and AGM. This is the one time each year

when Board Voice pulls board members together from across the province to consider issues as a whole organization and provide direction to the board. We want to hear your voices at the conference.

Highlights:

- Hildy Gottlieb: innovative community change strategies;http://youtu.be/9_yuwypm2Qc or www.creatingthefuture.org.
- Hon. Stephanie Cadieux, Minister of Children and Family Development and Michelle Mungall, NDP Critic for the Ministry of Social Development.
- One focus for the conference will be the idea of a social policy framework for B.C. and we expect to have representatives from Alberta on hand to discuss the Framework they developed over the past year and are currently implementing.

-Source: BOARD VOICE SOCIETY OF B.C., Doug Hayman, Secretariat

Head Back to School with CharityVillage

CharityVillage offers a series of self-paced, web-based courses created for Canada's nonprofit community. They're fun, practical, and easy-to-use. Best of all, you'll be building essential skills that you can start using immediately. Courses include Grant Seeking, Event Planning, How Fundraising Works, and many more.



Check out all of our [courses](#) or [try a free demo today!](#)

-Source: Charity Village, Village Vibes, 25 August 2013

Scholarships & Programs for Leaders

At The Banff Centre, leaders we work with wake up to new possibilities, fresh ideas, and renewed courage and passion for the work they do in their organizations, and in the world we all share. Gain skills to cope with conditions of extreme uncertainty, and tools to manage people and projects in today's increasingly complex world.

[Read More](#)

-Source: Charity Village, Village Vibes, 25 August 2013

Early Childhood Development: October 21-23

Save the Date for the 2013 Fall Interior Region training on 21-23 October, 2013 to be held at Sparkling Hill Resort in Vernon, BC.

Dr. Deborah MacNamara will be presenting on;
Attachment, Bonding, & Supporting Children with Mental Health/Stress & Anxiety Issues

This training event will be opening up limited registration spaces at a nominal fee, to interested Early Childhood Development staff.

[Contact Helen Mills](#)

-Source: The Bridge Youth & Family Services, Helen Mills, Project Assistant

Seminar: Negotiating Cultural Safety in a North Okanagan Context: Perspectives & Experiences

Dr. Rachelle Hole, Ms. Jessie Nyberg, and Ms. Carmella Alexis share research findings from a project on cultural safety in the Okanagan valley.



Date: Thursday, September 12, 12:00pm – 1:00pm

Location: Room ART 218, Arts Building, UBC's Okanagan campus

To attend in person, via webinar or teleconference, please

RSVP: culturalsafety.eventbrite.ca

FREE AND OPEN TO THE PUBLIC – Everyone is welcome

-Source: Community Action Toward Children's Health, CATCH Network Newsletter, 30 August 2013

Building a Social Enterprise

[Enterprising non-profits](#) – This workshop offers staff, board and volunteers of non-profit organizations a day of learning about the what and how of social enterprise. Attending the workshop qualifies your non-profit to apply for an enp social enterprise development

grant. OR... for more information, contact: Michelle Eggli at 604.877.8268 or michelle@enterprisingnonprofits.ca.

You MUST register in advance to reserve your seat. Typically workshops run from 9:00am – 3:30pm.

Registration includes:

- All workshop materials
- A copy of the Canadian Social Enterprise Guide
- Morning coffee & muffins, lunch, and breaks

Co-host: United Way of the Central & South Okanagan Similkameen

Date: October 24, 2013

Registration: 9:00am

Time: 9:30am – 3:00pm

Cost: FREE, [Register](#)

-Source: Community Action Toward Children's Health, CATCH Network Newsletter, 30 August 2013

BC Aboriginal Child Care Society 16th Annual Provincial Training Conference

October 17 – 19, 2013, Delta Vancouver Airport Hotel, Richmond BC

Early-bird registration is now open for “Treading Softly: Honouring Children, The Land and Our Culture”. The primary focus of this training and professional development events is to “translate our culturally rich traditions into effective early childhood development (ECD) programs and services.”

For more information [visit ACCS](#)

You can see the [workshop guide here](#)

For questions about the conference, contact coordinator@acc-society.bc.ca

-Source: First Call: BC Child and Youth Advocacy Coalition, The Child and Youth Advocate Newsletter, 22 August 2013

Cities Fit for Children Conference

November 21 – 23, 2013, Sheraton Guildford Hotel, Surrey

This year's Cities Fit for Children Conference theme is the Rights of the Child, and will include workshops on:

- Healthy built environments,
- Programs and services, and
- Meaningful civic engagement



Early Bird registration rate of \$195 until September 20 (\$225 after).

Registration and workshop information coming soon!

[More conference information](#)

-Source: First Call: BC Child and Youth Advocacy Coalition, The Child and Youth Advocate Newsletter, 30 July 2013

Living Life to the Full Courses

Living Life to the Full (LLTTF) is eight, enjoyable 90-minute sessions – one per week – that helps people to make a difference to their lives. Each session is expertly moderated and includes a booklet. Participants are taught how to deal with their feelings when fed up, worried, or hopeless, and learn skills that help them tackle life's problems.

Registration is required and the course fees are \$150. CMHA BC holds the exclusive Canadian licence to LLTTF.

Sign up for one of the upcoming courses or learn more about the program at www.lltff.ca.

- Kelowna: October 16–December 11, 6:30pm
- Kelowna: October 19–20, 9:00am

-Source: CMHA BC Division, [Mind Matters], July 2013

2013 Open Minds Across Canada Mental Health Symposium

This year nine sites across Canada will be participating in Open Minds Across Canada Mental Health Symposia by hosting free workshops open to the public. Vancouver's Mental Health Symposia will take place this year on Monday September 30, 2013 from 4pm-6:30pm.

You can attend this event in person at Vancouver General Hospital in the Paetzold Auditorium or watch it online at www.healthymindscanada.tv.

This event is intended for everyone! Families, parents, youth, seniors, health care providers, educators, services providers, justice workers and members of the general public are all invited to participate!

This year's presentations are:

- You Can Make a Difference – Engaging Families In The Prevention of Bullying
Kathreen Riel, B.Ed., MA Curriculum Specialist for the WITS Program
- Metabolic Side Effects Caused by Second Generation Antipsychotic Medications
Dr. Jana Davidson, MD, FRCP(C) and Dr. Dina Panagiotopoulos
- We Can Save Lives: Suicide Prevention in the 21st century
Dr. Tyler Black, Medical Director of the Child and Adolescent Psychiatric Emergency Unit at BC Children's Hospital and Clinical Associate Professor at the University of British Columbia

This event is the result of a collaboration between BC Mental Health and Addiction Services and Healthy Minds Canada.

[Register](#)

-Source: Kelty Centre, Kelty Newsletter, August 2013

Cognitive Behavioural and Acceptance-Based Approaches for Managing Pain: Tools for Pain-Related Suffering

This free online education series provides an opportunity for people with pain and health professionals to share the latest research for living a healthier and fuller life while having chronic pain. Co-sponsored by Canadian Institute for the Relief of Pain and Disability and Pain BC.

Matthew Graham – Registered Psychologist and Team Psychologist at OrionHealth
Dr. Graham will walk participants through three common psychological approaches for

coping with chronic pain. Participants will also gain practical psychological intervention strategies to help people in pain cope.

Date: September 25, 2013 – 11:00am – Noon

[Register](#)

-Source: Canadian Institute for the Relief of Pain and Disability

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Volunteerism

- [5 KEY QUALITIES OF OUTSTANDING CORPORATE VOLUNTEERING EVENTS](#)
- [VOLUNTEER FUTURES '13](#)
- [HIGH-IMPACT VOLUNTEER ENGAGEMENT](#)
- [DAYS OF CARING](#)
- [AVRBC MEMBERSHIP](#)
- [VOLUNTEERING AND EMPLOYABILITY: CAUSE OR EFFECT?](#)
- [BUILDING LOYALTY THROUGHOUT THE VOLUNTEER LIFE CYCLE](#)

5 Key Qualities of Outstanding Corporate Volunteering Events

We highly recommend the creation and support of employee led engagement teams as a best practice in corporate volunteering and giving programs. If you have these teams in place, or you lead a team, you may want to [consider the following five elements](#) when planning your next employee volunteering or giving event.

-Source: Realized Worth, 6 August 2013

Volunteer Futures '13

Early Bird registration ends: Sept 16, 2013

Volunteer Futures, October 3 & 4, 2013 is Volunteer BC's annual training event – Our theme RE:THINK VOLUNTEERISM will explore the different ways in which the nonprofit sector does, can and should engage communities and volunteers.

Workshops:

- Back to Basics Volunteer Management
- Creating Effective Boards
- Corporate Volunteering
- Fundraising: Getting Results with LinkedIn
- Risk Management

Fees:

- Member Early Bird: \$150
- Non-Member Early Bird: \$190

[Register](#)

-Source: Volunteer BC, 22 August 2013

High-Impact Volunteer Engagement

JFFixler Group is pleased to now offer this free 55-minute webinar. Now, more than ever before, volunteer engagement leaders have an opportunity to be champions of talent management. This webinar will explore how volunteerism is changing, delving into the social, economic, and generational trends that affect how organizations attract and sustain volunteer engagement. Learn how successful organizations are shifting from a traditional culture of volunteer management to a new culture of volunteer engagement. Explore how to move toward more collaborative working relationships that utilize the skills and interests of high-impact volunteers to build organizational capacity.

[Register](#)

-Source: JFFixler Group, 20 August 2013

Days of Caring

United Way Days of Caring matches groups of volunteers from workplaces to complete volunteer service projects at local charities. If your charity needs help with painting, cleaning, sorting donations, fall yard work or other tasks please contact Avril Paice at avril@unitedwaycso.com or by calling 250.860.2356.

The project application and more information can be found at unitedwaycso.com/building-community/day-of-caring/

-Source: United Way CSO, Avril Paice, 30 August 2013



United Way
Central & South
Okanagan Similkameen

AVRBC Membership

Know someone who coordinates volunteers but isn't an AVRBC member? Encourage them to try out AVRBC membership for the next 5 months at a pro-rated price.

[Read More](#)

-Source: AVRBC, Lindsay Baker, President

Volunteering And Employability: Cause or Effect?

Most of us in volunteer management support the observation that volunteering builds resumes, provides career exploration, and demonstrates each volunteer's abilities, but can we make the case – as several recent research studies try to do – that volunteering directly affects employability?

[Read More](#)

-Source: Energize, Inc., Energize Volunteer Management Update, August 2013

Building Loyalty Throughout the Volunteer Life Cycle

I've often said that volunteer "retention" is not a task, it's an outcome. Volunteers evolve commitment and remain enthusiastic in stages, as they progress through what might be called the "volunteer life cycle." At each stage, what you do and say – and how volunteers feel – matters a lot!

Here's a brief summary of how someone moves from being a stranger to your organization through becoming a volunteer and then from being a newbie to a seasoned veteran. Consider how the messages you send in word and deed create a welcoming environment (or not) at every stage.

Stranger → Possible Recruit

- What your recruitment message says...and how
- Whether you tell the truth about what you want and expect
- If the invitation to serve seems to welcome individual talents

Candidate → Applicant

- Speed of response to initial inquiry
- Depth and tone of the interview

Accepted Volunteer → Being Oriented/Inducted

- How you communicate the volunteer's acceptance into your organization
- Reinforcing expectations during orientation

Placed in Assignment → Starting Out

- Staff or volunteer supervisor/partner is prepared to coach and support the newcomer
- Training useful to the role + good instructions
- All volunteers seen as "trainees" at the start
- The importance of the volunteer's first day
- And also of day 2 (when questions still remain)

Novice → Knowing the Ropes

- Good performance is reinforced
- Problems get attention early
- Importance/impact of the effort is reported
- Recognition is genuine and ongoing
- Communication is open, honest, and two-way

Experienced Volunteer

- Are long-time volunteers happy? Getting bored? Getting burned out?

Recognize that more volunteers leave because they are under-utilized than because they are overworked! At least being overworked means they are needed.

Experienced volunteers can choose to:

- Stay in place – but they might appreciate a change of pace, such as a short-term special project or even a leave of absence
- Move on/up to a different assignment in the organization

- Leave

“Alumni”

Even someone who stops volunteering with you can still remain a supporter (if you offer that chance and keep in touch). Alumni volunteers can even come back to service or help out in short-term roles – again, if you keep communication open and ask.

-Source: Energize, Inc., Energize Volunteer Management Update, August 2013

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