

Winter, 2008

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## Winter 2008 Edition - Valued Volunteer Contributors:

### Consultant's Corner:

Beth Page, [www.dreamcatcher-consulting.com](http://www.dreamcatcher-consulting.com)

### Distribution:

Kathy Henshaw, Rodney Owens

### Graphic Design and Layout:

Margaret Hanson, [www.margarethanson.ca](http://www.margarethanson.ca)

### Have You Read These?

Guest Reviewer: Chris Fraser, Org-Aide Society,  
<http://org-aide.com>

### Masthead/Banner Design:

Brooklyn Galloway, [www.brooxiedesign.com](http://www.brooxiedesign.com)

### Photography:

Chengyu (Brian) Wei, Kathleen Anderson

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## Toward a New Society Act Val Green

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There are over 800 societies in Greater Victoria – all of which are governed by the Society Act of BC. First enacted in 1920, the Society Act was last updated in 1977.

In July 2006, the BC Law Institute began a major 2 year project with the objective of recommending reforms to this Act. The final report for the project will be released in July 2008.

So why do we need a new Society Act? There are 3 main reasons; the first of which is that our current Act is largely based on the 1973 Company Act. The Company Act was replaced by the Business Corporations Act in 2004, with the result that non-profits are now saddled with some rather onerous provisions that no longer apply to the companies for which they were originally designed. The second reason is that the non-profit sector has grown in ways that could not have been foreseen in 1977. Third, as changes have taken place in other jurisdictions, there is an opportunity to bring in more modern and harmonized legislation.

The reform committee identified 106 tentative recommendations, which have been grouped into 15 categories that address issues from Directors and Officers to Conflicts of Interest. Some of these are highlighted below.

### *Incorporation and Naming:*

A more streamlined incorporation procedure is being recommended, as was done with Companies legislation. However, the committee recommends that some aspects of the current system be maintained, such as specifying not-for-profit purposes and filing bylaws with the Registrar of Companies.

### *Capacity and Powers:*

The committee is recommending that a new Society Act embrace the principle that societies are legal persons with the same capacity as an individual.

### *Duties, Liabilities, and Conflicts of Interest:*

The current Act assigns personal liability to directors if a society carries on with less than three members. The recommendation is that this rule be repealed. One of the new provisions tentatively recommended is a limitation on liability when reasonably acting on reports prepared by officers and professionals. The committee considered proposals to extend immunity from personal liability to directors and officers, but declined to recommend in favour of this concept. Instead, the court should be empowered to relieve individual directors and officers from personal liability on a case-by-case basis.

### *Members:*

A key recommendation here is with respect to the minimum number of members for a society, which it recom-

*cont'd on page 2*

## From the *Editor*

**A new year brings opportunities for a fresh start - a perfect time to reflect on past practices and to try out new ones. Where better to begin than by re-tuning your work habits and customer service skills? We give you some tips in "Colleague Connections."**

Did you know there are over 800 societies in Greater Victoria, all governed by the Society Act of BC? First enacted in 1920, the Act was last updated in 1977. Learn more about why we need a new Society Act and about suggested changes in "Toward a New Society Act".

In "Have You Read These?" we review a long range planning resource that will help you "to think differently about your decision making, and avoid unpleasant surprises."

In "Consultant's Corner" Beth Page encourages us to look at our relationships with new eyes, and offers an opportunity for "self reflection through a journey of inquiry."

2008 also ushered in many new and exciting changes for our staff. Read "Hellos and Good-byes" and "Youth Volunteer Connections" for details.

Finally, make sure you "Mark Your Calendars" with our upcoming workshops, and volunteer fairs. Don't forget about **National Volunteer Week**, which kicks off this year on **April 27th** and runs to **May 3rd, 2008**.

I wish you all a prosperous, happy and healthy 2008 and look forward to hearing about your successes, challenges and changes.

Happy reading!



Lori Elder, Editor

*cont'd from page 1 "Toward a New Society Act"*

mends should be one.

*Audit:*

The committee recommends maintaining the current position with regard to audits, in that the legislation should not, by default, require a society to have an audit. However, for those societies that choose to have an audit, the committee recommends harmonizing the requirements with the rules governing audits of companies. Also, those societies should be required to have an audit committee of board members.

These are a few of the recommendations made by the reform committee, which is currently seeking input into its recommendations. **General comments on reform of the Society Act are also welcomed.** These comments will assist the committee in carrying out the major task of drafting a new Society Act. **The deadline for input is February 28, 2008.**

The full report, as well as information on how to provide input into this reform process, is available at <http://www.bcli.org/pages/projects/society/SARP.html>

*This article was prepared with content from the Executive Summary of the Consultation Paper on Proposals for a New Society Act.*

## A Warm Welcome to our New Members

### Vancouver Island Head Injury Society

*Rochelle Veronmeau*

102 – 651 Queens Avenue  
Victoria, BC V8T 1L9  
Phone: 598-9339  
Fax: 598-9363  
Email: [admin@biasvi.org](mailto:admin@biasvi.org)  
Website: [www.biasvi.org](http://www.biasvi.org)

*Purpose:* To provide community support and rehabilitation services to persons with acquired brain injury and their families in the south Vancouver Island area.

### Pacifica Housing Advisory Association

*Karyn French*

827 Fisgard Street  
Victoria, BC V8W 1R9  
Phone: 385-2131  
Fax: 385-6776  
Email: [pacifica@pacificahousing.ca](mailto:pacifica@pacificahousing.ca)  
Website: [www.pacificahousing.ca](http://www.pacificahousing.ca)

*Purpose:* To provide innovative, affordable housing opportunities and support to people in need of such services.

### Oak Bay Emergency Social Services

*Dave Cockle*

1703 Monterey Avenue  
Victoria, BC V8R 5V6  
Phone: 592-9121  
Email: [coordinator@oakbayemergency.com](mailto:coordinator@oakbayemergency.com)  
Website: [www.oakbayemergency.com](http://www.oakbayemergency.com)

*Purpose:* To assist people affected by a disaster and to re-establish individuals and families as quickly as possible.

### Victoria Highland Games Association

*Lori McKenzie*

671 Hoy Lake Road  
Victoria, BC V9B 3P9  
Phone: 474-3216  
Fax: 953-4433  
Email: [idmckenz@telus.net](mailto:idmckenz@telus.net)  
Website: [www.victoriahighlandgames.com](http://www.victoriahighlandgames.com)

*Purpose:* To promote Scottish culture in Victoria.

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cont'd from page 2 "A Warm Welcome to our New Members"

## SPCA – Victoria

Carolyn Birch

3150 Napier Lane  
Victoria, BC V8T 4V5  
Phone: 388-7722  
Fax: 385-9348

Email: Carolyn@victoriaspca.ca  
Website: www.sPCA.bc.ca/victoria/

*Purpose:* Dedicated to protecting and enhancing the quality of life for domestic, farm and wild animals.

## Ovarian Cancer Canada

Tracy Kolwich

708 – 777 West Broadway  
Vancouver, BC V5Z 4J7  
Phone: 1-800-749-9310  
Fax: 1-604-676-3435

Email: tkolwich@ovariancanada.org  
Website: www.ovariancanada.org

*Purpose:* Dedicated to overcoming ovarian cancer by providing leadership and research, and supporting women living with the disease and their families.

V-Link Winter, 2008

## Have You Read These?

*The following is just one of the many free resources available to you in our resource centre library. We invite you to come in and have a look.*

### **The Art of the Long View: Planning for the Future in an Uncertain World.**

**Peter Schwartz, 1996.**

Typically, long range planning for our organizations starts from where we are now and projects the future from what we know and our best guess of what will happen. As students of our sector, we know and understand the trends as well or better than anyone else, and thus our projections are the very best. We also know our organization's operations, limitations and possibilities well, as we are immersed in them daily. We use this information to establish long range plans for our organizations to meet the projections we outline.

Peter Schwartz disagrees with this typical view. He successfully argues that our naturally narrow perceptions, our biases, indeed our whole 'mind set' precludes us from doing a proper job of viewing the future and the place of our organization in that future. Using the typical techniques, we tend to produce only one view of the future. What if we are wrong? Our organizations are blindsided by unexpected change, and we are left scrambling to meet a crisis. Good long range planning looks at many possibilities, and boils them down to the logical ones we must account for.

Schwartz's book describes a process for achieving this. He has the credentials for the task, as he describes his, and others' involvement in the development of the technique

over many years in some of the most progressively managed large organizations on the planet. But is this just a gimmick for big business with large planning departments? Not so, he says, and describes how an individual might employ the process to determine whether to choose a variable or a fixed mortgage for a new home. The process is suitable to all sizes of organizations, and useful for any decision they may consider.

The essence is building scenarios or stories of the future using strategic conversations as the basis. This takes time and discipline to achieve, but you come away knowing which conditions you need to prepare for in the future of your organization. To do this you need to 'suspend your disbelief' of the various possibilities of the future that you create.

"Using scenarios is rehearsing the future. You run through the simulated events as if you were already living them. You train yourself to recognize which drama is unfolding. This helps you avoid unpleasant surprises, and you know how to act."

This book is an easy and informative read, even if you don't choose to follow his process formally. It will help you to think differently about your decision making.

*Guest Reviewer: Chris Fraser, Org-Aide Society (<http://org-aide.com>.)  
Chris is currently implementing this process with a local non-profit organization.*

### **Check out this web site!**

The new Volunteer Management Resource Centre recently launched by Action Without Borders / **Idealist.org**, provides **numerous tools and resources to support volunteer management professionals**. This site includes information on **topical themes** such as *Engaging Generations of Volunteers; Risk Management, Legal Issues, and Ethics; Accessibility, Diversity, and Barriers to Volunteering; and Disaster Response Volunteering*.

Here you will find **information about the latest research and trends in volunteering**, as well as a section dedicated to **informing job seekers about the profession**. This also includes how professionals can advocate for the field as well as why it is important. A further section lists **job postings in the voluntary sector**. A listing of **Professional Development opportunities** and a listing of **Support Networks** round out this very useful site.

**Check this out at <http://idealist.org/vmrc>**

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# Colleague Connections

## About Colleague Connections

"Colleague Connections" is just for you. It is your opportunity to share information, ask questions and/or to learn more about your fellow coordinators of volunteers. It is whatever you want and/or need it to be. Send your suggestions for upcoming editions to [beth@volunteervictoria.bc.ca](mailto:beth@volunteervictoria.bc.ca).

## Colleague Connections

### Beth Cougler Blom

#### Responding to Potential Volunteers – Some tips for the New Year and beyond ...

It's not surprising that the staff at Volunteer Victoria speak to thousands of people each year about volunteering. This is part and parcel of what we do in promoting volunteer opportunities in our community. During our conversations, we often hear wonderful tales of great volunteer experiences. We are affirmed over and over again that many people in our community believe in the value of giving their time to others, and do so often.

Sometimes, however, we meet up with individuals whose hearts are in the right place, but they have become frustrated by the process of trying to volunteer. They tell us that they want to do so, but they haven't been able to yet because their phone calls or emails were not returned by the agency. Unfortunately, their good intentions were not well received and they stopped trying to volunteer. We all lose when this happens.

We know that there are many reasons for this lack of contact between agencies and potential volunteers, but think that there are some workable solutions. Here are a few:

*Don't have enough time to respond to volunteer requests in a timely manner?* Recruit an administrative volunteer to assist with initial call-backs to volunteers, or set aside some time each day to fit in a phone call or email response to potential volunteers. Set yourself a goal to respond to all inquiries within 24-48 hours.

*Experiencing staff turnover at your agency and can't deal with all the requests?* Appoint a back-up person, or put a message on voicemail and email that notes the vacancy and encourages people to call again after a specific date or at a specific time.

*Currently aren't recruiting volunteers?* Make sure your position posting is made inactive on Volunteer Victoria's database, and change your messages to note when you will be recruiting next. Always refer people you turn away back to Volunteer Victoria so they can find another volunteer opportunity. Remember, it's not only your current volunteers who deserve your excellent

customer service. Potential volunteers, too, need care and attention to make sure they actually do volunteer with someone, even if it's not with you.

We asked some of our colleagues how they effectively respond to potential volunteers. This is what they had to say:

**Ashley Hodgins, MS Society of Canada:** "I have created a potential volunteer spreadsheet with a section for contact information and a section for comments. When volunteers call or email, and I can't get back to them right away, I add them to the list and schedule a time during my week to respond to everyone. I use the comments section to indicate when and how the volunteer was contacted, if I left a message, what event they were interested in and any other relevant information. This allows me to look back at the list the next week and determine who I haven't heard back from and therefore who should be re-contacted."

**Nancy Martens, Queen Alexandra Centre for Children's Health:** "I have a generic email with the steps necessary before a person can start volunteering which I copy and paste into an email to people wanting information. I also create a distribution list of potential volunteers and blind copy them information about volunteering."

**Marg Kennett, CNIB:** "This task has always been a *huge* priority for me and "same day service" is the rule, when I'm in the office. I also make sure I get the interview set in a timely manner and except for rare occasions, screening is complete, including criminal record check, within a 2-3 week period."

We know our agencies believe in responding effectively to volunteers, but we also know that sometimes things get in the way of good intentions. The New Year offers a perfect opportunity to try some new things. What can *you* do to increase your level of customer service to potential volunteers this year?

**Send your suggestions for upcoming editions to  
[beth@volunteervictoria.bc.ca](mailto:beth@volunteervictoria.bc.ca)**

# Hellos and Good-byes

V-Link Winter, 2008

## A fond farewell to:

### Chelsea Peddle

Youth Program Coordinator  
Youth Volunteer Connections Program

It is with a heavy heart that I say goodbye to Volunteer Victoria. I have so enjoyed my time here and am very thankful for your support and friendship this past year. I am relocating to Vancouver at the end of January with hopes of continuing to support youth engagement in the "big city." Victoria is where my heart and community are, and I plan to return regularly to maintain all of the wonderful connections I have made through the YVCP. I wish you all the best in 2008!



Chelsea Peddle

position as *Recreation and Physical Activity Coordinator* for the *Aboriginal Sports and Recreation Association of BC*. Perhaps it is because I feel that the connection will always be there. Like a life line. Thank you all so much.



Serena Vaillancourt

### Beth Cougler Blom

Training and Outreach Coordinator

It's amazing how fast the time has gone, from the moment that my husband Rich and I found out that we were expecting our first baby to now, as I prepare to depart from Volunteer Victoria to go on maternity leave. I will miss this wonderful team of people at the office when I venture off into the land of becoming a new mom, but I know that exciting (and no doubt busy!) times are ahead at home. My last day will be February 15, but I'm happy to say that I will be returning to my position. I wish everyone a wonderful year in my absence, and look forward to connecting with you again in early 2009!



Beth Cougler Blom

### Lisa Tait

Communications & Administrative Assistant JCP  
Youth Volunteer Connections Program



Lisa Tait

I have really enjoyed these last seven months and have learned many great new skills which have prepared me for my new role starting in January 2008. Volunteer Victoria is the Victoria lead agency for the *BC Culturally Welcoming Volunteer Pilot Project*, which will provide training for non-profit agencies to better welcome newcomers to Canada and help them engage in volunteer opportunities. I am very excited to be the *Pilot Coordinator* for this exciting

project and am thrilled to be staying on at Volunteer Victoria until the spring in this capacity.

### Serena Vaillancourt

Training and Outreach Assistant JCP  
Youth Volunteer Connections Program

I send a warm farewell to all staff, volunteers and members of Volunteer Victoria. I appreciate your support and want to particularly thank Chelsea Peddle for all her encouragement and mentorship. This community is a better place because of Volunteer Victoria's hard work and dedication, and I am honored to have been a part of that over the past year. It is without a sense of sadness that I say goodbye as I leave for my new

*Editor's note: Beth's replacement will be announced in the next few weeks. Stay tuned! We will miss you Beth and look forward to your return!*

### Jill Moran

Fundraising and Program Assistant  
Leadership Victoria

Jill's love of the arts has drawn her to the *Victoria Film Festival* where she will serve as *Operations Coordinator*. Her last day with us was November 14th. Jill will be sincerely missed for her engaging personality, her competence and enthusiasm. She accomplished a lot and won many hearts.



Jill Moran

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# Hellos and Good-byes

cont'd from page 5 "Hellos and Good-byes"

## A warm welcome to:

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**Tara MacDonald**  
Youth Program Coordinator  
Youth Volunteer Connections Program

We are very pleased to welcome **Tara MacDonald** as our **new Youth Program Coordinator effective January 21**. Tara has a BA in Human Kinetics and Pre-Education and is very familiar with youth programming, having been the coordinator of YouthCore with LifeCycles and the supervisor of youth programs with Fairfield Community Centre. Prior to this she was a youth programmer for the "Y" in Nova Scotia. Tara also brings lots of experience with coordinating volunteers and as an active volunteer in the community. Welcome Tara!



Tara MacDonald

Layla Cochrane



**Layla Cochrane**  
Program Assistant  
Leadership Victoria

Layla Cochrane comes to us from Beacon Community Services where, for the last few years, she has facilitated the "You & Your Baby" Program for new parents, the Mother Goose Program and worked at a daycare for teenage parents. A proud mother of two, Layla has many passions including teaching parents and their young children about the wonderful world of baby sign language. Prior to becoming a mother, Layla also worked at Shell Canada's head office in Calgary as a Retail Marketing Analyst for almost 8 years. We are very excited to welcome Layla to our team. Welcome Layla!

## Youth Volunteer Connections Program (YVCP)

### A New Year brings new faces to YVCP...

*Chelsea Peddle*

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The New Year brings many exciting changes for our Youth Team. It is with mixed emotions that I announce that my last day as Youth Program Coordinator is January 18th. I will be leaving Victoria to pursue new opportunities in Vancouver. YVCP program assistants, Serena Vaillancourt and Lisa Tait, have also moved on to new adventures now that their Job Creation Program terms have ended. So, an entirely new Youth Program team is poised to hit the ground running in the New Year! I am very happy to announce that Tara MacDonald will be taking over as Youth Program Coordinator. Tara comes to us from the Fairfield Community Centre and the YouthCore Project and brings a wealth of experience in youth engagement. We are very pleased to welcome her to the team! (see "Hellos and Goodbyes" section for staff details).

Along with these changes, we have many exciting things planned for our third program year, including a follow-up to the highly successful "Engaging Youth Volunteers" workshop held this past October. The new **Group Connections** initiative will continue to match youth groups and member agencies for short term volunteer activities, and our **Freestyle Volunteer Team** plans to lend their energy and enthusiasm to many more special events. And of course, we will continue to support individual youth to find and complete volunteer placements with our fabulous member agencies!

We would like to extend a very special thank you to our **Peer Volunteer Navigators Emmalee Brunt, Jasun Fox, Tina Ahnert, Elizabeth McCann, Liane Williams, Julia Diamond and Marika Jurjans**. Peer Navigators are older youth with a passion for volunteering who assist YVCP clients with skills building, support, and encouragement. Their hard work and commitment has made it possible for five youth – all of whom had no prior volunteer experience - to successfully complete volunteer placements. Navigators were instrumental in developing our Freestyle Volunteer Team and offered much needed bursts of energy during some of our rainy summer activities. We are so thankful for these wonderful, caring volunteers who will help to carry our program forward during this time of change.

Finally, the Youth Team would like to thank all of the Coordinators of Volunteers who have hosted youth from our program over the past year. Your warm welcomes, flexibility and encouragement have made it possible for 120 youth to experience truly meaningful volunteer placements.

From the old and new Youth Teams – Happy New Year!

# Consultant's Corner

## All Learning Happens in Relationships

V-Link Winter, 2008

Beth Page

Working in the non-profit sector offers us many opportunities for doing work that is meaningful and makes a difference in the lives of others. So much of our work is centred in our relationships with clients, colleagues, donors, and our network. Our personal relationships are made visible through our interactions with others. Consider the following article an opportunity to check in with yourself, and to assess if you are surrounding yourself with relationships that nurture you and your work.

In his book, *Learning in Relationships*, Ron Short suggests that it is all about relationships; the relationship with ourselves, and, relationships with each other. Have you ever noticed how our experience of strong emotions often happens as a result of an event or a conversation involving another person? I have discovered that the people that challenge me in life, teach me about what really matters to me. These individuals help me to see myself more clearly than if I was functioning in isolation.

I have also discovered that if I don't have strong reactions to an experience I often don't care as much about the issue. So, if I'm having a strong reaction, what can I do? I take a deep breath and I ask myself this question. What is prompting my strong reaction? If I wish to investigate further, I ask, what's happening for me in my body? Am I having any sensations that I want to explore further? What's happening externally in this moment? I then spend some quiet time reflecting on my answers.

This road of self discovery is a journey of "noticing," a journey of inquiry and self reflection. As we learn about ourselves, we learn more about what we value. With this information, we can begin to examine the interactions that help us meet our relationship

needs and help us to identify what really matters.

As you prepare to examine your relationships, I invite you to complete this brief exercise. Get a sheet of paper, and spend the next 30 days conducting an audit of the relationships in your life including family, friends and work colleagues. Respond to the following self reflective questions:

### Part 1:

Are you nurtured?

Are there sources of support that are missing for you?

Do you experience reciprocity in your exchanges?

Do you have the ability to share your best self in these relationships?

### Part 2:

Now, begin to identify the important people in your life:

Who is present?

Are there people who aren't in your life that you wish were present?

Who are the people that give you the most joy?

Who are the people that accept you for who you are?

I invite you to sustain relationships with people who honour and create space for both of you in the relationship. When we honor ourselves, we address the relationship issues that cause us concern. When we honor others in relationships, we create space for people to share their point of view with us. When we honor both ourselves and others, we create a universe of possibility for relationships that are mutually nurturing, supportive and complementary.

*Beth is a consultant, coach and author working with the non-profit and public sector. She is a contributing author to **Awakening the Workplace: Achieving Connection, Fulfillment and Satisfaction at Work**. Beth's primary expertise is in using facilitation, planning processes, leadership development and coaching to create tangible results for organizations. To learn more, visit [www.dreamcatcher-consulting.com](http://www.dreamcatcher-consulting.com) or call Beth at 250-483-6729.*



### Are you ready to lead?

Leadership Victoria provides emerging decision makers with opportunities to develop and practice leadership skills. We offer a hands-on educational experience that will help you to identify your current capacity to lead and introduce you to different models of leadership. You will develop the critical skills to become a leader in your community and in the workplace, and join a network of skilled professionals and leaders from a variety of fields.

For more information on Leadership Victoria and tuition costs, please contact Bernadine Rudichuk, Program Director, at 250-386-2269 or by email at [bernadine@leadershipvictoria.ca](mailto:bernadine@leadershipvictoria.ca)

Public information sessions will be held March 15 at 12:00 and April 17 at 5:00 pm, at Right Management, 201-612 View Street. Please let us know if you are planning to attend.

[www.leadershipvictoria.ca](http://www.leadershipvictoria.ca)  
306 - 620 View Street 250-386-2269

# Mark Your Calendars

Visit our website for more information and/or to register for any of the following workshops. Note: Dates and locations for all of our workshops can be confirmed by going to [www.volunteervictoria.bc.ca](http://www.volunteervictoria.bc.ca) and to 'What's New: Seminars and Workshops'.

## February

### **How to Kick Start an Individual Giving Campaign**

Friday, February 1, 2008 - 9:30am-3:30pm

Cadboro Commons Conference Centre, University of Victoria

Are you trying to raise money with limited resources? Register now for this interactive hands-on fundraising strategies workshop designed to kick start your individual giving campaign. Led by Judy Lightwater, you will explore methods for asking for donations, learn how to solicit new donors, look at how individuals give, and examine the profiles of donors who give the most frequently.

Registration form at [www.volunteervictoria.bc.ca](http://www.volunteervictoria.bc.ca).

### **Mentorship Network Training and Networking Event**

Wednesday, February 6, 2008 - 9:00am-12:00 noon

Yakimovich Wellness Centre, 1454 Hillside Avenue

You won't want to miss this informative session with facilitator **Dr. Rey Carr**, Director of the Peer Resource Network ([www.mentors.ca](http://www.mentors.ca)). Topics include: the differences between mentoring, coaching and counseling as well as goal setting in a mentoring relationship.

Cost is \$20.00 and will include a nutrition break. Registration form available at [www.volunteervictoria.bc.ca](http://www.volunteervictoria.bc.ca).

### **Volunteer Victoria's Annual Volunteer Recruitment Fair**

Saturday, February 9, 2008 - 9:30am-5:30pm, Hillside Mall

Need to recruit volunteers? Don't miss your chance to participate! Register now for this upcoming volunteer recruitment fair at Hillside Centre.

### **Award Nomination Deadlines:**

Deadline: Friday, February 1, 2008.

Human Resources and Social Development Canada is now accepting nominations for the 2008 **Thérèse Casgrain Volunteer Award**. Each year, this national award is presented to two Canadians, one man and one woman. The award recognizes volunteers from communities across Canada. Award recipients are individuals whose social commitment and persistent efforts have contributed significantly to the advancement of a social cause and the well-being of their fellow Canadians. The deadline for nominations is February 1, 2008. **To learn more** about the award and to download the nomination form, **visit: [www.hrsdc.gc.ca](http://www.hrsdc.gc.ca)**.

## March

### **NEW! Volunteer Recruitment Fair hosted by Volunteer Victoria**

Thursday, March 20, 2008 - 11:00am-3:00pm, Bay Centre

Looking for spring or summer volunteers? Sign up now ([www.volunteervictoria.bc.ca](http://www.volunteervictoria.bc.ca)) or call Beth at 386-2269 to attend Volunteer Victoria's largest volunteer recruitment fair of the year at the Bay Centre. This also provides an opportunity for more members to take part!

#### **Don't forget:**

**National Volunteer Week is April**

**27 – May 3, 2008.** Be sure to let **Lori** ([lori@volunteervictoria.bc.ca](mailto:lori@volunteervictoria.bc.ca)) **know of any events/activities you have planned** during this week for promotion purposes.

### **Stay Connected!**

*Want to be notified of the latest news, events, workshops, awards, job postings etc.?*

*Email [volvic@volunteervictoria.bc.ca](mailto:volvic@volunteervictoria.bc.ca) to sign up for our FREE bi-weekly E-link email newsletter.*

## **About V-Link:**

V-Link is published four times a year by Volunteer Victoria, and is also available on our web site at [www.volunteervictoria.bc.ca](http://www.volunteervictoria.bc.ca). We welcome submissions of articles on best practices and themes relating to volunteerism. Please direct all inquiries/submissions to the Editor, Lori Elder at [lori@volunteervictoria.bc.ca](mailto:lori@volunteervictoria.bc.ca). **NOTE:** The Editor reserves the right to edit submitted materials for brevity and/or clarity. If you wish to reproduce any of the content herein, we ask that you give credit to Volunteer Victoria as the source.

