

THE JOURNAL OF VOLUNTEER RESOURCES MANAGEMENT

VRM

Spring ... 1995












VOLUME ... 4.2

REDEFINING VOLUNTEERISM



OAVA

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Sponsored By
Ontario Association for
Volunteer Administration

ISSN 1192-1676

We invite submissions.

Guidelines, themes and deadlines are located
on the back page.

Published Quarterly

Subscriptions can be sent to:
The Journal of Volunteer Resources
Management
1310 Upper Dwyer Hill Road
RR #2, Carp, Ont., Canada K0A 1L0

Send all correspondence to the above address.

*Typeset and Printed in Ottawa at
Aarkade Design & Offset Printing Inc.*

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EDITORIAL

Everywhere we turn there seems to be some new idea about what it means to volunteer. In the Oxford Universal Dictionary a definition of voluntary which has been in use since 1449 is "of actions: performed or done of one's own free will, impulse, or choice; not constrained, prompted or suggested by another". This comes very close to Lynne Savage's personal definition of volunteering, "doing and giving because it feels right". On every side, there seems to be pressure to redefine what it means to volunteer. In this issue we have articles from three provinces and common to all articles is the mention of the impact of changes.

Aileen Feicho points out that the people who volunteer have changed — more seniors, more men, more teens and less women. With regard to teens, Paula Speevak Sladowski reviews a document entitled A Springboard to Tomorrow dealing with creating volunteer programs for youth.

Danielle Feredj in her article makes us aware of three challenges facing volunteerism in Quebec: recruitment, new forms of partnerships and collaboration, and a better defined role of the voluntary sector. These challenges face volunteerism across our nation and probably throughout the western world.

Kevin Arsenault in his article, entitled Protecting the Right to Volunteer, points out that "voluntary sector organizations are governments". Both federally and provincially we who manage volunteer resources are hearing words like "workforce" and "learnfare".

If we don't take a stand to protect volunteerism as we know it, the definition that has stood for 500 years may be irrelevant as we enter the twenty-first century.



Dianne Dunfield is Coordinator of Volunteer Services for the Peterborough & District Association for Community Living.

PROTECTING THE RIGHT TO VOLUNTEER

by Kevin J. Arsenault

The New Social Context for Volunteers

Volunteer or Else! That was the title of a recent article describing Premier Frank McKenna's program *NB Works*, a scheme designed to put welfare recipients to work in short-term work placements. This type of program signifies a decisive shift from a system of social security or *welfare*, to a system of *workfare*. *Workfare* means attaching conditions to receiving social security benefits other than the *demonstration of need*. Canadians have never supported the idea that the poor - the largest percentage of whom are single mothers and children - should be forced to work to be entitled to assistance. In fact, *workfare* has been illegal under the terms of the Canada Assistance Plan controlling transfers to the provinces. Experiments like the one in New Brunswick have been happening across Canada only because the federal government diverted hundreds of millions of dollars from the U.I. fund to the provincial governments to implement such *workfare* programs.

NB Works gave 1,030 long-term welfare recipients special incentives to enter training programs designed to get them back into the workforce. Of those enrolled, 640 dropped out before completing the program and 400 of these are back on welfare. Only 41

persons found jobs; \$60,000 was spent on each trainee. Work placements through NB Works ended up being little more than cheap labour for efficiency-driven business. Under the Alberta Community Employment (ACE) program, welfare recipients are replacing unionized staff. Participants are receiving \$6.00 for performing tasks that were formally done by unionized hospital employees.¹ Thousands of fishers in Maritime communities will be forced to sign a contract requiring them to take training, upgrading or do community service before they will be entitled to benefits. The national Youth Job Corps program will put youth to work for six to nine months. They will receive a \$3,000 voucher which can be used for education, as collateral on a loan to start a business or as wage subsidy for future employers.² Mandatory, unpaid community service work further dilutes the labour pool, increasing competition among all workers. This drives down wages and benefits and undermines unions. Companies pursuing increased efficiency and profits can *pick and choose* from poor and desperate people, on the basis of who will work for the least amount of money.

So what does this new approach to the delivery of social assistance have to do with volunteering? *Workfare* schemes advance a certain type of destabilizing social change.

From a sociological perspective, the end result of forcing social benefits or U.I. recipients to do community service work is the displacement of both public servants and volunteers with the poorest and most disadvantaged; i.e., the displacement of the public sector and volunteer sector with the poor sector. This social engineering approach displaces people but does not create new jobs; in such a context, both the unemployed, unemployable and employed get poorer.

The 1995 federal budget announced pending federal public service lay-offs of 45,000 additional people in conjunction with a fundamental change in the way transfer payments are made to the provinces; a change to *Block Funding* transfers to the provinces paves the road for a blanket shift from *welfare* to *workfare* at the provincial and community level.

Workfare placements also begin to transform the volunteer sector by displacing volunteers and taxing the limited resources available to the entire voluntary sector.

Workfare and the Loss of Human Freedom

The title of the above-cited article, *Volunteer or Else!*, is indicative of an attitude evident in discussions of *workfare* by government and media which blurs the distinction between work done *coercively*, and work done *voluntarily*. Such confusion from the misplaced use of language and concepts

relating to work and volunteering is becoming pervasive. The focus is put on the presumed *obligations* poor people have toward society - forcing social assistance recipients to work is acceptable, it is argued, because they should be *volunteering* to do this community service work anyway. The government is simply taking the administrative liberty to *volunteer* people on their own behalf. Of course it is the *or else!* part of the new approach that is troublesome. Consideration must also be given to the change in the quality and value of the work done by prisoners or welfare recipients, who have no choice in the matter, rather than people who freely choose to provide those services to the community (i.e., caring for the sick or aged).

Canadians do not need to be forced to do community service work; they already give freely of their time in thousands of hours of service to other individuals and their community. Canadians are reporting getting cutoff or denied benefits due to their volunteer work, even where no paid jobs exist. It is puzzling why the government would propose forcing people to do unpaid community service work to remain entitled to social benefits or U.I. while discouraging voluntary action when no paid work is available.

With the decreasing numbers of paid jobs, increasing numbers of coercive *workfare* programs, and the pervasive *ethic of competition* pressuring people to relate with one another in suspicious and uncooperative

ways, it is becoming more difficult for Canadians to be neighbours to one another. Protecting the right to volunteer, and encouraging support for volunteerism, remains a major countervailing force against such efficiency-driven economic ways of relating to one another at the community level.

Many people volunteer their services to some person, group or cause simply for the pleasure of exercising their freedom and to honour their own beliefs, values and dreams. Many people feel increasing pressure to exercise their freedom in contemporary social structures and institutions they experience as stifling, and not providing them with a sense of meaning, i.e., they feel powerless to exercise their freedom and act in accordance with their values and ethical objectives. In depressed areas of the country, especially rural areas, people quickly move to a type of *voluntary activity* to compensate for the shortcomings of the formal structures, especially economic structures. People often come together voluntarily to solve what seem to be impossible situations within formal structures and institutions that no longer meet the needs of the people they were set up to serve. The freedom for the poor to explore such alternative ways of meeting their needs by exercising their creativity and freedoms must be protected to ensure the integrity of Canadian democracy.

Voluntary sector organizations are now in danger of being swallowed up by the demands placed upon it by governments to

administer workfare placements. This shift represents more than a compromise of principle, but challenges the integrity of organizations that have been set up specifically to serve those individuals and groups operating as volunteers or voluntary organizations. With volunteer centres and bureaux facing an increasing demand to co-administer workfare for government, the danger is not only that the voluntary sector will be *co-opted* or *compromised*, but that it will be transformed into something other than what it is. The subtle nature of this social engineering and gradual transformation lies in the pretence and language of *partnership*, a discourse which maintains the language of *volunteering*, however, the reality these terms are attached to are changing, and have little or nothing to do with the preservation and promotion of human freedom inherent in volunteerism. Protecting the right to volunteer under the present social circumstances is synonymous with protecting the fundamental human right Canada has always afforded its citizens to receive the basic requirements of life without first complying with coercive conditions.

¹ "Jobs are the Key to Social Security," *Economic Justice Report: A periodical on global issues of economic justice*. Ecumenical Coalition for Economic Justice (ECEJ), Vol V, no. 3, October, 1994.

² These examples were taken a number of resources, including ECEJ publications listed at the end of the report, and from a summary list of such social policy experiments contained in "Federal Social Policy Review," by the Women's Social Policy Review Coalition, June 1994.



ANNOUNCEMENT

JVRM will be accepting limited advertising for materials of direct relevance to managers of volunteer services. Just send your ad, camera ready to JVRM at the address on the inside of this issue.

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Please make cheques payable to OAVA: Journal of Volunteer Resources Management.

JVRM will welcome members' letters, be they complimentary or critical, regarding what your journal means to you.

Editorial Committee

The Editorial Committee wishes to extend their condolences to the family of Franz Strokan who passed away on April 18, 1995.

Franz was responsible for designing the layout of the first OAVA Journal and gave it the great look that is still in use today. Franz was also the recipient of an international award presented by Corel Corporation for the design of the JVRM logo.



PORTRAIT DE L'ACTION BÉNÉVOLE

by Danièle Guigard Feredj

Afin de vous dresser le portrait de l'action bénévole au Québec, j'ai procédé à une rapide revue des communiqués depuis mars 93, date du premier sondage Léger & Léger sur l'action bénévole au Québec.

"Plus de 2 millions de bénévoles au Québec" dit **La Presse** d'avril 93, en pleine semaine de l'action bénévole.

Le 13 août 93, la Fédération des Centres d'Action Bénévole du Québec (F.C.A.B.Q.) se prononce sur la nature du bénévolat, suite à la diffusion d'information laissant entendre que certaines municipalités veulent imposer des heures de travail dites bénévoles aux prestataires de la sécurité du revenu.

Au 27 septembre 94, il y a maintenant plus de 3 millions de bénévoles au Québec. Cela représente un bond de 23% par rapport aux dossiers rendus publics en avril 93.

En septembre 93, la Fédération se prononce sur le droit à l'action bénévole. Madame Westerhouse, mère de famille, se voit menacer de coupure de prestations de la sécurité du revenu si elle continue à faire du bénévolat.

Le 27 septembre encore, les bénévoles boucs émissaires de la Ministre Diane Marleau: selon cette dernière, c'est le bénévolat qui expliquerait les failles dans les normes pour le don de sang à la Croix-Rouge.

Voilà donc pour le "climat" québécois!

Qu'en est-il maintenant des perceptions que la population a d'elle-même?

En fait, l'action bénévole sous toutes ses formes jouit d'une excellente image au sein de la population québécoise. Plus de neuf adultes sur 10 pensent que le bénévolat est d'une grande importance dans la société. C'est ce que des sondages commandés par la F.C.A.B.Q. et le MLCP (Ministère du loisir, de la chasse et de la pêche) ont permis de révéler.

En 93, plus de sept québécois sur 10 ont été à un moment ou à un autre impliqués dans l'action bénévole. 40,8% ont fait de l'action bénévole. En 94, le pourcentage grimpe à 64%.

Ces données nous surprennent peu compte tenu des tendances observées en 93. Elles démontraient alors que le taux de saturation était loin d'être atteint ce qui laissait prévoir une augmentation probable pourvu que la sensibilisation à l'action bénévole soit continue.

En 93, le principal incitatif à l'action bénévole est la volonté d'aider les gens dans le besoin (51,8%) et le sentiment d'accomplissement personnel. On s'implique maintenant dans les causes humanitaires: 28,7% dans la santé, 18,7% dans les sports. Les loisirs à 17,1% viennent en troisième place suivis par l'éducation à 10,7% et la religion à 10,4%.

Dans la catégorie "Occupation principale" en 94, c'est chez les étudiants qu'on retrouve le taux le plus élevé de bénévolat avec 73%; ce qui est nouveau par rapport à 93. Par ailleurs, les données indiquent une constance dans les caractéristiques socio-démographiques. La tendance à faire du bénévolat est plus marquée chez les personnes âgées entre 35 et 64 ans, 64,2%; parmi celles qui possèdent plus de 16 ans de scolarité, 72%; parmi les professionnels et les cadres supérieurs, 72%.

Plus les revenus annuels bruts sont élevés, plus on a donné du temps, soit 77,3% pour les 80 000\$ et plus. Enfin, c'est dans la région de Québec que l'on a battu des records avec 64,3% contre 60,5% dans celle de Montréal.

Toutefois, compte tenu de la marge d'erreur de plus ou moins 3%, les écarts ne sont pas très significatifs dans ce qui paraît avoir une grande cohésion sociale dans une province où les québécois et les québécoises s'engagent de plus en plus dans leur communauté. Il n'est donc plus possible d'ignorer cette réalité d'autant plus que le Québec jouit d'une organisation unique au Canada en matière de promotion du bénévolat dont je vais brièvement vous présenter les caractéristiques.

L'ORGANISATION DU BÉNÉVOLAT

Après trois ans de mobilisation des centres d'action bénévole (CAB) en 93, on constatait que "la diversité devient une force lorsqu'elle est cohérente à l'intérieur du cadre de référence des CAB."

Ce cadre recouvre certes la diversité de l'action bénévole. Il n'y a plus une mode mais cent, toutes axées sur les cultures et l'histoire du développement régional. Quels sont les principaux champs d'action des CAB qui desservent la population de toutes les régions du Québec?

- Le développement régional de l'action bénévole communautaire;
- le soutien aux bénévoles (et aux organismes);
- les services aux individus

Cette organisation nous la devons bien sûr aux Québécois eux-mêmes qui savent miser sur les valeurs traditionnelles d'entraide, jointes à un esprit de création et d'organisation remarquables.

Le Québec fait l'envie des autres provinces, car à lui tout seul, il a plus de la moitié de tous les CAB du Canada et leur Fédération organise avec succès la SAB (Semaine de l'action bénévole) depuis 23 ans! Notre collaboration avec le MLCP puis avec le ministère des Affaires municipales dans les sondages et dans les événements de la SAB, dans le Prix Dollard Morin, dans le groupe COM 22 et dans le Défi Bénévole action inter-municipal est reproduite au niveau des municipalités, à des degrés divers, encore une fois selon la culture et l'histoire locales.

DÉFI 2000

L'avenir... le 21^e siècle est à nos portes. Nous nous sommes donc concertés avec nos

partenaires québécois de tous les secteurs, à l'intérieur d'une consultation canadienne conduite par "La coalition des organisations nationales bénévoles", dont voici les principales conclusions:

Il en ressort trois domaines prioritaires:

Le recrutement des bénévoles sera essentiel pour assurer l'avenir et la stabilité future de l'action bénévole. Les organisations devront fournir des occasions de travail bénévole à court terme et satisfaisant, de formation, d'assistance et de soutien compatibles avec les nouvelles formes d'emploi et de famille. Le bassin de bénévoles sera plus riche, plus varié et plus compétent mais aussi beaucoup plus exigeant et instable.

La recherche de nouvelles formes de partenariat et de collaboration est la deuxième priorité (les fusions d'organismes, la collaboration avec l'entreprise privée à l'intérieur de nouveaux lieux de pouvoir, les phénomènes du bénévolat en entreprise et le marketing social). Les partenaires municipaux et scolaires vont établir un nouveau type de concertation autour de l'action bénévole qui va ressortir comme un atout majeur dans le renforcement des communautés et des démocraties.

Le rôle du secteur bénévole, la troisième priorité dans la formation et la défense des droits des bénévoles dans ses nouvelles relations avec l'État et les partenaires mais aussi dans la définition d'un nouveau concept du bénévolat, en relation avec les valeurs traditionnelles de l'entraide, mais intégrées à la société

informationnelle. Qu'il s'agisse des phénomènes d'exclusion ou au contraire des nouvelles solidarités où le BNB (Bonheur National Brut) pourrait remplacer le PNB (Produit National Brut) en tant que valeur dominante.

CONCLUSION

Pour recruter, orienter et former les nouveaux bénévoles, de plus en plus jeunes, nombreux, instruits mais exigeants et instables, il est nécessaire à toute organisation d'avoir une présélection sérieuse. Il est primordial que les futurs bénévoles réalisent des succès étant donné la motivation d'accomplissement personnel. D'où l'importance d'avoir des politiques d'accueil et des plans d'intégration de bénévoles dans les postes qui leur sont dévolus à l'intérieur des loisirs. Vous pouvez vous faire soutenir par les CAB dans ce domaine.

Les bénévoles sont plus nombreux, les organisations également; les lieux de pouvoir changent. La concertation et la collaboration s'établiront autour de ceux qui auront un leadership local, reconnu par leur communauté en matière de bénévolat - et dans bien des municipalités, c'est le CAB qui a ce leadership et cette expertise.

La reconnaissance du secteur bénévole comme lieu d'expression de la démocratie doit être confiée aux organisations locales, régionales et nationales qui vont représenter les bénévoles. Plus ils seront nombreux, plus il y aura de la décentralisation, plus il sera nécessaire de se doter de lieux de réflexion et

de concertation provinciale et nationale multisectoriels.

- La nature et la valeur de l'action bénévole dans une société démocratique de type informationnel;
- les distinctions importantes entre le bénévolat et les services communautaires rémunérés ou le volontariat;
- la nécessité de soutenir le secteur du bénévolat pour l'accueil, l'orientation, la formation et le suivi des nombreux bénévoles aux caractéristiques plus diversifiées;
- le transfert de certains services gouvernementaux au secteur du bénévolat;
- la reconnaissance de l'expertise des organisations régionales, provinciales et nationales en matière de formation, recherche et représentation du secteur bénévole;
- la reconnaissance de l'expertise des CAB locaux en tant que ressources privilégiées (du secteur des loisirs municipaux) en matière d'action bénévole;

Voilà les grands enjeux qui se dégagent et sur lesquels il va falloir travailler ensemble.

*Danièle Guigard Feredj
directrice générale de la
Fédération des centres
d'action bénévole du Québec*



BOOK REVIEW

by Paula Speevak Sladowski

A SPRINGBOARD TO TOMORROW
Creating Volunteer Programs for Youth
That Encourage the Development of Skills
by Janet Lautenschlager

In keeping with the gymnastics imagery, many youth find themselves walking on a balance beam with all the pressures of identity formation on one side and an alarming unemployment rate on the other. Underneath them is a flimsy safety net with holes in it.

What can the voluntary sector offer youth to prepare them to enter the paid labour force? In Janet Lautenschlager's book, "A Springboard to Tomorrow", she offers a step-by-step approach to setting up a volunteer program customized to accommodate the youth experience and needs.

In order to provide a backdrop for such initiatives, the first section describes the economic and social context and their impact on today's young adults. Aside from the disproportionately high unemployment rate in the 16-24 age group, the importance of lifelong learning to keep up with the ever changing work environment is highlighted.

Continued on Page 15

— REDEFINING VOLUNTEERS: Who Are They and What They Do —

by Aileen V. Feicho

Change has touched every component of our life and volunteerism is no exception. The ability to give one's time is greatly influenced by many factors: technology, economics, better health, longer life span and family structure to name a few.

Never in our history have the demands on individual's time been so diverse and overwhelming. Such increasing demands have resulted in a far more hectic lifestyle with increasing stress levels. Given such change, the belief that people who volunteer have spare time with nothing better to do, is not only incorrect but unrealistic. The fact remains that today's volunteers have more opportunities and less time available to take advantage of them.

However, one thing that has not changed is that as Canadians, we have a strong tradition of voluntary action that fosters a sense of responsibility to those around us in need. Certainly studies would indicate that volunteerism is not only alive and well, but on the rise.

Examining the demographics of volunteerism we can easily identify what is changing...the individual volunteers themselves. There are some very significant shifts occurring.

- Seniors are healthier, living longer and have more disposable income than ever before. They are on the move and enjoying life in new and exciting ways and volunteering is just one of the many opportunities they will pursue.
- Early retirement, whether by necessity or choice, has placed many individuals in the position of looking for opportunities which would utilize their experience and skills yet not demand a long term commitment.
- Varied family structure, for instance: single parents, dual income earners and transient workers, will look for opportunities that are not only tightly scheduled but make it possible for that whole family to volunteer together. However, many of these family situation will also require support structures; child care, travel subsidies and flexible hours would enable these individuals not only to participate as volunteers but have a quality experience as well.
- Teens are also volunteering in increasing numbers, through their own initiative as well as through academic programs. They are achieving credits within their course outlines, work experience and first hand opportunities in a variety of career paths.

- Employed individuals, both professional and non professional, look for volunteer positions that will provide meaningful work, satisfaction and enriched lives with opportunities not available to them through their workplace.
- The unemployed and underemployed are rapidly becoming one of the largest segments of the population to volunteer. They are seeking to develop skills and experience that can be transferred to the employment market. Such volunteer positions will require support and training as well as resume development that will reflect their efforts.
- New Canadians, whose second language is English, bring outstanding qualifications and skills to many organizations. Volunteering offers these individuals a means to further develop their qualifications, to practice and improve their English language skills and to experience the Canadian work culture.
- Individuals with special needs are volunteering in greater numbers than ever before. Through work place education, technologies and creative program development, off-site volunteering provides new and exciting opportunities for individuals who have traditionally been homebound and unable to volunteer.
- Corporations are forming partnerships

with not-for-profit agencies offering skilled staff support. Executives are loaned for term positions, while special interest groups are supported to volunteer during working hours.

- Women continue to enter the workforce making it impossible for them to volunteer as they have traditionally done. However, men are coming forward to volunteer in increasing numbers. This change was noted in the Volunteer Centre of Calgary's article, published in the Alberta Theatre Projects Occasions Calendar, that indicated between 1990 and 1993, 48.2% of men versus 31.3% of women volunteered.

As our communities continue to face the challenges of government's financial restraints, business downsizing, and high unemployment, the obvious need for volunteers who can maintain community values while meeting the needs is clear.

It is also clear that, provided the tasks are well defined, challenging and time limited, individuals will continue to contribute to their communities.

Aileen V. Feicho is an international consultant out of Winnipeg and facilitator in the field of volunteer and human resource management.



WHIT AND WHIMSEY

by Lynne J. Savage

Volunteering ... Define It!

This writer's definition of *Volunteering* is doing and giving because it *feels* right!

The following quotes and verses reflect the importance of volunteering!!

Please read them. Share them with all who wonder about the affects of doing and giving as a *Volunteer!*

"When love and skill work together expect a miracle" ... *John Ruskin*

"No, you never get any fun out of things you've never done!" ... *Ogden Nash*

"Life can't bring you joy, unless you really will it. Life just brings you time and space, it's up to you to fill it!" ... *Unknown*

The Boomerang

When a bit of sunshine hits ye,
After passing of a cloud,
When a fit of laughter gits ye
And ye'r spine is feelin' proud,
Don't forget to up and fling it
At a soul that's feelin' blue,
For the minit that ye sling it
It's a boomerang to you.

... *Capt. Jack Crawford*

Indeed volunteering brings love, skill, fun, joy, sunshine and even miracles ... to both the giver and the getter!

Why bother defining it? Just do it!

Lynne Savage is a speaker, writer and trainer whose philosophy is Laugh and Learn. She works from her Fern Avenue home in Niagara Falls, Ontario.

LOOKING AHEAD

WESTERN ASSOCIATION OF DIRECTORS OF VOLUNTEERS May 16 to 18, 1995
Victoria, B.C.

For more information contact Lyndsay Beckett at (604) 386-2269

GROWING '95 (an Integrated Children's Services Conference) May 7 to 11, 1995
International Plaza Hotel and Conference Centre, Dixon Road, Toronto, Ontario
For more information contact Ontario Association of Children's Aid Societies (OACAS)

CONNECTIONS '95

OAVA/ODVH/Volunteer Ontario Conference May 24 to 26, 1995
Kingston, Ontario

For more information contact: Susan Flanigan at (613) 394-2222
or Doris Thomas at (613) 544-5220

CDVH CONFERENCE '95 — BLAZING TRAILS June 3 to 6, 1995
Calgary, Alberta

Points of Light Foundation announces the Annual Request for Workshop Proposals for the 1995 NATIONAL COMMUNITY SERVICE CONFERENCE June 17 to 20, 1995
Crown Centre Complex, Kansas City, MO

1995 INTERNATIONAL CONFERENCE ON VOLUNTEER ADMINISTRATION
October 25 to 28, 1995
Park Plaza Hotel, Boston, Massachusetts



ITEMS OF INTEREST

Graff, Linda, *By Definition, Policies for Volunteer Programs*, Volunteer Ontario, Etobicoke, Ontario: 1993.

Ellis, Susan, *Children as Volunteers*, Energize Associates, Philadelphia, PA: 1983.

Lautenschlager, Janet, *Volunteering, A Traditional Value*, Voluntary Action Directorate, Hull, Quebec: 1992

Lautenschlager, Janet, *A Springboard to Tomorrow*, Voluntary Action Directorate, Hull, Quebec: 1994.

Satterfield, Mary, *The Law and Volunteers*, Johnstone Training and Consultation (JTC) Inc., Carp, Ontario: 1993.

Seita and Waechter, *Change, Meet It and Greet It, Managing Transitions in a Fast-Paced World*, Heritage Arts Publishing, Downers Grove, Illinois: 1991.

Where to get Resources

Anyone interested in acquiring these resources can call (613) 256-5516 for a list of distributors. Any distributor wishing to be included on the list is invited to send their resource and price list to the JVRM.

Continued from Page 15
(Book Review)

Citing the trend for youth to spend more years in a formal educational setting than in previous generations, the author writes that "...while society compels young people to defer their entry into adult roles, it offers little for them to do in the intervening years." Minimum age requirements limit the meaningful participation of youth in society.

A further barrier preventing youth from getting involved with traditionally adult activities, is their perception that adults hold negative stereotypes and biases against youth. In creating worthwhile opportunities, managers of volunteers will also need to create an open and accepting culture. This factor impacts on volunteer roles developed, the manner in which they are marketed, and the orientation provided to staff for integrating young volunteers in the agency.

Janet asserts the endless attributes of youth as valuable community resources. She describes the tremendous benefits to both the young volunteer and the agency. She offers substantial information on key concepts such as core skills, transferable skills and job-specific skills and the potential that volunteer work has in facilitating their development.

The "Skills Profile" demonstrates what can be learned or refined in a given volunteer position. This challenges managers of volunteers to write position descriptions that not only outline what will be expected of a volunteer but also clearly define what skills and experience the position affords. The extensive bibliography supplies you with numerous resources to support your initiative.

"A Springboard to Tomorrow" is a comprehensive guide to developing a sound Youth Volunteer Program within your agency or community. It offers solid background, defines key concepts, and provides practical information and examples to help you work **with** youth to create a successful program. This would be a valuable resource for any not for profit organization, volunteer centre, or community association and can be used as a manual to set up a program or as supporting documentation to have such a program approved and/or funded. Copies are available free of charge from the Voluntary Action Program, Canadian Identity Directorate, Ottawa K0A 1K5 or by fax: (819) 953-4131.

Paula Speevak Sladowski is the Executive Director of the Volunteer Centre of Ottawa-Carleton



JOURNAL OF VOLUNTEER RESOURCES MANAGEMENT

Editorial Process and Guidelines for Authors

Objective

The Journal of Volunteer Resources Management is intended:

1. to serve as a credible source of information on the management of volunteers in Canada;
2. to provide a forum for the exchange of ideas and to encourage networking among managers of volunteers;
3. to provide a professional development tool for managers of volunteers;
4. to recognize and encourage Canadian talent in the field of Management of Volunteers;
5. to include in each issue at least two articles that will consider different views of a specific and predetermined theme.

Target Audience

The Journal's intended audience includes managers of volunteers, educators, media and funders of not-for-profit organizations across the country.

Submissions

All manuscripts will be accepted either on diskette or on typed, double spaced pages. Submissions should be written according to "The Canadian Style - A Guide to Writing and Editing" - Secretary of State, Dundurn Press.

External reviewers may be engaged to review content if deemed advisable by the committee.

The revised draft is edited for clarity and consistency by the Editorial Team.

The edited version is returned to the author for acceptance along with an approval form for signature.

The signed form is to be returned to the Editorial

Team within a week along with any suggestions for final revisions.

Format and Style

Authors are asked to respect the following word counts:

	<u>Words</u>	<u>Pages</u>
Lead Article	2000	5-6
Secondary Article	700-800	2-3
Book Review	150	1

The lead article will look at the topic in some depth and will normally require the author to conduct research into current trends and perspectives on the subject.

The secondary article will adopt a more practical approach, including personal experiences and opinions.

Advertising

Limited advertising will be allowed in the Journal, for materials of direct relevance to managers of volunteer service, and as long as it conforms to the guidelines set out by the Editorial Committee. All ads are subject to the approval of the Editorial Committee.

Suggested Guidelines:

1. Only 1/4 page and 1/2 page ads will be accepted.
2. Ads must be camera-ready.
3. A maximum of one page of ads will be permitted per issue.
4. Ads are to be placed near "Items of Interest" or toward the end of the issue.
5. Job ads are not recommended.
6. Cost is to be determined by the Editorial Committee.

DEADLINES FOR SUBMISSION AND THEMES

<u>Issue</u>	<u>Deadline</u>	<u>Theme</u>
<i>Summer '95</i>	articles due on the 24th of May	Legal Issues
<i>Fall '95</i>	articles due on the 24th of August	Volunteers in Health Care
<i>Winter '96</i>	articles due on the 24th of October	Diversity
<i>Spring '96</i>	articles due on the 24th of February	Technology & Volunteerism



A SPECIAL THANKS ..

... to Arkade Design & Offset Printing Inc.
... for their help in producing this journal.