



Message from the President

Volunteer Kamloops

Volume 1, Issue 2

June 30, 2015

Special Points of Interest:

- ☺ Written by volunteers for volunteers and organizations
- ☺ Printed quarterly

I am honoured and excited to have the strong support of my fellow Board members, our two paid and volunteer staff and our Member or-

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ganizations as I take on the role of President at Volunteer Kamloops as of May 26, 2015. I moved to Kamloops from Vancouver just a little under one year ago and sought out Volunteer Kamloops upon arrival because I have a strong belief in building and supporting community development wherever I am, in all areas of my life. The community of citizens in Kamloops involved in volunteerism is immense and I am so pleased to be able to become an integral part of this.

I hope to leverage my combined eight years of previous board experience with the Archaeological Society of BC

and as President of my Strata in Burnaby to ensure member satisfaction, and to work with my team to accomplish many of the goals we have set in our new three-year Strategic Plan. We have a strong

Board of Directors and I am confident we will accomplish many great things over my two-year term as President.

2015 is an exciting year for us, as we continue to celebrate our 30th Anniversary with several events. Our colouring contest to promote the idea of volunteerism to young children was well received and well supported by local organizations with in-kind donations, and we received over 400 contest entries from all over Kamloops. We are continuing our monthly Volunteer Recognition Award until the end of this year and have profiled six amazing Kamloops citizens in the local newspaper as a result, with six



more to come. Members are encouraged to submit nominations monthly, as the nomination reminders come out. I invite all members and interested parties to contact me directly if they have any questions, concerns or suggestions regarding Volunteer Kamloops. We are interested in learning how we can better serve our community and your feedback is welcome. I can be reached at sladd27@gmail.com or on my cell at [250-571-9170](tel:250-571-9170).

Sarah Ladd, President
Volunteer Kamloops

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Writing Volunteer Job Descriptions



Writing volunteer opportunity advertisements is often a challenge. Your ad needs to appeal to the right kind of prospective volunteer and have sufficient information to inform them about the role without losing their attention. If you are ready to write up your advertisement, chances are that you've already designed the role and written a position description. That means you already have all the information you need for writing your advertisements. A useful approach to writing volunteer advertisements is to think about it from the volunteer's perspective. Key things to consider include:

What's in it for me?

Yes, of course you need volunteers. But try to focus on what's in it for me from a volunteer's perspective. Writing your advertisement so that it taps into the needs of prospective volunteers helps them to see themselves in the picture and say, I can do that! Different volunteers have different motivations for getting involved, but commonly these include the chance to: Meet new people and make new friends; Do something with family or friends; Face new experiences or chal-

lenges; Raise awareness and support important community issues. Look for ways to describe these kinds of benefits in your opportunity advertisements. If you're stuck for ideas, begin by asking your existing volunteers about what they like about their role and why they got involved.

This looks like a friendly organization

Prospective volunteers are looking for organizations with people and a culture that is friendly, inclusive and fun to be around. While most people want some clarity and direction about what they are expected to do, they are also looking for an organization that provides flexibility and support when it's needed. Including things like photos, testimonials, case studies and a description of any social activities you hold through out the year helps prospective volunteers to get a sense of your organisation's culture and the kinds of people who are involved.

I don't get it!

Try not to confuse prospective volunteers with too much jargon, complicated language or by using internal acronyms.

Many people may not be familiar with words or terms you use in your organisation so be sure to rewrite these in plain and simple words. Prospective volunteers just want to know what's involved – they are not going to be wooed by fancy descriptions.

What does the job involve?

Volunteers like to know what's expected of them. They don't like surprises. Nor do they like things to be so prescribed that there's no room for their own initiative or creativity

How do I apply?

Make sure your advertisement includes information about the application process, even if this is just instructions to call or email somebody in your organization.

<http://www.volunteer.vic.gov.au/manage-your-volunteers/attracting-and-recruiting/writing-volunteer-advertisements>

Testimonial From Our Members

Recently a member came into the office and had a very pleasant experience, and wished to share it with all of you:

I really appreciated our conversation and



that you so easily shared your own experience as a dynamic worker. I left there feeling that I am on my path to success and am so excited about working with folks such as yourself!

Do you have an experience

you'd like to share? Drop in for a visit, or email your comments to us at info@volunteerkamloops.org.

Did you have a super time out volunteering somewhere? Or maybe you had a volunteer with your organization go above and beyond the call of duty - We'd love to hear and share your stories!



Benefits of Volunteering

While some people may consider volunteering just a form of altruism, some people insist that even though volunteers freely give their time to others, the essence of volunteerism is not just altruism, but rather the contribution of services, goods or money to help accomplish some desired end.

Volunteering benefits communities as “a active membership in voluntary associations generates the trust necessary for people to organize effectively and act collectively.” This is otherwise known as

‘social capital’. The development of social capital within communities through the promotion of volunteerism is a desirable outcome that promotes the overall social sustainability and vibrancy of communities.

...volunteering plays a crucial role in helping to build a society that is cohesive and connected. Volunteering involves grassroots participation and provides a network of social relationships that connect people to their own communities...

Other benefits of volunteering can include things like a stronger sense of community,

a safer community where neighbors watch out and are concerned for one another, and greater concern for elderly persons in the community. It would also include things like decreased vandalism and violent acts in the community as well as fewer people preying on or taking advantage of others in their community.

Source: https://www.google.ca/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0CB0QFjAA&url=http%3A%2F%2Fswcrc.ca%2Fwp-content%2Fuploads%2F2013%2F09%2FUnderstanding-the-Role-of-Volunteerism-in-Creating-Social-Inclusion-Final-Report-for-SWCRC-September-2011.pdf&ei=wifuVbbsGl64ogT_nIGgCw&usq=AFQjCNEcVAVz0OoQ1oBNKCKIjgAB0WEbYQ&bvm=bv.94911696.d.cGU

Volunteer Profile - Zach Cripps

Zach Cripps, originally from Lumby, has lived in Kamloops for 13 years now and likes it a lot.

He started volunteering at the Volunteer Kamloops office in late 2011 and puts in approximately six hours per week there. Zach likes being in the office because there’s great people to work with, a person can work at their own pace, he likes

setting individuals up with volunteer opportunities and loves the tech support challenges.

When I asked Zach why people should volunteer, he replied that volunteering is a great experience and that many organizations require volunteering as part of being hired. “There’s a big need for volunteers in the community and in the job mar-

ket... Everyone should get out there and volunteer ... it helps with yourself and your career”.

Zach has put in more than 240 hours with the Volunteer Kamloops office.



Your Volunteer Kamloops Board of Directors

Sarah Ladd, President: has worked in three different universities across BC and Alberta, helping students find Co-op work opportunities and advising students on the value of volunteering for skill building and networking. Previously, Sarah served as President of the Archaeological Society of BC and as President of Strata Council.

Sandra Besanger, Vice President: Sandra is a senior insurance lawyer, business owner, and long-term resident of Kamloops. She brings experience in strategic planning, partnership building, organizational and sustainable development, and collaborative leadership.

Karen Squibb, Treasurer: Management, HR, QA, Software testing and business process professional. Currently working in the transport industry, Karen has thirty years of experience managing QA and software testing teams in banking, entertainment systems, cell phones and more.

A Chuckle For You

A new volunteer manager spends a week at her new organization with the volunteer manager she is replacing. On the last day the departing volunteer manager tells her, "I have left three numbered envelopes in the desk drawer. Open an envelope if you encounter a crisis you can't solve."

Three months down the track there is a major drama, everything goes wrong - the volunteers are complaining about lots of things - and the volunteer man-

ager feels very threatened by it all. She remembers the parting words of her predecessor and opens the first envelope. The message inside says "Blame your predecessor!" She does this and gets off the hook.

About half a year later, the organization is experiencing a huge dip in volunteer recruitment numbers, combined with a lot of volunteers resigning. The manager quickly opens the second enve-

lope. The message reads, "Reorganize, Recognise and Rebuild!" This she does, and the volunteering numbers quickly rebound and improve.

Three months later, at her next crisis, she opens the third envelope.

The message inside says....
"Prepare three envelopes".

Thanks to DJ Cronin: Volunteer Services Manager in Brisbane Australia, : <http://djcronin.blogspot.ca>

Mindfulness And You And Volunteer Kamloops!!

Feels like your day never ends? Not enough hours in the day to get your work done? Looking for ways to unwind, to stretch, to let loose?

Come out and play with Volunteer Kamloops!

Learn strategies, make connections, have fun, laugh!

Presenters: Edith Farrell - "I believe in happiness, fun, living each day to its fullest." Every day brings new challenges and inspirations to fulfill one's self!

Steve Baker - "I believe that each person needs to be filled with passion in everything that they do." A passion that allows you to fill your life with happiness.

This workshop is scheduled for September but we're taking bookings now! Interested? Call us at 250-372-8313.

mind·ful·ness
the quality or state of being conscious or aware of something.

Your Volunteer Kamloops Board of Directors Continued

Shawna Patterson, Secretary: has worked for the city of Kamloops for the past nine years. She completed her studies at Thompson Rivers University with a BA, and a Graduate Certificate in Business Administration. She is enjoying putting her education to good use as a board member for Volunteer Kamloops.

Bobbie Kalsi, Director-at-large: first joined Volunteer Kamloops in 1993. A trained District Teacher Mentor with over 20 years of experience working with BC's junior high school students and youth volunteers aged 12-30.

Steve Baker, Director-at-large: sits on the board as the representative of **Kamloops Empowering Youth Society**. He is recently retired from his role as Principal of Arthur Hatton Elementary School.



Volunteer Kamloops

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Connecting Volunteers
Building Community



Volunteer Kamloops

Mission -Engaging a community that volunteers

Vision -The community of Kamloops is strengthened through our promotion of the many values and benefits of volunteering, and our support in the form of volunteer recruitment and referral as well as resources, tools and learning opportunities to develop effective volunteer programs.

Upcoming Volunteer Opportunities

Kamloops Dragon Boat Club

Dragon Boat Festival Volunteers – The Kamloops Dragon Boat Festival is looking for volunteers to help out with this year 's festival on Aug. 8! Positions include: Boat Holders, Registration/Info Table, and Security. 15+ to volunteer. 250-377-5813

Western Canada Theatre

VW Turtle River Race Ticket Seller – Volunteers are needed to help Western Canada Theatre raise funds by selling raffle tickets for our 14th Annual VW Turtle River Race. Responsibilities include

tracking the number of tickets sold during shifts, handling monies, documenting sales, and reporting to the fundraising coordinator. Volunteers should have good communication and numeracy skills. 19+ to volunteer. 250-372-3216 Ext: 36

The Gleaning Abundance Project

Harvest Leaders – The Gleaning Abundance Project are looking for Harvest Leaders to help ensure the success of each and every pick. They make sure all volunteers know how to pick and sort the fruit and use a ladder safely. They weigh the harvest, and coordinate the split &

delivery. Our harvest leaders are personable, responsible and reliable people. 18+ to volunteer. Harvest Season is June to November, 7 Days a week, 8 a.m. to 6 p.m. 250-851-6111

Kamloops Arts Council 's Rivertown Players (Throughout July & August)

The Kamloops Arts Council 's Rivertown Players present accessible, free family-friendly theatre performances at parks and events throughout Kamloops. Performing live 5 days a week, these interactive shows, songs and stories delight both the young and the young-at-heart! Kathy Sinclair, director 250-372-7323.