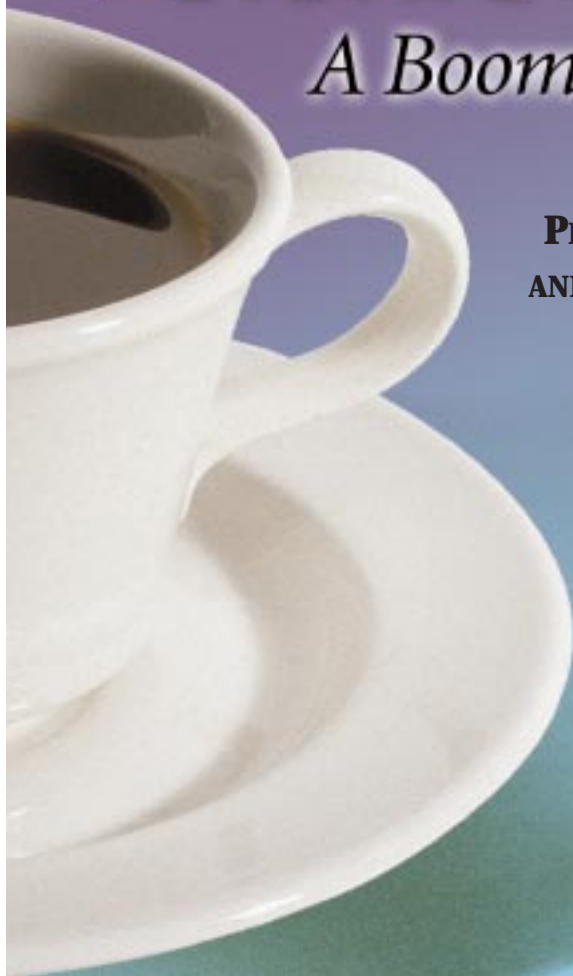




Volunteering...

A Booming Trend

**EXPERIENCE
PERSONAL FULFILLMENT
AND SATISFACTION LATER
IN LIFE THROUGH
VOLUNTEERING**



**VOLUNTEER
BÉNÉVOLES
CANADA**



Canadian Centre for Philanthropy™
Le Centre canadien de philanthropie™

Manulife Financial

Canada



“Volunteerism has little to do with being a ‘do-gooder.’ It is about ... self-esteem and freely sharing one’s talent and wisdom; being valued, not paid; empowerment, growth and creativity; enhancing the community’s quality of life. It is also about having fun in the process.”

MICHAEL L. HADLEY, CENTRE
FOR STUDIES IN RELIGION
AND SOCIETY

Older Canadians A Growing Force

More than eight million Canadians were born between 1947 and 1966. Canada’s Baby Boomers make up one-third of our population and Boomers in their 50s form a large part of our maturing population. In 1996, 3.66 million Canadians were between the ages of 55 and 69. By 2006 there will be almost 5 million.

“I find more pleasure in life from volunteering and helping other people than I do from acquiring tangible things. Improving the conditions which we live by not only for ourselves, but for others, really is the key to personal fulfillment.” HERBERT SIMPOSN, 82

Canadians in the second half of their lives represent a growing force that is ripe with potential. With more Canadians

retiring earlier, post-work years are becoming almost as long as work years. As a result, many Canadians have discovered the fulfillment and satisfaction of volunteering after 50 years of age.

Volunteers: A Vital Force in Our Communities

It is hard to imagine our country without volunteers — the men and women who donate their time to Canada's 175,000 non-profit organizations each year. Volunteers are active in youth clubs, arts programs, helping newcomers settle into their communities, visiting elderly people, and providing aid and comfort in hospitals. Without these volunteers, Canadian communities would be very different.

Yet, only one in three Canadians volunteer. Even more startling, ***nearly 75 per cent of the total number of volunteered hours come from less than 10 per cent of all Canadians.*** Most of the volunteering is being done by a small percentage of the volunteer force.

There is plenty of opportunity for more people to volunteer. And what better time to donate some time than when you are no longer raising a family or earning a living?

PERCENTAGE OF CANADIANS WHO VOLUNTEER, BY AGE GROUP

45-54	35%
55-64	30%
65+	23%

Source: Canadian Centre
for Philanthropy, 2000

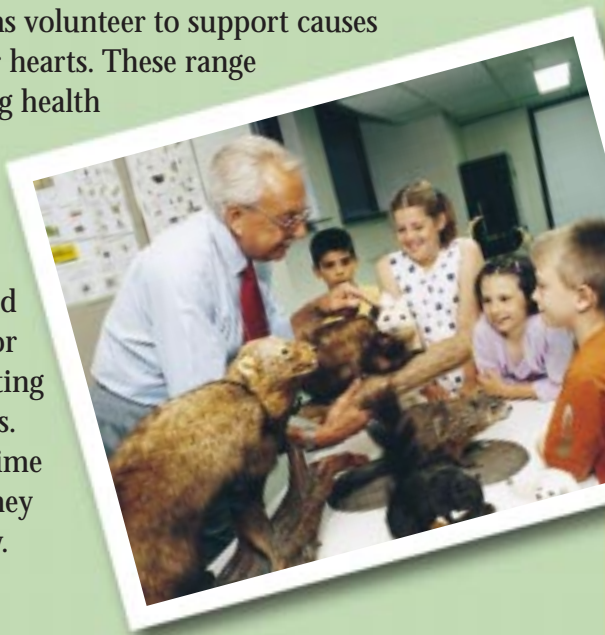




When You

GIVE A BOOST TO A CAUSE YOU BELIEVE IN

Canadians volunteer to support causes dear to their hearts. These range from supporting health charities seeking cures for disease, protecting our natural environment, helping young people get a good start in life, to caring for the elderly and supporting human rights initiatives. Many volunteers give time to organizations that they also support financially.



PUT A LIFETIME OF SKILLS AND EXPERIENCE TO GOOD USE

Three out of every four volunteers get involved to put their skills and experience to good use. These skills are as varied as the volunteers themselves, coming from all walks of life.

“One morning my dad fell and had a brain hemorrhage. He was in the hospital for a couple of months. I contacted the Head Injury Association. They sent me information about how brain injuries affect different parts of the brain and helped me understand how to interact with my dad. I thought I should give them something back because they did all that for me.”

KATHRYN SCHLOTZHAUER, 52

Volunteer, You...

GIVE BACK TO SOCIETY

Some people volunteer because they now have time to do what they want to do, rather than what they have to do. Some volunteer to share their good fortune while others give their time in gratitude for what they have received.

ENHANCE YOUR HEALTH AND WELL BEING

In a study commissioned by Volunteer Canada, Manulife Financial and Health Canada, Dr. Neena Chappell, Director of the Centre on Aging, University of Victoria, examined the links between volunteering and health. Dr. Chappell concluded, "People who give their time to a volunteer activity, especially if it involves helping others, are happier and healthier in their later years." In addition she suggests, "volunteering is a people-to-people business. A lot of benefit comes from being in touch with others and having an impact on their lives."

"When I retired, I thought it was time to start giving something to the community, which was something I hadn't had time to do before. I really enjoy dogs and have always supported the work of the SPCA. I thought that rather than giving dollars every year, I could give time." HUGH OLIVER, 65

"When I was diagnosed with breast cancer, I went to Breast Cancer Support Services. I was welcomed with open arms and a world of information. I came out a lot better than when I went in. When I decided not to go back to work, I also decided that if I could make one person feel the way I felt, then that's what I would do. Now I volunteer a half-day a week." JACKIE ESSELMONT, 56



Volunteering is a Great Way to:

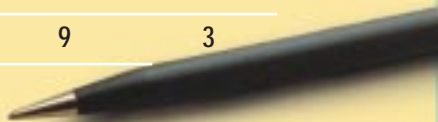
- Put free time to good use.
- Meet new people.
- Cultivate personal growth.
- Gain new experiences.
- Take on new challenges.
- Get a new perspective on your own problems.
- Feel good and build self-esteem.
- Fulfill the need to be needed.
- Take pride in sharing your knowledge and abilities.
- Keep your body active.
- Keep your mind active.
- Stay healthy.
- Have fun!



WHAT MOTIVATES OLDER VOLUNTEERS?

	45-54 years	55-64 years	65+ years
belief in the cause	97 (%)	98 (%)	97 (%)
to use skills/experience	76	75	71
personally affected	70	70	66
to explore own strengths	50	46	37
to fulfil religious obligations	32	40	49
friends volunteer	20	25	31
to improve job skills	12	9	3

Source: Canadian Centre for Philanthropy, 2000





What Do You Have to Give?

TIME

Television accounts for the largest share of the free time of individuals 60 years and older. In 1997, women 60 years and older averaged about 36 hours of TV a week, while men 60 years and over watched 32 hours a week.

Slightly less than a quarter of all Canadians 60 years and older volunteer — giving, on average, less than four hours a week. Imagine the difference if just one hour per week of TV viewing time was devoted to volunteering.

EXPERIENCE

Formal or informal, career experience or life experience — both are valuable. You can make a big impact within a charity or voluntary organization by sharing your experiences.

WISDOM AND PERSPECTIVE

You can't get through life without learning a few important lessons and gaining broader perspectives on the challenges in life. Wisdom and knowledge are valuable attributes that you can bring to your volunteer activities.



PATIENCE AND FREEDOM FROM DISTRACTION

After you have raised your family, or as you move towards retirement, you can choose to focus your attention on what interests you.

“Volunteering gives me satisfaction. Everybody does something for themselves and their own families. But if you have time to spare, you get happiness, satisfaction, and peace of mind by achieving something or doing something for someone else. I have also come to know more about the community.”

PREM SARIN,
70-PLUS

The First Step

The key to successful volunteering is to find an opportunity that will complement your lifestyle, suit your personality, and is of personal interest to you. As a first step to getting involved, ask yourself these questions:



WHAT DO YOU HOPE TO ACHIEVE FROM THE VOLUNTEER EXPERIENCE?

Is your main goal to give back to the community or is it to say thank you for help you have received from a specific organization? Do you want to meet new people, grow personally with new experiences, or use your skills and knowledge?

Volunteers get involved with different organizations for different reasons. A retired business leader serves on the board of a major charity to put her executive skills to good use. She also volunteers as a literacy tutor. Working one-on-one fulfills her desire to help people learn.



“You can get mixed up in your own trials and tribulations. Volunteering at the hospital is a constant reminder that your problems are nothing compared to what some people have to deal with.”

ANNE CHESSOR, 56



“I am the president of a Hospital Auxiliary. Since its inception, the auxiliary has donated \$2.25 million to the hospital. That’s impressive. It is the best job I’ve ever had. I’ve run my own business and I have done other things — but this beats everything.”

BARB GRAHAM, 49

NOT SURE WHERE TO FOCUS?

Let your personality and interests guide you.

Are you...	Consider...
People-oriented?	Friendly visiting with seniors.
A take-charge person?	Heading up a fundraising event.
A good teacher?	Being a mentor or literacy tutor.
A nature lover?	Reclaiming a wetland area.
Always on the move?	Delivering Meals on Wheels.
A sponge for knowledge?	Being a museum interpreter.
Bi- or multi-lingual?	Translating for newcomers to Canada.
Artistic?	Teaching arts or drama at a community centre.
A computer specialist?	Helping a charity get connected on-line.



WHAT CAUSES OR ISSUES MATTER TO YOU?

Which causes have attracted your financial support over the years? Organizations that have benefited from your charitable donations may be delighted to have you sign on as a volunteer.

What causes are close to your heart? Volunteers are often motivated by a desire to give back to the organizations that have helped them or someone they care about.

What would you like to change in your community? Do you want to shelter the homeless, feed the hungry, ensure a good start for children, keep the elderly connected?

A fulfilling volunteer experience is rooted in participating in a cause or organization that matters to you!

“We all owe part of our lives to the community. I volunteer because it is my way to give back to the community. I love sharing knowledge with children who are so keen to learn and the kids in the School Programmes at the Canadian Museum of Nature are kids who will be scientists one day.”

FRANK DYSON, 72



WHAT SKILLS, EXPERIENCE OR TALENTS DO YOU WANT TO SHARE?

Seventy-five per cent of volunteers are motivated by a desire to put their accumulated skills and experience to work for a good cause.

Do you have a business background? Charitable and non-profit organizations need people with a range of these skills to sit on boards, committees and task forces.

Do you have specialized skills or experience? Expertise in communications, teaching, coaching,

construction, gardening, art, computers, mechanics, theatre, etc. can be put to good use in organizations in your community.

Have you raised a family? If so, you have organizational, teaching, money management, and people skills that can benefit a wide range of organizations.

Can you take what you learned in your career and pass that knowledge along to others? For example, a former human resources professional can help young people, people new to the country or individuals seeking to enter the work force with resume writing and interviewing skills.

“When my wife and I took early retirement, we wondered what to do with our time. We both worked in the hospital environment and had a lot of patient contact, so we saw the need for volunteers. We find it rewarding to see that people we help really appreciate it. It reflects on how lucky we are. In a way we’re counting our blessings.”

ROBERT WONG, 60





IN WHAT AREAS DO YOU WANT TO STRETCH YOURSELF?

The desire to learn more about a specific cause or area, or to stretch oneself and learn new skills, is also a powerful motivation for volunteers.

Instead of volunteering to make use of your professional skills, consider finding a form of community service that taps the inner you. Do you love show business?

There are countless community theatre groups, local telethons, and performing troupes that welcome volunteer involvement.

Or, do you love animals? There are few paying jobs that provide lots of contact with animals.

But you can volunteer at an animal shelter to help care for unwanted pets or even provide them with a temporary home. Perhaps you have always wanted to take the lead on a project? Perhaps chairing a volunteer committee, coordinating a special event, or being a team leader of other volunteers is right for you.

Volunteering can lead to a second (or third or fourth) career. Experiment with volunteering and keep your talents youthful.

“One of the reasons why I wanted to volunteer at the museum was that I didn’t want to become a couch potato when I retired. I’m constantly in a learning mode. I just love to pick up information.”

EDWARD

WDOWIAK, 62





HOW MUCH TIME DO YOU HAVE TO GIVE?

In a recent national survey, lack of time was the number one reason people chose for not getting involved as a volunteer. The second reason was also time-related — unwillingness to make a year-round commitment. But these two barriers diminish as we mature.

Deciding how much time you have or want to give is an important factor to helping you choose the right volunteer opportunity. Most organizations looking for volunteers know this. Many offer short-term volunteer positions for those whose lifestyles will not accommodate a year-round commitment.



“I’m a professional engineer. When I heard about the Tetra Society, I wanted to get involved. We design and build items for people with disabilities that are not available commercially. The first thing I designed was a drinking cup for a 16-year-old girl who could only move her head half an inch or so.” PETER C. O’CALLAGHAN, 76

Getting Started as



Here are a few suggested ways to get started as a volunteer.

Try contacting:

ORGANIZATIONS YOU ALREADY KNOW AND HAVE AN INTEREST IN

If there is a specific organization that you want to get involved with, contact it directly and ask to speak with the manager of volunteer resources.

FRIENDS AND RELATIVES

If you have a friend or family member who is a volunteer, ask about their experiences. They may be delighted to recruit you to their cause, or may have some good suggestions for you.

“I got involved (as a volunteer) because I found that I had a lot of time on my hands and I was a little bored sitting at home. Volunteering makes me feel good and I’m helping people.”

JAN WILLOUGHBY, 56

YOUR LOCAL VOLUNTEER CENTRE

Contact your local volunteer centre. There are more than 200 volunteer centres across Canada. Volunteer centres collect information from organizations about their volunteer needs and help people identify agencies that have openings. Call **Volunteer Canada** at 1-800-670-0401 or visit **www.volunteer.ca** on the Web for the volunteer centre nearest you.

a Volunteer

THE INTERNET

It's no surprise that in our wired world you can go online to find volunteer opportunities.

Search for the organization or cause that interests you the most. Most charity Web sites have information on how you can volunteer. Or you can visit the ***Volunteer Opportunities Exchange*** at **www.voe-reb.org**. This volunteer matching system allows you to fill in a profile that includes your skills, interests and geographic location and will match you with agencies looking for volunteers that fit your profile. If you don't have Internet access, visit your local library, community centre or seniors' centre to get connected.

LOCAL NEWSPAPERS AND RADIO STATIONS

Most local media set aside space and time for public service announcements, including volunteer opportunities. Many volunteers have made their first contact with an agency as a result of reading or seeing something in these local calendars or bulletin boards.

“It is amazing what a volunteer can get into doing. In your private work world, you're pretty well on one track. When you get into volunteering, you can do all kinds of things. It is a very interesting world.”

MAIDA
DUNCAN,
VOLUNTEER
SINCE 1958

What to Expect

Volunteering today involves more than just stepping forward. Charities and non-profit organizations take much care in matching volunteers to positions. This professional approach is intended to ensure a positive experience for all concerned. When you approach a charity or non-profit organization as a prospective volunteer, you should expect to go through several steps. These include:

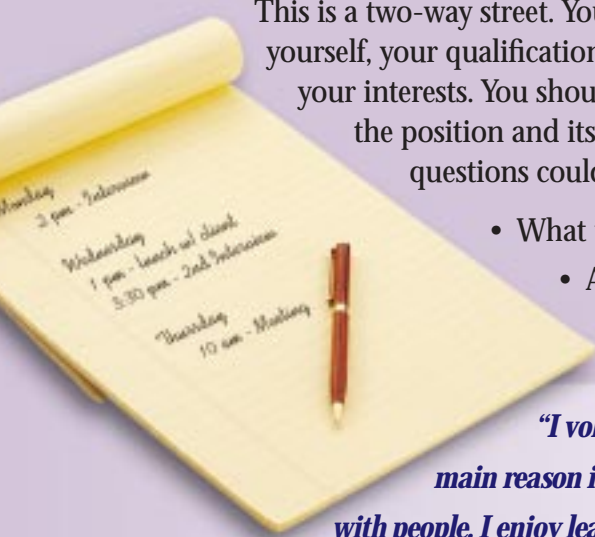
THE APPLICATION PROCESS

Completing a formal application gives the organization useful information about you, your skills and experience, and your interests. It will also help the organization's manager of volunteer resources at the agency understand how best to use your talents.

THE INTERVIEW

This is a two-way street. You will be asked about yourself, your qualifications and experience, and your interests. You should ask questions about the position and its responsibilities. Your questions could include:

- What will I be doing?
- Are there opportunities for variety in this position?



"I volunteer with refugees. The main reason is that I like to be involved with people. I enjoy learning from them. When you speak with refugees, they don't describe their history from the political point of view, they describe it from the heart and the soul. It also expands my knowledge and my skills." MANUEL GARCIA, 47



- How much time is involved?
- May I see the position description?
- What skills and abilities can I put to use?
- What are the opportunities to learn new skills and abilities?
- Who will supervise my work?
- What kind of feedback will I get on my activity?
- How many volunteers does the organization involve?
- How many volunteers will I be working with?
- Will I be reimbursed for out-of-pocket expenses?
- Will you do a background check on me? What does that involve?
- Is there any risk of being sued if I accept this position?
- What kind of training and orientation can I expect?

SCREENING

The interview process is part of the screening process. You can also expect to be asked for references and to have those references checked. Depending on the organization and the nature of the volunteer position you are seeking, you may undergo a police records check as well.

ORIENTATION AND TRAINING

Orientation and training ensure that you have a thorough understanding of the organization and of the program for which you are volunteering. They also ensure you have all the information and preparation you need to undertake your volunteer responsibilities. In some organizations, training is provided at regular intervals, which allows you to broaden and deepen your understanding of the specific area of activity that you have chosen.

Your Responsibilities and Rights as a Volunteer



IT IS YOUR RESPONSIBILITY

- To accept an assignment of your choice with only as much responsibility as you can handle.
- To respect confidences of your sponsoring organization and those of the recipients of your services.
- To fulfill your commitment or notify your supervisor early enough that a substitute can be found.
- To follow guidelines established by the organization.
- To decline work not acceptable to you; not let biases interfere with job performance.
- To use time wisely and not interfere with performance of others.
- To continue only as long as you can be useful.
- To stipulate limitations: what out-of-pocket costs you can afford, when it is convenient to receive calls from organization or recipient.
- To provide feedback, suggestions and recommendations to supervisor and staff if these might increase effectiveness of program.

IT IS YOUR RIGHT

- To be assigned a volunteer position that is worthwhile and challenging, with freedom to use existing skills or develop new ones.
- To be trusted with confidential information that will help you carry out your assignment.
- To be kept informed through newsletters, attendance at staff meetings, memoranda, etc., about what is going on in your organization.
- To receive orientation, training and supervision for the volunteer position you accept and to know why you are asked to do a particular job.
- To expect your time will not be wasted by lack of planning, coordination or cooperation within the organization.
- To know whether your work is effective and how it can be improved: to have a chance to increase understanding of yourself, others and your community.
- To be reimbursed for out-of-pocket costs, if it is the only way you can volunteer.
- To expect valid recommendation and encouragement from your supervisor.
- To be given appropriate recognition in the form of awards, certificate of achievement, etc., but even more important, recognition of your day-to-day contributions by other participants in the volunteering relationship.
- To ask for a new assignment within your organization.

“The staff at our shelter are very good, but they don’t have time to do much dog walking. As a volunteer dog walker, I give the dogs pleasure, which gives me pleasure. And walking is good for everyone. I like to walk. It is a conscious thing on my part. Taking care of yourself physically is very important.”

PATRICIA GRANT, 79



For Additional Information

For additional information on how to get involved as a volunteer, contact **Volunteer Canada** at **1-800-670-0401** or visit **www.volunteer.ca** to locate the volunteer centre nearest you.

For additional information about volunteering in Canada, visit **www.nsgvp.org** the official site for results from the **National Survey of Giving, Volunteering and Participating**

Volunteer Canada is the national leader promoting volunteerism in Canada. The goals of the organization are to promote quality volunteerism to strengthen communities and to develop capacity in the voluntary sector to engage citizens as volunteers.

Volunteer Canada is grateful to the Canadian Centre for Philanthropy, Manulife Financial and Health Canada for their support in the research and development of *Volunteering ... A Booming Trend*.

The Canadian Centre for Philanthropy is a national membership-based leadership organization dedicated to advancing the role and interests of the charitable sector for the benefit of Canadian communities.

Manulife Financial, a leading life insurance company in Canada, focuses its citizenship program — Looking Forward to the second half of life — on helping to prepare individuals for good health in their later years.

The United Nations declared 2001 International Year of Volunteers (IYV). Manulife Financial and the Government of Canada, a co-leader in the delivery of IYV 2001 initiatives, are proud to support *Volunteering ... A Booming Trend* as part of IYV 2001 in Canada.

Volunteering...

A Booming Trend

