



Volunteer Management
PROFESSIONALS OF CANADA
PROFSSIONNELS EN
gestion de bénévoles
DU CANADA

Volunteer Management Professionals of Canada

2015-2016



*Building Excellence in
Volunteer Management*

35th Annual Report



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Ce document est également disponible en français.

Mission

*VMPC advances and strengthens the profession of
Volunteer Resource Management.*

Vision

*Build and promote excellence in
volunteer management.*

Values

Citizenship

We are committed to Volunteerism as a positive force for responsible citizenship, social action, quality services, healthy communities and civil society. We believe that volunteerism makes our society more just, compassionate, and caring.

Accountability

We recognise that our roles involve multiple accountabilities to volunteers, our organization, clients, staff, and our profession. We believe that accountability is a key value in the pursuit of excellence.

Respect

Volunteer Management is grounded in a very strong belief in respect. We demonstrate our respect to volunteers, to our organization, to our clients, to the staff of the organization, to the community and to our profession.

Fairness

We must be guided by fairness in all our decisions and treat volunteers, clients, staff and colleagues in a fair and equitable manner.

Trust

In our dealings with volunteers, our organizations, clients, staff, and professional colleagues, we demonstrate our trustworthiness by our honesty, integrity, reliability, loyalty, ethical decision making and caring.



Message from the President

It takes a great team to build a great association. As I review the details of this report it is clear that the accomplishments recounted here are the result of extraordinary teamwork by VMPC's most essential assets— its people.

During the past year your board of directors undertook the task of developing a new strategic plan to guide our association for the next years. This planning exercise will be used to set priorities, focus energy and resources, strengthen operations, and ensure that we are all working toward common goals.

My term as president comes to an end with this report. It has been an absolute honor and pleasure to be part of the VMPC Board of directors. The dedication and passion of each board member has made this an experience I will cherish always.

I truly hope this report give you the opportunity to review your association's accomplishments during the past year and to see how far we have come as we complete our 35th year in operation.

Thank you for your continued support!

Respectfully submitted,

Charles Allain

2015-2016 Board of Directors

Executive Members



President

Charles Allain

Coordinator, Volunteer Services

Vitalité Health Network

Dr. Georges-L.-Dumont University Hospital Centre
Moncton, New Brunswick



Past President

Hélène Bourgaize

National Director of Chapter Relations and Human Resources

Canadian Hemophilia Society

Montréal, Québec



Vice President

Kathy Magee

Resigned February 29, 2016

Volunteer Specialist

City of Ottawa, Parks, Recreation and Cultural Services
Ottawa, Ontario



Treasurer

Bobby Hrehoruk

Senior Coordinator, Volunteer Engagement

Prostate Cancer Canada

Toronto, Ontario



Secretary

Linda Foster, CVA

Senior Manager, Volunteer Engagement

Heart & Stroke Foundation of Canada

Saskatoon, Saskatchewan



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2015-2016 Board of Directors

Committee Chairs



Advocacy & Professional Standards

Clare O'Kelly

Manager, Volunteer Resources
Burnaby Hospital - Fraser Health
Burnaby, British Colombia



Certification

Ruth Millard, CVA

Coordinator, Volunteer Services
CNIB Waterloo - Wellington
Waterloo, Ontario



Communications

Yvonne le Pair, CVA

Director of Volunteer Engagement
Northwoodcare Incorporated
Halifax, Nova Scotia



Information- Technology

Daria Skibington-Roffel, CVA

Executive Director
Alberta Debate and Speech Association
Calgary, Alberta



Membership Services

Leona Conrick, CVA

Volunteer Services Manager
Greenwood Military Family Resource Centre
Greenwood, Nova Scotia



Professional Development

Lee-Ann Scott, CVA

Director of Volunteer Programs
Ottawa Network of Education
Ottawa, Ontario

Special message from the Vice President

Read at the Annual General Meeting - May 26, 2016

Dear Colleagues,

It was with great sadness that I resigned as Vice President of VMPC in February. Due to my husband falling ill, I needed to focus on my family.

Being on the Board of VMPC has been such a rewarding experience and brought me such joy. My fellow board members are very dedicated and talented as well as being kind and caring people. I learned so much from their wealth of expertise and knowledge, as we worked alongside each other to support the VMPC Membership.

I have been rewarded with the many new learning's, new experiences and in making new friends from across Canada. This Board is a true working board and they are very dedicated in supporting all members in their very important roles as Managers of Volunteers.

I would like to thank each and every board and committee member for their ongoing support and dedication in the work we completed over the years and of course will continue to do, for their strength and determination in bringing support to the membership and for their camaraderie over the years. Thank you for allowing me the privilege of working alongside you.

Wishing you great success at the Conference this year and continued success in your future work!

Warmest Regards,

Kathy Magee



Highlights & Accomplishments

Professional Development

2015 National Conference

The National Conference is always a great opportunity for us to partner with an affiliate association, and 2015 was no different. The National conference was held in Edmonton Alberta and took the shape of a one day forum, hosted by Volunteer Management Group - Edmonton, offered in Conjunction with the Vitalize Voluntary Sector Provincial Conference. Approximately 100 people attended the Forum and then joined the 1000 delegates of the Vitalize Conference. It was a wonderful opportunity to network and learn together.



VMPC Board members met Jon Montgomery, Vitalize closing Keynote speaker, Olympic Gold Medalist and Host of The Amazing Race Canada.



VMPC President Charles Allain taking our First Official #Selfie with the 2015 National Forum Co-Chairs Donna Woodford and Heather Dunn-Kinsman

First Hybrid Conference & Live Streaming AGM

Thanks to the Generous Sponsorship of Better Impact, 2015 was the first-ever Hybrid Conference. For the first time our National Conference was simultaneously broadcasted to remote locations throughout the country. This unique opportunity was well appreciated by our members and a great learning opportunity as we continue to explore innovative ways in which to make professional development opportunities more accessible to our members.



Our first time Tweeting!

VMPC has had a presence on LinkedIn for two years and we took advantage of the National Forum to launch our Twitter Handle... our next step into social media began with some pretty intense tweeting competitions!



@VMPC_Canada



PD Resources updated

During the Past year the Professional Development section of vmpc.ca was updated and now includes new professional development resources. There has also been the addition of a template for developing a Business case for attending that national conference. Several members have already benefited from the use of this resource.

Robitaille Endowment Fund

The Robitaille Endowment Fund was established to provide financial support to VMPC affiliate associations and VMPC members to assist them with providing training sessions, seminars or workshops related to volunteer management. We were pleased to award two Robitaille grants during the past year.

Advocacy & Professional Standards

2015 National Membership Survey Results

Results of the Member Survey completed in May 2015 were compiled in an infographic, released to members and made available on the VMPC website on IVMD (November 5th). The survey results were instrumental in the Board's strategic planning session held in November 2015.

International Volunteer Managers Day (IVMD)

The Advocacy Committee encouraged members to celebrated IVMD. We also partnered with the International Organizers of IVMD to develop a French version of the official Logo and promotional Material, thus increasing use and facilitating the promotion of IVMD within the country.



LinkedIn Support

We encouraged Volunteer Management professionals in Canada to get together with our global peers to encourage LinkedIn to allow recommendations to be made for volunteer experience on people's profiles. We are always looking for meaningful ways to acknowledge and appreciate the impact made by volunteers we work with. While many organizations already do letters of recommendation for volunteers, this change would offer a convenient, trackable and modern way of recognizing volunteers. Thank you to everyone who participated in the discussion, which is still ongoing and a very special Thank You to VMPC member, Erin Spink, for leading this initiative.

Employment Resources & Code of Ethics

During the past year, 7 career postings were submitted to the VMPC website.

The Employer Resources on the VMPC website were completely revised and peer reviewed. The documents include: Position Profiles for Volunteer Management Professionals, Position Description Template for Volunteer Management Professionals, Skills, Knowledge and Abilities for the Volunteer Management Professional, Interview Guide for Hiring a Volunteer Management Professional and Salary Classification Considerations for Volunteer Management Professionals. Thank you to the Committee members and peer reviewers who assisted in this project. The Code of Ethics, also residing on the website, was reviewed and a revised version was developed.



Certification

Promotion of CVA certification

We are very proud to continue our partnership with the *Council for Certification in Volunteer Administration* and lead the promotion of CVA certification in Canada.

During the past year we saw 34 new CVAs awarded in Canada, this is a 32% increase

- 12 candidates still in the old process, still working on the Portfolio component
- 15 applications received for fall 2016 testing window already
- 30% of the spring 2016 test takers were Canadian (23 out of 75 total test takers)

Updates and changes with the certification process

The CVA certification window expanded to twice per year (rather than one) and the portfolio requirement has been eliminated. Those currently enrolled in the old process will finish under the old process. We also very pleased that Welcome and Congratulatory letters from VMPC are now included in the CCVA package mailing.

Study Group

Our Facebook Candidate study group has been the principal support for Canadian candidates pursuing certification. Many thanks to Angie Boehm, CVA, who diligently coordinates this initiative as part of our Certification committee.

Partnerships

National Partnerships

We are proud to continue to work closely with the following organizations:

- Volunteer Canada
- Community Foundations of Canada – who we are currently discussing the next steps for our National Occupational Standards
- DoingGood.ca - an online recognition store that offers a discount exclusive to VMPC members.
- Council for Certification in Volunteer Administration the governing body for the international CVA certification.



Action Research Project

We partnered with member Charlene Dishaw, CVA to allow VMPC to be the subject of her Master's thesis at the Royal Roads University. This action research project has the objective to answer one main question: *How can the board of the Volunteer Management Professionals of Canada increase involvement with volunteer management professionals across the country?*

Thanks to Charlene's research, her findings were able to validate and support the work the board was doing with our new strategic priorities. Her findings will also be instrumental in the development of action items that will be incorporated in our strategic plan. Thank you to the many members who participated in the survey and focus groups. And thank you to Charlene for giving us the unique and wonderful opportunity!

Affiliate Partners

VMPC is very fortunate to count on our continued collaboration with 10 affiliate partners. These professional associations, whose mandates vary from Regional to Provincial, are an amazing network of colleagues from throughout the country. We hope these affiliations will continue to be mutually beneficial!

Administrators of Volunteer Resources BC (AVRBC)

Association des gestionnaires de ressources bénévoles du Québec (AGRBQ)

Association of Volunteer Management Professionals of Nova Scotia (VMPNS)

Administrators of Volunteer Resources – Saskatchewan (AVRSK)

Community Council on Volunteerism – Montréal (CCV)

Manitoba Association for Volunteer Administration (MAVA)

Volunteer Management Professionals of New Brunswick (VMPNB)

PAVRO – Professional Association of Volunteer Leaders- Ontario

Volunteer Management Group Edmonton (VMG-E)

Westman Association of Volunteer Administrators (WAVA)



Strategic Planning

Much time was spent thinking about the future directions of our association. The VMPC Board met for an extraordinary meeting in Toronto in November 2015 and obtained the Services of Debra Pickfield , from ThinkSpot who facilitated a guided Strategic Planning Session by using the unique approach of the Simplicity Thinking System. With this model participants can engage in uninhibited thinking that explores possibilities on the premise of “how might we” do something. The first stage is to identify facts from all board members regarding the Fuzzy Situation decided by the group. After diverging and creating a number of facts, the Board members converged on the key facts identified as to being the most important.

And yes, we did use Lego! We can assure that it’s not just for kids. It was in fact an exceptionally effective tool at creating alignment between people. And the photo below is in fact our Lego Model of our Strategic Plan.



After much deliberation and discussion the following four strategic priorities were selected:

- Diversify and Increase Membership
- National Voice for the Profession
- Meaningful Training Opportunities
- Multi-Faceted Communications Strategy

The Board also reviewed the association’s Mission, Vision and Values. Our new vision statement and our renewed commitment to our existing mission and values were presented on page 2 of this report.

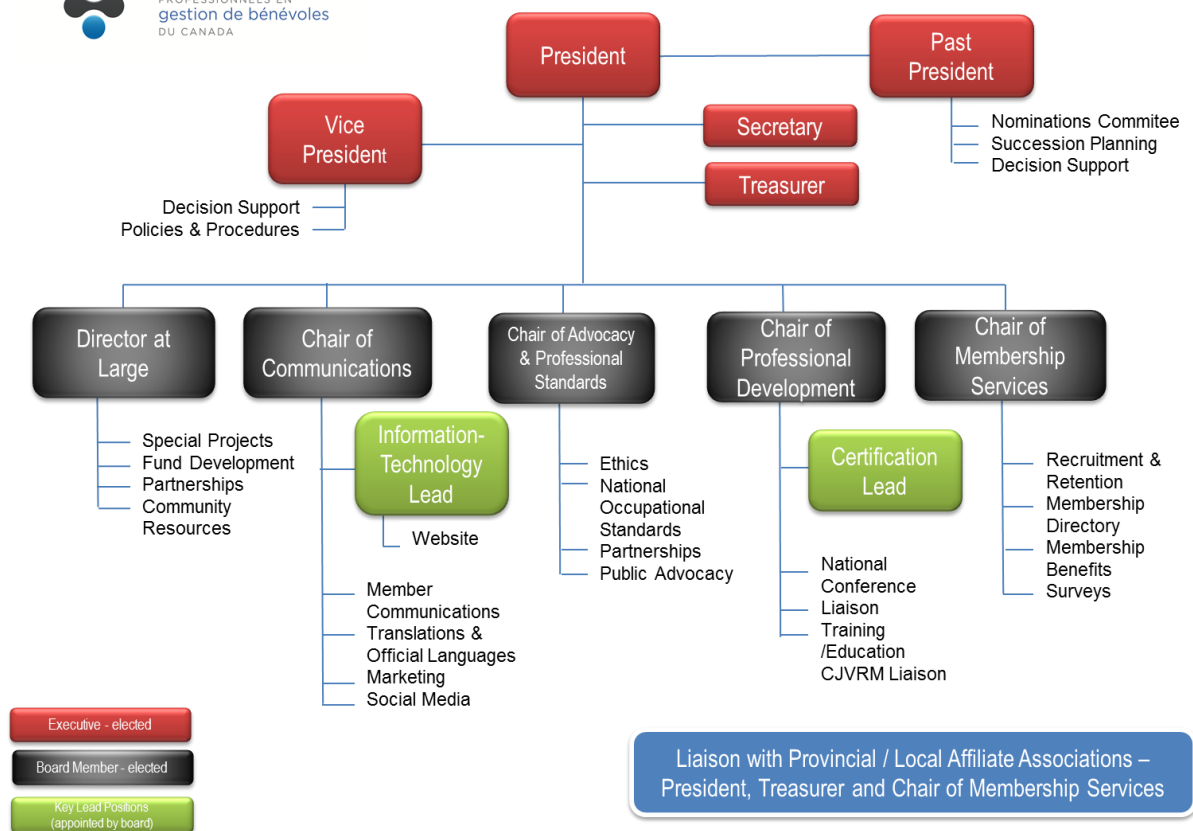
Board Structure

The strategic planning exercise was an excellent opportunity to review our board structure. A Director at Large has been added as a permanent Board Position with an assigned portfolio that can vary as needed. The current objective is to have this person be the Fund Development Lead, as well as coordinate partnerships and community resources. The Information Technology and Certification Chair Positions become non-Board positions, reporting as part of the Communications and Professional Development portfolios. Both of these positions remain essential key leaders and experts for their portfolio. This change was to ensure additional resources and a strong leadership to both the Communications and PD portfolios that will have essential roles within our new strategic priorities.



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Organizational Structure 2016-2017





Membership

March 31, 2016

PROVINCE	AFFILIATE GROUP	AFFILIATE MEMBERS	DIRECT MEMBERS	TOTAL 2016	TOTAL 2015
AB	Volunteer Management Group – Edmonton	28	14	42	49
BC	Administrators of Volunteer Resources – BC	74	4	78	77
MB	Manitoba Association for Volunteer Administration	33	1	35	38
	Westman Association of Volunteer Administrators	1			
NB	New Brunswick Directors of Volunteers in HealthCare	13	-	13	15
NL	-	-	0	0	1
PE	-	-	1	1	1
NS	Volunteer Management Professionals of Nova Scotia	24	2	26	24
ON	PAVRO	90	12	102	111
QC	AGRBQ – Association des gestionnaires de ressources bénévoles du Québec	12	2	33	38
	Community Council of Volunteerism - Montréal	19			
SK	Administrators of Volunteer Resources – Saskatchewan	30	-	30	43
TOTAL				360	397

Financial Report

The financial report for the 2015-2016 year was compiled by Stephanie Wilson, Certified General Accountant of Toronto, Ontario. A complete copy of the review is posted separately on www.vmpc.ca

Thank You

In addition to the Board of Directors and our Affiliates, VMPC is fortunate to have an amazing group of dedicated volunteers who sit on committees or offer their professional services to the organization.

Our work would not be possible without these very special individuals.

Our Volunteers

Advocacy and Professional Standards Committee

Clare O'Kelly, Chair	Deborah McTaggart-Baird	Maggie Mullins
Michele Wilson	Mary Travaglini	Adriane Beaudry
Erin Spink	Lola Dubé-Quibell	Dawn Barr

Certification Committee

Ruth Millard, CVA – Chair	Angie Boehm, CVA
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2015 National Conference Committee

Donna Woodford, Co-Chair	Heather Dunn-Kinsman, Co-Chair
Teresa Lucier	Lee-Ann Scott

Employment Package Peer Reviewers

Debbie Kennedy	Sharon Frizell	Kathy Harrison
Suzie Matenchuk	Adriane Beaudry	Dawn Barr

Communications, Translation and Graphic Design

Normand Latulippe	Joyce Argall	Brittany Janes
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Financial Compilation

Stephanie Wilson



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2015-2016 VMPC Board of Directors

Thank You!