



Nova Scotia Canada Volunteerism Initiative Report on  
Community Round Table Discussions

# TALKING WITH VOLUNTEERS... RECOMMENDATIONS FOR GOVERNMENT ACTION

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Nova Scotia CVI Co-hosts



**NOVA SCOTIA CVI NETWORK**

[nscvi@chebucto.ns.ca](mailto:nscvi@chebucto.ns.ca)

[www.novascotianetwork.org](http://www.novascotianetwork.org)

1-888-777-1255

Also available in French, please contact 1-888-777-1255

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**Canada**

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## BACKGROUND

The Canada Volunteerism Initiative (CVI) is a five-year federal initiative introduced in 2001 to:

- Encourage Canadians to participate in voluntary organizations;
- Improve the capacity of organizations to benefit from the contribution of volunteers; and,
- Enhance the experience of volunteering.

In November 2002, the delivery mechanism for CVI was expanded to include Provincial/Territorial Networks, which were to operate under the auspices of an existing organization. The Co – Hosts for the Nova Scotia CVI Network are Recreation Nova Scotia and Community Links. Each Network has the authority to develop its own priorities and strategies in support of the overall national objectives. Based on the feedback and priorities of volunteers throughout the province, the Nova Scotia CVI Network focused its attention on those issues which will enhance the ‘environment’ in which volunteers and volunteer organizations deliver their services.

Since its’ inception (2003) the Nova Scotia CVI Network has been working in collaboration with volunteers, non-profit organizations and regional initiatives to support the efforts of Nova Scotia’s grass-root volunteers. As CVI representatives talked to volunteers throughout the province, there have been many issues raised. However, volunteers have consistently expressed an interest in strengthening the partnership with the provincial government. There is a clear consensus that a better working relationship with all government departments should exist.

In the fall of 2005, a Discussion Document<sup>1</sup> focusing on the priority challenges facing volunteers was written. This document was based on strategic planning sessions, as well as formal and informal communications CVI had with volunteers. The Discussion Document was circulated and a consultation process conducted throughout October and November 2005. The primary purpose was to identify Nova Scotian volunteers’ key messages and priority actions to present to the provincial government.

The NS CVI Network contracted Linda Atkinson to facilitate round table discussions in English communities. A similar initiative was conducted in French-dominant communities by Nathalie Poirier, Nova Scotia CVI Network Outreach Coordinator. This document reports on the combined findings and recommendations (Table 2), which emerged from the discussions.

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<sup>1</sup> Appendix A: NS CVI Discussion Document

## CONSULTATION SUMMARY FINDINGS

Round table discussions were conducted in seven English and three French communities with a total of 107 participants. Three clear priority issues emerged – **Financial Support, Collaboration and Communication, and Access to Affordable Insurance.**

**Financial Support:** A couple of overriding issues emerged in this category that should be of interest to government. Firstly, volunteers believe government is deriving real and significant benefit from the activities of volunteers, particularly in the public and social service sectors. To continue to enjoy the benefits, which accrue from their substantial efforts, government must see volunteers as a *resource* in which appropriate and strategic investments are required. The ability of the volunteer corps to renew itself is shrinking due to numerous factors, and government is in danger of losing the resource.

Secondly, there is a widely held view among volunteers that government is dismissive and disrespectful of the volunteers that drive the systems from which government is accruing benefit. Volunteers feel undervalued by government's lack of attention to the issues and realities of volunteerism.

Government's implementation of the following actions would begin to address the need for investment and recognition:

1. assurance of annual core funding;
2. assuring government accountability measures make sense in the community context;
3. assisting with out of pocket and recurring expenses incurred by volunteers; and,
4. development and application of 'codes of good practice on funding'.

**Communication and Collaboration:** Similar to the above, some volunteers felt that government was benefiting to a greater degree than they themselves were and they would like to see government become a better partner. Secondly, volunteers feel there is a role for government to play in collaboration between volunteers, and within the sector. Suggestions for action included:

1. the provision of Volunteer Resource Centres (physical and virtual);
2. hosting multi service volunteer round tables to encourage the sharing of information and collaboration between Department and service organizations;
3. development of an Accord between Provincial Government and volunteer community; and
4. establishment of Provincial Volunteer Advisory Council (or similar structure) to represent and support volunteers.

**Volunteerism and Insurance:** The real crux of the matter is that people simply do not understand what they need in terms of insurance, why they need it and why current costs are so high. They asked in many different ways for government to show leadership in helping them wade through this complex issue with training, education and some means of making insurance accessible and affordable again.

Suggested short and long-term government actions include

1. providing insurance information written in layperson's terms;
2. clarifying the *Provincial Volunteer Protection Act*;
3. mandating insurers to cover non profit organizations; and,
4. exploring the feasibility of a provincially operated insurance program for the non profit and charitable sector.

Overall, the majority of recommendations supported those identified in the Atlantic Task Force on Insurance Availability and Affordability (Nov. 2005)

Seven other issues were identified<sup>2</sup>, but did not garner the same level of discussion as the three priority issues.

## **PROCESS**

Seven round tables discussions were held in English communities and three in French dominant communities. A meeting template was used to assure consistency in formatting and ease of reporting. The NS CVI Discussion Document was reviewed at each meeting and comments in support of, complementary or in addition to were collected. There was no disagreement whatsoever with the Discussion Paper.

The consultation process used by NS CVI Network resulted in the identification of key messages and recommended actions for government. (Table 2)

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<sup>2</sup> Appendix B: Additional Issues Identified by Participants

## ROUNDTABLE MEETING LOCATIONS AND PARTICIPANTS

The Roundtable Discussions were attended by 107 people. Seventeen (17) participated from the francophone communities.<sup>3</sup>

**Table 1**

DATE	TIME	LOCATION
Wednesday, Oct. 26	6:30 – 8:30 pm	Shelburne Christ Church Hall, Anne Street
Tuesday, Nov. 1	9:30 – 11:30 am	Dartmouth NS Cancer Society 73 Tacoma Drive, Suite 805
Tuesday, Nov. 15	5:00 – 7:00 pm	Stellarton Nova Scotia Community College, 39 Acadia Avenue
Saturday, Nov. 19	11:30 – 12:30 am	Bridgewater Bridgewater High School, 100 York Street
Monday, Nov. 21	7:00 – 9:00 pm	Cornwallis Cornwallis Community Hall, Cornwallis Park
Tuesday, Nov. 22	6:30 – 8:30 pm	Amherst Amherst Regional Hospital, Board Room
Tuesday, Nov. 22	7:00 – 9:00 pm	Dartmouth Conference Room, Carrefour du Grand-Havre (Bilingual)
Thursday, Nov. 24	7:00 - 9:00 pm	Clare Region, Meteghan River École secondaire de Clare, Cafeteria (Bilingual)
Monday, Nov. 28	7:00 – 9:00 pm	Sydney St. George Church Hall, Nepean Street
Tuesday, Nov. 29	7:00 – 9:00 pm	Cheticamp NDA School, Main Street (Bilingual)

<sup>3</sup> Appendix C: List of Roundtable Participants

**Table 2: Recommendations for Government Action<sup>4</sup>***Source: Based on discussions and consultations hosted by NSCVI Network*

CHALLENGE	IMPACTS AND KEY MESSAGES	RECOMMENDED ACTION	
		SHORT TERM (6 – 12 mo.)	LONG TERM (1 – 3 Years)
<b>FINANCIAL RESOURCES</b>	<p>Volunteers are a valuable resource to government. Appropriate investment must be made to protect and support volunteer resources.</p> <p>There is a perception that government undervalues the work of volunteers.</p> <p>There is an inequity between time spent finding/administering resources and delivering programs.</p> <p>Out of pocket expenses related to volunteer activities are becoming excessive.</p> <p>If the situation is not corrected, government will be dealing with the impact in the form of increasing health, justice and community services costs.</p>	<p>Government assumes expense for, or compensates, specific volunteer expenses (ie. Screening process/record checks)</p> <p>Program accountability/reporting processes are streamlined and target results rather than activities</p> <p>Promote government funding programs in a more timely and efficient manner.</p>	<p>Development and application of Codes of Good Practice on Funding (eg. Code of Good Practice on Funding 2001 <a href="http://www.vsi-isbc.ca/eng/funding/funding_code.cfm">http://www.vsi-isbc.ca/eng/funding/funding_code.cfm</a>)</p> <p>Support of physical and/or virtual resource centres to help volunteers find, secure information and resources.</p> <p>Incentive initiatives to encourage private and corporate donations to volunteer organizations (taxes, government matching commitment etc.)</p> <p>Financial Support Strategy which address tax incentives, expense compensation etc.</p> <p>Establish a fund to support certification/training required to deliver services (ie. Food Handling course, palliative care training, Literacy training, coaching certification)</p> <p>Re-establish core funding for organizations providing critical services.</p>
<b>COLLABORATION AND COMMUNICATION</b>	<p>Human and financial resources are being wasted through duplication of effort or repetition of failure.</p> <p>Government policy or process must consider impact on volunteers to ensure they are not counterproductive to the successful delivery of services/programs.</p> <p>There is a perception that government undervalues work of volunteers.</p>	<p>Establish a Roundtable with representations from Government and NSCVI to review and implement recommendations.</p> <p>Introduce protocol for Government Departments to report back to volunteer community.</p> <p>Undertake an interdepartmental survey to determine volunteer related initiatives within government</p> <p>Develop an inventory of Department services/programs, which are dependent upon volunteers for delivery (eg. Saskatchewan model)</p>	<p>Develop an Accord between provincial government and volunteer community (eg. Federal Accord 2001): <a href="http://www.vsi-isbc.ca/eng/relationship/update_dec.cfm">http://www.vsi-isbc.ca/eng/relationship/update_dec.cfm</a>)</p> <p>Support of physical and/or virtual resource centers to help volunteers find, secure information and resources.</p> <p>Establishment of Interdepartmental Volunteer Advisory Council (or appropriate body) to support volunteers through bureaucratic/political processes.</p> <p>Develop a policy for reimbursing volunteer expenses related directly to the delivery of provincial services/programs.</p>

<sup>4</sup> Appendix D: Progress Report

CHALLENGE	IMPACTS AND KEY MESSAGES	RECOMMENDED ACTION	
		SHORT TERM (6 – 12 mo.)	LONG TERM (1 – 3 Years)
COLLABORATION AND COMMUNICATION(Cont)	<p>Societal and economic trends limit the amount of time individuals can volunteer. Volunteer resources must be used effectively and efficiently or people will stop volunteering.</p> <p>The volunteer Community can be an entry point for government into community, which can be a benefit to government.</p>	<p>Introduce a Provincial <i>Declaration of Commitment to Volunteerism</i> (eg. NWT Declaration <a href="http://www.volunteernwt.ca/home/docs/2005%20GNWT%20Declaration.pdf">http://www.volunteernwt.ca/home/docs/2005%20GNWT%20Declaration.pdf</a>)</p> <p>Throughout the implementation of the Community Development Policy incorporate the guiding principal addressing  <b>"Volunteerism:</b> Community Development values, respects, nurtures and encourages volunteerism."</p> <p>Hosting multi service volunteer round tables to encourage sharing of information and encourage collaboration (ie. Community Services, NSHP, Health Departments)</p> <p>Support for NS CVI Network</p> <p>Expansion of Registry of Joint Stocks database to include sorting of volunteer organizations by Municipality and sector.</p>	<p>Establishment of an entity within government to act as access point and champion for volunteer perspectives within government processes</p>
VOLUNTEERISM AND INSURANCE	<p>Excessive resources (human and financial) are depleted on insurance issues rather than delivering services and programs.</p> <p>Insurance challenges are a significant threat to the reduction and/or elimination of community services and programs.</p> <p>Individuals are reluctant to volunteer as a result of real/perceived concerns regarding risk; and the time dedicated to insurance issues.</p>	<p>Implement short term recommendations of the Atlantic Task Force on Insurance Availability and Affordability</p>	<p>Implement all recommendations of the Atlantic Task Force on Insurance Availability and Affordability</p> <p>Investigate creation of affordable and accessible insurance program option for not for profit organizations.</p>



## **APPENDICES**

## APPENDIX A

# NOVA SCOTIA CANADA VOLUNTEERISM INITIATIVE (CVI) COMMUNITY ROUNDTABLES OCTOBER – NOVEMBER 2005

## DISCUSSION PAPER

### PURPOSE OF COMMUNITY CONSULTATIONS

The primary objectives of the Canada Volunteerism Initiative (CVI) are to:

- Encourage Canadians to participate in voluntary organizations;
- Improve the capacity of organizations to benefit from the contribution of volunteers; and,
- Enhance the experience of volunteering.

The Nova Scotia CVI Network, co-hosted by Recreation Nova Scotia and Community Links, was established in April 2003 and since this time has been working in collaboration with volunteers, volunteer organizations and regional volunteer initiatives to support the efforts of Nova Scotia's grass-root volunteers.

Each provincial/territorial Network has the authority to develop its own priorities and strategies in support of the overall national objectives. As Nova Scotia CVI representatives talk to volunteers, volunteer organizations and initiatives throughout the province there have been many issues raised. As a Provincial Network we have focused our attention on those issues which will enhance the 'environment' in which volunteers and volunteer organizations deliver their services.

Volunteers have consistently expressed an interest in strengthening the partnership with the provincial government. There is a clear consensus that a better working relationship with all government departments should exist. However, there is a wide range of opinions regarding the priority issues government should address; the type of mechanism (structure) to best support this partnership; and the amount of involvement government should have in volunteer lead activities.

**The primary purpose of the Nova Scotia CVI Community consultation process is to identify common interests of Nova Scotia's volunteers and develop key messages and priority actions to present to the provincial government.**

The following topics represent issues that are commonly raised.... THERE ARE OTHERS. We invite you to consider the following topics. However, we also invite you to bring forward other points of interests.

## TOPIC I: VOLUNTEERS AND GOVERNMENT ENGAGEMENT

### BACKGROUND:

Volunteers and volunteer organizations are an essential part of the planning and delivery of most community based services and programs: *wellness and healthcare, economic development, education, youth, social, and safety & emergency services etc.* One would not be overstating the importance of volunteerism by saying every family AND every Provincial Department benefits in some way, every day, from the contributions of a Nova Scotian volunteer.

Trends in relation to demographics, economics, government accountability processes, litigation environment and social structures are changing the landscape of volunteerism. These, and other trends are having a detrimental impact on the level of volunteer participation and the degree of satisfaction experienced by volunteers.

Many volunteers feel the provincial government needs to be more proactive in its effort to SUPPORT and PARTNER with the volunteer community and address the challenges and opportunities currently influencing volunteer activities. The Province should be more effective in integrating volunteer issues in the government's business planning process.

## CURRENT STATUS

- Nova Scotia's Community Development Policy (approved Dec. 2004) is committed to 11 guiding principles including:
  - **"Volunteerism:** Community Development values, respects, nurtures and encourages volunteerism."
- Individual Provincial Departments have expressed interest in, or introduced strategies to support volunteers supporting their Department's particular mandate.
- Across Canada, the level of support provided to volunteers by each provincial/territorial government varies significantly. This support ranges from informal statements of valuing volunteerism to formal responsibility assigned to a Department.
- In Nova Scotia, there is currently no Minister, Department, Committee or individual civil servant assigned with the overall responsibility of supporting volunteers or representing their challenges, opportunities and perspectives.
- In December 2001, the Voluntary Sector and the Government of Canada signed an Accord to strengthen the ability of both the sector and federal government to better serve Canadians. The Accord is not a legal document but guides the evolution of the relationship between the Sector and Government of Canada.

## TOPIC II: VOLUNTEERISM AND INSURANCE

### BACKGROUND

Over the past 20 years volunteer organizations have become increasingly aware of liability issues and risk management strategies. Communities, and all levels of government, have tasked volunteers with the responsibility of managing essential community facilities and delivering emergency services, healthcare, economic development, educational, and social programs. However, as a result of global politics and trends related to the international insurance industry the existence of many community based organizations is threatened by their inability to acquire appropriate insurance coverage. In many cases, the inability to access affordable insurance has resulted in a reduction or elimination of services and programs.

### CURRENT STATUS

- Volunteers throughout the Province effectively presented their experiences and concerns to the NS Insurance Review Board during the 2004 Public Hearings and successfully raised awareness of the impact of insurance on the volunteer community.
- Within the Provincial Government the Department of Transportation is responsible for risk management and has taken the lead on the insurance discussion.

- In May 2005, the Department of Transportation introduced a pilot program to provide insurance coverage to the provincial trail system and the not for profit organizations which manage these facilities.
- The Insurance Bureau of Canada has established an Atlantic Round Table upon which the volunteer community is represented.
- Nova Scotia Volunteer Protection Act exists but has never been tested in court.

### **TOPIC III: STRENGTHENING VOLUNTEERISM THROUGH COLLABORATION AND COMMUNICATION**

#### **BACKGROUND:**

Nova Scotia can take pride in the level and caliber of volunteerism in this province. We lead the nation in the rate of volunteerism, innovative approaches to volunteer training, and willingness to network and collaborate to achieve common objectives.

However, as a wide range of social, economic and political trends impact volunteer activities, it will become increasingly important for appropriate structures to be in place to support volunteers throughout the province. Volunteers need easy access to information regarding training, opportunities and resources; an opportunity for provincial issues to be considered and addressed in a collaborative manner; and for volunteers and volunteer organizations to be supported in their search for appropriate matches.

Throughout the province volunteers and not for profit organizations are expressing a need for a sustainable provincial volunteer support network or centre (virtual or fixed) to support volunteers.

#### **CURRENT STATUS**

- There are currently seven provinces/territories with provincial organizations addressing volunteer issues; Nova Scotia does not have such an organization.
- The Volunteer Resource Centre in Sydney is the only volunteer resource centre operating in Nova Scotia; and is 1 of 200 centres in Canada.
- Rural Volunteer Coalitions have been established in 5 regions of the province and have objectives/activities based on the interests/needs of the local volunteer community.
- There are currently two excellent initiatives developing in Halifax & Cape Breton to represent and support the voluntary sector in those respective regions.
- The CVI Network has developed a website which has become a key link in connecting volunteers, the challenges and opportunities
- The CVI Network's current mandate ends in June 2007 (confirmation pending); continuation is dependent upon renewal of the federal program

### **TOPIC IV: FINANCIAL RESOURCES**

#### **BACKGROUND:**

In the 1990's a shift from 'core funding' to 'project funding' resulted in a reduction of security for organizations but also impacted their ability to initiate and implement long term strategic plans. The insistence that funding applications respond to the priorities of the funding

departments rather than the strategic directions of community based organizations has eroded the very foundations on which many organizations pride themselves.

Not for profit groups, by virtue of their incorporation and membership structures, are among the most accountable structures in Canadian society. However, government's recent preoccupation with accountability is placing tremendous pressure on volunteer and staff resources already stretched to the limits.

The organizations most impacted by these changes are the small, community based organizations, which have neither the financial nor human resources to respond to the increasing demands of their government funding partners. Many organizations are simply abandoning these traditional partnerships, allowing services to be reduced or eliminated.

### **CURRENT STATUS:**

1. The Federal Accord details a Funding Code of Good Practices, which suggests the roles and respective responsibilities of the Federal Departments and volunteer organizations.
2. The BIG are getting BIGGER and SMALL getting SMALLER.

## APPENDIX B: ISSUES IDENTIFIED BY PARTICIPANTS

The issues in order of priority are as follows:

ISSUE	VALUE APPLIED TO ISSUE BY PARTICIPANTS
Financial	21
Collaboration and Communication	13
Insurance	10
Focus on Young People	3
Volunteers & Government Engagement*	3
Government Leading by Example	2
Recruitment & Retention	1
Volunteer Training	1
The Changing Face of Volunteerism	1
Government Promotion of Volunteerism	1

\* *Volunteers and Government Engagement* fell under discussions related to Collaboration and Communication

## APPENDIX C: LIST OF PARTICIPANTS ATTENDING NS CVI VOLUNTEER ROUNDTABLE DISCUSSIONS

NAME	LOCATION
Al Videto	Shelburne
Alex Fage	Amherst
Alicia Lamey	Sydney
Angus MacIntyre	Sydney
Anne Isherwood	Stellarton
Anne Keith	Bridgewater
Anne Perigo	Stellarton
Barb Allen	Dartmouth
Beckie Guest	Bridgewater
Becky Wentzell	Bridgewater
Bernie LaRusic	Sydney
Beth Smith	Amherst
Bev Newell	Shelburne
Bob Whitman	Stellarton
Brenda Keddy	Bridgewater
Brenda Oikle	Shelburne
Bruce Raymond	Bridgewater
Bud Brown	Stellarton
Charlene Tuttle	Amherst
Cherry Cavill	Dartmouth
Chris Judge	Dartmouth
Christina Horyl	Sydney
Christine Gordon	Bridgewater
Christine Hulburt	Bridgewater
Christine MacKenzie	Stellarton
Cindy Embree	Shelburne
Claire MacLean	Sydney
Claude Renaud	Dartmouth
Claudette Gaudet	Cheticamp
Dave Ervin	Sydney
David Jodrie	Bridgewater
Dawn Elliott	Bridgewater
Debra Ryan	Cornwallis
Diane Poirier	Cheticamp
Dodie Goodwin	Stellarton
Douglas Moore	Cornwallis
Elaine Thimot	Clare
Elizabeth Dunham	Bridgewater
Eveline Muisé	Cheticamp
Frances Scott	Shelburne
Fred MacDonald	Shelburne
Grace Speth	Bridgewater
Hub MacDonald	Bridgewater
Ida LeLievre	Cheticamp
Ina Amirault	Dartmouth
Ivy Verhoeckx	Cornwallis
Jane Lawrence	Bridgewater
Jane Rafuse	Bridgewater
Jean Covert	Bridgewater
Jeanette Arsenault	Sydney
Jeannie Eisnor	Bridgewater

Jerry Locke	Shelburne
John Danch	Sydney
John MacKenney	Shelburne
Karen Ryage	Bridgewater
Kate Turner	Shelburne
Kathryn Herbert	Dartmouth
Kendra Power	Bridgewater
Kent Corbett	Stellarton
Leandre LeBlanc	Cheticamp
Lillian Stewart	Cornwallis
Linda Watters	Stellarton
Lisa Bowers	Bridgewater
Lisette Cormier	Cheticamp
Marcia Sweeney	Bridgewater
Margaret Fraser	Dartmouth
Margaret Murray	Dartmouth
Margie MacDonald	Shelburne
Margot McDade	Bridgewater
Marie Shaw	Cornwallis
Marie-France Breton	Dartmouth
Marilyn Johnston	Shelburne
Marty Felker	Cornwallis
Mary Coady	Stellarton
Michelle Snyder	Bridgewater
Monica Wyman	Dartmouth
Myra Hunter-Duvar	Bridgewater
Nancy Porter	Bridgewater
Natalie Robichaud	Clare
Patrick Lowe	Bridgewater
Patsy Jones	Shelburne
Paula Currie	Bridgewater
Paula W. Smith	Bridgewater
Paulette Deveaux	Cheticamp
Pauline Thomson	Sydney
Pete Norland	Cornwallis
Peter A. Newton	Cornwallis
Reggie Graham	Bridgewater
Rita Landgraf	Bridgewater
Roger Swarbrick	Stellarton
Ronald Royal	Sydney
Rosie Grace	Cheticamp
Sandra Dumraerq	Bridgewater
Sandy MacIntosh	Stellarton
Shelley Kenney	Dartmouth
Shirley Rimes	Sydney
Simon Copas	Bridgewater
Stephanie Law	Stellarton
Steve Guillouzic	Dartmouth
Susan Borgersen	Bridgewater
Susan Malcom	Stellarton
Sylvia McNeill	Bridgewater
Thelma Poirier	Cheticamp
Wendy Dewtie	Stellarton
Yvette Armstrong	Clare
Yvette Comeau	Clare



## APPENDIX D: PROGRESS REPORT

CHALLENGE	RECOMMENDED ACTION	STATUS AS OF:		
		No Progress	WIP	Completed
<b>FINANCIAL RESOURCES</b>	<b>Short-term:</b> Government assumes expense for, or compensates, specific volunteer expenses (ie. Screening process/record checks)			
	Program accountability/reporting processes are streamlined and target results rather than activities			
	Promote government funding programs in a more timely and efficient manner.			
	<b>Long-term:</b> Development and application of Codes of Good Practice on Funding (eg. Code of Good Practice on Funding 2001 <a href="http://www.vsi-isbc.ca/eng/funding/funding_code.cfm">http://www.vsi-isbc.ca/eng/funding/funding_code.cfm</a> )			
	Support of physical and/or virtual resource centres to help volunteers find, secure information and resources.			
	Incentive initiatives to encourage private and corporate donations to volunteer organizations (taxes, government matching commitment etc.)			
	Financial Support Strategy which address tax incentives, expense compensation etc.			
	Establish a fund to support certification/training required to deliver services (ie. Food Handling course, palliative care training, Literacy training, coaching certification)			
	Re-establish core funding for organizations providing critical services.			
<b>COLLABORATION AND COMMUNICATION</b>	<b>Short-Term:</b> Establish a Roundtable with representations from Government and NSCVI to review and implement recommendations.			
	Introduce protocol for Government Departments to report back to volunteer community.			
	Undertake a interdepartmental survey to determine volunteer related initiatives within government			
	Develop an inventory of Department services/programs which are dependent upon volunteers for delivery (eg. Saskatchewan model)			

CHALLENGE	RECOMMENDED ACTION	STATUS AS OF:		
		No Progress	WIP	Completed
	Introduce a Provincial <i>Declaration of Commitment to Volunteerism</i> (eg. NWT Declaration <a href="http://www.volunteernwt.ca/home/docs/2005%20GNWT%20Declaration.pdf">http://www.volunteernwt.ca/home/docs/2005%20GNWT%20Declaration.pdf</a> )			
	Throughout the implementation of the Community Development Policy incorporate the guiding principal addressing “ <b>Volunteerism:</b> Community Development values, respects, nurtures and encourages volunteerism.”			
	Hosting multi service volunteer round tables to encourage sharing of information and encourage collaboration (ie. Community Services, NSHP, Health Departments)			
	Support for NS CVI Network			
	Expansion of Registry of Joint Stocks database to include sorting of volunteer organizations by Municipality and sector.			
	<b>Longterm:</b> Develop an Accord between provincial government and volunteer community (eg. Federal Accord 2001): <a href="http://www.vsi-isbc.ca/eng/relationship/update_dec.cfm">http://www.vsi-isbc.ca/eng/relationship/update_dec.cfm</a> )			
	Support of physical and/or virtual resource centres to help volunteers find, secure information and resources.			
	Establishment of Interdepartmental Volunteer Advisory Council (or appropriate body) to support volunteers through bureaucratic/political processes.			
	Develop a policy for reimbursing volunteer expenses related directly to the delivery of provincial services/programs			
	Establishment of an entity within government to act as access point and champion for volunteer perspectives within government processes			
<b>VOLUNTEERISM AND INSURANCE</b>	<b>Short term:</b> Implement recommendations of the Atlantic Task Force on Insurance Availability and Affordability			
	<b>Long term:</b> Investigate creation of affordable and accessible insurance program option for not for profit organizations			