

**Government of the Northwest Territories
Volunteer Support Initiative
2005-2008 Action Plan**

Goals and Objectives	Actions	Target	Time Frame and Lead	Outcomes
Address the challenges of recruiting, retaining, recognizing and rewarding volunteers.				
<p>Raise public awareness and understanding of volunteering.</p>	<p>1. Collect and maintain factual information on volunteers and voluntary organizations in NWT communities.</p> <p><u>Consider:</u></p> <p>*including volunteering in national and territorial social research/surveys.</p> <p>*establishing a NWT volunteer network and resource centre to participate in data collection, maintenance and dissemination functions.</p>	<p>NWT volunteers and voluntary organizations</p>	<p>2005/06 and ongoing</p> <p>Linked to time frames of the Canada Survey on Giving, the National Survey of Voluntary Organizations, the NWT Labour Force Survey, and NWT Quality of Life Monitoring project.</p> <p>MACA with the NWT Bureau of Statistics</p>	<ol style="list-style-type: none"> 1. Factual information on NWT volunteers and voluntary organizations. 2. Clear responsibility for managing information on the voluntary sector. 3. A centralized repository of NWT voluntary sector information. 4. Information for voluntary sector analysis, monitoring and planning.
	<p>2. Launch a public education campaign to communicate the role and value of volunteers and voluntary organizations in NWT society.</p> <p><u>Consider:</u></p> <p>*building the campaign on factual voluntary</p>	<p>General public with segments targeted at the government, business and voluntary sectors, NWT youth and Aboriginal communities.</p>	<p>2005/06 – ongoing</p> <p>MACA / GNWT social program departments, RWED and NWT voluntary organizations</p>	<ol style="list-style-type: none"> 1. More public understanding of and support for volunteering and the voluntary sector. 2. More recognition of the contributions of volunteers and voluntary organizations. 3. More people aware of the benefits and risks of

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	<p>sector information, successes and best practices.</p> <p>*multi-media approaches involving all official languages.</p> <p>*focusing on messages that communicate respect and honour for volunteers; common interests and shared responsibilities for social well-being and healthy communities; and the ways, benefits, rights, obligations and risks of volunteering.</p> <p><u>Consider:</u></p> <p>*supporting the campaign with public discussion of the relative and perceived value and role of unpaid work and the many forms of volunteering.</p> <p>*supporting the campaign with celebrations of active participation and good citizenship that recognize and reward all forms of volunteering in the same spirit in which people choose to help.</p>			<p>volunteering.</p> <p>4. More people willing to volunteer.</p> <p>5. More youth and Aboriginal volunteers.</p>

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<p>Promote active participation and good citizenship through volunteering.</p>	<p>3. Encourage and support future generations of NWT volunteers.</p> <p><i>Consider:</i></p> <ul style="list-style-type: none"> *creating community volunteer opportunities inventories. *promoting partnerships that foster youth volunteerism. *promoting volunteering at career fairs and in schools. *stronger linkages between volunteering and career development, sport, recreation and youth programs. *tying meaningful volunteering to core school curricula. *establishing community-based volunteer mentoring programs. <p><i>Consider:</i></p> <ul style="list-style-type: none"> *promoting opportunities that involve peers, improve job prospects, help youth explore their strengths, are flexible and engender social responsibility. 	<p>NWT children and youth</p>	<p>2005/06 and on-going</p> <p>MACA/ GNWT social program departments, RWED and NWT voluntary organizations and youth-serving organizations/ institutions.</p>	<ol style="list-style-type: none"> 1. More young volunteers. 2. More active, healthier children and youth. 3. More children and youth participating in their communities. 4. Community volunteer inventories. 5. More youth-oriented partnerships. 6. Stronger linkages between the government, business and voluntary sectors. 7. More recognition of and support for volunteering in NWT schools.

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	<p>4. Promote the value, benefits, reasons, feelings and spirit of family volunteering.</p> <p><u>Consider:</u></p> <ul style="list-style-type: none"> *challenging communities to create volunteer opportunities for individuals of all ages and families to contribute in ways they believe are important. *recognizing and celebrating families who choose to help. *strengthening volunteering within healthy family, early childhood and parenting programs. *addressing parental apathy, discomfort and/or inadequacy about volunteering. *modeling and celebrating cultural and traditional approaches to helping in Aboriginal communities. 	<p>NWT families</p>	<p>2005/06 and on-going</p> <p>MACA/ GNWT social program departments, RWED and NWT voluntary organizations and interested volunteers and voluntary organizations</p>	<ol style="list-style-type: none"> 1. More family members of all ages volunteering together. 2. More family participation in community activities. 3. Less children and youth pursuing risky behaviours. 4. More volunteers of all ages. 5. More understanding of cultural and traditional approaches to giving and helping.

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	<p>5. Investigate and implement tangible incentives to support volunteers in the NWT.</p> <p><u>Consider:</u></p> <p>*lobbying the federal government to equalize for income tax purposes, the donations to political parties and those made to voluntary organizations.</p> <p>*making the continuum of supports for government workers and government agency board members available to volunteers (e.g. orientation, safety/protection arrangements, skill development, and guidance/ counselling).</p> <p>*-research and recommend a Good Samaritan's Act to protect volunteers.</p> <p>* review of 'civic leave' and its application that focuses on social participation and citizenship.</p>	<p>NWT volunteers and voluntary organizations</p>	<p>2005/06</p> <p>NWT voluntary organizations with volunteers and voluntary organizations and MACA</p>	<ol style="list-style-type: none"> 1. Great equality in benefits and supports among the sectors. 2. More supports for volunteers and voluntary organizations. 3. Less volunteer burnout. 4. Greater volunteer retention. 5. More people willing to volunteer.

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	<p>6. Support the sharing of information and build support for all forms of voluntary action.</p> <p><u>Consider:</u></p> <p>*holding annual volunteer forums.</p>	<p>NWT volunteers and voluntary organizations</p>	<p>2005/06</p> <p>MACA, Volunteer Canada/Canada Volunteer Initiative (CVI) and NWT volunteers and voluntary organizations</p>	<ol style="list-style-type: none"> 1. Improved understanding of and support for the many forms of volunteering. 2. Greater understanding of the barriers to volunteering. 3. More support to overcome barriers to volunteering. 4. Better representation of all segments of NWT society in the voluntary sector.

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Build capacity among volunteers and voluntary organizations to advocate and respond to community and social service needs.				
<p>Strengthen and expand the skills and knowledge of volunteers and voluntary organizations.</p>	<p>7. Review the establishment of an NWT volunteer network and resource centre to coordinate and monitor voluntary sector training and development.</p> <p><u>Consider:</u> *developing a voluntary sector training/development plan.</p> <p>*aggressively promoting GNWT Corporate Human Resource, Canadian Evaluation Society, Certified General Accountants Association and other training and professional development opportunities to the voluntary sector.</p> <p>*seeking community development and governance supports from MACA/School of Community Government.</p> <p><u>Consider:</u></p> <p>*ensuring at minimum, annual training in NWT communities in governance, management accountability, evaluation, and technology use.</p> <p>*holding annual training events to develop skills to research/assess funding, prepare</p>	<p>All volunteer board and committee members, interested volunteers and paid staff of voluntary organizations/committees.</p>	<p>Assessment –2005/06</p> <p>Implementation – 2006/07 and ongoing</p> <p>MACA, NWT voluntary organizations, and interested volunteers and voluntary organizations</p>	<ol style="list-style-type: none"> 1. A focal point for volunteer and voluntary organization capacity building. 2. More opportunities to share the expertise of volunteers and voluntary organizations. 3. Regular training/ development of volunteers and voluntary organizations. 4. Increased voluntary sector capacity.

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	<p>funding proposals and monitor funding processes.</p> <p>*increasing existing GNWT training/professional development budgets (e.g. Volunteer Development Fund and the Aurora College Subsidy Program) and more actively and broadly promoting these supports to the voluntary sector.</p> <p>*establishing a voluntary-government sector committee to monitor training and development.</p>			

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<p>Seek financial stability within voluntary organizations.</p>	<p>8. Clarify and refine government funding/ financing policies and practices related to the voluntary sector.</p> <p><i>Consider:</i></p> <p>*striking a voluntary-government sector working group to negotiate a government funding policy Framework for the voluntary sector.</p> <p>*using the federal codes of good practice on funding and policy dialogue as key references.¹</p> <p><i>Consider:</i></p> <p>*using federal and territorial government intern programs to staff policy development activities (e.g. the federal Policy Internships and Fellowships Program and the GNWT Maximizing Northern Employment</p>	<p>Government of the NWT departments and agencies</p>	<p>2005/06</p> <p>NWT voluntary organizations and Volunteer Canada / MACA and GNWT social program departments and RWED and interested volunteers and voluntary organizations</p>	<ol style="list-style-type: none"> 1. Fair, equitable and non-competitive government voluntary sector funding. 2. Clearer funding procedures. 3. More voluntary sector cooperation. 4. Easier funding application processes. 5. Easier accounting practices. 6. Improved voluntary sector accountability.

¹ Voluntary Sector Initiative, October 2002. **A Code of Good Practice on Policy Dialogue.**
 Voluntary Sector Initiative, October 2002. **A Code of Good Practice on Funding.**

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	Strategy). *clearly defining and communicating funding eligibility criteria within the government and voluntary sectors.			

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	<p>9. Pursue alternative mechanisms for diversifying voluntary sector revenues.</p> <p><u>Consider:</u></p> <p><i>"fostering links to the business sector to facilitate and support the work of volunteers and voluntary organizations"</i></p> <p>*referring to the federal VSI Inventory of Alternative Financing Models.</p> <p>*stimulating discussion of the logistics, benefits and drawbacks of local United Way chapters, community/regional foundations and partnership funds as ways to diversify voluntary sector revenues.</p> <p>*investigating local and other best practices for diversifying voluntary sector funding.</p> <p><u>Consider:</u></p> <p>*monitoring current legislation and better managing gaming activities to maximize benefits to the voluntary sector and minimize negative impacts to the community.</p> <p>*working with community governments and</p>	<p>Volunteers and voluntary organizations in NWT communities</p>	<p>2005/06 and on-going</p> <p>NWT voluntary organizations and interested volunteers and voluntary organizations</p>	<ol style="list-style-type: none"> 1. Less reliance on gaming as a main source of funds. 2. More voluntary sector fundraising partnerships. 3. More financial stability within the voluntary sector. 4. More public participation in fundraising activities. 5. Increased use of investment activities for longer term funding needs.

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	voluntary organizations to raise awareness of the potentially harmful effects of excessive gambling.			

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Promote and strengthen healthy and equal relationships within the voluntary sector and with the government and business sectors including Aboriginal organizations in each sector.				
<p>Launch new ways of working with communities.</p>	<p>10. Promote and support the need for paid volunteer coordinator position(s).</p> <p><i>Consider:</i></p> <ul style="list-style-type: none"> *striking a voluntary-government sector coordinating committee to encourage voluntary organizations to sponsor a CVI local network including hiring a full or part-time coordinator. *investigating opportunities for stable long-term funding to support volunteer coordinating positions in all NWT regions. *linking volunteer coordinator positions to MACA's community development functions. 	<p>NWT communities</p>	<p>2005 - 2007</p> <p>Volunteer Canada/ NWT voluntary organizations /CVI and interested NWT volunteers and voluntary organizations</p>	<ol style="list-style-type: none"> 1. Greater capacity to forge linkages within the voluntary sector. 2. Greater capacity to link the voluntary, government and business sectors. 3. More focus on volunteering. 4. More support for the voluntary sector. 5. More voluntary sector profile.
	<p>11. Explore options for voluntary sector partnership funds.</p> <p><i>Consider:</i></p> <ul style="list-style-type: none"> *examining the logistics and best practices of establishing and operating such a fund. *setting clear eligibility criteria and 	<p>NWT volunteers and voluntary organizations</p>	<p>2005/06</p> <p>NWT voluntary organizations and interested volunteers and voluntary organizations</p>	<ol style="list-style-type: none"> 1. Resources to build inter and intra- sector partnerships. 2. More successful government-voluntary sector partnerships. 3. More successful voluntary-business sector partnerships. 4. More sustainable voluntary sector partnerships.

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	eligibility for allocating funding. *closely monitoring the fund's impact.			

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<p>Recognize and protect the voluntary sector's role in promoting active citizen participation in society and advocating for, and influencing public policy, programs and legislation.</p>	<p>12. Negotiate and implement an agreement to guide government and voluntary sector relationships at the territorial level.</p> <p><i>Consider:</i> *modelling a government-voluntary sector agreement after <i>An Accord Between the Government of Canada and the Voluntary Sector</i>, the Province of Manitoba Declaration in Support to Manitoba's Voluntary Sector, or various compacts developed in Great Britain.</p> <p>*using tools for tracking the effects of the federal Accord to monitor an NWT government-voluntary sector agreement</p> <p>*promoting a territorial agreement as a model for building new relationships between the voluntary sector and other levels of government or among the three sectors.</p> <p><i>Consider:</i> *using the federal Policy Internships and Fellowships Program and the GNWT Maximizing Northern Employment Strategy to provide human resource support for this initiative.</p>	<p>NWT voluntary sector and Premier of the GNWT on behalf of all GNWT departments and agencies</p>	<p>2005/06</p> <p>NWT voluntary organizations / MACA and GNWT social program departments</p>	<ol style="list-style-type: none"> 1. A framework for the public and voluntary sectors to work together. 2. Open and sustained government-voluntary sector dialogue. 3. Great understanding of the interdependence of the government and voluntary sectors. 4. More effective government and voluntary sector programs/ services.

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	<p>13. Work to establish a mechanism to support voluntary sector advocacy.</p> <p><u>Consider:</u> *sponsoring public discussion about the value, role and responsibility for advocacy in NWT society.</p> <p>*referring to the VSI document <i>The Sound of Citizens' Voices</i>.</p> <p>*the federal Policy Internships and Fellowships Program and the GNWT Maximizing Northern Employment Strategy for human resource support for this initiative.</p>	<p>NWT volunteers and voluntary organizations</p>	<p>To be determined</p> <p>NWT voluntary organizations and interested volunteers and voluntary organizations</p>	<ol style="list-style-type: none"> 1. Greater public access to advocacy supports. 2. Voices for marginalized and under-represented members of society 3. Greater fairness and equality throughout the NWT

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Facilitate connections and relationships within the NWT's voluntary sector and connect the sector with federal initiatives that support volunteers and voluntary organizations.				

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<p>Link GNWT and Federal government voluntary support initiatives.</p>	<p>14. Facilitate connections and relationships within the NWT's voluntary sector and connecting the sector with federal initiatives that support volunteers and volunteer organizations)</p> <p><i>Consider:</i></p> <p>*formalizing relationships with Volunteer Canada, the Canadian Centre for Philanthropy and other national voluntary organizations.</p> <p>*accessing the wealth of information generated by the national VSI including codes of good practice on policy dialogue and funding, best fund raising practices, and ways of encouraging business and government investment in the voluntary sector.</p>	<p>NWT volunteers and voluntary organizations</p>	<p>2005/06 and on going</p> <p>MACA / NWT voluntary organizations and interested volunteers and voluntary organizations</p>	<ol style="list-style-type: none"> 1. Focal points for voluntary sector information. 2. More effective use of resources. 3. More territorial-provincial-federal information sharing and support.

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	15. Identify and where possible assist in linking federal and territorial voluntary support initiatives, such as the national VSI, to help address technology training and other user support needs among NWT volunteers and voluntary organizations	Volunteers and voluntary organizations in NWT communities	2005/06 and ongoing MACA / NWT voluntary organizations and interested volunteers and voluntary organizations	<ol style="list-style-type: none"> 1. Improved voluntary sector access to new technologies. 2. Improved volunteer sector use of technologies. 3. Improved voluntary sector efficiencies.