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**INTERNATIONAL
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EDITORIAL

This issue of the Journal is one I am sure you are going to enjoy. International volunteering is an area many people have participated in and even many more are interested in. You will read lively stories from this month's authors. They include a wonderful overview of international volunteering from Carol Ann Spencer. Carol Ann is able to detail many of the things people should consider prior to accepting an international position as well as the different types of opportunities available. Mary Williams tells us the 'ins and outs' of Habitat for Humanity. You will be surprised as you read the article to find how far this organization reaches. A unique look at prisons is given by Dick Hudson. He details a truly amazing tour he took of a volunteer run prison found in Brazil. Denise Miall gives us not only an interesting look at Canada World Youth and its programs but also at some statistics about volunteers. A second article with a more personal perspective on Canada World Youth comes from Lisa Norman. And, lastly but certainly not least, is a volunteer journal from Marcello Di Cinto who lived and worked in Ghana in 1997. Watch the bookstore shelves for Marcello's book on his work and travels in West Africa.

Now take your time and enjoy yourself as you travel around the world!

Laura Kelly is a member of the editorial team.

INTERNATIONAL VOLUNTEERING TODAY

by Carol Ann Spencer

Years ago when people thought of international volunteering, it meant working with the poor in a developing country. Today, volunteering programs may be run between developed as well as developing countries.

There are many programs available to satisfy the range of people who volunteer and the variety of reasons why they do so. This article will cover a selection of the volunteer programs available to Canadians. Some reference will also be made to employment opportunities. Please note the organizations mentioned are included in a resource list at the end of the article.

Volunteering internationally is a great way to obtain work experience and is practically a prerequisite for professional international employment. It is preferable to get your feet wet with a shorter stay before committing to a two year contract (especially if other family members will be going overseas too).

I have divided the international volunteer programs into four categories: those offering a living allowance, youth-focused, student exchanges and self-created experiences.

1. Programs Offering Living Allowances

These programs usually include a stipend or a living allowance based on the cost of living in each country. Expenses such as airfare, housing allowance and health insurance may or may not be provided. The volunteer is responsible for his or her personal financial commitments in Canada.

The following organizations fall in this category: Canadian Crossroads International, Voluntary Service Overseas Canada (VSO Canada), World University Services Canada (WUSC), CUSO (previously Canadian University Service Overseas) and Canadian Centre for International Studies and Cooperation (CECI). Canadian Crossroads International chooses Canadians of all ages with little or no international

development experience. They participate for fourteen weeks in a cross-cultural exchange living with a host family in a developing country and volunteering for a community development organization. Volunteers likewise come from these partner countries to Canada to volunteer for a local charity and live with a host family. VSO Canada, WUSC, CUSO and CECI seek out experienced professionals to fill job vacancies for a two year period.

2. Youth-focused Programs

Canadian International Development Agency (CIDA), International Youth Internships, Department of Foreign Affairs and International Trade (DFAIT) Internships, Canada World Youth and Youth Challenge International fall into this category. CIDA and DFAIT Internships provide paid international development work experience to recent community college and university graduates. Youth are defined as those between 19 and 30 years of age. The salary or living allowance will vary with the sponsoring Canadian organization. Canada World Youth selects young people between 17 and 20 years of age to go to a developing country as part of a team. Youth Challenge International sends participants to Costa Rica and Guyana. They also hire field staff specialists as volunteers to accompany the youth.

3. Student Exchange Programs

These are offered by many universities and community colleges. For example, the University of New Brunswick offers study exchanges abroad to Thailand, France, Switzerland, Cuba, South America and China.

4. Self-created programs

Travellers may choose to create their own international experience. They build up contacts in the host country and find a work placement with a local non-governmental organization. These arrangements may be made before travelling or upon arriving overseas. Not everyone will be interested in pursuing this option. It will depend on the individual's need for security, on the success of networking before the trip, the proximity of the departure date and the level of effort invested.

Now that the available international volunteer opportunities have been outlined, there is much preparation to do for the actual trip. Here are some areas to examine.

Reasons for Volunteering

When deciding to volunteer internationally, make the decision for the right reasons such as to have a cross-cultural experience, to give and to receive, to teach a little and to learn a lot. Expect the experience to be completely different and uncomfortable or strange at first. Do not go to 'save the world' because frustration will result when it does not work.

It is recommended that you view the CUSO Cooperant Self-Assessment. It is a series of questions designed to encourage potential CUSO cooperant applicants to assess their suitability and readiness for working in a developing country. These questions are pertinent for all international volunteers.

For example, for those interested in improving their Spanish, there is an orphanage in Hogar Malambo just outside of Panama City, which is always accepting international volunteers. It is an impressive facility with a host of community programs. Room and meals are provided but all other expenses ie. airfare must be borne by the volunteer.

Biases

Be aware of your biases. Other cultures examine Canadian society and find many flaws. Canadians who have travelled overseas often feel other countries have much to teach us and our nation could be improved by adopting the values of other cultures.

Do Research

The more prepared you are, the better the international experience will be. Try to meet people from the host country and travellers who have been there. The advice from both groups will be vital. Learn how men and women interact, cultural taboos and proper dress - especially around Mosques, temples, synagogues and churches. It is common courtesy to act and dress respectfully in another culture.

Taxation

It is advisable to contact Revenue Canada for taxation information before leaving Canada.

Health

Take the time to learn about country-specific and general health problems

for travelers. Get the necessary vaccinations. Purchase adequate health insurance examining the benefits carefully. Make sure it pays the airfare if the medical situation warrants it, flies a family member to the host country, pays his or her hotel expenses should the traveler be hospitalized a few weeks and provides a 24 hour collect call hotline.

Dating

Be very careful when dating fellow travelers or people from the host country. Remember your behaviour will reflect on future volunteers in the same community.

Expect to receive more romantic attention than in Canada. This is partially due to stereotypes of North Americans who are seen as being less conservative when dating.

A volunteer's physical safety is paramount. Socialize with a group when going out at night.

Culture Shock/Reverse Culture Shock

Culture shock is a series of emotional and/or physical reactions people experience when living in another country. It includes depression, frustration, frequent colds or other health problems and homesickness. In some ways, culture shock can be subtle and the volunteer may assume the emotional/physical problems are purely personal, not realizing they are typical of international volunteers - both during the time away and after the return to Canada.

Reverse culture shock is the dislocation that may be felt upon returning home. Suddenly, Canada seems foreign and strange. Travellers are homesick for the other country and have trouble adjusting to Canadian culture. They may be uncomfortable by the fast pace of life or overwhelmed by the selection of breakfast cereals in a grocery store.

When returning to Canada, seek out fellow travellers. Only they want to hear every detail of health problems experienced or how bartering skills were developed over time. Family, friends and co-workers will ask a few questions - if any. Having so much to tell is frustrating when there seems to be few people interested in listening.

Loved ones often expect the volunteer to be the same when he or she returns, not understanding that he or she is still in the midst of a life-changing experience. Family may view the volunteer placement as a vacation and spent lazing on a beach! This lack of understanding causes volunteers to feel isolated from those close to them.

Being turned down by a volunteer program

If turned down, do not despair. Contact the organization and ask what skills need to be developed or experience obtained before being selected. Follow the advice and re-apply. Also ask if the recruiters can recommend a program suitable to your current skills. Sometimes your suitability overseas is not the issue. Certain organizations require volunteers to fundraise and learn about development as a group before going overseas. In this case, the selection committee must balance the personalities, skills and potential of the team as a whole when selecting participants.

Summing up

In conclusion, traveling enables one to get to know oneself better, discovering hidden strengths and weaknesses. It provides an opportunity to step outside one's life and culture and to examine them. Leaving Canada is a good way to appreciate it and to create a desire to improve it. Spending time in other countries teaches how Canada affects and is affected by, the actions of other nations. Lasting friendships are developed around the world and new tastes acquired. Regardless of the experience, it will be valuable and the volunteer will not return the same.

Carol Ann Spencer is the Orientation and Student Life Coordinator for the University of New Brunswick, Saint John. Her international experience included a volunteer position with Canadian Crossroads International in Costa Rica and a salaried position with SOS Children's Villages Canada in Panama. Carol Ann is a member of the editorial team.



HABITAT FOR HUMANITY

by Mary Williams

What do doctors, school principals, homemakers, fire fighters, retirees, social workers, youth groups, lawyers, members of the military, church groups, politicians, members of religious orders, chefs, architects and many others have in common?

The answer is volunteering for Habitat for Humanity.

Habitat for Humanity is an independent, not-for-profit, ecumenical housing ministry. Habitat involves volunteers from virtually every walk of life and sector of society in its mission of providing safe, decent, affordable housing in partnership with low income families.

Recent projects in and around Winnipeg saw:

- the Lieutenant Governor of the province high up in the air helping to build a roof;
- the commanding officer of the local RCMP and other members installing drywall;
- members of a local Hutterite colony preparing a feast for build volunteers from the Air Force;
- First Nations students from a technical training school building a house foundation;
- employees from a dental clinic volunteering as a group; and
- university students, teachers, financial advisors and interior designers cycling to raise funds for Habitat projects.

While each Habitat affiliate is somewhat unique, all involve volunteers in numerous activities and projects. The administration and organization of volunteer contributions are usually coordinated by a professional staff team with experience and expertise in project management, management of volunteers and construction.

Winnipeg Habitat for Humanity (WHFH) regularly organizes blitz builds - intensive one week building 'bees' that result in the construction of a number of houses within that time frame. In addition to build volunteers, numerous others are included in support areas, such as

providing food and refreshments for volunteer teams, leading reflections and meditations, entertaining, assisting with logistics, facilities set-up, transportation, etc.

In addition, WHFH undertakes 'slow builds' of longer duration. Many retired builders, electricians, bankers, university professors, engineers, etc. give generously of their time and expertise to ensure that our homes are well-built and meet the building codes.

Habitat builds in over 60 countries throughout the world and to date has built over 70,000 homes. There are approximately 45 affiliates in Canada and over 1,400 in the U.S. The best-known Habitat volunteers are former U.S. President Jimmy Carter and his wife Rosalynn, who annually lead an intensive week of building somewhere in the world. This past March, the Jimmy Carter Work Project occurred in the Philippines. Thousands of volunteers from around the globe helped to build approximately 250 houses from March 21-28.

The Global Village department of Habitat for Humanity International offers two to four week volunteer opportunities in various locales, building homes that are culturally and environmentally appropriate in each area. This year, those locales include Alaska, Mexico, Nepal, New Mexico, New York, New Zealand, Nicaragua, Northern Ireland, Papua New Guinea, Poland, Romania, South Africa, Tanzania, Tennessee, Uganda and Zambia. Volunteers are required to pay for their own transportation; food and lodging are usually provided through local resources. (For more information call: 1-800-HABITAT ext. 2549 or email GV@habitat.org).

International volunteer placements are also available through the International Partners Program. People generally make an open-ended, three year commitment to serve in a particular region. Lodging and a basic living allowance are provided. Completion of an intensive orientation and training program is required. Affiliate countries include: Antigua and Baruba, Argentina, Armenia, Australia, Bolivia, Botswana, Brazil, Burundi, Dominican Republic, Ecuador, Egypt, El Salvador, Ethiopia, Fiji, Germany, Ghana, Great Britain, Guatemala, Guyana, Haiti, Honduras, Hungary, India, Indonesia, Jamaica, Japan, Kenya, Malawi, Malaysia, Mexico, Nepal, Netherlands, New Zealand,

Nicaragua, Nigeria, Northern Ireland, Pakistan, Papua New Guinea, Paraguay, Peru, Philippines, Poland, Portugal, Republic of Korea, Romania, Slovenia, Solomon Islands, South Africa, Sri Lanka, Tanzania, Thailand, Trinidad and Tobago, Uganda, District of Columbia, Territory of Guam and the Commonwealth of Puerto Rico, Zambia, Zimbabwe. (For more information call: 1-800-HABITAT).

The Habitat approach involves partnering with people who live below the poverty line. Homeowners take an active role in the construction of their own homes, working alongside volunteers and professional builders. Homeowners are required to work 500 hours of 'sweat equity' as a condition of partnership; 350 in the case of single parents.

Homeowners enter into a 0% interest mortgage arrangement with their local affiliate. They are required to make regular monthly mortgage payments and pay their own taxes and utilities as well as assume responsibility for the upkeep, maintenance and repair of their homes.

Each affiliate is governed by a local Board of Directors and adheres to a Covenant Agreement with the national or international office. The Mission Statement of Habitat for Humanity is:

Habitat for Humanity works in partnership with God and people everywhere, from all walks of life, to develop communities with God's people in need by building and renovating houses so that there are decent homes in decent communities in which people can live and grow into all that God intended.

The Winnipeg Habitat affiliate has built the most homes in Canada. By the end of 1999, 69 homes will have been built. The Jimmy Carter Work Project occurred in Winnipeg in 1993 and resulted in the construction of 18 homes in one week in an inner city area of Winnipeg.

In addition to building homes, Habitat is building reconciliation in many parts of the world, as people put aside their differences to build together. Through the process, people experience a renewed sense of trust and belief in each other.

The following is an excerpt from the April/May 1999 issue of *Habitat World* - the publication of Habitat for Humanity International:

It's not easy for a nation that has endured more than a decade of bitter civil war to rebuild trust and unity among its citizens. The adjustment process depends upon the courage of individuals to put the past behind them.

Habitat for Humanity's work in the Suchitoto affiliate in El Salvador began in 1993, some two years after the signing of the Salvadoran peace accords. Families returned to their communities, only to find destruction, built makeshift houses and struggled to build new lives amid the chaos. Since then, Habitat has worked to build 748 houses through El Salvador.

One day, a group of families came together to share stories and experiences. As the group talked, two men discovered that they had been on opposite sides of the fierce fighting. They spoke of their nightmares of hunger, terror and physical injury while trapped in days-long crossfire with orders not to retreat.

The men spoke through tears, as they recognized that they had once been on the verge of killing each other but had now reached a moment of reconciliation.

David Throp



Mary Williams is the Executive Director of the Winnipeg Habitat for Humanity office.

VOLUNTEERS RUN PRISONS

by Richard Hudson

A handful of visitors stand on the sidewalk on Humaita Street in Sao José de Campos in Southern Brazil. The large steel prison door opens from the inside. It seems brighter on the inside than one expects when a prison door opens, not the typical 'no-mans land' of a prison. A medium sized man with few teeth but a huge smile greets us warmly. "My name is Hernando", he says. "I am the only one who holds the key to this main entrance to Humaita Prison today. I have a triple life time sentence for murder", he continues. Hernando sets the tone for the warmth and the Spirit of the 700 prisoners living out their sentence in this maximum security prison near Sao Paulo in Southern Brazil. The heavy door to the outer world slams shut. Something seems not to fit here.

Volunteers have run this institution since 1974.

As we assemble in front of the inner door, we notice many people all with smiles and all busy going about some activity. This also seems unusual in a prison setting, different than the usual lethargic looking men sitting around, eyes mostly dead.

* * *

To step back 26 years ago, this same prison was completely emptied of prisoners by the Brazilian army. The guards had walked away, locking the door one last time, from the outside. It was simply too dangerous to work in this prison where most days someone inside got murdered, many more, badly beaten.

After the prison was emptied, a small group of local volunteers came forward. Spearheaded by a trio of three Christians from the Cursillo movement (Dr. Mario Ottoboni, Judge Silvio Marques Neto and Professor Hugo Veronese), they offered to try a new kind of prison. The prison was to be based on love, understanding and believing that people have great value and that people can change. They offered to run the prison with volunteers.

And so it has been for the past 26 years. Volunteers leased the prison from authorities for \$1 a year, they refilled it with prisoners who said they wanted to change their lifestyle and who were judged by other prisoners to be telling the truth about that.

Now a throng of volunteers continue their vision. About 200 additional volunteers are trained and are on a waiting list! In this city of 400,000, there are always a large number of people on the waiting list eager to be part of this great community. The volunteers work hard to be constant, non-prostheizing and true to their commitment.

* * *

Later, we are taken to the workshops where current prisoners work as well as some who have completed their term, yet requested to come back and complete their skills training so they can earn a living on the outside. Volunteers call them 'recuperatos' - these men are recovering from their life of crime. They become good citizens; then, they join the volunteer waiting list.

Is there ever a 'melt-down' in this prison? Are volunteers at risk? Well sometimes there is trouble. But the method of dealing with trouble is a panel of 12 prisoner peers who deal quickly with trouble-makers. It is hard to con a con: the first question is "are you really serious about changing?" This system of peer judging and peer pressure seems to work. The panel of 12 turns over on a preset schedule. Is it a perfect reform and restitution system? Maybe not perfect - I think there has been one escape in 26 years; but, there are almost no parole violations (in this case, a gradual release system fostered by more volunteers, relatives and a church parish). The final proof is the recidivism rate that over the 26 year period has been at 4% - that is about 80% better than those who return to prison in the rest of the world.

The man who drove me from the airport - a retired army colonel - finished his training to be a volunteer about two years before my visit. No opening had come up. His role in the meantime was to care for prisoners and their families but he had not yet become a regular in-prison volunteer.

* * *

What a memorable visit. Volunteers are the heart, of course. Their commitment over 26 years is outstanding. Yet there is, in the best sense, a supernatural aspect to the success of this prison. The volunteers - like the man I mentioned, the retired colonel who has not yet been allowed to go inside - have a role on the outside and it is to care for the prisoners' families and it is to pray. Most of those on the inside also pray. In fact, if a prisoner is having a hard time, there is somewhere in the prison he can go anytime of the day or night - all 24 hours - to find a few volunteers and inmates already praying. He can join them. Stories abound of lives transformed.

One of the men who visited the prison when I did was the head of the prison system in Scotland. They are now patterning a prison after this in his country. Two more have begun using the same volunteer committed Christian system in Portugal. And, for the last two years, the State of Texas has commissioned Prison Fellowship USA volunteers to take over and run an out-of-control prison there. It is called 'InnerChange' and has been operating successfully since April, 1997. One more operates in Peru. Two more American States have asked Prison Fellowship to take over their prisons.

This volunteer run prison system is truly a success story.

Richard Hudson is an independent business consultant. He has been Executive Director of the Ottawa Food Bank and the Christmas Exchange of Ottawa-Carleton and has been an active volunteer for 33 years. He is the Caribbean and the Americas Chairman for Prison Fellowship International.



CANADA WORLD YOUTH - BRINGING THE WORLD TO YOUR DOOR

by Denis Miall

Have you ever wondered about getting your volunteer service involved with an international program? Does it seem like it may be a little too political or just plain hard work? Do you worry about how the staff members will react to people from other countries? Will they be

welcoming? Will they be dismissive? Well, read on and find out about the most positive experience you can bring to your organization. But... you must dare to take the risk!

Professionally, I have been involved with three groups in 14 years as the Co-ordinator of Volunteer Resources at the Rideau Regional Centre in Smiths Falls, Ontario including the International Workcamp - C.B.I.E., Volunteers Abroad and Canada World Youth. We have welcomed people from Japan, Russia, Estonia, Costa Rica, Czechoslovakia, Poland, East & West Germany (before and after the wall thing!), Mexico, Kenya, Spain, Turkey, England ... I could go on forever! The summer of 1998 was the first time in 13 years we did not have an International Work Camp due to funding cuts to the specific program. There was a void ... not just culturally and because of the loss of those extra hands but spiritually. I believe we identify strongly with the participants. As a young country, Canadians have not fully developed a strong sense of identity. The volunteers provide us with that connection. We have had volunteers from across the world who have become long-term friends. These programs and the participants involved, have become a way of life for us at the Centre. Each year we look forward to meeting our new 'mates' from abroad and showing off 'our' piece of Canada.

I would like to take this opportunity to highlight one of the more successful programs we have been involved with in the past! This organization has been around for almost 30 years ... and more importantly, it is Canadian. Canada World Youth was founded in 1971 and has become a world leader in promoting and implementing innovative international programs for youth. To date, more than 24,000 young people from 59 countries have benefited from the life-changing experience Canada World Youth (CWY) offers.

It was developed by a group of dedicated Canadians who believed in the power of youth in promoting world peace by living and working together. They were fortunate to have the reinforcement of then Liberal Whip, publisher and author, the Hon. Jacques Hébert. Hébert was and remains a passionate believer in the capacity of youth which stemmed from his own experiences as a young man. He is also the creator of

Katimavik, a program that offers young Canadians an opportunity to serve their community, learn through experience, sample group life and discover Canada. Hébert later wrote a book (one of several) about the development and success of the CWY project called *Hello World*. He is probably best known because of his historic 'hunger strike' during the Conservative leadership of Mulroney, whose cabinet scrapped the Katimavik program from its agenda. Hébert went on to write yet another book in 1986 entitled *21 Days - One Man's Fight for Canada's Youth*. Today, he is very happy to report that Katimavik is alive and thriving very well across Canada once again!

Canada World Youth is a national, not-for-profit organization which offers youth aged 17 to 20, the opportunity to participate in international educational programs. The organization continues to thrive due to the financial support of the Canadian International Development Agency (CIDA), other government and non-government funders and approximately 500 generous donors from across Canada.

"The mission of Canada World Youth is to increase people's ability to participate actively in the development of just, harmonious and sustainable societies" by:

- developing youth leadership skills;
- promoting cross-cultural learning and understanding in Canada and in other countries;
- exploring social justice issues locally and globally;
- providing youth with hands-on work experience; and
- encouraging youth participation in community and international development.

More than 1000 young people from some 20 countries take part in their programs every year - 500 of them are Canadian. In the 1998-1999 program year, Canada World Youth will offer 45 programs in 23 countries. Youth are expected to pay a \$250 participation fee in addition to fundraising \$1500 for Canada World Youth. CWY provides training for all participants on how to develop a fundraising and public relations strategy. Half of every exchange program is spent living and working in a Canadian community. Programs are 6 to 7 months in duration and open to landed immigrant youth and Canadian

citizens. There are various types of programs available including one for those who are 19 to 29 years of age, giving them an opportunity to get concrete work experience on a volunteer basis in international co-operation overseas.

As a professional in the field of Volunteer Resources, the following study held particular interest to me. In 1993, CIDA commissioned C.A.C International to assess the nature and extent of the impact of the Youth Exchange Program of Canada World Youth. Though this is a dated assessment and another is on the drawing board at the time of this article, the results they found are definitely of interest to anyone involved in the voluntary sector. Here are a few to note:

Attitudinal Changes:

Former Participants:

- express opinions which demonstrate significantly stronger overall support for aid to developing countries;
- demonstrate a deeper level of analysis of development issues and a broader understanding of interdependence which includes mutual interests;
- express definite and strongly held opinions, affirming a willingness and ability to defend their point of view;
- demonstrate high levels of integration on cognitive and affective scales for social, cultural and environmental issues; and
- have a sense of social responsibility.

Develop More Responsible and Involved Citizens:

Former Participants:

- do twice as much volunteer work than the overall Canadian volunteer rate for all sectors;
- maintain a level of volunteer involvement in the international development sector which is 22 times that of the overall Canadian volunteer rate; and
- involve themselves in volunteer services at an earlier age and tend to increase their involvement after middle age.

Other areas include high percentages of achievement in preparing youth for the labour market which shows the importance of experience

in development of selected personal attributes which include:

- capacity to adapt;
- self-confidence;
- global awareness;
- networking; and
- environmental awareness;
- stress management;
- self-knowledge;
- critical consciousness.

Also highly rated was the percentage of participants who recognize Canada World Youth's experience as a significant factor in the development of competence in various life and professional skills in the following areas:

- communications;
- inter-cultural; and
- team work;
- leadership.

For further information on the Impact Assessment, contact Canada World Youth at 514-931-3526 or email cwy-jcm@cwj-jcm.org.

I strongly urge all organizations/agencies to get involved with Canada World Youth, Katimavik or any other international program for youth. It means extra work for the manager of volunteers including: dealing with language differences; specific orientation; involvement with community planning committees; media coverage and most importantly, constant follow-up/evaluation/feedback. Immediate recognition for achievement is a necessity due to the short period of stay. But that extra effort is well worth it. Everyone benefits from the experience. We become part of the solution towards peace and understanding when we welcome the world into our homes and workplace.

Denise Miall is the Co-ordinator of Community Resources at Rideau Regional Centre, Smiths Falls, Ontario. She is a former member of the editorial team for the Canadian Journal of Volunteer Resources Management and was Eastern Regional Director for the Ontario Association for Volunteer Administration (OAVA). Currently, Denise is the Public Relations Director of Professional Administrators of Volunteer Resources - Ontario (PAVR-O).



CANADA WORLD YOUTH: WIDENING EXPERIENCE

by Lisa Norman

With eight years perspective, it is clear that Canada World Youth provided a pivotal six months that influenced my perceptions, my values and my career path. My group of 14 participants (7 Canadians, 7 Indian) accompanied by two Project Leaders spent three months in Kapuskasing, Ontario and three months in a small village in the state of Andhra Pradesh in southern India. With the intensity of the experience, I got to know all of these individuals so well, they still feel like family. On top of the group experience and understanding group process, I also had the chance to live with two families, work at a museum, build a community health center and teach at a primary school. It was an emotional roller coaster of constant hellos and good-byes but all in all, a marvelous experience that opened my mind and opened possibilities of travel, study and work that I would not have dreamed possible before.

On top of a commitment to understanding the global situation better (which took me to Trent University and the University of Wales, Lampeter to get a B.A. honours in Comparative Development Studies and English), I also realized the importance of working towards building stronger communities. My experience has come full circle and I am now a Project Coordinator with a similar youth organization, Katimavik, trying to make the same kind of experience available to other youth. Both organizations work closely with communities to give youth work experience in a volunteer capacity, a chance to get to know other communities and to contribute to these communities. The connections and learning that happen are extremely valuable and the importance these kinds of programs make in terms of personal development, perspective and direction can be truly astounding.

Lisa Norman is a Project Coordinator for Katimavik. Her experience with Canada World Youth took place in 1991 and 1992. For more information on Katimavik call: 1-888-525-1503.



LESSONS IN GHANA: A VOLUNTEER JOURNAL

by Marcello Di Cinto

June 3, 1997

My day starts early, with the calling of roosters and the barking of dogs. I take breakfast with my host family, slowly eating fermented corn porridge and drinking instant coffee. Outside, children kick around a deflated soccer ball and the television flickers CNN's Hollywood update. Summer movies I will never see. I teach two classes a day of cell biology to teens. They struggle with the material and with my accent but are thrilled to be taught by the white man. I am a popular novelty. After class I sit with the Home Science teachers, a gaggle of warm women obsessed with my hair and my origins. They ask me questions that make me laugh - "Are you so short because the area you live in is very hilly?" - and others that make me nervous - "Is AIDS real? Our husbands tell us that it is not." I ask them about *jijiu*, black magic and they get nervous too.

June 26, 1997

I have collected a vast assortment of nicknames since I have arrived here; 'Marcello' is difficult for the locals to wrap their mouths around. My name has been corrupted to Marchallo and even Marshay-Marshay. My Ghanaian name is *Kwame* but I am most often called *Kwame-vi* which means 'Little Kwame'. Many of the children call me *yavvu* which is their word for 'white man', although the direct translation is 'tricky dog'. My students call me 'Sir' or better, 'Master'. I have been called 'Mr. Canada' and 'Canada Man' which is my favourite because it sounds like a super hero. Also 'Little Man' or worse, 'Small Boy', neither of which I respond to.

July 18, 1997

I remember when I first arrived in this village, when everything was unfamiliar. It was a wonderful feeling when every sensation was completely different from anything in memory. But there is another feeling that is even more wonderful. It is when all the things that were new and strange to me then now make me comfortable. Life in Denu is, of course, vastly different from my existence in Canada but now I have found a place for myself amid the differences. The faces of

strangers that shocked me at first now have names and they call me by mine. Aromas that once made me cautious now make me hungry. I know which woman in the marketplace sells the freshest tiger nuts and I buy them from her every day. I have a favourite little bar where I buy my favourite local beer. I know a shortcut to the beach - my beach - that some of the locals do not even know. Who would have ever guessed I could call this place home? They never mentioned this in my orientation.

August 17, 1997

I have started to dance with these people. Every night under an upside-down moon, villagers gather to dance, sing and drum. I am invited to the affair. I have learned the traditional chicken-like dance of the *Ewe*. I step barefoot across the sand and cannot believe these flapping arms are mine. They gave me a drum to play but quickly took it from me when I revealed my lack of rhythm. Now I shake a rattle instead. The music circle ends late and I go to bed with the lyrics to songs I will never understand still dancing in my head. When I think back on all I have learned and unlearned, and realize that all I have given in return are quick lessons in biology. I feel like a thief.

September 13, 1997

There is so much I thought I knew. I knew what sexism was and I knew when oppression stopped being excused by culture. I knew what religion was and when faith becomes a chain. I knew my mind and its philosophy. I knew my body and its limits. I knew what it meant to be a white man and a Canadian, and I knew my minimums and maximums. I knew what needed to be done. There was so much I was certain of and so many lines I had drawn with a chisel in stone. Now, afterwards, on this plane home, it is not as if the lines have been erased and redrawn, instead the stone itself has dissolved. I am sure of one thing: the world does not need to be saved. Only savoured.

Marcello Di Cinto worked in Denu, Ghana as a volunteer with Canadian Crossroads International (CCI). He is now the CCI Local Fundraising Coordinator with the Calgary committee. Marcello is an aspiring writer and is currently working on his first book, a chronicle of his work and travels in West Africa.



Scenario:

You are discussing an international volunteer program with an applicant. The applicant is not sure if she/he is 'ready' for an international experience in another culture. What advice do you offer?

Response from Caroline Liffmann:

We can prepare ourselves to a certain extent for an international placement but can we ever really be ready for that cultural plunge into a foreign environment? It is a question individuals must answer for themselves and it is a good place to start.

To probe further into the question of readiness, I usually suggest considering: Why do you want to go overseas? Is there a way of reaching those goals in Canada? What do you expect to learn in another country? What do you expect to contribute? What kinds of cultural experiences have you had and what have you learned from them? How would an international placement fit in with other plans or goals in your life? What could you contribute to your home community when you return?

The clearer you are about why you want to go overseas, the easier it will be to determine if it is the right time or if you are ready. It also makes it easier to choose how you want to go about this adventure. Do you want a volunteer placement like those facilitated by Canadian Crossroads International? Do you want an internship? Do you want university credit? The opportunities for going overseas are about as varied as the people and their reasons for going over. Check out *The Canadian Guide to Living and Working Overseas* by Jean-Marc Hachey to find out about options and how you can prepare for them.

Finally, take advantage of the knowledge and experience of those who have gone before you. There are stories out there waiting to be told and experienced people who can help guide you along the way.

Since 1997, Caroline Liffmann has volunteered with Canadian Crossroads International's Hamilton Committee, the Ontario Region and in Tamil Nadu, India. She is also the author of OPIRG McMaster's

Overseas Travel Guide, a resource manual for McMaster students traveling to developing countries.

Response from Ruth Wilson:

A positive and rewarding experience is the goal of all volunteer organizations. Whether volunteering in Canada or internationally, there are common issues to look at. Expectations and motivation are issues that need to be considered by all volunteers but have a special importance when considering volunteering in an international setting. It is the nature of international work that what you actually do will be quite different from what you expected to do. If your motivation to volunteer is only related to what the work is going to be, you may be disappointed. A mixed bag of motivation works the best. Adventure, challenge, personal growth and desire to help others are all good indicators of a positive outcome.

If this will be your first cross-cultural experience try spending an entire day in an ethnic community in your neighbourhood. Note how it feels to be a visible minority, to not understand the language, to not be able to read a menu, to not recognize the produce in a store, to feel crowds of people around you. Read all you can about the new culture and about other people who have had a cross-cultural experience. Talk to other volunteers who have worked internationally and talk to Nationals of the country you are considering volunteering in.

Look at both your personal and family situation. Are you in good mental and physical health? Do you have unresolved relationship issues? Are there family issues to consider such as elderly parents, grandchildren or children. Talk about your plans with a few good friends and listen to what they have to say. Take the time to look at both the positive and negative issues they raise. Choose an international volunteer organization to be placed overseas with as carefully as you would chose a new job. Learn all you can about it, ask for their annual report, check out their financial situation, look at their screening process, read all the preparation material they have, ask about the support systems they have in place for you overseas. Talk to other people who have volunteered with the organization and see what involvement you can have with them when you return to Canada.

Expect this preparation process to take about a year. Seek out new situations in your present life. Do something every week that you have never done before. Keep a journal to help you know more about yourself. Trust that you will know when you are ready for an international volunteer experience.

Ruth Wilson is the former Health Director with Canadian University Services Overseas (CUSO).



BOOK REVIEWS

Book Review by Judy Boyle

“A New Civic Europe? A Study of the Extent and Role of Volunteering” by Katherine Gaskin and Justin Davis Smith.

This book is an in-depth study of volunteerism in Europe. We are all aware that the interest in volunteering is growing but why, by whom, how much? In this book, Gaskin and Smith have identified common demographic and socio-economic trends in European countries which are leading in the increase in volunteerism. The survey was conducted in 10 countries ensuring that a good representation was achieved from different geographical, cultural and political spheres.

Each country was presented with a survey which included a review of government policy on volunteering, a survey of volunteering and an organizational study of volunteering. I was very impressed with the structure of the report with each section including a conclusion identifying key issues for practice and policy.

From the wealth of data present in this report, many managers of volunteers will be able to relate to Europe's issues on volunteerism. Therefore, I suggest *A New Civic Europe? A Study of the Extent and Role of Volunteering* be added to your library of resources.

Judy Boyle is the Director of Volunteer Spiritual Recreation of Moose Jaw Thunder Creek Health District, Saskatchewan.



NEWS BITS

- Between November 1, 1996 to October 31, 1997, 37% of Canadians 35 to 44 years of age volunteered, making them more likely to contribute than other age groups. During the same time frame, 48% of volunteers were employed full time!
- Volunteer Canada has a team developing a transportable museum to highlight the achievements and contributions of Canadian volunteers. It will travel across Canada during the millennium year! For more info, call 1-800-670-0401
- Volunteer Opportunities Exchange (VOE) is an exciting new internet tool that allows agencies looking for volunteers to create profiles of opportunities. VOE maintains a database of volunteers and will give organizations a list of potential candidates. For more information call 1-800-670-0401 or visit the web site: www.volunteer.ca.
- 2001 has been proclaimed International Year of the Volunteer!

Tell us what themes you would like us to feature in an upcoming issue of the journal.

ITEMS OF INTEREST

Dow, Warren, Ph.D., *The Voluntary Sector - Trends, Challenges and Opportunities for the New Millennium*, Vancouver, British Columbia: Volunteer Vancouver, 1997.

Ellis, Susan, *The Volunteer Recruitment Book*, Philadelphia, P.A.: Energize Inc., 1996.

Spies, Karen and Robertson, Lynda, *Partnerships, Non-profit Organizations and Corporations Working Together*, Edmonton, Alberta: Grant MacEwan Community College, 1993.

Cumyn, Alan, *What in the World is Going On: A Guide for Canadians Wishing to Work, Volunteer or Study in Other Countries*, Canadian.

York University now runs the Nonprofit Management & Leadership Program. To obtain a calendar of workshops, call 1-800-667-9380 or email nmlp@bus.yorku.ca.

If you have any enquiries about charitable status, contact Revenue Canada at 1-800-267-2384.

**Mireille Roy - CDVH, CAVR
Director of Volunteer Resources-SCO-
Saint Vincent Hospital
1st Vice-President Canadian Administrator
of Volunteer Resources recently named
Canadian National Representative for
International Association for
Volunteer Effort (IAVE).**

SIDE BAR

International Volunteering Resources

- **Program**

Orfelino Hogar Malombo, Panama City, Panama
Phone number: +507259-9186, Ask for Hermana (Sister) Lourdes.

- **General Resource Web Sites (linking to many organizations)**

Charity Village
www.charityvillage.com

YM_YWCA Career Contact Centre for Youth Exchanges

Website:

www.careerccy.kelowna.bc.ca/youth/youth-exchanges.html

International Youth & Young Worker Exchange Programs

Web site: www.dfait-maeci.gc.ca/english/culture/youthex.html

Dfait International Youth programs, travel information and advisory reports.

Web site: www.dfait-maeci.gc.ca/123go/menu-e.html

Canadian International Development Agency (CIDA)-CIDA's Partners Web Site (Voluntary Sector):
w3.acdi-cida.gc.ca/cida_ind.nsf/

CIDA's International Youth Internship

Web site: acdi-cida.org/index.html.

- **Other Web sites**

Revenue Canada

Web site: www.rc.gc.ca/menu/EmenuGOA.html

Canadian Centre for International Studies and Cooperation/Centre Canadien d'étude et de coopération internationale (CECI). Send a resume to: CECI - POOL OF CANDIDATES 180 rue Ste. Catherine Est, Montreal (Quebec) Canada H2X 1K9

Fax : (514) 875-6469

Web site: www.ceci.ca/ceci/info/eng/aindex.html

World University Services Canada (WUSC)

Web site: www.wusc.ca

CUSO

Web site: www.cuso.org/placement/placee.html

Voluntary Service Overseas Canada (VSO Canada) Contact
inquiry@vsocan.com for an application form. Phone (613) 234-1364 or 1(888) VSO-2911.

Web site: www.magi.com/~vsocan/

International Red Cross

Web site: www.redcross.ca/careers/careers.html

Medecins sans Frontiers (Doctors without borders)

Web site: www.msf.ca/english/volunteer/terms.html

United Nations Volunteer program (UNV),

Web site: www.unv.org/index.html

Canadian Crossroads International,

Web site: www.crossroads-carrefour.ca/English/Info.html

Canada World Youth

Web site: www.cwy-jcm.org/signup.html

Youth Challenge International, #305 20 Maud St. Toronto, Ontario
M5V ZMS Phone: (416) 504-3370 or (416) 504-3376 .

Aga Khan Foundation Canada (AKFC),

Web site: www.cyberus.ca/~akfc/canada/index.html

University of New Brunswick, Saint John

Web site: www.unb.ca . For international student exchange programs contact: Peter Donahue, International Student Advisor (506) 648-5842.

JOURNAL OF VOLUNTEER RESOURCES MANAGEMENT

Editorial Process and Guidelines for Authors

Objective

The Journal of Volunteer Resources Management is intended:

1. to serve as a credible source of information on the management of volunteers in Canada;
2. to provide a forum for the exchange of ideas and to encourage networking among managers of volunteers;
3. to provide a professional development tool for managers of volunteers;
4. to recognize and encourage Canadian talent in the field of management of volunteers;
5. to include in each issue at least two articles that will consider different views of a specific and predetermined theme.

Target Audience

The Journal's intended audience includes managers of volunteers, educators, media and funders of not-for-profit organizations across the country.

Submissions

All manuscripts will be accepted either on diskette or on typed, double spaced pages. Submissions should be written according to "The Canadian Style - A Guide to Writing and Editing" - Secretary of State, Dundurn Press.

External reviewers may be engaged to review content if deemed advisable by the committee. The revised draft is edited for clarity and consistency by the Editorial Team.

The edited version is returned to the author for acceptance along with an approval form for signature.

The signed form is to be returned to the Editorial Team within a week along with any suggestions for final revisions.

Format and Style

Authors are asked to respect the following word counts:

| | Words | Pages |
|-------------------|---------|-------|
| Lead Article | 2000 | 5-6 |
| Secondary Article | 700-800 | 2-3 |
| Book Review | 150 | 1 |

The lead article will look at the topic in some depth and will normally require the author to conduct research into current trends and perspectives on the subject.

The secondary article will adopt a more practical approach, including personal experiences and opinions.

Advertising

Limited advertising will be allowed in the Journal, for materials of direct relevance to managers of volunteer service, and as long as it conforms to the guidelines set out by the Editorial Team. All ads are subject to the approval of the Editorial Team.

Suggested Guidelines:

1. Only 1/4 page and 1/2 page ads will be accepted.
2. Ads must be camera-ready.
3. A maximum of one page of ads will be permitted per issue.
4. Job ads are not recommended.
5. Cost is to be determined by the Editorial Team.

DEADLINES FOR SUBMISSION AND THEMES

| <u>Issue</u> | <u>Deadline</u> | <u>Theme</u> |
|--------------------|--------------------------------------|----------------------------|
| <i>Fall '99</i> | articles due on the 24th of August | Motivation and Recognition |
| <i>Winter 2000</i> | articles due on the 24th of October | Mandated Volunteering |
| <i>Spring 2000</i> | articles due on the 24th of February | Financial Management |
| <i>Summer 2000</i> | articles due on the 24 of May | Recruitment and Retention |



Please mail requests for membership for CAVR to

Volunteer Canada
 430 Gilmour Street
 Ottawa Ontario K2P 0R8
 Tel.: 1-613-231-4371
 Tel.: 1-800-670-0401
 Fax 1-613-231-6725

LOOKING AHEAD

September 9, 1999 and September 16, 1999

Fundraising, Governance & Ethics in the Not-for-Profit Sector. Presented by EthicScan Canada. Marriott Eaton Centre, Toronto, Ontario (9th) and Calgary, Alberta (16th). Phone: 416-783-6776

September 27, 1999

Entrepreneurial Venturing in Nonprofit Organizations: Planning for Success
York University

Nonprofit Management & Leadership Program

email: nmlp@bus.yorku.ca

phone: 1-800-667-9380

September 28 - October 1, 1999

Canadian Council of Christian Charities Annual Conference '99. Canada's National Christian Stewardship/Leadership Conference. Mississauga, Ontario. Phone: 519-669-5137. Fax: 519-669-3291. Email: mail@cccc.org.

October 15-18, 1999

Volonteuropo - 8th European Workshop on Volunteer Action

Hotel Convencion, c/o D'Donnel 53 Madrid Spain

Reply to: 237 Pentonville Road, London, NI 9NJ

Phone: 0171 2786601. Fax: 0171 2781020

October 18-19, 1999

Financial Management for Executives

York University, Nonprofit Management & Leadership Program

Phone: 1-800-667-9380. Email: nmlp@bus.yorku.ca

October 28-31, 1999

Phone: 514-843-6312 or 1-800-715-7515. Fax: 514-843-6485. Email: fcabqccam.org

Many Visions, One Future. 1999 Canadian Forum on Volunteerism.

November 6-9, 1999

Asia-Pacific Regional Conference, Taipei, Taiwan

Phone: 886-2-25051992 or 886-2-25051928. Fax: 886-2-25051794.

Email: soc@cyuc.org.tw or csg@cyc.org.tw

November 10-13, 1999

NSFRE 5th Annual Fund Raising Congress 1999. Toronto Hilton, Toronto, Ontario. Phone: 416-941-9212. Fax: 416-941-9013. Email: NSFRE@visionof.net.

