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TABLE OF CONTENTS

Message from the Board Co-Presidents	2
Message from the Executive Director	3
Our Mission and Strategic Goals	5
Goal 1: Optimize Volunteering	5
Youth Advising Services	5
Youth Engagement Team	6
Volunteer Access	8
Goal 2: Optimize Funding	14
Treasurer's Report	14
General Fund Revenues	16
Donors and Funders	17
Goal 3: the People side of the organization is strong	18
Board Members	18
Staff Members	19
Volunteers	20
Goal 4: Be the Go To Experts on Volunteering	23
Learning and Training	23
Governance 101	24
Goal 5: Grow and Diversify Members	25

MESSAGE FROM THE BOARD CO-PRESIDENTS

This was the first year we invited the Presidency of Volunteer Victoria to be a cooperative role. We've really enjoyed working together.

As Co-Presidents, it is our delight to introduce our 2018/19 annual report and to acknowledge that we are increasing the momentum toward our vision; where volunteering is a pillar in everyone's life.

This year has been an incredible year of growth and development, especially in the areas of Human Resources, Development, and Learning and Training. We would like to take this opportunity to thank our staff, board and dedicated volunteers for their work in these areas. Volunteer Victoria continues to leverage our expertise in the industry to the benefit of our communities. We've also reinvigorated the WEAVE (Workplace, Employees, Volunteer Engagement) initiative, formerly known as the Community Investment Network. We are excited to see how things continue to develop in the coming years.

We would like to acknowledge Catriona Campbell who has served as the Secretary on the board and devoted member of the Agency Relations Committee for over 6 years. Catriona's experience and expertise as a volunteer manager in the field has been invaluable. Thank you Catriona, we wish all you all the best and know you will continue to volunteer.

We are inspired by the dedication and innovation of our team and we look forward to continuing this momentum.

In gratitude,
Katie Ganassin and Laura Casey

MESSAGE FROM THE EXECUTIVE DIRECTOR

I was at a conference hosted by Volunteer Canada recently. As is often the case, being surrounded by peers and members of a community of practice was inspiring and gave me an opportunity to reflect – not just on this past year – but on the impact of our work.

Our youth team, under the leadership of George Colussi, served 4,292 youth. This 36% year over year growth is impressive, but what is more important is the impact programming has had on youth, as is evidenced by the number of thank you notes and cards on George's desk. The messages are all different, but they share a similar theme "You came to where we are, you saw us, you heard us, you gave us information that we can turn into actions, and you left us feeling that we mattered and we can make a difference."

Learning and Training also saw growth and change under the leadership of Tracey Gibson, who introduced new facilitation, strategic planning, coaching, and volunteer audit services to our traditional offerings of workshops, online courses, and customized learning events. Helping community members learn, apply knowledge, and change to meet their needs is essential work because it helps strengthen our community of practice. And when our members succeed, we succeed.

Volunteer Access and Recreational Visiting Programs welcomed new staff members Maryann Snowden and Debbie Flint to join Corinne Mah as she continues her work in program outreach. The team has served many more clients beautifully while transitioning seamlessly.

We continued our work with Volunteer Canada, delivered dozens of Governance 101 workshops, and experimented with a new type of volunteer delivery model in a project called Senior Circles. This work continues as we look for strategies to offset the new reality facing our community; the demand for volunteers increases while volunteering rates across Canada declines.

None of our work outside of the office in community is possible without a team of dedicated staff and volunteers and advisors who work inside the office every day. They are an astonishing team of volunteers who care, who are skilled, and who know how to make a difference. This team is lovingly supported by Betty Leitch.

Sometimes a team just works. This year, the Volunteer Victoria board has accomplished a lot: from implementing a new development plan, forming new working committees, and revitalizing our strategic plan. Thanks to each and every board and committee member who has moved our organization forward. Your vision, passion, kindness, and curiosity have been a blessing.

And, last, but certainly not least, a thank you to our members. We work in your service and it is a pleasure and privilege to walk beside you and to support your volunteer recruitment and learning needs.

With Gratitude and Respect,
Lisa Mort-Putland

OUR MISSION AND STRATEGIC GOALS

Volunteer Victoria's Mission is to "inspire everyone to volunteer".
Our vision is a future where "volunteering is a Pillar in everyone's life".

OUR STRATEGIC GOALS

- 1 Optimize Volunteering
- 2 Optimize Funding
- 3 The People Side of the Organization is Strong
- 4 Be the "Go-To" Experts
- 5 Grow and Diversify the Membership

GOAL 1: OPTIMIZE VOLUNTEERING

YOUTH ADVISING SERVICES

The Youth Advising Program grew significantly this year due to an increased demand for services from high schools, post secondary schools, and English as other language schools. In total the youth team met with 114 groups and more than 4,292 youth in schools, community centres, and skateboard parks – and anywhere else youth gathered.

Our thanks to the Province of British Columbia, The District of Saanich, The Township of Esquimalt, and the City



of Victoria for their continued support of programs and services for individual youth who want to learn more about volunteering.

We partner with schools across the region and we thank every teacher, counsellor, and principal who has connected with Volunteer Victoria, and every student who took a leap into volunteering.

With more youth on board, volunteering has a much brighter future.

The Victoria Foundation and the Provincial Employees Community Fund invested in Volunteer Victoria to help us develop and implement new services and tools to support youth in grade nine. The school curriculum changed in 2018 and for the first time we faced a pool of amazing volunteers with entirely new barriers to engagement. Thanks to these funders we have some tools to break down barriers and help youth succeed.



YOUTH ENGAGEMENT TEAM

Since January 2017, Volunteer Victoria has been working with a passionate & motivated group of young people (15–29) to design & deliver community-based events and group volunteer opportunities that help them connect with each other and the

community in a way they find to be meaningful. During the period of this annual report, the Volunteer Victoria youth program remained a robust and engaging place for area youth to meet new friends, learn about community, acquire new skills, and participate in a diverse range of service learning projects and activities. Specifically:



- 14 events planned, delivered and evaluated in community. From environmental restoration work on Sydney Spit to rescuing food at the Mustard Seeds facility in Esquimalt, the youth followed their passion, formed partnerships and made a difference in community – and within themselves.
- 12 planning meetings, social events, and training opportunities.
- 8 community partners.
- At no cost to them, 362 youth participated in events and planning meetings.

Volunteer Victoria would like to thank the Harbourside Rotary Club of Victoria, the Hamber Foundation, and the TELUS Community Foundation for their generous support of Volunteer Victoria's Youth Engagement Team this year.

“Dear Youth Engagement Team Leaders:

Thank you for seven months. Thank you to you, I learned a lot of things in youth engagement team. When I came to your office with Mei and Rina for the first time, we were very nervous but you talked to us with your smile. You made us really relax and I would like to start volunteering in your team. Volunteer meeting, volunteer, presentation practice, and other everything were memorable and valuable for me. When I came to Victoria, I didn't have confidence now I really like to help somebody so I want to continue to do volunteer when I go back to Japan too. I hope we can meet again. Thank you all so very much. Haruna.”

VOLUNTEER ACCESS

It has been a busy year for the Access Program. We booked 233 appointments with participants on a mental health or addictions journey and we met them where they are at – literally and figuratively – at the Victoria Mental Health Centre, Volunteer Victoria, or in the community.

We work to connect volunteer with placements at various organizations including Volunteer Victoria, Disability Resource Centre, Cook Street Activity Centre, Vic PD, events, Mustard Seed, the Better Business Bureau, Cool Aid Society, March of Dimes, TAPS, Beacon Thrift Store and so many more locations. The agencies have been very supportive and the volunteer coordinators and volunteers have been welcoming and supportive of Volunteer Access clients.

In addition to recruitment at volunteer fairs and community events, outreach presentations were made to Island Community Mental Health, 30 day Stabilization Unit, Connections Place, SAGE, and Bridges for Women on a regular basis.

“I just want to say thank you so much for making my goal and dream come true. I just want to say how the Access Program has been so inspiring to me. The Access program has changed my negative thoughts to a positive one and now I look at things so differently now.

I’ve got told for many years that I was never being realistic with myself which I’ve always believed what people was telling me for years.

I really can say how lucky that the Access Program has been a big part of my life.

Thank you so much that words can’t justify how lucky I am.

Thank you. M.”

MENTAL HEALTH VISITING & ACTIVITY PROGRAM

VOLUNTEER PLACEMENT

Our biggest success over the past year – the recruitment and placement of volunteers into mental health visiting sites. In April of last year, our pool of volunteers shrunk to 6 individuals who were actively engaged in placements. By September of 2018 our placement numbers grew to 19. At the end of March 2019, 31 volunteers were actively engaged in our program.

We are so grateful to every volunteer and participant who comes together with a vision of making friends and supporting each other.

MHVAP RECEIVES HEART AWARD

Every year Island Health hosts an evening of celebration to recognize those individuals living with mental illness who have achieved milestones in their recovery. And this year Volunteer Victoria’s MHVAP was recognized for the vital role it played in recruiting and placing volunteers with Island Health residents. Our volunteers were commended for the significant difference they make in addressing the isolation and loneliness experienced by those on a mental health journey.





SAIREY AND SCOTT

Both Sairey and Scott say that they have developed a great rapport and a genuine comradery, ever since they started visiting once weekly in February of this year.

Scott has been on a mental health journey since he was a young man. He is described by those who work in the field as an outstanding role model for recovery. He is always looking for ways to manage his symptoms and is proud of his successes. Scott wanted a volunteer with whom he could openly share his interests in healthy living and his day to day stories – including the ups and downs.

Sairey had never volunteered in the mental health field before. She didn't know what to expect and confesses that she was a bit nervous about meeting Scott.

Her fears were way laid as they established rapport instantly. Within minutes they were talking about their healthy life styles, their closeness to their families and their natural desire to keep active. Sairey says she often doesn't know what they will do when they come together but she knows that Scott will always have an idea – whether it is walking for an hour into town, going to the Beacon Drive-In for ice cream, making a quick trip to Wal-Mart or simply having a chat over coffee.

Scott knows his visits with Sairey boost his self esteem. He trusts her and appreciates being able to share his journey in such an open manner. And Sairey admits that her life is enriched by a significant connection to someone she may not have otherwise met.

The Volunteer Access and Mental Health Visiting Program is funded by Island Health. Thanks to our partners at IH for their support and encouragement.

ADULT ADVISING AND OUTREACH SERVICES

A Volunteer Centre is a gathering place for people to learn about volunteering. While many people feel confident finding a volunteer position online, there are 1000's of people each year who look for more information, more connections, and more support to find the right volunteer position. Because as the old saying goes “everyone has the right to volunteer, but not every position is right for everybody.

Volunteer Victoria continues to offer advising services to people of all ages and stages of life, to give outreach presentations to people where they are at in community, and to provide tools and resources to help volunteers succeed at volunteering.

In this era of high tech, there is still an overwhelming need for strong connections and Volunteer Victoria supported more than 1,500 people with advising services.

Our thanks to the Province of British Columbia, the District of Saanich, the Township of Esquimalt, the City of Colwood, and the City of Victoria for their support.

GETTING THE “WORD” OUT THERE – MEMBER SUPPORT

Many of Volunteer Victoria's member organizations rely on our services to promote their volunteer opportunities. Our on-line data base, media column and social media are ways that we support each member organization's search for volunteers.

The Media Column is published in the Times Colonist on a weekly basis. Social media postings on Face book and twitter are scheduled on a weekly basis as well. In the past



year nearly 500 individual volunteer opportunity postings were advertised in the Media Column and Social Media. These opportunities represented a wide range of community support activities that our member organizations undertake. Festival volunteers, senior activity support, hairdresser assistant, office help, tech support, board members, Yoga teachers, and food servers are just a few of the volunteer roles that were promoted this past year.

The E-Link Newsletter is another avenue that provides an opportunity for organizations to promote their activities including events and workshops, job opportunities, and to publish other important happenings. The E-link newsletter is distributed every two weeks to nearly 2000 subscribers.



SENIORS CIRCLES: WESTSHORE SENIORS VOLUNTEERING

Senior Circles builds on learning from a 2017 Volunteer Victoria study. We learned that volunteering is a value and is not just an activity for seniors. We invited Westshore seniors to have a conversation about continuing to volunteer. We invited participants to explore with us the creation of new tools to assist seniors to stay engaged and connected through volunteering.

After some very interesting discussion from each of the seniors circles gatherings that we had, it was clear there was a need to take a step back. It was clear that we needed to explore what Westshore organizations are looking for in terms of recruiting senior volunteers; that is a clearer understanding of the Westshore “volunteer scene”. There is a need to build accessible information about volunteering in the Westshore in order to reach out to volunteers including vulnerable older volunteers. Three important messages emerged from the Seniors Circles gatherings:

- It was difficult for seniors to know what volunteer opportunities are in the Westshore and there is a lack of information about where to go to get information about volunteering. Secondary to this; many senior volunteers even if they are comfortable going on-line prefer to search for information regarding volunteering on bulletin boards or at a volunteer centre.
- Many Westshore seniors and others do not want to go in to Victoria proper to get information about volunteering or to volunteer. There is a strong desire to volunteer within their immediate community.
- Volunteers do not always understand or know what to expect when they approach an organization to volunteer. Those new to volunteering or those that have not volunteered for many years can be intimidated by the processes in place in organizations. These processes may appear as barriers to those volunteering.

Emerging from our Seniors Circles Gatherings was the development of two events. The first was a pilot informational session: Volunteering 101 – Everything you need to know before becoming a volunteer. The second event was Seniors Volunteer Fair in the Westshore aimed at identifying volunteer opportunities in the Westshore for seniors.

We wish to thank the FirstWest Foundation for supporting this initiative and investing in building knowledge about volunteering. It means a lot!!

GOAL 2: OPTIMIZE FUNDING

TREASURER'S REPORT

For fiscal 2018/2019 and onward we have decided to revert back to having audited financial statements. This ensures that Volunteer Victoria meets the requirements of any grant provider, making us eligible to receive grants from any grant provider in the future. Our auditor for this fiscal year is Grant Thornton.

This year saw some significant changes in revenues and expenses from the previous year as some projects ended; along with their corresponding funding streams. We reduced our staffing levels to meet programming needs, and focussed on our core programs and services. We earned increased revenues from our Learning and Training team due to more Volunteer Fair revenues and facilitation revenues.

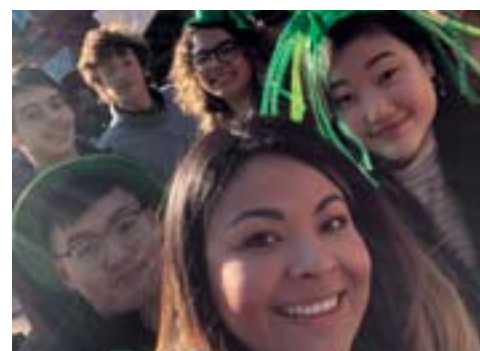
Our Development Committee has implemented a new Development Plan, including a successful targeted e-mail campaign to raise awareness of Volunteer Victoria and the need for donations. We postponed a planned mail-out campaign from March 2019 to April 2019 to align with National Volunteer Week.

The number of memberships this fiscal year is in-line with our usual variances from year to year. To be compliant with accounting standards we have changed the way we record our membership revenues. Please see the notes in our audited financial statements for more information. We have implemented a 2% increase in membership fees starting in April 2019 which will help to keep membership fees on par with the rise in inflation.

Our expense patterns are changing and we incur greater costs with building occupancy, telephone and internet usage, along with computer hardware costs. Subtenants in our workspace continue to help offset these expenses. We also see reduced costs with paper usage and reduced need and use of paper cheque books.

In February 2019 we signed on with Payworks Canada Payroll Services. This online direct pay service alleviates the need to issue paper cheques to pay staff salaries.

The tail end of our fiscal year proved to be rather exciting. In March 2019



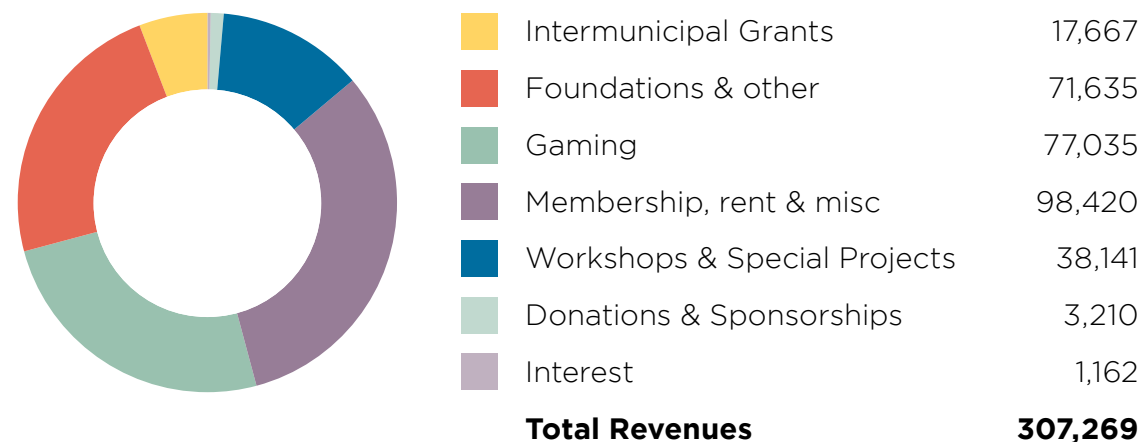
Volunteer Victoria was awarded a \$418,000 grant from the Government of Canada under the Canada Service Corps program. We have been given the responsibility to work with partner organizations on Vancouver Island to deliver the Youth 20/20 Can program beginning in April 2019.

Volunteer Victoria is grateful for our Finance Committee members, and to our funders, supporters, and partners for investing in Volunteer Victoria's mission and vision.

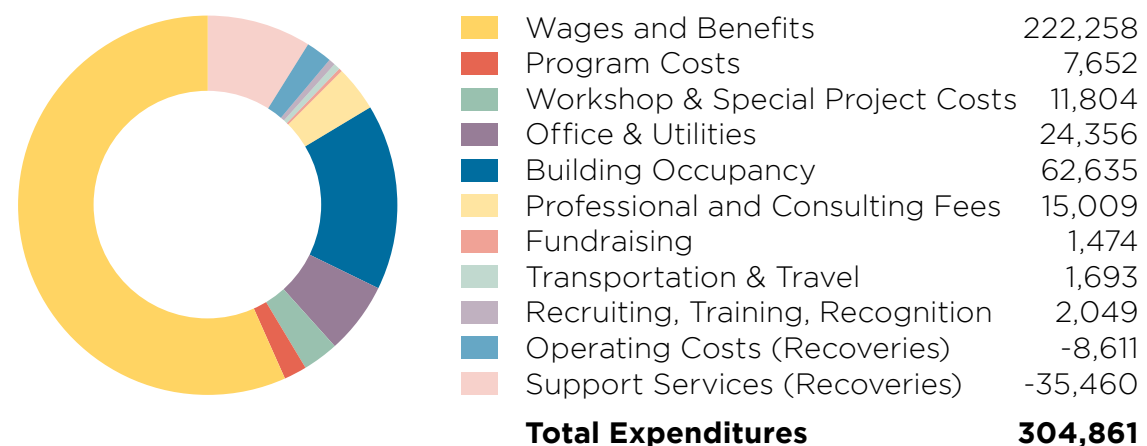
Brenda MacFarlane, MBA, CFP
Treasurer

GENERAL FUND REVENUES

OPERATING GRANTS



EXPENDITURES



To view our audited financial statements for fiscal year ending March 31, 2019 please visit our website at volunteervictoria.bc.ca or call Volunteer Victoria at 250.386.2269 to request an electronic or paper copy.

DONORS AND FUNDERS

Catriona Campbell	Linda Snider
City of Colwood	Lisa Mort-Putland
City of Victoria	Lornna Olson
Coastal Community Credit Union	Norm and Mary Gidney
District of Saanich	Province of British of Columbia
Engaged HR	Provincial Employees Community Services Fund
Emma Kirkland	Rotary Club Harbourside
First West Credit Union	Roy Kendall
Glenys Cavers	Shelagh Rea
Hamber Foundation	TELUS
Individual and anonymous donors	Township of Esquimalt
Jim Tighe	VanCity
Jingwen Tang	Victoria Foundation
Ken F. Hill Family	Zahrasadat Noorbakhsh
Laura Casey	
Leanna Hill	

GOAL 3: THE PEOPLE SIDE OF THE ORGANIZATION IS STRONG

BOARD MEMBERS

Brenda Macfarlane – Treasurer
Cale Sterloff – Member-at-Large
Catriona Campbell – Secretary
Don Monsour – Member-at-Large
Emma Kirkland – Vice Chair
Glenys Cavers – Member-at-Large
Julia Dawson – Member-at-Large
Katie Ganassin – Co-Chair
Laura Casey – Co-Chair
Tina Lowery – Member-at-Large



STAFF MEMBERS

Betty Leitch – Volunteer Services Coordinator
Cristell Solis- Youth Engagement Worker
Corinne Mah – Volunteer Access and Recreation Visiting Programs
Debbie Flint – Volunteer Access Program
Elyse Kornhauser – Youth Engagement Worker
George Colussi – Manager of Community Engagement
Lisa Mort-Putland – Executive Director
Maryann Snowden – Recreation Visiting Programs
Maureen Butler – Accountant
Sharon Bidner – Accounting Assistant
Tracey Gibson – Manager of Learning and Training
Thanks to Jingwen Tang, our membership and administrative manager, who left Volunteer Victoria for new adventures in September 2018.

VOLUNTEERS

OFFICE VOLUNTEERS AND ADVISORS

Alex Carroll

Anabella Morrell

Craig Van Kats

Dea De Jarisco

Faduma Osman

Jillian Anstey

Karen Sim

Laurel Adam

Leila Friend

Lidia Raposo

MacKay McGillvray

Maggie Lum

Megan Webber

Meghan Soutar

Mike Grivel

Nancy Higginson

Renee Porter

Robert Gill

Rory Theriault

Shannon Soroka

Sharon Bidner

Shelagh Rea

Sylvia Bachop

Vanessa Gelhaar



YOUTH PROGRAM VOLUNTEERS

Aby L.

Alyx P.

Amy Z.

Annie Y.

Annalyn M.

Aqsa W.

Arriel B.

Asuka T.

Bai Y.

Betty F.

Blanco R.

Brenda L.

Brandon A.

Brennon S.

Cait F.

Cathy V.

Charlie J.

Craig L.

Cristell S.

Dana E.

Daniel Z.

Darren K.

David B.

Eli C.

Elizabeth M.

Elyse K.

Emilio G.

Enrico C.

Eric G.

Eric T.

Grace L.

Hank L.

Haruna Y.

Happy P.

Harprit S.

Isabela C.

Jack H.

John V.

Kammi T.

Ke C.

Leo M.

Leonard C.

Larry S.

Lucy C.

Maddie P.

Mark D.

Marnie W.

Mayte S.

Mei D.

Minting F.

Mya W.

Nancy K.

Nick A.

Nicole B.

Nicole G.

Olivia F.

Patrick W.

Paula G.

Payton C.

Peter F.

Parker A.

Quinlan J.

Ricardo P.

Roderigo P.

Rina S.

Shannon F.

Shaun P.

Sierra W.

Susan T.

Thao N.

Veronica G.

Ziyuna T.

VOLUNTEER ACCESS AND MENTAL HEALTH VISITING & ACTIVITY PROGRAM VOLUNTEERS

Danielle Allen	Morgan Gelinias	Lesley Olausen
Fiona Boothman	Nicole Hseuh	Bianca Radil
Mya Bruckner	Marie-Eve Long	Lauren Tanner
Liberty Carter	Erin Longo	Lisa Scott
Lane Chevier	Emma Malcolm	Robbyn Schwartz
Amanda Chung	Sarah McPhedran	Moritz Seifert
Henna Dhillon	Alexandra Merletti	Annika Van Hell
Pier Dietrich	Sairey Molander	Kaitlyn Zolonsky
Jackie Gay	Kathleen Munday	



GOAL 4: BE THE GO TO EXPERTS ON VOLUNTEERING

LEARNING AND TRAINING

Providing professional development to the staff & volunteers for non-profit organizations is about supporting them to help their organizations. The more we learn as individuals' means that we bring this knowledge back to our organizations so that they can grow and thrive and deliver their best to the community.

Learning at Volunteer Victoria comes in a variety of different ways. We have traditional learning opportunities in the form of workshops and the past year has shown us that volunteer management continues to evolve and the need for learning around this is becoming more and more important. We had two cohorts that went through the Foundations in Volunteer Management Course and one of the participants said "Although it feels overwhelming and there is so much to know, I am excited to start to implement the knowledge to support our volunteer program and our volunteers". This year we offered 75 different workshops and had approximately 854 registrants.

Another form of learning we offer at Volunteer Victoria is our Executive Directors Network. A chance for ED's to come and create a safe place to discuss issues, trends and connect with each other. With no agenda topics are diverse, meaningful and very valuable for those in attendance. Some comments we heard over the last year were "I don't feel so alone after attending and ED meeting", "I am leaving with a great tip about how to proceed", "It is comforting to know that even though we all are at different organizations, we are all facing similar things".

Often we are asked to come and spend time with a board, staff or a group of volunteers on more of a one to one arrangement. As knowledge experts in volunteerism and volunteer management we have been able to help organizations with board development and governance, reviewing volunteer programs, providing consulting about next steps when it comes to challenging situations. This past year we have worked with many different organizations. These learning opportunities are

rich and give our member organizations a chance to reflect and determine action steps for moving forward. Being out in community in this way gives us the chance as a volunteer centre to learn about what are the trends and how can we take this learning back to our other members. Our goal is all about learning to share knowledge and providing our members with an opportunity to learn think and grow.

GOVERNANCE 101

With more than 3,000 registered societies in Greater Victoria – each one led by a board of volunteers – there is a growing demand to address the learning needs of volunteers in leadership roles.

This year, we expanded our Governance 101 training options. In addition to offering workshops to more than 130 board members from individual organizations and through our online self-directed course, we also introduced a new two-part in person workshop for board members.

We also entered into a very special partnership with Island Deaf and Heard of Hearing to provide a four-part Governance 101 training to members of the deaf and hard of hearing communities.

Volunteer Victoria has made recruiting and supporting new board members a priority as we see increasing demands from community for qualified board members.

“I would like to thank Volunteer Victoria for your presentation last evening. We found it most informative: it confirmed to us that the many of our practices are sound, while introducing to us a different perspective to governance that will make us a better board, which will ultimately be a benefit to membership. Thank you... your enthusiasm, wealth of knowledge, and great sense of humour, created a seminar on Board Governance that was most worthwhile, and enjoyable. A remarkable feat!”

GOAL 5: GROW AND DIVERSIFY MEMBERS

THANKS TO OUR MEMBERS

1 Up Victoria Single Parent Resource Centre	ArtSea Community Arts Council Society	Boys and Girls Club Services of Greater Victoria
Abbeyfield House St. Peter’s Society	Atomique Productions Ballet Victoria	Bridges For Women Society
Aberdeen Hospital Site, VIHA 11 Site Membership	Baptist Housing – Marrion Village	Broadmead Care Society Burnside Gorge
Action Committee of People with Disabilities	BC Association of Clinical Counsellors	Community Association Camosun College – Co-op Education and Career Services
African Heritage Association of Vancouver Island (AHAVI)	BC Aviation Museum BC Cancer Agency – Victoria	Campbell, Catriona
AIDS Vancouver Island (AVI)	BC Children’s Hospital Foundation – Victoria	Canadian Blood Services Canadian Cancer Society
ALS Society of BC	BC Schizophrenia Society – Victoria	Canadian Red Cross Society
Alzheimer Society of BC	Beacon Community Services	Cancer DriveLine Society
Anawim Companions Society	Beacon Hill Villa	Capital Region Food & Agricultural Initiatives Roundtable Society
Anglican Synod of the Diocese of BC Refugee Program	Beaudoin, Maxime	Casey, Laura
Art Gallery of Greater Victoria	Better Business Bureau of Vancouver Island	C-FAX Santas Anonymous Society
	Big Brothers Big Sisters of Victoria	



CFB Esquimalt Military Family Resource Centre
 CFUV-FM
 Child Find BC
 Children's Health Foundation of Vancouver Island
 CHOICES Adoption & Counselling
 City Green Solutions
 City of Victoria
 CNIB
 Coast Capital Savings

Community Living Victoria
 Community Options for Children and Families
 Community Social Planning Council
 Cook Street Village Activity Centre
 Craigdarroch Castle
 CRD Parks
 Creatively United For The Planet
 Crosby, Tara
 Cystic Fibrosis Canada – Victoria Chapter

Dawson Heights Housing Ltd
 Diabetes Canada
 Dialogue and Resolution Services (DRS)
 Disaster Aid Canada
 District 69 Society of Organized Services
 District of Saanich Pulling Together Volunteer Program
 Dodd's Furniture
 Downtown Victoria Business Association

Early Music Society of the Islands
 Embrace Arts Foundation
 Emergency Management Victoria
 Esquimalt Neighbourhood House
 Esquimalt Volunteer Services
 Fairfield Gonzales Community Association
 Fairway Gorge Paddling Club
 Family Caregivers' Network Society
 Fernwood Neighbourhood Resource Group
 For The Love of Africa Society
 Foster Parent Support Services Society
 Friends of Living & Learning Through Loss
 Friends of Music Society
 Friends of the Dominion Astrophysical Observatory Society

Garry Oak Meadows Preservation Society
 Glenwarren Lodge
 Global Village Store – Victoria Global Village Society
 Goodlife Fitness Victoria Marathon
 Gorge Waterway Action Society
 Greater Victoria Coalition To End Homelessness Society
 Greater Victoria Compost and Conservation Education Society
 Greater Victoria Cycling Coalition
 Greater Victoria Down Syndrome Society
 Greater Victoria Festival Society
 Greater Victoria Green Team
 Greater Victoria Housing Society
 Greater Victoria Performing Arts Festival

Greater Victoria Public Library
 Greater Victoria Sports Hall of Fame
 Greater Victoria Women's Shelter Society
 Ground Zero Printmakers Society
 Growing Chefs! Chefs for Children's Urban Agr.
 Habitat Acquisition Trust
 Habitat for Humanity – Victoria
 Haliburton Community Organic Farm Society
 HeadWay, Victoria Epilepsy and Parkinson's Centre
 Heart & Stroke
 Help Fill A Dream Foundation
 Horticulture Centre of the Pacific
 Independent Living Housing Society of Greater Victoria
 Indigenous Perspectives Society

Inter-Cultural Association	John Howard Society of Victoria	Mary Manning Centre
International Metaphysical Academy	Junior Achievement of British Columbia	Men's Trauma Centre
Internet for Humanity Society	Kaleidoscope Theatre	Mercy Ships Canada
Intrepid Theatre Company Society	KIDCARECANADA Society	Metchosin International Summer School of the Arts
Island Community Mental Health	KidSport Greater Victoria	Monterey Recreation Centre
Island Deaf & Hard of Hearing Centre	Kirkland, Emma	Mosqoy: Sacred Valley Youth Fund
Island Kids Cancer Association	Kiwanis Pavilion	Mount St. Mary Hospital
Island Prostate Centre	Land Trust Alliance of BC	Mount Tolmie Community Association
Island Sexual Health Society	Langham Court Theatre	MOVE Adapted Fitness & Rehab Society of BC
James Bay Community Project	Laplante, Chantale	MS Society of Canada, South Vancouver Island Chapter
James Bay Community School Society	LDABC The Learning Curve	Mustard Seed Street Church
James Bay Market Society	Leadership Victoria	NEED2
James Bay New Horizons Society	Lifetime Networks Victoria	North & South Saanich Agricultural Society
James Bay Newspaper Society	Living Edge Community Church	Oak and Orca Bioregional School
JDRF Canada – Juvenile Diabetes Research Foundation	Lloyd, Denise	Oak Bay Emergency Social Services
	Lund, Barbara	Oak Bay Volunteer Services
	MacFarlane, Brenda	
	M'akola ILBC Housing Society	
	March of Dimes Canada	
	Maritime Museum of BC	

Oaklands Community Association & Centre	Phoenix Human Services Association	Saanich Historical Artifacts Society
Oasis Society for the Spiritual Health of Victoria	Point Ellice House Preservation Society	Saanich Neighbourhood Place
Open Aviron Rowing Coastal Association	Progressive Assistance Canada (PAC)	Saanich Parks and Recreation Services
Open Space Arts Society	Project Management Institute – Vancouver Island Chapter	Saanich Police Department, Block Watch
Our Place	Quadra Village Community Centre	Saanich Volunteer Services
Pacific Animal Therapy Society	R.A.V.E.N. Respecting Aboriginal Values & Enviro. Needs	Salt Spring Island Community Services
Pacific Centre Family Services Association	Rainbow Health Cooperative	Salvation Army – Public Relations Office
Pacific Institute for Sport Excellence Society	Ready to Rent	Scouts Canada
Pacific Training Centre for The Blind	Recreation Integration Victoria	Selkirk Place
Pacifica Housing Advisory Association	Rocky Point Bird Observatory	Sendial
Pagani, Dalton	Royal BC Museum	Seniors Serving Seniors Association Of BC
Pandora Arts Collective Society	Royal Jubilee Hospital Auxiliary	Shaw Centre for the Salish Sea (New Marine Centre Society)
Parent Support Services Society of BC	S.A.L.T.S. Sail and Life Training Society	Shekinah Homes Society
Parks Canada Agency – Fort Rodd Hill/Gulf Island	Saanich Emergency Program	Shelbourne Community Kitchen Society
Parkwood Place By Revera		Sierra Club of BC Foundation
		Silver Threads – Saanich

Sooke Region Historical Society	The Glenshiel Housing Society	Victoria Area Parole
Sooke Transition House Society	The Robert Bateman Centre	Victoria BC Ska and Reggae Society
South Island Centre for Counselling and Training Society	The Victoria Youth Clinic Society	Victoria Brain Injury Society
South Island Division of Family Practice Society	Threshold Housing Society	Victoria Chapter of Canadian Women for Women in Afghanistan
South Vancouver Island Chapter – Huntington Society of Can.	Tighe, Jim	Victoria Community Micro Lending Society
Southern Vancouver Island Nature Trails Society	TLC The Land Conservancy	Victoria Community Resource Society – Twin Oaks
Special Olympics BC – Victoria	Together Against Poverty Society	Victoria Cool Aid Society
St. Vincent De Paul	Tourism Victoria	Victoria Disability Resource Centre
Story Studio Writing Society	Town of View Royal	Victoria Downtown Residents' Association
Summers, Richard	Umbrella Society for Addictions & Mental Health	Victoria Film Festival
Swan Lake/Christmas Hill Nature Sanctuary	University of Victoria, Student Recruitment	Victoria Health Co-operative
The Arthritis Society Victoria	UVic Alumni Association	Victoria Highland Games Association
The Cridge Centre for the Family – CEO and Board	UVic Community Engaged Learning Department	Victoria Hospice
The First Open Heart Society of BC	VanCity	Victoria Hospitals Foundation
	Vancouver Island Strata Owners Association	Victoria Literacy Connection Society
	VI Persons Living with HIV/AIDS Society	
	Victoria Airport Authority (Red Coat Program)	



Victoria Marine Rescue Society	Riding Association	Wear 2 Start Society
Victoria Medical Heritage Society	Victoria West Community Association	West Coast Reach Association
Victoria Operatic Society	Victoria Women In Need Community Cooperative	West Shore Arts Council
Victoria Police Department	Victoria Women's Transition House Society	Wild ARC (BC SPCA)
Victoria Pride Society	Victoria Youth Empowerment Society	WITS Programs Foundation
Victoria Rainbow Kitchen Society	Watershed Watch Salmon Society	Worklink Employment Society
Victoria Sexual Assault Centre Society	We Rage We Weep Alzheimer Foundation	World Fisheries Trust
Victoria Symphony		YMCA-YWCA of Vancouver Island
Victoria Therapeutic		





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