



## CDSS

# Communiqué

Volume 6, Issue 3

September 2004

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### President's Report: Isn't September Really the "New Year"?

Kathie Cram

Every fall I am struck by this feeling... like a new year is just beginning. We've had a little summer vacation, & now we are coming back not only to our "old" work, but often-new "stuff". There are two sides to this: it is exciting, & sometimes downright overwhelming.

On the upside, with Schools Plus, the new Saskatchewan Health Population Health Strategy & the exciting work in marginalized neighbourhoods, the "planets seem to be aligned". Our "new year" seems promising. New relationships and alliances are being forged. On the downside, are the increasing demands on our work, whether or not we are paid or volunteer. As government funds have diminished, and public support for collectively financing social programs seems less, the not-for-profit sector and supportive government employees, are inundated with more demands. It is a contradiction to have so many people looking for work and those of us who are working have difficulty balancing work and family.

It is amazing to me that despite these "new year" pressures, our little Board can do so much. At the moment we are focusing our energies on our upcoming conference (for details see page 7). We are very happy that the conference and AGM will be happening in Prince Albert and that we are working with the Saskatchewan Association of Social Workers and the Saskatchewan Council of Community Development. The focus of this year's conference is the international Community Development Principles. We are bringing in Jerry Wade,.....

Continued Page 3.....

**CDSS Conference and Annual General Meeting:** The CDSS Conference and Annual General Meeting is scheduled for November 18<sup>th</sup> and 19<sup>th</sup> in Prince Albert. See information and details in this newsletter.

**Board Members Wanted:** two three year terms are open on the CDSS Board. Let your name stand and get involved in building our community.

**For information on these items visit:** [www.cdssociety.sk.ca](http://www.cdssociety.sk.ca).

A partner and member organization  
of the Community Development  
Society (CDS)  
<http://comm-dev.org/>

### CDSS 2004 Board of Directors

President:

*Kathie Cram*

President Elect:

*Cheryl Loadman*

Past President:

*Barb Robinson*

Secretary:

*Edmee Korsberg*

Treasurer:

*Martin Chicilo*

Members At Large

*Reg Beardsworth*

*Harold Baker*

*Linda Bell*

## CRA CREATES NEW HELP RESOURCE FOR CANADIAN CHARITIES

(July 12, 2004) The Charities Directorate of the Canada Revenue Agency (CRA) recently created a new position at the agency to assist charities with issues or questions that cannot be dealt with through normal channels.

The new "Charities Representative" will help charities deal with issues related to the following:

- Complaints about the level or quality of service
- Standards of service that were not met
- Charities and individuals who do not feel they were treated in a fair and transparent manner
- Information requests from charities that need help to voluntarily comply
- Other complaints of a general nature

Charities should note that the representative cannot reverse application decisions or other technical determinations and can be consulted only after a charity has first tried to resolve its issues through the regular process.

The representative was in place on May 3, 2004, and will be available for one year under a pilot program. At the end of the period, the Charities Directorate will assess the results to see if the program should be continued or enhanced.

Organizations can reach the charities representative by calling toll-free 1-866-303-3016 or via email at: [charities-bienfaisance-resource@ccra-adrc.gc.ca](mailto:charities-bienfaisance-resource@ccra-adrc.gc.ca).

### **Book Review Building Volunteer Value: A marketing based Workbook for recruitment and retention**

Published by Capacity Builders at OCSA (Ontario Community support Association)

If you are looking for an innovative approach to volunteer recruitment and an effective way to measure and manage your volunteer relationships, then this workbook will be very helpful. The workbook helps you to use relationship marketing concepts to help increase volunteer recruitment and retention rates and to position your organization as a place of choice for volunteers.

"Building Volunteer Value" contains worksheets, and step-by-step plans that guide you through the process of recruitment and retention of volunteers. It also provides examples of successful volunteer recognition programs. A good read for those looking for some thoughtful discussion on working with volunteers.

## Volunteer Saskatoon Workshops

### **Liability of Board Members – Understanding New Changes in Legislation**

\$5 for Members, \$10 for Non-Members

6:00 – 8:00 Mayfair Library

Wednesday, September 29, 2004

[http://www.volunteersaskatoon.com/common/pdfs/poste\\_liability\\_sept29.pdf](http://www.volunteersaskatoon.com/common/pdfs/poste_liability_sept29.pdf)

### **"Risk Management in Volunteer Programs" with Linda Graff**

\$75 for Members, \$95 for Non-Members

Wednesday, November 24, 2004

### **Understanding Non-Profit Financial Statements**

\$10 for Members, \$20 for Non-Members

Tuesday, October 5, 2004

### **One on One with Linda Graff**

\$35 for Members, \$45 for Non-Members

Thursday, November 25, 2004

Volunteer Saskatoon

100 – 506 25th Street East Saskatoon, SK S7K 4A7

Phone: 955-1748 Fax: 975-2027

E-mail: [volunteer@saskatoon.unitedway.ca](mailto:volunteer@saskatoon.unitedway.ca)

## **Liability Insurance and the Voluntary Sector - Framing the Issues**

Voluntary sector organizations from across the country are united in their concerns about the high cost and difficulty in getting and keeping liability insurance. Huge premium increases, increased restrictions tied to coverage and a lack of understanding of voluntary sector insurance needs are among the findings of the Voluntary Sector Forum's new report: **Liability Insurance and the Voluntary Sector - Framing the Issues**.

The report documents the findings of seven regional sessions held across Canada. The goal of these sessions was to meet with a cross section of voluntary sector organizations to hear first hand about their experiences in the area of insurance liability. Sessions were held in Edmonton, St. John's, Vancouver, Winnipeg, Toronto, Ottawa and Montreal between December 2003 and June 2004. In addition, over 300 people responded to an on-line survey. The report can be found at [www.vsf-fsbc.ca/eng/liability/framing\\_issues/index.cfm](http://www.vsf-fsbc.ca/eng/liability/framing_issues/index.cfm)

**President’s Message:** Continued from page 1...

...a colleague from the international Community Development Society (CDS) to talk about the challenges of putting those principles into practice & and linking these principles to community economic development.

The link to the international CDS is strategic. It is one way for us to build our relationships with them, so we will be in a stronger position to work with them on organizing an international community development conference in our province in 2008!

So..folks...welcome to our real community development "new year" with all its challenges and new demands!

**Note:** Please share your stories with us. We would be interested in printing information on your organization or some project you are involved in. Keeping each other informed keeps us strong.

 **CED Training: Community Development Academy**

The University of Missouri Community Development Extension Program offers a series of three courses called the Community Development Academy.

Each of the three courses is an intensive, experiential, five-day course that explores ideas and develops practical skills for effectively involving and empowering local citizens and leaders in community-based efforts. Courses can be taken for University Credit or professional development.

- Course 1 - Building Communities from the Grassroots
- Course 2 - Empowering Communities for the Future
- Course 3 – Creating Capacity for Dynamic Communities

Courses are offered at: The Elms, Excelsior Springs, Missouri.

Enrolment is limited. If you have questions or would like to request a brochure, please phone Lorie Bousquet at (573-882-6059) (email [BousquetL@missouri.edu](mailto:BousquetL@missouri.edu)) or Becky Humphrey (573) 882-8320 (e-mail [HumphreyB@missouri.edu](mailto:HumphreyB@missouri.edu)). For additional course information and to register, please visit the web site at: <http://muconf.missouri.edu/CommDevelopmentAcademy>

**Human Resources and Tools**

**One-Stop-Shop** of tools and resources for voluntary organizations' HR needs:

[www.hrvs.ca/hr\\_practices/pg001\\_e.cfm](http://www.hrvs.ca/hr_practices/pg001_e.cfm)

- ? ? A Guide to Hiring Practices
- ? ? Attracting and Keeping Good Employees
- ? ? HR Policies and Procedures such as compensation
- ? ? Employment Legislation, and much, much, more

**Nominations for CDSS Practitioner Award**

The Community Development Society of Saskatchewan Inc. (CDSS) seeks nominations for the **CDSS Community Development Practitioner Award**. The Award will be given each year to one or more practitioners who have made outstanding and exceptional contributions to the improvement of their community or organization through a community development process, in their community, district, province or beyond.

Nominations will be accepted from January 1<sup>st</sup> to September 30<sup>th</sup>. The Award will be presented at the CDSS Annual Conference and Meeting held in November. Contact Kathie Cram for information.

**WHY DIVERSITY?**

Diversity has become one of the hottest topics to confront community-based organizations...and for good reason.

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

Our organizations are better served by paying attention to diversity now rather than later. There are a variety of strategies that can be employed by both the board and management. For example, diversity audits enable management to quantify and benchmark. Identifying current states is the beginning point in goal setting. The preparation of proactive strategies will ensure increased diversity in the workplace.

Essentially, the primary goal for any organization is to start now to facilitate and shape the plans necessary to support and expand a positive environment for a diverse workplace.

## Reports and Documents

### v **KEEPING THE PLAN ALIVE -- PRIORITIES FOR HOMELESSNESS AND HOUSING IN SASKATOON**

The first draft of the Keeping The Plan Alive report will soon be posted to the SHIP web site at [www.shipweb.org](http://www.shipweb.org). You are invited to provide your comments on this report to ensure the 2004 update to the Saskatoon Community Plan For Homelessness and Housing accurately reflects the priorities of stakeholders in Saskatoon. Please provide your feedback to Brenda Wallace of the Saskatoon Housing Initiatives Partnership (SHIP) by emailing [bwallace@shipweb.org](mailto:bwallace@shipweb.org) or faxing 934-2647.

### v **Profile of CED in Canada** [http://www.ccednet-rcdec.ca/en/docs/pubs/Profile\\_CED\\_Oct\\_2003.pdf](http://www.ccednet-rcdec.ca/en/docs/pubs/Profile_CED_Oct_2003.pdf)

### v **Social Purchasing - Buying Locally, Helping Locally** - David LePage, September 2004

An innovative and newly-created Internet gateway is allowing businesses in Vancouver to make purchases on the basis of price, value, quality and a new dimension - social value. Blending corporate social responsibility with community economic development, Vancouver's Social Purchasing Portal matches business suppliers with local purchasers, creating economic and employment activity in a disadvantaged part of the city. Plans to expand the portal into a pan-Canadian network are well under way.

### v **Community Economic Development Success Stories from Nova Scotia** - Anne Makhoul, September 2004

The Atlantic Canada Opportunities Agency (ACOA) has helped to build the region's economic capacity since it was established by the federal government in 1987. This community story profiles four rural Nova Scotia organizations that have used ACOA funds to develop or diversify their community and economic potentials, demonstrating the importance of using local resources and knowledge to achieve community vitality.

### v **Youth Action Now - From Dreams to Reality** - Anne Makhoul, September 2004

Youth Action Now is a two-year project in Saskatchewan which will enable young people between the ages of 15 and 30 to explore the concept of multiculturalism with an eye to creating a prosperous and inclusive future. Funds from the Department of Canadian Heritage and support from two provincial multicultural associations will help youth to formulate a blueprint for policy action and will provide financial backing for youth-designed community projects.

### v **Miawpukek: Reaching Self-Sufficiency Through Economic Development Guided By Traditional Values**

Discusses the Miawpukek First Nation and how they have created economic development opportunities in the community based on their values. The community sought to become self-sufficient and in the process retain their traditional and cultural values. [http://www.ainc-inac.gc.ca/pr/pub/ep/ecdev1\\_e.html](http://www.ainc-inac.gc.ca/pr/pub/ep/ecdev1_e.html)

## Canadian Centre for Philanthropy Research Program Publications

**The rural charitable sector research initiative: a portrait of the nonprofit and voluntary sector in rural Ontario** / Cathy Barr... [et al.]. Toronto: Canadian Centre for Philanthropy, 2004.

**Where Canadians Donate: Donating by Type of Organization** / David Lasby and David McIver. Toronto: Canadian Centre for Philanthropy, 2004.

**Where Canadian Volunteer: Volunteering by Type of Organization** / David Lasby and David McIver. Toronto: Canadian Centre for Philanthropy, 2004.

**The Philanthropic Spirit in Canada: Motivations and Barriers** / David Lasby. Toronto: Canadian Centre for Philanthropy, 2004.

**The Volunteer Spirit in Canada: Motivations and Barriers** / David Lasby. Toronto: Canadian Centre for Philanthropy, 2004.

**Understanding Canadian Volunteers: Using the National Survey of Giving, Volunteering and Participating to Build Your Volunteer Program** / Norah McClintock. Toronto: Canadian Centre for Philanthropy, 2004.

**Understanding Canadian Donors: Using the National Survey of Giving, Volunteering and Participating to Build Your Fundraising Program** / Norah McClintock. Toronto: Canadian

**Giving and Volunteering: The Role of Religion** / Larry McKeown ... [et. al.] Toronto: Canadian Centre for Philanthropy, 2004. Centre for Philanthropy, 2004.

# Community Action to Reduce Poverty

## Poverty Awareness Week Events

Sunday October 17 to Saturday October 23, 2004

Monday, October 18	Tuesday, October 19	Wednesday, October 20	Saturday, October 23
<p>10:00am Press Conference at SCYAP 253-3<sup>rd</sup> Ave. S.</p> <p>11:00am: Rally at City Hall</p>	<p>12:00 noon Gender and Poverty Research Launch 211 Arts, U of S Campus</p>	<p>7:00pm Photo Display, with guest speakers and the Lift Me Up Community Singers at SCYAP – 253 – 3<sup>rd</sup> Ave. S.</p>	<p>9:00am Campaign 2000 Provincial Forum Mayfair United Church (call to confirm details)</p>

For more information contact: Linda Bell: 956-6147 Saskatoon Communities for Children

### CUexpo2005 Community-University Research Partnerships: Leaders in Urban Change

The Winnipeg Inner city Research Alliance (WIRA) will be hosting an international conference September 15-18th, 2005.

CUexpo2005 will seek to strengthen the understanding of, and support for, the unique and diverse nature of action-oriented research involving innovative collaboration between University and community partners. If you would like to receive regular email updates about the CUexpo2005 conference, please email [a.friesen@uwinnipeg.ca](mailto:a.friesen@uwinnipeg.ca) and ask to have your email address placed on our conference list. Please supply your name and affiliation as well.

### Volunteer Regina Workshop Series 2004!

The topics and dates have been finalized, and we are excited to offer workshops from **Volunteer Regina**.

- **Protecting Your Agency: An Overview of the New PIPEDA Legislation** October 20, 2004, 9:00am - 11:00am. Facilitated by Brad Vance
- **Marketing & Communication for Non-Profit Organizations** December 7, 2004, 1:30pm - 4:00pm. Facilitated by Kathie McFarland
- **Board Development: Roles and Responsibilities** November 18, 2004, 1:30pm - 4:00pm. Facilitated by Sheila Fahlman



### Pathways to Progress



Saturday October 23, 2004  
 Provincial Forum, Campaign 2000  
 Hosted by Saskatoon Communities for Children  
 Mayfair United Church, 902 33<sup>rd</sup> Street West

#### Tentative Agenda

9:15	Introduction and Orientation
9:30	Overview of the Pathways to Progress Report
11:00	Discussion on Options for Revenue Recovery
12:00	Lunch (provided)
1:00	Finding Provincial and Local Allies
2:00	Report back from small groups
2:30	Break
2:50	Early Learning and Care – local update/ Basic Income Presentation
3:30	15 <sup>th</sup> Anniversary of the All Party Resolution brainstorming and strategies.
4:00	Summary and Next Steps.

**About Campaign 2000:** Campaign 2000 is a cross-Canada public education movement to build Canadian awareness and support for the 1989 all-party House of Commons resolution to end child poverty in Canada by the year 2000. Campaign 2000 began in 1991 out of concern about the lack of government progress in addressing child poverty. Campaign 2000 is non-partisan in urging all Canadian elected officials to keep their promise to Canada's children. Since 1989, the number of children living in poverty has increased by 402,000 and child poverty is clearly a signal of the increasing hardship for Canadian families.

**About Saskatoon Communities for Children:** Saskatoon Communities for Children (SCC) is a non-profit organization that brings together government and community representatives to promote the physical, mental, spiritual, and emotional well being of all children to make Saskatoon a safer, healthier, and happier place to grow up. Saskatoon Communities for Children works under the principle that meaningful change can only be achieved when all those affected personally and professionally share resources and cooperate to find solutions.

### Upcoming Events

- **Social Workers: Challenging Systems, Leading Change** 30 Sep 2004 Carleton University, Ottawa  
<http://www.oasw.org/ENG/conference.htm> Graeme Roderick tel: 238-8406 East OASW email: [ottawaroderick@sympatico.ca](mailto:ottawaroderick@sympatico.ca)
- **Council for the Advancement of Native Development Officers 2004 National Conference & Annual General Meeting.** October 5 to 8, 2004 Fredericton, New Brunswick
- **Spotlight on Seniors - October 6 Tickets: \$5 975-7797** Hosted by Saskatoon Council on Aging
- **Bridges and Foundations: Affordable Housing Design - Centennial Auditorium October 7, 2004 Contact: 665-2525**
- **Affordable Housing Week 2004** October 12 to 15 Third annual awareness week includes a number of events. See [www.shipweb.org/AHW.html](http://www.shipweb.org/AHW.html) for more details!
- **Seminar C – U of W Sydney, NS "Labour Market Education & Skills Development: Best Practices" October 14 – 16, 2004** Contact: Sharon Jones at 519-885-1211 ext. 2437  
[s4jones@fes.uwaterloo.ca](mailto:s4jones@fes.uwaterloo.ca)
- **Second Canadian Conference on Literacy and Health** October 17-19, 2004 Ottawa, Canada  
<http://www.cpha.ca/literacyandhealth/>
- **EDAC's 36th Professional Development Conference October 16 – 19, 2004 Embracing Change... In Changing Times** Sydney, NS Host Hotel: Delta Sydney  
Contact: Penny Gardiner 905-689-8771  
[admin@edac.ca](mailto:admin@edac.ca) / [gardiner@edac.ca](mailto:gardiner@edac.ca)
- **2004 International Conference on Volunteer Administration, "Journey of Discovery: Charting Your Course,"** OCTOBER 20-23 Portland, Ore.; Contact: Association for Volunteer Administration at 804-672-3353; website: [www.avaintl.org](http://www.avaintl.org).
- **CEN Annual Conference on the Environment** Centre St. Pierre, Montreal, Quebec, Canada October 21, 2004 to October 22, 2004
- **It's All About Opportunities 2, A Gathering of Aboriginal Entrepreneurs"** Edmonton October 25 - 26, 2004. Please contact Stephanie, Conference Coordinator at: (780) 422-7706 or 1-800-272-9675
- **CMHC Mini Symposium on Aboriginal Housing Research** Quality Hotel, Saskatoon, SK November 1 [www.cmhc.ca](http://www.cmhc.ca)
- **Aboriginal Workforce Participation Initiative (AWPI) Corporate Partnership Conference** November 4th & 5th, 2004 Hilton Lac Leamy, Ottawa – Gatineau For information contact Dara Maternick at (204) 654-3995 or <mailto:dara@plannersplus.ca>, or visit [www.AWPIconference.ca](http://www.AWPIconference.ca).
- **Sharing Knowledge: Aboriginal Paths to Health NAHO Second National Conference and Health Information Fair** Pre-Conference Activities Training Workshops/Youth Workshops November 6-7, 2004 Winnipeg National Conference November 8-10, 2004 Winnipeg Convention Centre Winnipeg  
[www.naho.ca/english/gatherings\\_naho\\_second\\_conference.php](http://www.naho.ca/english/gatherings_naho_second_conference.php)
- **Water: Drought Proofing the Economy** - Regina Exhibition Park - November 4, 2004 AgriVision Regina, SK [www.droughtproofing.com](http://www.droughtproofing.com)
- **Bridges and Foundations Project On Urban Aboriginal Housing CURA Conference 2004** November 1 – 3rd, 2004 **Quality Hotel, Saskatoon Saskatchewan** Tel: (306) 653-3231 Fax: (306) 966-6950 E-mail: [conference.coordinator@shaw.ca](mailto:conference.coordinator@shaw.ca)
- **Building a Nation: Innovation in Financing Affordable Housing** November 4 & 5 **Sheraton Cavalier** Contact: [www.shipweb.org](http://www.shipweb.org)
- **Independent Sector 2004 Annual Conference, "Making Participation Count,"** NOVEMBER 7-9 The Fairmont Chicago, Chicago, Ill.; Contact: Independent Sector at [www.independentsector.org](http://www.independentsector.org).
- **Childcare & Early Learning Conference** November 12th to 14th, 2004 - Winnipeg Convention Centre **Child Care for a Change! Shaping the 21st Century** <http://www.ccsd.ca/subsites/childcare/>
- **The Canadian Conference on Social Enterprise 2004** 2004-November-15 Contact: Anne Jamieson, Program Manager - Toronto Enterprise Fund, United Way of Greater Toronto: [ajamieson@uwgt.org](mailto:ajamieson@uwgt.org) Phone: (416) 777-2001 Ext. 513, Fax: (416) 777-0962  
[http://www.cedcanada.ca/ev.php?URL\\_ID=3998&URL\\_DO=DO\\_TOPIC&URL\\_SECTION=201&reload=1095546214](http://www.cedcanada.ca/ev.php?URL_ID=3998&URL_DO=DO_TOPIC&URL_SECTION=201&reload=1095546214)
- **CDSS Conference** November 18<sup>th</sup> and 19<sup>th</sup> in Prince Albert. For information [www.cdssociety.sk.ca](http://www.cdssociety.sk.ca)
- **CDSS Annual General Meeting November 19<sup>th</sup> Prince Albert.** For information [www.cdssociety.sk.ca](http://www.cdssociety.sk.ca)
- **3NFU 35<sup>th</sup> Annual Convention. Saskatoon November 18 – 20.** [nfu@nfu.com](http://nfu@nfu.com)
- **New Century, New Risks** conference November 18, 19, 2004 Montréal Information, available at: [www.misc-icem.mcgill.ca/social](http://www.misc-icem.mcgill.ca/social).
- **Annual Aboriginal Economic Development Networking Conference** November 17 - 18, 2004 Morris J. Wosk Centre - Vancouver, BC
- **Beef: Business Today, Opportunities Tomorrow" Conference**, which is co-hosted by SAC Inc. and Canadian Western Agribition, at Regina Exhibition Park on Monday morning (9:30 am to 12:00 noon), November 22, 2004.
- **Canadian Western Agribition, Regina November 22 – 27, 2004** [www.agribition.com](http://www.agribition.com)
- **Adventures in Agriculture** November 24 – 28, 2004 Regina Exhibition Park, Regina Jim Wester at [nanjim@cableregina.com](mailto:nanjim@cableregina.com) or phone (306) 789-5631



# Community Development Society of Saskatchewan

## 2004 Conference ~ November 18<sup>th</sup> & 19<sup>th</sup>, 2004

### Digging for Diamonds



### Community Development Principles of Good Practice



**JERRY L. WADE,**  
Ph.D. *Emeritus,*  
*Extension*  
*Associate*  
*Professor and*  
*State Community*  
*Development*  
*Specialist*

### KEY NOTE SPEAKER

Dr. Jerry Wade is an Emeritus Associate Professor in the Department of Community Development, University of Missouri-Columbia and State Community Development Specialist, University of Missouri Extension.

His major expertise is in community economic development, especially in implementing the "Rusty Bucket Theory" of community economic development and in managing local energy systems. His work emphasizes tools for improving local economic conditions and empowering communities to have greater control over their future.

Dr. Wade will be discussing the Five Community Development Principles of Good Practice including examples of their use in practice.

### GUEST PRESENTORS

Meredith Moore; Northern Diabetes Project

Brian Howell; River Bank Development Corporation

Erin Beaudin; PA Regional Economic Development Authority



#### LOCATION:

**PRINCE ALBERT INN - (306) 922 5000**  
3680 2<sup>nd</sup> AVE WEST  
PRINCE ALBERT, SASKATCHEWAN

#### ROOMS ARE AVAILABLE AT THE CONFERENCE HOTEL

**OTHER HOTELS NEAR BY:**  
TRAVELODGE – (306) 764 6441  
SOUTH HILL INN – (306) 922 1333

### REGISTRATION

- CDSS Member Early Registration (Before Nov 5) \$80.00
- CDSS Member After November 5, \$90.00
- Student and Special Request Registration \$30.00

- Non Member Early Registration (Before Nov 5) \$115.00
- Non Member After November 5, \$125.00

NAME: \_\_\_\_\_

PLEASE SEND CHEQ OR MONEY ORDER TO:

ORGANIZATION: \_\_\_\_\_

Community Development Society of Saskatchewan

ADDRESS: \_\_\_\_\_

Box 722

CITY: \_\_\_\_\_ PROV: \_\_\_\_\_

Saskatoon, SK. S7K 3L7

EMAIL: \_\_\_\_\_

Phone: (306) 764 8547 for more information

Cheque/money order for \$ \_\_\_\_\_ enclosed

Email: [paper.works@sasktel.net](mailto:paper.works@sasktel.net)

Community Development

Community Development

**Community Development Society of Saskatchewan, Inc.**

Box 722  
Saskatoon Saskatchewan  
S7K 3L7

**Editor:** Cheryl Loadman 477-1060  
Email: [cloadman@sasktel.net](mailto:cloadman@sasktel.net)  
The CDSS Communiqué is published four times per year. Archived issues are available at the Saskatchewan Archives.

**🌐 Check out our new web site!!**

Check out the new CDSS web page. The address is: [www.cdssociety.sk.ca](http://www.cdssociety.sk.ca). You will find information on CDSS, our board members, events, information and resources

**Meet Our Board Members**

Cheryl Loadman, BCom, BA, CITP  
Manager, Business Development  
Saskatchewan Industry and Resources.



Cheryl has been involved in a wide range of economic development projects. As a manager of business development she has extensive experience in business start-ups and expansions. She also has been involved in teaching adult and youth entrepreneurs.

Cheryl also has a strong record of community involvement, particularly in working with disadvantaged people and on promoting grassroots issues and concerns. Currently, she is a board member of 25th Street Theatre, a committee member of the Nutana Advisory Committee, and a member of the Balancing Work and Family Council, as well a volunteer with Habitat for Humanity and the Anti Poverty Network. She is an active supporter of cooperatives, serving as a Director of the Saskatoon Credit Union, of the Saskatoon Community Clinic and of the Canadian Cooperative Association, and Credit Union Central of Saskatchewan.

Her other community activities include basketball coordinator, Community Association volunteer, and a tutor with Read Saskatoon and the Food Bank, amongst others.

**CDSS understands that you value your privacy. Any information you provide to us through our newsletter or Web site or your membership is used for the CDSS purposes only - to serve you better. Information will only be collected on a voluntary basis and no information collected will be disclosed to other public bodies or individuals except as authorized by law.**

**Membership Application (Please Print)**

Regular Membership: \_\_\_\_\_ New \_\_\_\_\_ Renewal

Name: \_\_\_\_\_  
First Name Initial Last Name

Mailing Address: \_\_\_\_\_  
Street/rural Rte/Box City/Town Postal Code

Tel: \_\_\_\_\_ Fax: \_\_\_\_\_ e-mail Address: \_\_\_\_\_

Organization Affiliation (in any) \_\_\_\_\_

Signature: \_\_\_\_\_

- I want to subscribe to the CDSS Newsletter Communiqué
- I authorize including my name & contact information in the CDSS Member Directory

A cheque/money order for \$35 is enclosed. Low income: \$5. Please make cheque payable to CDSS and Mail to: Box 722 Saskatoon Saskatchewan S7K 3L7

## Tools for Community Social Planning

Teya Greenberg

'YOUTH ENGAGEMENT' SEEMS TO BE the new hot topic in many organizations that work with and/or for youth. More and more, youth service providers and decision makers are trying to involve young people in decision-making processes that affect our lives and the lives of our peers. Youth working within several youth driven organizations have produced a list of indicators of effective Youth engagement that include:

- **A range of youth** - ages are represented and the format/structure of the youth involvement model is relevant to their skills, abilities, and developmental stages.
- **Including Youth on Staff**- If there are paid positions within the program structure youth are invited to fill them.
- **Youth-friendly access** exists when there are appropriate meeting times, are transportation, cultural and literacy needs considered?
- **Diversity** is ensured when youth are supported to access a wide range of youth from diverse communities to develop a position on the decisions to be made.
- **Linkage to power** exist so that youth are able to have meaningful and sustained access to decision-makers
- **Necessary supports** are there to (a) bring youth to the table and (b) keep them at the table including: food; financial reimbursements for time; mentors; peer supports; an inclusive atmosphere; more than one youth at the table; and adequate training for the task.
- **Continuity of youth involvement** occurs when there are systems to enable youth participants to build on the work done in the past.

In addition to those above, I offer three more suggestions, garnered from personal experience:

- Figure out what level of youth ownership your organization is trying to achieve and be prepared to share power. Involving youth means that things will change.
- Don't expect to transplant youth into a traditionally adult structure and successfully achieve youth engagement. Be flexible to the needs of youth. If you're unsure on how to go about this, seek out youth-driven organizations to partner with.
- Finally, a commitment to bringing youth to the table must coincide with a commitment to include other marginalized groups and underrepresented communities. Involving youth is one of the more palatable steps towards creating inclusive and representative decision-making structures. Working to include youth must coincide with working to include all people.

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