



pin
The People and
Information Network

Police Records Checks for Volunteers



"Volunteering is a fundamental act of good citizenship. It's also essential in our society." - Volunteer Canada

At PIN, we believe:

- that everyone has something to contribute to our community
- volunteers are integral to the Community Benefit Sector
- volunteerism builds connections and community
- solid volunteer engagement practices are essential to support

Volunteerism is resource to be nurtured and cultivated in a planful and foundational way to preserve, grow and harvest.

Community Benefit Sector

170,000+ nonprofits and charities in Canada. 8.1% of the total GDP.
Employs 2+ million people. 12 million volunteers

55,000+ organizations which together generate some \$67 billion in revenues and serve multiple missions that contribute to communities across Ontario.

Volunteering is a common thread:

Health. Sports. Faith. Community. Children. Youth. Seniors. Poverty.



1 in 5 NFP in Ontario could close

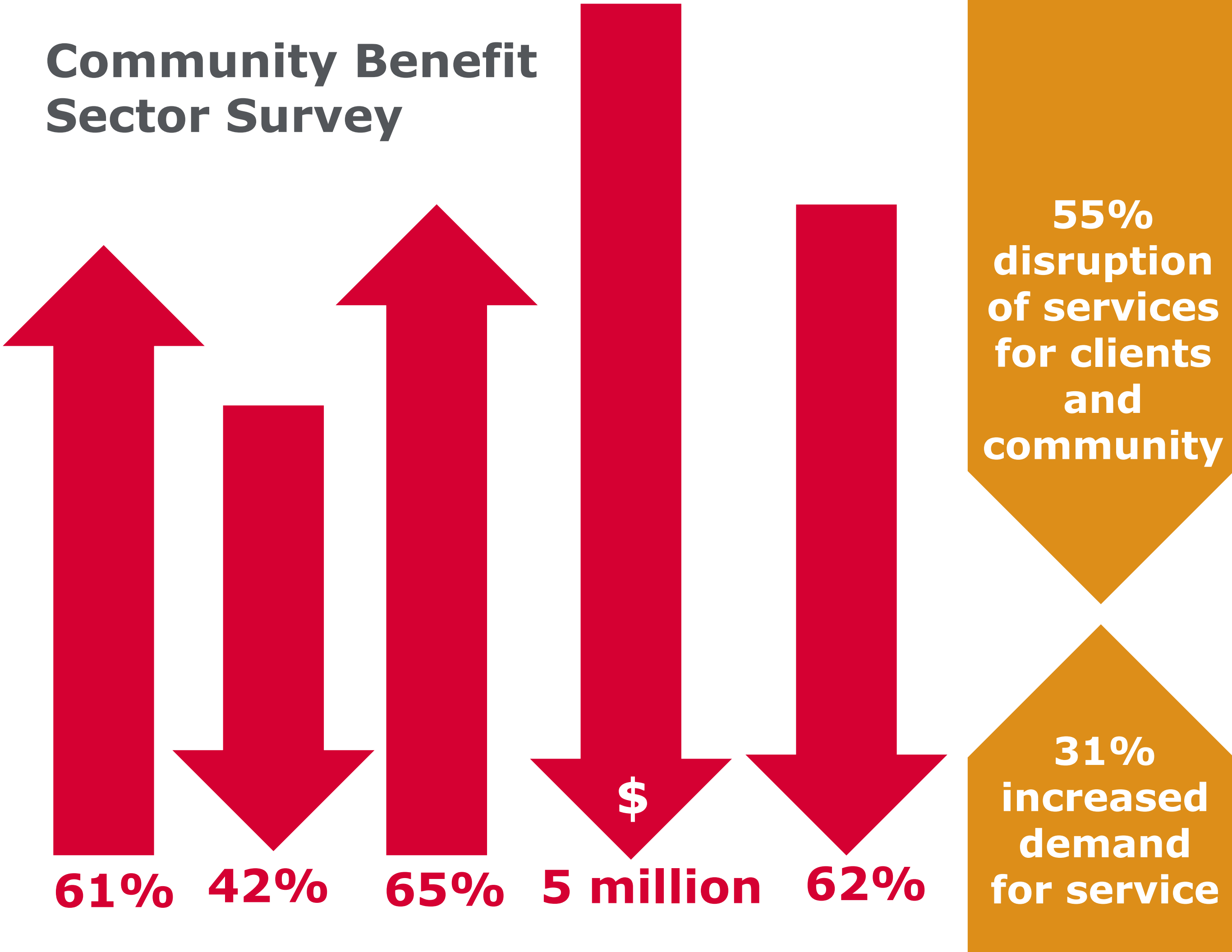
Ontario Nonprofit Network recent survey findings 20% of NFP may close by end of the year. Another quarter said that 2021 will likely be a greater financial struggle than this year.



What is the impact in Guelph?

PIN led a Community Benefit Sector Survey Sept – October
*Result? More demand, less revenue, limited reserves
COVID impact leaning well into 9 months to 1 – 2 years.*

Community Benefit Sector Survey



61%

42%

65%

5 million

62%

\$

**55%
disruption
of services
for clients
and
community**

**31%
increased
demand
for service**

Why Are We Here?



The impacts of the end of the Guelph Police Services legacy agreement to waive the fees of Police Records Checks (PRC) for volunteers coupled with mounting impacts of COVID on the community benefit sector has a one-two combo impact.

Of the PRC that PIN had approved, they centre around:

Community Supports 46%

Includes organizations supporting issues of:

Poverty, Homelessness, Food Insecurity, Drug Addiction

Special note to add: 27%

(Faith groups also provide ***food pantries, clothing cupboards, transportation to appointments***)

'The ethos of volunteerism is infused with values such as solidarity, reciprocity, mutual trust, belonging and empowerment, all of which contribute significantly to quality of life.'

– United Nations Volunteers



**'Guelph is regularly ranked
as one of Canada's best
places to live, work and play'**

44% of Canadians volunteer formally
= 59,608 volunteer in Guelph

Building our Future

Make strategic investments that nurture social well-being, provide landmark beauty and offer a safe place where everyone belongs.

The Impact:

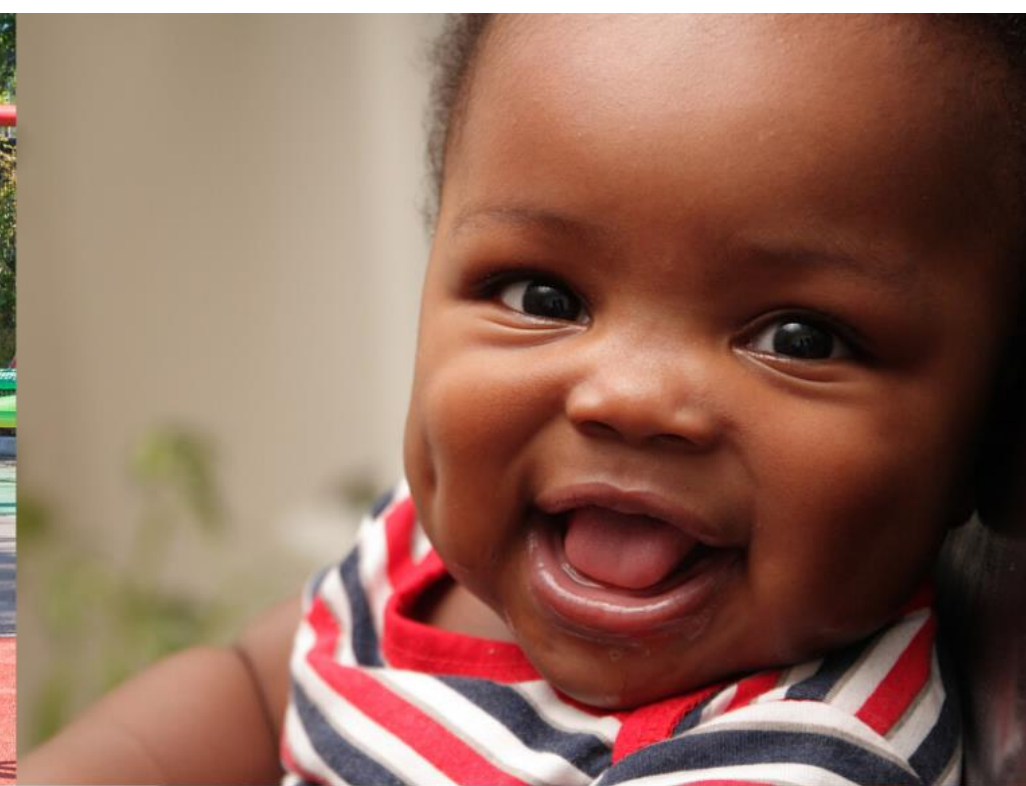


- *Loss of nonprofits and charities is a social crisis*
 - Imagine 20% of nonprofits in Guelph are closed.
 - In Downtown Guelph alone - no HOPE House, no Chalmers as example.
- *Decrease in volunteerism has impact*
 - Tutoring your children to read. Mentors for our youth. Driving your sister for her cancer appointment. Delivering a meal to your Dad.
 - These are roles that would require a Police Records Check.

The Community Benefit Sector is a vital core to our community.

The Investment in the Sector and Volunteerism:

Request that the City of Guelph invest \$150,000 to fund the cost of Police Records Checks for volunteers in 2021



Kim Cusimano
Executive Director
kim@PINnetwork.ca
(519) 822-0912 ext. 229

We provide connections and leadership in Guelph and Wellington County to support the development of individuals and organizations. We help people navigate essential community services, provide a hub for volunteer opportunities and engagement, and enable best practices and continuous learning for professionals in the non-profit sector. PINnetwork.ca



November 18, 2020

His Worship Cam Guthrie
Mayor, City of Guelph
and City Councillors

I am writing in support of PIN – The People and Information Network’s delegation to Guelph City Council requesting a one-time fund of \$150,000 be applied to Police Records Checks for volunteers who require this clearance in 2021.

HOPE House Guelph has been a member of PIN and a participant in the BestMatch program for 7 years. Through this resource, we have:

- Engaged with over **1,400** volunteers who as of September 17th, 2020 have helped **5,400** unique individuals in the Guelph community escape the effects of poverty and move forward toward independence.
- Have a risk management structure in place including the requirement for Police Records Checks.

Pre COVID-19, **60% of the volunteers in our daily programming are clients**. Since the majority of these clients are not receiving income or are on either OW or ODSP due to physical or mental health challenges, they are not able to afford the \$30 cost of a police check. Our volunteer program moves people forward toward independence. As a result, on average, **2 volunteers a month find employment through our volunteer program** (pre-COVID 19) by learning soft and hard skills and making connections with other individual/corporate volunteers and by obtaining references that lead them to employment. See testimony below:

“I have been volunteering at Hope House since October of 2017. This has been made possible because of the BestMatch program. I am on ODSP so I would not be able to pay for the police check for myself. Through volunteering I have been able to get my self-esteem back and practice my hard skills which has led me to work again. Because of mental and emotional abuse from my mother I doubted I had the ability to hold a job of any kind. I started off in the food market but with my health I couldn't be on my feet that long. With reluctance I asked to be trained on reception. I have now been in that position for 2 years and I am rocking it. I have improved my vocabulary and spelling, I relearned my computer skills and have learned how to interact with community members and how to determine what I could help them with and when to involve other staff. I was uncertain if I could do the multitasking that is needed and the efficiency needed. I am

now training a new receptionist on the protocols of HOPE House. I believe I could start applying for part time reception jobs. Through Hope House and the belief in myself I have gained a part time job as a custodian. Not only has this position improved my self-esteem, it has impacted a lot of our community members as well."

In conclusion:

We are a 100% community funded charity. We do not have an additional \$6,000 per year to fund police checks. Eliminating this program means that, once again, the most vulnerable in our community will be the ones to suffer the most, especially during and after the COVID-19 pandemic. **As of September 30, 2020 HOPE House has had more new households sign up for food market services in the last 6 months (April through September) than in the entire year last year.**

In light of the liability insurance coverage HOPE House has and the vulnerable sector we work with, police checks are considered a mandatory part of our screening process, in order to maintain this liability coverage.

Along with our peers in the Community Benefit Sector, we respectfully request a one-time fund to cover the costs of Police Records Check fee for volunteers in the City of Guelph for approved roles supporting our most vulnerable. This highly valuable service is a leading innovation in the voluntary sector; one that makes a significant impact here in our community. Guelph is known for its innovation and collaboration.

Name: Stacy Bailey

Role: Volunteer Coordinator

Organization: HOPE House Guelph

Contact information: volunteers@lakesidehopehouse.ca, 226-821-0987



November 18, 2020

His Worship Cam Guthrie
Mayor, City of Guelph
and City Councillors

On behalf of Family & Children's Services of Guelph and Wellington County (FCSGW), I am writing in support of PIN – The People and Information Network's delegation to Guelph City Council requesting a one-time fund of \$150,000 be applied to Police Records Checks for volunteers who require this clearance in 2021.

In a recent Community Benefit Sector Survey led by PIN, clear results emerged that have, and will continue to have, impact on our community.

- 42% have had decreased budgets with 65% increase in costs due to COVID
- Loss of budgeted revenue of over \$5 million due to cancellation of events, fundraisers
- 55% disruption of services for clients and community coupled with 31% increased demand for service

With the realities of COVID-19 and the end of the legacy agreement with Guelph Police Services, there are significant financial impacts facing nonprofits and charities in Guelph.

Volunteers are integral to our mission and to ensure our due diligence in protecting the vulnerable we serve; Police Records Checks are an important component of best practices in volunteer screening.

FCSGW provides support and services for families to ensure that children and youth are protected from physical and emotional abuse or neglect. Our organization currently has close to 80 volunteers and prior to the pandemic, we recruited approx. 50 volunteers annually. These volunteers dedicate their time as Mentors, Tutors, Parent Aides, Childcare Assistance, Volunteer drivers. In addition, many of these volunteers step up and assist with tasks and projects such as; grocery shopping or making meals for a family where the primary caregiver is ill or overwhelmed, helping a single mother/father or family move, delivering gifts to families during the holiday season and much more.

Our organization can fulfill its mandate of keeping children safe and supporting families with the care and commitment of volunteers. Due to the risk and vulnerability of the children, youth and families that we serve, volunteers are required to have Police Records Checks. The Police Record

CONTACT US

PHONE 519-824-2410
TOLL-FREE 800-265-8300
WEB www.fcsgw.org

HEAD OFFICE

275 Eramosa Road
Box 1088
Guelph, ON, N1H 6N3

COUNTY OFFICE

6484 Wellington Rd. 7
Unit 1
Elora, ON, N0B 1S0

SHELLDALE OFFICE

20 Shelldale Crescent
Box 1088
Guelph, ON, N1H 6N3



Checks assist in the screening process and minimizes potential risk and harm. The cost of Police Records Checks would provide significant assistance as we manage financial and human resources

moving into 2021. We believe that people in our community will be deterred from volunteering if they have the financial burden of paying for police checks. Our goal is to eliminate barriers for people who want to volunteer and having to pay for police checks creates a barrier.

Along with our peers in the Community Benefit Sector, we respectfully request a one-time fund to cover the costs of Police Records Check fee for volunteers in the City of Guelph for approved roles supporting our most vulnerable. This highly valuable service is a leading innovation in the voluntary sector; one that makes a significant impact in our community.

Sincerely,

A handwritten signature in black ink that reads 'Karan Mann'.

Karan Mann
Equity & Volunteer Services Manager

CC Sheila Markle; Executive Director
Bethany Comeau; Director of Human Resources and Property

|

Alzheimer Society

WATERLOO WELLINGTON

November 18, 2020

His Worship Cam Guthrie
Mayor, City of Guelph
and City Councillors

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Alzheimer Society Waterloo Wellington provides person-centred, high quality and responsive programming for those living in our community with Alzheimer’s or dementia. Our Society is supported by over 100 volunteers who not only assist with these core services and programs, they also support us through governance, fundraising and office administration.

Volunteers who support our mission, financial support to cover the cost of Police Records Checks would provide significant assistance as we manage financial and human resources moving into 2021.

Cambridge 1145 Concession Rd. N3H 4L5 P/TTY: 519-650-1628	Guelph 69 Huron Street N1E 5L6 P/TTY: 519-836-7672	Kitchener 831 Frederick St. N2B 2B4 P/TTY: 519-742-1422 F: 519-742-1862
Fb.com/alzscoww	www.alzheimerww.ca	@alzscoww

Alzheimer Society

WATERLOO WELLINGTON

Because our volunteers directly support those in the vulnerable sector, all volunteers are carefully screened, including the need for a police check, as they engage with our clients.

Along with our peers in the Community Benefit Sector, we respectfully request a one-time fund to cover the costs of Police Records Check fee for volunteers in the City of Guelph for approved roles supporting our most vulnerable.

Barb Eastman-Lewin

Barb Eastman-Lewin
Events & Volunteer Coordinator
Alzheimer Society Waterloo Wellington
519 742 1422
barbeastmanlewin@alzheimerww.ca

Cambridge 1145 Concession Rd. N3H 4L5 P/TTY: 519-850-1828	Guelph 69 Huron Street N1E 5L8 P/TTY: 519-836-7672	Kitchener 831 Frederick St. N2B 2B4 P/TTY: 519-742-1422 F: 519-742-1862
Fb.com/alzoooww	www.alzheimerww.ca	@alzoooww



Date: November 19, 2020

His Worship Cam Guthrie
Mayor, City of Guelph
and City Councillors

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Volunteers are integral to our mission and to ensure our due diligence in protecting the vulnerable we serve; Police Records Checks are an important component of best practices in volunteer screening.

Transition Guelph (TG) engages with over 100 volunteers, some of who interact with a broad range of the general public in both private and public settings. For TG, the clients we serve and the volunteers who support our mission, financial support to cover the cost of Police Records Checks would provide meaningful assistance as we manage financial and human resources moving into 2021.

TG’s mission is about strengthening local resilience through positive visioning and projects. This covers a wide spectrum of activities ranging from engaging single individuals to large public

events. TG's risk policy requires volunteer screening that can include a Police Records Check appropriate to the nature and circumstances of the volunteer's role.

In conclusion: Along with our peers in the Community Benefit Sector, we respectfully request a one-time fund to cover the costs of Police Records Check fee for volunteers in the City of Guelph for approved roles supporting our most vulnerable.

Name: Steve Tedesco
Chair of the TG Board
Transition Guelph
info@transitionguelph.org
42 Carden St. Guelph, ON, N1H 3A2



St. Andrew's
G U E L P H

161 Norfolk Street
Guelph, ON N1H 4J8

(519) 822-4772

www.standrewsguelph.com

mailbox@standrewsguelph.com

November 18, 2020

His Worship Cam Guthrie
Mayor, City of Guelph
and City Councillors

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With the realities of COVID-19 and the end of the legacy agreement with Guelph Police Services, there are significant financial impacts facing nonprofits and charities in Guelph.

Volunteers are integral to our mission and to ensure our due diligence in protecting the vulnerable we serve; Police Records Checks are an important component of best practices in volunteer screening.

St. Andrew's Guelph engages with many volunteers who provide various supports for our ministries to children, youth, and seniors. We also partner with other organizations who provide support to those citizens who are most vulnerable – those experiencing homelessness and food insecurity. For our organization, the congregation we serve and the volunteers who support our mission, financial support to cover the cost of Police Records Checks would

provide significant assistance as we manage financial and human resources moving into 2021.

The decision of the GPS Board to no longer offer free Police Checks to organizations like ours will be impactful. It will add another financial burden to already stretched resources as we determine if we will add this additional cost to our congregation supported budget or to download that cost to our individual members who are willing to volunteer for us. It is difficult enough to engage volunteers in our community without adding a fee for the privilege. The Presbyterian Church in Canada requires all our volunteers to have a Police Records Check and I'm certain it is the same in many other faith communities. This won't be something that we can choose to opt out of.

Along with our peers in the Community Benefit Sector, we respectfully request a one-time fund to cover the costs of Police Records Check fee for volunteers in the City of Guelph for approved roles supporting our most vulnerable.

Yours in community service,



Rev. John Borthwick
Minister | St. Andrew's Guelph
revjohn@standrewsguelph.com



ST. JOSEPH CATHOLIC PARISH

409 Paisley Road, Guelph, ON N1H 2R4

Phone: 519-822-4614

Website: www.stjosephguelph.ca

e-mail: stjosephguelph@rogers.com

His Worship Cam Guthrie
Mayor, City of Guelph
and City Councillors

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With the realities of COVID-19 and the end of the legacy agreement with Guelph Police Services, there are significant financial impacts facing charities in Guelph.

Volunteers are integral to our mission and to ensure our due diligence in protecting the vulnerable we serve; Police Records Checks are an important component of best practices in volunteer screening.

St. Joseph Catholic Parish engages with over **200** volunteers who support our many groups and activities within our parish. For our organization, the parishioners we serve and the volunteers who support our work and activities, financial support to cover the cost of Police Records Checks would provide significant assistance as we manage financial and human resources moving into 2021.

We are mandated by the Roman Catholic Diocese of Hamilton to have all volunteers properly screened including Police Records Checks.

Along with our peers in the Community Benefit Sector, we respectfully request a one-time fund to cover the costs of Police Records Check fee for volunteers in the City of Guelph for approved roles supporting our most vulnerable.

Sincerely,

Very Reverend Jeff Bergsma
Pastor

St. Joseph Catholic Parish

November 18, 2020



Family Counselling and
Support Services
FOR GUELPH-WELLINGTON

A resilient and supported community.

November 19, 2020

His Worship Cam Guthrie, Mayor, City of Guelph
Guelph City Councillors

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FC&SGW engages with 100+ volunteers. In addition to our Board of Directors, we operate Distress Line and TeleConnect.

Distress Line: 1-888-821-3760 - Trained volunteers provide emotional support through active listening and empathy at times when you may feel stressed, overwhelmed, and hopeless. This service is anonymous, confidential, and free to all residents.

TeleConnect Line

A unique service where local community members can improve their social connection by receiving a daily phone call from a trained volunteer. Calls may focus on providing emotional support, casual conversation, or establishing reminders and prompts that support the needs of the individual. No referral required. This is a free service and enrollment is voluntary for all residents of the Guelph-Wellington community.

Hours of Operation for both services:
8am-10pm, 7 days a week

...2

We acquired the agency which provided these services on January 1 of this year. They came with 4 active volunteers a few hundred calls per month. All of our TeleConnect calls are to seniors for the purpose of friendly calling, med reminders and wellness checks. This program allows seniors to remain safely in their homes with dignity and independence and many of our clients have been referred by local health agencies. All ages call our Distress Line with depression, anxiety and more. We have saved lives, literally, referred residents and beyond.

The funding for this program comes from the United Way Guelph Wellington Dufferin only and is not sufficient to cover the costs of the program. We are currently working at a level of 1500-2000 calls per month.

For our organization, the clients we serve and the volunteers who support our mission, vision and values, financial support to cover the cost of Police Records Checks would provide significant assistance as we manage financial and human resources moving into 2021.

Along with our peers in the Community Benefit Sector, we respectfully request a one-time fund to cover the costs of Police Records Check fee for volunteers in the City of Guelph for approved roles supporting our most vulnerable.

Yours in servicing our community,

A handwritten signature in blue ink that reads "Joanne Young Evans". The signature is written in a cursive, flowing style.

Joanne Young Evans, CAE
Executive Director

19 November 2020

His Worship Cam Guthrie
Mayor, City of Guelph
and City Councillors

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With the realities of COVID-19 and the end of the legacy agreement with Guelph Police Services, there are significant financial impacts facing nonprofits and charities in Guelph.

Many years ago, the City of Guelph was named the most caring community in Canada. (See: <https://mayorsblog.guelph.ca/2008/08/28/macleans-names-guelph-canadas-most-caring-community/>)

One of the key indicators of this was volunteerism. A strong volunteer force is good for our city. It builds stronger communities and connects people in valued and engaged ways.

Community Living Guelph Wellington believes we must honour the kindness and generosity of volunteers.

More than ever before, now is the time to show compassion and do everything possible to reduce people’s stress levels. The fact that people believe volunteerism is important during a pandemic (even if done virtually) says a great deal about the human spirit.

Simply stated: **Volunteers** reflect everything that is good about Guelph. The idea of adding a further financial burden during a pandemic, when many in our community have reduced or no income, is simply unacceptable.

Additional reasons why requiring volunteers to pay for their own Criminal and Vulnerable Sector Screening Checks is NOT a good idea:

- Many of our volunteers are on fixed incomes themselves (seniors, post-secondary students, part-time workers, low-income wage earners). This would be a barrier to many, impacting their decision to volunteer (or not).

Leading to...

- The potential for reduced volunteer numbers. This would be an additional barrier to service.

Leading to...

- Diminished opportunities for the people we support, to be active and valued members in the Guelph community.

Volunteer recruitment can be challenging at the best of times. Adding a cost to volunteers would add another layer of difficulty.

Understandably, dedicated Police Service Staff managing all the Volunteer Police Record Checks is costly, both in dollars and time. Could (even part of) this job be completed by a volunteer, reducing the strain on PD staff? No doubt, there are inherent challenges involved, including a confidentiality piece. Yet is there a way to work together on this – especially during COVID?

Quite honestly, the cost of the new Police Service Building, combined with newspaper articles citing the request for Police Service pay raises, makes the recommendation to waive fees for Police Record Checks a particularly bitter pill to swallow.

We believe in Guelph and are proud to be a member of the People's Information Network (PIN). We truly are in this together. Along with our peers in the Community Benefit Sector, we respectfully request a one-time fund to cover the costs of Police Records Check fee for volunteers in the City of Guelph for approved roles supporting our most vulnerable.

Sincerely,



Karen A. Calzonetti

Volunteer Engagement Coordinator



Guelph Tool Library
55 Unit T8, Wyndham St N
Guelph, ON N1H 7T8

Date: Friday November 20, 2020

His Worship Cam Guthrie

Mayor, City of Guelph

and City Councillors

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Volunteers are integral to our mission and to ensure our due diligence in protecting the vulnerable we serve; Police Records Checks are an important component of best practices in volunteer screening.

The Guelph Tool Library engages with over 100 volunteers every year who take on roles such as Librarians, Fixers at Repair Cafes, and sit on our Board and Steering Committee. For our organization, the clients we serve and the volunteers who support our mission, financial support to cover the cost of Police Records Checks would provide significant assistance as we manage financial and human resources moving into 2021.

The Guelph Tool Library set up a program called Sew on the Go in September 2019. The program is a free service that goes to Seniors’ Centres and Retirement Homes doing sewing repairs in Guelph. The program is to address the issue of cost or ability for some seniors to



complete their own clothing repairs. They are left seeking alternative options such as dry cleaners or sewing services which have transportation and/or affordability issues. The program was at full capacity just before the pandemic shut everything down and we were about to recruit new volunteers to expand this service. As all volunteers for this free program are required to have Police Checks, this new cost for Police Checks adds an additional burden on our organization to meet this basic need of seniors In Guelph.

In conclusion: Along with our peers in the Community Benefit Sector, we respectfully request a one-time fund to cover the costs of Police Records Check fee for volunteers in the City of Guelph for approved roles supporting our most vulnerable.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "John Dennis".

John Dennis
Chair - Guelph Tool Library

This links to letters of support provided to Guelph Police Services for the October 15 Board Meeting.

Those letters of support can be found on page 58 - 84 on the agenda listed on this link - <https://events.guelphpolice.ca/meetings/Detail/2020-10-15-1430-October-15-2020>

Kim Cusimano
Executive Director



Formerly the **Volunteer Centre of Guelph-Wellington**

t 519-822-0912 x 229 • 1-866-693-3318
55 Wyndham Street North, Unit 4A
Guelph, Ontario N1H 7T8
w PINnetwork.ca

