

# 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

## Fast Facts

- ✓ 170,000+ nonprofits and charities in Canada. 8.1% of the total GDP. more than the retail trade industry and close to the value of the mining, oil and gas extraction industry.
- ✓ Sector revenues account for about 2.4% of Canada's GDP, more than three times that of the motor vehicle industry (excluding hospitals and universities).
- ✓ Nonprofits contribute \$65 billion to Ontario's GDP, more than the construction, energy and agriculture sectors
- ✓ Employs 2+ million people. 12 million+ volunteers  
5.08 million volunteers in Ontario

### **Volunteering is a common thread:**

Health. Sports. Faith. Poverty.

Children. Youth. Seniors. Community.

## From the Ontario Nonprofit Network July 2021 State of the Sector

### **Nonprofits lost a massive number of volunteers during the crisis.**

Sixty-one per cent of nonprofits have lost volunteers since the beginning of the pandemic, with the largest impact seen by faith groups, hospitals/universities/colleges, arts, and sports groups.

**Insight:** It will take time to rebuild these volunteer connections which are vital to nonprofit programs, services, and connection to communities.

### **What is the impact in Guelph?**

#### Volunteerism

- 54,000 of community formally
- 129,158 informally volunteer
- 314 registered charities in Guelph + nonprofits

*Volunteering counts:  
Formal and informal  
contributions of  
Canadians in 2018*

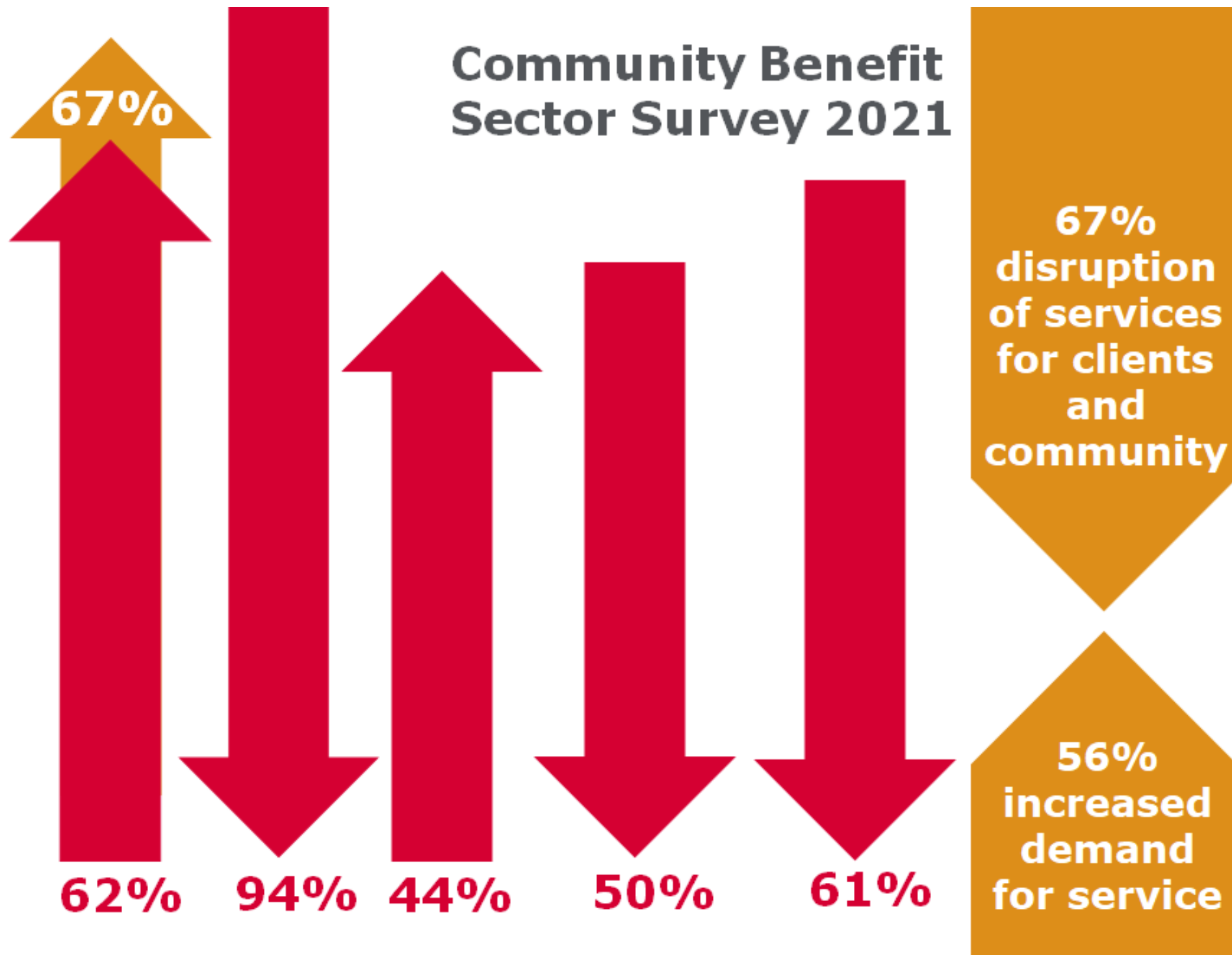
*Guelph population  
131,794 (2016 census)*

### **PIN led a Community Benefit Sector Survey – Part 2 Sept – October**

*Result? More demand, less revenue, limited reserves*

*COVID impact now and flowing into 1 – 2 years+*

## Community Benefit Sector Survey 2021



# Why Are We Here?



With thanks to City Council, a one-time \$150,000 fund was granted to alleviate impacts of COVID and the end of the Guelph Police Services legacy agreement to waive the fees of Police Records Checks (PRC) for volunteers

**We know from past experience that PIN approved PRCs:**

**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





### **Extension of COVID impact**

- Programs, events not fully resumed
- In Ontario, 1 in 2 leaders of volunteers were laid off, redeployed.
- Beginning to see slow return to pre-COVID
- Staff are challenged to find time to recruit, train and orientate volunteers
- Concern around rebuilding volunteerism
- Above = stalled/slow volunteer engagement

### **Volunteer roles requiring PRC**

- Some roles transitioned to virtual
- Other roles not yet recruiting/reduced roles i.e. Long Term Care

### **Bill 13 Supporting People and Businesses Act, 2021**

- Waive fee for PRC for levels 1 and 2 currently with Standing Committee on General Government
- Ontario Government notes this would represent approximately 20% of all PRCs for volunteers conducted by municipal police services annually
- ***Does NOT include vulnerable sector***

# The road to recovery includes volunteerism.

## Building our Future

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

**Reducing barriers.  
Supports most vulnerable.  
Invests in community.**

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





## The Impact:

- *Loss of nonprofits and charities is a social crisis*
- *Decrease in volunteerism has impact*
  - Tutoring your child 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 (2019 Guelph Police Services statistics) to fund the cost of Police Records Checks for volunteers in 2022 to assist in reducing barriers on road to recovery

# Police Record Check Comparative Analysis

	Guelph	Oshawa	Kingston	Chatham-Kent	Cambridge	Barrie
Cost	Employment \$40	Employment \$55	Employment \$35	Employment \$40	Employment \$40	Employment \$53
	Volunteer \$35	Volunteer \$20	Volunteer \$35	Volunteer \$15	Volunteer \$20 (2021)	Volunteer Over 18 - \$20 Under 18 - \$12

Costs remain consistent to analysis in February 2020 with exception of Barrie and Waterloo Region; information updated in yellow.



**Kim Cusimano**  
**Executive Director**  
**[kim@PINnetwork.ca](mailto: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](http://PINnetwork.ca)*

## **City of Guelph Budget Delegation November 18, 2021**

Mr. Mayor, Members of Council

On behalf of the sector, PIN asks that City Council invest \$150,000 to fund the cost of appropriate Police Records Checks (PRC) for volunteers supporting Guelph nonprofits and charities in 2022. This amount is consistent with the 2020 funding and is representative of the 4209 completed volunteer checks Guelph Police Services reported on from 2019 with a slight incremental increase.

**Your support would help eliminate barriers to volunteer in Guelph and support the organizations that rely on volunteers to mobilize and lead their work.**

As you can see from slide 3 in the submitted material, the sector across Canada is formidable. 8.1% of the total GDP - more than the retail trade industry and close to the value of mining, oil and gas. In Ontario, sector revenues account for 2.4% of Canada's GDP, more than 3 times of the motor vehicle industry. Volunteering is a thread woven through the sector and results valued at *\$55.9 billion in Canada. (2017 Conference Board of Canada)*

**Across the country and here at home, the impact of COVID has pounded the sector and volunteerism. In Ontario, nonprofits have lost massive amounts of volunteers (61% as referenced in Ontario Nonprofit Network State of the Sector report July 2021)**

In 2020, PIN sought to understand the local impact of COVID and embarked on a Community Benefit Survey to learn what that could mean for Guelph Wellington. We repeated this survey in 2021; Slide 5 is a visual for the following findings:

- 62 % respondents indicated an increase in workload; 31% noted that their duties had changed and over half of respondents indicated they expect to see this increase in the next 3 – 6 months.
- 67% of respondents are concerned about the well-being of their staff, volunteers and themselves. Despite natural resiliency of nonprofits, the state of the sector is fragile.
- 94% of respondents indicate reduced revenue from earned income along with reduced revenue from fundraising and donations
- 44% of respondents noting increase in costs due to COVID; revenue increases, decreases both noted in the survey and can be attributed to grant access and whether obtained.



- **50% decrease in volunteers contacting organizations to volunteer**
- **61% reduction in volunteer involvement**
- **67% disruption of services for clients and community coupled with 56% increased demand for service.**
- Aside from organizations already impacted, the horizon locally indicates:
  - *Close to 1 in 5 potentially impacted in 1 – 3 months*
  - *Nearly half of respondents have potential impact 9 months to 2 years*

Alarming results and as such, PIN registered to delegate to ask for the city's support to help in the road to recovery and reduce barriers for volunteers to engage.

The support from the City of Guelph in 2021 was met with great appreciation yet as COVID persists, like all sectors, there is impact in this precarious landscape.

#### **Here is what we know:**

- We know that the PRCs that PIN had approved centred around volunteer roles that supported poverty, homelessness, food insecurity as example, our city's most vulnerable and in need. Children, youth, seniors, individuals living with disability.
- We know through national research (Volunteering counts: Formal and informal contributions of Canadians in 2018), 41% of Canadians volunteer formally. Applied to Guelph, this could equate to 54,000 volunteers.
- We know the Conference Board of Canada dollar value per hour would result in over 1.5 million dollars of human resource support provided to this city based on those 54,000 volunteering just one hour each.
- We know volunteers are a substantial resource nurturing social well-being and belonging for community and reciprocally for themselves, have meaning, life purpose, connecting and contributing.
- We know not all volunteer roles require a PRC; in fact, we seek to support best practices in volunteer engagement including the 10 steps of volunteer screening.
- We know the Ontario Government's Bill 13, currently referred to Standing Committee on General Government, may waive the fee for level 1 and 2 Police Records Checks for volunteers and based on Ontario Government accounts, that is 20% of checks completed. It is in fact level 3 checks that are required for volunteers supporting our most vulnerable; 80% of PRCs.



Slide 7 notes that the landscape of volunteer engagement has been impacted by a variety of areas including reduction, redeployment of staff and that while some roles were transitioned to virtual, not all roles have started re-engaging and recruiting. Anecdotally, in some examples, the return rate for volunteers is 25 – 40%.

Reducing barriers. Supports for most vulnerable. Invests in community; the road to recovery includes volunteerism. This is a child's volunteer tutor, mentor for our youth, driving your sister for a cancer treatment or delivering a meal to your father. Nonprofits and charities are a vital core to our community.

Thank you in advance for your consideration of this request.

Delegation on behalf of the Community Benefit Sector:

Kim Cusimano  
Executive Director  
PIN – The People and Information Network  
[kim@PINnetwork.ca](mailto:kim@PINnetwork.ca)

Old Quebec Street Shoppes  
55 Wyndham Street North, Suite 4A  
Guelph, Ontario N1H 7T8  
t 519-822-0912 • 1-866-693-3318  
f 519-822-1389  
**PINnetwork.ca**





Canadian Mental  
Health Association  
Waterloo Wellington

Association canadienne  
pour la santé mentale  
Waterloo Wellington

November 1, 2021

Re: Police Records Checks for Volunteers

To Whom it May Concern:

On behalf of CMHA Waterloo Wellington, I am writing in support of The People and Information Network (PIN) request that the City of Guelph Council provide financial support to cover the cost of Police Records Checks for residents of Guelph in 2022.

CMHA WW has been a member of PIN and a participant in the BestMatch program since it began. Through this resource, we have been able to consistently onboard 30 to 50 volunteers a year to support our many high needs clients with mental health issues in our community. In their role with CMHA WW, volunteers play a critical support role by mentoring children, supporting isolated adults with life skills goals, lending a hand with family education groups, providing transportation to and from appointments, as well as providing incredibly valuable peer support. Given the complexity and vulnerability of people of all ages with mental health challenges, CMHA WW requires all volunteers to receive a Police Record Check – this is best practice for ensuring safety and quality for all involved.

Our mission at CMHA Waterloo Wellington is: *We work to build a community in which everyone has what they need to live meaningful lives. We build human connections that make it possible for people to achieve their greatest potential. We inspire and support people in achieving the quality of life that they desire. We are there when you need someone.*

Volunteers help us achieve our mission. This is particularly important and challenging as we have continued to see the rise in need for mental health support rise during the pandemic. We have never needed volunteers more than we do now. We are concerned that we will not be successful in recruiting volunteers if they have to pay for their own Police Record Checks. Many of our volunteers are students and seniors who do not have disposable income. Our clients are some of the most vulnerable community members and we have volunteers ready and willing to support them, which creates many benefits for all. We recognize that covering this cost is also challenging for Guelph Police Services, as costs have been higher during the pandemic for all sectors. We feel that the benefit of covering the cost of Police Record Checks is very high.

Along with our partners in the Community Benefit Sector, we recommend that the Council approve to cover the cost of Police Records Checks for volunteers in the City of Guelph. This highly valuable service is a leading innovation in the volunteer sector – one that makes a significant impact in the city of Guelph. We appreciate your consideration of this request.

With respect,

Katrina Burch  
Team Lead, Mental Health Promotion and Education Services  
Canadian Mental Health Association Waterloo Wellington



November 5, 2021

His Worship Cam Guthrie, Mayor, City of Guelph

Guelph City Councillors

Compass, in support of all Guelph nonprofits and charities with valuable volunteers, is requesting a permanent and sustainable line item be included in the upcoming 2022-23 budget and applied to Police Records Checks for volunteers who require this clearance in 2022.

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

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.

Compass engages with 100+ volunteers. In addition to our Board of Directors, we operate Distress Line, TeleConnect and our new LGBTQ+ line serving 2000 calls a month, 7 days a week, 14 hours a day. We serve as follow up for primary care, acute care and those in distress.

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 2022. The sector check fee can be a barrier for many individuals.

Along with our partners, we respectfully request a permanent and sustainable line item 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 serving our community,

A handwritten signature in black ink that reads "Joanne Young Evans".

Joanne Young Evans, CAE  
Executive Director

20 Shelldale Crescent, Guelph, ON N1H 1C8  
519-824-2431 • 1-800-307-7078

🐦 @CompassCSCW | [compasscs.org](https://compasscs.org)

Therapy Services

Developmental Services

Workplace Wellness

Telephone Support



Guelph-Wellington Women in Crisis  
PO Box 1451, Guelph, ON N1H 6N9  
T: 519-836-1110 F: 519-836-1979  
Crisis Line: 519-836-5710/1-800-265-7233  
[www.gwwomenincrisis.org](http://www.gwwomenincrisis.org)

Marianne's Place  
24-hour Crisis Line  
Sexual Assault Centre  
Volunteer Program  
Anti-Human Trafficking  
Support Program

Rural Women's  
Support Program  
Transitional & Housing  
Support Program  
Public Education  
Family Court  
Support Program

November 5, 2021

RE: Police Records Check for Volunteers

I am writing in support of PIN – The People and Information Network's delegation requesting Guelph City Council support PIN's request for funding for volunteer's Police Record checks.

Guelph-Wellington Women in Crisis has been a member of PIN for many years.

Guelph-Wellington Women in Crisis has relied on volunteers for the last 44 years to meet the demands of our community. Without the support of volunteers, we would not be able to do the work we do.

Given we work with a vulnerable population we are required to have anyone in the organization go through a Police Records Check. This places a financial burden on our organization.

Guelph is a caring community; we have been recognized for our care and compassion. Requiring either volunteers or not-for-profit organizations to pay for these checks puts a financial burden on both and limits access to the opportunities that benefit our community.

Given what the community has gone through in the last 19 months and the financial impact the pandemic has had on our community; we require a radical recovery, I would urge Guelph City Council to support the community by providing funds to reduce barriers for volunteering.

Respectfully,

Sly Castaldi  
Executive Director  
Guelph-Wellington Women in Crisis





# CRESTWICKE BAPTIST CHURCH

400 Speedvale Avenue East | Guelph | ON | N1E 1N9

Phone: (519) 836-2132 Email: church@crestwicke.org Website: www.crestwicke.org

Wednesday, November 3, 2021

Subject: Police Records Checks for Volunteers

I am writing in support of PIN – The People and Information Network's delegation requesting the Guelph City Council continue to waive the fee for Police Records Checks.

**Crestwicke Baptist Church** has been able to provide free police checks to all our volunteers for several years. With the support of these volunteers, we have:

- Collaborated with Onside Athletics to run a fall ball hockey league that engages over 40 volunteers and provides programming for over 160 kids from JK to High weekly for 10 weeks in the fall. We have also collaborated with Onside Athletics to run a summer soccer program that engages over 40 community volunteers and provides programming for over 160 kids for 10 weeks in the summer.
- Collaborated with Onside Athletics in running summer day camps that have engaged 10 youth volunteers under the Canada Summer Grants program and provided programming for over 400 participants over the summer.
- Offered weekly programming through kids programs, youth events and seniors programs that are all supported by volunteers that require police checks. We currently have over 60 volunteers registered with us who participate in our various programs
- A risk management structure in place including the requirement for Police Records Checks

As you may be aware, our church is a completely volunteer supported organization with our only source of funding being the members of our congregation. Our mission is to use our facility to honour God and serve our community. Without the support for police record checks, our annual costs for volunteer screening would need to be passed on to the volunteers themselves which we fear would reduce the number of persons willing to volunteer. We have estimated that the cost to the church would be around \$1,000 per year if we were to take on this cost ourselves. We have been able to offer police checks to our volunteers over the years that are more affordable to both the volunteers and the church. We currently are able to offer the police checks at no cost to our volunteers which we think goes a far way in encouraging their participation.

We recognize that our families depend on the services provided by our volunteers and both our weekly and annual programs are well recognized in the community. In the years since 2010 when we started the Onside fall league the popularity of this program has been demonstrated by the fact that this program is always very quickly filled up and has seen growth into the implementation of a winter league at Calvary Baptist Church and expansion into soccer and day camps over the years. Onside Athletics has been such a



success that it has opened up as an independent organization separate from the church.

The services we provide through these programs have proven their benefit to both the church and wider community and a change in the way we acquire and support volunteers will mean that we will have to re-evaluate the programs themselves or find alternate methods of funding that do not burden our volunteers and act as a deterrent to their engagement. Along with our peers in the Community Benefit Sector, we strongly urge the Guelph City Council to continue waiving the Police Records Check fee for volunteers in the City of Guelph. This highly valuable service is a leading innovation in the voluntary sector; one that makes a significant impact here in our community.

Name: Dwight Smikle

A handwritten signature in blue ink, appearing to read 'D. Smikle', with a stylized, cursive script.

Role: Chair of Board

Organization: Crestwicke Baptist Church

November 2, 2021

Attn: Guelph City Council  
Re: Police Records Checks for Volunteers

I am writing in support of PIN-The People and Information Network's delegation to the Guelph City Council requesting the fee for Police Records Checks be continued to be waived for volunteers working in our community.

The Guelph Community Health Centre (GCHC) has been a long standing member of PIN and a participant in volunteer screening training programs.

Through PIN resources, we have:

- Received training on screening best practices and updated our volunteer roles from a risk mitigation lens.
- Improved our policies to include 10 step volunteer screening tool kit of which Police Record Check is one option.
- Engaged with screening 323 new volunteer applicants in 2020-2021 fiscal year and already 80 new volunteer applicants from March to September of this year.

GCHC volunteers play a vital role in achieving our vision, a community without barriers to health. Volunteers are key to several of our programs that create an inclusive environment and directly serve clients and community members. WE Breastfeed /chestfeed Café volunteers delivery early help and prevention for children and families by working directly with families to offer peer support and information referrals. Groceries from the SEED volunteers build capacity in priority neighbourhoods by offering an online sliding scale food ordering system to our community members both removing transportation and financial barriers to accessing healthy food.

Many GCHC volunteers come from our priority neighbourhoods. Waived police checks help to reduce the barrier to volunteering thus building capacity within our community members. We strongly urge the City of Guelph to continue to waive the Police Records Check fee for volunteers in our community.

If you have any questions, please do not hesitate to contact me.

Sincerely,



Hannah Senitt  
Volunteer and Student Coordinator  
519-821-6638 x 326  
[volunteer@guelphchc.ca](mailto:volunteer@guelphchc.ca)



November 2, 2021

I am writing in support of PIN – The People and Information Network's delegation to Guelph City Council requesting a one-time fund to be applied to Police Records Checks for volunteers who require this clearance in 2022.

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.

Chalmers Community Services Centre engages with 100 volunteers who are responsible for every aspect of CCSC's service delivery, from food provision to strategic planning. For our organization, financial support to cover the cost of Police Records Checks would provide significant assistance as we manage financial and human resources moving into 2022.

The guests we serve week-to-week are among those who are experiencing the most vulnerability in our community. When we bring new volunteers into the organization, we need to ensure the population we serve are as safe as possible. The ability to access a Police Records Check is one of the many steps we take to ensure safety for all, however, as an organization like ours, which runs on an extremely lean budget, we are unable to carry that cost.

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,  
Sarah Dermer  
Program & Volunteer Coordinator  
Chalmers Community Services Centre

Our partners:



**chalmerscentre.ca**

41 Macdonell St., Guelph, ON, N1H 2Z4  
Charitable Registration #: 85851 7725 PR0001



**Idawc • Learning Disabilities  
Association of Wellington County**

*The right to learn, the power to achieve*

---

Date: November 9, 2021

Guelph City Council,

I am writing in support of PIN – The People and Information Network's delegation to Council requesting one-time funding for Police Records Checks for volunteers in 2022.

The Learning Disabilities Association of Wellington County (LDAWC) appreciates the leadership of PIN in support of appropriate screening practices including Police Records Checks. As a result of engaging with PIN over the last four years, we have:

- Engaged with **more than 100** volunteers who supported children in a one on one reading program
- Improved our policies and procedures
- Have a risk management structure in place including the requirement for Police Records Checks

Our volunteers can not afford, for the most part, to be out of pocket in order to help us fulfill our mission of supporting people with learning disabilities and because we run programs for youth, we want to ensure that caregivers have trust in LDAWC and that we have done our due diligence in ensuring the safety of the youth who are engaging with us. We will have to absorb the cost of these record checks, which will impact how much programming we can provide as we are always looking for funding to add direct service to our community..

Along with our peers in the Community Benefit Sector, we ask the City to support volunteerism and reduce barriers by covering the cost of Police Records Check fee for volunteers in the City of Guelph. This highly valuable service is a leading innovation in the voluntary sector; one that makes a significant impact here in our community.

*Susan Newcombe*

Susan Newcombe  
President  
Learning Disabilities Association of Wellington County

[info@ldawc.ca](mailto:info@ldawc.ca) 233, 17A-218 Silvercreek Pkwy N, Guelph, ON N1H 8E8 (519) 837-2050 [www.ldawc.ca](http://www.ldawc.ca)



LDAWellingtonCounty



lda\_wellington



November 8 2021

City of Guelph

Guelph, Ontario, Canada

To Whom It May Concern

Re: City of Guelph Support for Police Record Checks (PRC)

I write on behalf of a new organization in Guelph called Recovery Speaking Initiative (RSI), which is in the process of applying for charitable status from the Canada Revenue Agency.

RSI, which has received its Letters Patent and is fully constituted with a Board of Directors, by-laws, a mission statement and a part-time Executive Director, ([www.recoveryspeaking.org](http://www.recoveryspeaking.org)) provides emotional, financial, legal, counselling and advocacy support for victims of sexual abuse, of limited means, who are now suffering from the trauma of that abuse and subsequent addiction and mental health issues.

As a newly constituted endeavour (March 2020), RSI depends almost exclusively on the support of volunteers to run its Board of Directors, assist in support groups, provide contact and counselling advice, organize and plan events to raise revenue and act in a wide variety of other capacities to help the organization to remain sustainable and fulfil its mission.

With very limited means, RSI is not in a position to fund the PRCs required of our volunteers and would be severely impacted by any withdrawal of the current very generous underwriting of these costs by the City of Guelph. In fact, it is likely, given our service demographic, that many of those whom we hope to encourage to help us, would not have the means to do so on their own; and we would not be able to subsidize them.

We thank the City of Guelph for its generous and community-based support of PRCs this past year and strongly request that this support be continued through 2022. Without it, a very worthwhile initiative, run almost entirely by volunteers, risks being placed in serious jeopardy in the future, in terms of volunteer support.

Your sincerely,

RECOVERY SPEAKING INITIATIVE

A handwritten signature in black ink, appearing to read 'P. Barrow', with a long horizontal line drawn underneath it.

Peter Barrow, Chair, Board of Directors, Recovery Speaking Initiative



# Alzheimer Society

WATERLOO WELLINGTON

Nov. 12, 2021

RE: Police Record Checks for Volunteers

I am writing in support of PIN – The People and Information Network's delegation to Guelph City Council requesting funding be applied to Police Records Checks for volunteers who require this clearance.

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

The Alzheimer Society Waterloo Wellington engages with over 60 volunteers in Guelph each year who provide support and assistance to people living with dementia and their care partners. Many of our programs are volunteer led and/or rely on the support of volunteers for success. 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 2022.

People living with dementia and their care partners are vulnerable and it is critical that we screen potential volunteers as much as possible. A clear criminal records check combined with a vulnerable sector search, supports our organization as a critical piece to due diligence. As most of our volunteer opportunities are direct client facing, all volunteers must provide proof of a clear records check before onboarding.

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



Michelle Martin  
Executive Director  
Alzheimer Society Waterloo-Wellington  
[mmartin@alzheimerww.ca](mailto:mmartin@alzheimerww.ca)  
(519) 742-1422 ext. 2014



GINGERBREAD HOUSE CO-OP PRESCHOOL

*Learning to Love Learning*

November 2, 2021

Re: Police Record Checks for Volunteers

As a nonprofit cooperative childcare center, Gingerbread House Preschool appreciates every bit of help that is offered to us. We survive on donations, grants and generous funding from the County of Wellington. Our membership of parents, teachers and community members all play a vital role in keeping our preschool running from year to year. For almost 50 years we have functioned under the cooperative model and we take pride in doing so. Families in our membership contribute to our school in various ways from sitting on our executive board, cleaning toys, doing laundry, and volunteering in our classrooms. It is of the utmost importance to us that we continue including parents in our classrooms. We feel that the cooperative component of our program is a major part of what makes Gingerbread House Preschool special and we have seen firsthand the benefits this brings to the children and families who take part. Newcomers to Canada find a sense of community and belonging at Gingerbread House. Children get to have a special day where their family member can join them at preschool, providing them with a sense of community, belonging and security.

Gingerbread House Preschool is licensed through the Ministry of Education. It is a requirement of our license that anyone in contact with the children in our care have a valid Criminal Record Check and a Vulnerable Sector Search. This applies to family members who volunteer in our classroom as well. In the past there have been barriers for us to ensure that all family members can obtain a CRC/VSS. We feel that waiving the fee for the CRC/VSS has allowed us to grow within the community and provide services to families who may not have thought it was something they could do otherwise. Childcare costs in Canada are among some of the highest in the world. Alleviating some of the additional costs associated with childcare is the right thing to do. Providing parents with the opportunity to try something different, like a cooperative preschool where the fees can be lower, might make the difference for a family who isn't sure they can afford childcare.

Without parent volunteers we can't run our preschool. Providing our membership with an equal opportunity to be involved in their child's learning breaks down barriers and opens the doors to welcome families and children from different walks of life. We appreciate everything that PIN has done to advocate for the nonprofit sector. We are forever grateful for their diligence.

Sincerely,

*Danielle Gendron*

Danielle Gendron, Supervisor Gingerbread House Cooperative Preschool