

Volunteerism in the Columbia Basin

FINAL PROJECT REPORT



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Project Team: Lauren Rethoret, Zoe Oppenheim



On behalf of Selkirk College, we acknowledge that we operate and serve learners on the unceded traditional territories of the Sinixt (Lakes), the Syilx (Okanagan), the Ktunaxa, and the Secwépemc (Shuswap) peoples.

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Introduction

Columbia Basin Trust approached Selkirk Innovates for support to better understand the volunteering landscape in the Basin. This report includes a review of the literature and publicly available statistics, results from a survey we delivered to residents and volunteer organizations, and an inventory of volunteerism support resources offered by various organizations across Canada.

Survey Methodology

We worked with the Trust to design a survey that would collect regionally-specific data related to a series of guiding questions provided by the Trust:

- What is the current level of volunteer participation in the Basin?
- What are the key demographics of volunteers (age, gender, socio-economic status, education)?
- What types of volunteer activities are most popular?
- What types of volunteer opportunities are in high demand?
- What are the main barriers preventing people from volunteering (e.g., time constraints, lack of awareness, logistical challenges)?
- What challenges do organizations face in recruiting and retaining volunteers?
- What factors are driving changes in volunteer rates and patterns in recent years (e.g., economic conditions, social movements, policy changes)?
- What are the future trends or emerging areas of volunteerism in the Basin?

We designed survey questions to, where possible and relevant, produce data that could be analyzed alongside results from other national- and provincial-scale volunteerism research. For example, categories used in a question about the type of organization mirrored the categories used by Statistics Canada in its General Social Survey on Giving, Volunteering, and Participating.

The survey had two streams – one for residents/volunteers (11 questions), and one for organizations (18 questions). The survey was hosted on Survey Monkey and open from May 6th to 27th, 2025. We recruited participants by emailing a list of non-profit organizations maintained by the Trust and promoting the survey via regular posts on Selkirk Innovates and Columbia Basin Trust’s social media channels. Following a low initial response rate for the resident survey, we also promoted the opportunity via sponsored social media posts.

We received a total of 336 responses to the survey—144 for the organization stream and 192 for the resident stream. After cleaning the data to remove empty or ineligible responses (e.g., from communities outside of the Basin), there were a total of 112 organization responses and 174 resident responses.

Literature and Data Review

Below, we summarize findings from a national literature and data review, as well as the regional survey that was custom-developed for this project. Results from external sources are referenced. Unreferenced results are from the regional survey.

The national review draws on data produced by Statistics Canada under the 2018 General Social Survey on Giving, Volunteering, and Participating. Note that, due to significant differences in sampling methodology¹, it is not possible to directly compare this national dataset with the regional dataset collected through our custom survey. Where these datasets conflict, we have chosen to preferentially refer to the Statistics Canada data due to the likelihood that this dataset is more representative of the entire population. Full results from our survey, however, are provided as an attachment to this report.

Volunteer Contributions

The rate of volunteerism in the Kootenay economic region, which includes the regional districts of Central Kootenay, East Kootenay, and Kootenay Boundary, is higher than the BC average and neighbouring economic regions, at 63% of the population aged 15 and older (Figure 1) (Statistics Canada, 2018).

Respondents to our regional survey indicated that they contribute a median of 16 hours per month. The median among volunteers in BC in 2018 was 4 hours per month (Statistics Canada (2018)); however, for the reasons discussed above, these figures should not be directly compared.

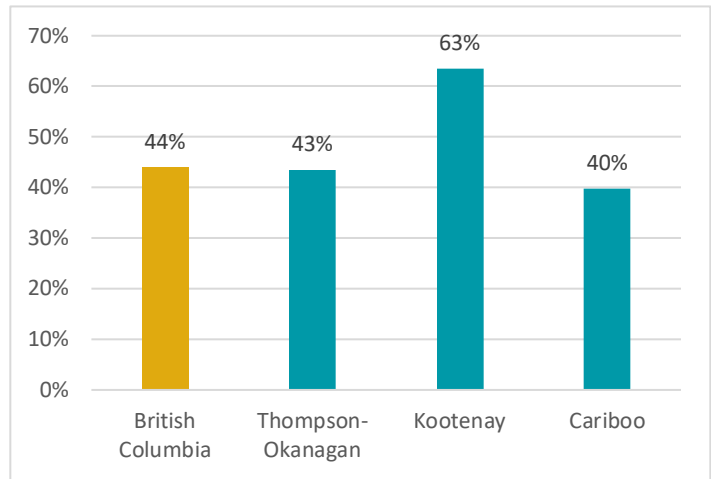


Figure 1: Component of the population 15+ who volunteers (Statistics Canada, 2018)

Organizations that responded to our survey indicated that they benefit from a median of 75 hours of volunteer time contributed each month.

Volunteer Demographics

In terms of volunteer demographics, youth aged 15-24 have both a high volunteer rate (Figure 2) and contribute a high number of hours per month (Figures 3,4). Young adults (25-34 years) and the 75+ age groups were the demographic least likely to formally volunteer in BC in 2018 (Figure 2); however, when they did volunteer, the 75+ age group had one of the highest median monthly contributions (Statistics Canada, 2018) (Figure 3). Our regional dataset also found that senior volunteers make significant monthly contributions as compared to most other age groups (Figure 4).

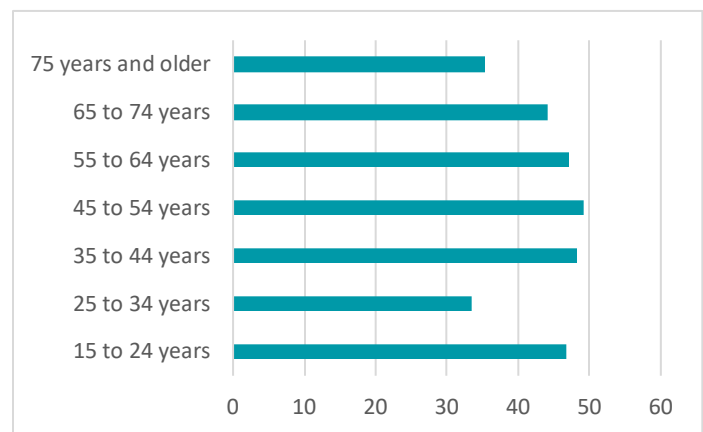


Figure 2: Formal volunteer rate by age group, 2018, BC

¹ Statistics Canada used a random sample, while our regional survey used a convenience sample. A random sampling approach is more likely to produce results that are representative of the entire population.

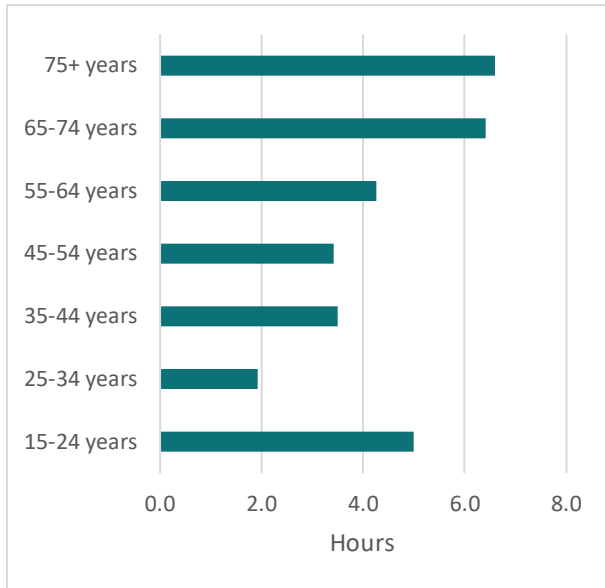


Figure 3: Median monthly volunteer hours, BC, 2018

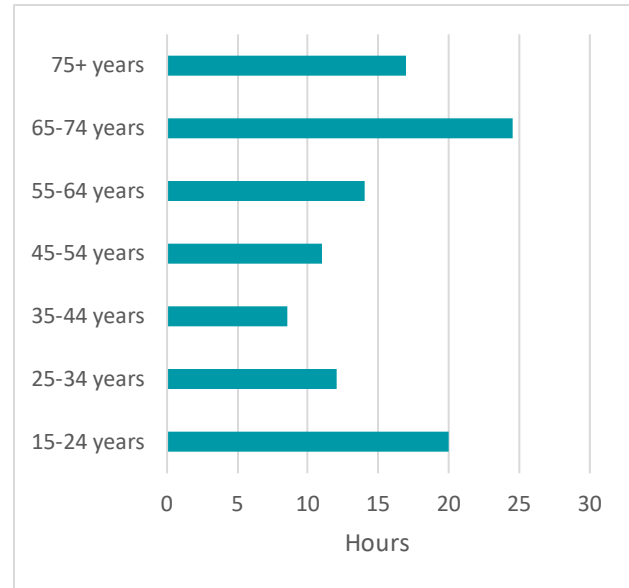


Figure 4: Median monthly volunteer hours, Basin respondents, 2025

In both the provincial and regional datasets, middle aged volunteers had lower median *monthly contributions* as compared to youth and seniors; however, the provincial data shows that the *volunteer rate* is the highest among these groups (Statistics Canada, 2018).

Provincial data shows that women are more likely than men to volunteer formally (Government of Canada, 2022), and this is also reflected in our regional dataset, as 73% of resident respondents were self-identified women and 78% of organizations reported that most of their volunteers are women. However, in sports-related volunteering, being male is positively associated with participation (Wicker, 2017) and this is confirmed in our regional dataset. For sports-related organizations, more than half reported that most of their volunteers are male. Other demographic factors that are positively correlated with the formal volunteer rate in BC include a higher family income, a higher education level, having school-aged children in the household, being employed or not in the labour force, and regularly attending religious services (Statistics Canada 2018). Basin organizations confirm that most of their volunteers are employed or not in the labour force. At the national scale, immigrants volunteer at a lower rate than the general population, however individuals tend to contribute more hours annually (Cumming, 2022).

Participation rates are higher when informal volunteering is considered. Before the pandemic, 71% of British Columbians participated in either formal or informal volunteer activities. Formal volunteering refers to unpaid work through an organization, and informal volunteering involves helping others outside of an organizational structure, often within one’s community or social circle. In 2018, British Columbian volunteers aged 15 and older contributed a median of 41 hours annually to informal volunteering (Statistics Canada, 2018).

Data from the Subjective Well-Being Survey conducted as part of the State of the Basin initiative provide a different perspective on volunteer rates in the Basin. That study found that 21% of residents never volunteer, while 15% volunteer “all the time”. Rates appear to be lowest in the Central Kootenay and

highest in the Kootenay Boundary regions. Females volunteer more than males, and seniors are more active than those aged 18-39 (Jones & Perehudoff, 2024).

Volunteer Opportunities in High Demand

We asked Basin residents to indicate what types of organizations they volunteer for (if they are active volunteers) and what types or organizations they would like to volunteer for in an ideal world. Results between the two questions are similar but there are some notable differences (Figure 5). Currently, volunteer energy is concentrated in the arts (40% of volunteers), recreation (35%), and social service (28%) sectors. “Other” was another common choice, with volunteers explaining that these organizations included things like animal welfare, emergency services (fire, SAR), service clubs, thrift stores, youth clubs, and libraries.

When asked about their preferences in an ideal world, arts, recreation, and social services remained popular choices, but a large percentage of respondents also indicated that they would like to volunteer for environment-focused organizations (42%) and education/research (32%).

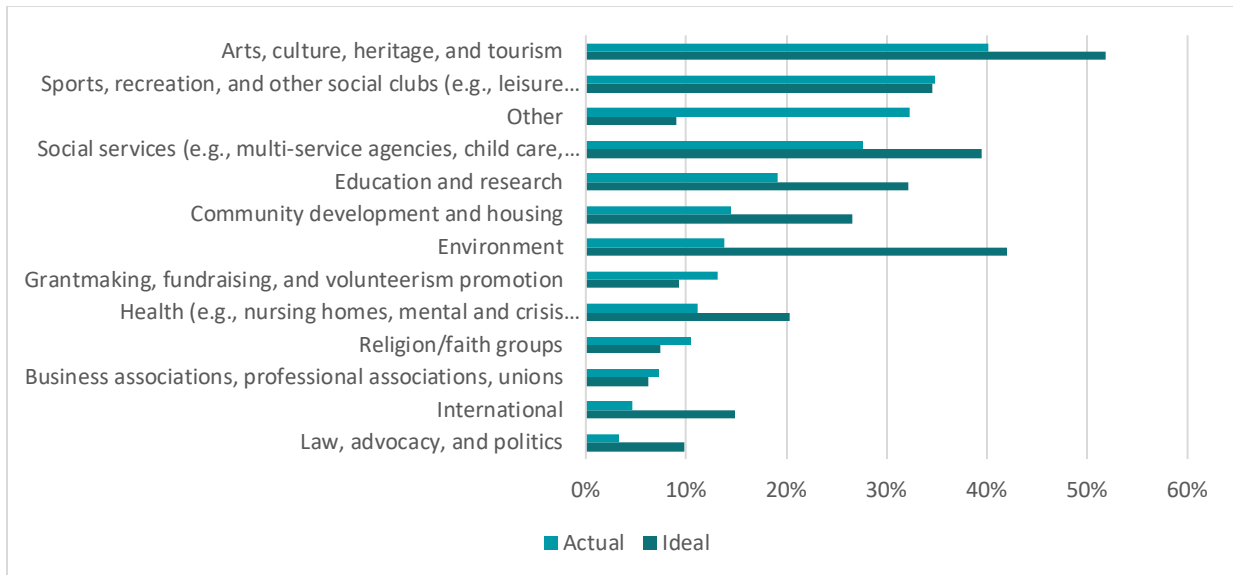


Figure 5: Types of organizations that Basin residents actually volunteer for, or would volunteer for in an ideal world, 2025. Percentages do not sum to 100 because many respondents selected multiple choices

These results are somewhat corroborated by provincial-scale data. In 2018, high numbers of BC volunteers indicated that their primary commitment was to a sports and recreation organization (21%), social service organization (16%), or religious organization (14%) (Statistics Canada 2018). The lack of prominence of religious organizations in our regional dataset may reflect our sampling methodology, as we did not prioritize recruitment from this sector.

In terms of the specific type of activities volunteers engage in, we again asked Basin volunteers to tell us what they actually do, and what they would like to do in an ideal world. The most prominent current activities are committee or board membership (66% of respondents), organizing activities or events (53%) and fundraising (40%) (Figure 6). There are some areas where respondents’ current and ideal volunteer activities differ. For example, only 19% of respondents want to fundraise. Teaching or

mentoring (44%) and protecting the environment (34%) are areas where volunteers would ideally like to contribute more than they currently do.

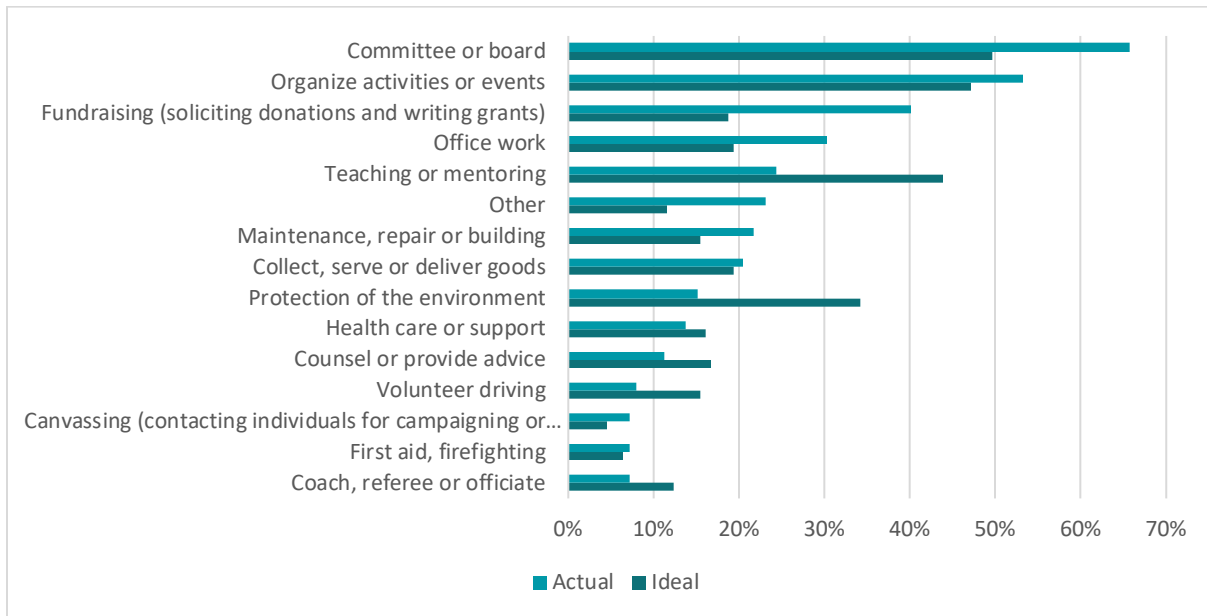


Figure 6: Types of volunteer activities that Basin residents actually do, or would like to do in an ideal world, 2025. Percentages do not sum to 100 because many respondents selected multiple choices

A comparison to provincial-scale data from 2018 shows that organizing activities/events and fundraising are also common volunteer activities across BC. Sitting on a committee or board is less prominent in the provincial data, while teaching or mentoring is more prominent (Table 1).

Table 1: Specific volunteer activities ranked by number of volunteers who participate, 2018 (Statistics Canada, 2018)

Rank	BC	Kootenay Development Region
1	Organize activities or events	Committee or board
2	Fundraising	Fundraising
3	Teaching or mentoring	Organize activities or events
4	Committee or board	Teaching or mentoring
5	Collect, serve or deliver goods	Office work
6	Counsel or provide advice	Maintenance, repair or building
7	Health care or support	Protection of the environment
8	Office work	Health care or support
9	Volunteer driving	Collect, serve or deliver goods
10	Protection of the environment	Coach, referee or officiate
11	Other	First aid, firefighting
12	Maintenance, repair or building	Counsel or provide advice
13	Coach, referee or officiate	Volunteer driving
14	Canvassing	Other
15	First aid, firefighting	Canvassing

For informal volunteering, at the national level, direct helping tasks such as assisting housework, outdoor work, or home maintenance are most common, with 49% of people engaging in these activities. Driving someone to appointments (39%) and providing health-related or personal care (39%) are other popular informal volunteer activities in Canada (Statistics Canada, 2018).

Preferences and Reasons for Volunteering

The top reasons for volunteering are similar in the Kootenay Economic Region and at the provincial level. The majority of volunteers in British Columbia participate out of a desire to contribute to their community (84%), make use of their skills (69%), contribute to a cause they are personally affected by (51%), and improve their health (51%) (Figure 7). Within the Kootenay economic region, these are also the top four reasons but they are even more important to volunteers, with 99%, 94%, 69%, and 52%, respectively, citing the same reasons for volunteering (Statistics Canada, 2018).

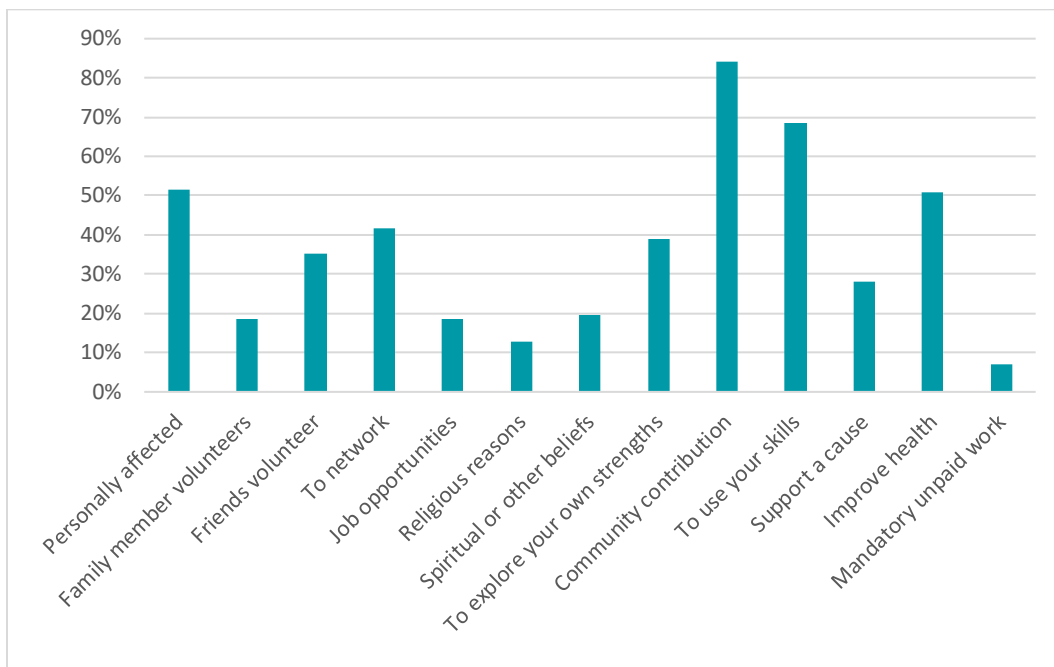


Figure 7: Reasons for volunteering, BC, 2018 (Statistics Canada, 2018)

In British Columbia, youth (18-24) and seniors (65+) are among the most active groups in volunteerism (SPARC BC, 2024). For individuals aged 18-35, key motivations include gaining valuable work experience, building social connections, and contributing to causes they care about (SPARC BC, 2024; Cumming, 2022). In contrast, older volunteers are often driven by altruistic values, personal growth, staying active, and sharing the skills and expertise they have developed over their lifetimes (SPARC BC, 2024).

Barriers Preventing Volunteerism

For British Columbians in 2018, the most common reason for not volunteering, or not volunteering more, was a lack of time (69%), followed by an inability to make a commitment (48%), and not being expressly asked (38%) (Figure 8). These rankings and percentages were similar for the Kootenay economic region, with an inability to find meaningful volunteer work also being a prominent factor (39%) (Statistics Canada, 2018). Regional survey results confirmed that residents struggle with the time

and commitment often demanded of volunteers, but the largest component of respondents indicated that the reason they don't volunteer more is that they already give enough time. This is indicative of high volunteer engagement among respondents.

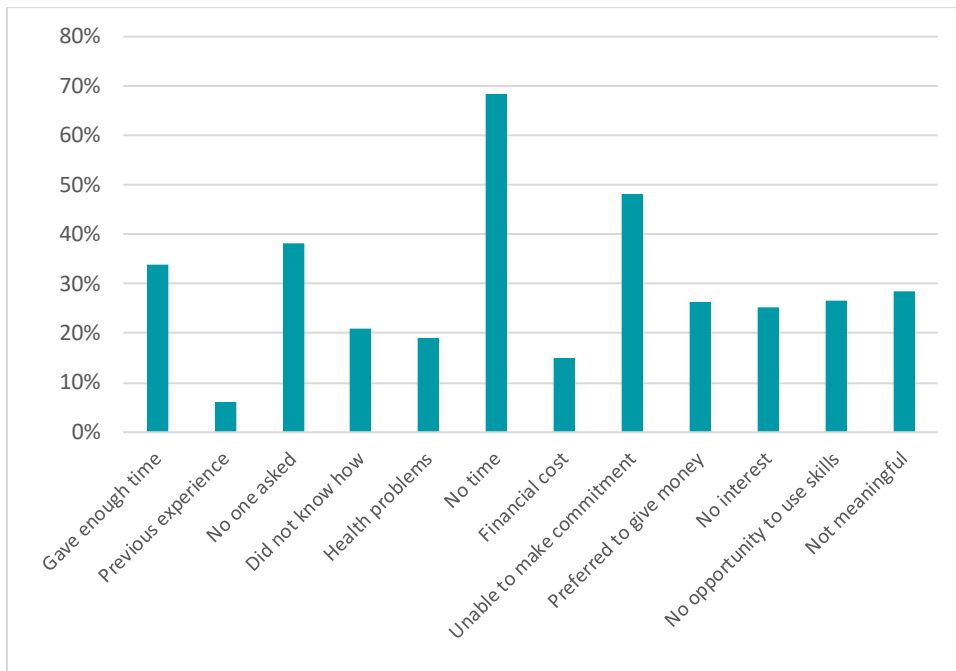


Figure 8: Reasons for not volunteering, or not volunteering more, BC, 2018 (Statistics Canada, 2018)

The wider literature expands on the numerous barriers that prevent people from volunteering, ranging from individual circumstances to systemic issues. Socioeconomic factors play a significant role, with lower-income individuals often facing financial constraints, housing insecurity, and transportation barriers, which make committing to volunteer roles challenging (Nakamura et al., 2024; Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities, 2024). For racial and ethnic minorities, cultural barriers such as lack of awareness around holidays and lack of organizational diversity, especially limited representation in leadership roles further hinder participation (Nakamura et al., 2024). Screening processes, such as multiple security checks for different volunteer opportunities, can be a significant barrier, particularly for new immigrants who may not have police records in Canada (Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities, 2024).

Structural and logistical issues within organizations also deter volunteers. Lack of training, unclear communication, and insufficient organizational support can lead to frustration and feelings of undervaluation, while interpersonal conflicts or burnout discourage continued involvement (Nakamura et al., 2024). Rural residents face unique challenges, including fewer local opportunities, lack of online listings, and high transportation costs (Nakamura et al., 2024). Younger generations struggle with scheduling conflicts, transportation issues, and a lack of inclusivity in programs (Vancouver Foundation, 2019). For people with disabilities, accessibility barriers such as inadequate accommodations, exacerbated during the COVID-19 pandemic, limit their ability to engage fully (Nakamura et al., 2024). There is also a feeling amongst the younger generations that they are not invited to participate, and that

volunteering is only for older generations (Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities, 2024).

Challenges with Recruitment and Retention of Volunteers

Recruiting and retaining volunteers is a persistent challenge for volunteer-based organizations across Canada. Eighty-nine percent of Basin organizations have had trouble recruiting or retaining volunteers. They reported that the most prominent factor affecting volunteer recruitment and retention is a shortage of new volunteers, reported by 68% of respondents (Figure 9). This signals a need to attract new individuals into the volunteer force and may reflect broader demographic and cultural shifts away from formal volunteering.

However, digging deeper, there are other factors that may be influencing this perceived shortage. For example, 51% of organizations report that volunteers are unable to commit long term (51%), or that volunteers are experiencing burnout and stress (39%). These findings suggest that while some individuals may be willing to give their time, they are often unable to sustain long term involvement, and there is a need for organizations to offer shorter-term commitments.

Additionally, 37% of organizations reported a lack of time or resources to adequately recruit, train, and support volunteers. This structural challenge points to limitations in organizational capacity which is emphasized by the finding that most respondent organizations are very small—only about half have any paid employees and of those that do, most have between 2 and 4 staff. Only 13 of the 112 respondent organizations have a paid volunteer coordinator. Resource constraints are a challenge across BC (SPARC BC, 2024).



Figure 9: Factors affecting volunteer recruitment and retention at Basin organizations, 2025

We also asked Basin organizations to rank how easy or difficult it has been to recruit volunteers for specific roles². Those that were easiest to recruit for include counseling/providing advice, protecting the environment, and health care or support. Those that were most difficult to recruit for include fundraising, canvassing, and office work (Figure 10).

Overall, Basin organizations reported it is easier to retain volunteers than it is to recruit them, emphasizing the importance of tailoring volunteer opportunities in such a way that existing volunteers are motivated to stay engaged.

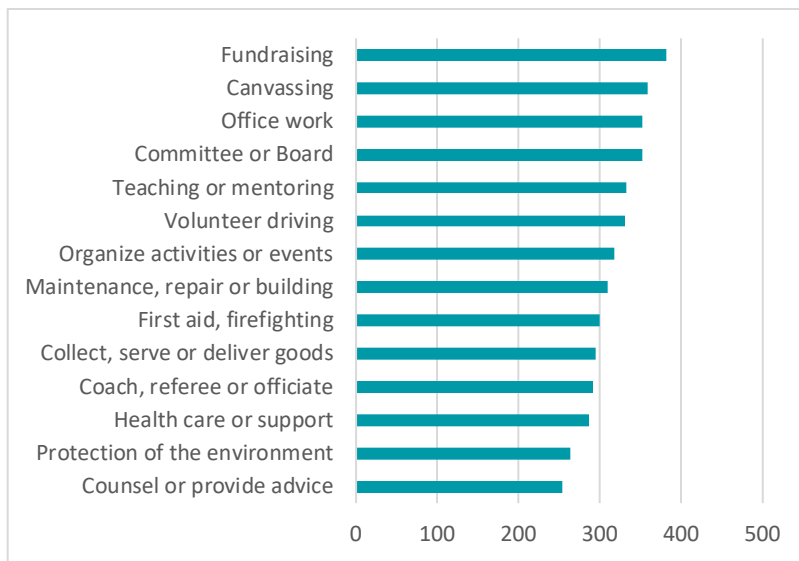


Figure 10: Difficulty in recruiting for specific roles (higher scores are more difficult), Basin organizations, 2025

The broader literature offers additional factors that may be affecting volunteer recruitment and retention. The non-profit and charitable sectors grapple with challenges related to wage parity, raising ethical questions about volunteers performing work similar to paid staff, particularly during periods of fiscal strain (Volunteer Canada, 2024). Additionally, there is a potential for conflict between volunteers and paid staff due to lines of responsibility, differences in values, function, benefits, and training that require nimble human resource management (Kappelides and Johnson, 2020).

New volunteers are looking to have an in-depth understanding of the work they are signing up for and the specifics of how it will positively impact the organization and contribute to the organization’s goals (Nakamura et al., 2024). This is evident in the importance of providing robust information on an organization’s website, which has been found to have a stronger correlation with volunteer recruitment than relying solely on social media communication (Boulianne and Steen-Johnson, 2023). Additionally, organizations are expected to recognize and value volunteer contributions in meaningful ways to foster a sense of equity and appreciation necessary for retention (Volunteer Canada, 2024).

Recommendations to improve volunteer engagement tackle these challenges head on. Making volunteerism a core part of the organization’s strategic focus ensures its importance is reflected in decision-making and resource allocation (Blais & Perera, 2024). Ensuring that the organization has a well-rounded digital communication strategy that includes both a comprehensive website and social media outreach enables prospective and current volunteers to access the information they need at their convenience (Boulianne and Steen-Johnson, 2023). Investing in volunteer management by hiring dedicated leaders, committing to their professional development, and continuously identifying

² To calculate these values, we removed organizations that do not recruit for the given role from the dataset, and then established a weighted score based on the remainder of responses (e.g., if the role is very easy to recruit for, it was assigned a score of 1, if the role is very difficult to recruit for, it was assigned a score of 5). These values therefore give a measure of how difficult it is to recruit for a role *if* an organization recruits for the role. Higher scores are more difficult.

infrastructure needs all sustain volunteer initiatives and engagement (Blais & Perera, 2024). Referring to current trends and regularly evaluating roles helps create meaningful volunteer experiences that align with both volunteer motivations, interests and skills as well as the organizational goals (Blais & Perera, 2024, Cumming, 2022). Further, the support an organization provides to volunteers, such as mentorship programs, training opportunities, and recognition initiatives plays a key role in sustaining volunteer commitment (SPARC BC, 2024; Cumming, 2022).

External Factors Driving Changes in the Volunteer Landscape

The volunteer rates and patterns in Canada are being reshaped by factors that reflect broader societal changes and evolving needs. Volunteer Canada's report, *A Roadmap to Meet the Moment*, outlines six interconnected factors:

1. **Effects of the COVID-19 Pandemic:** The pandemic disrupted traditional volunteer practices, causing a significant drop in volunteer rates and creating ongoing recruitment challenges. Additionally, volunteer manager roles were often the first to be cut during the pandemic and many have not been reinstated (Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities, 2024). The pandemic also spurred informal volunteering and new models of engagement, such as online volunteering and digital tools becoming central to participation and management. Increasing social isolation, polarization, exclusion, and disengagement spurred on by the pandemic highlight the critical role of volunteering in fostering connection and resilience (Volunteer Canada, 2024; Lachance, 2021; Blais & Perera, 2024).
2. **Changing Demographics:** Canada's population growth and increasing diversity present opportunities and challenges for volunteerism. With a rapidly aging population, projected to see one in four Canadians over 65 by 2035, organizations must adapt their programming to engage older adults. The increase in racialized and Indigenous populations also underscores the need for culturally inclusive volunteer opportunities that reflect the values and needs of diverse communities (Volunteer Canada, 2024).
3. **The Cost-of-Living Crisis:** Economic pressures, including inflation and rising living costs, are reducing disposable income and limiting the ability to volunteer, as many people take on second jobs (Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities, 2024). Nonprofits also face labor shortages and resource constraints, making it harder to recruit and support volunteers. Employer-supported volunteering programs are gaining traction, driven by younger employees demanding social responsibility from their workplaces (Beckman and Antunes, 2018), but volunteering remains inaccessible to many due to financial barriers (Volunteer Canada, 2024).
4. **Technological Advancements:** Technology is revolutionizing how volunteers are recruited, trained, and managed, offering greater accessibility and streamlined coordination. Online platforms are particularly appealing to younger generations who prefer digital engagement over traditional methods. However, the shift towards tech-centric approaches risks alienating those affected by the digital divide, underscoring the need for balanced strategies that bridge technological gaps (Volunteer Canada, 2024).

5. **Evolving Conceptions of Volunteering:** The definition of volunteering is broadening to include informal, grassroots, and mutual aid models. The mutual aid model is a form of organizing based on cooperation and solidarity among networks, neighbors, and communities. Often led by marginalized groups, it prioritizes collective support to address gaps left by formal institutions (Volunteer Canada, 2024). Many young people prefer flexible, community-driven involvement over traditional institutional roles and are feeling less connected to and included by the term “volunteer” (Volunteer Canada, 2024).
6. **Emergency Management Needs:** Volunteering is increasingly critical in tackling crises like climate change, poverty, and public health emergencies. Grassroots movements and mutual aid networks demonstrate community resilience and adaptability, offering models to enhance existing structures. Investments in volunteer systems are essential for building capacity, flexibility, and intersectional approaches to meet future challenges effectively. Canada’s adoption of the Sendai Framework emphasizes inclusive, equitable participation in disaster mitigation and response (Volunteer Canada, 2024).

Emerging Areas of Volunteerism

1. Virtual volunteering:

Volunteering online has significantly increased accessibility and allows individuals with time constraints, disabilities, or geographic restrictions to contribute meaningfully from anywhere in the country (Cumming, 2022). This flexibility appeals to both younger generations, who are more comfortable with online platforms, and older adults seeking opportunities to contribute and build new skills (Lachance, 2021). However, virtual volunteering presents challenges, such as managing engagement, retention, and feedback processes in a virtual environment, emphasizing the need for organizations to adapt their strategies to make virtual roles impactful and inclusive (Lachance, 2021). In the Columbia Basin, virtual volunteering is still emerging. Over half (53%) of organizations reported they do not currently offer virtual roles, while only 21% have them well established (Figure 11).

2. Short term or project-based roles:

The shift toward hybrid and flexible volunteering models reflects an increasing preference for short term, project-based roles (Gotlieb, 2024; Kappelides and Johnson, 2020). Demographically, younger generations show a strong preference for short-term or episodic volunteering opportunities, while Baby Boomers are split between short-term and ongoing commitments. Seniors, born between 1918 and 1945, overwhelmingly favour ongoing commitments (Vancouver Foundation, 2019).

Episodic volunteering may involve committing to a single occasion, volunteering for a series of events over a period of time, or contributing to specific events within the same organization (Rochester, 2021). Episodic volunteering is already well established in the Basin with 52% of surveyed organizations reporting regular use of this model. Only 17 % of organizations do not offer this format.

3. Intergenerational volunteering:

Intergenerational volunteerism intentionally brings together different generations to collaborate on initiatives, leveraging the unique strengths of each age group while addressing generation-specific

challenges. Youth contribute energy, digital literacy, and innovative thinking; middle-aged adults bring expertise and a strong sense of responsibility; and seniors offer wisdom, experience, and mentorship. Youth and seniors, in particular, are vulnerable to social isolation and loneliness. By fostering meaningful social connections, both groups experience enhanced emotional well-being while sharing their skills and making valuable contributions (Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities, 2024).

Organizations increasingly view intergenerational volunteerism as an opportunity to re-engage youth and invest in the future of volunteering (Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities, 2024). In the Columbia Basin, intergenerational volunteering is in a phase of experimentation. While 31% of organizations have explored it, only 23% have fully established programs. This reflects interest and potential, but also the need for more structured models and support.

4. Employer-supported volunteering:

Increasingly, companies are looking for opportunities to support their employees to volunteer (Beckman and Antunes, 2018). Volunteering is seen as a way for employees to develop skills that improve their job performance and maintain high workplace morale, while simultaneously supporting the firm’s commitments to community well-being and social responsibility (Oliveira, Proença, & Ferreira, 2021). Employers-supported volunteering involves group or individual volunteer opportunities facilitated by a volunteer’s employer (e.g., a ‘community day’ where employees gather to participate in an organized volunteer initiative). Such practices are not widely adopted in the Columbia Basin, where 70% of organizations report they do not currently offer this type of volunteer program. This highlights an opportunity to engage local companies and raise awareness about the low-cost, high-reward nature of such initiatives.



Figure 11: Relationship to emerging trends in the volunteer sector, Basin organizations, 2025

Inventory of Resources for Volunteers and Organizations

Volunteer Posting Platforms

The following resources are sites or platforms where organizations seeking volunteers can post opportunities.

Organization	Description	Link
Volunteer Canada	A pan-Canadian volunteer opportunities platform. Searchable by type and location.	https://members.volunteer.ca/Listings.php?ListType=Volunteer_Positions_Tags&MenuItemID=387
Volunteer Connector	A platform sharing Canadian volunteer opportunities. Searchable by cause and volunteer activity. Filter options for time commitment, characteristics of the opportunities, and location.	https://www.volunteerconnector.org/
United Way	An online hub for nonprofits to post volunteer opportunities and for volunteers to search and find a match. The hub was first created in 2018 for the Lower Mainland and the Fraser Valley, but has recently expanded to serve other regions, including the Southern Interior. Volunteers can create an account and there is a link to complete a criminal record check that will be applicable for all opportunities obtained through the platform.	https://www.ivolunteer.ca/need/
Volunteer BC	A BC-based online posting and recruitment tool. Can filter for issues or sectors of interest as well as types of experiences, including opportunities to practice English language skills.	https://www.volunteerbc.bc.ca/volunteer-now
Columbia Basin Environmental Education Network	A mixture of job (paid) and volunteer postings within the environmental sector and located in the Canadian Columbia Basin.	https://cbeen.ca/job-board/
Kootenay (BC) Nonprofits & Volunteer Opportunities Facebook Group	An unaffiliated and public group where organizations and individuals can post and share volunteer opportunities.	https://www.facebook.com/groups/591035105972576/

Vantage Point	This organization now uses Volunteer Connector (see above and below), and so redirects to volunteerconnector.org	https://govolunteer.ca/
Good Work	Volunteer postings across Canada that have an environmental, sustainability, or outdoor related mandate. Searchable by province and sub-category such as ecotourism, climate change or environmental education.	https://www.goodwork.ca/#
Charity Village	Canada wide hub for volunteer postings. Filterable by details such as location, duration, and target groups including English language learners, community service/court referrals, and 40 hour high school program.	https://charityvillage.com/volunteer-job-search/#results/6765a92f4dca8fda81e74b36?job_type=Unpaid+Volunteer+Position&page_num=1&kw=
Canadian Mental Health Association	Serves as the Volunteer Centre for the Kootenays; however, in practice only applies to the Cranbrook area. Connects organizations to volunteers.	https://kootenays.cmha.bc.ca/programs/volunteer-kootenays/

Volunteer Guidance and Support

The following resources offer support for individuals seeking to contribute through volunteerism.

Organization	Description	Link
VolunteerBC	This organization offers a handbook for people interested in volunteering. It covers topics like safety, rights/responsibilities, and the benefits of volunteering. VolunteerBC also has a “5 Easy Ways to Get Started” document.	https://www.volunteerbc.bc.ca/for-volunteers
Volunteer Canada	A series of documents aimed at supporting youth participation in the Canada Service Corps, including guidance for identifying your passion, analyzing skillsets, and demonstrating good volunteer etiquette	https://volunteer.ca/engaging-volunteers/ (see “Tools for Youth” section)
Canada Service Corps	Micro grants of up to \$5000 for youth to lead service projects (note	https://www.canada.ca/en/services/youth/canada-

	that this program does not appear to be active at this time)	service-corps/youth-volunteer.html
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Resources for Organizations

The following resources are aimed at organizations offering volunteer opportunities, including best practices guidance, tools, training, and networking.

Organization	Description	Link
Volunteer Connector	Virtual Volunteer Centre toolkit: a platform available to organizations who want to create an online resource for local volunteer opportunities	https://www.volunteerconnector.org/become-a-virtual-volunteer-centre
Social Planning and Research Council of BC	What it Takes: Strategies for Optimizing Volunteer Participation: a set of recommendations and opportunities for volunteer and government organizations	https://www.volunteerconnector.org/become-a-virtual-volunteer-centre
Columbia Basin Trust	Non-profit Advisors Program: a support for non-profit organizations in the Columbia Basin region offering resources for organizational development, including assessments, consulting, workshops and an online library.	https://ourtrust.org/grants-and-programs-directory/non-profit-advisors-program/
Volunteer Canada	The Canadian Code for Volunteer Involvement is a guide for engaging volunteers. It provides support for designing and implementing volunteer programs and an audit tool that helps member organizations assess and analyze their work with volunteers ranging from management resources to policy issues. Volunteer Canada also offers to support volunteer recognition and engagement	https://volunteer.ca/canadian-code-for-volunteer-involvement/
VolunteerBC	Offers guidebooks on how to set up a volunteer centre and how to start a volunteer program. Also offers a series of suite of volunteer management resources: <ul style="list-style-type: none"> • Application form • Exit evaluation 	https://www.volunteerbc.bc.ca/resources

	<ul style="list-style-type: none"> • Volunteer performance review • Criminal record check • Post-pandemic volunteering • Culturally welcoming volunteer programs 	
Charity Village	Canada wide hub for the nonprofit sector. It offers resources such as a checklist to write effective volunteer postings, as well as webinars and newsletters aimed at non-profit professionals.	https://info.charityvillage.com/acton/fs/blocks/showLandingPage/a/43557/p/p-0051/t/page/fm/0
Vantage Point	Offers a series of resources for non-profits including some focused on volunteer management. E.g.,: “Volunteer Position Description” template and a “Volunteer Engagement Toolkit”	https://thevantagepoint.ca/media/downloadable-resources/
Volunteer Burnaby	A series of courses on volunteer resources administration	https://volunteerburnaby.ca/training/
HR Intervals	<p>HR Intervals offers specific resources for Canadian non-profit managers, board members, and employees to better understand and lead the people within their organizations.</p> <p>Included are resources for:</p> <ul style="list-style-type: none"> • Job descriptions • Recruitment, selection, and onboarding • HR Policies • Digital adoptions for nonprofits • Equity and decent work • Compensation and benefits • Learning, training, and development • Performance management • Workplace wellness • Strategic HR planning 	https://guide.hrintervals-intervallesrh.ca/hc/en-ca

Imagine Canada	<p>An umbrella organization that offers a range of programs and resources to support the sector. Programs include:</p> <ul style="list-style-type: none"> • Standards: An accreditation program for charities and nonprofits through an independent peer review process that encapsulates best practices as applied to board governance, financial accountability and transparency, fundraising, human resources and volunteer involvement • Grant Connect: a database of thousands of grants available to nonprofits in Canada. This is a paid service. • Prism: a third-party certification that offers nonprofit validation for companies who are committing to community investments that go beyond their scope. Certified companies have access to many resources. 	https://imaginecanada.ca/en
Canada Service Corps	<p>Federal government program to engage youth aged 12-30 in volunteerism. Offers a network to connect funded organizations offering volunteer opportunities.</p>	https://www.canada.ca/en/services/youth/canada-service-corps/partners.html

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