



Voluntary Sector Studies Network

Luther College at the University of Regina

World Kafé Koffee Klatch Proceedings – Jan. 29, 2016

Meeting held at the Saskatchewan Science Centre, Regina, SK

On January 29, 2016, 32 people met at the Saskatchewan Science Centre for a World Kafé style Koffee Klatch to discuss the VSSN. The main goals of the afternoon meeting were a) to share current challenges impacting the nonprofit/voluntary sector and identify research needs; b) to identify learning opportunities and gaps for people in the sector in Saskatchewan, and share information about the new Nonprofit Sector Leadership and Innovation Certificate at the University of Regina; and c) to provide an update and get feedback on VSSN activities since the previous Koffee Klatch, including the conference planned for June 2016. A specific question was addressed at each of the 5 tables. Participants were invited to choose a new table to join every 20-25 minutes, signalled by a bell. Each table included flipchart paper where we invited our participants to doodle, draw and make notes.

The notes and flipchart doodles from the small groups have been organized into 5 main categories using each of the kafé tables. A summary document has been created and can be found on the VSSN website at Luther College (www.luthercollege.edu/vssn).

Appendix A contains a list of participant evaluations of the Koffee Klatch. Appendix B contains a summary of research project ideas from all of the 2014-2015 Koffee Klatches and focus groups.

Kafé Table

1

What current internal and external forces are impacting your organization (e.g., Syrian refugees, CRA updates and audits, social enterprise development, etc.)? What are current, significant pressure points?

- Limited funding
- Succession gaps in the sector
- Staff turnover
- Challenge of “managing” social media
- How to get youth involved
- Challenge of enforcing and operationalizing policies and procedures
- Mental health and “burn out” of employees/volunteers in the sector
- CRA restrictions on advocacy
- Politics, e.g., concerns with new federal government’s priorities/requirements
- Personal opinions within the organization
- Duplication - 2 or 3 charities doing the same thing, or a perception that there is duplication
- Lack of knowledge of the organizations that already exist
- “Greying” of the voluntary sector

What specific unanswered research questions do you have about the nonprofit sector in Saskatchewan and/or Canada? Further, what research questions/projects specific to your sub-sector do you think should be undertaken (e.g., child care, food security, environmental issues, heritage, etc.)?

Succession planning:

- How can we identify the kinds of jobs in the sector?
- How can we identify and address salary inequities, e.g., differences between rural and urban organizations, and whether salaries adequately reflect educational background?
- How can we promote the nonprofit sector as a viable career option?
- Are there fewer volunteers? What is volunteerism called now? What can replace volunteerism? How do we support volunteers, e.g., remunerate for childcare? Do we overvalue paid employment and fail to reward volunteerism adequately?
- How can we support heritage workers, e.g., at museums, health/care/social services?

Funding

- How can we identify what businesses are donating and the impact on the voluntary sector?
- How do we set priorities for activities justified by the market versus activities justified by need?
- Are charitable donations tied to purchases? If so, how?
- How can we identify the relative benefits, and to whom, of short term versus long-term donations?
- What are the strongest or most reliable streams of funding and how do markets decide who they fund? For example, are decisions based on social movements, money, fads, etc.?
- What are the different models of grant writing?
- How can the “good investment” feature of heritage be documented for potential funders? Currently the funding for heritage projects comes from lottery tickets; how can funding sources be diversified?
- What are the moral and legal responsibilities of companies and what rights does the voluntary sector have when funding is removed?
- How are charitable dollars distributed?
- What is the nonprofit insurance movement and how does this impact the sector?
- Does sponsorship support or inhibit good contractual work?
- Does sponsorship impact what your program is focused on?



Corporate giving

- What are the implications when corporate giving structure is changed to benefit corporations' strategic plans?
- Is there "bullying" by the market?

Retention issues

- Research is needed on burnout and turnover of both paid and volunteer staff.

Public scrutiny of charities

- Why is the public perception of charities skewed and critical?

Reconceptualizing life-work balance

- How do we share work in ways beyond the nuclear family?

Issues when nonprofits become safety nets instead of being able to address bigger issues and root causes, for example, lack of family stability

- How do researchers convey what we know (neo-liberalism) is the cause into language that matters to governments (cities, provinces, federal) and corporations?
- How can we convince governments and corporations that addressing bigger issues and root causes is both economically wise and a good investment?

Research needs resulting from the recommendations of the Truth and Reconciliation Commission of Canada

Note: Need to involve leaders from Indigenous communities in formulating research questions.

- How do we incorporate TRC recommendations into the voluntary sector?
- What are the best practices for incorporating TRC recommendations?

Artistic contributions

Note: example of Mary Blackstone research project on arts in the city of Regina.

- Statistics do not indicate artistic contributions if the artist's paid position is otherwise, e.g., a teacher in the symphony. How do we find or produce statistical information that adequately reflects artistic contributions?



Roles of governments and businesses

- What are the appropriate roles for governments and businesses?
- How can governments and businesses meet their moral obligations?
- The government is not part of the public agenda anymore. What impact does this have on the voluntary sector?



Models of cooperation among nonprofits

- What is the value of horizontal vs vertical models of cooperation?
- If horizontal models are not working that well, e.g., coalitions, how can we work differently?
- How can we form good partnerships and avoid turf wars?

Economic valuation of the nonprofit sector

- What is the economic value of the sector, considering long-term outcomes as well as cost vs investment?
- What is the cumulative impact of the volunteer sector in Saskatchewan? What are the measurements to use for this?

Motivation

- What motivates governments to fund/be involved with nonprofits?
- What motivates corporations to fund/be involved with nonprofits?
- What motivates citizens to contribute to/be involved with nonprofits?
- On what basis do these groups choose nonprofits with which to be involved?
 - Effective?
 - Secure?
 - Biggest?



NOTE: Resources available from the Association of Fundraising Professionals (AFP) (afpnet.org)

- Marketing, CEO, database all represented
- AFP benchmarking survey across Canada and regional
- Education resources (research papers, e.g., on what donors want and what that landscape looks like)

We would like to draw a map of face-to-face and online learning opportunities (e.g., weekend courses, block courses, professional development courses) available for Saskatchewan people who work in the nonprofit sector and then identify gaps. What do you know? What gaps appear to exist? Can you add to our map?

Face-to-Face opportunities (by topic)

Workforce Diversity:

- Creerunner Communications (www.creerunner.com/communication)
- UR Pride Centre for Sexuality and Gender Diversity (urpride.ca)
- SaskCulture (www.saskculture.ca)
- Regina Work Preparation Centre (workprep.ca)

Human Resources:

- Centre for Continuing Education (CCE) at the University of Regina (www.uregina.ca/cce)
- SaskCulture
- Creerunner Communications
- Saskatchewan Association of Rehabilitation Centres (SARC) (sarcsarcan.ca)

Managing Nonprofits:

- Creative City Centre (<http://www.creativecitycentre.ca>)
- SaskCulture
- Museums Association of Saskatchewan (saskmuseums.org)

Leadership:

- Centre for Continuing Education (CCE)
- Aboriginal Friendship Centres of Saskatchewan (www.afcs.ca)
- Saskatchewan Association of Rehabilitation Centres (SARC)
- United Way Regina (unitedwayregina.ca)

Governance:

- Aboriginal Friendship Centres of Saskatchewan
- Creative City Centre
- Creerunner Communications
- Museums Association of Saskatchewan
- SaskCulture
- Saskatchewan Association for Rehabilitation Centres (SARC)
- Centre for Continuing Education (CCE)

CRA Audits:

- United Way Regina

Public Relations:

- Centre for Continuing Education (CCE)

Succession Planning:

- United Way Regina

Business:

- Centre for Continuing Education (CCE)

Grant Writing:

- City of Regina (www.regina.ca)
- Community Initiatives Fund (CIF) (www.cifsask.org)

- Centre for Continuing Education (CCE)

Project Management:

- Centre for Continuing Education (CCE)
- Creative City Centre
- Museums Association of Saskatchewan
- SaskCulture

- Regina Public Interest Research Group (RPIRG): The Toolkit Workshop Series (rpirg.org/events-projects-paren/toolkit-workshop-series)

Communications:

- Centre for Continuing Education (CCE)
- Regina Public Interest Research Group (RPIRG): The Toolkit Workshop Series

- SaskCulture
- Museums Association of Saskatchewan

Marketing:

- Centre for Continuing Education (CCE)
- Aboriginal Friendship Centres of Saskatchewan

- Saskatchewan Association of Rehabilitation Centres (SARC)
- United Way Regina

Risk Management:

- Centre for Continuing Education (CCE)
- United Way Regina

- Museums Association of Saskatchewan

Recruitment and Retention:

- Saskatchewan Associations of Rehabilitation Centres (SARC)

- Regina Public Interest Research Group (RPIRG): The Toolkit Workshop Series

Social Return on Investments Training:

- Saskatchewan Abilities Council (www.abilitiescouncil.sk.ca)

Mental Health:

- Student Education in Action for Regina Community Health (SEARCH) (searchhealthclinic.com)

Museums/Volunteering:

- Museums Association of Saskatchewan

Face-to-Face opportunities (by other organizations)

- Regina Public Library (www.reginalibrary.ca)
- Johnson-Shoyama Graduate School of Public Policy (www.schoolofpublicpolicy.sk.ca)
- Canadian Red Cross (<http://www.redcross.ca>)
- Regina Open Door Society (rods.sk.ca)
- Multi-Cultural Council of Saskatchewan (mcos.ca)
- Office of the Treaty Commissioner (www.otc.ca)
- Sask Polytechnic (saskpolytech.ca)

Online opportunities (various Webinars and Resources)

- Charity Village (charityvillage.com)
- Ontario Nonprofit Network (theonnn.ca)
- Pro Bono Australia (probonoaustralia.com.au)
- The Nonprofit Quarterly (nonprofitquarterly.org)
- Sask Sport Inc. (www.sasksport.sk.ca)
- NonprofitReady.org (www.nonprofitready.org)
- Tech Soup (www.techsoupcanada.ca)
- AVR Sask (www.avrsk.ca)
- Volunteer Match (www.volunteermatch.org)
- Volunteer Canada (volunteer.ca)
- Volunteer Management Professionals of Canada (www.vmpc.ca)
- ACHIEVE Training Centre (www.achievecentre.com)
- Canadian Red Cross (<http://www.redcross.ca>)
- Canadian Human Resource Council (hrcouncil.ca)
- Association of Fundraising Professionals (www.afpnet.org)
- Imagine Canada (www.imaginecanada.ca)
- Administrators of Volunteer Resources (AVR) Saskatchewan (www.avrsk.ca)

Succession Planning:

- Sask Sport Inc.

Human Resources:

- SaskCulture

Museums and the Community:

- Museums Association of Saskatchewan

Funding

- CanSask job grant (3 years remaining – up to \$250,000 per organization) (economy.gov.sk.ca/job-grant)

Volunteer Management

- Volunteer Canada
- SaskCulture

Free University Level Courses:

- Coursera (www.coursera.org)
- MIT (ocw.mit.edu/index.htm)
- Stanford (online.stanford.edu)

Cultural Resource Management Program:

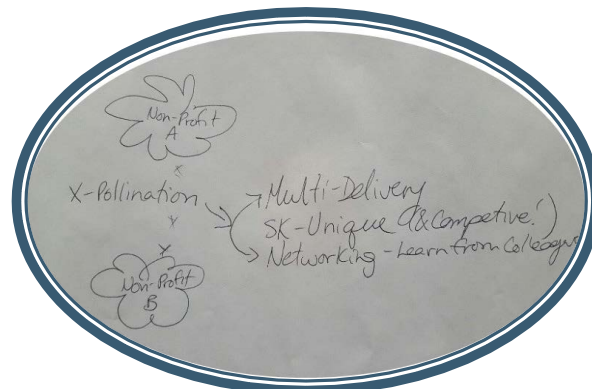
- Online courses at the University of Victoria (continuingstudies.uvic.ca/online-learning)

What gaps exist in professional development learning opportunities?

- Front office management
- Bookkeeping
- Databases and DBA's – Customer Relationship Management (CRM) primarily
- Volunteer training
- Working with vulnerable populations, working with children, behavioural challenges
- Comprehensive list of resources and knowledge of what is already available (VSSN should be the hub/provide links to other organizations)
- Ability to discern and disseminate information
- Funding – financial burden/barriers (essential services need to be continuously funded)
- Availability outside 9:00 am - 5:00 p.m.
- Ethics
- Education on where to find funding
- Training accessible to northern communities
- Administrative learning opportunities
- Need more blended learning
- Virtual networking – being able to network with other organizations
- Mini workshops/subtopics on current gaps
- Training opportunities in shorter modules/time periods
- Different levels of knowledge/experience (beginners/advanced)

Questions from participants:

- How can VSSN disseminate this information and create a comprehensive list of resources that are available in the nonprofit sector?
- Can we form partnerships?
- How do organizations connect with volunteers?



As you know, we're expecting to offer a new certificate at the University of Regina on the nonprofit/voluntary sector comprising 5 courses (Nonprofit Sector Leadership and Innovation (NSLI) Certificate). What suggestions do you have to promote and market this certificate across the province to students, those who work/volunteer in the sector, those who work in government and those who work in the business sector?

Communications:

Forums

- Social media and Facebook advertising
- Dedicated website that is a conduit for information (e.g., promoting training opportunities) and not just a dumping ground for information
- Newsletters
- Market through business and professional associations (network with them)
- Certificate E-lists

Points for marketing

- Testimonials are great and should be included in promotional materials
- Highlight the benefits of VSSN in the marketing, e.g., explain the benefits of the Certificate
- Survey some for-profit and nonprofit organizations to see what types of classes work best for employers
- Highlight the unique Saskatchewan content of the Certificate
- In advertising, include an indication of how long it might take to complete the certificate— time factor is important

Certificate Courses and Delivery:

- Courses need to have flexibility
- Multiple ways of delivery (face- to-face, online, classes on evenings and weekends, etc.)

Course content re Funding:

- Many in the sector are still weak on understanding funding models, fundraising and financial management (e.g., receipting procedures for donations)
- Fundraising and grant writing needs to be present in the courses and should be a required component
- Can we connect to the Fundraising Professionals (Regina)?



Student Funding:

- Funding will be needed to allow some people to take the NSLI Certificate program
- Understand funding needs of and communicate funding opportunities (e.g., scholarships) to students

Internships and volunteer activities in the certificate program:

- 10- to 20-hour volunteer opportunities
- Student placements at organizations
- Volunteering for credit in NSLI classes
- Co-operative programs
- How does this work for working students?

Networking with corporate entities and understanding what they need from the certificate program:

- Nonprofit networking event?
- Network in Saskatchewan and Canada wide
 - Email lists
 - Testimonials
 - Partner websites
- Get people in the nonprofit sector and people who are new to the nonprofit sector involved

Other specific topics:

- Professional associations? (membership for graduates, resources/teaching)
- If NSLI 200 is a foundation it should be offered often
- Faculty guest lectures, case-study based
- Ladder to Masters Certificate in Non-Profit Leadership?
- Corporate social responsibility
- Questions re: Prior Learning Assessment and Recognition (PLAR)
- UR Guarantee - can this tie in?
- Will the certificate work for volunteer coordinators?
- Look at EMBA model, employers can sign off on time off for school
- Promotion for religious groups, churches etc.
- Connecting passions with careers!



We are organizing a conference for June 2016 and need your suggestions for such a conference. For example, there will likely be mini learning sessions (possibly 1 hour in length); thus, what topics are of interest to you/your organization? Suggestions for speakers?

Interdisciplinary research projects on living heritage:

- Explore contributions to the idea of living heritage e.g., Heritage Saskatchewan replaced the word ‘culture’ with ‘living heritage’ – the way we are raised shapes who we are.
- Measuring the impact of ‘reminiscence’ on an aging population. Reduces isolation, depression, cognitive abilities, and keeps people socializing.
- Smaller rural communities need governance guidance – municipalities need help. Therefore, research can be done on that. Community is not just the core of people who do all the volunteering – it’s the whole. Get people to come together to explore what the community needs and how these needs can be met through volunteers.

Measure the intrinsic social benefits of volunteering:

- Volunteering = 2 way street.
- Value of narrative/sharing stories.
- Imagine a course on what makes volunteering successful.
- What does volunteering do, e.g., increases social capital and career opportunities.
- Impact of high-school volunteer programs on sector/students/high school curricula.

Examine case studies of what makes some organizations successful and others not:

- Case studies from the voluntary sector help improve undergraduates’ research skills.

Researching the needs associated with small rural communities:

- Need help with governance.
- Expertise, find solutions, decrease stress.
- Fundraising/volunteering.
- Work with municipalities.
- How do these communities find out what the community needs, supports, etc.?
- Contribute to building sense of community.
- How organizations run in small rural communities.

Global aspect of how nonprofits work in other places (e.g., Sweden):

- What replaces volunteering if it is not labelled “volunteering”?
- Benefits of volunteering and sharing. Research that in itself builds social capital. Look at other societies that do not know the concept of volunteering in the sense that North America does.
- Research – best practices.

Cross-cultural research projects:

- Need to confront who you are before looking at others (know thyself).
- Need to understand others' living heritage before you can help. There are more newcomers in Saskatchewan now, how do we work with them.
- There is more variation within a population than there is between populations.
- VSSN could identify the traditional knowledge of knowledge keepers in all parts of our society – different ethnic backgrounds. Bring in people with those skills.
- Research on racism in Saskatchewan – awareness needs to be raised to make what is reality clear and communicated.

Research at Indian Head Theatre (registered nonprofit):

- Oldest continuously run theatre in Canada (signatures on wall going back to 1904).
- Turning centre into an Arts centre. Movie house and arts.
- No community buy-in for the theatre – everything goes to sports – need for more balance. Highlights the need for municipalities to be inclusive.
- Economic value of organizations and how to show that value.
- Better influence on the quality of life, an argument that government touts. Economics are never a good enough argument. Need a more comprehensive evaluation.

Can VSSN provide information, research, for example:

- Research on hours and wages in the voluntary sector compared among provinces.
- Longitudinal studies – e.g., Community-University Institute for Social Research (CUISR) – social research in quality of life in Saskatoon – 10 years now. CUISR is doing research *for* versus *about* the voluntary sector.
- Designing assignments for the classes – learn in the area you (student) are actually interested in, marrying theory to practice. Include more rural life experiences, e.g., as in nursing programs practicums. Cooperatives programs. Self-care courses, allow students to improvise or learn to improvise on the fly. Real world.
- The importance of self-care and music programs – ethnomusicologist – the string connection project at the Heritage Forum. Showed that self-care helps people deal with challenges. In Saskatchewan we do not value music programs – develop research on this!
- Research in Heritage sector on why municipalities/rural municipalities don't know and don't buy into their Property Act for example.
- Holding tank of ideas – VSSN could be a facilitator.
- Central collaboration agency for access to data consortium.

Blanket Exercise

- Hold a Blanket Exercise at the conference.



Participant Evaluation of Koffee Klatch held Jan. 29, 2016 at the Saskatchewan Science Centre

1. What did you like about the Koffee Klatch?

- Meeting other nonprofit people.
- Networking and making connections by meeting new people, learning of opportunities in our community, feeling supported in a sector that is lacking support and resources.
- Networking opportunities.
- It was an interesting discussion on the advancement of the nonprofit sector in Regina.
- The location, timing of event and that it was well-organized. The ability to discuss issues important to volunteer management and being asked to provide input.
- Relaxed atmosphere, eclectic group.
- Table talks, topics were good.
- The opportunity to hear the students' ideas and experiences.

2. What suggestions do you have for us to make the next Koffee Klatch better?

- Ensure there is sufficient parking.
- It is pretty great already! I really appreciate the interactive approach, and being able to speak and be heard. Perhaps you could encourage people to hand out their business cards in a more conscious way.
- I enjoy the meetings. At some point they will need to morph into something more concrete than just info sharing.
- Include more nonprofit agencies. You need to include larger and more affluent players at the table.
- Maybe allow a bit more space between Koffee Klatch tables.
- A bit longer so there can be a wrap up session (sharing with the whole group).

3. How appropriate were the facilities?

- It was a bit dark in the room, but the main problem was the lack of parking. I ended up parking elsewhere and walking back, so I was a touch late.
- Of course daylight is always good, but the room was a very nice size. That being said, the tables were quite squished into the corners, and at times were inaccessible as it was hard to move around.
- They were fine, some issues hearing.
- Facilities were adequate.
- Perfect.
- Comfortable.
- Ok, some natural light would have been nice.

4. Did you learn anything new today? If so, can you tell us about your learning?

- I learned a bit about the Open Door Society, what is in the works for the U of R's nonprofit program, about problems with social media for nonprofits with few younger members...
- I learned that indigenization is important to the sector – yahoo! I learned about the certificate program and it looks great! I am excited about the prospect of a Conference and look forward to receiving more information about it. I learned about opportunities for Professional Development. I learned about the wonderful, wise and powerful people that are in the sector. I feel that through the VSSN the sector can collaborate in a more efficient way that will boost the power and efficacy of our sector.
- I don't know about new, but I always learn more about nonprofits in other sectors, their issues and challenges.
- I learned how isolated our sector is and the lack of communication about resources and support to the community. I would love to see the VSSN become a hub or keeper of this information so the social profit business sector as a whole turns to them as the leading expert on 'where to go to get what'.
- I was very excited to learn that the certificate program will be up and running by Sept. 2016 as I would like to enroll.
- Lots!
- New research topics, contacts in Open Door.
- Always learn things, learned about some funding opportunities for staff for education.

5. Who was missing from the Koffee Klatch that you think we really need to connect with (e.g., a person, an organization, etc.)?

- It was my first klatch, I had no real expectations.
- The group seemed overwhelmingly social justice and culture not for profits. I think a larger effort should be made to engage the sport and recreation not for profits. They often have a very different set of challenges, issues and ideas.
- It was interesting, but not surprising to me that there were virtually no men in attendance.
- I was very surprised to see a lack of representation from the larger nonprofit organizations, e.g., Red Cross, Hospitals of Regina Foundation, University of Regina, United Way, Salvation Army, Humane Society, Saskatchewan Cancer Agency, Saskatchewan Cancer Society, Luther College High School, Regina Public Library, Kids Help Phone. Member associations also had no representation – AFP (Association of Fundraising Professionals), CAGP (Canadian Association of Gift Planners), CFRE (Certified Fundraising Executives), IABC (International Association of Business Communicators), etc. This group has to be included in an effort to gain their insight. This is a huge oversight when developing an educational program – you need to be connecting with the leaders of these large nonprofit organizations.

- More cultural/sport groups.
- I can't think of anyone.
- Need more nonprofits.

6. What else should we be doing to design the Voluntary Sector Studies Network (VSSN) to meet the needs of the sector in Saskatchewan?

- Perhaps help coordinate affiliated groups in their activities so that we can avoid overlap of things like programs, events, campaigns? For instance, so that those who are doing an event with teens don't do it on the same day or the same subject/activity. Or so that those who are interested in food security all have their logos and contact information on the same poster or social media post and then can share the costs. Anyway, just an idea.
- Does the sector need to show its appreciation for the VSSN in order to promote the Certificate Program?
- I was interested in the potential research topics. Maybe the next step is designing a research agenda that includes both academic and front line research in the design and participation.
- The VSSN needs to take a stronger look at the social profit sector as a complete entity. Fundraising as a component was a glaring omission several people commented on. It's incredibly hard to imagine a course in nonprofit leadership studies when fundraising isn't being taught as a core component. Content needs to be strongly reviewed for this and other possible omissions.
- It would be very helpful if you could provide information about becoming an AVR-SK member to students enrolled in your NSLI program. If this is possible, just let me know and I could provide the information to you.
- Keep developing, I like that you are open and willing to change/develop as you go.

Summary of Research Project Ideas from 2014-2015 Koffee Klatches and Focus Groups

Research using provincial data

- Research on hours and wages in the voluntary sector—comparisons among provinces.
- Research on adequate recognition of education in salary scales.
- Longitudinal studies – e.g., Community-University Institute for Social Research (CUISR) – social research in quality of life in Saskatoon – 10 years now.
- Research for versus about the voluntary sector.
- In Saskatchewan we do not value music programs – develop research on this!
- Central collaboration agency for access to data consortium – suggest that VSSN does as a research project.
- Create a database/census of the sector in SK for students to access.
- Research on the sustainability of nonprofit sector jobs, especially on the issue of a “living wage” and how to get support.
- Saskatchewan Arts Alliance doing a lot of their own “core” research. Is there a chance to involve university students? Core research on voluntary sector: Arts, Heritage, Social Service agencies.
- Question of voluntary sector funding versus downloading of government responsibilities.
- Retirement – there haven’t been opportunities regarding knowledge transfer. How do we facilitate this knowledge transfer?
- Corporatization of voluntary sector – do corporate-style boards destroy nonprofit organizations? Need research on this.

Researching the needs of small rural communities:

- Expertise, find solutions, reduce stress for nonprofits in these communities.
- Fundraising/volunteering and volunteerism on reserves.
- How do municipalities find out what the community needs, supports, etc.?
- How do nonprofits contribute to building sense of community?
- How nonprofit organizations run in small rural communities.
- Address volunteerism, governance and organizational practices in small/rural communities.
- The VSSN could undertake a research project with small rural communities to determine how their organizations and volunteers function.

Measure intrinsic social benefits of volunteering:

- Volunteering = 2 way street. Benefits of volunteering and sharing. Research that in itself builds social capital.
- What makes volunteering successful versus alternative approaches? Why do people volunteer?
- What does volunteering do, e.g., to increase social capital and career opportunities?
- Why do people volunteer?
- Impact of high school volunteer programs on sector/students/high school curriculum.

Global aspect of how nonprofits work in other places, e.g., Sweden:

- What replaces volunteering if it is not labelled “volunteering”?
- Study societies that do not know the concept of volunteering in the sense that North America does.
- Explore “best practices” in other countries.
- Research what others are doing nationally and globally.

Cross-cultural research projects:

- Research on heritage (personal, provincial, etc.).
- Research on other people’s living heritage, e.g., understanding newcomers’ heritage, working with newcomers in Saskatchewan.
- Research on identifying the traditional knowledge keepers of all parts of our society (e.g., different cultural/ethnic backgrounds) and invite people with those skills to facilitate workshops.
- Research on racism in Saskatchewan – awareness needs to be raised, historical comparisons.
- Research methods – how do the spiritual and technical connect/apply?

Interdisciplinary research projects on living heritage:

- Explore local contributions to the idea of living heritage, e.g., Heritage Sask replaced the word ‘culture’ with ‘living heritage’.
- Research and measure the impact of ‘reminiscence’ on an aging population, e.g., reminiscence can reduce isolation, depression, cognitive abilities, and keep people socializing.
- Research on the value of narrative/sharing stories.
- Research at the Indian Head Theater
 - Oldest continuously-run theatre in Canada; it is now a registered nonprofit.
 - Signatures on wall going back to 1904.
 - Research the value of the organization e.g., economics, quality of life.

Research questions raised by clergy focus group:

- Research on succession planning for religious/faith organizations, e.g., is there a decline in the number of volunteers or the amount of time being volunteered? What are the practical ways to engage a younger demographic in volunteering at church? Is there a shift in the way people think about volunteering? How do we re-think volunteerism? What are the motivations for volunteering? What research exists?
- Research on the correlation between being connected with faith communities and volunteering.

Case studies of what makes some organizations successful and others not:

- Explore case studies from the voluntary sector to help improve undergraduates’ research skills.