

Newsletter Renaming Contest

Here at FCC we are changing and in September you will see the first tangible result – an updated, content rich, supportive resource – the “new improved” **FCC NEWS!**

It is the hope that the newsletter will intrigue, excite and enrich volunteers and staff alike. It will be sent to each volunteer and staff by email in a link. FCC will also continue to send a snail mail version for a short time.

This is where we need your help!

With this revitalization of our newsletter, it is thought that we should look for a new name. The name, **FCC News**, has served a useful purpose over the

past decade. However, it is time to move on to something more reflective of the FCC’s expanding role in supporting our members.

We are soliciting ideas for a new name for the newsletter. Submissions should convey some unique aspect of how FCC supports or assist our members. Please send your ideas to Leslie, at leslie.evans@calgarycommunities.com.

The winner will be recognized in the September issue of the “newly named” newsletter. As well they will win a FCC workshop gift certificate valid for five complementary workshops (a \$100 value).

Calgary Chamber of Voluntary Organizations

The Calgary Chamber of Voluntary Organizations (CCVO) is a registered charity working to strengthen Calgary’s diverse voluntary sector and provide leadership on matters affecting the sector as a whole.

With the support of more than 330 members, CCVO:

- Provides leadership in policy issues
- Promotes an awareness and understanding of the sector

- Engages members of the sector
- Undertakes research
- Acts as a clearinghouse of information and resources for and about the sector

Community Association with an operating budget under \$100K are automatically members through their affiliation with FCC. Check out CCVO at <http://www.calgarycvo.org/>

FCC Newsletter Deadlines For 2007
Submissions are accepted until 4:00 pm on the following dates

ISSUE	Deadline
Jan	Jan 10
February	Jan 31
March	Feb 28
April	Mar 28
May	Apr 25
June	May 30
July	June 27
August	July 25
September	Aug 29
October	Sept 26
November	Oct 31
December	Nov 28

Full details can be found on our website www.calgarycommunities.com

Services at the FCC

ED / Organizational Support & AdvocacyLeslie Evans
Financial—Audits & AccountingHeidi Brauer
Community Planning & DevelopmentBob van Wegen
Communications & Marketing Vacant
Fund Development Officer Vacant

November 2006–2007
FCC Board of Directors

President	Bob Lang
Vice-President	John Wakoluk
Secretary	Neil Hughes
Treasurer	Bill Scott
Director	Gus Barron
Director	David Brown
Director	Kendrick Charles
Director	Sean Chu
Director	Raleigh DeHaney
Director	Val McLean
Director	Robert Matheson
Director	Ralph Meyer
Director	Stanley Vong
City Liaison	Cynthia Busche-Hiebert

You can find us on the web at.....
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July 2007

INSIDE THIS ISSUE

Staff Recognition	P 2
New Subsidy for Rentals	P 3
FCC Update	P 3
Announcements	P 3
Newsletter Contest	P 4
CCVO	P 4
FCC Board List/Staff	P 4
Newsletter Deadlines	P 4

Two of FCC Funders



FCC Inserts

- Planning Update
- Treasurer's Update
- Builder Award—Nomination ✓
- Community Hero Award—Nomination ✓

Advertising Inserts

- Calgary Police Service—Child Identification Program
- Canadian Red Cross—Violence and Abuse Prevention
- Hispanic Arts Society—Poster
- Partnership Group—Services
- Smith Insurance—Did You Know?

✓ Denotes Communities only

The FCC does not endorse anyone nor do we encourage you to engage specific people. We provide you with information (marketing & advertisements), but we leave the decision up to you.

We have informed people of our policy, so if anyone says that they are supported by the FCC, please keep this policy in mind.

Directors Liability and Risk Management

Despite their commitment to countless causes and organizations, many board members may be unaware of the legal ramifications of their volunteer work and issues surrounding personal liability. This liability applies to all non-profit organizations—including clubs, associations, societies, leagues, committees and charities.

The basic responsibility of directors is to represent the interest of the organization, their members and their constituencies in directing the affairs of the organization, and to do so within the law. In their role as ‘trustee’, directors must adhere to three basic principles:

- Diligence: to act reasonably, prudently, in good faith and with a view to the best interests of the organizations and its members;
- Loyalty: to place the interests of the organization first, and to not use one’s position as a director to further private interests;
- Obedience: to act within the scope of the governing policies of the organization and within the scope of other laws, rules and regulations that apply to the organization.

A volunteer director who fails to fulfill his or her duties as outlined above may be liable.

The term ‘liability’ refers to the responsibility of directors and organizations for the consequences of conduct that fails to meet a pre-determined legal

standard. Usually, the term ‘consequences’ refers to damage or loss experienced by someone, and being responsible for such consequences can mean having to pay financial compensation.

A director or officer can no longer rely on the assumption that, provided they do their job to the best of their ability, they are free from personal risk. Directors’ and Officers’ may be held personally liable for claims arising from:

- activities of volunteers and/or staff in the name of the organization
- employee discrimination
- wrongful dismissal
- breach of duties as described previously

Claims may be made by:

- volunteers
- employees
- government bodies
- suppliers
- customers
- general public

Should you have any questions about your board’s liability or wish to inquire about your coverage, contact Heather or Allen at SMITH INSURANCE at 262-2210.

This article is from Volunteer Canada’s website: <http://www.volunteer.ca/volcan/eng/content/board/legal.php>

Top Ten List for Recognizing Staff

Are you working in a Praise-free Zone?

Here's what you can do...

1. It only takes a moment (less than 60 seconds) to recognize the efforts of a co-worker. You could call it "fly-by appreciation". Example: "Thanks for getting that study out to the staff so quickly. Now they will have time to read it before the meeting..."(15 sec.)

2. Noticing when people are doing the right thing increases the probability they will repeat it. Example: "I saw how smoothly you let that student know what they could do to avoid a delay. Thanks for doing that level of customer service..."

3. People who feel appreciated give more to the job than what is merely required. They are ready to give the "discretionary effort" necessary to a healthy organization.

4. You get what you pay attention to. If you positively comment on

how an effort helps maintain our core values, or facilitates customer service, or helps new staff orient, or cross-trains staff, or builds teamwork, etc. staff will know what is important around here.



5. One size does not fit all. Staff are individuals and respond differently to the same strategy. Ask staff how they want to be recognized - use a survey if don't want to ask directly. For some staff, awards and development opportunities are rewarding.

6. There should be opportunity for all staff to receive recognition-- whether for improving performance, for extra effort, for creativity, or for reliably doing their job each day.

7. To have the greatest impact, the recognition message needs to be completely positive (coach later!), specific, sincere, and given soon after the effort.

8. "Fun, joy and sharing go hand-in glove with world class quality."- Tom Peters. Celebrate individual and unit accomplishments-planned or spontaneously!

9. Give recognition to staff who support a " recognition culture" with their actions and words by publicly noting their contribution, including it in their performance appraisal, inviting them to recognition celebrations, etc.

10. When the relationship among co-workers is good, recognition enhances work performance. When the relationship is troubled, it usually doesn't matter how you reward or recognize people.

This article resourced from <http://www.uiowa.edu/hr/oe/worklife/RnR/topten.shtml>

New Subsidy for Facility Rentals for Youth Programs

Opening Doors is a subsidy, supported by the United Way of Calgary and Area and is in partnership with the Calgary Youth Foundation. The purpose of the subsidy is to reduce the rental costs of community facilities in order to enhance access for youth participation in positive events and activities. The subsidy will support any one-time event or short-term activity targeting youth participation between the ages of **12-21**. Funding will subsidize facility rental costs for a

new activity or expansion of an existing program to a new neighbourhood to a **maximum of \$2,500**. To ensure participation from youth on all levels, the Calgary Youth Foundation will review Opening Doors applications and make final decisions.

For more information please contact the [Calgary Youth Foundation Program Coordinator](#) or call 266-5448.

FCC UPDATE

Strategic Plan

The Board reviewed the draft Strategic Plan at its June 25th meeting. There are four strategies with several goals under each strategy. These will be shared with you at the September 15th Central Council. The detailed logic model with outcomes that goes with these strategies is still being worked on. This work is very important as this plan sets FCC's focus and direction for the next few years. It will be an ongoing process of Leslie, our Executive Director, other key staff people and the Board.

FCC Bylaws

During the last several months, the Board has been reviewing FCC's bylaws and identifying a number of changes that are needed as we prepare for implementing our new Strategic Plan. The changes will be brought to the September 15th Central Council meeting for your approval. It is very important that you attend this meeting, as we need a quorum to approve the Special Resolution to change our bylaws. **September 15 Central Council**
Besides bringing the new Strategic Plan and the By-law changes, there will be other matters brought to the September 15th Central Council meeting. Synergy Calgary will be making a presentation. This is a new group that is being facilitated by the City of Calgary to help manage issues that could occur between subsurface (e.g. petroleum developments) and surface uses (e.g. residential developments) in Calgary and area. This presentation will help explain what a synergy group is (there are several in Alberta) and how it can help address these issues.

New Community Builder Award

I want to remind you to submit your nominations for the new Community Builder Award that is sponsored by the Partnership Group.

The deadline for nominations is September 1st. A brochure was included in the June mailout. The nomination requirements are outlined in the brochure. If you have any questions, please contact the FCC office. The award will be presented at our October 30th AGM.

Community Association 2007 Milestones

Last month I mentioned two community associations that are celebrating their 60th anniversary in 2007. There are 21 other community associations celebrating milestone anniversaries this year.

Forest Lawn is celebrating their 55th anniversary this year while Calgary Wildwood, South Calgary and Spruce Cliff are celebrating their 50th anniversary this year. Our congratulations go to these and all the other community associations celebrating milestone anniversaries during 2007. Also thanks to all the volunteers who over the years have done so much to help these community associations to thrive and be around today to celebrate their special anniversary this year.

Yahoo!

Many community associations have special events during Stampede. This is a fun time of year and these special events add so much to community life. Hats off to all who go the extra mile in doing these events. Have fun!



Bob Lang
President

ANNOUNCEMENTS... for more details call us at 244-4111

NEW....Success Stories

We would like to profile and share your success stories with all our communities and other subscribers.

Please email your stories to Leslie Evans at leslie.evans@calgarycommunities.com before the posted Deadlines on Page 4.



FCC MEETINGS

Central Council Meeting
SEPTEMBER 15 2007
9:00—12:30 P.M.
LOCATION TBD

FCC AGM
TUESDAY, OCTOBER 30, 2007
7:00—9:00 P.M.
MCDOUGALL CENTRE—PIKISKO ROOM