Archdiocese of Toronto

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# Stewardship Best Practices of Time & Talent

What follows is a collection of some of the best practices in the stewardship of time and talent in the Archdiocese of Toronto that can help to increase parish vitality. As Cardinal Collins said on page 8 of his recent Pastoral Letter on Stewardship, "Stewardship is undeniably fruitful. Where, over time, more and more parishioners become engaged in committing their time, talent, and treasure to the work of the Gospel, the Church flourishes."

The spirituality of stewardship reminds us that a good steward receives God's gifts gratefully, develops those gifts responsibly, shares those gifts lovingly in justice with others, and makes a return with interest to the Lord. Stewardship (in practice) is what I do after I say, "I believe."

A special thank you to the following parishes who generously shared their best practices with the Office of Formation for Discipleship (OFD):

- Annunciation of the Blessed Virgin Mary Parish, Toronto
- Blessed Sacrament Parish, Toronto
- Blessed Trinity Parish, North York
- Guardian Angels Parish, Orillia
- Holy Family Parish, Bolton
- Holy Family Parish, Whitby
- Holy Rosary Parish, Toronto
- St. Bernadette Parish, Ajax
- St. Gabriel's Parish, North York
- St. Isaac Jogues Parish, Pickering
- St. Joan of Arc Parish, Toronto
- St. John Vianney Parish, Barrie
- St. Maximillian Kolbe Parish, Mississauga
- St. Patrick's Parish, Brampton
- St. Patrick's Parish, Toronto

This document will be updated on an ongoing basis and will be shared widely. If your parish has a best practice of time and talent that you think would be beneficial for us to include, *please let us know!* The more best practices we share with one another, the stronger we will all become.

If you have any questions, comments, or would like more information, please contact Quentin Schesnuik, Associate Director of Parish Vitality & Stewardship at quentins@archtoronto.org or call Quentin at 416-934-3400 ext. 568. Thank you and God bless!

*Last updated: May 13th, 2019*

# The Mass

1. **The Eucharist, good liturgy and great homilies** will engage people and help bring them back. People spend all week in a very secularized culture that does not place a high value on their Catholic faith. They rarely (if ever) hear about God in the workplace. The Eucharist, good liturgy and great homilies helps to give Catholics the spiritual strength they need to journey through the week.

2. **The sense of the sacred is very attractive to young people**. The smell of the candles, Adoration, etc. Young adults are hungry for the sacred (they live in a consumer driven world that is in a constant rush). Don't try to compete with the world, but rather give them what the world cannot…the sacred. Vocations can spring from these opportunities.

3. **Beautiful music** draws people. One pastor shared the story of a lady who lived down the road who was not going to Church who once came to the parish out of curiosity and said, "Every Sunday I hear the most beautiful music coming from here that I had to come and see." Remember…Beauty attracts!

4. **Invest in a Children's Choir** to draw in parents. One pastor said they have a children's choir not just for the children, but more so for the parents. Parents love to see their children sing at Church.

5. **Find ways for a variety of choirs to sing together** at special feasts, Christmas and Easter.

6. **Mass for the baptized children**. One parish phoned all the parents of the children that were baptized that year and invited them all to the same Mass on a specific Sunday. They were then all called up to receive a special blessing in front of the parish community. It was very heartwarming for everyone to see all the children there at once. Refreshments were served after in the parish hall.

7. One parish does an **Anointing Mass** for people who are ill (everyone is told to bring their sick). They have a Visiting Ministry that goes out and brings people from the nearby retirement homes if the family cannot do it themselves.

8. **Celebrate memorial Masses**:
    - Every November one parish sends to the family of every funeral they did that year a letter to invite them to a memorial Mass and light a candle as a symbol of their grieving. The deceased's names are read and then after everyone is invited for lunch in the parish hall.
    - Another parish has an annual memorial Mass on All Souls' Day. They also read the names of all people who died that year (then sing "Lord have mercy".) People are given candles when they arrive and then

members of a Bereavement Ministry walk through the church lighting them.
    - On the Wednesday of the longest night of the year (in other words, the shortest day) one parish has a "Longest Night Mass". They also have candles for everyone to light.

9. **Give special blessings.** Celebrate wedding anniversaries and offer the couples a blessing at Mass in front of the parish community. Other parishes also celebrate baptismal anniversaries each month with a blessing (this can help to increase interest in baptism anniversaries as people may check their baptismal certificates out of curiosity to see what month they were baptised in).

10. ***Before Mass begins***, one pastor does pre-announcements. Talks about what happened the previous week…if there was a funeral or a wedding, etc. Or if there is an important topic such as the Canada Summer Job Grants issue, euthanasia, what is going on in the public sphere, etc. He will also acknowledge birthdays or important milestones such as a 25th wedding anniversary, etc. ***At the end of Mass,*** he then does a "what's coming up" next week or "explaining the liturgy" piece, etc. This way he has a touch point before and after Mass.

11. Consider offering a **Blessing of Foods** on Holy Saturday for Easter. When family and friends gather, it also creates a way for the host family to tell others that the food they about to eat has been blessed. It is a subtle way to mention the faith when everyone is gathering and in a good mood (especially with people who may have fallen away from the faith or who may bring people to the meal who are not Catholic.)

# Parishioner Involvement and Empowerment

1. **Create a culture of encounter.** A parish created a "St. Clare Circle" to attract people (see attached sample from Holy Rosary Parish). They host weekly drop-in topics that are designed to enhance the lives of people in their community. The key is to get people sharing their time and talents in a way that utilizes their skill set to help other people in the community. This can include:
    - A table in the parish hall each week where a different expert sits to answer questions concerning real world issues. The parish, for example, invites a dentist to look at people's teeth. If dental work is needed, they are referred to a college or U of T for free work.
    - They also had an accountant do tax returns, a nutritionist teach how to find good food on a budget, a doctor, etc.
    - There is little to no cost in running a St. Clare Circle.
    - You don't need to reinvent the wheel. Bring your best people and see where it goes from there.

2. **Survey of needs.** Consider conducting a parish survey in the fall. Some parishes survey after Mass, while others sent it home to complete and return.

   <u>For parishes who prefer to survey after Mass:</u>

   - At a minimum, have pencils in the pews. One parish puts pens with the parish name on them with the idea that they want people to keep them. Every time they use the pen at home, they will see the name of their parish.
   - Another parish does a survey every 5 years. They put the survey in the pews and play holy music while it is completed. They use Survey Monkey for the results (the parish enters them manually.) On average they get 500 responses from 1000 people who come to Mass (50% response rate.)

   <u>For parishes who prefer a take home survey:</u>

   - Longer surveys can be done (e.g. 15 - 25+ multiple choice with spaces to write comments).
   - They put the survey in the bulletin with ushers handing it out and asking everyone to return it next Sunday.
   - You can choose to mail it to everyone, but the downside is the postage expense.
   - Limitation is that the return rate is lower.

   <u>Other best practices with respect to surveys</u>*:*

   - One parish also sent their survey to parents at the local Catholic School and asked what they were seeking from their parish
   - A Parish Council or ministry committee made up of professional people with good skills can help create the survey. You need to figure out what you want to learn and construct your survey questions accordingly.
   - Ask parishioners what they want to see offered at the parish so they are invested in the outcome. Also try to find out what would attract people. What services should you offer? What talks should you give?, etc. (One parish's survey results said they needed a young adult ministry. The parish is now working on getting this off the ground.)
   - Ask what talents and how much time parishioners are willing to share with the community. Ask is they are interested in joining a ministry, and if so, give them a way to self-identify.
   - Be sure to share the survey results with your parish community to increase its effectiveness. *This is very important*.

3. **Bring languages together**
   - One parish does the Hail Mary's in the Stations of the Cross in different languages. To find the people the pastor said from the pulpit, "If you know a different language, talk to me." Languages used included Gaelic,

Arabic, Tamil; he even had a person who did it in sign language, etc. It's an opportunity to show that while we may speak different languages, as Catholics we are one faith. It is also a way to personally invite people to come to the Stations of the Cross.

4. **Avoid burnout**
    - The priest cannot do it all. Nor can a small group of committed people who seem to be doing everything in the parish and sit on all the committees. One way to avoid burnout is to get more people sharing their time and talents with the parish. (*Below are some ideas to help get more people involved in parish ministry*.)
    - If you find that your ministries need refreshing, some parishes do ministry terms of 2 or 3 years. When a term is coming to an end, they invite the next person. The outgoing and incoming person then work together for a smooth transition. If no replacement is found, they can come back for another term. (Be sure to express your gratitude to the person exiting the ministry for their years of dedicated service.)
    - If someone is new to a ministry and you have the manpower, you can partner them up with a mentor (mentoring program).

5. **Hold a Parish Ministry Fair**
   *If you struggle to get people involved in parish ministry, holding a Parish Ministry Fair may be a solution. Here are some best practices:*
    - One parish does their annual Parish Ministry Fair on World Mission Sunday and has displays of every ministry with sign-up sheets in the parish hall. The priest bases his homily on this and it is in the bulletin. They try to make the fair more attractive with coffee and refreshments.
    - Another parish does a draw at their fair with a good prize. In order to qualify for the draw, you have to visit 5 booths and get a signature from each in a passbook they give to everyone upon entry. These are then entered into a draw (a prize in the past was a family weekend at Great Wolf Lodge.) They also do ads in the school to raise awareness of the fair, put it in the bulletin, speak from the pulpit, etc.
    - Another parish does a stewardship weekend every year in September. The parish hall is filled with tables manned with ministry people and descriptions are on hand for each ministry. They have a Stewardship Coordinator who manages everything and is a part-time paid position in the parish (stewardship is 50% of their job with Religious Education being the other 50%). The Stewardship Coordinator communicates with the ministry leaders, helps them where necessary, handles logistics, etc. In total, they have over 200 people in ministry and normally get around 10 new people each year.

- Here is a video example of a pastor (Fr. Jarrod Lies) helping to promote his Parish Ministry Fair in Wichita, Kansas. While it is from the US, it is still a wonderful example of how a pastor's support can lend credibility to a fair: **https://tinyurl.com/ParishMinistryFair**

**6. Lay Witness Talks**

- If you need to find more people for ministry and don't have a parish hall to hold a Parish Ministry Fair in, consider having someone speak from the pulpit instead. Choose a respected member of the community to give a personal witness on how being involved in parish ministry has changed their life and helped them to grow closer to God. To help your speaker craft their message, the Archdiocese of Toronto has a "Stewardship Lay Witness Speaker Training Manual" from the Archdiocese of St. Louis we can share with you. The manual covers:
    - Selecting Your Lay Witness Speakers
    - Five Components of a Lay Witness Talk
    - Scriptural Texts Relating to Stewardship
    - Steps to a Successful Lay Witness Talk…and much more.
- At the announcements one parish has a ministry leader give a 2-minute talk about the ministry they are involved in and how it helped them grow closer to God. Each ministry speaks once a year and encourages people to join. Signs ups are done at the back of the parish after.

<u>Faith Witness Talks:</u>

- One parish did a "Faith Witness Series" where each weekend for a month a different person gave a witness talk to their faith during the announcements. (One young girl who was born with no hands gave her talk on what was like for her to receive her First Communion with no hands. It was very powerful. The pastor said you could have heard a pin drop.)

**7. Social outreach with ministries that support one another**

- Have one ministry feed into another. One parish, for example, has a ministry of people knitting shawls which the priest then takes on his visits to the sick in the hospital.

  (Whatever you choose to do, make sure that the gratitude the person expresses for receiving the kind deed is shared with the people engaged in the ministry. This encourages everyone.)

**8. Maturing Adults**

- Tap into the skills and talents of the newly retired. Retired people can be a good source of help. Get them engaged (their talents) as they tend to have more time to share and are very experienced with a strong skill set.
- Begin a Maturing Adults Ministry. The second half of life is a time of rich spiritual growth.
- Offer Lunch and Learn programs for maturing adults. Meeting during the day is preferred.
- Provide assistance with tax preparation, accessing the health care system, transportation to medical appointments, etc. (You may want to connect this with a St. Clair's Circle. See the "Create a culture of encounter" section for more information.)

**9. Opportunity spotting**

- Following RCIA, keep the people who just came through involved. Consider personally inviting some of them into parish ministry, "Now that RCIA is completed, what would you like to do in service of our Lord?"
- Actively approach people for ministry. A former vocations officer who is a priest said that they are always on the lookout for people and recognize the gifts in people. If you see someone who could be a good altar server, approach them.
- Personal invitation is very important. For example: a pastor once heard of a parishioner who was a retired nurse and thought they may want to get involved in visiting the homebound." Engage in "talent identity spotting" to find suitable people. This helps to make the parish vibrant.
- Personally invite parishioners for coffee to get to know them.
- Become more visible at the Catholic Schools. Invite Principals for lunch and share key dates for the upcoming year to assist with planning.

**10. Grace during difficult situations**

- Unfortunately, there are times when we must gently decline someone who asks to join a ministry they are not well suited for (e.g. if a lector gets too nervous when they read or if their accent is too thick, etc.). It is important to be kind and remember that they have other God-given talents that may be better suited elsewhere (e.g. as an usher, etc.).
- One parish has a person with Asperger Syndrome (a form of autism) who is very gifted and brilliant in the sacramental life of the church, but has difficulty with social interactions. The parish had to create mechanisms to assist him with his service. Whenever dealing with a sensitive topic, discernment is critical.
- If someone who has been consistent in their service suddenly begins not showing up to fulfill their commitments, perhaps there has been a life change (e.g. a loved one is sick, they recently had a baby, etc.) It's important that people don't automatically assume they are being

irresponsible as the person likely feels guilty about missing commitments. If the problem persists, a gentle conversation may have to occur and the person may need to take a break from ministry until more time is available.

- One parish told us that if they get a toxic person, they deal with it as a team. If they are unable to find a resolution, the pastor may have to gently disinvite the person or find another ministry better suited to their gifts.
- Do you need advice? The Human Resources Department (HR) at the Archdiocese has expertise concerning volunteer policies, etc. The policy information is outlined in an HR document titled "Strengthening the Caring Community, Volunteer Policy & Procedures Manual". HR may also be able to offer guidance on how to handle situations where a volunteer may not be well suited to a particular ministry position and can offer suggestions on how the pastor can address the situation. Pastors can call 416-934-3400 and ask for the Human Resources Department.

**11. More ideas on building ministry**

- Use your best people effectively. One parish comes up with their creative ideas via a group called "Heads of Committee". These are the people who are coordinators (leaders) of the 40 different groups. In the spring when they meet they do a social. They also meet in the fall, Advent and Christmas. On an annual basis, they get together, break into groups, and work creatively on an annual theme as chosen by the pastor. This then becomes the driving force for the year. (E.g. in the Year of Mercy they did it on mercy. Another year it was evangelization. When they did the Family of Faith campaign, they were the ones who telephoned, etc.) This is where their best ideas come from.
- One parish has a question in their registration form asking if a new parishioner is interested in being involved in ministry or a group (e.g. CWL). If someone ticks the box, they have a Welcoming Committee that sends them a letter and a welcoming pamphlet. *Note: It is very important that someone follows up in a timely manner or credibility may be lost.*
- Try to find out a person's gifts and match them to the parish need (not the other way around.)
- Invest in a Youth Minister.
- Invite young people into ministry and begin to empower their leadership. Welcome fresh ideas and enthusiasm from youth and young adults. They can teach us how to interact with their world (e.g. social media, etc.).
- Social justice outreach programs give people a sense of helping the less fortunate. Such as having an active St. Vincent de Paul, casseroles for

the Good Shepherd, outreach to St. Paul's breakfast club, gift cards, Out of the Cold, Mary's Milk, Chalice sponsorships, etc.
- Support for families in need at Christmas – donations of gift cards, meals, mitts and socks for children at school, etc.

# Hospitality and Gratitude

1. **Attend a workshop**
    - The Archdiocese will begin holding free Hospitality Workshops on a semi-annual basis with the first one being at St. Monica's Parish in Toronto on Nov. 16th, 2019 from 9am-12pm. And then again on May 2nd, 2020 in a different location (to be announced). Encourage your people, including staff, to attend.

2. **Offer tours**
    - Offer tours of the church to adults. Explain the vestments, sacred items and parts of the Mass. People are fascinated by this.

3. **Scribes Ministry**
    - One pastor has a "Scribes Ministry" who handwrite letters and cards to people and the pastor signs them. The Scribes are in their 90's and a closed group. They meet Monday mornings to handwrite the notes/cards that include: welcome to new families, marriages, first wedding anniversaries, sickness, death, etc. The buy the cards from the Dollar Store so it is low cost. *People love this!*

4. **Food attracts**
    - One parish has a lot of retirement homes in the area and do a senior's luncheon every month with entertainment. Lunch is around $3-4. People get bussed in. The pastor said that if we can show interest when people are vulnerable, this may help combat euthanasia by giving people something to look forward to.
    - Hold Coffee Sundays after Mass at least once a month. Have various ministries and groups host the event and give them the opportunity to introduce themselves and invite others to join.
    - Shrove Tuesdays, pasta dinners (before and after Lent), etc., can attract people.
    - Consider an annual potluck thank you for all the altar servers (and their families) at Christmastime. Good memories at church for children is important.

5. **Welcoming Committee**
    - Consider creating a welcoming committee. A parish told us that when people register at the parish a package is mailed and then a committee person welcomes them with a phone call.

6. **Greet people (and be available)**
    - Availability is important. One pastor remarked that when he first arrived at his parish the office was only open Monday – Thursday afternoon and closed on Friday at 1pm. The parish office needs to be open on the weekends, he said. Post your office hours in the bulletin and on the front door.
    - Another pastor echoed this as Sunday is the day when the people are there. They pay a high school student to work the parish office on Sundays during Mass times.
    - Be encouraging if young children cry or act out at church by offering a gentle smile to the parents and some small act of kindness to the kids.
    - Have a Pastoral Team greet people before and after Mass.
    - Use Sacramental Preparation opportunities to invite families back to the church. Facilitate positive encounters.

7. **Baptism cards**
    - Send a card to parents, congratulating them on their child's Baptism.
    - One parish does an anniversary card with a message, "A year ago your baby was Baptized, congratulations! We are praying for you."
    - If you combine the above with a Scribes Ministry (see point #3.) the cards can be handwritten.

8. **Ushers can do more**
    - Ushers can do more than just gathering the collection. They can also be greeters, wear name tags, help to seat people, etc.

9. **Organize local trips**
    - Organize special trips to build a sense of community. One parish, for example, did a pilgrimage to all the Holy Doors in the Archdiocese of Toronto in the Year of Mercy. It was so popular they sold out the bus and had to do it twice.
    - Create opportunities for faith sharing – Bring a group to the Cardinal's Lectio Divina at St. Michael's Cathedral Basilica, organize pilgrimages to other sacred sites such as Martyr's Shrine to honour Our Lady in the month of May, etc. (You can find the schedule of the Cardinal's upcoming Lectio Divina talks - including recording of past talks - here: https://www.archtoronto.org/lectio)

- The Office of Formation for Discipleship has many great events such as the annual Parish Ministry Conference in October, Family at the Heart of Prayer, etc. To learn more, go to our website at: *https://www.archtoronto.org/discipleship*
- There are many other great things going on! Be sure to read the Archdiocesan Update that is emailed to your parish every two weeks for more creative ideas on what else you can take a group to.

**10. The importance of saying thank you (gratitude)**

- Thank the people who give their time and talents to the parish. While we leave it to the Lord to reward them, everyone needs encouragement and to hear "good job" from time to time.
- One pastor said the key to hospitality is Food! Food! Food! Many pastors said they do various appreciation events, such as: bbq's, parish social events, spaghetti dinners, a Foods of the World event, Pancake Breakfasts, etc.
- One pastor said that the priest should cook some of the food himself as people really appreciate it.
- One pastor does a wine and cheese every year (in May) where people are thanked. Opens with a 6:30pm Mass and then a drop in after.
- Another pastor mails everyone a nice invitation to attend a get together in September. The Parish Secretary then follows up with certain people via a phone call if she has not heard back. They do a canopy with light refreshments and he thanks everyone for their dedication over the past year. People really appreciate this.
- Another does a bbq for his leadership team and wears the same chef hat every year to build a sense of tradition.
- One pastor has a committee do the thank you gifts for people engaged in parish ministry. One year they made 250 handmade paper apples with a wooden cross inside. For Canada's 150 birthday it was rice crispy squares with red and white icing and small Canada flags on toothpicks for everyone engaged in ministry.

# Final Thoughts

- Preach about the time and talent aspects of stewardship.
- Consider using the Stewardship Prayer to open your parish meetings. (A supply of prayer cards were sent to all the parishes. If you need more, call us today and we will be happy to send you some right away.)
- Put blurbs in the bulletin about the importance of sharing our time and talents all year round.
- Important to hand people the bulletin (not just have them pick it up).

- Consider doing an annual letter on the life of the parish that focuses on the time and talent aspects of stewardship (a stewardship year in review).
- Weekly write ups about stewardship in the parish bulletin, social media, and on your parish website help as well.

## Additional Resources

1. Learn more about the spirituality of stewardship visit the Archdiocese of Toronto's new stewardship website at:
   https://www.archtoronto.org/stewardship

   The website is updated on an ongoing basis and contains:

   - Cardinal Thomas Collins's Pastoral Letter on Stewardship
   - Highlights from the Letter
   - Questions for Personal Reflection
   - Discussion Questions
   - Bulletin Announcements
   - Prayers of the Faithful suggestions
   - Videos
   - Social Media, etc.

2. The Office of Formation for Discipleship's (OFD) newsletter on stewardship contains more resources. If can be found on our Google Drive here:
   https://tinyurl.com/ofd-newsletter

   *(Note: you can also access the newsletter through OFD's website by going to: https://www.archtoronto.org/discipleship and then clicking on the "Resources" tab, then select "Quarterly Newsletter" and then click on the December 2018 – Vol. 5 issue.)*

3. The US Bishops have a valuable Pastoral Letter on Stewardship called, "Stewardship, a Disciples Response). A copy of the letter can be found here:
   http://bit.ly/USCCBStewardship

4. St. Clare Circle information attached (see page 3, "Parishioner Involvement and Empowerment" section, "1. Create a culture of encounter").

*Thank you and God bless!*

"*Loving one another with the charity of Christ, let the love you have in your hearts be shown outwardly in your deeds...*"

Saint Clare of Assisi



The St. Clare Circle: Community Outreach is a Catholic volunteer initiative. We strive to create a place of welcome that embraces the homeless, the vulnerable and those most marginalized by their economic conditions. We seek to respond to the call every Christian receives to bring the love of Christ to those in need: *…Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.* — Matthew 25:40. We are inspired by Saint Clare of Assisi, who chose a life of simplicity and prayer.

We host weekly drop-in programs that are designed to enhance the lives of those in our community who have been forgotten. In a safe and caring environment, we focus on providing hospitality and celebration through a range of activities that include: information sessions on nutrition, health and well-being; guidance in navigating available social services in our area; other social, educational and spiritual ministry based upon the Gospel of Jesus Christ; as well as art, music, poetry and other creative forms of expression.

We are guided by the following principles:

***Friendship and Respect:*** We are committed to creating a community of friendship and belonging, to respecting the dignity of each person we welcome, to engaging and listening to their story, to helping them materially and spiritually in their needs.

***Fostering Self-reliance:*** We strive to lend to all the confidence to go forward into a better day and encourage those we help to achieve self-reliance over time.

***Social Justice:*** We seek to better understand the experience of people who are under-housed and marginalized by their economic conditions. In answering the Gospel call to seek justice, we will raise our voices and collaborate with others beyond our community boundaries as we work together to promote a more just and caring society.

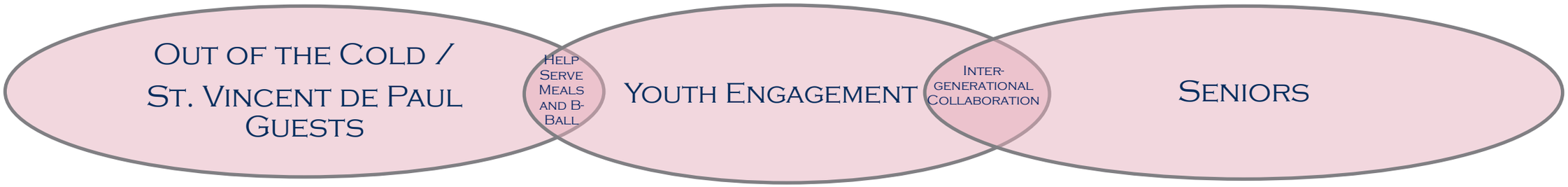
***Holy Rosary Church, 354 St. Clair Ave West, Toronto*** **Tel:** ***(416) 923-8471 ext. 401***

***WORKING DRAFT - FOR DISCUSSION PURPOSES***

# HOLY ROSARY PARISH

## *SAINT CLARE CIRCLE*

*"…We are to become vessels of God's compassionate love for others":* Saint Clare of Assisi




*6-Week Cycle (repeat 3 times)*

*To create "A society that values all generations" and an inclusive and connected community*

**Week 1:** 311-211 Services / SVDP

**Week 2:** Hairstylists – Student Team

**Week 3:** Medical / Nutrition / Well-being – "GP Week"

**Week 4:** Foot Care Clinic – Podiatrists/Chiropodists; connect guests to free services; [St. Stephen's; Michener Chiropody Clinic] provide socks?

**Week 5:** Psychologists/Social Workers/Counsellors – "Mental Health/Stress Issues"; Group Format

**Week 6:** Arts Week: Street Poets/Musicians/showcasing of talents of the Guests of the OOTC

**Special Sessions?**

- Clothes Drive for Guests
- Aboriginal/First Nations Focus- Speakers?

**YOUTH SERVICES FOR SENIORS**

*Develop a questionnaire - what would young people like to see at the Saint Clare Circle?*

Youth programs designed to visit home-bound seniors in institutions: Cedarvale/Christie Gardens, etc.

Teens delivering groceries, fresh produce, or meals to older adults

Youth groups hosting events at senior residences or senior centres

Young people teaching older adults technology skills such as computers, cell phone, and internet usage

http://www.giaging.org/resources/gia-toolkit/children-youth-and-families-and-aging/young-people-serving-older-adults/

http://www.intergenerational.clahs.vt.edu/neighbors/index.html

**ELDERLY SERVING YOUTH**

*Develop a questionnaire - What would Seniors like to see at the Saint Clare Circle?*

*Should we talk to Probus? www.probustoronto.org*

Older people as mentors and tutors for students

Older adults helping or hosting after school and summer activity programs for children

Older people sharing skills, culture, crafts, and history with young people

Older adults as mentors to young families or teen parents

https://webmail.networksolutionsemail.com/appsuite/#!!&app=io.ox/mail/compose:replyall

*NOTES:*