

TIME COMMITMENT: Two 3-hour evenings per month + one 3-hour training session at the start of each session

APPLICATION DEADLINE: Recruitment is ongoing. Volunteers are selected prior to the start of each 3-month session.

FUNCTION

The Peer Inclusion Collective (P.I.C) Volunteer supports the JHO (Just Hangin' Out) program by helping create inclusive, safe, and engaging recreation spaces for youth with exceptionalities. Volunteers participate in a foundational training series on inclusion, accessibility, communication, and leadership before beginning hands-on volunteering twice monthly.

This role provides meaningful leadership experience as volunteers contribute directly to building a welcoming and accessible community environment. Volunteers will always be accompanied by YMCA staff.

SPECIFIC RESPONSIBILITIES

- Support JHO participants during social, recreational, and cooking-based programming in a respectful, inclusive manner.
 - Help promote peer engagement by modelling positive communication, empathy, and collaboration.
 - Assist with activity preparation, setup, and cleanup, including organizing materials and supporting safe kitchen practices.
 - Work with staff to create a supportive environment for youth of all abilities.
 - Participate in community-building activities and inclusive leadership training at the start of each volunteer session.
 - Demonstrate awareness of accessibility needs and follow safety guidelines (e.g., knife safety, hot surfaces, hand-over-hand support when appropriate).
 - Maintain professionalism and confidentiality in all interactions with participants, families, and YMCA staff.
 - Assist with reflection activities to support ongoing learning and leadership development.

QUALIFICATIONS

- Youth ages **15–18**.
- Interest in leadership, inclusion, and community engagement.

- Strong interpersonal and communication skills; comfortable engaging with diverse youth.
- Reliable, punctual, and able to commit to **two evenings per month** for a 3-month session.
- Willingness to participate in mandatory training.
- Patient, empathetic, and open to learning about exceptionalities and accessible support strategies.
- Ability to assist with light physical activity, including setting up program spaces.
- Acceptable Vulnerable Sector Criminal Record Check (if required based on age and YMCA policy).

COMPETENCIES REQUIRED

Reliability: Arrives prepared, on time, and committed to the full 3-month volunteer session.

Communication: Communicates clearly, respectfully, and in ways that support social connection.

Relationship Building: Builds positive interactions with participants and contributes to a welcoming, inclusive environment.

Inclusion & Accessibility Awareness: Demonstrates understanding of diverse abilities and adapts support as needed.

Leadership & Collaboration: Works effectively with YMCA staff and peers to create meaningful experiences for youth.

Organization: Assists with program materials, setup, and cleanup in a structured and safe manner.

Adaptability: Remains flexible and responsive in dynamic program settings.

ASSOCIATION CORE COMPETENCIES

Commitment to Organizational Vision, Values & JAIDE:

We strive to build connected and resilient communities. We work to challenge systemic bias and create equitable access so all individuals can thrive emotionally, mentally, and physically. Inclusive environments foster belonging, which strengthens individual and community well-being.