



St Jeanne Antide  
Foundation

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## VOLUNTEERING AT THE FOUNDATION - opportunities for active citizenship

In this edition of SJAF e-Magazine, a number of Volunteers share their experience with readers. We take this opportunity to thank all those who volunteered with the Foundation over the years and those who currently serve in one or another of the SJAF services. We assure everyone that each and every person brings richness to the volunteering experience. Everyone's skills matter. But what matters most is the motivation to serve others through the Foundation without expecting anything back. We take every opportunity we have to express our gratitude to our volunteers and many tell us in jest: "But we are not doing it for you! We do this because it is the right thing to do." Or, "We do this because God loves me and this is the way I love God."

For many volunteers, we observe, Volunteering is a humbling and eye-opening experience. It brings them in close touch with the tough and painful reality lived by many many families who are facing very difficult, complex and challenging life situations. This experience changes a person. It makes volunteers re-examine their perception of families-in-difficulty. It makes them realise how overly judgemental they were being. It also opens them to question how difficult it must be for such families to have to continually face judgemental people within their own families, in the community, at work and in places they reluctantly turn to for support.

It is admirable that volunteers become self-aware and reflective for this is one pathway to self-transformation.

Thank you SJAF VOLUNTEERS. Thank you READERS. We augur that many many more of us in society take the plunge and volunteer. There exist today many diverse opportunities. There is no harm in trying different ones. There are many lessons to be learnt from each and every opportunity.

Blessings!



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## THE BENEFITS OF VOLUNTEERING

Volunteering is a cornerstone of the Foundation's mission. The Foundation encourages and supports a variety of volunteering efforts within its range of service provision. Three of the Foundation's objectives relate to volunteering:

- to support and train a number of persons to make their own contributions to society and to persons in need;
- to provide the opportunity and training to service users so that they themselves can provide services to others in need;
- to be open to voluntary service of young people who would like to offer time and energy at the service of others in order to gain experience and insight.

Volunteering is an invaluable opportunity for people of all ages and abilities to engage in meaningful activities beyond their personal and professional spheres. Volunteering comes with a number of positive benefits both for the persons who dedicate their time, effort and skills for the well-being of others as well as for society in general:

- it draws a person, away from self-centredness, towards an understanding of, and compassion for others;
- it significantly enhances a person's sense of well-being that is often not derived from other spheres of life;
- it injects meaning in an often materialistic lifestyle devoid of altruism;
- it provides an opportunity for forging new friendships;
- it makes it possible for social care organisations to create new, creative and effective ways of supporting vulnerable individuals and families;
- it creates the fabric of a robust welfare society;
- above all, it is a powerful way of living one's faith and stimulating hope in lives that are bereft of kindness, respect, dignity, love and compassion.



## VOLUNTEERING AT THE FOUNDATION IN 2016

Volunteers come from different backgrounds and life realities. The Foundation encourages its service users to volunteer in order to move away from feeling on the periphery of things and to participate in civic society. It is well known that vulnerable and poor families do not participate in civil society structures. The reasons vary. A sense of shame and self-stigma coupled with societal stigma towards the predicaments and adversity faced by certain families are a factor. Other reasons could be low self-esteem which makes them stay away from groups and organisations; fear and apprehension that they would have to connect with educated people and become flustered and apprehensive when they do so; their adversity saps their energy, leaving them no emotional and mental space to consider volunteering.

At the Foundation, a number of service users become volunteers each year. Initially, Foundation staff dedicate a significant amount of time to guide and mentor so that the experience for the Volunteer, remains one rich in personal growth and development.

Throughout 2016 there were a total of 124 active volunteers involved in one or more spheres of service provision. The highest number were Learning Support Volunteer Tutors and Mentors (37) working within the Family Learning Support Service that comprises the children's learning support, non-formal education for parents and Mentoring. Of the 124 volunteers, 42 (34%) discontinued their involvement in 2016 for a number of personal reasons.

## 2016 Statistics

During 2016, there were 124 Volunteers providing a service within the context of SJAF services. Their roles varied, as can be seen in the chart below:

Roles	No. of active volunteers & %
Learning Support Tutors and Mentors	37 or 30%
Handicrafts making/ teaching	21 or 17%
Support to Social Work service	17 or 14%
Dar Hosea volunteers	13 or 11%
Reception work at Centru Antida Family Centre	11 or 9%
Governance	9 or 7%
Support to administration	8 or 6%
SOAR Service	4 or 3%
Handymen	3 or 2%
Overseas Development Projects	1 or 1%
<b>TOTAL</b>	<b>100%</b>

Ages of the 124 volunteers

Age bracket	No.	% of total
Up to 20	11	9%
20-29	7	6%
30-39	7	6%
40-49	13	10%
50-59	23	19%
60+	63	50%

Volunteers discontinuing or remaining in 2016:

Discontinued at some point in 2016	Volunteers still active at the end of 2016	Total volunteers who worked at any time during 2016
37	87	124

Overview of volunteers during 2016 by gender:

Females	Males	Volunteers who worked at any time during 2016
105 (85%)	19 (15%)	(100%)

Overview of volunteers during 2016 by regular vs occasional work:

Regular	Occasional involvement	Volunteers who worked at any time during 2016
112 (90%)	12 (10%)	124 (100%)

## what Volunteers say about their experience of volunteering.

Kien żmien diffiċli għalija meta tliet lil żewġi wara marda qasira, spiċċajt waħdi b'ħafna siegħat twal ta' dieqa u qtieh ta' qalb. Ħajti kienet bla skop, u bdejt nara biss dlam quddiem. Kienet ħabiba tiegħi li meta ratni hekk qaltli bil-fondazzjoni SJAF u kemm għenitha meta kienet vera fil-bżonn. Id-deċidejt li mmur s'hemm u mill-ewwel laqgħuni b'ħafna mħabba u deħru jifhemu sew min xiex għaddejja. Wara li jien stess ħadt xi korisijiet biex nerġa nibni fiduċja fja nniffsi u nissahħah, offret ruhi biex forsi nibda nagħmel xi xogħol fil-volontarjat magħhom. Bdejt nattendu kull ġimgħa nirrispondi t-telefon u nagħmel appuntamenti ta nies kwalifikati biex jgħinu lin-nies li jirrikorru hemm għal diversi għajnuniet. Bqajt imbellha kemm isir ġid u bil-kwantita ta' nies li hawn fil-bżonn, u kemm hawn fejn tista tgħin. Għamilt ħbieb godda u bdejt nara xaqq ta' dawl f'ħajti, u meta bdejt nara li bil-ftit tiegħi xi nies kienu qed jigu għal aħjar, kien vera ta' sodisfazzjon għalija. Spiċċajt niehu aktar jien, milli bdejt nagħti. Inħeggeg lil min għandu ħin u jixtieq li jagħmel xi ħaġa, jersaq għax żgur issib fejn tista tgħin min b'mod u min b'ieħor. Li tagħmel xogħol u ma titħallasx għalih, huwa l-isbaħ ħaġa għax itik paċi tal-qalb u kuntentizza.

*Catherine - Receptionist / Crafts Group*

From my little experience SJAF is really amazing. One has to step inside to see the hard working team doing such a great job. It gives me enormous satisfaction to be able to give my small part in this organization. - *Carmen - Receptionist*

Kemm nagħmlu għall familja tagħna u nagħmluh bil-qalb! Imma meta tagħmel il-volontarjat b'risq ħaddieħor jagħtik sodisfazzjon differenti. Tagħmlu wkoll bil-qalb. Ma tistax tispjega l-ferħ li thoss meta tara lil xi hadd sejjer għall-aħjar u li sar aktar ferħan bl-għajnuna tiegħek, biż-żajjar tiegħek jew b'telefona-ta 'l hawn u 'l hemm. Tal-għaġeb li għalkemm ikollok problemi u diffikultajiet personali, xorta tkun trid u tibqa' tgħin. Il-volontarjat iservi wkoll bħala terapija! Kif? Speċċjalment meta xi persuna jmutilha xi hadd u tispicċa b'tant ħin f'idejha u tissuggerilha tagħmel il-volontarjat u hi wkoll, għalkemm tkun għaddejja minn tbatija, b'dik l-ersperjenza ta' volontarjat tispicċa thossha ferħana u sodisfatta. *Connie Saliba (family outreach work hand-in-hand with a SJAF Social Worker)*

Several years of volunteering with SJAF committees, staff, and service-users have been very enriching. There is nothing wrong with getting paid for your work, but if your economic situation permits you to give voluntary service, do it! Volunteering is an opportunity to examine one's motivations, to simplify them, and to clean them up. Jesus points, for example in the Parable of the Workers in the Vineyard Matthew 20:1-16, to a certain quality of the Kingdom of Heaven, namely, abundance. I have found that voluntary work can reflect this abundance and be a channel of it, and I have also felt that some troubled people respond with a certain reduction of anxiety. Perhaps they realise that careful calculations are not the only way that it's possible to live, and perhaps they realise that there is infinite grace for them, too. Some have told me that they even realized that they, too, can be channels of this infinite grace towards others. Wow! - *Tony M. - Board Member*

As a teacher and parent, I was happy to sign up as a baby sitter for the drama course, it was a large commitment, running once a week for 6 months, but one i was willing to undertake with the help of others. Throughout the 6 months I met so many people, all with interesting stories, and all kind and generous, it is good to help those who need it. Working with children always brings its challenges, but rewards are always greater! As well as being welcomed into the SOAR family, I made good friends, and found an extra purpose in life! - *Lucienne - SOAR*

For me, volunteering is something in life which gives me a lot of satisfaction, knowing that I am helping people less fortunate than me. It also helps me to take the attention from myself and focus more on the needs of others. Volunteering also helps me to gain a feeling of personal fulfillment. *John - Receptionist*

I would definitely say about my volunteering experience that "it can be such a worthwhile routine-breaker. I always have a jam-packed week and my Fridays are definitely not an except; I volunteer for learning support sessions followed by child-minding sessions which can turn my day into an extremely productive one. Only then I can say that I deserve a relaxing weekend. Volunteering gives you sense of purpose, or at least that is what I feel & so this is what drives me to keep on volunteering; besides the fact that you earn a family...and there is always a room for new family members." *Fatemah - Learning Support*

Minn dejjem emmint fix-xogħol volontarju għax hu xogħol ta' sodisfazzjon u xogħol li kulhadd jista' jagħmlu. Dan nista' nġidu mill-esperjenza tiegħi, minħabba d-diżabbilita' tiegħi ma nistax naħdem xogħol bi f'las, imma bis-saħħa tal-volontarjat sibt mezz kif xorta nista' nġin lil ħaddieħor kif nista'. - *Lynn - Admin Support*





One of the prides I hold when working with the Foundation is our flexibility in providing support to our service user. No kind of support is more cherished than those of our volunteers! I had the honour of witnessing the joy and gratefulness on a woman's face when, thanks to our hard working volunteers, she was finally able to use her own shower after years of not having running water in the house. When your finances do not permit it, even something as for granted as running water can become a privilege. A privilege, which our amazing volunteers helped restore.

**Maria - Social Worker**

Volunteering gives an opportunity to give oneself in an informal albeit committed way. All young people should be exposed to the experience in spite of their study since it marks them for life. -

**Sr Rose—Social Worker**

Being employed, one may easily get carried away with working as an obligation rather than seeing the person in front of every situation one deals with. Working alongside and hand in hand with volunteers who are motivated to work with the most vulnerable, reminds me as a social worker to work with the right motivation myself. Thank You all for your time, dedication and support you provide. **Martha - Social Worker**

Volunteers make life beautiful. I love working with volunteers. Their dedication, selflessness, their ability to squeeze more and more time to serve others despite their family and other commitments, their laughter, their amazing ability to speak openly about their own adversities, their keen minds to understand what makes families slide into poverty, their readiness to reflect about their own misconceptions and assumptions and to put new insights to the test .... all this fills me with energy and happiness. I love having tea with some of the early-rising volunteers at 7am and discussing major life issues and events around the table before we open the main door and people start coming in. I am still amazed at those volunteers whom I call 'self-propellers': those who know exactly what needs to be done and how and why and, despite all obstacles, go ahead and do their work cheerfully and with humour. There are volunteers who slip into a new challenging role as though they have been given a gift. They even thank you for believing – before they themselves did – that they could do it. There are those who, despite their many commitments, tight schedules and demands tell me – “tiġini aktar saħħa u enerġija meta nkun qed nghinkom tghinu lil xi hadd.” What I find most poignant is seeing ex-service users who have become volunteers become very valid active citizens who stand up and advocate in support of others. These often tell us that they feel freed of the shame of always being on the receiving end of charitable acts. They tell us they finally feel that they too have strengths to put to good use. I feel truly humbled when these volunteers start accompanying persons-in-difficulty they happen to meet in shops or elsewhere in the community to help them access support. Volunteers are blessing. What else can I say?

**Nora - CEO**

Whatever the role Volunteers assume - be they Receptionists, Admin Support workers, Learning Support Tutors, Mentors, Befrienders, fundraising, Governing Board members - volunteers are an integral part of our Foundation. The work of our volunteers, needless to say, is invaluable. The interaction between the staff and volunteers is highly cherished and positive relationships are always promoted. We see the importance of supporting and gaining feedback from volunteers so that their satisfaction within the roles assumed is reached. For me volunteers are angels in disguise, always ready to spare from their own time, energies and skills to help out others. **Melanie - Administrator**

Working alongside volunteers makes me feel part of something greater. It means a great deal to me knowing that we, our work and our mission is supported by those who give their time and their care freely and with true loving kindness. It reminds me that our causes touch the hearts of many and their enthusiasm to actively create positive change inspires me daily. Having started my work here as a volunteer myself more than 5 years ago, I have felt the passion that drives a volunteer's heart. SOAR was started on the initiative of volunteers, and it continues to sustain a support and advocacy group with the input of a dedicated volunteer team. I am very grateful for the SOAR volunteer team, including a SOAR office assistant, who care deeply and invest many hours in a serious commitment to the work we do in support of survivors of domestic violence. I am thankful to the child-minding volunteers who come with bags of fun and joy for the children, and the volunteer jewellery-maker who shared her skills and her uplifting and infectious *joie de vivre* during the creative sessions with our members. A heartfelt thanks also to the reception volunteers who take messages, forward calls and offer their time even after office hours, making so many of our activities possible. Volunteers are truly priceless! **Elaine Compagno - SOAR Service Coordinator**

The time one spends as a volunteer can never be measured in hours or days. Be it half a lifetime or just a year, half an hour or 24 or even more, I just want to say thank you for doing your part, for giving your hand and giving your heart. **Miriam - Ċentru Antida**

**What staff say about working alongside volunteers.**



# End-of-Summer Dinner

**WEDNESDAY, 20TH SEPT.**  
**UNIVERSITY RESIDENCE, LIJA**  
**IN AID OF ST JEANNE ANTIDE FOUNDATION**

TCM Photography



St Jeanne Antide Foundation

## MENU

**Starter - Variety of Pasta (including vegetarian)**

**Main - Choice of Chicken, Pork or Fish &  
a variety of salads**

**Dessert**

**Water**

**Entrance Donation: €18 Adults - €10 Children under 10yrs**

**Dinner served at 8:00pm**

**For bookings contact Darren 99872074 or Miriam 79297153**

## Vacancies

The Sisters of Charity have the following vacancies for their Nursing Home for Sisters in Balzan.

- Carers (full- and part-time basis). Experience & qualifications an asset. To work on shift basis.
- Kitchen Helper (part-time) with cooking experience; needs to occasionally be available for work on Sundays;
- Laundry/Maid.

Detailed CVs to be sent to [anna.sistersofcharity@gmail.com](mailto:anna.sistersofcharity@gmail.com); contact 9948 9134.

## CODE OF PRACTICE FOR SJAF SOCIAL CARE VOLUNTEERS

*(Note: All references to 'supervisor/ mentor' refer to the SJAF worker assigned to guide, support and follow-up the work of the volunteer.)*

### What is a Code of Practice?

The code of practice is a list of statements that describe standards of conduct and practice required of social care volunteers as they go about their social support work at the Foundation's service provision sites and within the community.

### Why do Volunteers need one?

All volunteers providing a service with the St Jeanne Antide Foundation are considered valued workers within the organisation. As with professional personnel, volunteers too are expected to act in accordance with a Code of Practice. This code protects and promotes the interests of service users and those who serve and support them. It supports volunteers by highlighting the ethical behaviour they are expected to adopt and the boundaries that need to be maintained in order to ensure healthy and supportive relationships with others.

### 6 Standards of ethical behaviour:

#### **STANDARD 1: Protect the rights and promote the interests of service users and those who serve them.**

This means that you are expected to:

1. Treat each person you meet as an individual;
2. Respect an individual's views and wishes without in any way imposing your own values and opinions;
3. Respect service users' rights to be in control of their lives and to be able to make informed choices without imposing your own ideas of what they should or shouldn't do;
4. Respect and maintain service users' dignity and privacy;
5. Promote equal opportunities and steer away from any favours or preferential treatment;
6. Respect diversity;
7. Participate in training offered and read suggested literature to improve your knowledge on certain fields and to improve your skill as a volunteer.

#### **STANDARD 2: Establish and maintain trust and confidence.**

Establishing and maintaining trust and confidence does not imply that you need to divulge personal information and experiences. What is meant is that you are expected to:

1. Be honest and trustworthy;
2. Communicate in an open, honest and straightforward manner;
3. Respect confidentiality;
4. Clearly explain the organisation's policy about confidentiality to service users and their significant others;
5. Be reliable and dependable;
6. Act in line with the organisation's policies and procedures;
7. Declare to your supervisor/ mentor any issues that might create conflicts of interest and make sure that they do not influence your judgment or practice;
8. Adhere to the organisation's policy and procedures about accepting gifts and money from service users and their significant others;

Honour one's commitments, agreements and arrangements and, when it is not possible to do so, explaining why.

**STANDARD 3: Promote independence.**

This means that you are expected to work hand-in-hand with the SJAF professionals at all times so that the following is achieved:

1. Assist service users to understand and exercise their rights;
2. Inform your supervisor/ mentor about dangerous, abusive and discriminatory behaviour so that they can determine how best to help service users challenge and report such practices;
3. Explain health and safety issues when so advised and guided by your supervisor/mentor;
4. Inform your supervisor/ mentor whenever the person/ family you are helping needs help to make complaints or transmit a suggestion or recommendation to others or another organisation.

**STANDARD 4: Respect the rights of service users while seeking to ensure that their behaviour does not harm themselves or others.**

This means that you are expected to:

1. Inform service users that your support service is supervised by a qualified Social Worker (your supervisor/ mentor);
2. Should you identify any risks factors, communicate them immediately to your supervisor/mentor;
3. With guidance, especially in emergency situations, take appropriate steps to minimise the risks of service users harming themselves or others;
4. Immediately inform your supervisor/ mentor of any changes related to the health and safety of service users.

**STANDARD 5: Uphold public trust and confidence in social care services**

This means that you SHALL NOT:

1. Abuse, exploit, neglect or harm service users and their significant others or SJAF staff;
2. Abuse the trust of service users and their significant others or misuse any access you may have to personal information about them or about their property;
3. Form inappropriate personal relationships with service users;
4. Adopt discriminatory behaviour or condone discrimination;
5. Put yourself or other persons at unnecessary risk.
6. Make hasty judgements about the situation of a person or family you are helping without first discussing issues with your supervisor/ mentor.

**STANDARD 6: Be accountable for the quality of the support SJAF provides**

This means that you are expected to:

1. Inform your supervisor/mentor about any difficulties that may affect your ability to fulfill your roles and responsibilities as a volunteer;
2. Undertake training to maintain and improve your knowledge and volunteering practice skills;
3. Always discuss issues that may be of concern to you with your supervisor/ mentor;
4. Be reliable and be ready to commit only to what you can deliver;
5. Inform your supervisor/ mentor in good time if you cannot attend a meeting or service session;
6. Arrive 10 minutes before the agreed time for any Volunteering-related appointment;
7. Wear appropriate clothing for your volunteering work;
8. Be enthusiastic;
9. Use appropriate language.





## Il-Ħabiba

sab ruħu mitluf, u mħawwad  
u fil-mixja bil-għaġġla  
l-bogħod mid-dar  
mhix haġa tal-għaġġeb  
li tilef it-triq, li twassal  
sar-rebbiegħa

fil-bosk umdu, mudlam, u xitwi  
fost tħaxwix u tpeisp u tgedwid  
u pappagalli ħomor  
sab ruħu f'mogħdija tal-qedem  
li ma setgħax jara -  
u lit-tfajla sabha  
hemm sabha,  
mal-għeruq suwed  
ta' sigra ġgant

kienet ħelwa bla qies,  
is-sbuħija nnifisha –  
b'għajnejn  
ta' sliem u ta' fond bla tmiem;  
iddiet minn ġisimha dija  
u meta ħares b'għajnejha  
seta' jara.

kemm-il seklu kienet ilha hemm  
tistennih... lilu!  
biss sabiex tgħinu jinduna li mitluf,  
jgħix mument ieħor  
u jmut, imut sakemm  
it-tnejn ma jibqgħux  
jifirdu lill-wieħed...

reġa' sabha  
tghum bil-mod  
f'baħar turkiż u ikħal  
tal-Mediterran  
tistenna...  
f'tarf ir-realtà, u f'nofsha

iżd'issa ħbieb, qatt ma jinfirdu  
għax il-ħemda tagħha  
hija wirtu

sa fl-aħħar l-imħabba  
ħabbet minn ħarstu  
u b'dirgħajh, u b'qalbu

għax l-imħabba kull ma riedet  
qalb serena  
fejn tgħammar.

—  
tony macelli

paġna Poeżija

Mhux intom għaziltu lili, imma jien għazilt lilkom, u tħartkom biex  
tmorru tagħmlu l-frott u l-frott tagħkom jibqa'. (Ġwanni 15:16)

Ħadd ma jista' jigi għandi jekk il-Missier li bagħatni ma jigbdux lejja;  
u jiena nqajjmu mill-imwiet fl-aħħar jum. (Ġwanni 6:44)

*Għaliya l-aktar veriti importanti fil-Kristjaneżmu hija li Alla jħobbna  
tant li jfittixna sa minn qabel ma nibdew nippruvaw insibuh. (Barbara  
Radisavljevic)*

L-akbar namra hija mal-Infini. M'għandekx idea kemm tista' tkun  
sabiha l-ħajja. Meta f'daqqa ssib lil Alla kullimkien, meta Hu jigi u  
jitkellem miegħek u jiggwidak, in-namrar tal-imħabba divina tkun  
bdiet (Paramahansa Yogananda, Man's Eternal Quest)

*Araw li ma tonqsux mill-istima lejn xi wieħed minn dawn iż-żgħar;  
għax, ngħidilkom, l-aṅġli tagħhom fis-smewwiet dejjem jaraw wiċċ  
Missieri li hu fis-smewwiet. (Matthew 18:10)*

Immagina li kull persuna fid-dinja hija  
imdawwla, ħlief int. Kollha kemm  
huma, dawk huma l-għalliema tiegħek,  
kull wieħed minnhom jagħmel eżatt  
kull ma inti teħtieġ biex titgħallim il-  
paċenzja shiħa, għerf shiħ, mogħdrija  
shiħa. (Jack Kornfield, Buddha's Little  
Book)

*Kull bniedem u kull haġa ta' madwarek  
huma l-għalliem tiegħek. (Ken Keyes,  
Handbook to Higher Consciousness)*

—+—



## Minflok Garanzija

Kif, ma nafx;  
meta, ma nafx, imm'issa naf  
li f'din il meravilja ta' ħajja,  
dil-misterjuża ħajja  
li tinfirex fi fwieħa delikata ta' Preżenza,  
jasal punt fejn l-univers isir (u jibqa!)  
ħabib dħuli, ħabib li jgħin.  
Mhux garanzija, dan, li ma tgħaddix  
minn mard jew mewt  
izda serħan il-moħħ li dawn, ukoll,  
għandhom tagħhom il-post.  
Mhux garanzija li ħadd ma jbat  
jew li xejn ma jeħtieglek tkun,  
jew tagħmel, biex tgħin.  
Minflok garanzija, tisma' melodija  
tistiednek għal żifna ħelwa.

—  
tony macelli

# Foundation's Prayer



Thank you, O Lord, for our beautiful world, which is yours. Let us, O Lord, be skilled enough and free enough and loving enough to work well with our sisters and brothers. And to help those who are left out of our world, or tired in spirit or broken from oppression or sickness or shame.

Let us be able to help them recognise and tap strength of spirit in their own lives. Let us be able to help them to value self and others and take their rightful place in society in dignity, in joy, in forgiveness, and in loving service.

They are yours, they are You.

*We offer them.*

—



In peace and in laughter, in trouble and in tears, thank you O Lord, for the fellowship that is manifested among us all in this work.

This fellowship is yours, this is You. *We offer this.*

—



Thank you for the beauty that shines through colleague and survivor and outcast and sorrowing one.

This beauty is yours, this is You.

*We offer this, for your glory is man fully alive.*

—



Thank you for what we do, and may this be your doing.

*We offer you what we are, for it is your breath that is our essence and our life.*

*This is our offering, O Lord,*

*This is our offering.*

## Inclusive Supported Volunteering - A SUGGESTION TO NGOS

Organisations involving volunteers need to become more inclusive in their volunteer recruitment and management practices. They need to develop an Inclusive Volunteering Policy and related practice. The reason is that vulnerable persons such as persons with severe mental health problems and persons with a disability find it very difficult to volunteer within mainstream community based groups and large organizations that involve volunteers.

For vulnerable and socially excluded persons, volunteering is therapeutic. It gives them a sense of purpose, of meaning and dignity.

It is an established fact that one of the symptoms of social exclusion is the lack of participation in civil society structures. Volunteering would counteract this phenomenon by providing opportunities to enable vulnerable persons through which they feel needed and appreciated. Volunteering is also a pathway to the removal of barriers to other opportunities, such as non-formal education and job training programmes.

In order for vulnerable persons to volunteer, on-going support needs to be provided so that they do not give up but rather take steady steps forward in their journey towards recovery, engagement in life-long learning opportunities, integration in society and in the world of work.



**BAZAAR** fi Triq Hal-Tarxien  
b'risq il-Fondazzjoni

**See "Services" & "Reports" on [www.antidemalta.org](http://www.antidemalta.org)**