



Volunteer with MCC  
and make a difference

## Circles of Support and Accountability (CoSA) Volunteer Position Description

*Studies show that there is a 70% decrease in re-offending behaviour for members engaged in CoSA.*

*Volunteers with Circles of Support and Accountability (CoSA) help to foster communities of hope where there are no more victims, no more secrets and no one is disposable.*

**Volunteer Position:** Circles of Support and Accountability (CoSA) Volunteer

**Program/ Department:** Restorative Justice

**Purpose of Assignment:** To assist individuals (primarily men) as they transition back to the community after being incarcerated for sexual offending. Safer, healthier communities is an underlying goal of the work of CoSA.

**Geographic Location:** Hamilton, Waterloo Region and Toronto (GTA)

**Skills/Knowledge/Attitude Requirements:**

- good listening skills and non-judgmental attitude essential
- ability to work as part of a Circle team to balance support and accountability effectively
- maintain community safety, reporting concerns, and personal boundaries are essential
- ability to walk alongside a person rather than seeking to “fix” a person essential
- good intuitive, creative skills and an attitude of learning essential
- compassion and empathy essential
- understanding of mental health addictions and/or the criminal justice system an asset
- driver’s license an asset
- a criminal record and judicial matters police check or a backcheck is required
- participation in training events required

**Tasks and Responsibilities:**

- be part of a CoSA group of 3-4 community volunteers and staff person with one “core member/program participant”; this includes one to one meetings with the core member
- connect regularly, on a one-to-one basis, via phone or coffee shop visit, with a core member outside of Circle meetings
- attend/assist with bi-weekly gatherings or fellowship groups: dinner, music, reflection
- assist with Gathering events, or leisure activities
- willingness to reflect on/discuss faith or spirituality with core members

**Time Commitment:**

- 1-2 hours every other week average; 4-5 hours a month on average
- we require a one year commitment, although because our work is relationally based, we would hope that the commitment continues for a much longer period of time

**Supervision:** CoSA staff

**Training and Development:**

- initial face to face and online training required, ongoing training provided
- regular support from and debriefing with staff
- opportunity for additional connecting with other volunteers
- volunteer liability coverage for all volunteers

All MCC volunteers are expected to be respectful of the MCC mission statement: *Mennonite Central Committee (MCC), a worldwide ministry of Anabaptist churches, shares God’s love and compassion for all in the name of Christ by responding to basic human needs and working for peace and justice. MCC envisions communities worldwide in right relationship with God, one another and creation.*

MCC Ontario

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