



Welcome Skyline! and thank you for taking the ***Time To Give Challenge***

In August of this year **Skyline** became an employer member of the **Volunteer Centre** and pledged to take the '***Time To Give Challenge***'. On August 26th they launched their official volunteer program with opening remarks from the Volunteer Centre's own Cathy Taylor, '*We are thrilled that Skyline is playing a leadership role in our community by taking the Time to Give Challenge! I can't stress enough how important supporting employees to volunteer is to our community. Welcome, Skyline.*'

A bit about the company... Skyline is a real estate investment, development and property management company based in Guelph. Skyline is proud to own and operate 10 properties and provide housing for nearly 400 families in the city of Guelph alone. Skyline is a company whose roots are set in and whose success is built upon strong communities, especially in their hometown of Guelph.

The following are comments from an interview with Roy Jason Ashdown, Chief Operating Officer of Skyline

Volunteer Centre: *What was the original motivation for Skyline to create an employer supported volunteerism program/policy?*

Roy: *Through the evolution and growth of Skyline, the founders realized very early on that the communities in which Skyline operates are the true backbone of our corporate existence and continued success. Skyline firmly believes in supporting the communities in which we exist. We exercise this commitment through the buildings that we manage, the charities we support, and the example that we set as a community partner, a corporate leader and as individuals. Skyline's corporate and personal philosophies demand that as a company, but most importantly as employees and community ambassadors, that the bar continuously be raised to set new standards for giving back and getting involved.*

It is through small and sincere actions that we, as a responsible organization, can make a difference in the lives of our residents, staff and the many people in our communities.

Volunteer Centre: *In what ways does Skyline support the volunteerism of its employees?*

Roy: *The Skyline culture empowers all levels of its team to become involved in supporting and building vibrant communities. We do not restrict ourselves to having a singular charity of choice, we believe in the value of many charities that do incredible work in the many communities in which we exist. Skyline's charitable and community philosophies extend beyond corporate mandates and branding, they exist within each of Skyline's 300 staff members. The Skyline "Volunteer Day" program was developed to provide each Skyline staff member with one paid work day per year to volunteer for a cause of their choice. As a result, Skyline is donating an additional 2,400 hours of community service and charitable support across Ontario each year while fueling philanthropy and social responsibility within each and every employee. It is our hope that this initiative will help spark long-term charitable commitments and community dedication from our staff.*

One small action at a time is how we plan to change lives and bring communities together to make a difference for today and for tomorrow. Skyline simply provides the tools; our people do the incredible work.

Volunteer Centre: *What would you say is the number one benefit of encouraging and supporting volunteerism among your employees?*

Roy: *It is our vision that the small volunteer initiatives we promote as a company will spark genuine and long-lasting charitable and community-centric behaviour within our employees, our residents and out into the communities we work in. Our mission is to start a grassroots revolution of giving, sharing and getting involved, one small step at a time. Our goal is to ensure our employees are active members of their communities and true examples of social responsibility.*

Volunteer Centre: *What volunteer work/community service do your employees find most rewarding?*

Roy: *Being hands-on and involved is what Skyline is all about. We are a company with an engrained "roll up your sleeves and do what it takes to get the job done" mentality and this holds true for our involvement in the community. Employees enjoy lending their time and energy to be on the front lines at community initiatives and charitable events. There is nothing more rewarding than seeing the fruits of one's labour first hand, this is why employees get involved in the most direct way possible in order to have the greatest impact on the cause.*