**NOTE TAKER TEMPLATE**

**Table Theme: Resilience and Public Policy (Table #2)**

**Issues and Opportunities**

1. Government funding programs are sometimes too rigid (e.g., reserve funding is not allowed, single-year/seasonal funding leads to cash flow problems, inability to adapt as you go can sap ingenuity, need ability to adapt programs to regional need).
2. Access to decision makers is limited, especially for organizations outside the Avalon Peninsula.
3. The community sector lacks awareness of support programs available across all departments, levels of government and private sources.
4. There is often a lack of communication about status of funding requests and there is a need for better/continuous relationships with departmental staff.
5. Government programs do not appear to regard funding as an investment but rather as an expenditure.
6. There is little opportunity for skills development and training on matters such as risk management, accountability, board governance and succession planning.
7. Incrementalism places pressure on organizations to do more or different things without the benefit of increased funding.
8. Short-term funding does not allow for long-term planning (e.g., succession and program planning, delivery of community services).
9. There is potential to share services and create hubs (e.g., administration, HR, IT) across small organizations.
10. Impact and results can be measured in terms of social return on investment.
11. Government programs and services may be delivered more efficiently and at less cost through partnership.

Other

1. Lack of communication within the provincial government.
2. Gap in funding for capital works.
3. Timelines for funding are too long.
4. Transfer payments are left too long between programs – consider advance payments.
5. Quarter payments are too long.
6. Consistency for eligibility is a challenge.
7. Staff and board members spend many hours completing proposals.
8. Non-profit organizations/charitable piece from federal government is a challenge.
9. Support and investment in social innovation with the funding that we have.
10. Newfoundland and Labrador needs a Non-Profit Corporations Act.
11. Non-profit organizations need more involvement in public policy.
12. Board training is an issue.
13. Government and **other funders** must strengthen the conversation about funding.
14. Volunteer and public engagement conversations are required.
15. Regional “hubs” are required – need to be established.

**Group 1**

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| **Issue/Opportunity** | **What action(s) must be taken to address the issue or seize the opportunity?** | **What barriers stand in the way of implementing these actions? What are they and what must be done to remove them?** |
| Issue/Opportunity #1:1. Government funding programs are sometimes too rigid (e.g., reserve funding is not allowed, single-year/seasonal funding leads to cash flow problems, inability to adapt as you go can sap ingenuity, need ability to adapt programs to regional need). | * Should not ask for budget breakdown.
* Increase the ability to move money around without consulting government departments. Should not have to provide reasoning.
* Move to three-year budgets instead of one-year. Explaining required for the 20 organizations that were picked for multi-year funding.
 | * Strict Government guidelines.
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| Issue/Opportunity #2:5. Government programs do not appear to regard funding as an investment but rather as an expenditure. | * Reporting – is the value appreciated? Provide more feedback.
* Measure the economic impact of our programs and services.
* Need acknowledgement! Publications is an action item!
* Champion social media or community organizations to highlight collective actions.
* Get more tools on measurement out there.
* Provide more training for community organizations.
* Bring organizations together more often.
* More partnerships to share information, professional development, expertise – help each other.
 | * Lack of information and feedback.
* An outreach champion is required.
* Rural challenges.
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**Group 2**

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| **Issue/Opportunity** | **What action(s) must be taken to address the issue or seize the opportunity?** | **What barriers stand in the way of implementing these actions? What are they and what must be done to remove them?** |
| Issue/Opportunity #1:8. Short-term funding does not allow for long-term planning (e.g., succession and program planning, delivery of community services). | * Continue working on multi-year funding.
* Provide funding flexibility.
* Make long-term plans.
* Project funding – have to hire new employees instead of existing – get rid of this notion.
* Provide better coordination.
* Need to spend money in a better way.
* Community Sector Council staff need to be better able to speak about public policy. The community sector is diminished and is not providing input on public policy.
 | * Government is not providing support, rational or criteria for announcements (e.g., the 20 organizations that receive multi-year funding).
* Pockets of people instead of designated staff in government to coordinate funding collaborations with the community.
* No new government money.
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| Issue/Opportunity #2:5. Government programs do not appear to regard funding as an investment but rather as an expenditure. | * N/A
 | * N/A
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**Group 3**

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| **Issue/Opportunity** | **What action(s) must be taken to address the issue or seize the opportunity?** | **What barriers stand in the way of implementing these actions? What are they and what must be done to remove them?** |
| Issue/Opportunity #1:6. There is little opportunity for skills development and training on matters such as risk management, accountability, board governance and succession planning. | * Compendium of training programs.
* Evaluation and needs assessment.
* Technology to advance your cause/training.
* Community Sector Council support and knowledge about what they offer.
* More input.
 | * Silos.
* Funding.
* Information.
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| Issue/Opportunity #2:10. Impact and results can be measured in terms of social return on investment. | * N/A
 | * N/A
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**Group 4**

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| **Issue/Opportunity** | **What action(s) must be taken to address the issue or seize the opportunity?** | **What barriers stand in the way of implementing these actions? What are they and what must be done to remove them?** |
| Issue/Opportunity #1:6. There is little opportunity for skills development and training on matters such as risk management, accountability, board governance and succession planning. | * Provide information on funding opportunities.
* Training.
* Certificate Programs – Memorial University could play a role.
* Raise professional development profile.
* Additional funding for staff/organizations to invest in themselves.
* Provide information on career opportunities.
 | * Competition for skills.
* Need paid time from employers and approval.
* Cost for organizations and/or individuals.
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| Issue/Opportunity #2:9. There is potential to share services and create hubs (e.g., administration, HR, IT) across small organizations. | * Room to share resources .
* Set up a network among organizations to “swap” training.
* Identify gaps in services in proposals.
* Knowledge bank.
* Identify in-kind partners.
* Public awareness campaign – i.e., what business or government space is available (e.g., school space).
* Encouragement from top down.
* Enhance human resource capacity.
* Do an assessment – from sector.
* Baseline survey.
* Offer tax breaks.
 | * Shared space is required.
* Need government to allocate resources.
* Who is coordinating?
* Risk management.
* Money.
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