**NOTE TAKER TEMPLATE**

**Table Theme: Resilience and Public Policy**

**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.
12. Xx
13. xx

**Group 1**

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| What action(s) can **government** take to address the issues or seize the opportunities? | What action(s) can the **community sector** take to address the issues or seize the opportunities? |
| * Funding programs (i.e. JCP) don’t allow us to hire fully qualified people. (i.e. Historical society unable to hire heritage carpenters). Grants should allow you to hire the people with the appropriate skills to do the jobs required. Programs are designed for generating employment (supporting the unemployed) versus serving the needs of the organizations. * Funding needs to allow you to hire individuals long-term. Current programs only allows you to hire someone for a certain period of time. * Make funding applications mush more simple – LAMPS is not working (very complicated). A lot of time and effort required to apply for funding. * Application times not jiving with the needs of projects. Need to adjust the times. * Need to create a system whereby government holds the information on the organizations that apply for funding – should only have to submit organizational information once. * Need intake officer to handle applications for funding. * Province should be able to connect organizations to complimentary federal programs. * Government funding should allow groups to share hired employees. * Government should handle the liabilities of hiring people – very expensive for volunteer organizations. * Programs need to increase the money provided to keep up with increasing costs – including the ability to give people raises (impacts employee retention). * Government needs to provide support to organizations – assist them to come together/network and build relationships to work together. | * Organizations can work together and share the administration on programs and share employees hired under programs. |

**Group 2**

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| What action(s) can **government** take to address the issues or seize the opportunities? | What action(s) can the **community sector** take to address the issues or seize the opportunities? |
| * Need to shorten approval times for funding – will allow groups to plan more effectively. * Should be an online system where groups can track the status of their applications – saves time for both applicants and government employees. * Need to allow more flexibility for spending of funding – allow spending where it is needed * Funding needs to be longer term in nature – multi-year (3-5 years). * Reward groups who are doing a good job with their projects/funding – continue to fund them. * Need to allow core funding - salaried positions is much more effective for organizations. Will lead to greater success and impacts and better employee/knowledge retention. * Need more flexibility with funding – hire someone versus spending money of hiring consultants. * Do a study on the funding organizations receive and the impact that has in community – what is the financial/economic and social impacts of the funds invested? * Provide training for organizations (i.e. training for executive directors). Involve College of the North Atlantic. | * Do a study on the funding organizations receive and the impact that has in community – what is the financial/economic and social impacts of the funds invested (would need to be provided the resources to do this). * Could develop long-term (multi-year) plans. * Need to educate the public on the economic and social impacts organizations are having in community with the funds they receive. |

**Group 3**

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| What action(s) can **government** take to address the issues or seize the opportunities? | What action(s) can the **community sector** take to address the issues or seize the opportunities? |
| * Establish a risk/investment fund to allow groups * Establish a regional investment fund to try new ideas and projects – pilot project. Will also benefit private sector. * Provide/promote best practices for financial management (i.e. best practice is to hold money in reserve but groups are punished for having money – funding amounts reduced). * Allow groups to carry money over to next fiscal year/beyond specified project dates. Have to spend all your money to get money next year. Should be rewarded for being fiscally efficient - may need more money next year. * Forcing incremental growth/demands can make groups unsustainable – remove this burden. * Encourage groups to partner with private sector to better utilize infrastructure (i.e. buildings) – infrastructure is expensive to maintain. This should be a best practice – fund groups that are demonstrating these best practices.   + Groups should be have to prove how they are going to sustain the buildings in order to get funding. * Need funding for maintenance of buildings included in programming. * Government should recognized the in-kind contributions of organizations and volunteers (i.e. money value of volunteer time, resources, etc.) * Create a volunteer tax break/credit – would need to create a tracking system with accountability. Similar to the Film Investment Tax Credit. * Need for multi-year funding – crucial for sustainability. * Allow groups to re-invest the HST they collect through revenue generation into their operations. | * Continue with advocacy to Government. * Regional planning – local groups/volunteers. * Organizations should track the volunteer time investment and communicate it to government (and this should be recognized by government – needs to be valued). |

**Group 4**

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| What action(s) can **government** take to address the issues or seize the opportunities? | What action(s) can the **community sector** take to address the issues or seize the opportunities? |
| * Need to streamline the funding application process – create a one-stop-shop. Make it easier to find the programs you need. * Need to adjust the timing of the programs – both the applications and the spending of the dollars received. Get approvals out to start the programs early enough/when needed. Also allow time to get the project done – allow extensions/continue into next fiscal year. * Need multi-year funding. Will allow for better planning, employment security for staffing, etc. * As part of funding applications Government should encourage partnerships and collaboration – reduce competition between groups for funding. * Government take more ownership in being part of projects they fund – data collection, conduct social/economic impact analysis of projects. * Government should tie funding to partnership and collaboration. Release more funds to regional projects – groups rewarded for working together.   + Allow groups to share employees (i.e. HR, administration, event coordination). * Easy to get money to put infrastructure in place but difficult to get money for staff (especially over the long term). * Provide incentives (i.e. tax incentives) for private sector to support (i.e. leadership, mentorship, money) community sector. | * Look at shared platforms to allow groups to work together – sector needs to start this conversation and investigate “how to best do this” (i.e. HR, administration – sharing resources)   + Resources will be required for this. * Share best practices between organizations – learning from each other. * Reduce reliance on government funding – investigate other sources of funds (i.e. philanthropy). |