



Partnering For Impact

2024 – Event Notes

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Breakout Discussions Round #1

Topic: Fundraising

Challenges of fundraising:

- Competing against so many other charities and feeling the guilt of wanting the money from other charities.
- Finding an activity is a “big seller” without duplicating the event.
- Finding the capacity to being able to do it, when you’re putting so much into it you need a return.
- Doing something at the same time as others.
- Having businesses donate to the fundraiser or sponsor it.
- Trying to partner with other organizations to have “a bigger bang for your buck”.
- It is hard to keep enthusiasm.
- COMPETITVENESS

Civic Tech for Grant Application Writing

- Grant proposal application training. Important to have academic background and to be able to write them. Create something like civic tech that consists of volunteers that are grant writers to help non-profits write grants. Civic tech but writers. Time vs. return.
- Operational funding and we need to lobby and need to pay decent salaries (livable wages). Many leave core funding to provide programing which is an issue. Many funders do not support wages and then it is difficult to hire people to do these jobs.
- ChatGPT to help structure grant writing. Maybe not even just grant writing but graphic design as well, etc., costly things. Repository of skills and looking for individuals with skills and creating an organization out of it. Having an ED training and those sorts of skills too.
- Governments have grants that they don’t advertise and need to find those advertisements. Grant funding to non-profit you will find the grant province page, but it is not ongoing. Sometimes you have to pay to apply for grants and it is important to talk to government members you know to get money for grants and figure out what grants are available. It takes a lot of work to apply for grants. It is demanding. Often due dates are due at the same time making it difficult. Grants have difficult expectations and requirements.
- Need a third or fourth party to teach and collaborate for grant writing because it is hard for non-profits to train each other when it is not in their mandate.

Fundraising Ideas

- Youth in Transition and Liberty Lane partnering for fundraising and splitting funds, community fundraising and working together (e.g., NB goldrush but for charities, raffle box company, 50/50) and on 50/50 no tax-receipts and less work, but it is hard because you need people to pay but it may be too much for non-profits. One non-profit needs to organize it. Share funds and something that can grow rather than worrying about grant applications, etc., The piece that is challenging to gauge is having everyone be an active part of it and not just putting their name on the fundraising and other organizations are doing all the work.
- Lions club is starting with 5 other partners a “Chase the Ace” and the bigger it gets the more volunteers you need.
- How to engage with business owners and individuals who want to contribute to fundraising e.g., donating to silent auction, golf tournaments, etc.,
- E.g., 100 women who care but something that is bigger and for all non-profits.
- Connecting people with the causes that they care about to get them to donate.
- Some Chamber members are non-profits and utilizing their resources for non-profit advocacy. Non-profits provide a service that the government cannot. There is a new executive director at the Chamber of Commerce we could talk to. A lot of training put on by Chamber costs money and they are missing the piece for non-profits.

Bridging the Gaps

- Centralized donor database and take into consideration donor privacy and donor lists. Donors could get multiple requests a year. It is a way to share what has been done and to collaborate and are there common themes you are fundraising for that non-profits can use.

Campaigning

- Solicitating cooperate donations and bridging the gap.
- Formula to figure out cost of fundraising and labour for it vs. how much you are raising.
- Non-profits need to collaborate it is the reason for their survival.
- A community calendar that all non-profits can use to know what events organizations are doing and fundraising to reduce overlap. Could Civic Tech make a community calendar? Here’s the goal, the date, the fundraising, etc.,.
- Facebook community page.
- Local government reform a lot of municipalities want to use a share calendar but a lot of times they will charge for it.
- Supersass is used to book the room at GFSI, it is free.
Sandi: The link to create your own booking system. www.supersaas.com
- What do people do for thanking big organizations?
- Handwritten notes, photo op and invite them in, stewardship policy.

Sandi: From one of our volunteers

Yesterday, during the Fundraising discussion session, I became aware of many problems non-profits have in gathering any kind of money for multiple different reasons.

I didn't feel confident sharing at the moment, but I'd like to contribute to your general report with possible ideas that may help with fundraising.

The first idea is based on something that exists in the city where I used to live in Brazil, and it's called Piracicaba (which is an indigenous name). The entire city people receive the electricity bill to pay with two barcodes: the first is the real amount of the electricity bill you consumed during the month, and the second is a different barcode that allows you to pay your electricity bill plus a small contribution for fundraising. This is a good way to reach each citizen in the city and make them aware of the social initiatives happening in the city. You'd be surprised at how many people are willing to contribute and don't know how. **(Sandi Note: our electric bills are from NB Power not a municipality BUT an interesting idea for other bills ie: water, etc)**

The second idea is based on their difficulties in getting the proposals/applications written in acceptable formal English to be considered in fundraising (at least that is what I understood). For this problem, I'd suggest building a platform where volunteers will subscribe to review those documents shared by the non-profits. This could have the help of any AI tool to review the documents (as someone suggested there), but we'll need a human final revision. The main idea would not be the AI. Volunteers with the right skills would be able to deal with this kind of document. We can keep track of each volunteer's work, and once a volunteer finishes the document, another volunteer can be assigned to review it. After that, the document would be ready for application, receiving the final approval of a non-profit team member or someone else. I know it seems the same idea as someone shared in person, but I don't think AI will help 100% here. But volunteers will do, and AI will be just a tool to make it faster.

Topic: Basic income

Conversation lead: Bill Mackenzie

(Glossary: BI= Basic Income, GFSI= Greater Fredericton Social innovation, CERB=Canada Emergency Response Benefit)

- “There were 3 post it notes toward Basic Income, is there anyone here who wrote one or would like to speak to it?”
- Edie wrote a post-it...her speaking to it: “how would basic income change the work that we do?” -Bill MacKenzie mentioned we can connect a few webinars to her or everybody
- Bill MacKenzie then explained the process of the open space conversation and his role in the conversation being the facilitator, he wants to hear from those attending the breakout session.
- Affordable housing, food security, and basic income was on our strategic plan 2 years ago, but we have mainly been bringing people together.
- Susanne mentions her role on the Atlantic network and has been doing the organizing, poverty reduction folks been moved to region service commission.
- 16 years into poverty strategy 3 years of 5 rounds. Next round is coming up if anyone wants to get involved. Susanne says there will be an event in March in Fredericton to gather with folks from different sectors to improve living conditions in our community, or can do online survey (where u can add own comments to improve economic social community) - go to platform they will take info from public and gov and business to create a poverty plan, things to tackle, priorities, funding investments for next five years, overcoming poverty event/next round in poverty reduction will be in March to advocate for BI in provinces.
- Bill Mackenzie makes note that “We (citizens/public) need to call or run into politicians and start asking about BI.” There is a need to raise public awareness so this will happen and push politicians.
- Discussed we do have forms of BI present in our policies today, but “we just need to include populations 18-64 singles there is a gap.”
- Point made that CERB was a BI and that it saved a lot of folks and help transitions -is a recent example
- Overcoming poverty consultation (we need people to fill surveys and express these concerns to resolve income issue not solve other problems)
- Need evidence out there and myth busting

- The need to myth bust that people social assistance can't have minimum wage or they will abuse system /individual problem/lazy...Discussion went into: We had no cooperation with Harper and saw these (in the early 2000s) social changes happening in country but Harper wouldn't speak to country to see what needed, gave 1 year notification of cancellation, just last year go back to where we were 15 years ago for daycare supports
- Pilot project in PEI needs federal and provincial government cooperation for it to work (PEI can't fund it alone)
- Talking to federal government and NB and Manitoba, doing/looking at income support regarding taking money going out to employment insurance and social assistance and turn into Basic Income and to save money in administration and assessment process/ take out the dehumanization. (not allowed savings on Social Assistance mentioned)
- We're near crisis, services becoming older are closing and they're the ones feeding children every day, providing for families in big big ways, pressure on capacity.
- Children at risk programs through social development, people believed those at risk are disproportionately poor, but middle-income families are largest number of children at risk.
- Breakfast program discussion if parents aren't paying attention to what you eat, you're hungry still deserve food program without lower income, point made children will take more pride in school if they feel taken care of, they won't abuse the breakfast program-similar to workplace and Basic Income.
- BI gives folks in abusive relationships support to allow everyone agency to do what they need to do, whether its a lousy job scraping by, or in harm, we need to trust people know what they need to do to succeed.

Question was asked: Can I ask if GFSI has it as one of its three pillars, all non-profits here today, I prefer to push for Basic Income, better to give money to humans and let them gravitate where they need to be. Is there a petition or have a list of supporters from non-profits realm? Answer was provided by Susan: yes, there is a petition, consensus doc for all 4 prov, on website under resources, sign as individual or cooperation. All provinces were together on strategies.

Sandi: here is the link to the petition (<https://www.basicincomenb.com/take-action.html>)

Sandi: here is the link to the PEI report (<https://www.basicincomenb.com/>)

- Canadian Mental Health Association – interested in voice, NB has one of highest disability rates in Canada a big one is mental health-which is not always considered due to episodic nature, a lot of clients just need help accessing disability benefits, and no sick days for mental health, wants to be more of a voice for provincial level-Susan encouraged to sign petition and bring to organization.

- Kathy mentioned the need for more women in political roles due to empathic side and work together well, less partisan, still connected to parties but good advocates for looking at things differently, women as a whole in politics are being harassed by far right mostly. We need to advocate and to stand up for women in politics “I think in NB francophone women will rise up in a big way and we need to support them”
- Started under Casey (?) a liberal caucus to create Atlantic MP group nonpartisan to advocate for BI
- Mentioned again the need for myth busting and efforts to break stigma about abusing system- need to clarify the concept of BI
- Guaranteed annual income doesn't have means testing but BI does
- Proposed pilot for a BI for people in PEI was below the public tolerance
- If the public believes myths about social assistance, it will never take off.
- Largest group on social assistance are singles with disability not those abusing.
- Basic income what we're talking about is a government supported base level of income to allow people to meet their basic needs, in limited areas have old age security, GIS, enough to kick you off social assistance, but only 3-4000 a year...
- Social license is there broad based community support to do a program-in terms of BI due to being linked to work, there haven't been a broad-based community support to do it, this is where statistics and myth busting comes in.
Sandi: here is a link to the study on CERB and the workforce:
<https://www.basicincomenb.com/resources.html>
- I (Charley) mentioned the need a BI advocacy project/or group has been a theme in our discussion- maybe comparing Nordic countries with successful BI and work mentalities and benefits comparable to even just Fredericton or NB/Canada posters /social media posts/pages/videos/presentation)
- Intergenerational impact of social assistance and welfare, children go to school more if there is security around income.
- Costing rotary club 1000 a month on food.
- Feed the lions program just before Christmas, they're the highest percentage of users of the school lunch program and the church started doing it on Wednesdays. This highlights the hidden crisis topic mentioned earlier in conversation: as church congregations get older ... Who will feed the hungry children?

- Susan discussed she had the privilege of watching a presentation to congress on BI, in space of 45 mins two men changed congress from being against, to for, and decided to meet to tell MP Atwin about presentation. Attempts are being made to get them back to Fredericton, shake up the general citizen group to start signing petition, prov voting, start voicing they want BI!
- Discussion: whether its BI or guaranteed annual income we're providing those who can't participate in market a security, then can fix the deeper underlying issues gapping people from participating in labor market
- Way we value work or labour, only valuable if you can make an income. Need to change this narrative, work has economic value not always market value. We need to redefine societal contribution.

Sandi: Basic Income PEI presentation by Herb Emery here: (<https://cabe.ca/webinar/a-proposal-for-a-guaranteed-basic-income-benefit-in-pe/>)

Topic: Seniors and Social Isolation

Conversation lead: Betty Daniels

Some questions that arose:

- How can we collaborate?
- Where's the opportunity to come together, and see what we can achieve together?
- Data sharing?
- How do we reach people?
- What do we need to collaborate?
 - o What kind of collaboration is happening right now?
- How do we inform individuals about these services when they are isolated?
- Identified services that are needed - how do we identify those who need these services?
- Can't wait for people to come to us, need a COMMUNITY LEAD SERVICE
- Senior Wellness Action Group (SWAG)
 - o We have representation on these boards
 - o Mature Peoples Network
 - o Stepping Stone Senior Centre
 - o City's Age-Friendly Committee

Introduction/what are individuals interested in discussing?

- Integration! (How can we integrate all ages)
- What's available for older adults in rural communities?
- Relocation - aging neighbours
- Rural makes things difficult, what about those who have lost the ability to drive?
- Helping newcomers to Canada, older individuals with technology/digital literacy
- Transportation
- Health Literacy
 - o Taking issues seriously
 - o Recipe for isolation
 - o Medication
- Aging with HIV, individuals (especially younger) aren't seeing the severe impacts HIV has on individuals' lives, and the effects of medication. It is very isolating.
- Aging preparation
- Interconnectedness of aging and other marginalized communities.

What can we do in terms of isolation?

- Two generations of seniors
- The number of seniors without technology (ex. iPads) is actually quite low. Assumption that seniors aren't able to use technology tends to be false.
 - o This is in Fredericton.
 - o What are these numbers like in rural areas?

When someone is truly isolated, it's incredibly hard to reach them.

- How do we reach these people?
- How do we address "no senior left behind"
- Need a joint effort to get isolated individuals together.
- In terms of isolation - how do we get to them?
- Bring services to them if they aren't going to come to you.

Lots of initiatives created to check in with individuals, but how do we bring this all together?

- How can take this further?
- How can these initiatives reach more people?

A big problem: there may be services available, but individuals don't know about them! Help people that are isolated now, but also need to focus on preventing individuals from becoming isolated in the future.

Need to take the responsibility of reaching out to isolated individuals (senior, person).

- Can't just continue referring individuals to a site, or a number and leave it at that.
- EX. Can't just say "call 211"
- Navigation isn't always easy.
- Need individuals to help interpret and navigate.

What's needed: a tool or hub for services

- I know an individual who needs this, this, this, and this....send them to this hub, connect them with a service that could assist them.
- Central knowledge base of services everyone provides.
- Hub, bring services together.
- Collaborative site
- CONNECT PEOPLE WITH ORGANIZATIONS
- Would this help individuals with Alzheimers and HIV or other isolating illnesses?

Digital platform to connect with each other and ask questions.

- Connect individuals offering these similar services.
- Such as a Slack channel.
- Can we implement a chat button on the HUB or a Channel to share events, promote events!
(Like a Facebook group?) **Sandi: here is the link to our NPO group**
<https://www.facebook.com/groups/1773067889624284>

What programs do we have?

- Do people want these programs? Are they helpful?
- What do isolated individuals really need?
- Need non-judgmental services, connect individuals with chronic illnesses with their communities.
- Need education
- Graham has a database with age friendly committees in the city.

Main Takeaway

- A hub to connect isolated individuals with organizations, and organizations with organizations.
- A chat channel to connect individuals providing these age friendly services, events, a place to ask each other questions, etc.
- Something like the Community Prosperity Hub for specific niches?
- Connecting people and connecting organizations
- A chat option in the HUB to connect organizations with each other?
- A place to promote events
- Central knowledge base of services everyone provides.

Topic: Housing

Conversation lead: Randall Leavitt

- Affordable housing – means something different for everyone but typically is defined by housing that costs no more than 30% of your gross income (CMHC)

Newcomer/International student Housing

- Recent cap on enrollment for international students has caused a need for newcomer housing, (Canada-wide) only allowing one third of international students – due to elevate pressure of existing housing
- Large population of international students accessing our housing- this will affect our government funding and our economy
- Vision: transitional housing that is built within the community and offers services for newcomers- i.e., how to navigate the transportation system, dealing with documents and government services, how to find a job, language, city familiarity etc.- Especially for refugees
- MCAF needs to find housing within 6 weeks- these limits especially with financial difficulties make it impossible to find housing – should not be a limit or a deadline
- Many newcomers need help with navigating new systems in new regions
- The issue: where will the housing be after that 6-week deadline?
- Also does not account for families splitting up- i.e., newcomers who want a divorce due to intimate parent violence, etc.

Co-op Housing

- [Fredericton Affordable Housing Committee](#) focuses on Co-op housing- co-op housing can address the gap of affordable housing crisis. Non-profits could operate co-op housing which makes it a specialized placement for addiction, youth, etc. the committee is trying to recruit developers and planners to collaborate on this project.
- To access services, people need a roof over their head and an address- service providers can't get to them if there is no home
- Co-op housing is subsidized individual, affordable housing
- Easier to incorporate wrap around support such as transportation, community food programs, etc. in co op housing
- Operates with their own Board
- Co-op housing works as a buffer system-organizations can more easily offer supports to
- Housing for individuals with additional needs who are difficult to house

- More information on shelter system in Fredericton- how is the city supporting vulnerable populations who need access to shelter?
- We have a big need for youth shelters
- Wet shelters- harm reduction where people are able to use safety within shelters
- Harm reduction is important in housing as many people lose housing due to addiction
- Harm reduction approach would allow people to safely use and access resources and housing- instead of policies where you are automatically discharged
- Harm reduction is very important as many vulnerable people who use are forced back out on the streets or back into addiction due to lack of wet services – this helps break the cycle of stigma and shame
- What is the point of the shelter if it can't be accessible to everyone in the community?
- For youth in shelters- once they transition from shelters, they cant afford individual housing.
- Public policy and government do not focus enough on youth transition and housing opportunities
- If they get housing, they are not able to maintain housing without supports which causes chronic homeless
- What can we do for folks who have difficulties maintaining housing? Those in extreme poverty, mental health, substance misuse, neurodivergent, TBI, etc.
- Issues with individuals living with intellectual disabilities – their housing options are live in special care home or homelessness
- Housing is a human right- often vulnerable populations can't access accessible or adequate housing- the affordable housing units that exists do not meet their needs
- They are deemed 'unhousable' since they have been offered housing from organizations, shelters etc. and are banned but they still need to be housed, its. Basic human right
- Its difficult because they transition from shelters with constant support and then are forced into individual housing with no support-how will they mange?
- Person-centered supportive housing opportunities
- Agency for selecting supports- i.e., people with intellectual disabilities have the agency to request and choose housing with supports for independent living for the first time- assisted living
- Collaborated to petition the government to extend their wrap around assisted living
- Housing is not accepting of everyone-especially population of people who are using
- System should be more flexible in determining supports

- How can units in Fredericton be more accessible?
- Everyone having a separate unit entrance
- Individual units
- Access to transportation
- Something that blends into the neighbourhood- it doesn't stick out and stigmatize having subsidized housing
- Collaboration and difficulties with organizations
- Organizations such as Riverstone Recovery and Youth in Transition- find that they are alone in their work, not many organizations are collaborating with them
- Still a lot of stigma to these newer, structural approaches (such as the ones used by Riverstone and Youth in Transition)
- Some organizations find its difficult to get support and have helpful discussions with other agencies due to differing opinions and beliefs
- Need a regulating body who allows organizations to be a community to work together- too separated by money, funding, competition, egos, etc. these restrictions need to be addressed as we are all here for the same goal: affordable and accessible housing

Accessible Housing Supports

- Housing units need differing sectors so not everyone is meshed in one single housing unit
- There needs to be supports to addresses specific needs of people accessing subsidized housing such as housing for youth, housing for addiction, etc. not everyone can access and navigate the system of housing with additional needs
- Need for more youth shelters, transitional houses and independent living with supports
- Wrap around supports- social workers come in, cooking classes, resume building workshops, addiction aid, etc.
- Need for more housing that serves transitional clients
- Its not just a need for more housing- but a human centered designed housing that offers supports and services
- Stigma surrounding the word 'affordable housing' – pushback from people because they think affordable housing decreases their property value, communities and areas don't want affordable housing built around them
- Bad messaging- they say were going to make more affordable housing units when in reality they mean they are going to make executive level apartments – the messaging is not conducive

- Affordable housing needs to be affordable- but also what constitutes as affordable housing now?
- Different levels and types of affordability
- Future Plans
- Inclusion Fredericton: email for affordable housing hearing, wants to have a meeting about affordable housing opportunities in Fredericton.

BREAKOUT SESSIONS #2

Topic: Policy and Board Governance

Conversation lead: Julia Stewart

Some questions that arose:

- How do you work out a toxic board?
- How can our policies address real issues?
 - o Advocacy, lobbying
- How can we use boards and policies to get things done?
- How do you get people on boards?
 - o Recruitment!
 - o Shared sentiment of “how do we get more people on our boards?”
- How do we get a board to move together?
- Intro/what were people interested in discussing?
- Tightening up board governance issues.
- Navigating policies and by-laws
- Ensuring volunteer boards are committed
- Recruiting members
 - o Connect Fredericton (www.connectfredericton.ca) is great source to find individuals interested in participating on a board.
 - o Eastern College
- Operational board vs governance board?
- Boards and advocacy work!
- Understanding systems: who does what? What industry?
- Overlap in municipal, provincial, and federal advocacy.
 - o This means there are lots of middlemen, and it can be hard to get real policy change.
 - o Minister is who can create political change in policy
- KPI's
- Funders want to see demonstration of programs that not-for-profits can't fund on their own.
 - o Evidence based decision making (in the language of the funder)
 - o This is what we want to accomplish, this is what we're accomplishing.
- Need continual education for Board members.
 - o Ex. How to manage risk and liability.

- Advising on following by-laws and policy
- Need to equip Boards with governance training.
- Operational vs. Governance board, different training?
- Managing rogue board members.
- By-law and policy updating!
- Volunteer Canada can provide directors insurance.
 - General liability insurance
- Financial policy statement can be helpful
- To be reviewed so you don't use all Board meeting time to discuss money.

Main takeaways:

- How do we get more people on our Boards?
- How do we increase recruitment?
- Shared sentiment of struggle to grow Boards.
- Need constant education for board members
 - Especially if there is high turnover on your Board.
 - Need to equip Boards with governance training!
- GFSI could provide support around updating Board Policy

Recruiting members

- Connect Fredericton is great source to find individuals interested in participating in a board.
- Eastern College

Topic: Collaboration

Conversation lead: Misty McLaughlin and Alyson Pizzey

- Misty introduced herself and Alyson both passionate about collaboration
- Poverty simulator through the united way. -We have this event, used to be called, living on the edge, participants and volunteers, simulator to live a month as someone who living below poverty line, tasks they need to do, employment, groups of teachers, whoever wants to do it to open their mind to it.
- Advocating at the city level: stigma around affordable housing, working with city to break down silos
- Alyson points out struggle with knowing mandates of others to collaborate. Or know very few of non-profits and not sure how to do that. My whole mandate is to gather and ask how we can work together sometimes have money to put on table for certain mandates: regional resiliency-help us work/connect together
- People don't know who to collaborate with or the potentials out there. - certain spaces of non-profit community "my way or highway"- maybe United Way could have part in funding collaborative relationships
- We all want to protect what we're doing – but how do we do that without guilt of competition with somebody else, if need money for certain project, you take away from someone else, a struggle
- Human-centered design/usability of services: if we can't navigate system with each other how can someone who uses services use them?
- Maybe as team should go to Greener Village Food Centre when recommending clients frequently and haven't been their themselves
- Sometimes we get repeat services, need for funding... So many organizations doing same thing how can we come together to pool resources to achieve these goals. The idea of collaborating and sharing (once received resources/funding)
- Barriers to collaborating need good relationships with other organizations
- We need to do this more often (referring to the conference)
- Mentioned the once a month the breakfast club mentioned as a great resource. - first Friday of every month through GFSI –United Way asking if there's themes? Claiming some days are very interesting, other days need a topic like: housing, food security, the arts,etc - meant to

be a space to start collaboration.

- Usability of services: lack of knowledge of what services are available
- A mapping tool like GFSIs website (KUMU), but a non-profit filter and their most prominent goals featured, to foster collaboration- see all organizations and brief overview main goal and funding opportunities mentioned if there are some, sharing info on grants etc. For example, certain categories checked off or not such as grants, employment, funding, etc.
- Slack network idea mentioned to communicate specifically for non-profits-We could share grant opportunities more with each other
- Discussed lack of knowledge of programs even amongst non-profits, Food security: food smart I think of immediately – didn't know about until this month.
- Alex thinks realistically, it flows through all the other ones (food security as social issue), over 40 years we need to rethink how we do everything, 90 percent increase in last 2 years (@greener village)
- Have we had food security specific meetings among ourselves? -Alyson...how can we help apart from gift cards; how can we be better among ourselves? More meetings?
- Food for all NB– have regional group for needing to support all walks of life in food security, big push right now, provincial conveners are key to food security –resilience
- “I don't post anything on my fb or share other organizations –there's fear someone funding my organization may try and support yours over mine”
- Kathy: We're going to bring in a peace park, they're all over the world. Put on by rotary. Quiet respectful place of reflection, hopefully be building in next couple years, milestone birthday rotary club –local will receive grants, place whole community can come together to pray for peace, labyrinth spiritual tool to relieve anxiety and speakers corner (example =hyde park)- vision for the world and get other people to come and share ideas too-the speakers corner group want to build a permanent corner along with peace park and pop up corners- some themed-happening – and happening in conjunction with second act transportation bridge- championed by Fredericton heritage trust- started campaigning- wooden bridge for old piers we need an act for transportation bridge (walking bridge , scooters, bikes, etc. with lanes)
- Speakers corner – could be space for non profits on any social issue
- Communitive practice-need platform Ahmed Taha and Alex Boyd chimed in we need a Fredericton network for various things

- Sharing spaces- hub to show what spaces are available for sharing, Sandis free room : Alyson didn't know about – and is outgrowing her organizations space- can we have more minimal or free cost space for programming? -Sarah Agen mentioned we have library...
- OFFICE HOTELS : Then Alyson said “exactly perhaps we need a database for that” Schools (we have a community use of schools mentioned) - Courtney “sometimes getting spaces is the biggest cost” ...Alyson mentions if one organization has free space it can be offered to another organization to spend day with us learn from each other and share resources, ‘office hotelling’ , even if its “I'd love for our staff to be immersed in what you're doing and come back and promote other organizations” - Kristen
- Government house will once a year provide a space for each non-profit organization was mentioned
- We don't have funding to pay full time staff- is there a way we could look at employing staff between us ‘full-time’ sharing employees?
- Discussed sharing event training- umbrella training communicating through some platform “I have so and so trained in this; do you need someone with that?”
- United Way mentioned do have a newsletter (send Jennifer an email if interested in this)
- Kathy: French speaking toast- masters Fredericton, French speaking online women's club starting, need to get more people experienced in public speaking to get info/advocacy out there, personal development courses-a way to improve advocacy in French speaking sector
- Intersectionality of services, Ben : noticing complexity of situations of individuals growing drastically, we don't know domestic violence like Liberty Lane would –with that said – we're happy to share our piece of puzzle with you-I feel like often times we talk about collab we have tendency to think big huge things when we need softer collaboration like how he has fostered a relationship with library , if they have a concern they feel comfortable to reach out to Alzheimers Society of NB and viced versa.
- The more we share of our services – and our challenges especially, the more we can learn what the difficulties are from other sectors
- Sounds like there needs to be an online non profit organization platform, page on sharing online info/booking, a chatroom option/or request page to reach out to other organizations for sharing trained employees, a mapping tool we mentioned featuring prominent goals and funding/grant info.

Topic: Volunteering & HR

General concerns and struggles:

- Retention, how do you keep volunteers?
- Reoccurring volunteers or one and done? Volunteers want a specific timeline they want a concrete plan (e.g., meals on wheels). Specific tasks and expectations for volunteers.
- Volunteer training for one and done can be hard. Lots of effort and time goes into training volunteers and they may just leave or not stay long.
- Diversity in volunteers.
- People are still cautious to gather.
- As a society work ethic has changed since Covid.

Recruitment:

- Volunteering is a new concept for newcomers sometimes and it is not always something that individuals are aware of. There is education around what volunteering is about.
- www.ConnectFredericton.ca to get connected with agencies in town. Get agencies using it and putting themselves on there.
- Contact MCAF to get in contact with volunteers.
- Volunteers in groups and pairs for young people may be encouraged to keep young people volunteering if they have people their own age around them.
- Bunny program for volunteers.
- Co-op experiential learning.
- Every Thursday youth led volunteer (Volunteens Anita Newling runs it aka CRMHAA).
- Embrace intergenerational volunteering as well. Creating a community.
- Volunteer fair for high schools and coordinated approach.

How to Keep Volunteers:

- Make it fun (e.g., community smart), story-telling narrative and meaningful for people, “I get more than I give”, foster a giving community, incentive programs, volunteer appreciation and recognition (United Way hosts a volunteer appreciation event at the Lieutenants Governs), talk about volunteers and how they matter to the organization and tell stories, they know the difference they make.

- Feeling of being a part of a team with a specific function and build a culture through volunteering (e.g., Harvest).
- Have volunteer managers to manage volunteers and recruit.
- Alignment with vision and personal interests.
- Partnerships with volunteers: Share volunteers amongst organizations, collaboration,
- Peer work
- Mandate for staff to get volunteer hours.
- Using client's and service users to gain volunteers.
- Group volunteers how do they feel about recognition and fairness?
- Measure number of hours contributed, and if you won a recognition award for volunteering then you do not win again.
- Just because one may want to be rewarded does not mean another person will want to be rewarded that way and must be flexible around this.
- Yearly parties to celebrate volunteers.
- SWAG from non-profits for volunteers.

Staff Retention: Challenges & Opportunities

- Demographic of jobs and positions.
- Part time vs. fulltime.
- Does the culture fit, and has it shifted.
- New emphasis on work from home.
- Flexibility with different demographics is key new expectation.
- Establish trust with staff – Board less hands on and but ensure staff meeting objectives
- Staff turnover makes it difficult to meet timelines.
- Policies (can these be skewed).
- 4-day work week could produce better work ethic and have a better productivity result.

Topic: IT, Data & Tech

Opportunities of IT in non-profit organizations:

- [Community Prosperity Hub](#) – to have communities of interest, build in the community, communication, channels to communicate back and forth – slack or other collaborative and communicative tools, community of practice, grouping people of common interests.
 - o Pile community licenses
 - o Post a question on slack channel and people in the group can answer questions – need to initiate something similar to it.
 - o Chat feature like Facebook
- Software design & relation management – to design an interface model to share information. A platform to make sure all stakeholders are relying on the data and get a snapshot of yearly information and monitor all the data
- Training and IT support – migrating into excel sheet, take a survey on digital practices and how everything is going. How does IT support?
- Cybersecurity checkup – data privacy guide for the non-profit community. How to secure the data and practices? GFSI has done this work and is under review by security experts
- Data privacy
- Civic Tech – training hub in various areas?
- MCAF – big project on ERP solution.

Interest areas: from Post its.

- Training
- Programming
- Data sharing
- Education
- MCAF - Partnered with Cisco, many free skill training sessions
- IT support – Desktop management
 - Data management
 - Software development
 - Microsoft 365
- Civic Tech can help with the creation, reporting and data analysis/visualization of surveys – using google forms and compare answers with public data. (www.civictechfredericton.com)