



Dear Colleagues,

With so much change around us and the increasing importance of community sector organizations in addressing community and individual well-being, 2023 is shaping up to be a busy and important year.

On the radar is the continuing focus by the Government of Newfoundland and Labrador Health Accord NL and the social determinants of health. Parallel to this, there are important policy discussions on the horizon, including an All-Party Committee in the House of Assembly, chaired by the Minister of CSSD, the Hon John Abbott, which will review basic income models and approaches and assess the viability and potential for reducing poverty in our province. GNL will also be launching consultations on its social and economic well-being plan which dovetails with Health Accord NL. (<https://www.gov.nl.ca/releases/2022/cssd/1212n03/>)

The Minister of Finance has announced that, as part of the modernization and transformational initiatives of the Government of Newfoundland and Labrador, an improved process for community-based core funding is in development with the intention of improving the delivery of services to the people of the province. The Government of Newfoundland and Labrador will be seeking input from select community groups in the near future on this new process. (<https://www.gov.nl.ca/releases/2022/fin/1214n03/>)

Below we share the results of CSC NL's most recent pulse survey: Employment in the Community Sector. This is the fourth in a series on current issues and trends in the community, nonprofit sector today.

If you want to be up to date on sector happenings, keep your eye out for emails from CSC NL which provide notifications of upcoming consultations, in-person and virtual learning events, research surveys and regional networking opportunities. You can also go to our website [communitysector.nl.ca](https://communitysector.nl.ca) and our social media links at the bottom of this newsletter.

**Penny Rowe**  
CEO, CSC NL  
(709) 753-9860  
[pennyrowe@cscnl.ca](mailto:pennyrowe@cscnl.ca)

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## CSC NL NEWS AND EVENTS

### CSC NL has a lot of exciting things happening in 2023!

As part of our ongoing work to build a stronger, more connected and resilient community sector

we are:

- Preparing a labour force attraction and retention plan for the community sector.
- Initiating a pilot project to improve organizational continuance and succession planning for community sector groups and their workforces and releasing a call for Expressions of Interest to support a few key groups in building new leadership.
- Exploring ways to improve health and dental coverage and opportunities for better pension planning for nonprofit organizations.
- Enhancing the awareness and appreciation of the community sector as a whole and its vital role in the economic and social wellbeing of the province.
- Contracting new regional facilitators on the Great Northern Peninsula, Grand Falls-Winsor and the Northeast Avalon.
- Offering upskilling and training opportunities for the paid and unpaid labour force.
- Working with our consultant to build a new community sector website.
- Compiling an easy-to-read Guidebook to the NL Corporations Act.
- CSC NL Vibrant Communities will be hosting our annual day of Poverty Dialogue.

## Accelerators Igniting Change

### Discussion Sessions for Nonprofit Community Leaders

CSC NL works to position and advance the nonprofit, community sector which we believe is central to economic and social progress. Collectively our power to vision and create change is greater than our organizations individually. Through a change management lens, we've already hosted several small group regional conversations and a virtual session with community nonprofit leaders facilitated by Dr. Susan Murray. In these conversations we are exploring:

How organizations might work together to:

- Strengthen the community sector in the well-being of our province
- Address policy to advance the community sector and manage change
- Brand the sector so that it is better understood and appreciated
- Advance the community sector as a driver of economic and social change
- Support volunteer involvement
- Promote the community sector as an employer of choice.

How CSC NL might frame a process to collaborate with you on a regular basis to accelerate change.

There are two last chances to contribute to this discussion:

### St. John's In-person Session

**Wednesday, January 18, 2023**

**9 AM – 12 PM**

**Location: NL Housing and Homelessness Network**

**77 Charter Avenue, Suite 100 (Entrance on East Drive), St. John's**

**Pre-registration required**

Click [here](#) for more information and to register for the in-person session

## **Virtual session via Zoom for Nonprofit Community Leaders**

**Open to any nonprofit leader anywhere in the province.**

**Monday, January 23, 2023**

**9.30 AM - 12 PM**

As we clue up our change management regional conversation series with nonprofit leaders, both board members and senior employees, we are hosting one last Zoom session. Facilitated by Dr. Susan Murray, we are gathering views as we contemplate how we might work smarter together to advance the sector and how CSC NL might frame a process to collaborate with you on a regular basis to accelerate change.

**Pre-registration required**

Click [here](#) for more information and to register for the virtual session via Zoom

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## **CSC NL'S Pulse Survey Series**

### **Employment in the Community Sector**

CSC NL's Pulse Survey Series captures a snapshot of issues and trends in the community sector today. Over the last few months, we have heard from hundreds of organizations and individuals about the challenges they are facing when it comes to finding and maintaining employees. For the fourth survey in the series, we examined views related to work in the community sector, to understand how people view employment and job opportunities. 208 individuals employed in nonprofit and charitable organizations from across the province responded.

Overall, respondents indicated that working in the community sector is a positive experience, stating that their work is meaningful and engaging, with 65% indicating they feel a career in the sector is attractive. Flexibility of work schedule and environment, the number of holidays, as well as access to paid sick leave contribute to this positive view. Still, challenges exist. Compensation was identified as a downside to working in the community-based sector, with a majority of respondents indicating that they feel wages and benefits are not competitive. Fewer than half of respondents believe the sector offers long-term employment stability and thus many seek other job opportunities. The majority of organizations that responded did not have formal employee retention strategies in place which may also contribute to staff turnover.

To view the full report, click here [Employment in the Community Sector](#)

To view the results of previous Pulse Surveys on Volunteerism, Hiring Climate and Issues in the Community Sector, visit [here](#).

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**Thinking about growing social enterprise opportunities?**

Our new guidebook, [Small Business Owners Navigating the First Steps of the Social Succession Process](#), introduces prospective business sellers and nonprofit buyers to the first steps in exploring social succession planning.

Many small business owners planning to retire may be seeking buyers for their businesses. CSC NL has been promoting the concept for them to consider community-based ownership. Such a strategy could provide opportunities for community groups to take over businesses that might otherwise close, thereby sustaining vital local services while developing a revenue stream for nonprofit core operations. Social enterprises and cooperatives could bring fresh insights, investment and growth plans so there could be many benefits from creating such relationships.

The Guidebook offers practical steps, tools and resources for organizations, business development agencies, cooperatives and others who connect with small business owners. This work was supported by a social enterprises research fund from the Department of Industry, Energy and Technology, Government of Newfoundland and Labrador.

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## FUNDING OPPORTUNITIES

### Community Services Recovery Fund Applications Now Open

**The Community Services Recovery Fund is a \$400 million investment from the Government of Canada to support charities, non-profits, and Indigenous Governing Bodies as they focus on how to adapt their organizations for pandemic recovery.**

The deadline for applications is February 21, 2023, 5 PM Pacific Standard Time.

Applicant guide is now available [here](#).

Organizations are encouraged to complete the [interactive quiz](#) on the [CSRF website](#) to determine to which funding partner they will apply:

- **People** (Focus on recruitment, retention, engagement and support of personnel, including staff, volunteers and boards of directors.) - Contact Canadian Red Cross [here](#).
- **Systems and Processes** (Focus on the internal workings of an organization's overall structure.) - Contact Community Foundation of Newfoundland and Labrador [here](#).
- **Program and Service Innovation and Redesign** (Focus on adapting and creating new programs using information gained during the COVID-19 pandemic.) - Contact United Way of Newfoundland and Labrador [here](#).

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## AWARDS

### 2023 Prime Minister's Award

**Consider nominating an educator for a 2023 Prime Minister's Award**

Help celebrate those who go above and beyond to create safe spaces for their students, continue to work hard to make learning fun and inspire the next generation to be bold innovators

and creators. Of particular interest is the Award for Excellence in Early Childhood Education.  
[Download your nomination package here.](#) Submit your nomination electronically or by mail by January 17, 2023.

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Visit the [CSC NL Website](#) and social media pages for updates, information and resources.

#growingstrongertogetherNL

