

**Synopsis of the Roadmap Feedbacks from the March  
2010 Community Priorities Summit**

This document is a sampling of the roadmap feedbacks received from participants at the March 2010 Community Priorities Summit. These feedback synopses are meant to provide an overall impression of the information collected by the Voluntary and Non-Profit Secretariat on potential resources and avenues that may prove useful when seeking to advance the ten goals established at the Summit.

The amount of information received varied greatly amongst the eleven tables as some provided partial feedback on the roadmap giving input only on areas they were knowledgeable of while others gave extensive and detailed information on every goal. Within this document a one page synopsis of each goal is provided in an effort to capture the general feedback received from across all of the groups in a succinct manner. These synopses provide an overview of the information received for the benefit of the Summit participants who took part in this process. The Voluntary and Non-Profit Secretariat continues to retain the fully completed roadmaps as they were originally submitted. In compiling these synopses the guidelines listed on the next page were followed.

In addition to this document the Secretariat has also developed an Action Plan which was informed by the roadmap and indicates potential next steps as work continues on the ten goals.

On a side note the Voluntary and Non-Profit Secretariat would once again like to express its thanks to the Summit participants and the table leaders who did so much in helping to bring this information together.

**Working Guidelines and important notices regarding the compilation of the one page synopses for each goal:**

- The road mapping process was an information gathering exercise meant to substitute for the absence of the additional time needed to finalize the discussion during the Community Priorities Summit.
- Where possible information from various groups was brought together to minimize repetition.
- In an effort to synchronize the large amount of information gathered into a retainable, easily referenced format for the Summit participants the synopsis for each goal has been kept to one page.
- The contents within the roadmap for each goal are a sample of the information collected and are not necessarily consistent or linking given that they are a broad representation of the information put forward by the 11 groups.
- An additional column titled 'Other Feedback Notes' has now been included to present information that was gathered but did not fit into one of the identified columns.
- The information presented in these road maps represents suggestions and ideas gathered from participants at the Community Priorities Summit on potential resources within the community and elsewhere that may be advantageous in working to fulfill the goals established at the Summit.
- The Voluntary and Non-Profit Secretariat has retained the fully completed roadmaps for future referencing.

Existing Resources	Critical Partners	Lead Role	Timelines	Process Elements	Resources (Human, Financial)	Other Feedback Info
<b>Goal 1: Government and the community sector will together develop a workforce training strategy focused on addressing the current and future training needs of the voluntary and non-profit sector (VNPS). Within this strategy, there will be a formal assessment of training needs, a training committee and a mentoring program.</b>						
<p>LMA/LMDA funding, Industry adjustment tools; survey tools</p> <p>Mentoring program</p> <p>Staff Training and Development (Exec Council), Public Service Secretariat, CSC, VNPS and Post Secondary Institutions</p> <p>INTRD's capacity building Workplace Skills Enhancement programs.</p> <p>CSC is testing a key informant survey on training needs</p> <p>The 1<sup>st</sup> step in this goal should be to determine and inventory the existing resources and compile and communicate this information</p> <p>CSC: Board governance; Insurance; Social Enterprise; Senior Training</p> <p>ILRC – diversity/disability training</p> <p>CYN's across the province</p> <p>Boys and Girls Clubs of Canada</p> <p>Organizations outside NL – HR issues prominent.</p>	<p>Govt, the sector, INTRD, HRLE, VNPS, CSC, MUN, CONA</p> <p>Government in a linking role and the sector in an active participant and sharing role.</p> <p>Community Accounts</p> <p>Dept. of Education</p> <p>Upon completion of the in-depth training and professional development needs assessment: Meet w/ education and training orgs to determine the different opportunities that exist and how the those courses/programs align with needs of the sector. Also it would be imp't to determine the delivery methods available through the various providers to see if there are options for delivery of the training and professional development of on-campus, correspondence, Web-Delivery, or on-site (client's location) delivery at select locations in the province.</p>	<p>Committee w/sector reps &amp; govt partners CSC</p> <p>Govt in a facilitator role to link groups &amp; individuals, ideally a long-term government strategy until a level of sharing between groups is part of the culture of the sector in NL.</p> <p>Joint Working Committee of Volunteers, Organizations &amp; Government Partners</p> <p>Initiated and coordinated by the Provincial Government in Partnership with the training and professional development providers.</p> <p>Govt provincial coordinator in cooperation with newly formed committee</p> <p>REDBs in conjunction with Federal and provincial governments</p>	<p>Within 6 months</p> <p>&lt; 12 months to have a framework</p> <p>Assessment to help determine Next Steps</p> <p>Continue to offer existing programs and opportunities. Needs assessment: 6 months to 1 year</p> <p>Training Committee development: 6 months (meetings bi-monthly)</p> <p>Training program development, etc.: 1-2 years followed by an evaluation of programs</p> <p>Baseline inventory within 3-4 mths, Needs assessment within 6 mths</p>	<p>Complete an inventory of training needs &amp; resources</p> <p>Identify gaps and seek out solutions</p> <p>Discuss and set up mechanisms to deliver training in high need areas to various organizations, around the province</p> <p>Yearly conference may need to be in place to bring the groups together. A part of this conference would be to enhance the sharing of skills.</p> <p>Joint Committee of volunteers, organizations &amp; govt partners (Training Committee)</p> <p>INTRD-community capacity building programs</p> <p>CSC conducting provincial scan of other undertakings</p> <p>Formation of a committee of volunteers and Government partners should be formed to act as a Steering Committee for development of strategy</p>	<p>Id training resources; once scans are complete – potential partners may already have modules and resources to deliver</p> <p>Existing resources: Government, individual organizations. It would be mutually beneficial &amp; successful if parties involved are more than willing to work on this.</p> <p>Funding for Consultant to undertake Training Needs Assessment</p> <p>Funding for organizations who currently delivering training to do more of it or for organizations to access training</p> <p>HRLE – LMA funding for research design and survey implementation</p> <p>Financial: funds required for needs assessment and grants to agencies providing programming</p>	<p>Training Strategy needs to:</p> <p>a) Determine what training/professional development opportunities are currently available &amp; where; b) What are the <u>barriers</u> to availing of these current opportunities &amp; what additional training is needed or will be req'd in the future?</p> <p>Online resources should be adapted, ex. Elluminate (ILRC uses this) – will allow for broader inclusion of any training strategies</p> <p>Govt funding may be needed in order to have providers such as the Division of Lifelong Learning develop training &amp; pro development surveys to collect sector data.</p>

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<b>Goal 2: With continuing community sector input relevant websites, such as EnVision or volunteer non-profit sector, will use their internet presence to provide virtual resources that support the operational needs of the sector while also striving to recognize and foster relationships amongst community sector participants.</b>						
<p>REDBs, VNPS, CSC, Rural Sec</p> <p><a href="http://www.enVision.ca">www.enVision.ca</a> (CSC's site) is an online voluntary resource which is loaded with information for managing voluntary non-profit organizations including board and personnel policies; sub sites for social enterprise, engaging youth, SWASP applications online.</p> <p>CSC is developing a social networking site for sector use</p> <p>HRLE's HR Mgmt toolkit</p> <p>HR Council for the voluntary non-profit sector</p> <p>Online learning programs/resources available (DELT, the Division of Lifelong Learning, MUN &amp; College of the North Atlantic)</p> <p>ACCESSIBILITY, technology/resources exist to be taken advantage of here.</p> <p>CONA/ILRC – Adaptive Tech</p>	<p>Govt, CSC and other NGO's, possible means to engage private sector</p> <p>MUN Eng Faculty could be a critical partner here. Engineers w/o Borders may also be a partner through resource sharing due to systems already in place. The Eng Faculty has an immense level of creativity and knowledge in computer engineering, which, in cooperation with the govt &amp; the sector, could substantially build online systems.</p> <p>Government; specifically the Voluntary Non-Profit Secretariat, Community Agencies with websites providing links to resources; i.e. Community Sector Council</p> <p>Division of Lifelong Learning, &amp; DELT, MUN, CNA &amp; the Prov. Govt and other resources relevant to the sector.</p> <p>INTRD –as a link to rural NL</p>	<p>VNPS w/ committee</p> <p>The Engineering Faculty could be a lead role in this but it would need to be funded.</p> <p>EnVision</p> <p>In partnership with Govt, organizations need to take a lead role in evaluating what is out there; best practices</p> <p>Govt in Partnership with the training and professional development providers and other resources relevant to the sector</p> <p>IT minded person/ organization should lead</p> <p>Endorsement by NL govt considered impt as much of this technology already exists, needs a coordinating force</p> <p>Community-based committee interested in developing the digital project that includes members of the same groups represented at the Summit.</p>	<p>3-6 months</p> <p>&lt; 12 months</p> <p>System could be in place w/in 2 yrs although it would have to be an evolving system.</p> <p>9 mths to design website (or refine existing resources)</p> <p>Restructuring of envision.ca is well underway</p> <p>Starting to build the virtual resources and information on the Provincial Government Website</p>	<p>Assess existing web sites for usability – conduct usability tests with community members</p> <p>Scan other jurisdictions to see what they do</p> <p>Feedback from focus groups</p> <p>Ongoing evaluation is critical as organizations grow and capacity builds within the sector</p> <p>Create forum for info sharing amongst groups</p> <p>A review of the current VNPS website to determine the resources that are currently available and add the resources identified through the Road Map initiative.</p> <p>Must be monitored and continually updated to provide timely, current and relevant data.</p> <p>Clearinghouse for resources, templates, job descriptions for volunteers and employees &amp; employment opportunities</p> <p>Capability for user-based, web-based social networking (possibly in a website)</p> <p>Need to effectively promote the value and availability of web resources. Envision and VNPS site can act as a referral / channel visitors to a wide range of information, funding opportunities and resources available throughout province and nationally.</p>	<p>Hire Researcher to do upfront work</p> <p>Financial support for the process of refining or amalgamating existing online resources.</p> <p>Human Resources to build a relationship with Engineering community; and then financial capital to fund the Eng Faculty to do this work.</p> <p>Designated Tech Support Person to design website.</p> <p>CSC <a href="http://enVision.ca">enVision.ca</a> staff and dedicated resources to ensure constant maintenance of technical programming, servers and content.</p> <p>VNPS staff.</p> <p>ILRC</p> <p>VNPS, CSC , OCIO and private sector e.g. Blue Drop E-learning</p>	<p>Suggestion made to revise the goal to increase communication; there would be many ways other than through a web site to do this- There should be a communication connector.</p> <p>Avoid duplication of websites</p> <p>Communication needs to be two-way; a website does not help with that</p> <p>Resources already exist in communities; need to be taken advantage of</p>

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<b>Goal 3: Government will monitor the effectiveness of its multi-media campaign and, although recruitment/retention is not the primary purpose of the campaign, assess possible benefits of the campaign in improving recruitment and retention of both volunteers and paid employees.</b>						
<p>VNPS coordination</p> <p>A multi-media campaign will contribute to recruitment and retention because it will help change the mentality to one where the population will see the importance of the community sector. This will inspire people to see their role within the sector whether volunteering or as staff.</p> <p>Community Priorities Summit Participants</p> <p>VNPS Community Consultation Participants</p> <p>The current campaign initiative</p> <p>Use real examples to show the value of volunteering</p>	<p>Govt/VNPS, marketing firm, maybe small external group</p> <p>Voluntary Non-Profit Secretariat must lead the monitoring</p> <p>Provincial Government, stakeholders in the sector and communities.</p> <p>Govt-vnps, those already involved</p> <p>Various community based partners/ reps</p> <p>Govt. and Multi-media delivery group through a follow-up survey</p>	<p>GNL / VNPS</p> <p>Government should take the lead role. The monitoring of campaigns would be a central part of its work.</p>	<p>Quarterly</p> <p>1 year</p> <p>1-2 years follow campaign's progress</p> <p>Continuous initiative- Monitored and measured for effectiveness</p> <p>Ongoing</p> <p>6 months following end of campaign</p> <p>Should be initiated relatively early given the strain to attract and retain volunteers</p>	<p>Hard to measure</p> <p>Establish measurement tool</p> <p>Consult with sector reps before releasing the campaign</p> <p>Convene representatives quarterly for feedback</p> <p>Baseline data will be required of the "before and after" to seriously monitor the impact on recruitment and retention.</p> <p>Establish benchmarks and what is to be monitored.</p> <p>A survey of the public to glean their response and reaction to the campaign</p> <p>As designed and directed by the Provincial Government</p> <p>Report back to community reps before launching campaign</p>	<p>Campaign Funding</p> <p>Consultant / Evaluator to assess effectiveness</p> <p>Funding for development of evaluation and monitoring framework and for survey of public feedback</p> <p>VNPS employees in partnership and consultation with key stakeholders</p> <p>Provincial Government Initiative</p>	<p>Was noted that not all groups found agreement on this item</p> <p>Difficult to monitor the impact of a public campaign on recruitment and retention levels so this is likely an unrealistic goal. Retention will be influenced by a variety of other factors more than by the multi-media campaign. However, it might be possible to monitor public receptiveness to the overall campaign. While the campaign should be evaluated, the expense of establishing a solid monitoring process might better be invested by developing a sound provincial survey of volunteer engagement which can be drilled down to local communities and repeated periodically to show trends and changes.</p>

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<b>Goal 4: Government and the voluntary sector will together pursue research and fund social innovation.</b>						
<p>Biannual Community Priority Summit</p> <p>VNPS, CSC, Memorial University, other govt depts.</p> <p>Draw upon the existing programs/initiatives to find out what needs to be done to continue to address and satisfy recipient needs</p> <p>So broad of an issue that this becomes a problem -needs to be narrowed; identifiable levels... -identify mechanism to involve community &amp; rural voices - concern- big projects would simply be assumed by groups within St. John's</p> <p>Genesis Centre for development model Link with MARS Discovery District and/or Centre for Social Innovation</p> <p>Link with BC Centre for Social Enterprise</p>	<p>Fed &amp; prov govt Need to engage feds somehow...</p> <p>Same partners as First Summit</p> <p>Researchers.</p> <p>Academic or community based research organizations</p> <p>Health and Community Services, regional health boards</p> <p>Community Accounts</p> <p>Rural Secretariat</p> <p>Provincial Council</p> <p>CSC</p> <p>Research and Development Corporation as example of what is happening in other sectors</p>	<p>VNPS with sector reps</p> <p>Committee</p> <p>VNPS working with researchers and academic or community based research organizations</p> <p>Government must take a lead role as a funder, passing down significant lead to the proponent performing the research and agencies engaging in socially innovative ideas</p> <p>Shared responsibility &amp; partnership between Provincial/Federal/Municipal Govts and the sector</p> <p>Process must be ongoing with reviews and documents released as early as 1-3 years of initiation</p> <p>Continuous initiative- Monitored and measured for effectiveness and outcomes</p>	<p>3-6 months</p> <p>Ongoing</p> <p>2010-2011</p> <p>Immediate</p> <p>Research best practices in social innovation</p> <p>Needs assessments, research (looking at the current needs and future needs of the sector) and national and international forums/conferences to look at local, national and global issues in the sector</p> <p>Provincial social innovation centre built on best practices; govt &amp; community-based orgs work together to develop a new provincial volunteer-based, web-based social network managed by the VNPS</p>	<p>Establish meeting to raise ideas and explore options</p> <p>Possibly consider things like trade missions to explore other models</p> <p>Provincial conference (CSC sponsored) is scheduled for September/October 2010 could be locus for discussion</p> <p>Grad Students, Voluntary/Non-Profit Sector Workers, Govt Employees</p> <p>Strategic investment fund</p> <p>Need discuss and define in greater detail social innovation. It is a heavy and broad term. Should it be sub-divided with a focus on particular parts? E.g. social enterprise as social innovation.</p> <p>Venue to showcase models of social innovation already underway with potential to export/replicate elsewhere?</p> <p>Both govt and community groups to pursue and research social innovation</p>	<p>Funding for a research and/or social innovation fund</p> <p>Funding for Summit</p> <p>Creation of a Strategic Investment Fund for R&amp;D in the community sector</p> <p>Existing agencies</p>	<p>Insert "research and development" into goal</p> <p>What's missing: reference to a physical centre for social innovation - a hub for this kind of activity that will create a critical mass for innovation.</p> <p>This goal should be much less ambiguous.</p>

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<b>Goal 5: Government through its grants programs will provide multi-year core and project funding using consistent criteria, simplified application forms and simplified reporting/accountability requirements.</b>						
<p>Fragmented at best</p> <p>Red Tape Reduction and Department of Business</p> <p>VNPS</p> <p>Federal background paper on Grants and Contributions (Blue Ribbon Panel Report)</p> <p>Government funders, Voluntary Non-Profit Sector Agencies</p> <p>Revisit current initiatives, policies and procedures and assess current and foreseeable needs.</p> <p>No consistency across depts. – needs consolidation</p>	<p>Govt and the sector</p> <p>Red Tape Reduction , Department of Finance and Joint Working Committee</p> <p>Joint Working Committee of Community Volunteers , Non Profit Organizations Government Partners</p> <p>VNPS</p> <p>Engage sector organizational representatives to obtain feedback</p> <p>Core program delivering agencies</p> <p>Provincial and Federal Government-Cost Shared initiatives.</p> <p>LMDA/LMA – multi-yr funding present here</p>	<p>CSC NLREDA VNPS/Govt</p> <p>Human resources coordinator to assist with preparation for funding</p> <p>Government should have the active lead role in this but should do this in consultation with the community sector and other departments within the government.</p> <p>Department of Finance and Red Tape Reduction</p> <p>VNPS and other government departments</p> <p>Government and NGO committee</p>	<p>6 months</p> <p>Tough to establish timeline on this one</p> <p>Annual Review First Target Date (April 2011)</p> <p>Ongoing within government.</p> <p>Now requires a mechanism to get sector input.</p> <p>Ongoing with suitable review and evaluation timelines</p> <p>12 months</p> <p>5 years</p> <p>Develop Recommendations Jan. 31, 2011 Present to Cabinet Priorities Committee</p>	<p>* Needs to be further fleshed out and researched</p> <p>* No consistency across depts.</p> <p>* Map out pros &amp; cons</p> <p>* Cross jurisdictional scan</p> <p>* Establish accountability criteria</p> <p>* Define core funding – some services in, others are not</p> <p>*Separate multi-year vs. core funding</p> <p>Joint Working Committee</p> <p>Identify and distinguish the difference of operating grants, program funding, on-off projects and job creation programs. Prepare principles for funding as well as clear guidelines and directives</p> <p>Govt needs to develop a sound policy that outlines how this is possible and then develop an accountability framework that works for both govt and outside agencies</p> <p>It is imperative that the process be simplified and a user friendly approach be made to the application process. A one stop shop for groups and agencies to seek out (and actually find) grant opportunities would be very beneficial</p>	<p>Significantly increased budget</p> <p>Staff resources to effect changes across govt depts and programs.</p> <p>Current employees of government and voluntary non-profit sector agencies</p> <p>Committee-Volunteer members solicited/selected</p> <p>Finance representative may travel and hear the concerns/input from rural/urban reps and report their findings back to govt’s central framework</p>	<p>Need to be strategic about how the money gets invested for maximum benefit. Perhaps to fund shared space/service initiatives.</p>



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<b>Goal 6: Government and the community sector will explore options for group insurance and health plans in addition to other benefits for community sector organizations and their employees.</b>						
<p>Departments of Finance and Business</p> <p>Insurance Plan presented at Summit by NLREDA</p> <p>Government Insurance Committee, which includes insurance and community sector representatives and new hires in Government Services.</p> <p>Piggy back on local Chamber of Commerce and Board of Trade plans already in place.</p> <p>Co-operators Insurance has developed Community Guard program</p> <p>CSC's webinars &amp; pod casts</p> <p>Volunteer Canada's liability purchase program</p>	<p>VNPS &amp; REDBs/INTRD</p> <p>Govt, NGO's and financial sector</p> <p>Joint Working Committee of volunteers, Non Profit Organizations, &amp; Government Partners</p> <p>NLREDA has developed a co-operative group insurance plan</p> <p>CSC has developed and provides training on risk mgmt and insurance</p> <p>Chamber of Commerce which enables nonprofits to join their plan.</p>	<p>Joint Working Committee of Community Volunteers , Non Profit Organizations and Government Partners</p> <p>Department of Government Services and its Insurance Committee</p> <p>Community Organizations</p> <p>Govt as a source of information</p>	<p>Quickly – has great benefit to the sector</p> <p>First Report (April 2011)</p> <p>Mid range -This is a complex issue</p> <p>1-2 years develop procedures for joining</p> <p>Ongoing review of group benefits</p> <p>Sept 2010 start exploration process?</p> <p>3 mth initial research 3-12 mth for exploring options</p> <p>Roll out marketing June 30 Product availability Sept 30</p>	<p>Determine how to communicate this to all community based organizations</p> <p>Research potential group purchase opportunities.</p> <p>Sort out different forms of insurance (i.e group benefits and general liability) and tackle each separately. Conduct research to ascertain real from perceived challenges</p> <p>Review benefit of a Volunteer Protection Act</p> <p>Govt explore group insurance plans &amp; other benefits for volunteers and employees</p> <p>Amalgamate with existing plans already in place. Don't spend resources and time on something that is in place but hidden to the sector, seek and find.</p> <p>Discussions with Chamber of Commerce/Board of Trade re: current engagement and uptake among community sector orgs</p>	<p>Knowledge, human and financial</p> <p>Research capacity</p> <p>NL Regional Economic Development Assoc. (NLREDA)</p> <p>VNPS</p> <p>Insurance Agencies</p> <p>New resources to develop plan for cost-shared arrangements</p>	<p>Big issues include knowing what insurance is required, finding companies to cover single and small employee groups &amp; cost/affordability</p> <p>Low wage employees and low budget organizations will find it difficult to meet costs</p> <p>Plan needs to be endorsed by govt, will provide a source of legitimacy</p>

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<b>Goal 7: Relevant government departments and community organizations will pursue the development of regional volunteer bureaus (RVBs).</b>						
<p>Examples:  - MUN SVB  - Clusters Pilot Projects in Cabot Loop and Burin  - Existing Regional Networks (REDBs, MNL)  - Mount Pearl Sports Alliance  - Model Sport Bureau</p> <p>CSC regional offices around NL. Currently has volunteer resource centers and online presence (envision.ca).</p> <p>Rural Secretariat &amp; RS Planners</p> <p>Municipalities</p> <p>Online networks</p> <p>Community organizations in region</p> <p>INTRD  CNA  CYN</p>	<p>Govt-VNPS, Rural Sec,etc.</p> <p>Development Associations, Town Councils, Local Service Districts</p> <p>CSC</p> <p>Community Reps and Organizations</p> <p>Groups need to contribute to these bureaus actively; they bring their requests to it and remain up to date on what is needed and what is happening.</p> <p>Joint Working Committee of Community Volunteers , Non Profit Sector Organizations</p> <p>Regional input from local area organizations (e.g. two Clusters Pilot Project areas)</p> <p>MUN SVB, MUN Career Development &amp; Experiential Learning</p>	<p>VNPS working with Committee of Volunteers, Non Profits and Govt Partners</p> <p>Community Sector Council with local committees</p> <p>Partnership between municipalities &amp; VNPS with VNPS providing direction, support and info; the municipalities use their own volunteers to administer and manage.</p>	<p>1 year - 2 years?</p> <p>2yr timeline could lead to successful set-up. Pilot project could be done at different scales (i.e. regions of different sizes) in several locations for 1-1.5 years, then scale up the successful models.</p> <p>To be initiated after completion of Goal 2.</p> <p>An ongoing board that reports to the VNPS members and the Provincial Government</p> <p>Annually or more frequently if required to deal with matters relating to the sector</p>	<p>Committee to explore the pros &amp; cons; defining the sector will be hard; a better organization structure is needed</p> <p>In terms of roll out at the regional level link with organizations that are well networked consensus builders with a strong capacity and are active within the region</p> <p>Focus should be on a program of support and encouragement for municipally/regionally-driven development of the RVBs</p> <p>Review Clusters Model, Volunteer Centre models elsewhere....</p> <p>Resource Centres should have sector driven leadership and be tailored to each area based on local networking and planning</p> <p>Pursue opportunities with Rural Secretariat Provincial Council and RS Regional Committees and Municipalities</p>	<p>If a store front model, the setting up and housing/staffing.</p> <p>Should be regionally and municipally funded (because the RVBs should be relatively inexpensive.) Human resources come from the development of the support program</p> <p>Financial resources for promotion of online volunteer resource centres (ie: envision.ca and VNPS) or expansion of existing in person services</p> <p>Each resource centre will need a local facilitator who works with local committees. They will need an office (hopefully collated with a local group)</p> <p>Govt, Sport Organization, Private sector sponsorship, existing City and town Recreation Depts.</p> <p>Rural Secretariat, Municipalities NL and membership</p>	<p>Suggest the use of Voluntary Resource Centres as it implies a broader concept than “volunteer bureau”</p> <p>Many groups drew a linkage between this goal and goal 2 regarding online presence; goal 1 was also linked</p> <p>Rural focus should be placed upon this goal</p> <p>The VNPS should first contact the MUN SVB and CDEL for feedback and advice on developing a support program for the regional volunteer bureaus</p>

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<b>Goal 8: Volunteer tax incentive programs will be researched across various jurisdictions and levels of government.</b>						
<p>Department of Finance and VNPS</p> <p>Municipalities who have flexibility with municipal taxation of buildings</p> <p>Federal private member's bill (which was rejected)</p> <p>Canada Revenue Agency</p> <p>Explore Provincial, Federal and possible Municipal Tax Incentive programs.</p> <p>Regional Economic Boards (REDBs)</p> <p>Newfoundland &amp; Labrador Regional Economic Development Association (NLREDA)</p> <p>Firefighters</p> <p>Municipalities</p>	<p>Govt</p> <p>Department of Finance</p> <p>Municipalities Newfoundland and Labrador (MNL)</p> <p>Non Profit groups who own or lease properties</p> <p>Essential service Volunteers such as fire fighters, ambulance/ emergency services and Search and Rescue groups</p> <p>Government Groups (VNPS)</p> <p>Volunteer Boards/Committees</p> <p>All levels of Government</p> <p>Community Groups</p>	<p>Govt Department of Finance</p> <p>Community research group contracted to pursue this research</p> <p>VNPS</p> <p>Provincial, Federal and Municipal Governments.</p> <p>Levels of government: Federal, Provincial, municipal.</p> <p>Government to lead on developing the plan</p> <p>Community Groups to lead on ensuring accurate membership, minutes, attendance and participation. Also, to assist with accountability</p>	<p>Fall or Summer Hiring of a Consultant</p> <p>Long range</p> <p>1-3 years</p> <p>Starting in September 2010</p> <p>3 years</p>	<p>Develop Terms of Reference</p> <p>Environmental scan; dedicated person to research</p> <p>Equity to be recognized whether it is through tax incentives or through application process for funding</p> <p>Conduct scoping study to identify range of incentives and challenges with making any progress. Critical to understand federal, provincial and municipal jurisdictions and tax laws and regulations (e.g. for registered charities). Have any other countries dealt with this?</p> <p>Cost benefit analysis</p>	<p>Funding for review of issues and literature</p> <p>General feeling that this is very broad with significant policy and administrative challenges attached to such an item. Has been suggested to defer this – not perceived as a high priority that is realistic.....</p>	<p>Review recruitment rates after 1-3 years. Have tax incentives increased volunteer recruitment/retention?</p> <p>Need to identify the variety of incentive issues: ranging from forgiving property taxes to offering tax incentives to essential volunteers like firefighters</p>

Existing Resources	Critical Partners	Lead Role	Timelines	Process Elements	Resources (Human, Financial)	Other Feedback Info
<b>Goal 9: Government and the community sector will work directly with young community leaders to ensure meaningful opportunities for youth engagement in the sector.</b>						
<p>Youth Advisory Council (YAC)</p> <p>Youth Retention &amp; Attraction Strategy (YRAS)</p> <p>FINALY!</p> <p>Departments of Municipal Affairs and Education</p> <p>Community Accounts</p> <p>URock Volunteer Awards</p> <p>MUN Students Union and the MUN Student Volunteer Bureau (SVB)</p> <p>Canadian Federation of Students (CFS)</p> <p>Allied Youth (AY)</p> <p>Community Youth Network (CYN)</p> <p>Community Education Network (CEN)</p> <p>Students In Free Enterprise (SIFE)</p> <p>Other youth associated community groups and individual youth leaders</p>	<p>Govt, community and youth</p> <p>YRAS</p> <p>Organization in New Brunswick called 21ic. may be a possible partner as would CYN, FINALY, AY, MUN SVB, other youth organization....</p> <p>Dept of Education, School Boards, and stakeholders in the community</p> <p>Community Sector Council</p>	<p>Youth Leaders</p> <p>VNPS could pull together a committee made up of both young people and organizations/agencies currently serving youth, delivering youth programs or with expertise to contribute.</p> <p>YRAS</p>	<p>2 years</p> <p>6-month mentorships could be set up.</p> <p>Begin immediately</p> <p>Mid range</p> <p>Initiate in Fall 2010</p> <p>Ongoing with review annually</p> <p>Annually</p> <p>12-24 mths</p> <p>1 year</p>	<p>General feeling to accelerate the use of existing resources. There are several mechanisms out there to build upon.</p> <p>The biggest problem is addressing attitudes and including youth.</p> <p>Choose activities that are appealing to increase youth interest and participation</p> <p>Need Terms of Reference (Include both older and younger leaders, each brings differing skills and experiences)</p> <p>Formulate how to address this issue as it is really about attitudes and perceptions (and perhaps misperceptions)</p> <p>Work through schools to demystify sector</p>	<p>Time, financial and willingness to engage and commit</p> <p>Funding for Youth Coordinator</p> <p>Funding or HR support to pull together interested parties</p> <p>Provincial Government Budget Allocation for the start up and maintenance of the campaign/initiatives designed to recruit more youth to participate in the sector</p> <p>MUN SVB</p> <p>CNA (17 campuses across province)</p>	<p>The implementation of a mentorship program is key. This not only gives youth confidence but would transfer skills to youth and transfer energy and new ideas to the experienced people in the sector</p> <p>30 year cohort is real concern</p>

Existing Resources	Critical Partners	Lead Role	Timelines	Process Elements	Resources	Other Feedback Notes
<b>Goal 10: A mechanism will be established to ensure the accountability of all partners in the implementation of the Road Map.</b>						
Accountability & Transparency Office  VNPS  Summit participants  Community roundtable participants  Committee consisting of reps from the VNPS and govt  Summit planning committee  Auditor General  Guidelines	Form working committee with both govt and community partners  A team made up of govt and VNPS partners; headed up by coordinator Roadmap participants  Provincial community sector groups	VNPS  Community Committee formed for this purpose  Appointed coordinator  Planning committee  Independent consultation	ASAP  Benchmarks should be developed as each goal is undertaken  1-3yrs with review of practices to follow  Semi-annual and annual review to check on the progress and goals set out in the final Roadmap  Level of implementation of roadmap assessed on a quarterly basis  Ongoing	Defer this item to the planning committee, led by VNPS  Establish Terms of Reference and election/rotation process  Communicating action is the greatest requirement  Identification of indicators. Clear, smart objectives written for each goal with established timeline and reporting structure  Evaluation by a third party of practices and effectiveness  Monitoring and review of goals at regular intervals-Providing direction and support by the committee and Coordinator.	Time and money  Staff support  Expertise in monitoring methods  Ongoing communications with the group from the Summit	Some of the Goals will be much more difficult to launch and some may be very difficult to attain so it will be important to focus on the goals which are actually undertaken