

IMPACT OF THE WILDFIRE ON THE SOCIAL PROFIT SECTOR

This is the third of 5 surveys to capture the sector's ability to recover from the wildfire of May 2016



Survey 3 focused on staffing issues within the social profit sector. This survey represents the sector 9 months post-wildfire.



February 2017

MEETING THE NEED

The three largest needs identified by the respondents in the next 3 months are:

Financial Resources (29.8%)



Volunteer Resources (25%)



Human Resources (23.3%)



Data is shared with a variety of stakeholders to draw awareness and increase potential supports for the diverse agencies represented in our community.



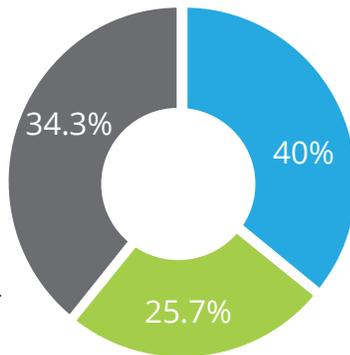
FuseSocial uses this information to support agencies' community responsiveness; providing knowledge that supports evidence-based decisions.

SURVEY SAMPLE

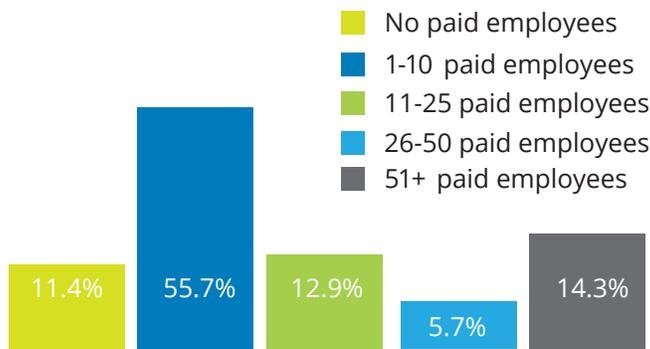
70 small and large social profit organizations participated in the survey.

Budget sizes:

- more than \$1 million/year
- less than \$300,000/year
- between \$300,000 and \$999,999/year



Survey 3 respondents included 19.7% more small agencies (1 to 10 employees) than in survey 2.

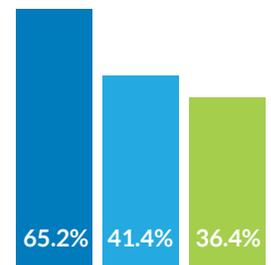


FINANCIAL IMPACT

70%

of organizations said they had experienced disruptions and changes to traditional revenues.

- Experienced decrease in income-generating activities
- Had regular funders withdraw or reduce funding
- Experienced reduction of donations from local community groups

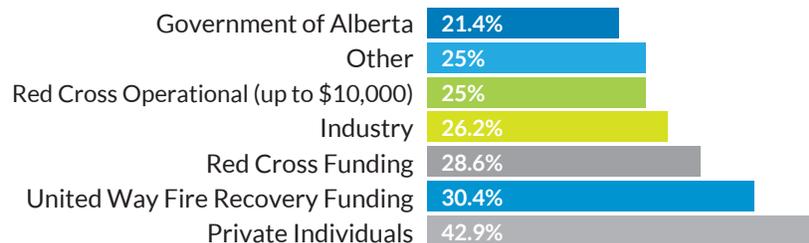


Unrestricted funding is still a challenge in the sector.

BARRIERS TO NEW FUNDING

21.2% have received **no** additional financial support

Sources of Additional Funding:



WAIT TIMES FOR FUNDING

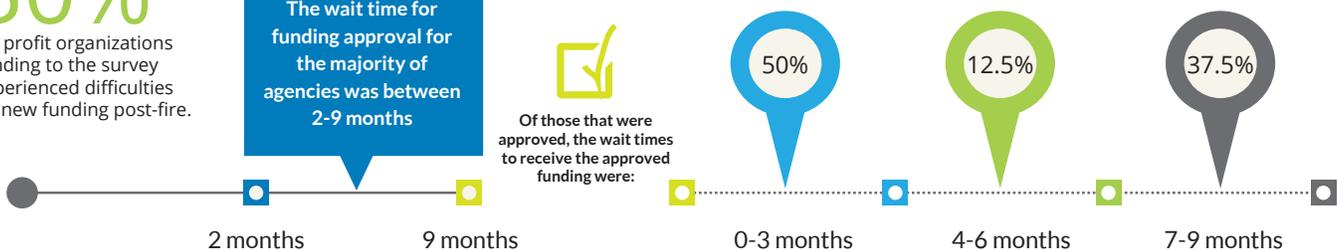
Over 30%

of social profit organizations responding to the survey have experienced difficulties accessing new funding post-fire.

The wait time for funding approval for the majority of agencies was between 2-9 months



Of those that were approved, the wait times to receive the approved funding were:

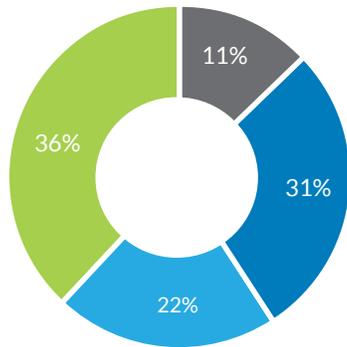


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BARRIERS TO FUNDING



- do not have staff capacity to complete the application
- not meeting eligibility needs of funders
- unable to source funding to meet unique needs
- previous donor base unable to support them any longer

SERVICE DEMAND

58% of respondents cannot meet the demand of community needs as they would like to due to funding and staff issues.

10 are considering mergers to increase service delivery capacity.

24 are partnering to increase service delivery.

SECTORS REPRESENTED

Respondents represent the following sectors:

- Social Service
- Recreation
- Education & Research
- Arts & Culture
- Children & Youth
- Fundraising & Volunteerism
- Business & Professional Services
- Health
- Housing
- Religion
- Development
- International Supports
- Environmental
- Law, Advocacy & Politics

Respondents are not a controlled group therefore are not identical to previous surveys.

HUMAN RESOURCE IMPACT

54.3% of responding agencies indicated they had employment vacancies. In total the respondents indicated they had 169.5 full time vacancy equivalents. 38 of these vacancies were reported by school boards.

Vacancies in the sector caused by:

- 26% by staff not returning after the wildfire
- 12% lost staff due to health issues

RECRUITMENT

46.9% of organizations have experienced difficulty recruiting new staff members.

KEY CHALLENGES IDENTIFIED*:

- Lack of qualified applicants
- Unappealing salary compensation

*Reported by over 60% of respondents

RETENTION

33.3% of responding agencies had challenges retaining their staff.

KEY CHALLENGES IDENTIFIED*:

- Insufficient wages or compensation
- Compassion Fatigue
- Spousal relocation

*Reported by over 40% of respondents

CHALLENGES OF THE CURRENT WORKFORCE:

37% of responding agencies have staff working below full capacity.

Ability to work:

- Staff working at full capacity
- Staff unable to work
- Staff on modified duties

