

How are you doing? What challenges has your organization faced during the pandemic? What are your current realities?

- Constantly shifting
 - Burnout
 - Changing from one day to the next
 - Trying to be innovative and creative is tiring after so long
 - Hyper efficiency and no break between meetings online
- Technology
 - Access and adaptations
- Volunteering
 - Lack of volunteers
 - Volunteer safety
- Staff challenges
 - Family pressures
 - Onboarding and retention
 - Inability to make connections
- Engagement
 - Hard to make connections
 - Relationships have changed
 - Community engagement is a major challenge
- Mental health
 - For staff and for those the sector is serving
 - Isolation
 - Increased caretaking capacity
 - Illness
- Equity
 - Starker contrast between rich and poor
 - Access
 - Isolation
 - Seniors left behind

What have you learned over the last two years?

- Online Shift
 - Program delivery online
 - Advertising and fundraising
 - Social media presence
 - Moving staff online

- Flexibility and forgiveness for each other
 - Supporting parents and caregivers
 - Re-thinking work/life balance and expectations
 - Coping and resilience strategies
- Technology
 - Reaching broad audiences through technology
 - Intentional content creation
 - Improved modes of communication
- Partnerships and collaboration
 - Working with other organizations

What would you continue to do after the pandemic? How is your organization addressing current challenges?

- Mental health
 - Return to work We will continue to consider and re-evaluate what “go back better” means
 - Supporting staff and respecting the evolving workplace needs
 - Celebrating the small things to support resilience and strength
- Technology
 - Remote program delivery to increase rural access
 - Continue with the online presence and program delivery, ideally in a hybrid way

What needs have you identified and where do you need help? Research? Training? Innovation?

- Policy
 - Need support for policy development around COVID 19 policies
 - Guidance must be practical and relevant
 - Support on policies as we re-envision the working world
 - Policy development support and examples for people to adapt from
- Volunteers
 - Building up volunteerism again
 - Need guidance on how to rethink how volunteers and managers operate and how to set boundaries

- Technology
 - Social media training
 - How to use hybrid technologies
 - Technology support for the non-profit sector and/or a pool of people who could be called on for tech support

- Networking
 - Bringing people together to share ideas
 - Reaching out to organizations and asking them to send people to networking events
 - CERC professional development is very valuable and necessary

- Research
 - how organizations can handle this crisis and potential future crisis'
 - Research that can be used as ammunition for activism
 - Peer reviewed research is great, but it can be time consuming. The sector needs qualitative data that is relevant to Sask non-profit's that can be used practically
 - Community focused work is more important than peer-reviewed research
 - Advocacy research
 - Support to deal with the structures that cause inequities

- Learning
 - Support for mental health
 - Creating a safe space to normalize social media learning
 - Advocacy research
 - Learning around evaluation- both impacts and outcomes. Specifically, what happened long term and what is the community impact
 - Campaign and fundraising training
 - Event planning seminars