**Revitalizing Grant Programs:
A Comprehensive Review of Investments and Opportunities**

**Phase 1
Discovery: Communications and Engagement
Research and Recommendations**

CITY OF
PRINCE GEORGE

Presentation Outline

- Purpose and Project Scope

- Why this Matters

- Phased Approach

- Project Goals

- Methodology and Data Sources

- Key Findings

- Phased Recommendations

- Questions

Project Purpose and Scope

- Comprehensive Review
- Better understand evolving needs:
  - Priorities
  - Portfolio
  - Processes
- Project Scope

Why This Matters

- Mutual benefit

- Significant service delivery

- Grants are essential

- 2023/2024 workplan priority

- Evolving needs
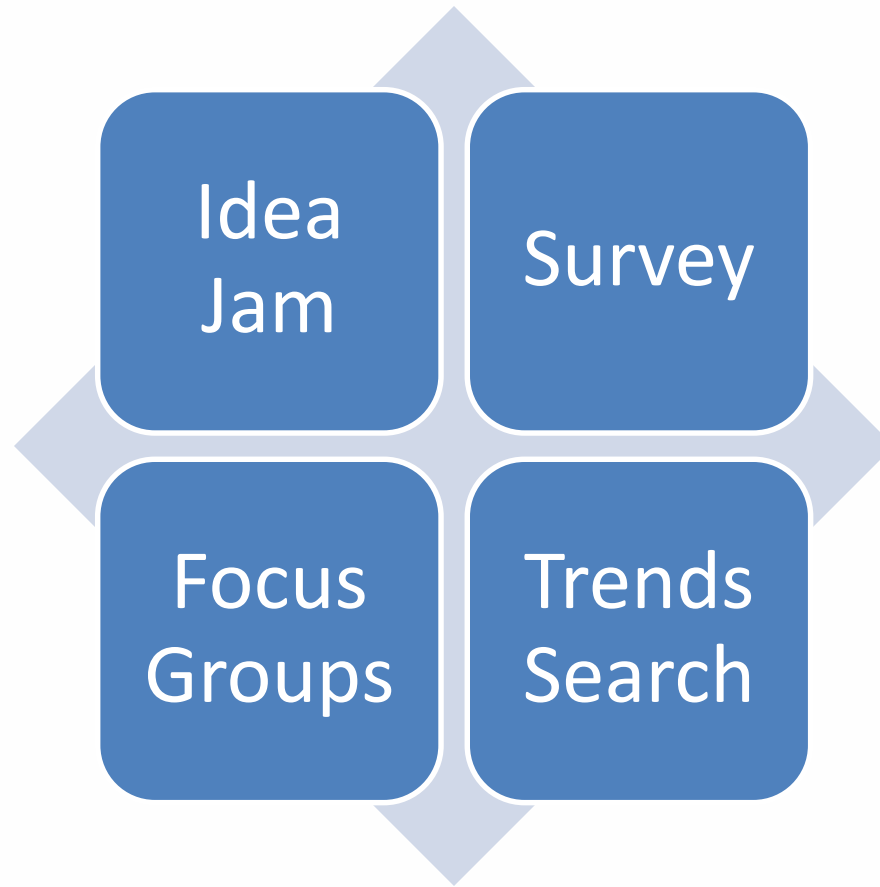
Phased approach

Phase 1: Discovery

Phase 2: Solution Seeking

Phase 3: Alignment, Action, Awareness

Phase 1: Specifics

- Methodology and Data Sources
- Key Findings – trends
- Key Findings – themes
- Recommendations

Methodology and Data Sources

Key Findings - Trends

- Truth and Reconciliation
- Focus on equity and inclusion
- Emphasis on outcomes and impact
- Collaboration and partnerships
- Innovation and experimentation
- Flexibility and adaptability

Key Findings - Themes

- Emerging and evolving needs of the local NFPs
- Priority alignment
- Grant structure, processes, and reporting
- Capacity building, training, and support
- Promotion, communications and collaboration

We really appreciate the quality of Staff and the generosity of Council. Thank you.

Key Findings

Theme Area	Sample Key Finding(s)
Emerging and evolving needs of the local NFPs	➢ Increased costs to operate (staff, inflation). ➢ Funding uncertainty. ➢ Increased competition for funding. ➢ Decreased donor base. ➢ Decreased volunteerism. ➢ Staffing recruitment and retention challenges.
Priority alignment	➢ Lack of clarity on the City's priorities for grant funding. ➢ Confirming these priorities and potentially identifying any future ones is recommended. ➢ Caution issued about having priorities that change and the need to have stability in the criteria. Some of these emerging areas are sensitive and can be challenging to incorporate. ➢ Concerns expressed about any significant changes being made without consultation, especially around emerging and sensitive areas such as Truth and Reconciliation, equity, diversity, and inclusion.

Key Findings

Theme Area	Sample Key Finding(s)
Grant structure, processes, and reporting	➤ NFPs struggle with increasing costs-looking for more sustainable funding options. ➤ More multi-year grants (top ups for cost of living and inflation were also mentioned). ➤ Allowing funds to be used for operating, staffing costs, and travel ➤ Provide other supports such as sharing office and activity spaces, free coworking or meeting spaces, or waiving facility rental fees. ➤ 'Red tape' -common theme in both the survey and focus groups. Streamlining the application process ➤ Reusing applications between programs. ➤ Multiple intakes throughout the year were also appreciated, although standardizing them was also mentioned. ➤ Desire for more clarity around the adjudication process: who is involved, how does it work, what is the criteria being used to judge an application.

Key Findings

Theme Area	Sample Key Finding(s)
Capacity building, training, and support	- Strong call for ongoing support for training and capacity building. - NFPs struggling with recruitment and retention of staff and volunteers, disrupting their ability to deliver service. - Examples: meet and greet workshops to foster network connections, half day workshops, lunch and learn type events specific focus on governance, finance, or skill development. - Providing support (e.g., information, examples, training), for creating culturally appropriate materials. - Develop a mentor/mentee program where more established NFPs could provide guidance or assistance to newer NFPs. - Consider additional support NFPs may need if criteria for some grants change, such as initiatives that require measuring specific types of impacts and outcomes.

Key Findings

Theme Area	Sample Key Finding(s)
Promotion, communications, and collaboration	➢ Common theme - lack of awareness of grant availability including criteria/purpose and intake dates. ➢ Challenge- many different grants and many different intakes. ➢ Creating consistency in the offerings of grant products could help improve uptake and interest. ➢ Increasing coverage via the City's social media channel can also increase awareness of grant availability and boost transparency and trust in the process. ➢ Social media is a great way to showcase the good works being done as a result of the City's investment, especially on the City's popular Facebook page which has 19,000 people who have opted to receive updates.

Key Take-aways from Phase 1

- The grants review process highlighted many layers to the work of determining how the City can best support NFP service delivery

- Phase 1 unveiled the first layer of findings, which illuminated 4 key findings in relation to the administration of City grants:

  - ✓ NFP's noted opportunities for improvement but report that, generally, City grant processes are working well and are appreciated
  - ✓ There are some administrative tasks that can be undertaken immediately to enhance effectiveness and efficiency
  - ✓ If substantive changes are made to the City's granting processes, NFP's want to be consulted
  - ✓ The greatest opportunities for improvements to how the City supports NFP service delivery extend beyond the administration of grant programs

Proposed Next Steps

- It is recommended that a project team with representation from all involved Divisions be established to review the City's current practices to support NFP service delivery (i.e., service agreements, low-cost leases, in-kind services, etc.) and propose recommendations for Council consideration
    - Contingent upon:
        - Development of a project charter/definition of the scope of work
        - Commitment/capacity to move forward
        - Consideration of Corporate Work Plan implications

Thank you and Questions