

Voluntary Sector Professional Capacity Trust – Recipients

	<b>APPROVED</b>	<b>Location</b>	<b>Funding</b>	<b>Project Summary</b>
1	Aspotogan Heritage Trust Society	Hubbards, NS	8,000.00	Part of community strategic plan to engage changing population in a revitalized voluntary sector. Create database, identify gaps, recruit and train new volunteers
2	Avalon Sexual Assault Centre	Halifax, NS	62,583.00	In partnership with 7 mission-aligned organizations develop, pilot and test a HR Shared Service project and evaluate capacity building/training that will increase HR mgmt capacity of partner organizations.
3	Big Brothers Big Sisters Nova Scotia Foundation	Dartmouth, NS	11,210.00	Increase capacity of 7 BB/BS agencies in NS through effective leadership of Boards and EDs. This project will fill training gap in all agencies. Host fall and spring 1.5 day training sessions for paid and unpaid staff/volunteers including: Governance, Fund Dev, Org Mgmt, HR Mgmt.
4	Black Loyalist Heritage Society	Shelburne, NS	6,766.87	The Society in partnership with Osprey Arts Ctr. Will design, deliver and facilitate training on board governance, and accountability mgmt. for staff and volunteers.
5	Brigadoon Children`s Camp Society	Halifax, NS	25,000.00	Hire HR professional to review existing and develop new HR policies and procedures for growing staff and volunteer compliment. Then train and implement the new policies and procedures to prepare staff for upcoming busy summer season.
6	Career Works Nova	Truro, NS	3,351.00	Conduct needs assessment of staff in 2 career resource centers to identify gaps of existing training needs, priorities, solutions and growth opportunities. Result will allow centers to train staff to better serve client needs and eliminate redundant/ineffective training.
7	Celtic Colours Festival Society	Sydney, NS	13,000.00	Support the engagement and training of new volunteers residing in communities across Cape Breton island to support the Celtic Colours Festival.
8	Colchester East Hants Hospice Society	Truro, NS	10,125.00	Coordinate a partnership exploration to develop a plan for shared administrative services, shared space and other collaborative business functions. United Way of Colchester is providing partial project funding.
9	Community Association of People for REAL Enterprise	Canning, NS	5,100.00	Staff efficacy, satisfaction and retention are factors determined by job clarity. CAPRE will conduct 3 days of staff development with a consultant in the areas of: entrepreneurship, innovation, support circles, community engagement. This will integrate their work of human service and business development.
10	Communtiy Links (Age Friendly Workplaces)	Halifax, NS	32,000.00	Respond to Strategy for Positive Aging, recommendation of Age Friendly Workplaces. Project will mitigate the impact of aging workforce by adapting HR policies to encourage existing staff to remain and recruit retirees from other sectors. Focus is on recruitment of post retirement employment in the voluntary sector. Produce information on age friendly workplaces.
11	Deafness Advocacy Association Nova Scotia	Halifax, NS	17,867.00	DANSS will approach 40 non profits with 5 or less staff to share and facilitate training on their recently produced HR policies: Staff Manual, Privacy Policy (PIPEDA) and business continuity planning.
12	Early Childhood Interventionists Association of NS	Hammonds Plains, NS	3,502.00	Work in partnership with Early Intervention Assoc, DCS to provide a training opportunity and standards development. Conduct a Training Needs Assessment focusing on HR training along with standards and assistance around HR aspects of their programs.
13	East Hants Adult Learning Association	Elmsdale. NS	2,500.00	Develop current and relevant set of HR policies to ensure EHALA is in compliance with related labour standards. Will include the Board of Directors training on HR policies to ensure policies are reviewed and relevant.
14	Federation acadienne de la Nouvelle-Ecosse	Dartmouth, NS	20,000.00	Research and propose to establish a pension plan for the non-profit sector in Nova Scotia.
15	Federation of Community Organizations	Dartmouth, NS	10,000.00	Develop a process for researching data on available training opportunities and facilitators/instructors in each of 7 core competency areas (as defined by HR Council).

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16	Halifax Refugee Clinic	Halifax, NS	7,100.00	Deliver 10 professional development sessions to staff of community based organizations working with refugees and immigrants in HRM. Proposed training includes: Volunteer Mgmt; Grant writing; Fundraising; cultural competency; crisis intervention; principles of adult ed; first aid; Board Governance
17	Heartwood Centre (Staff Orientation Training)	Halifax, NS	13,000.00	Develop a staff orientation manual and relevant HR documents. Funding will focus on HR to support new staff and contract employees.
18	Hepatitis Outreach Society of Nova Scotia	Halifax, NS	2,500.00	Research, write, and present a report to address how the organization can: increase accessibility to services; increase membership base, service capacity; maintain or lower hard costs expenditures (rent, capital costs).
19	Horticulture Nova Scotia Association	Kentville, NS	12,075.00	ACSBE would work with Hort NS to take stock of current skill set and competencies of the organization and staff to reveal skill deficiencies or gaps that exist. Develop action plan based on research phase.
20	Imagine Bloomfield	Halifax, NS	16,500.00	Responding to a recent report by HRM recommending a development partnership between Imagine Bloomfield, HRM, private developer and an arts/culture partner. To prepare Bloomfield for this possibility conducted a feasibility study for the site and needs assessment of the non-profit community. The funds will pay for a part-time staff person to respond to the needs of the sector (from the survey) and the redevelopment of the site.
21	Inverness Early Years Co-op	Inverness, NS	16,800.00	This project will ensure new collaboration of 2 non-profits to create a board governance and a culture of staff support that enables collective and individual leadership to emerging community needs. Phase 2 will focus on engagement of the whole NP sector through network based knowledge within Inverness County District 3.
22	Kids First Association	New Glasgow, NS	12,000.00	Funding will allow Kids First to support local volunteers and agencies. This includes training in standard first aid, non-violent crisis intervention, mental health first aid, motivational interviewing, non-profit board management, suicide intervention etc.
23	Literacy Nova Scotia	Truro, NS	30,000.00	Develop a comprehensive plan to address professional development needs of the senior administrators and boards of non-profit learning organizations.
24	Lunenburg Queens Volunteer Partnership	Bridgewater, NS	6,500.00	Strengthen LQVP as an organization and improving its partnership model; identify best practices and challenges in non-profit collaboration focusing on the social, economic and demographic context of Lunenburg/Queens; share information on effective partnership building through discussions, workshops and training materials; and to encourage new partnerships in the voluntary sector in the region.
25	Meat Cove Development and C@P	Meat Cove, NS	2,000.00	Increase the participation in community projects with a focus on youth. Projects would support the volunteer groups working to repair of damages that occurred during a recent flood as well as other programs delivered in the area.
26	Mersey Tobeatic Research Institute	Kempt, NS	8,240.00	Develop and updated strategic plan for MTRI including a training needs analysis and a long-term staffing plan. Will also provide training for staff in financial management and office administration.
27	North Shore Project Services Management Society	Tatamagouche NS	22,280.00	Support the North Shore Community Project which aims to use asset mapping and community coordinator to work with over 180 orgs along the North Shore, help coordinate activities, share resources and build sustainable capacity. This will enhanced cooperation, coordination and communication between non-profits on North Shore to build social capital and enhance economic development.
28	Nova Scotia SPCA	Dartmouth, NS	1,075.00	Provide funds for board governance training to increase engagement and to advance standardization through its provincial network of Branches.

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29	Pictou County Centre for Sexual Health	New Glasgow, NS	12,000.00	Increase board capacity, education and knowledge in terms of governance, strategic planning, accountability, membership for non-profit organizations in Pictou County. PCSH will develop a valuable resource that can be used by the organization and its collaborative partners to enhance their board governance.
30	Pictou County Women`s Centre	New Glasgow, NS	77,000.00	Eight Women`s Centers in NS will engage in collective and collaborative training to develop capacity to address the needs of immigrant women in rural communities and explore the potential of engaging in social enterprises. This includes sessions on Cultural Competency, Social Enterprise, Team Building and Strategic Planning.
31	Prior Learning Centre	Halifax, NS	50,000.00	Support the PLAR Organizational Approach to the training and development of non-profit employees to help clarify and validate the knowledge, skills and learning of workers both individually and collectively. A pilot would run in 3 organizations to develop and design a guide/tools to distribute and share that would enable organizations to take a similar process with their staff.
32	Prismatic Arts Society		4,500.00	Facilitate board governance and accountability management training for Prismatic Arts Society`s volunteer board, artistic director and managing director. Also to develop strategic planning initiatives such as business plan with Board and staff in support sustainability.
33	Recreation Nova Scotia - Online Board Governance	Halifax, NS	24,500.00	Create series of on-line videos, with written support materials (handbooks, workbooks and sample documents) to allow Board members, staff and volunteers to participate in governance training without having to attend a specific event or incur travel and meeting associated costs.
34	Rural and Coastal Communities Network	Truro, NS	25,000.00	Funding will help support the updating and developing of RCCN`s communications and convening capacity and services while doing the same for other non-profits; building a dynamic network within the sector; developing RCCN`s paid staff in the area of communication tools and knowledge mobilization; researching and assessing communications options, especially interactive technologies in rural contexts; developing and operating a virtual shared-workspace that is a hub of resource and idea exchange for the Non-Profit and Voluntary Sector ; and sharing knowledge and resources for efficiencies.
35	Second Story Women's Centre	Lunenburg, NS	2,500.00	Hire a consultant to facilitation training on team building, strategic planning using the Appreciative Inquiry model to assist in staffing changes and strategic planning for the upcoming year.
36	Société acadienne Sainte-Croix (SASC)	Antigonish, NS	15,800.00	Provide training to support the Board of Director`s gap in expertise and knowledge in the management of paid staff. Training would include: HR management policy development, job description/expectation, board governance. Will also conduct a training needs analysis of development needs of volunteers who sit on boards and other roles within the organizations.
37	Strait Area Community Curling Club	Port Hawkesbury, NS	15,450.00	Engage a consultant to develop a training needs analysis, deliver board governance training, training on operational vs. strategic planning, and review bylaws.
38	Strategic Arts Management	Halifax, NS	15,000.00	Strengthen Board and staff understanding of financial and risk management and build skills around the development and use of financial reporting and analysis through workshops in 5 phases.
39	Tatamagouche Centre	Tatamagouche, NS	28,000.00	Pursue and host an international meeting of representatives of Foundations who fund the work of non-profits along with a group of sector representatives in support of creating a Non-Profit Leadership Fund. Will also bursaries to staff of NS non-profit sector staff to attend HR management and governance courses offered by the Tatamagouche Ctr as a result of their consultation of NS & NB sector orgs.

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40	United Way of Halifax Region	Dartmouth, NS	7,500.00	Support needs analysis to identify skills within their staff and volunteer teams and develop a training plan to address those areas in which increased skills are required.
41	Valley Volunteer Coalition	Kentville, NS	2,000.00	Improve education and skills related to volunteer management and organization governance and effectiveness with non-profits and volunteer based organizations in the Annapolis Valley. Develop a series of workshops throughout the Kings/Annapolis County.
42	Wee Care Development Centre	Halifax, NS	50,024.00	Research the needs of 5 like-minded organizations around HR Shared Services Partnership. Facilitate the development of a share service model and HR capacity goals and plans for the partner organizations. Conduct an analysis of the pilot partnership and provide recommendations for future partnerships within the sector via knowledge-transfer mechanisms.
43	YMCAs of Nova Scotia	Halifax, NS	73,500.00	In partnership with each of the 6 NS YMCAs, support the identified needs of staff to current and relevant HR policies and performance management systems; standardize personnel policies across each of the 6 YMCAs; review of current Performance Management Systems through an HR consultant.
	<b>TOTAL</b>		<b>783,848.87</b>	

