

At the Table Lillooet

A Gathering of the Lillooet Area's Non-Profit Sector

Sunday, November 4th, 2018
10:00 AM – 3:00 PM
Lillooet Elks Hall
Lillooet, BC
St'at'imc Territory



LILLOOET AREA LIBRARY ASSOCIATION

Written by: Marianne Gagnon, Literacy Outreach Coordinator

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Acknowledgements

Many thanks to all those who took time out of their busy lives to participate in the *At The Table Lillooet* event. The event was organized by the Lillooet Area Library Association in partnership with the Lillooet Regional Invasive Species Society. The organizing committee was composed of Marianne Gagnon, Toby Mueller and Jacquie Rasmussen.

Thank you to our funders and supporters:

- the Lillooet Community Foundation who provided funding for this event;
- the Squamish Lillooet Regional District and Area B Rep Mickey Macri, who provided funding;
- Decoda Literacy Solutions, who provided funding for the Literacy Outreach Coordinator position;
- The Benevolent and Protective Order of the Elks who generously donated the use of the Elks Hall, and Paul Lauzon for helping with logistics and being so supportive;
- Robert Miller, Executive Director of the BC Interior Community Foundation, who graciously agreed to facilitate the event;
- Zachary Bunting, Kristi Rintoul and Gillian Smith who facilitated discussions.

The *At the Table Lillooet* organizers feel that it is important to recognise that the event was held on Unceded St'at'imc Territory. Although the organizers strove to bring everyone together through this event, it is important to acknowledge that this goal was not achieved. The St'at'imc Communities had poor representation (as can be seen on the map on page 7) and, though there is a strong movement towards reconciliation in our region, this did not come through in the conversations that took place. The organizers feel that future events of a similar nature should endeavor to include conversations on the topic of reconciliation and inclusivity.

Purpose and Goals

At The Table Lillooet was inspired by the Vancouver Foundation's *On The Table* initiative, which aimed to bring together people across BC to make new connections and talk about what matters most to them. *At the Table Lillooet* gathered representatives from Local Government, Service Clubs and Non-Profit Societies to identify opportunities to work together on common problems, evaluate the health of the non-profit sector and provide a space for informal networking.

The impetus for this event came from conversations the members of the organizing committee had with board members and staff working for several non-profit societies, which made it clear that many non-profits struggle with similar challenges. Volunteers are in high demand at every level and groups are struggling to recruit new members. Funding is scarce and operational funding almost nonexistent. Communication between organizations is limited and many find it hard to find support for their work. The impact of these challenges is being felt across the community. Projects are losing steam or struggling to take hold. The idea behind *At the Table Lillooet* came out of the necessity to rethink how non-profits in Lillooet do things and find better ways to work together to address this crisis.

Since the non-profit sector in Lillooet is responsible for much of the social, cultural, artistic, educational, and recreational well-being of the residents of Lillooet, a healthier non-profit sector means a healthier community.

Executive Summary

On Sunday, November 4th, 2018 from 10:00 AM to 3:00 PM, 56 people gathered at the Elks Hall, including representatives from four funding agencies and 48 local non-profit organizations and volunteer groups.

Participants were led through a series of facilitated discussions, brainstorming and activities both in the morning and afternoon. The process identified challenges and solutions to those challenges. The participants then voted for the solutions they thought should be implemented. The five solutions that received the most votes are:

- To host a grant writing workshop;
- To host a governance workshop;
- To create a handbook/online portal;
- To create a Community Coordinator position; and,
- To host a volunteer fair/appreciation day.

Throughout the event, it was made clear that there was a strong appetite from those present to work towards greater collaboration and communication amongst the non-profit sector. This was confirmed by the feedback surveys that were filled out by participants at the conclusion of the event.

Agenda

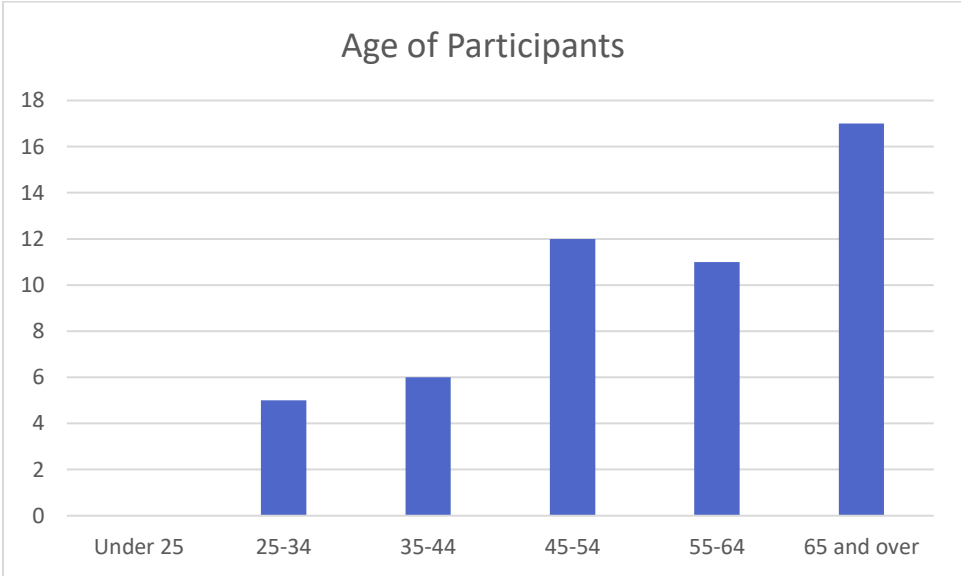
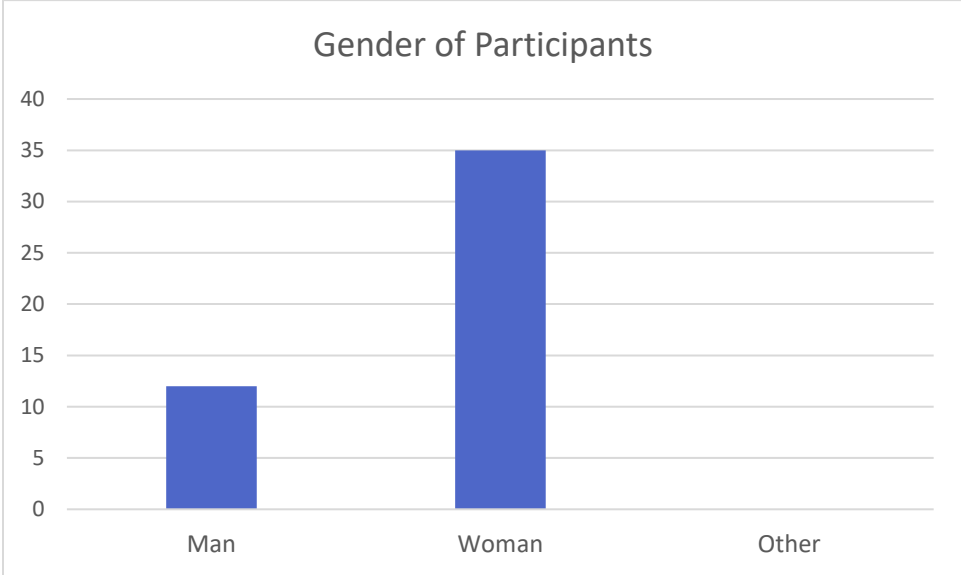
At the Table - Agenda

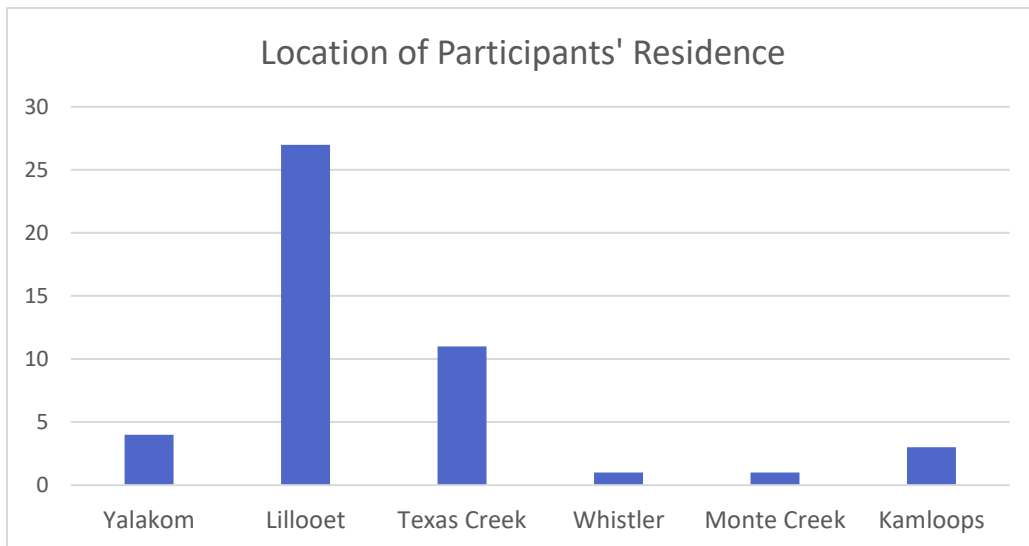
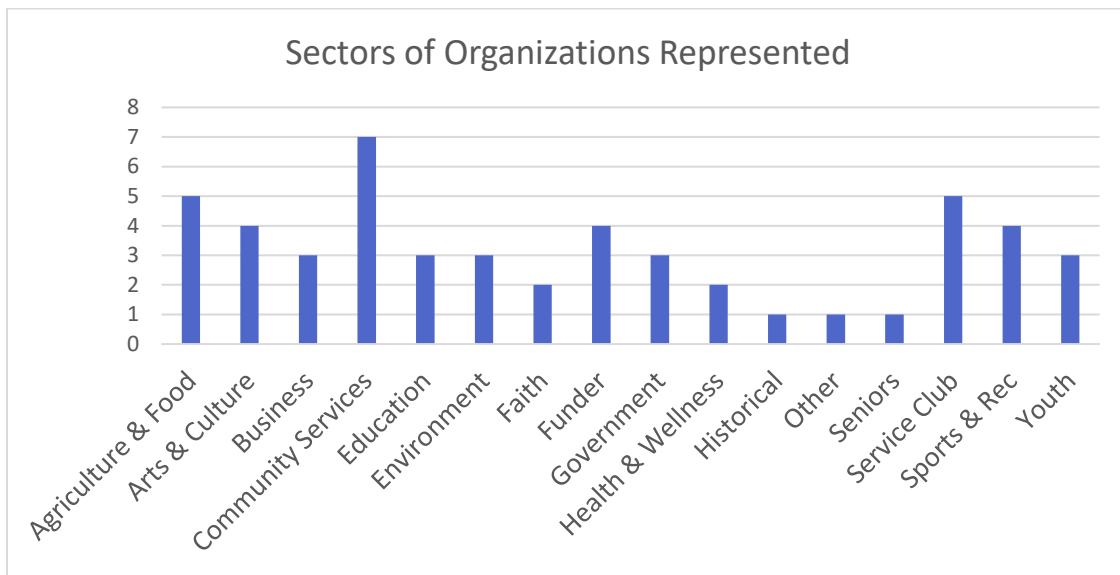
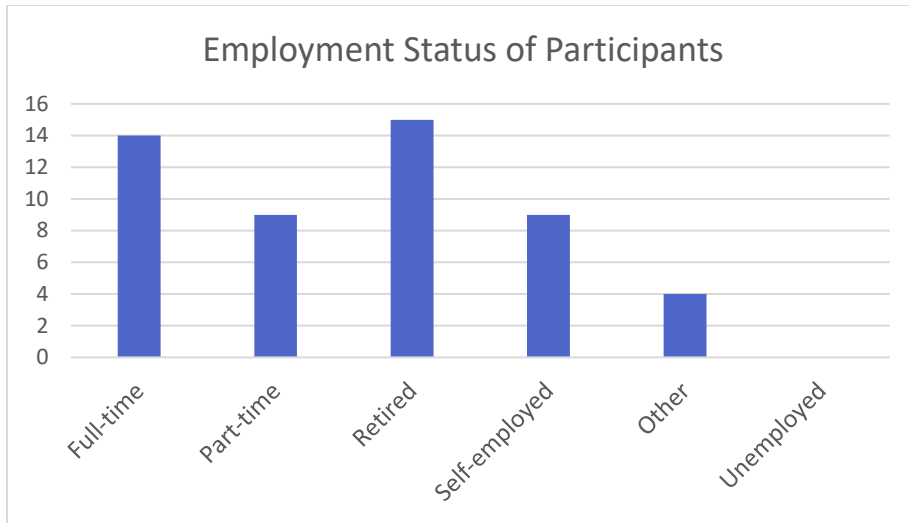
Goals: Evaluate the health of the non-profit sector, identify opportunities to work together on common problems, and provide a space for informal networking.

Time	Duration	Description
10:00	20	- Check in - Paper and wall surveys
10:20	25	- Welcome - Introduction circle (What is your name and what organizations are you involved with?)
10:45	10	- Presentation of survey results
10:55	60	- World Café: Stations around the room to discuss the following topics: - Board Governance - Volunteer Recruitment and staffing - Funding/Financial Management - Outreach/Communication - Other 1 st round: 25 minutes 2 nd round: 15 minutes each Attendees choose which stations to join. Conversations focus on three areas: challenges, root causes and actions/solutions
11:55	25	- Facilitators report back
12:20	50	- Funder presentations - Lunch - Networking activities
1:10	20	- Short pitches (up to six 1-3-minute-long presentations on concepts or ideas from attendees)
1:30	10	- Voting for recommended actions or ideas that came from the morning session (each attendee is given three post-its to vote for the actions or ideas that they think should be implemented)
1:40	10	- Identify the five ideas that have the most support
1:50	35	- Attendees regroup in committees to discuss each idea and identify the next steps.
2:25	20	- Report back
2:45	15	- Feedback surveys and networking

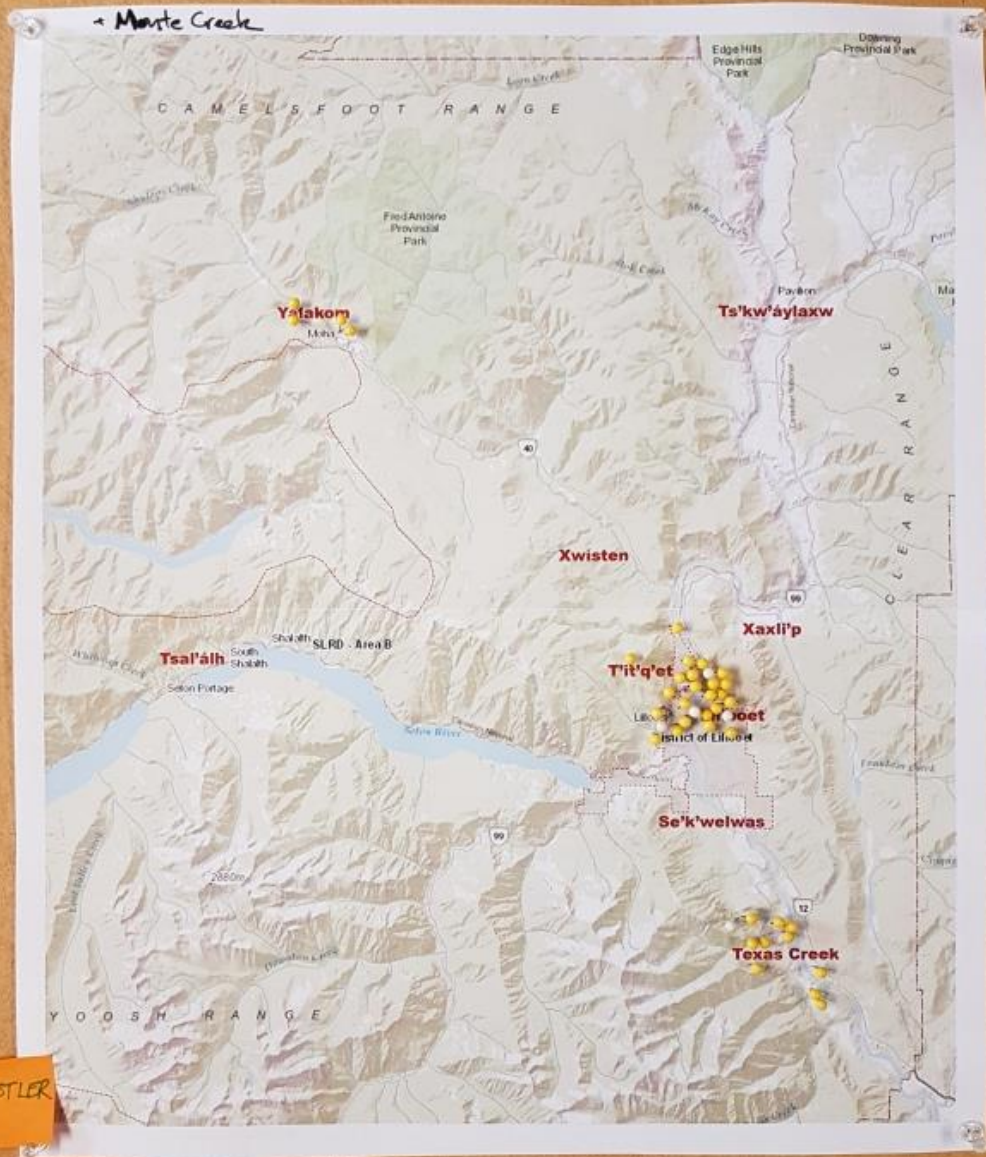
Audience Demographic Surveys

When participants first arrived, they were asked to fill out a survey (the complete survey results can be found in Appendix A on page 21) and to add their information to wall displays. After acknowledgements and introductions were made, the survey results were presented.





Where do you live?



Don't live on the map?
Please write your
location on a post-it.

Break-out Discussions

In order to have productive conversations on the challenges faced by the non-profit sector in Lillooet, participants were asked to choose one of five pre-selected topics for a focused break-out group discussion. The topics were:

- Board Governance;
- Funding and Financial Management;
- Outreach and Communication;
- Volunteer Recruitment and Staffing; and
- Other.

Each group had a facilitator who was in charge of taking notes and reporting back to the whole group on the conversation that was had. The conversation was broken down into three parts:

- Challenges – What challenges is your organization experiencing in relation to the topic at hand?
- Root Causes – What are the root causes of the challenges identified?
- Solutions – What actions can we take to address these root causes?

After about 25 minutes, participants were asked to change topics. Again, facilitators asked the participants to reflect on challenges, root causes and solutions related to the group's topic. After about 10 minutes of this, the facilitators reported back to the whole group on the conversations that had just taken place.

The following section summarizes the discussions that were had. The complete notes taken by the facilitators can be found in Appendix C on page 33.

Board Governance

Challenges

Non-profits in Lillooet are experiencing challenges with the following:

- Recruiting board members with needed skill set
- Navigating legal and fiduciary requirements
- Understanding and developing board structures, roles and policies
- Recruiting younger directors
- Developing strategic plans
- Establishing a clear connection between daily operations and the strategic plan
- Communicating with the public

Root Causes

The root causes of the challenges mentioned above were determined to be the following:

- People have less time to volunteer
- Lack of orientation and training of new directors
- Available grants often dictate direction that is taken
- People have financial barriers that make it hard to get involved
- Inter-personal issues and community politics can make volunteering unattractive

- Many volunteers are already over-committed

Solutions

The following actions could address some of the issues above:

- Working with the schools to get kids to learn about governance and to get involved in volunteering
- Creating youth positions within boards
- Creating an umbrella organization to reduce the number of boards needed to run community programs and share resources
- Developing an online resource database and/or community board
- Hosting shared governance trainings
- Doing a campaign to promote volunteerism

Funding & Financial Management

Challenges

Non-profits in Lillooet are experiencing challenges with the following:

- Finding funding for operational costs
- Knowing what funding is available
- Meeting grant application eligibility criteria (i.e. having matching funding)
- Finding volunteers who have the time and the skills to write grant applications
- Finding qualified treasurers
- Fulfilling reporting requirements due to lack of staff or skilled volunteers
- Affording bookkeeping programs and services
- Getting community support
- Successfully applying for grants due to competition with other local groups

Root Causes

The root causes of the challenges mentioned above were determined to be the following:

- Funds for operational costs are scarce
- Lack of information and opportunities for collaboration
- Lack of financial literacy and technical skills amongst volunteers
- Difficulties obtaining support letters from the District of Lillooet
- Eligibility criteria of available grants is prohibitive

Solutions

The following actions could address some of the issues above:

- Hosting a grant writing and/or financial literacy workshop
- Increasing networking amongst non-profits
- Creating or purchasing a database of grants

Outreach & Communication

Challenges

Non-profits in Lillooet are experiencing challenges with the following:

- Getting the word out about events and programs
- Maintaining a regular online presence
- Reaching target audiences
- Bridging the gaps between generations, communities, cultures
- Developing partnerships with other organizations
- Building trust and finding common ground

Root Causes

The root causes were not brainstormed due to lack of time.

Solutions

The following actions could address some of the issues above:

- Creating a free handbook or online database listing local services and programs
- Creating a listserv to better communicate amongst the non-profit sector
- Having a regular column in the Bridge River Lillooet News
- Creating a Community Coordinator position
- Hosting a workshop on outreach and social media
- Hosting a volunteer fair
- Having regular lunch meetings

Volunteer Recruitment & Staffing

Challenges

Non-profits in Lillooet are experiencing challenges with the following:

- Finding skilled part-time/seasonal staff
- Finding people willing to take on leadership roles
- Attracting youth
- Recruiting volunteers who have what it takes to deal with challenging situations
- Attracting and retaining new volunteers
- Creating a succession plan
- Reaching everyone to get the word out

Root Causes

The following actions could address some of the issues above:

- People don't think they have the necessary skills
- People don't value volunteerism
- Existing volunteers and community workers are already maxed-out and often experience burn-out
- Millennials don't like commitment
- Generational differences are hard to bridge
- Organizations don't communicate their mandate clearly
- Some tasks are unsuited to volunteers

Solutions

The following actions could address some of the issues above:

- Having weekly non-profit features in the Lillooet News
- Hosting a "volunteer day"
- Creating a volunteer pool or group
- Creating a listserv to facilitate communication between groups and volunteers
- Working with schools to attract students who need to fulfill volunteer requirements to graduate
- Hosting leadership trainings
- Increasing outreach to build culture of volunteerism

Other

The "Other" topic was meant to allow participants whose main concerns did not fit under the other topics to have an opportunity to voice their concerns.

Challenges

Non-profits in Lillooet are experiencing challenges with the following:

- Cost of housing
- Identifying priorities/objectives
- Having committed volunteers and members
- Engaging youth
- Resolving land access issues
- Sharing limited resources amongst many organizations

Root Causes

The following actions could address some of the issues above:

- Lack of suitable housing stock
- Lack of commitment from community members
- Generational gap
- Lack of strategy
- Lack of training
- Unclear benefits to the members
- Lack of balance between personal and volunteer demands
- Difficulty of jumping through bureaucratic hoops

- Lack of information on the existing organizations and their resources

Solutions

The following actions could address some of the issues above:

- Creating a community resources database/directory
- Offering trainings to volunteers
- Building relationships
- Creating clear objectives and expectations of volunteer work

Funder Presentations

Before breaking for lunch, the four funding agencies, 100 People Who Care Lillooet, United Way, the Lillooet Community Foundation and the BC Interior Community Foundation, as well as SLRD Area B rep Vivian Birch-Jones, were given the opportunity to say a few words about the funding opportunities their organizations offer. Below is some information on how to contact them, how much they give out and their eligibility criteria.

100 People Who Care Lillooet

Contact person: Marianne Gagnon, Toby Mueller, Jacquie Rasmussen, or Lisa Wadlegger

Phone number: 250-256-0220

Email address: 100whocarelillooet@gmail.com

Website: fb.com/100whocarelillooet

Application deadlines: March 31, June 30, September 30 and December 31.

Eligibility Criteria: Projects, organizations, individuals, groups and businesses are eligible for nominations. For ease of reference, this form will use the term "Project" to refer to all of the above. The project must benefit people in the following region: Upper St'at'imc Territory, Squamish-Lillooet Regional District Areas A & B, or District of Lillooet. Only members can nominate a project.

Amount of grants: Varies depending on donations received but usually between \$4,300-4,900.

How to donate: To donate to 100 People Who Care Lillooet, become a member by filling out the form found at: <https://lillooet.typeform.com/to/tR0wNZ>. You'll then be invited to attend meetings, donate money and vote for the project that will receive the funds.

BC Interior Community Foundation

Contact person: Robert Miller, Executive Director

Phone number: 250-434-6995

Email address: info@bcicf.ca

Website: www.bcicf.ca

Application deadlines: March 31 and September 30.

Description: The BCICF supports community-based programs in the areas of Arts & Culture, Health & Welfare, Sports & Recreation, and other charitable activities. Granting is available to the residents of the Thompson, Nicola, and South Cariboo region and within the communities of Lillooet, Lytton, Clinton, 70 Mile House, Ashcroft, Cache Creek, Kamloops, Clearwater, Barriere, Chase, Logan Lake and Merritt.

Eligibility Criteria: Grants are awarded to non-profit organizations which hold charitable registration with Revenue Canada or are sponsored by an organization with charitable registration. Grants will not normally be awarded for operation requirements, or to rescue an organization from a financial deficit situation; or to religious organizations, unless the community-at-large will benefit significantly; or to individuals (except scholarships); or to promote political, religious, moral or ethical philosophies; or for purposes which may be deemed discriminatory.

Please note that applications must be received in advance of the event: projects are not supported retroactively. If the event or project occurs prior to the application deadline date, the application will not be reviewed. Preference will be given to new project/programs. Groups may receive only one grant per calendar year. Individuals are not eligible for funding. Incomplete applications will not be evaluated and will be returned to the applicant.

Amount of grants: Up to \$600.

How to donate: You can donate online or by mailing a cheque. See the website above for more info. Your contribution, large or small, lives on in perpetuity to support the changing needs of your community. Your contribution is placed in a fund of your choice and only the earnings of the funds is awarded to charitable causes and projects.

Donors are recognized and recorded in the BC Interior Community Foundation's annual report, or they can remain anonymous if they so desire. A designated endowment fund must have a minimum capital of \$5,000, which may be contributed over five years. The BC Interior Community Foundation is registered as a charity with Revenue Canada and, as such, issues official receipts for income tax purposes.

Lillooet Community Foundation

Contact person: Trevor Chandler, Chair

Phone number: 250-256-4289

Email address: deputyco@lillooetbc.ca

Website: www.lillooetbc.ca/Arts,-Culture-Community/Lillooet-Community-Foundation.aspx

Application deadlines: March 31 and September 30.

Description: Established in 2007, the Lillooet Community Foundation is an endowment fund established to improve the social, cultural, artistic, educational, and recreational well-being of the residents of Lillooet.

A community foundation is a collection of charitable gifts both large and small. These gifts are pooled and invested and the investment income is distributed as grants to local non-profit organizations. The capital is never touched, continues to grow with each new gift, generating income to meet a wide range of community interests, and needs for years to come.

Eligibility Criteria: In order to have a grant application considered for Lillooet Community Foundation funding, applicants must meet the following eligibility criteria:

- Volunteer or service organizations from the District of Lillooet
- Projects focus on social, cultural, artistic, educational, and recreational activities
- Projects encourage broad community support and participation
- Projects are self-sustaining
- Projects help create and strengthen community networks between neighbors and/or organizations; and
- Projects are for new initiatives and not for ongoing operational expenses.

In-eligible applicants for a Lillooet Community foundation Grant include:

- Individuals or businesses; or
- Any organization that has an outstanding final report from a previous grant.

Amount of grants: Up to fifty percent (50%) of the project costs, to a maximum contribution of \$1,000, dependent on demand and project priority

How to donate: The endowment that funds the Lillooet Community Foundation is managed by the BC Interior Community Foundation and is known as the Lillooet Community Fund. Your contribution to the Fund, large or small, lives on in perpetuity and is a wonderful way to support the existing, emerging, and changing needs of our community. Donations may be made online at www.bccf.ca.

SLRD

Contact person: Vivian Birch-Jones, Area B Representative

Phone number: 604-894-6371

Email address: info@slrd.bc.ca

Website: www.slrd.bc.ca

Application deadlines: Ongoing

Description: Applications for Grants-in-Aid are received throughout the year. Proposals can be submitted to the SLRD by mail, email or fax. Alternatively, proposals can be submitted directly to the Electoral Area Director for the region from which the application originates. Applicants must:

- Clearly indicate the amount and type of assistance requested;

- Describe the project or purpose for which the funding would be used;
- Provide the name(s) of the person(s) who will be responsible for completing the project;
- Describe how the community organization benefits the community generally, and how the assistance being requested from the SLRD would benefit the community specifically; and
- Provide financial information sufficient to identify and all other funding sources and to justify the need for financial assistance.

Eligibility Criteria: The SLRD, through Electoral Area Select funds and other sources, awards grant funding to community non-profit organizations operating within the SLRD. Grants are awarded to projects, programs, activities and events throughout the region that represent an appropriate use of tax dollars and enhance the well-being of our residents and communities.

Amount of grants: Typically up to \$3,000.

United Way

Contact person: Kristi Rintoul

Phone number: 250-372-9933

Email address: office@unitedwaytnc.ca

Website: www.unitedwaytnc.ca

Application deadlines: March 1 to April 30

Eligibility Criteria: Organizations must have Charitable status to apply.

Amount of grants: Varies depending on funds available.

How to donate: To donate, go to: <https://www.unitedwaytnc.ca/get-involved/give/>. Every donation stays local and creates strong communities, raises kids to be all that they can be, and moves people from poverty to possibility.

Pitches

Participants were invited to sign-up to give 1-3-minute pitches to the rest of the group. The following participants gave presentations:

Angela Bissat

Topic: Tourism Lillooet Destination Management Organization

To learn more, contact: angela@al-i.ca.

Marianne Gagnon

Topic: Volunteer Directory

To learn more, contact: lillooetliteracy@gmail.com.

Mariko Kage

Topic: Chillaxin

To learn more, contact: chillaxin@lfcs.ca.

Colleen Ledoux

Topic: Lillooet Friendship Centre Emergency Shelter and other programs and services

To learn more, contact: pd@lfcs.ca.

Gail Madriga

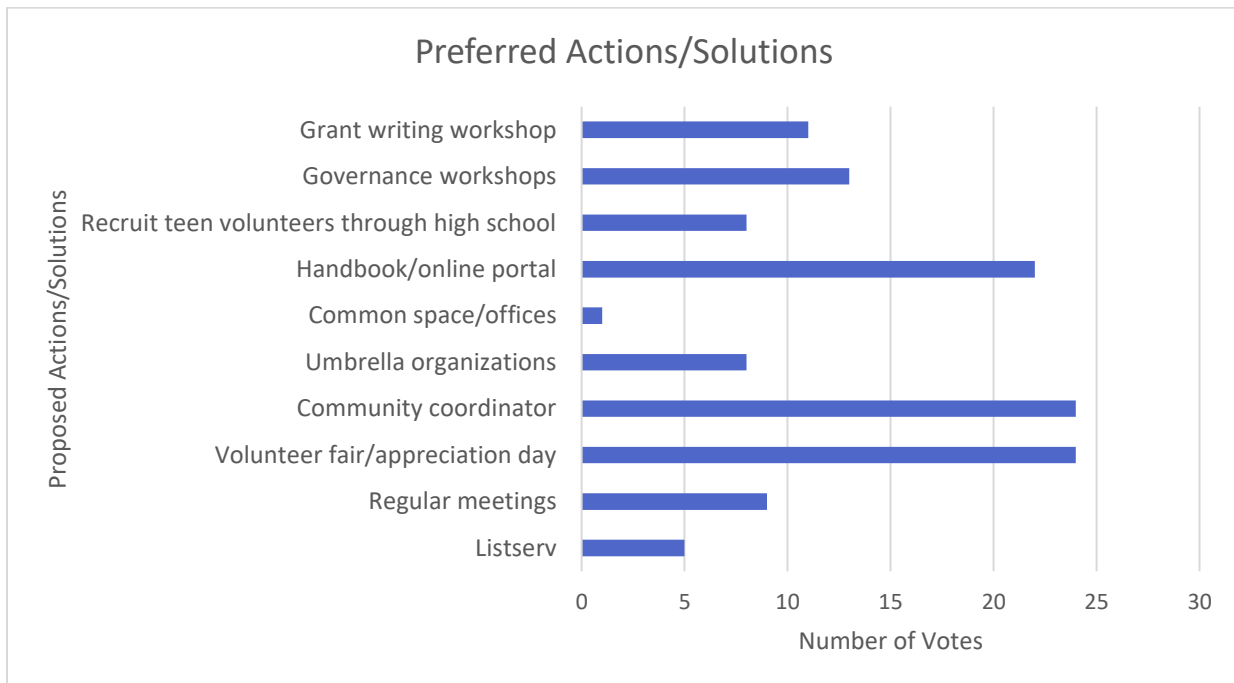
Topic: Lillooet Hospice Palliative Society

To learn more, contact: lillooethospice@gmail.com.

Solution Vote

In the afternoon, each participant was given three post-its and asked to vote for the three solutions they thought should be implemented. The five ideas that got the most votes became the topics for a new round of break-out groups. The five following solutions received the most votes:

- Grant writing workshop
- Governance workshop
- Handbook/online portal
- Community Coordinator
- Volunteer fair/appreciation day



Solution Next Steps

Participants were asked to join one of five break-out groups. Each group focused on one of the five solutions that got the most votes. The goal of these break-out groups was to discuss what first steps should be taken to start implementing the solutions. After 15-minutes of discussion, the group facilitators were asked to again report back to the larger group. Here are summaries of these discussions. The complete notes of these discussions can be found in Appendix C on page 40.

Community Coordinator (CC)

- Determine which organization will oversee the position. Possible organizations include:
 - o The Lillooet Area Library Association
 - o Lillooet Learns
- Secure funding. Possible funders include:
 - o 100 People Who Care
 - o SLRD
 - o District of Lillooet
 - o United Way
 - o Interior Savings
 - o Contributions from non-profits and service clubs through memberships
 - o BC Interior Community Foundation
 - o ASETS/Work BC (targeted wage subsidy)
- Form a committee or board to guide the CC.
- Determine the objectives and mandate of the position. Create the job description.
- Determine the membership criteria for organizations wishing to take advantage of the services the CC would render.

Governance workshop

- Partner with the Chamber of Commerce who will be offering a governance workshop in March 2019.
- Check out the Charity Village website for online resources.
- Check out the United Way's consultant list, a list of over 10 consultants with multitude of specialties and variety of prices.
- Find a way to record and share the workshop.

Grant Writing Workshop

- Look into BC Lotto Corp. as they provide trainings.
- Make sure that trainings are appropriate to our local organizations.

Handbook/online portal

- Secure funding.

- Determine who will host the website.
- Find examples of this type of project.
- Define the content. Could include:
 - o A volunteer directory
 - o A resource list
 - o A contact database
 - o A list of organizations
 - o A link to the Lillooet & Area Calendar of Events
 - o Webinars, forums, live chats

Volunteer fair/appreciation day

- Contact Darren Oike (he has a lot of experience with volunteer appreciation and recruitment)
- Partner with the District of Lillooet as it wants to do this every 2-3 years.
- Determine where the event will be held. Possible venues include:
 - o Elks Hall & Grounds
 - o Miyazaki House
- Find ways to encourage youth and families to attend

Networking

During the lunch break, participants were invited to participate in networking activities. Large pieces of paper were taped to the wall and participants could add information and/or take note of other people’s information. Below you will find the information that was written on each piece of paper.

I Can Help With

Task/service Description	Contact Name	Contact Email
Poster making and other graphic design	Marianne Gagnon	mariannegagnon1@gmail.com
Ucwalmicw Centre: hall rental space	Kevin Whitney	ucwalmicw@yahoo.ca
Youth programs offered, weekdays 3:30-8:00 pm, offering activities and social emotional support	Mariko Kage	chillaxin@lfcs.ca
Social Media/Marketing <ul style="list-style-type: none"> o Web and graphic design o Promotion plans o Facebook, Instagram, Twitter o Photography/photo editing 	Mischa Farivar	mischachandler@gmail.com
Financial literacy and non profit financial/strategic management	Karen Playfair	karen.playfair@gmail.com

I Need Help With

- Mariko Kage - Chillaxin Youth Centre: chillaxin@lfcs.ca, 250-256-2320.
 - o Need skilled mentors to offer and engage with youth activities
 - o Need volunteers to assist with Chillaxin operation such as organizing files/resources, promotion, etc.
 - o Need TV for youth
 - o Need professionals in community to visit youth as role models and to share life experience/career journey, etc.

Did You Know?

Name of Organization	What you'd like us to know
Lillooet Regional Invasive Species Society	We have monthly news articles and have presence on Facebook, Instagram, LinkedIn, Pinterest and Twitter
Empowering Indigenous Women for Stronger Communities (EIWSC)	Empowering women workshops, Jan 3 rd week – 8 Sessions on Communication, mentorship, advocacy, boards & protocols and anti-oppression
Women Leadership Council (WLC)	Community presentations on non-violence/harm reduction. Available by request
Lillooet Agriculture and Food Society	We are about to launch a funding database for food and farming. Including grants for other partner organizations like bands, schools, and other not-for-profits.
Chillaxin Youth Centre	Offering a safe, inclusive place 5 days/week from 3:30-8:00pm for teens: various artistic, cultural, recreational activities including: homework/social emotional support for youth
Lillooet Library	<ul style="list-style-type: none"> - Lynda.com courses in everything imaginable online, free when you have a library card (also free!!). - Adult literacy worker helps with English language (reading & writing, as well as English as an additional language) and computer literacy. Sign up at front desk. - Order books, CDs, DVDs from any library and it will be delivered here. Free computers, awesome new printer (\$0.25 per black & white page).
ASETS (Aboriginal Skills and Employment Training Strategy)	Targeted Wage Subsidy – funding for not-for-profit employers – aboriginal/non-aboriginal registered private sector business/industry or for profit. S.S. etc.

Conclusion

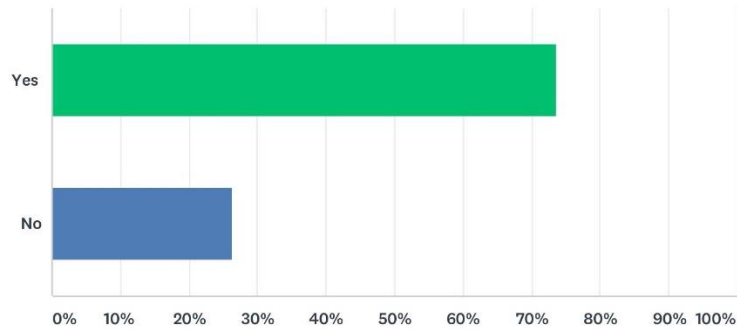
At the Table Lillooet was a successful gathering of leaders from the non-profit sector. The feedback surveys that were filled out by participants at the end of the event (see Appendix E on page 44) demonstrate a strong appetite to have this type of event again and to continue working together as a sector to address our common challenges.

The Literacy Outreach Coordinator was able to raise funds which will go towards the implementation of some of the priority actions identified at the event. She will be creating a listserv to facilitate future communications. To ensure that you are added to the listserv, contact lilloetliteracy@gmail.com and request to be invited.

Appendix A – Survey Results

Q1 Is your organization a registered society?

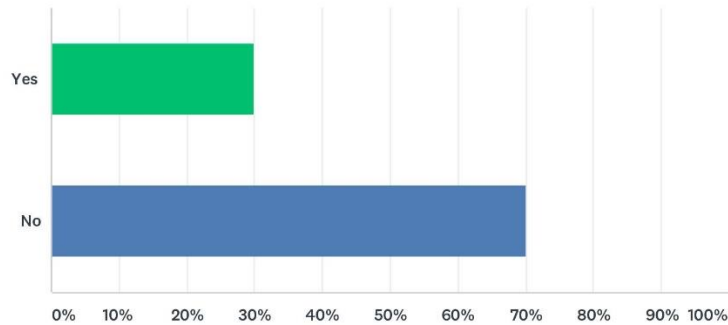
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	73.68%	42
No	26.32%	15
TOTAL		57

Q2 Is your organization a registered charity?

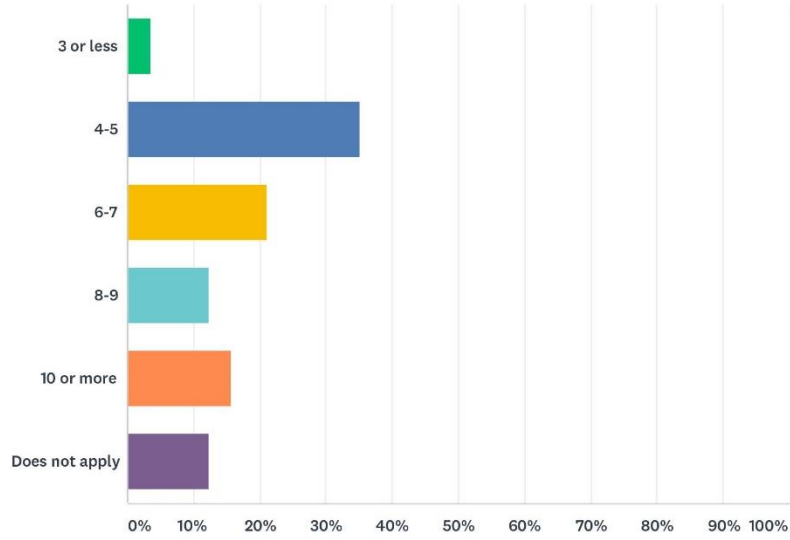
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	29.82%	17
No	70.18%	40
TOTAL		57

Q3 How many people are on your board?

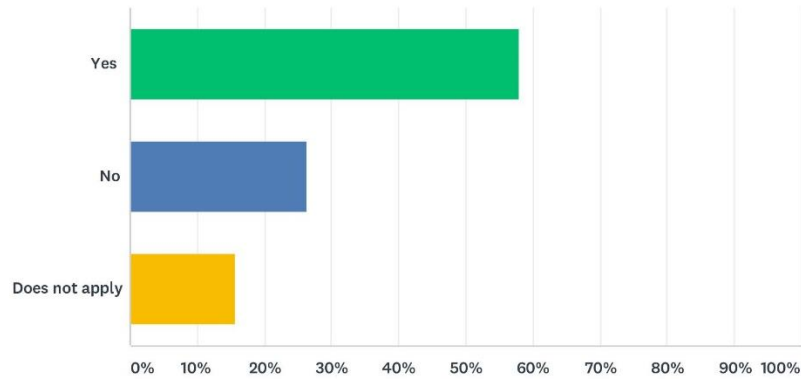
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
3 or less	3.51%	2
4-5	35.09%	20
6-7	21.05%	12
8-9	12.28%	7
10 or more	15.79%	9
Does not apply	12.28%	7
TOTAL		57

Q4 Are all your board positions filled?

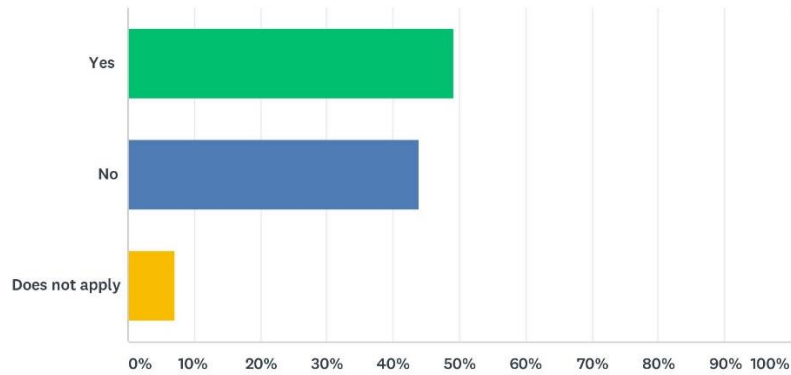
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	57.89%	33
No	26.32%	15
Does not apply	15.79%	9
TOTAL		57

Q5 Do you have membership fees?

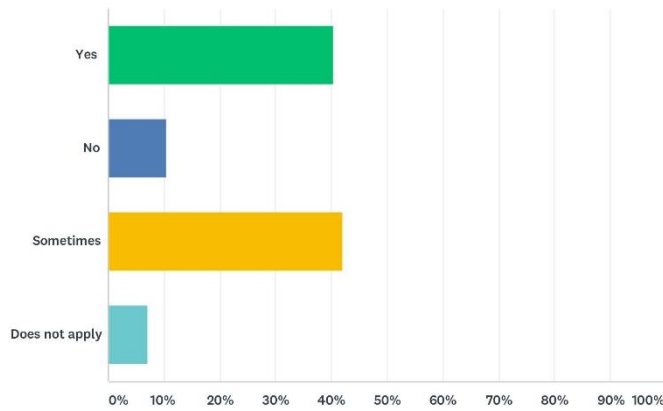
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	49.12%	28
No	43.86%	25
Does not apply	7.02%	4
TOTAL		57

Q6 Do you have trouble recruiting volunteers?

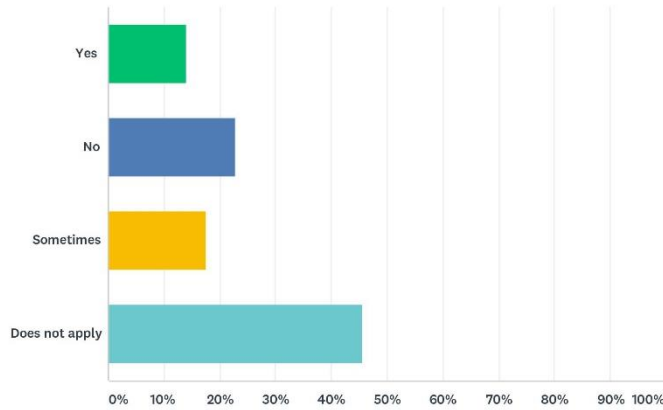
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	40.35%	23
No	10.53%	6
Sometimes	42.11%	24
Does not apply	7.02%	4
TOTAL		57

Q7 Do you have trouble finding staff?

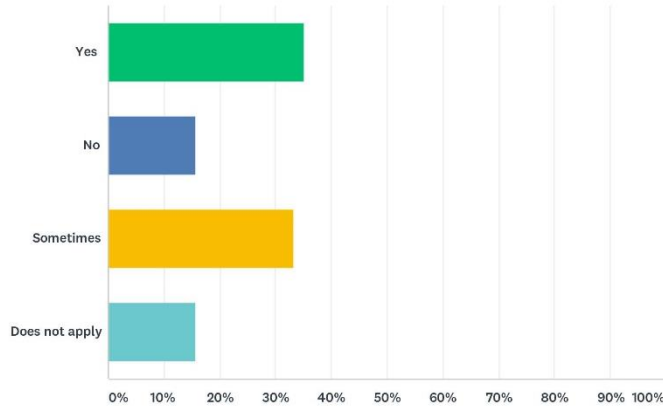
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	14.04%	8
No	22.81%	13
Sometimes	17.54%	10
Does not apply	45.61%	26
TOTAL		57

Q8 Do you have trouble securing enough funding?

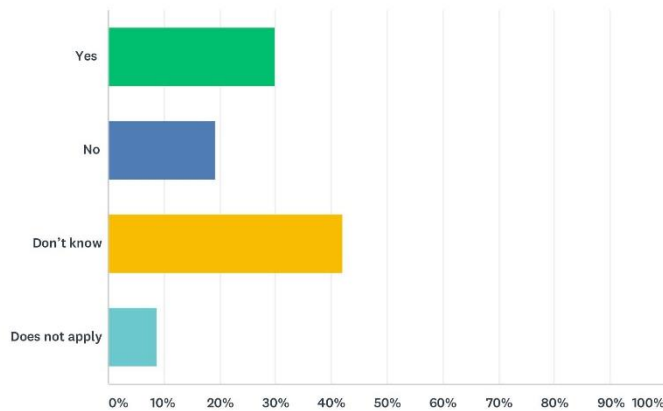
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	35.09%	20
No	15.79%	9
Sometimes	33.33%	19
Does not apply	15.79%	9
TOTAL		57

Q9 Would you consider pitching in to purchase a grant database/hire a grant writer?

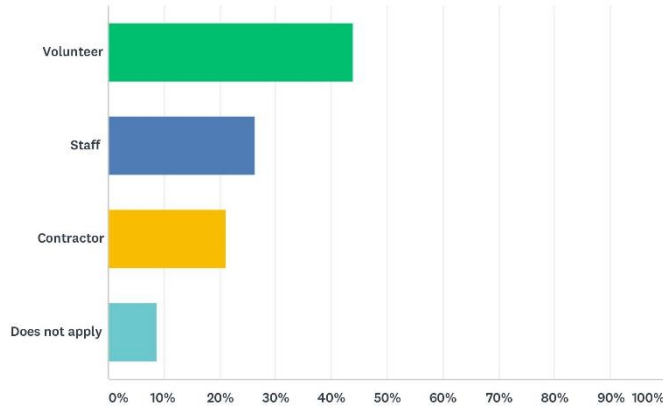
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	29.82%	17
No	19.30%	11
Don't know	42.11%	24
Does not apply	8.77%	5
TOTAL		57

Q10 Who does your bookkeeping?

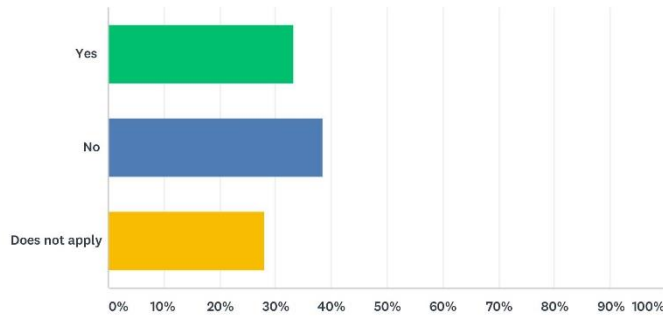
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Volunteer	43.86%	25
Staff	26.32%	15
Contractor	21.05%	12
Does not apply	8.77%	5
TOTAL		57

Q11 Does your staff work from home?

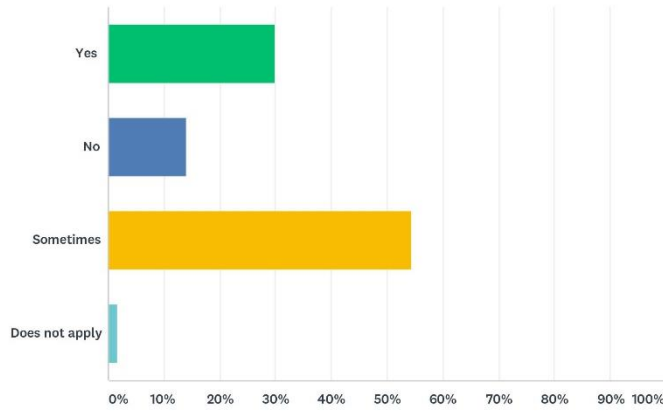
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	33.33%	19
No	38.60%	22
Does not apply	28.07%	16
TOTAL		57

Q12 Do you feel that the community is aware of your organization's work?

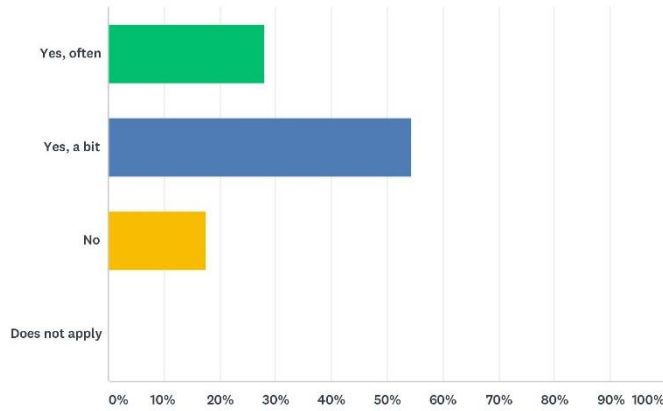
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	29.82%	17
No	14.04%	8
Sometimes	54.39%	31
Does not apply	1.75%	1
TOTAL		57

Q13 Does your organization use social media?

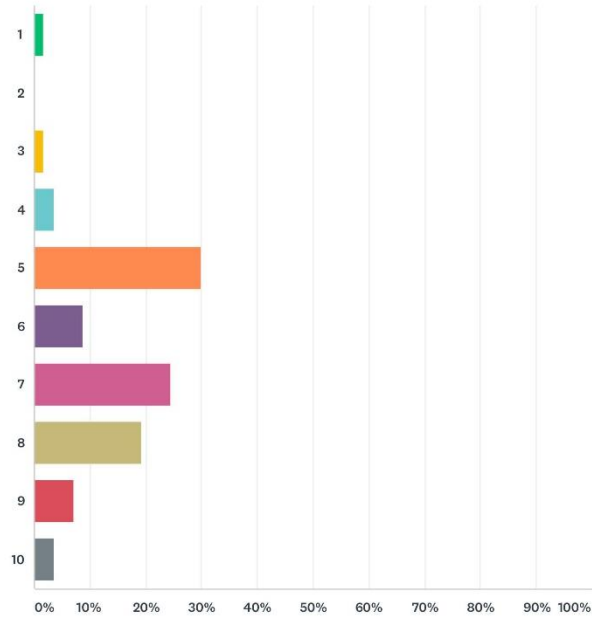
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, often	28.07%	16
Yes, a bit	54.39%	31
No	17.54%	10
Does not apply	0.00%	0
TOTAL		57

Q14 Please rate the health of your organization, 1 = poor and 10 = great.

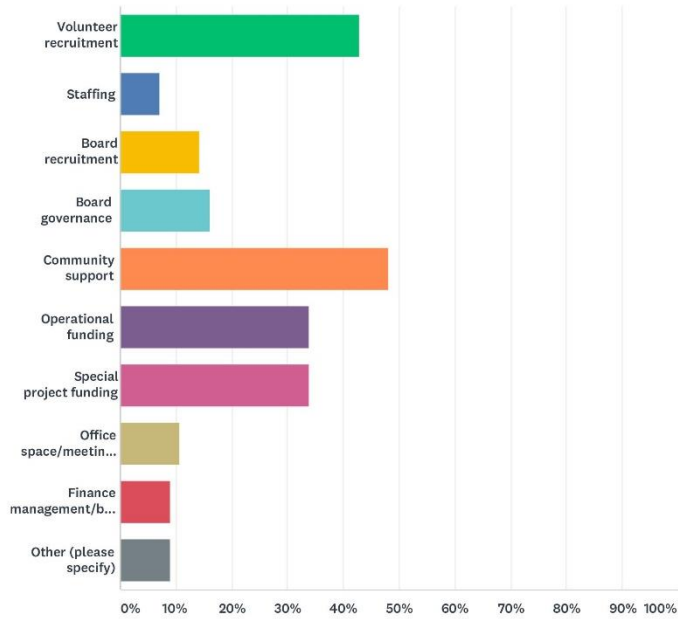
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
1	1.75%	1
2	0.00%	0
3	1.75%	1
4	3.51%	2
5	29.82%	17
6	8.77%	5
7	24.56%	14
8	19.30%	11
9	7.02%	4
10	3.51%	2
TOTAL		57

Q15 What are your organization's biggest challenges? Please pick up to 3.

Answered: 56 Skipped: 1

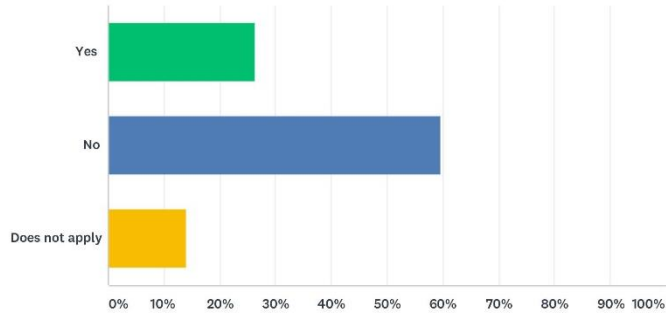


ANSWER CHOICES	RESPONSES
Volunteer recruitment	42.86% 24
Staffing	7.14% 4
Board recruitment	14.29% 8
Board governance	16.07% 9
Community support	48.21% 27
Operational funding	33.93% 19
Special project funding	33.93% 19
Office space/meeting space/land agreements	10.71% 6
Finance management/bookkeeping	8.93% 5
Other (please specify)	8.93% 5
Total Respondents: 56	

#	OTHER (PLEASE SPECIFY)	DATE
1	Na	11/4/2018 10:02 AM
2	technical support	11/4/2018 7:39 AM
3	Overcoming stigma attached to mountain bikes, finding lands to locate legal trails	11/3/2018 1:25 PM
4	All board members busy people - we could do a lot more if we had more time	10/29/2018 7:53 AM
5	lack of certainty re; future funding, space	10/26/2018 7:47 PM

Q16 Have you considered resigning from your post in the last two year?

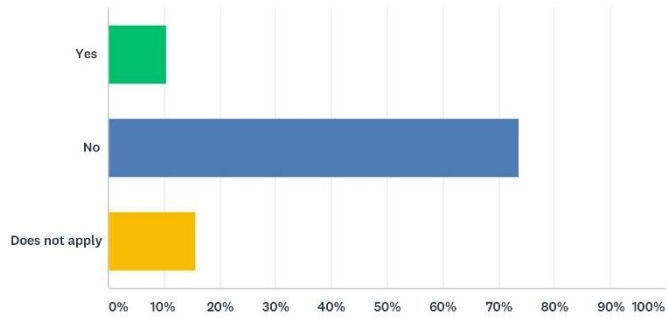
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	26.32%	15
No	59.65%	34
Does not apply	14.04%	8
TOTAL		57

Q17 Has your organization contemplated dissolving in the last two years?

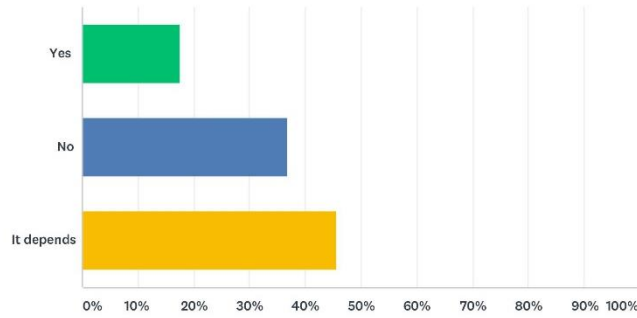
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	10.53%	6
No	73.68%	42
Does not apply	15.79%	9
TOTAL		57

Q18 Do you have time to commit to new projects?

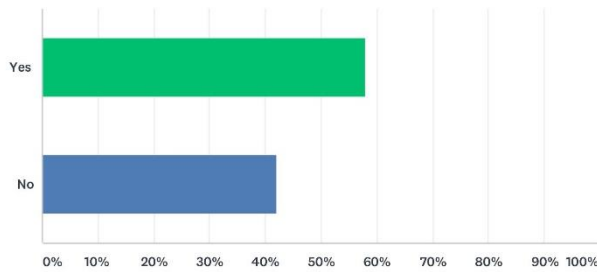
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	17.54%	10
No	36.84%	21
It depends	45.61%	26
TOTAL		57

Q19 Is your organization part of a larger regional, provincial, federal or international organization?

Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	57.89%	33
No	42.11%	24
TOTAL		57

Appendix B – List of Attendees

Kevin	Aitken	Gail	Madrigga
Jolene	Alec	Ted	Margrett
Kate	Aleck	Rob	Miller
Debra	Arnott	Toby	Mueller
Aubyn	Banwell	Jeannette	Nadon
Tristan	Banwell	Jeff	O'Kelly
Vivian	Birch-Jones	Max	Paulhus
Angela	Bissat	Sarah	Petznick
Lynn	Buller	Jim	Piderman
Zachary	Bunting	Geoff	Playfair
Trevor	Chandler	Karen	Playfair
Helen	Copeland	Leo	Porter
Matthew	Davidson	Jacquie	Rasmussen
Rolf	De Bruin	Kristy	Rintoul
Jane	Duber	Charlene	Shaw
Mischa	Farivar	Sheila	Simpson
Marianne	Gagnon	Gillian	Smith
Laurie	Hopfl	Lori	Smith
Jamie	Howe	Orra	Storkan
Gloria	Hutson	Eunice	Stotesbury
Marline	John	Sue	Termuende
Karime	Jolly	Melody	Thacker
Mariko	Kage	Lisa	Wadlegger
Enno	Kasischke	Betty	Weaver
Nadine	LaRochelle	Barb	Wiebe
Paul	Lauzon	Immian	Wolfe
Colleen	Ledoux	Eleanor	Wright
Christy	Louth	Vi-Anne	Zirnhelt

Appendix C – Discussion Notes

Break-out Discussions

Board Governance

Challenges

- Lack of professionalism (gossip)
- Knowledge and responsibilities of board member code of conduct (“We have always done it this way”)
- Getting board directors with appropriate/specific skill sets (i.e. Finance, legal, marketing, etc.)
- Recruiting members to serve on board
- Structure: committees, responsibilities, roles & tasks
- Board member rotation/terms/structure
- Clear understanding roles/responsibilities – bylaws, procedures, goals
- Navigating compliance (legal, financial, insurance)
- Knowledge of structure for charitable boards
- No young people taking on this work
- Communicating our work
- Clear relationship between operations and strategy
- In the past – communication
- Conveying information to public
- Receiving information from public
- Need for tools/templates for standard policies
- Process for strategic planning

Root Causes

- Lack of orientation and training “here’s your binder”
- Unclear time commitment and roles
- Multi-hat people – just hard to keep it all straight
- Cliquiness – not welcoming (personal agendas)
- People don’t stop for distinction of our many roles
- People don’t want to stick out
- People don’t have as much time to volunteer
- People look for \$ incentives (short term gains)
- Older people were taught skills (not part of normal life)
- It’s complicated – lots of rules to follow
- Old groups not open to change
- Without non-profits we won’t have the services

Solutions

- Non-profit day at school and Chillaxin
- Student governance at school
- Start younger
- Governance training
- Shared tools for policy development
- Better promotion about our work
- Simplify your information
- Invite youth – find their carrots
- Have “youth” position
- Layout “job description”
- Being on Board will teach you new skills – way to learn what you want to do
- Know and build on individual strength
- Board skills matrix
- Allow for different levels of skills on Board
- Start with informal relationships
- Do shared governance training event regularly (make sure trainer understands small towns)
- Women empowerment training – Jan, 3rd week
- Skills are highly transferable – run your own business
- Develop a resource list, virtual space or community board (wiki)
- Contact high school volunteer coordinator
- Explore umbrella organizations
- Chamber has non-profit membership

Funding and Financial Management

Challenges

Funding:

- Finding adequate funding for operational
- Where do we go? What is available?
- Who are the funders?
- Cut backs
- Difficult to get support letters from DoL. Process in place – need to submit request in writing then attend council meeting. Also can’t provide generic one supporting overall organization activities. Need to show communities support in applications.
- Funding challenges for future Tourism Lillooet for building and marketing
- Shortage of finance workers. Not enough operational funds. Many short term projects
- Meeting pre-requisite or criteria to apply for grant. Ie. Lease in place, matching funding, audit requirement
- Funding community support. Eligibility of capital projects
- Finding funds for operations
- Many organizations applying for the same funding
- Start up funding for new non-profits
- Grant writing assistance can be limited and can be time consuming

- Obtaining operating funding for new initiatives. Funds are available for special projects or pilot projects but maintaining operations can be a challenge.

Financial Management:

- Not enough community support
- Lack of understanding re: financial statements
- Can be difficult to find qualified treasurer
- Meeting grant application requirements can be expensive, limiting potential grant funding opportunities
- Limited funds available
- Timeline
- How do we get volunteers to get financial things looked after
- Need community statistics, # of youth impacted by certain programs, people to participate in community surveys (survey monkey) or needs assessments to show need for programs.
- Organizations without staff or/and highly skilled volunteers struggle with reporting requirements
- Bookkeeping programs are quite expensive for small organizations.
- Competent financial management

Root Causes

Funding:

- Lack of info/opportunities for collaboration
- Lack of technical skills/grant writers
- Difficulty obtaining letters of support
- \$ for operational needs are scarce
- Short term operational funding (6 months)

Financial Management:

- Responsibility on 1 or 2 persons (small pool of volunteers)
- Financial literacy
- Grants and cost prohibitions

Solutions

- Team approach to Grant writing workshop – NDIT/Webinars (annual)
- Follow-up support
- Network
- Improvement in process for letters of support
- Matching/support \$ NDIT
- Financial literacy training/workshop
- Database of grants?

Outreach and Communication

Challenges

Advertizing:

- How to get the word out for events and programs other than posters, newspaper and Facebook
- Despite putting up posters, running a FB campaign, and word of mouth, there are still people who have not heard of 100 People Who Care. How else can we communicate who we are?
- Email network between organization
- Web presence, local SEO
- Online brand awareness
- Get more customers to shop at the Farmers Market every week
- Use of social media/online presence – intergenerational outreach
- Social media skills to spread news of events and attract new members
- Transparent, timely communication
- Community members don't know to contribute to the Lillooet Foundation
- Coverage of events by local media and paper
- People are not all aware. It's everyone's but that isn't known library
- Reaching target audiences
- How to specifically target receptive people
- Too segmented

Coordination:

- Need a central coordinator for planned events and programs
- Invitations to monthly meetings to network eg. Community wellness
- Small contact lists held by each organization
- How can we outreach to the indigenous communities in our area?
- Working together, alliances amongst our organizations
- Creating inclusive spaces
- Trust
- Finding common ground in honoring diversity
- No follow-up
- Rural communication
- Lack of vehicle/finances
- Creating application process that is easy to understand
- Reach potential funders for farmer's market coupon program

Solutions

- Free handbook, online and paper (eg. United Way Redbook)
- Calendar (LACE)
- Listserv, for:
 - o events, classes, workshops, FM
 - o Volunteers

- Groups – contact info
- Regular BRLN volunteer column
- Needs long-term community coordinator position and regular updating
- Common spaces:
 - Meeting spaces
 - Safe spaces
 - Resources – computers, phone, mail
- Resources
 - Funding sources
 - How to applications, forms, social media tips
- Give to new residents
- Representatives from rural communities
- Free workshops on outreach and social media
- Volunteer fair – add to career fair
- Monthly or regular meetings/lunch for non-profits – eg. Community Wellness meeting
- For support:
 - Letters
 - Fund
 - Volunteers
- REC Centre? District? LSS?
 - Involve teens
 - Help with research
 - Community service
 - Computer skills

Volunteer Recruitment and Staffing

Challenges

Recruitment and skills:

- Finding the skills/experience
- Finding sufficient number of volunteers that are willing to devote a not insignificant amount of time to the cause
- Finding skilled part-time and/or seasonal staff
- Finding people who are available
- Most people seem to already be “volunteered to the max”
- Difficulty getting people to take on leadership roles
- Difficulty getting people to commit to be responsible for certain jobs
- Attracting youth into participation
- Youth members, recruitment and retention
- Giving information or ideas but also listening to others and accepting
- Recruiting staff and volunteers
- Finding adults (women) who will commit the time to working with girls in the guiding organization

- Blood and guts
- Recruiting new members that have the time and energy
- Large geographical area to service – personal connections
- Not for every person – death/blood
- The age of our members. Age is good however we need the energy and ability
- Requesting participation
- Many people are afraid they wouldn't be good at it (applies to Radio Lillooet & Community Choir)

Retaining and Succession

- Commitment
- Retaining volunteers to ensure continuity and experience
- Replacing myself as president (Naturalists)
- Volunteer burn-out

Event Planning

- Organizing events
- Capacity to organize and find volunteers or volunteer-based events

Communication and Marketing

- Getting the word out. How to reach everyone to get the word out that we are looking for volunteers.
- Getting people to care – motivation
- Instil values in youth

Not for profit \$

- Insurance
- Money not available for not for profits

Root Causes

- Generational/finding relevance
- Install culture of volunteerism
- Capacity of leadership
- Skilled leadership to match volunteers to roles and opportunities
- Communication, message and audience
- Volunteer follow-up and skills/requirements
- Training/time constraints
- Lack of clarity of organization's mandate
- Asking folks to do jobs that they are uncomfortable doing
- Intercommunication between volunteers and organizations

Solutions

- Shared knowledge among volunteers

- Increased communication/social media – raise profile
- Building teams
- Celebrate a not-for-profit a week – in newspaper
- “Volunteer Day” info sharing
- Volunteer appreciation day – at schools & involve public
- Volunteer pool or group ie: Volunteer organization – create a society to manage a listserv
- Specific training for volunteer organizations
- Recruitment transparency and clarity on project vs. ongoing
- Involve whole families
- Respect volunteers/acknowledgment
- Increase volunteerism in schools ie: governance, volunteer grad requirements
- Increase training/leadership skills – workshops?
- Leadership training
- Solutions need to fit our community
- Increase communication skills
- Adapting to new volunteers not just ask volunteers to adapt
- Utilize new technologies
- Open to new ideas
- Provide multiple opportunities to volunteer
- Proper insurance for legal/liability of volunteers
- Open house

Other

Challenges

- Cost of seniors housing vs. owning own house
- Identifying priorities/objectives
 - o Finding focus
- Lack of commitment
 - o Broadening membership
 - o Youth engagement
- Assessing community resources
 - o Assessing community needs
 - o More senior’s housing
 - o Land access issues
- Lots of organizations, limited resources

Root Causes

- Lack of suitable housing stock
- Lack of commitment
- Lack of members
- Generational gap

- Local demographics
- No strategic plan
- Lack of training
- No clear benefit to members
- Lack of balance between personal and volunteer demands
- Unwillingness to collaborate
- Lots of hoops to jump through
- Sensitive topic
- Unknown org. resources, cause, characteristics

Solutions

- Private investment – developer
- Better training
 - o Clear objectives and expectations
 - o Clear benefits
- Surveys
 - o - Community feedback
 - o - Community involvement
 - o - Willing partners
 - o - Land owner benefit
 - o - Youth involvement
 - o - Build relationships
 - o - Community resources database/directory

Solutions Next Steps

Grant Writing Workshop

- BC Lotto Corp. provide training
- Critical to organization success
- Get training that is appropriate to your organization, i.e. scale, industry, etc.

Governance workshop

- Chamber workshop some time in March
- Lunch and learn in Kamloops through United Way – Jan. 2019
- Charity Village – online resource
- Consultant list – United Way (has over 10 consultants with multitude of specialties and variety of prices)
- Workshop could be recorded and shared online

Handbook/online portal

- Find funding
- Use existing resources (steal stuff)
- Who owns this? (possibly hosted on library site, or?)
- Find out if there is another community that has this (Bridge River Valley Community Association)
- Online portal
 - o Define
 - Template
 - Directory
 - Resource list
 - Contact database
 - List of organizations
 - Matching functions (skills)
 - Linked to calendar
 - Ability to interact (webinars, livetime chat)

Community Coordinator

How could this be made real?

Funding:

- 100 People Who Care
- SLRD
- DoL
- United Way
- Interior Savings
- Contributions from non-profits and service clubs (memberships)
- BC Interior Community Foundation
- Targeted wage subsidy/training through Work BC/ASETS

Overseeing Organization:

- Library (has charitable status)
- Lillooet Learns

Set job description, objectives and mandate

Membership criteria

Role:

- Bridge
- Streamliner
- Runner (goes to “all” meetings in person)

Membership from groups/sectors/societies – could be sliding scale

Members form a committee/board

Communication strategy:

- Lillooet News
- Lillooet Area Calendar of Events
- Facebook
- Email list/listserv

Start with listserv – Google Group and Facebook page (use multi-vehicles)

Succession Planning for future/next coordinator

For community coordination, eg. Wellness meeting

Examples:

- Whistler Non Profit Network
- Bridge River Valler Community Association

Next Steps/Action Plan

Marianne/Library has funding to implement

Lunch n' Learn meetings/workshops

Volunteer fair/appreciation day

DoL wants to do this every 2-3 years

Possible venues:

- Elks Hall & Ground for venue – full kitchen
- Miyazaki House

Mischa will bartend

Darren Oike has done this a lot

Career Fair – volunteer in sector you want to join (talk to Marg Hohner)

High school students get list of actual service

- Share our passion
- Talk with Kim Halayko about this
- Start with younger kids
- Engage families

Appendix D – List of Reports

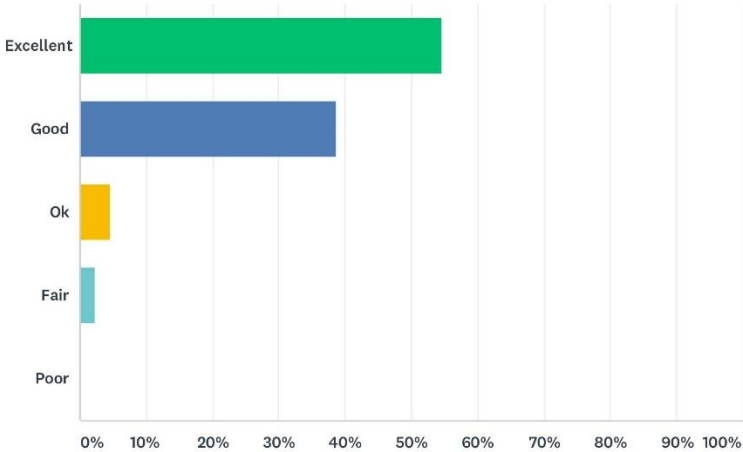
Participants were asked to add any reports they knew about on a sheet of paper. Below is the list that was created.

Name of Report	Organization/Author	Date
Community Literacy Plan	Lillooet Matters	2010
Lillooet Area Indian Education Study	Lillooet Indian Education Research Board	1988
Lillooet Agricultural Plan	SLRD, DoL, St'at'imc Bands	2014
Social Enterprise Report	Lillooet Area Library Association	2018
What Have We Learned	Adult Literacy Outreach	2004
Summary Report of Learning and Planning Together	SLRD	2016
Community Skills Assessment Project	Lillooet Friendship Centre	2010
Survey on Learning Attitudes	Lillooet Learns	2002
Strategic Plan for Invasive Management	Lillooet Regional Invasive Species Societies	2014
Yalakom Official Community Plan	SLRD and Yalakom Community	?
Bring Our Food Back Home	Lillooet Food Matters	2011?
Market Access & Growth Strategy	Lillooet Agriculture and Food Society	2017
Agritourism Strategy	Lillooet Agriculture and Food Society	2017
St'at'imc Land Use Plan & Background		
Lillooet Official Community Plan	District of Lillooet	2008
Elks Survey	Lillooet Elks	2017

Appendix E – Feedback Survey

Q1 Overall, how would you rate this event?

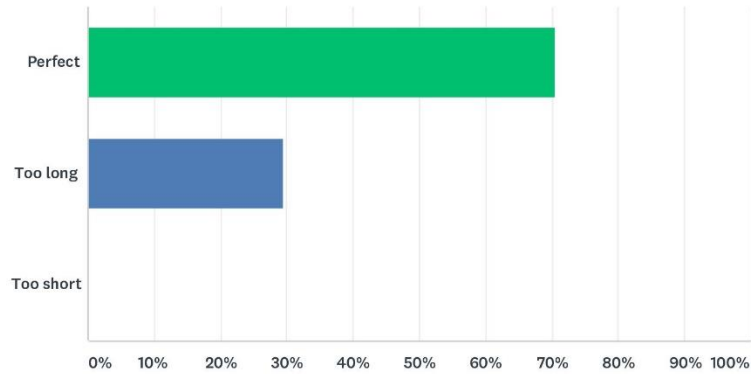
Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	54.55%	24
Good	38.64%	17
Ok	4.55%	2
Fair	2.27%	1
Poor	0.00%	0
TOTAL		44

Q2 How was the duration of the event?

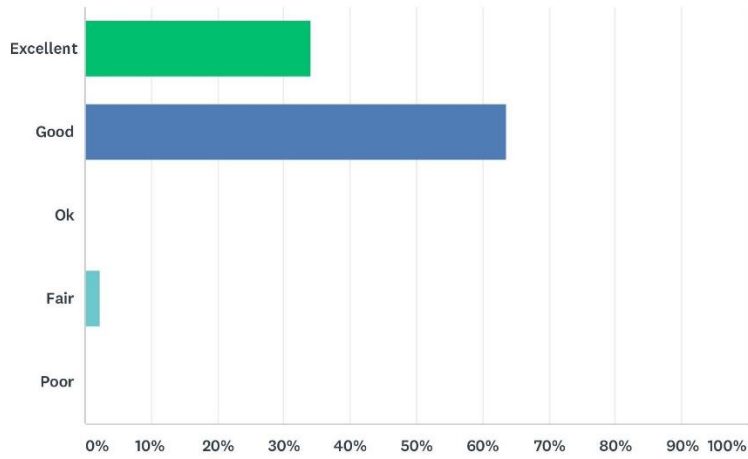
Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES	
Perfect	70.45%	31
Too long	29.55%	13
Too short	0.00%	0
TOTAL		44

Q3 Did you enjoy the format of the event?

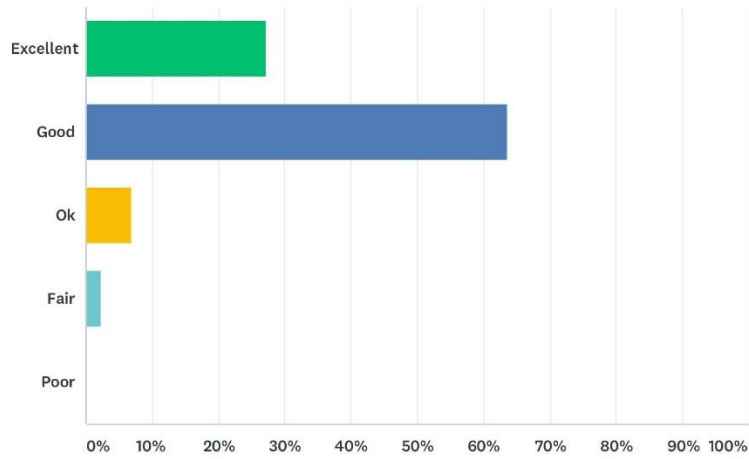
Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	34.09%	15
Good	63.64%	28
Ok	0.00%	0
Fair	2.27%	1
Poor	0.00%	0
TOTAL		44

Q4 Was the event useful to you?

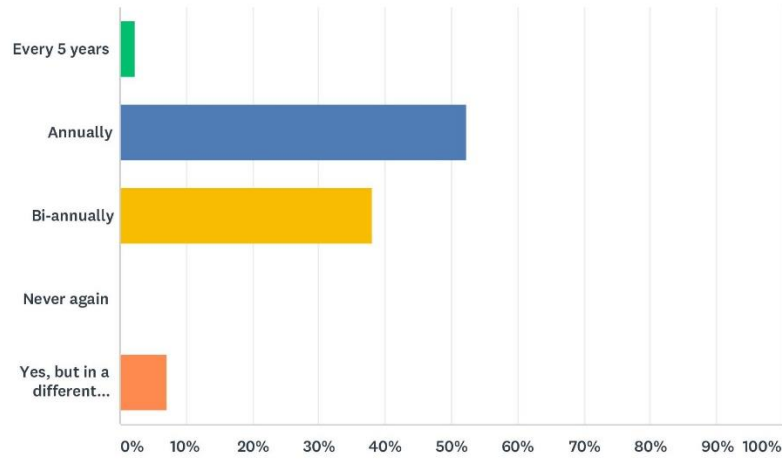
Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	27.27%	12
Good	63.64%	28
Ok	6.82%	3
Fair	2.27%	1
Poor	0.00%	0
TOTAL		44

Q5 Should an event like this happen again?

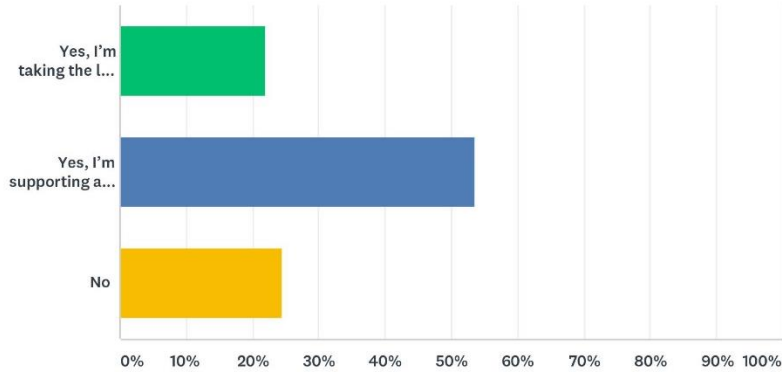
Answered: 42 Skipped: 2



ANSWER CHOICES	RESPONSES	
Every 5 years	2.38%	1
Annually	52.38%	22
Bi-annually	38.10%	16
Never again	0.00%	0
Yes, but in a different format	7.14%	3
TOTAL		42

Q6 Do you have a clear action coming out of today?

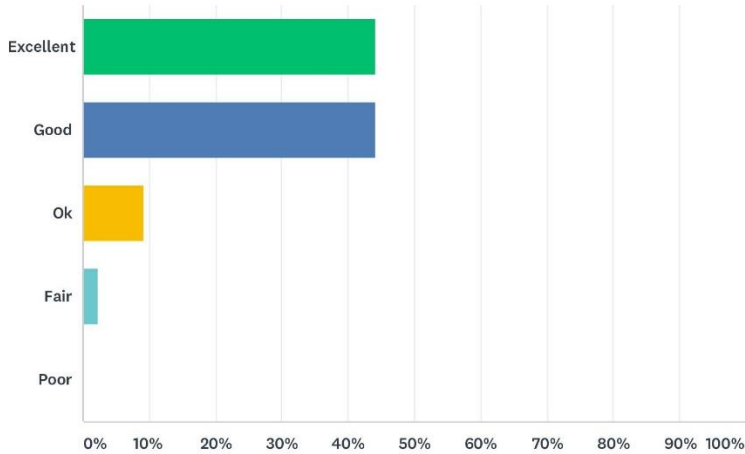
Answered: 41 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes, I'm taking the lead on an action	21.95%	9
Yes, I'm supporting an action	53.66%	22
No	24.39%	10
TOTAL		41

Q7 Did the event provide a good opportunity for networking?

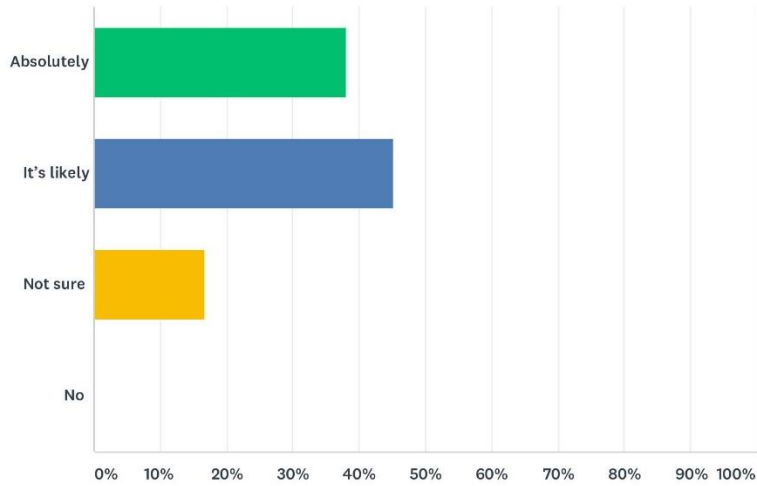
Answered: 43 Skipped: 1



ANSWER CHOICES	RESPONSES	
Excellent	44.19%	19
Good	44.19%	19
Ok	9.30%	4
Fair	2.33%	1
Poor	0.00%	0
TOTAL		43

Q8 Do you think that new collaborations will come as a result of the event for you or your organization?

Answered: 42 Skipped: 2



ANSWER CHOICES	RESPONSES	
Absolutely	38.10%	16
It's likely	45.24%	19
Not sure	16.67%	7
No	0.00%	0
TOTAL		42

Q9 Please share any other feedback you have.

Answered: 20 Skipped: 24

#	RESPONSES	DATE
1	I think there ought to be room for positive coordinated actions for the benefit of Lillooet going forward.	11/7/2018 10:44 PM
2	Looking forward to the next one!	11/7/2018 6:25 PM
3	as you are already aware, it was loud so difficult to communicate at times. Liked the format of cafe. facilitators need to ensure that when in groups, everyone has an opportunity to speak. really like the format of having the graphs on the wall that gave a visual of who was in the room and who they were representing. THANK YOU for the opportunity, excellent job!	11/7/2018 1:49 PM
4	Great day, thank you. I think that that another meeting will be necessary in order to develop some specific actions (and assign them!) Thank you!!!	11/6/2018 3:29 PM
5	Not accurate. Representation same ol' same ol'.	11/6/2018 3:27 PM
6	Awesome. Thank you for opportunity and bringing community together.	11/6/2018 3:26 PM
7	I really enjoyed my day here. I am looking forward to another networking day.	11/6/2018 3:24 PM
8	Sound/noice - better venue?	11/6/2018 3:23 PM
9	The organizers did an amazing way of leaving participants interact. Thanks.	11/6/2018 3:21 PM
10	More focus - maybe more time for break and lunch to chat, and the rest of the time a bit more formally organized, don't let the moving from one part of the day to the next lose the focus. You could have 2 breaks and lunch in the time people chatted. Great event on the whole - well worth it.	11/6/2018 1:38 PM
11	Poor facility for break out groups.	11/6/2018 1:34 PM
12	A different venue with small places for breakout sessions (for sound).	11/6/2018 1:31 PM
13	One of the most effective workshops I've attended in a while. Great diversity, minds and ideas. Will be looking for consistent, forward movement on ideas (yes, willing to help!)	11/6/2018 1:30 PM
14	Great event. Thanks so very much for doing this. It was needed. Thanks.	11/6/2018 1:27 PM
15	Too noisy venue. Thank you for providing us with this wonderful opportunity to see the amazing groups of volunteers groups in this community	11/6/2018 1:26 PM
16	Great event! Thanks for organizing. It would be nice to have a chance to build more shared understanding as to the current reality and vision so we could create a shared road map. I think an umbrella organization to lead inclusive community (economic) development would benefit the region. More representation from St'at'imc communities/organizations would be helpful.	11/6/2018 1:23 PM
17	Great event!	11/6/2018 1:20 PM
18	Look forward to report and development of ideas, especially volunteer coordinator.	11/6/2018 1:20 PM
19	More space please	11/6/2018 1:19 PM
20	Well done, very organized with actions an the end (not an easy feat!) Thanks for allowing me to join in the discussion.	11/6/2018 1:18 PM

Appendix F – List of Local Organizations

Last updated on December 13, 2017. Please contact Marianne Gagnon at lillooetliteracy@gmail.com to request additions or changes.

Name of Organization	Contact Person	Email Address
100 People Who Care Lillooet	Marianne Gagnon	100whocarelillooet@gmail.com
Aboriginal Supported Child Development	Terry Hurst	thurst@kanukwa7staliha.org
Alcoholics Anonymous	Friendship Centre	info@lfcs.ca
Am’lec Food Security	Matthew Davidson	letsgrowstuff36@gmail.com
ASETS	Jolene Alec	lillooetec@aset.org
Beautification Committee	Lori Smith	lorismith@gmail.com
Benevolent and Protective Order of the Elks	Paul Lauzon	elks@shaw.ca
Better Living Centre	Elaine Roque	food@betterlivingcenter.ca
Canadian Royal Purple	Orra Storkan	otjn1965@gmail.com
Chamber of Commerce	Debra Neufeld	debraneufeldcpa@gmail.com
Chillaxin	Mariko Kage	chillaxin@lfcs.ca
Community Adult Learning Centre	Yvonne Larochelle	ylarochelle@statimc.net
Community Futures	Debra Arnott	darnott@cfsun.ca
Community Partners Resource Group	Toby Mueller	lala@lillooet.bclibrary.ca
East Lillooet Rec Society	Mike Moore	
Empowering Indigenous Women for Stronger Communities	Kate Aleck	eiwsc@lfcs.ca
Family Services	Simone Gunkelmann	familysupport@kanukwa7staliha.org
First Nations Education Council	Sarah Moberg	
Friends of the Library	Sheila Simpson	sheila@lillooet.bclibrary.ca
Girl Guides	Sue Termuende	satermuende@gmail.com
Just Do It Sports	Brian Barker	250-256-4640
Ladies Auxiliary to the Royal Canadian Legion	Barb Wiebe	250-256-7340
LFC Emergency Shelter	Kevin Goforth	shelter@lfcs.ca
Lillooet & District Rec Centre	Bain Gair	bgair@lillooetbc.ca
Lillooet Agriculture & Food Society	Sarah Petznick	lillooetagricultureandfood@gmail.com
Lillooet and District Minor Hockey Association	Gina Doyle	gina.doyle@hotmail.ca
Lillooet Area Library Association	Toby Mueller	lala@lillooet.bclibrary.ca
Lillooet Army Cadets	Bob Hale	3067army@cadets.gc.ca

Lillooet Cayoosh Masonic Lodge	Hal Stathers	
Lillooet Community Banner Committee	Ale Waterhouse-Hayward	banner15@telus.net
Lillooet Community Choir	Jeff O'Kelly	okelly.ok@gmail.com
Lillooet Community Christmas Hamper Society	Corinne McDonald	
Lillooet Community Foundation	Trevor Chandler	tchandler@shaw.ca
Lillooet District Historical Society	Susan Bell	lillmuseum@cablelan.net
Lillooet District Hospital Foundation	Taylor Ferron	lillooethospitalfoundation@gmail.com
Lillooet Farmers' Market Society	Donna James	donnajames1946@gmail.com
Lillooet Fire Department	Darren Oike	lfd.chief@lillooetbc.ca
Lillooet Food Bank	Colleen Ledoux	pd@lfcs.ca
Lillooet Food Matters	Eleanor Wright	lillooetfoodmatters@gmail.com
Lillooet Friendship Centre Society	Carol Camille	ed@lfcs.ca
Lillooet Sheep Pasture Golf Course	Bob Sheridan	250-256-0550
Lillooet Gospel Chapel	Brad Naylor	250-256-7655
Lillooet Hops & Grapes Society	Rolf De Bruin	rolf@fortberens.ca
Lillooet Hospice Palliative Society	Vi-Anne Zirhelt	lillooethospice@gmail.com
Lillooet Housing Society	Laurie Hopfl	laurie.hopfl@interiorhealth.ca
Lillooet Ladies Rec Hockey	Tanya Poppy	
Lillooet Learning Communities Society	Toby Mueller	rj@lillooetlearns.ca
Lillooet Lions	Jim Piderman	jimpiderman5060@shaw.ca
Lillooet Livestock Association	Mandi Rogers	info@cattlemen.bc.ca
Lillooet Museum & Visitor Centre	Susan Bell	lillmuseum@cablelan.net
Lillooet Music Society	Megan Loyer	lillooet.music@gmail.com
Lillooet Naturalists	Vivian Birch-Jones	vivianbj@telus.net
Lillooet Off Road Cycling Association	Kelly Agar	kagar@sd74.bc.ca
Lillooet Old Timers Hockey League	Verne Rasmussen	250-256-4292
Lillooet Pound Dogs	Allison MacKenzie	
Lillooet Quilter's Guild	Barbara Tuemp	
Lillooet Regional Invasive Species Society	Jacque Rasmussen	lrinvasives@gmail.com
Lillooet Rescue Society	Max Paulhus	lillooet_rescue@telus.net
Lillooet Rod & Gun Club	Mike Moore	lillooetrodandgun@gmail.com
Lillooet Rodeo Association	Taylor Ferron	
Lillooet Rotary	Angela Bissat	angela@al-i.ca
Lillooet Rowing Club	Debra Neufeld	lillooetrowing@gmail.com
Lillooet Scouts	Rolf De Bruin	rolfdebruin@yahoo.com
Lillooet Seidokan Aikido	Mariko Kage	marikokage@gmail.com

Lillooet Seniors Group	Roberta Martin	robertabigbar@hotmail.com
Lillooet Tribal Council	Susan James	lillooet_tribal_council@statimc.net
Mile 0 Riding Club	Taylor Ferron	
Miyazaki House Society	Melody Thacker	info@miyazakihouse.com
Mountainview Lodge Auxillary	Wendy Potter	250-256-1312
Nia	Gillian Smith	smithygilly@gmail.com
Open Door Group	Tim Metz	tim.metz@opendoorgroup.org
Pavilion Lake Society	Mickey Macri	
P'egp'ig'lha Council - T'it'q'et	Chief Shelley Leech	reception@titqet.org
Radio & TV Lillooet	Jeff O'Kelly	okelly.ok@gmail.com
Route 99 Cruz-In	Al Koop	250-256-1947
Royal Canadian Legion, Branch 66	Rose Buckmaster	legion66@cablelan.net
Saul T Gallery	Saul Terry	saultartgallery@gmail.com
Skate Lillooet	Karin Ely	skatelillooet@gmail.com
Square Dancing	Wendy Larman	250-256-0404
St. Andrew's United/St. Mary's Anglican Church	Jo Ann Hinter	hinterjmdiv@gmail.com
St'at'imc Government Services	Lenora Starr	slhmanager@statimcgs.org
St'at'imc Outreach Health Services	Leo Porter	lporter@statimchealth.net
St'at'imc Outreach Services	Sue Cheechoo	scheechoo@statimchealth.net
St'at'imc Restorative Justice		statimcrj@gmail.com
St'at'imc Tribal Police	Kathleen Doss	kathleen.doss@stlatlimxpolice.ca
Sun Do Yoga	Barb McCandless	250-256-4097
SWIMS	Matthew Davidson	lillooet_swims@hotmail.com
Terry Fox Run	Kevin Aitken	kevin7145@hotmail.com
Thompson Rivers University	Margaret Hohner	Mhohner@tru.ca
T'it'q'et Daycare	Connie Konkin	titqetdaycareandpreschool@hotmail.com
Tourism Lillooet	Angela Bissat	angela@al-i.ca
United Anglican Church Women	Corinne McDonald	
Upper St'at'imc Language Culture and Education Society	Marline John	mjohn@statimc.net
Uxwalmixw Centre Society	Kevin Whitney	250-256-0101
Victim Assistance Program	Gloria Joseph, Karen Kauffman	info@lfcs.ca
Xaxli'p Homemakers Group	Rena Joseph	renajoeph922@gmail.com
Yalakom Ecological Society	Bill Spencer	yes@yalakom.com/
Zumba	Karime Salazar Jolly	karimejolly@gmail.com



