

## Impact of COVID 19

### Organization/Sector

<p style="text-align: center;"><b>Strengths</b></p> <p>creative use of technology, hybrid work ability to dig in to safety protocols change in attitude towards what needs to be done efficiencies created out of necessity working together easier Board found a way to accept governance role resilience/how to support staff using space differently School boards reviewing support for families more often COVID brought out more empathy; increased communication with staff</p>	<p style="text-align: center;"><b>Weaknesses/Threats</b></p> <p>how to engage clients; clients can access services online impacts dollars for training targets staffing shortage false economy with government support upcoming elections long term funding concerns virtual might not be great in the long run – might lose organizational culture increase in mental health and substance use concerns Are people leaving jobs because of mental health/exhaustion? virtual board meetings/how to engage boards lack of access to schools fundraising energies families parenting young children struggling talent drain coming soon – leaders and managers retiring- talent not staying in agencies lack of access to technology -- families turning inward because of increased pressure keep adding alternate plans</p>
<p style="text-align: center;"><b>Opportunities</b></p> <p>Partnerships – e.g., RNJ and YMCA HR and management support boards need to keep heads around it management and partnership agreements can get to meetings couldn't get to earlier</p>	<p style="text-align: center;"><b>Threats</b></p> <p>What are you worried about in terms of your sector/organization and/or the families you serve? Mental health and wellbeing of staff and families Compassion fatigue Unrealistic demands from government</p>

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