



# COMMUNITY AND SOCIAL IMPACT REGINA

## PURPOSE

Information Package about Community and Social Impact Regina for the Identification, Recruitment, Selection, and Onboarding of the Executive Director

PREPARED BY FLOW COMMUNITY PROJECTS

Table of Contents

Historical and Contextual Background for Project..... 1
Forming a Backbone Organization for CSWB Plan Oversight ..... 2
Establishing Community and Social Impact Regina ..... 2
Next Steps: Hiring an Executive Director ..... 3
What Will Community and Social Impact Regina Do? ..... 3
Evolution of Work for Community and Social Impact Regina..... 3
Overview of Community and Social Impact Regina’s Governance ..... 3
Community and Social Impact Regina: As a Municipal Corporation ..... 3
Community and Social Impact Regina: Overarching Governance Structure ..... 4
Appendix 1 – Work Started by Flow and City of Regina Administration ..... 5

Contact Information

If you are interested in putting your name forward as the Executive Director for Community and Social Impact Regina, or you would simply like more information, please contact:

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## Historical and Contextual Background for Project

In November 2019, Regina's City Council brought forward a motion to develop a Community-Safety and Well-Being (CSWB) Plan for Regina. In Winter 2021, the CSWB Plan was released to the community (the CSWB Plan can be accessed [here](#)).

Community safety and well-being refers to an ideal state of a sustainable community where everyone is safe, has a sense of belonging, opportunities to participate, and where individuals and families can meet their needs for education, health care, food, housing, income, and social and cultural expression.

To move closer towards an ideal state, the CSWB plan focusses on strategic action and collective impact around improving outcomes for six priority areas\* in Regina:



**SUBSTANCE  
USE**



**INTERPERSONAL  
VIOLENCE**



**FOOD SECURITY**



**RACISM AND  
DISCRIMINATION**



**SAFETY**



**COORDINATED  
SERVICE  
SYSTEM**

\*Housing and Homelessness added as a seventh priority area.

## Forming a Backbone Organization for CSWB Plan Oversight

Upon analyzing the most effective strategies to oversee the implementation of the CSWB Plan and its recommended actions (along with future community and social development works), the City of Regina elected to create a Municipal Corporation, named Community and Social Impact Regina. As a Municipal Corporation existing outside of the City of Regina, Community and Social Impact Regina will have more autonomy, flexibility, and the ability to be adaptive and responsive to community needs, driving collective impact and systems change.

The development of Community and Social Impact Regina will mark a significant milestone in the City of Regina as it relates to addressing community and social development issues collectively, as an investment into a backbone organization to coordinate community efforts is the first of its kind in The City.

## Establishing Community and Social Impact Regina

Consultants from [Flow Community Projects Inc.](#) (Flow) have commenced work in collaboration with the City of Regina to establish Community and Social Impact Regina. To this end, Flow developed and onboarded an interim Board of Directors, who in turn developed a name and mandate for Community and Social Impact Regina. The mandate for Community and Social Impact Regina can be seen below.

### **Community and Social Impact Regina will:**

Through collaborative approaches, create, facilitate, and monitor coordinated community and social impact strategies to support the well-being, health, safety, and social inclusion of residents in the City of Regina and Region.

## Next Steps: Hiring an Executive Director

The next step in establishing Community and Social Impact Regina is hiring an Executive Director to lead the organization and the work. Flow and select Interim Board Members (HR Committee) are beginning the exciting process of Executive Director identification, recruitment, selection, and onboarding and are looking for viable candidates.

The necessity for Community and Social Impact Regina to hire an Executive Director with a proficient combination of vision, skills, leadership, and experience will be critical to the health and vibrancy of the organization and its on-going efforts. The Executive Director will have the exciting opportunity to be at the forefront of a new organization which has immense potential to lead and shape Regina's community and social landscape.

## What Will Community and Social Impact Regina Do?

As a Backbone Organization, Community and Social Impact Regina will drive collective impact and advance systems change relative to the CSWB Plan's (along with future community and social development works) recommended actions and priorities by:

- ✓ Mobilizing community towards common goals, objectives, and outcomes.
- ✓ Enhancing inter-sectoral and cross-issue collaboration and coordination of key stakeholders from the Non-Profit, Private, and Public Sectors to advance strategic initiatives and priorities.
- ✓ Supporting and facilitating community moving towards data-driven systems and culture.
- ✓ Building capacity for heightened service delivery needs in the community.
- ✓ Improving infrastructure for coordination to services and between service providers.
- ✓ Align strategic funding opportunities to maximize impact in community.

Note: Flow and staff within the City of Regina Administration have begun CSWB related work in the community while Community and Social Impact Regina is being established. *See Appendix 1 for a list of work started by Flow and the City of Regina.*

## Evolution of Work for Community and Social Impact Regina

While the CSWB Plan sparked the momentum to stand up Community and Social Impact Regina as a Municipal Corporation and outlines work that will be undertaken initially, Community and Social Impact Regina's work will evolve as community needs change and new community and social development plans and strategies are developed and implemented.

## Overview of Community and Social Impact Regina's Governance

The following section looks to briefly outline Community and Social Impact Regina's Governance Structure.

### Community and Social Impact Regina: As a Municipal Corporation

As a Municipal Corporation, Community and Social Impact Regina will exist outside of The City of Regina, giving the organization the autonomy to manage its day-to-day strategy and operations. With that said, Community and Social Impact Regina is a Municipal Corporation, and the City of Regina is the lone shareholder, meaning the entity is ultimately accountable to City Council. The parameters for the relationship are derived through a Unanimous Membership Agreement (UMA). The UMA outlines which

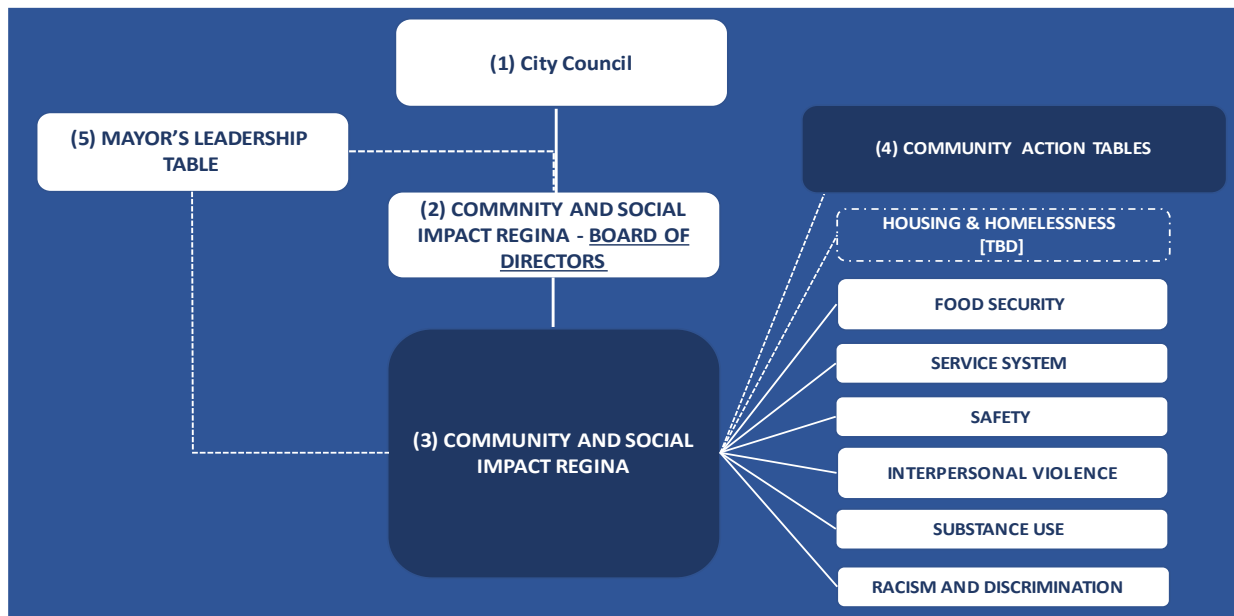
elements of business require interaction and approval from City Council. Examples of such include (but are not limited to) the approval of Directors (internally appointed through Board of Director nomination and selection process), budget requests, and annual reports.

### Community and Social Impact Regina: Overarching Governance Structure

The table and image below detail and display Community and Social Impact Regina’s Governance structure, including rolls and responsibilities of each group. Unique to this governance structure are the supplementary governance groups (4 & 5) put in place to advance systems change, expedite coordination, and propel work forward. The governance structure is in development and will include:

Governance Group	Roll
<b>(1) City Council</b>	Approves directors (internally appointed through Board of Director nomination and selection process), budget requests, annual reports. Ensure UMA followed.
<b>(2) Board of Directors</b>	Traditional governance board; develop mandate and strategic plans; ensure fiscal, legal, and organizational responsibilities are upheld. <b>Accountable to: City Council</b>
<b>(3) Community and Social Impact Regina – ED/Staff</b>	Manages Day-to-day operations; Backbone Organization for CSWB Plan + additional Community and Social Dev works; Stakeholder engagement and management; Service and data coordination <b>Accountable to: Board of Directors</b>
<b>(4) Community Actions Tables (CATS)</b>	Time-limited, action-focussed operational groups created to address CSWB priority areas; Membership selected based on skillsets needed to action items and achieve outcomes.
<b>(5) Mayor’s Leadership Table</b>	Intersectoral committee of decision/change makers; ability to influence policy, funding, etc.; supports Community and Social Impact Regina/CAT’s on implementation and removal of barriers.

Image: Community and Social Impact Regina’s Governance Structure



## Appendix 1 – Work Started by Flow and City of Regina Administration

Flow and City of Regina Administration Staff have commenced work that will be transitioned to Community and Social Impact Regina. This was done strategically so that the Executive Director/Staff would step into their roll(s) with momentum for the work in the community.

The following is a table that details actions undertaken by Flow and the City of Regina.

Action	Status
<b>Stakeholder Summits for priority areas from CSWB Plan</b>	In-Progress
<b>Establishment of Community Action Tables for priority areas from CSWB Plan.</b>	In-Progress
<b>Establishment of Mayor's Action Table</b>	In-Progress
<b>Development of Interim Board of Directors for Community and Social Impact Regina</b>	Completed
<b>Initial strategy session with Interim Board of Directors for orientation and to develop organization name and mandate.</b>	Completed
<b>City Council Approval of Interim Board of Directors, Name and Mandate</b>	Completed
<b>Systems and Community Mapping</b>	Planning
<b>Hiring ED</b>	In-Progress