



#26 – October 30, 2007

We begin with a staff update. Justin Ho, consultant and Secretariat for the BC Social Economy Roundtable (hosted by the UCS Co-op) has joined the Co-op full time as Manager of Business and Membership Development. We welcome Justin to his new role and please feel free to [connect](#) with him if you have any questions.

→ Directors Leading the Way

A lot has changed since the UCS Co-op began back in 1998. Almost 10 years out of the gate, the Co-op sits in a healthy operating position and exists in a vastly different British Columbia.

So on October 17, the board took advantage a rare full-day opportunity to ponder (strategically, of course) the path ahead for the Co-op.

With the Co-op's Annual General Meeting sandwiched in the middle of it all, the board had high-energy discussions on four key priority areas:

- Product development and delivery – reviewing the Co-op's current products and how future ones should be developed;
- The Co-op's role and function in business leadership – looking at strategic Co-op partnerships and what influence should the Co-op strive to have on sector issues;
- The Co-op's market – identifying ways in which we could better understand our current and future owner-members; and
- Governance – reviewing and addressing key governance issues facing the Co-op today.

Click here to download this year's [annual report](#) (in PDF) and contact [Justin](#) for more details.

→ Sharing Shared Services

A coalition of regional and national organizations is looking at shared services models and exploring ways that successful ones (such as ours!) can be implemented in other parts of Canada. The Co-op is actively participating in this work and will happily update members on any progress.

→ Labour Market Pressures Growing

Remember the days when the only challenge with hiring was sifting through a pile of resumes? In today's labour market, the problem is increasingly the opposite.

The Co-op has been managing or consulting on a number of HR and labour market projects and for the past few months we are definitely seeing this trend of scarcity taking many forms.

For example, leadership roles at organizations are being filled by people from out-of-province (or simply going unfilled) because there are no local candidates.

We hear stories of facilities or programs that can't run because there isn't enough staff to open them. Even keeping a pool of temporary workers – once an appealing opportunity for casual work and employers looking to fill unexpected staffing gaps quickly - has become much harder to sustain with so many appealing full-time vacancies still in the job market.

Let us know your staffing woes. Send your stories to [Justin](#).

→ US Study Shows Young Employees Will Leave

A survey done by the [Young Nonprofit Professionals Network](#) (US) showed that more than 70% of young nonprofit employees don't ever expect to serve as an executive director. [Click here](#) for more results from this interesting and relevant study.