

What we've heard so far ...

by the numbers

129 survey respondents

135 focus group attendees

22 interviews

 Access to needed services

 Larger size = stronger

 How we deliver services

 Better able to respond
To changes around us



**Strengths
Benefits**

-  Similar populations
-  Close locations
-  Similar values
-  Potential for greater influence

Potential Concerns & Challenges

-  Access to services
-  Impact on staff
-  Differences in culture
-  Timeliness of communication
-  Past experiences of integration
-  Timelines for integration

What did members say?

AGM Meeting

Survey

Small Group Discussions



Hopes

- Access to more programs
- More locations
- Attracting more funding
- Greater funding stability = more stable programs
- Greater influence in shaping best practices and policy
- Greater evidence based practice
- Increased efficiency with standardization of services
- Effective handling of job loss/change and facilitating transition into new roles
- Opportunity for Client-led activities and programs
- Opportunity for learning and best practices implementation
- Increased opportunities for staff and peer workers
- More specialty services
- Advocate for more services for indigenous peoples
- Embedding of harm reduction approaches across the work of both organizations
- Continuity of membership and role
- Timely communication



Fears

- Longer wait times for appointments
- Loss of connection to the communities served and knowledge about them
- Larger and less accessible organization
- Increased resources going to administration
- Lack of evidence to show that mergers produce benefits
- Losing care providers; stress and workload for staff
- Changing location of services
- Lack of knowledge about the other organization
- Tensions with Unions



Engagement

- Engage as many as possible.
- Engage partner organizations
- Communicating with other agencies who have considered such integrations.
- Timely communication and meaningful involvement of members in decision making