Study on Development Problems and Countermeasures of Community Social Organization
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Abstract. Community social organization is an important force of social cells and social construction, playing an important role in the prosperity of social undertakings and the innovation of grassroots governance. However, there are also some problems in its development, such as severe shortage of activity funds, imperfect internal management mechanism, lack of professional talents and low social trust. Therefore, it is an important measure for community social organizations to get out of their own difficulties to expand the fund channels through various ways, strengthen the internal management system construction of community social organizations, strengthen the professional construction of employees, and strengthen the construction of credibility of community social organizations.

1. Introduction
As an important part of social organization, community social organization emerges with the acceleration of urbanization and the reform of community management system, and is formed by residents or relevant government departments. Its purpose is to participate in social management and public services, but there is no unified definition of community social organization at present. The community social organization referred to in this article refers to the non-profit organization which takes community residents as the main members, is established voluntarily by community organizations or residents, takes community area as the main activity scope, and aims to meet the different needs of community residents, and is between the community subject organization and individual residents. To understand the concept of community social organization, we should grasp the following five aspects. Second, in addition to normal activities such as community exchanges and competitions, the normal activities of community social organizations are mainly in the community. Thirdly, community social organization is established according to the needs of community residents, with the purpose of serving community residents and promoting community development. Fourth, community residents voluntarily participate in the organization according to law and can make choices according to their own wishes; Fifth, community social organization is a non-profit organization.

2. The Role of Community Social Organization
2.1 It Makes up for the Limitation and Deficiency of Government Function Department
In the development of community, the government functions to lead and organize community construction, but the government functions cannot, and there is no need for the specific direct management of various community public services. In the field of community public affairs management, the natural defect of the government is that it is not good at providing quality services in the face of diverse community needs. With the help of various community social organizations, the government can make up for the shortage of public goods supply through signing agreements, public bidding and purchasing services. In order to win the government's purchase, community social organizations should constantly improve the level and quality of services and timely adjust the form and content of services according to the diversified development trend of community masses' service demands.
2.2 Promoting Community Self-Governance and Grassroots Democracy

It is an important goal to establish a new type of harmonious community to implement community residents' autonomy and expand grassroots democracy. One of the characteristics of community social organization is its autonomy. It establishes a platform for communication, communication and mutual assistance among community residents, opens up channels, promotes the self-management and self-service of community residents, and makes community social organization become the activity subject of community public service and the organizational carrier of public participation. Community social organization improves the enthusiasm of community residents to participate in community public affairs and public services, and then enhances the degree of community residents' democratization. Many community residents are gradually integrated into the community through participating in the activities of community social organizations, which are an important platform and carrier to attract community residents into the community. Owners' committees, senior citizens' associations, calligraphy associations and other community social organizations have not only improved members' democratic awareness, but also trained their democratic skills and enhanced their democratic self-governance ability through system construction and organization of various activities. Community social organization has become an important force to realize community residents' autonomy and expand grassroots democracy.

2.3 Has Promoted the Community Spiritual Civilization Construction Development

A wide variety of community social organizations enriches the spiritual life of community residents and improve their sense of identity and belonging to the community. Community social organizations carry out a large number of activities close to people's lives, which involve all aspects of community residents' lives, provide channels and carriers for community residents' communication and communication, promote the acquaintances and assistance between community residents, and make the community truly become the community of community residents' lives. In communities with active social organizations, gambling, neighborhood disputes and other undesirable phenomena are less, and the spiritual and cultural life of community residents is enriched. Through carrying out healthy and progressive cultural and sports activities, the community cultural organization guides the community residents to consciously abide by the moral standards, and improves the community residents' cultural literacy, public morality and public welfare awareness, providing positive power for the promotion of community spiritual civilization construction.

2.4 Help the Government Maintain Community Stability

In communities, different groups such as owners, unemployed persons, the elderly, women, children, the disabled and migrant workers have different interests, and various social contradictions are intricate. If some contradictions are not released through reasonable and legal channels, they will gradually evolve into factors of social instability, accumulate into social conflicts and cause social unrest. The members of community social organizations are all community residents, and they are closely related to community residents, and the public services they provide are related to community residents, representing the interests of community residents. As a third force other than government and enterprises, community social organizations are the most vivid resources for the government to understand the people's situation, a bridge and link between the government and the people, and the main way for citizens to exercise their "discourse power". Through community social organization, community conflict can be reduced and community stability can be maintained. Community social organizations are responsible for providing community services, resolving community disputes and maintaining community, which is conducive to maintaining community stability and promoting harmonious development of the community.
3. The Deficiency of the Construction of Community Social Organization

3.1 Community Social Organization Activities are Severely Underfunded

The problem of financing is one of the most serious problems in the development of community social organization. In addition to government-run community social organizations, most voluntary community social organizations of residents do not have a specific source of funding. Community social organizations are generally funded by government grants, collection of dues, organization of their own income, corporate donations and social donations. From the survey, the government funds for community social organizations are mainly funded by the government, which is relatively abundant. The voluntary community social organizations of the residents receive very little government funding, mainly rely on the collection of fees and their own income to maintain their operations, and the acceptance of corporate and social donations is extremely limited. Most community social organizations have financial difficulties, and about half of them are very difficult to fund. Therefore, the financial problems hinder the development of community social organizations.

3.2 The Internal Management Mechanism of Community Social Organizations is not Sound

Perfect governance structure, regulations and democratic mechanism are the premise and foundation for the development and growth of community social organizations. According to the investigation, the internal governance structure of many community social organizations in xi’an is not perfect, the corporate governance structure has not yet been established, the organizational structure is not sound, or although there are systems, such as the board of directors, member representative assembly and other systems, but because of insufficient funds, too few professionals and other reasons, but cannot be effectively implemented. At the same time, a considerable number of community social organizations do not have written regulations, only non-standard oral provisions. Some have statutes, but cannot be implemented independently and effectively. In addition, there is a lack of democratic management mechanism within community social organizations, and the power is highly concentrated. Many major issues are not held to vote in the general assembly of members, but are decided by one leader. Paternalistic management mode is easy to emerge in major project decision-making and daily affairs management. The community social organization of xi’an city is weak in the big pattern of government, market and society.

3.3 There is a Shortage of Professionals in Community Social Organizations

Due to the lack of understanding and distrust of community social organizations in society and the low salary and unstable work of the staff of community social organizations, many professionals are reluctant to work in community social organizations. Community social organizations lack social workers and professionals with knowledge of sociology, psychology, law and other scientific knowledge and relevant policies and regulations. Most of the heads of community social organizations are either concurrently appointed or appointed by members of neighborhood offices or neighborhood committees who lack the ability to independently build and manage community social organizations. The shortage of professional talents has become an important factor hindering the development and expansion of community social organizations in xi’an, which makes it difficult for community social organizations to provide professional and efficient services for community development.

3.4 Low Social Trust in Community Social Organizations

Because the legislation on community social organization is not sound, the external supervision mechanism is not perfect, part of the community social organizations own insufficient capacity building, internal management confusion, some even against non-profit, public welfare principle and the pursuit of economic efficiency, reduce the quality of service, ignore the social benefits and social responsibility, lead to the social credibility of the community social organizations is reduced greatly. Due to the low credibility, the social mobilization ability of community social organizations is poor, which makes it difficult to attract long-term participation of community residents and attract
professional talents, so that the ability to integrate social resources can not be effectively brought into play.

4. The Way to Strengthen the Construction of Community Social Organization Itself

4.1 Expand the Capital Channel Through a Variety of Ways

On the basis of adhering to the principles of non-profit and public welfare, community social organizations should expand the funding channels through various ways. Although community social organizations are nonprofit and mainly engaged in community public welfare services, they should not sit by the rules and wait for government funding and social donations. Instead, they should actively change their concepts, set up new concepts of competition and social capital, improve their ability to generate blood, and pursue the maximization of community public interests. While seeking financial support from the government, charity organizations and enterprises, community social organizations can also gain income through operation and improve their hematopoietic ability. Community social organizations should be good at cost-benefit analysis, especially in social benefit analysis, and attract professional talents and improve service quality by constantly improving their management ability and self-generating ability. Community social organizations can provide paid services through fees to improve their hematopoietic capacity, but must adhere to the non-profit principle, uphold the principle of public welfare. Otherwise it will become a market economy enterprise.

4.2 Strengthen the Construction of Internal Management System of Community Social Organizations

Community social organizations should first establish and perfect the rules and regulations with the constitution as the core, such as service management system, financial management system, democratic decision-making system, personnel management system, self-supervision and evaluation system, information disclosure system and so on, eliminate the lack of moral constraints, and standardize the construction of community social organizations themselves. Community social organizations to carry out the articles of association, because of the articles of association as a community social organizations will say, is to organize the internal constitution, carry out all work is to organize and guide to action, is the basis of the organization management, organization of all behavior must obey the articles of association, any violation of the constitution is invalid. Strengthen the system construction, establish a whole set of system, guarantee the continuity and stability of each work with strict system, ensure that the work does not deviate from the social public welfare value, and realize the community social organization self-management, self-service, self-education, self-supervision community autonomy system. Community social organizations should pay special attention to establishing a clear and transparent financial management system to help them obtain various fundraising and resources from society.

4.3 We Will Strengthen Professional Development of Employees

The core of the development of community social organization lies in people. The professionalization of personnel is the key factor for the success of community social organization and the premise and foundation for the successful development and realization of the value of community social organization. According to the actual situation of xi 'an, the following aspects should be achieved: first, establish an effective talent selection mechanism. The community social organization should recruit a variety of talents with professional skills in the school and society according to the actual functions and positions of the organization, so as to meet the requirements of the smooth operation of the community social organization. Second, establish an effective personnel training mechanism. The community social organization should strengthen the cultivation of the theoretical learning and practical ability of the in-service staff of the community social organization, and improve the professional skills and service awareness of the staff through regular training, model driving and experience exchange. Third, to provide human resources security for employees,
community social organizations should make their own talent development plans like enterprises, provide attractive remuneration and welfare benefits for employees, and develop scientific career development plans for employees. Fourth, get government policy support for employees. Community social organizations should actively strive for government to focus on the talent problem, prompting the government to establish a perfect community social organizations talent guarantee mechanism, to social organization talent selection and appointment of the community management, social welfare and make specific institutional arrangements and supporting measures, make the staff in health care, pension, unemployment, responsibility.it has no trouble back at home.

4.4 We Will Improve the Credibility of Community Social Organizations

The construction of public trust is a major problem in the development of community social organization in xi'an. To enhance the credibility of community social organizations, the key is to strengthen self-construction and improve their comprehensive quality and ability. Specifically, efforts can be made from the following aspects: first, to shape their good public image. Community social organization itself should have the consciousness of brand, can make use of newspapers, radio, television, Internet and other mass media, in particular to make good use of both popular with young people, and low-cost emerging communication platforms such as weibo, micro letter, in a planned way to carry out public welfare activities, through propaganda and cause the attention of government and society, set up the brand image. In addition, teachers of colleges and universities are actively invited to visit community social organizations, investigate and research, conduct research projects together with teachers of colleges and universities, publish academic articles, and expand the popularity of community social organizations. Second, improve the information disclosure system. Community social organizations should fully understand the important role of information disclosure system in enhancing their credibility, establish a hierarchical framework of information disclosure system, ensure the openness, fairness and timeliness of information disclosure, and make available their activities and funds to the society through various ways.

References


