

2016-17

annual report



CCVO
Calgary Chamber of
Voluntary Organizations

Message from CCVO Board Chair

RANDY PAQUETTE

2016-17 was a significant year of transition and growth for CCVO. With respect to transition, we entered 2016-17 knowing that our founder and long-term President and CEO, Katherine van Kooy, would be retiring during the year. For the Board of Directors and CCVO staff, this presented a significant challenge as well as an opportunity to celebrate Katherine's remarkable accomplishments and envision CCVO's future under a new leader. We are excited to welcome David Mitchell to CCVO. We have learned a lot about our organization through the transition process and are confident that CCVO enters a new year well positioned to promote and strengthen the nonprofit sector.

The past year was also a time of growth, with new programs, research, and collaborative work taking shape. Examples included CCVO's leadership of Executive Directions, work with the Boland Survey, and efforts to foster conversation and action around Indigenous reconciliation.



Among these initiatives, CCVO's Let's Talk Reconciliation Breakfast with Chief Robert Joseph was an important expansion of our convening work. CCVO has always played a significant role in this area and enhancing connections will be an important aspect of how we approach the complex challenges and opportunities that lie ahead. We look forward to strengthening our relationships with our members and working with you to build a more dynamic sector and stronger communities in 2017-18.

2016-17 Board of Directors

Randy Paquette, *Chair*
Director, Alumni & Fund Development, Edge School

Bonnie Semeschuk, *Treasurer*
Accountant, Calgary Gymnastics Centre

Karen Ball
Consultant

Ted Carruthers
Judge, Provincial Court of Alberta, Family Court (Retired)

Zubin Cooper
Partner, KPMG Enterprise

Scott Decksheimer
Partner, ViTréo Group

Bill Dickson
Community member

Cyril Elbers
Manager, Corporate Social Responsibility, TransCanada Corporation

Leslie Evans
Executive Director, Federation of Calgary Communities

Areni Kelleppan
Executive Director, Green Calgary

Patty Kilgallon
CEO, Children's Cottage Society

Christy Morgan
Director, Aboriginal Initiatives, Boys & Girls Clubs of Calgary

Greg Shyba
CEO, Anne & Sandy Cross Conservation Area

Vicki Reid
Director of Community Affairs, Cenovus Energy

Message from CCVO President and CEO

DAVID MITCHELL

Moving into my new role at CCVO, I'm genuinely excited about the opportunities ahead. Building on a solid foundation established by my predecessor, I keenly anticipate continuing the essential work of this backbone organization of the nonprofit sector. Our engaged Board of Directors provides an important window on the sector. And our diverse and dynamic members offer a mirror of the issues and prospects facing the sector. Working with our Board, members, and dedicated staff, I look forward to establishing new levels of engagement, allowing us to serve as an indispensable resource for nonprofit organizations in Calgary and beyond.

I'm especially pleased about our current and continuing work on building the adaptive capacity of the sector. This includes resources we provide such as our Reach Hire job board, HR in a Box workshop series, the Boland Survey of Salary and Human Resource Practices, and the Executive Directions leadership development program for nonprofit leaders. Also, I'm very proud of our research expertise and timely, relevant work in public policy.

I'm intent on enhancing our role as a convener of important conversations and dialogue pertinent to the sector. As we pursue these opportunities, we will seek your input, participation, and engagement.



2016-17 Staff

Katherine van Kooy

President & CEO

Mike Grogan

Vice President, Programs & Operations

Geoff Braun

Director, Policy & Research

Tracey Braun

Program Manager

Melody Brooks

Communications Coordinator

Neale Carbert

Policy Analyst

Jackie Coe

Program Coordinator

Megan Dornstauder

Administrative Assistant

Jason Goertzen

Policy and Research Manager

Julia Lotholz

Office Manager

Trevor Prosser

Information Systems Specialist

Pamela Rempel

Office Manager

Matt Sawatsky

Emergency Preparedness Specialist

Nilima Sonpal-Valias

Director, Policy & Research

Shelley Spackman

Resource Development & Conference Manager

Thank You to Our Supporters!

We are grateful to the many organizations and individuals whose generous contributions make our work possible.

Funders



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Program and Event Sponsors

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Katherine van Kooy

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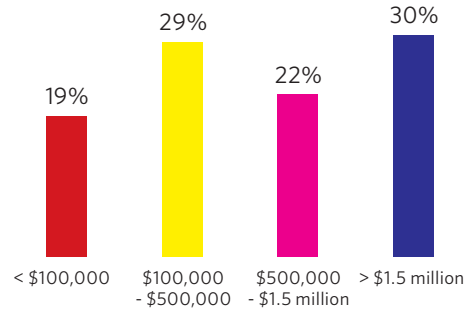
Cenovus Energy Inc.

Year in Review

Our Members



Nonprofit membership by organizational operating budget



900 jobs posted on our nonprofit job board

REACHIRE

Following the Fort McMurray wildfire, we shared our expertise on business continuity planning and our experience in facilitating a coordinated disaster response from the public and nonprofit sectors. The lessons learned from the 2013 Calgary and Area floods continue to guide the recovery efforts of nonprofits and others in Fort McMurray today.



40+ sector engagement workshops, events, and presentations



This was the first year we led all aspects of the

Boland Survey

to provide nonprofit leaders across Canada with data on annual salaries, trends and predictions, benefits, and human resource practices.



We were joined by 100 members and others to celebrate the trailblazing work of Calgary Aging in Place Cooperative, Catholic Family Service, and Oneball Charitable Cancer Organization.

Leadership Development

Great organizations need great leaders, and great leaders don't just happen by accident. Developing leaders takes time, intentionality, the support of others, as well as the support of organizations and the sector. We're heading for a significant shift in the sector, and the needs of leadership are changing too. Programs like Executive Directions help leaders and organizations look ahead and anticipate these shifts.

CCVO launched the *Summit* cohort for executive directors in February 2017; we plan to launch the *Ascent* cohort for next generation leaders later this year.

“

Executive Directions came along at the perfect time in my career. I was learning so many aspects of how to be an executive director, and struggling with how to be a leader. The readings, as well as the group learnings and sharing that make up the program, really gave me the knowledge and confidence to lead. I have developed clarity in my style of leadership and what I see as the important components of leadership. Without Executive Directions, I probably would have gotten there, but it would have taken a lot longer, and I would have had a lot less support along the way.



Pam Krause | President & CEO,
Calgary Sexual Health Centre

Leadership is so important in our sector. We have transformed as leaders of small grassroots organizations into leaders of businesses with social focus. All of the aspects of Executive Directions have allowed me to help move the sector more into that place of leadership – to help people and to solve big social problems.

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Government Relations and Policy Advocacy

Policy advocacy has been a focus of CCVO's work for many years. In 2007, we successfully advocated for public-benefit nonprofits to be exempt from Alberta's newly introduced Lobbyists Act. With the legislation undergoing mandatory review in 2016-17, Alberta's Ethics Commissioner was recommending significant changes to the Act that, if passed, would jeopardize the exempt status of public-benefit nonprofits.

CCVO partnered with Volunteer Alberta and the Edmonton Chamber of Voluntary Organizations to represent Alberta nonprofits throughout the review.

Our advocacy work included:

- Flash survey of the CCVO community
- In-person presentation to the review committee
- Two separate submissions to government officials

The review committee recommended maintaining the exemption for public-benefit nonprofits. This status quo makes it easier for nonprofits to strengthen their government relations, and to advocate for policies that benefit the people and causes they serve.



February 21, 2017

Honourable Rachel Notley, MLA
Premier of the Province of Alberta
Office of the Premier
307 Legislature Building
10800 - 97 Avenue
Edmonton, AB T5K 2B6

Re: Lobbyists Act Review

Dear Premier,

On behalf of Vibrant Communities Calgary, we are writing to you today to encourage maintaining the current exemption for public-benefit nonprofit organizations, of which we are one. Given our work to address the root causes of poverty rather than alleviate its symptoms, we engage on a frequent basis with elected officials, government administration, and many nonprofit organizations as advocates and partners. Removing the exemption for organizations such as ours, as is being proposed in the suggested amendments to the Alberta Lobbyists Act, would present a significant challenge to our organization....

We issued a sector call to action that saw CCVO members, and others, voice their concerns about the proposed changes.

Indigenous Reconciliation

Canadians from coast to coast to coast are answering the call to reconcile with Indigenous people. For nonprofits, the journey can start with identifying how your organization's mission is intertwined with reconciliation, then taking action that builds relationships and promotes healing. Whether that action is learning about Indigenous history and culture, understanding how the past has shaped the present, or showing empathy for actions happening today, reconciliation is for everyone. How is your organization responding?

CCVO's reconciliation activities in 2016-17 included:

- Chief Robert Joseph sharing his reconciliation story with 300 breakfast guests
- Making Treaty 7 Cultural Society and Shaun Loney presenting at our 2017 Connections conference



Pathways Community Association's CEO Kirby Redwood discusses strategies toward reconciliation at their inaugural conference, Miskamaso: Truth and Reconciliation in Family Life. Miskamaso is a Cree word that means discover for yourself.



54%

of nonprofits are engaged in reconciliation, or consider it a priority

2017 Alberta Nonprofit Survey

Research on Capacity Building

The economic and political environment in Calgary and across Alberta is fluid, technology is changing the way nonprofits work, and our sector is influenced by several social trends - including changing demographics, ecological change, and more. As these forces continue to shape the operating environment for nonprofits of all sizes, building adaptive capacity is critical. These are some of the findings of the capacity building research we conducted in 2016-17.

This project invites funders, capacity builders, and nonprofits to consider how they work today and in the future. It offers a framework for reflection, dialogue, and action that builds adaptive capacity within organizations and across the sector.

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Adaptive capacity requires systems thinking, and the agility to anticipate, manage, and succeed in changing circumstances. It applies to individuals, organizations, and the sector as a whole.

Thinking Differently: Adaptive Capacity in the Nonprofit Sector, CCVO, 2017

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Looking Ahead



Adaptable. Organizations that flourish in the coming years will be those that can adapt to the changes and challenges that arise. We must find new ways of working, and work together. Leaders at all levels of an organization will look to expand their skills. There will be a renewed focus on being influencers and advocates of nonprofit mission to policymakers, funders, and the community.

CCVO is ready to champion these efforts and join you in this important work. We are here to share the knowledge that will move your organization forward, and provide opportunities for you to develop the skills you need. We want to build stronger networks to take on the big issues of the day. We want you to feel supported in your work. We want to hear your stories.

Together, we will adapt and flourish.

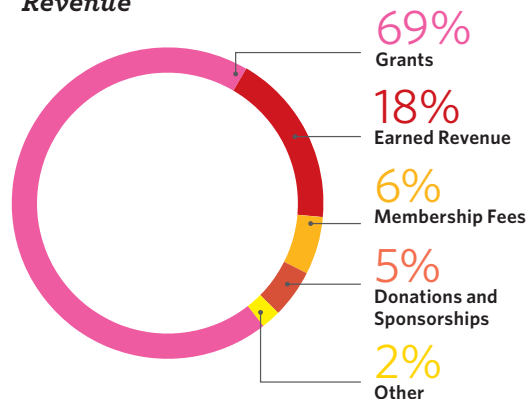
Financial Summary

Statement of operations and change in net assets for the year ended April 30, 2017

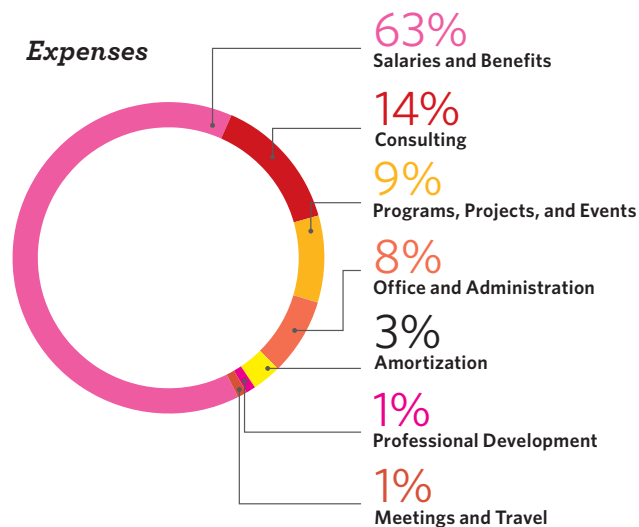
Revenue	April 30, 2017	April 30, 2016
Grants	1,187,544	996,588
Earned Revenue	305,729	182,102
Membership Fees	103,884	109,491
Donations and Sponsorships	93,060	69,542
Other	37,014	33,855
	1,727,231	1,391,578
Expenses		
Salaries and Benefits	1,069,107	921,372
Consulting	230,396	99,193
Programs, Projects, and Events	157,819	148,891
Office and Administration	142,118	132,821
Amortization	51,478	37,260
Professional Development	24,252	20,661
Meetings and Travel	17,029	26,309
	1,692,199	1,386,507
Other Items (Losses)	16,493	(1,896)
Excess of Revenue Over Expenses	51,525	3,175
Net Assets - beginning of year	575,157	571,983
Net Assets - end of year	626,682	575,157

Read the full audited financial statements at calgarycvo.org

Revenue



Expenses



VISION

A vital, dynamic nonprofit sector that is recognized and respected as an integral partner in building strong, healthy communities.

MISSION

CCVO promotes and strengthens the nonprofit sector by developing and sharing resources and knowledge, building connections, leading collaborative work, and giving voice to critical issues affecting the sector.



CCVO

Calgary Chamber of
Voluntary Organizations

Kahanoff Centre
Suite 1175, 105 - 12 Avenue SE
Calgary, AB T2G 1A1

calgarycvo.org



In the spirit of our efforts to promote reconciliation, we acknowledge the traditional territories and oral practices of the Blackfoot, the Tsuut'ina, the Stoney Nakoda First Nations, the Métis Nation Region 3, and all people who make their homes in the Treaty 7 region of Southern Alberta.