

explore  
share  
lead  
influence

CALGARY CHAMBER  
OF VOLUNTARY  
ORGANIZATIONS

2014 - 2015  
ANNUAL REPORT

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# CCVO 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.**

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# CCVO Vision

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



**CCVO**

Calgary Chamber of  
Voluntary Organizations

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## Message from the Board Chair & CEO

**Alberta is experiencing change. The economic downturn is being felt throughout our society and layoffs have replaced hiring booms. And for the first time in 44 years we have a new government.**

Despite all the churn, this year was an enormously productive time for CCVO. We sustained and extended valued services, stimulated others to take action, and continue to change the system.

CCVO's successful campaign against the reduction of the provincial charitable tax credit highlighted our leadership on critical issues affecting the sector. We've been involved in the Alberta Law Reform Institute review of non-profit legislation; worked with Volunteer Alberta and others on proposed changes to the process for Police Information Checks, and in January, launched a ground-breaking initiative aimed at building the capacity of nonprofit organizations to respond to emergency situations.

This year we entered into an agreement that will transfer the annual Boland Survey of Not for Profit Salaries and Human Resource Practices to CCVO. The Boland Survey has a long history of providing essential information to the sector and this agreement will ensure the long term sustainability of this valuable resource.

This Annual Report shares highlights of our work, in what was an exceptional year.

CCVO's achievements were made possible by the outstanding efforts of a small, dedicated staff team that rose to every challenge, flexing to embrace new initiatives and respond quickly to changing circumstances. Our thanks to the entire staff team for the energy and passion you bring to your work.

We extend our deep appreciation to all whose support made our work possible this past year – our members, associates, funders, volunteers, partners and sponsors and a special thank you to our Board of Directors for your leadership.



**Katherine van Kooy**  
President and CEO



**Patti Morris**  
Board Chair

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# explore, share, lead, influence

One of CCVO's key purposes is to build awareness and understanding of the nonprofit sector – its contributions, its needs and the impact of policy and other decisions.

The reduction to the provincial charitable tax credit raised major concerns about the impact on organizations throughout Alberta. Our *Now is NOT the Time* campaign was a resounding success; it built awareness of the implications and generated support that led to rescinding this decision. CCVO's leadership on behalf of the sector on this issue was widely recognized and appreciated.

[www.nowisnotthetime.ca](http://www.nowisnotthetime.ca)

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“

*This is an excellent outcome! Grateful thanks for your ongoing attention and advocacy.”*

**Marilyn Dyck, Executive**  
Director, The Doorway

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“

*Congratulations to you and all of your colleagues and supporters for achieving the significant announcement today regarding the government's intent not to move forward with the Charitable Tax Credit reduction. We are very pleased for charities, donors and beneficiaries in Alberta, and indeed, for charities across the country, that your collective voices have been heard.”*

**Michelle Gauthier**  
Imagine Canada

This year we launched a new government relations portal, *GR 101*, to strengthen the capacity of organizations to engage more effectively with all three levels of government. The portal connects organizations to a wealth of resources, information and toolkits. CCVO produced election resources to support the capacity of organizations to participate effectively during the provincial election, including essential information on permissible activities.

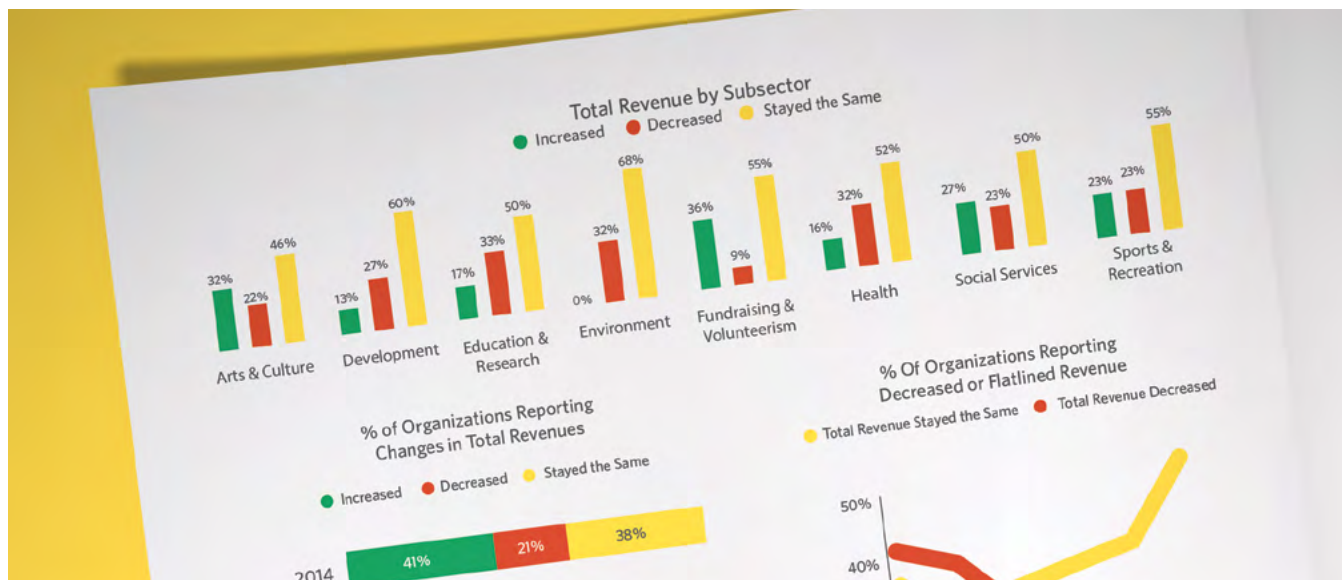
[www.calgarycvo.org/government-relations/](http://www.calgarycvo.org/government-relations/)

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CCVO's leadership in building constructive relationships with the Provincial government is having a positive impact for the sector. As co-chair of the Alberta Nonprofit/Voluntary Sector Initiative, we played a key role in renewing this important mechanism for senior level policy dialogue, shaping the agenda and achieving some concrete outcomes.

A major gain this year was the inclusion of the nonprofit sector in the bi-annual Alberta Wage and Salary Survey. This is the first time in Canada that information on the nonprofit workforce will be available, as it has always been available for the for-profit sector. This is the result of efforts by the Labour Market Information (LMI) Working Group, chaired by CCVO staff.

CCVO brought a broad sectoral voice to the table through its participation on the Human Services Workforce Alliance and also worked closely with government to engage and inform the sector about the Social Innovation Fund. Since the cancellation of the fund we still work with an informal group interested in promoting social innovation.



# Alberta Nonprofit Survey & Data Portal

## Making data work

Our 2015 annual survey of Alberta nonprofits is the eighth in this series. The survey helps track and illustrate trends occurring across the sector, providing a snapshot of the health and experience of Alberta’s nonprofits and charities. Once again we asked questions about organizational finances, demand for services and changing circumstances. The survey also tackled a host of new topics and checked-in on aspects we explore from time to time.

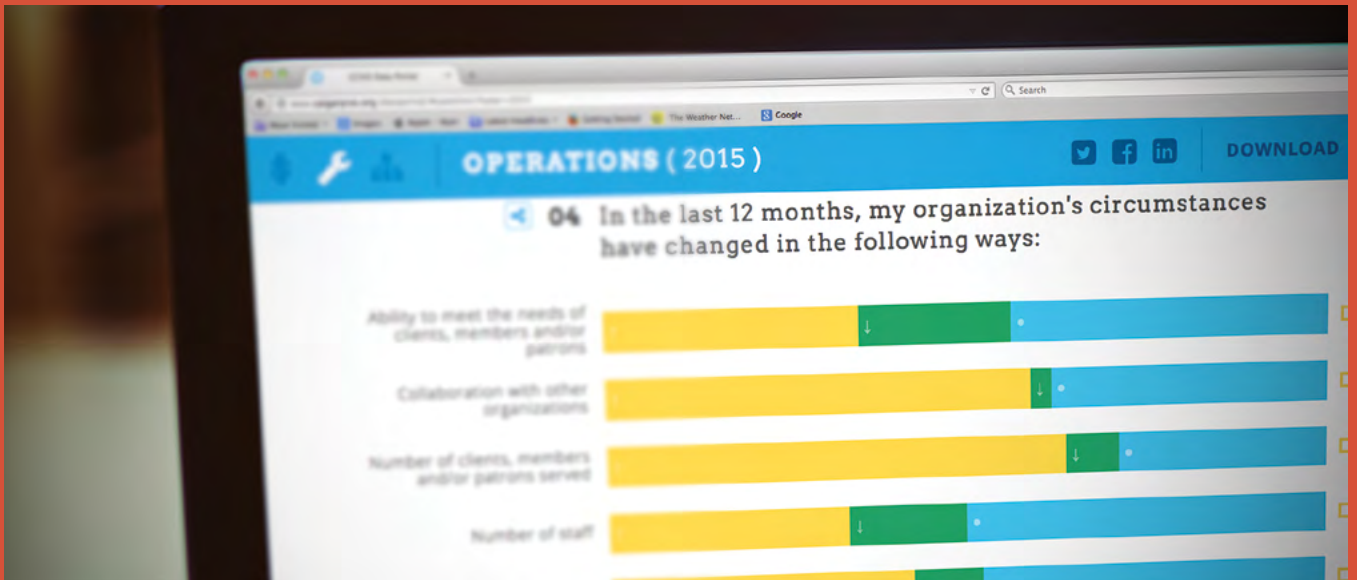
Our Alberta Nonprofit Survey report was released in June. Two companion reports will accompany the 2015 Edition – one focused on Calgary and area organizations; the second, on responses from Alberta’s Social Services sector. These reports are a valued source of information used widely by organizations, funders and governments to inform their work.

### TOPIC AREAS

- how organizations have been preparing for the economic downturn
- the relationship between oil prices and the financing of Alberta’s nonprofit sector
- workforce challenges
- workforce diversity
- executive director turnover
- organizational capacity
- emergency preparedness
- challenges to achieving mission
- provincial contracting and procurement practices


This year’s survey captured a distinct mood. Alberta nonprofits were bracing for a tough provincial budget and watching oil prices plummet.


Explore survey results in 2015: [www.calgarycvo.org/dataportal](http://www.calgarycvo.org/dataportal)



We complemented the release of the 2015 print report with the launch of our new Data Portal: a flexible, web-based, reporting engine that compiles information collected in our nonprofit surveys. Users can quickly and easily filter our survey data by organization size, subsector and region to isolate and compare the information from a series of annual datasets.

We'll add other data sources to the portal over time. It will become a robust resource with information beyond that generated by CCVO.

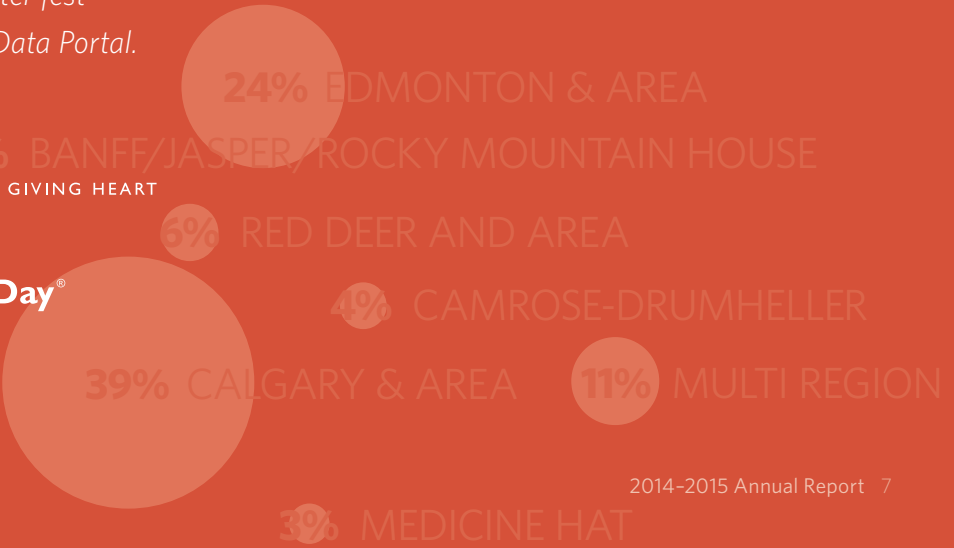
 **Alberta Ecotrust** The @nonprofitvoice has released their 2015 Nonprofit Survey results alongside an amazing new data portal! <http://www.calgarycvo.org/dataportal>

 **Volunteer Alberta** Find data from the Alberta nonprofit sector through this awesome tool: @nonprofitvoice Data Portal <http://ow.ly/PmdfV>

A \$10,000 donation from Imperial and RBC received from a National Philanthropy Day 'twitter fest' funded the development of the CCVO Data Portal.



**National Philanthropy Day®**





# Emergency Preparedness Initiative of Calgary

## Steering a collective response

**The Emergency Preparedness Initiative of Calgary (EPIC) was launched January 2015. CCVO was asked to take the lead on this multi-stakeholder initiative following our extensive flood-related research work in 2013.**

Working with key stakeholders, we're developing a two-pronged project. One priority is to help build the capacity of nonprofits. The goal: nonprofits are prepared and able to maintain services during emergencies - and, can effectively respond to and recover from any disaster or emergency. The second priority for EPIC is to increase collaboration between the public and nonprofit emergency response systems.

This is a ground-breaking initiative that is generating national and international interest as a unique community-based approach to improved emergency response.

**Learn more** [www.getpreparednonprofit.com](http://www.getpreparednonprofit.com)



*Emergency preparedness is a team sport."*

**Eric E. Whitaker**

former director of the Illinois Department of Public Health

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## AGENCIES SUPPORTING EPIC

- Alberta Health Services
- Calgary Chamber of Voluntary Organizations (CCVO)
- Calgary Foundation
- Canadian Red Cross Society
- City of Calgary Community and Neighbourhood Services (CNS)
- City of Calgary Emergency Management Agency (CEMA)
- Federation of Calgary Communities (FCC)
- United Way of Calgary and Area



EMPLOYMENT  
POSTINGS  
HOSTED

MORE THAN

1,000

VIEWS  
RECEIVED FROM  
PERSPECTIVE  
EMPLOYEES

(during last 22 months)

MORE THAN

2.2M

USERS THAT  
REFERRED  
REACH HIRE TO  
OTHERS

86%

## Reach Hire and E-bulletin

### Attracting and informing

**An important role for CCVO is to provide services that support the capacity of nonprofit organizations to do their work.**

Reach Hire is Alberta's #1 job board for careers in the nonprofit sector. CCVO member organizations and other nonprofits and charities connect with thousands of Albertans seeking a fulfilling career in our sector.

Based on the response to this service, and the increasing use by organizations outside the Calgary region, we're planning to expand Reach Hire into other centres.

“

*Reach Hire is our go-to website for recruitment. It's an affordable option that allows us to recruit high quality applicants that are specifically looking to work in the not for profit sector.”*

**Calgary Food Bank**

Our bi-weekly E-bulletin continues to be a highly-valued resource – particularly by executive and senior level staff in nonprofit and charitable organizations who rely on it for timely, relevant, quality information. Sections on breaking news, government and policy updates, news of special projects and initiatives, workshop and award program announcements, and accessible resources make it a valuable service.

“

*Just a quick note to say how pleased I was to see the recent CCVO bulletin about prospective cuts to social sector funding. It is a great piece – forthright – which is exactly what is needed. Thanks for your great work.”*

**Gael McLeod**

strategic business analyst  
and former City of Calgary  
Councillor



# Connections Conference

## Building community

**More than 350 nonprofit, corporate and public sector delegates gathered April 13-14, 2015 at the fourth annual *Connections* conference to build their passion and skill for strengthening community.**

Participants were challenged by our exceptional keynote speakers: Andrew Coyne, columnist at *The National Post*, and the former National Editor of *Maclean's*; and Paul Born, co-founder and President of Tamarack – An Institute for Community Engagement, a global leader on issues of place, collective impact, and community innovation.

Our inspiring guest speakers included Wanda Brascoupé Peters, Executive Director of The Circle on Philanthropy and Aboriginal Peoples in Canada; Leslie Wright, Publication Manager, *The Philanthropist* – Agora Foundation, Publisher; and Dr. Roger Gibbins, Senior Fellow with the Max Bell Foundation, who helped us explore the moral case arguments for charities engaging in the public policy process.

Diverse breakout sessions continued the conversations, built connections and encouraged delegates to take bold action to strengthen our communities.



“

*I have been sitting here considering some of the thoughts I have grown a bit from the last two days of Connections. Thank you most sincerely for putting on such a well thought out conference. Each of the keynotes offered food for disruptive thought – the only reason anyone should invest time in such an event is to experience some disruption of thought. Well done!”*

**Sue Mallon**  
CEO, Carya

“

*I wish to extend my thanks and applause to the entire CCVO team; the curation of the conference led to a creative, provocative and enriching experience. Thank you!”*

**Kelsey Spitz**  
SiGeneration

▲  
The planning committee delivered an exceptional line-up of speakers and workshops and Ken Lima-Coehlo was superb as MC. Andrew Coyne, our first keynote speaker, challenged the highly engaged audience with some of his positions, stimulating conversations that carried on throughout the conference.



# Calgary Nonprofit Innovation Awards

## Honouring and inspiring

**Celebrating innovation in the nonprofit sector goes a long way towards stimulating it in others. The annual Calgary Nonprofit Innovation Awards have been doing this since 2011. This March, we recognized three exceptional leaders and their organization's ingenuity.**

Thanks to support from Cenovus, our awards ceremony and networking reception occurred atop Calgary's stunning Bow building.

▲  
CCVO hopes the *Innovation Awards* will encourage increased exploration, creativity and adaptation of clever, innovative practice throughout the sector.

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*Our award winners were profiled through a unique publication created for CCVO by RedPoint Media & Marketing Solutions. The issue was sent to CCVO members, dropped throughout downtown and distributed more widely via Avenue magazine.*





**Courtney Hare**

Co-Founder of The Calgary Tool Library

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This volunteer-run program lends, repairs and stores a range of tools for Calgarians in exchange for a \$40 annual membership fee.



**Stephanie Jackman**

President & Founder of the REAP Business Association

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Since 2012, REAP has partnered with local businesses to plant orchards in community green spaces as a carbon-offset initiative.



**Pam Krause**

President & CEO of The Calgary Sexual Health Centre

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WiseGuyz, a school-based sexual health education program aimed at Grade 9 boys, has been recognized repeatedly for its success in addressing issues like homophobia, bullying and risky sexual behaviour.



# CCVO Workshops & Communities of Practice

## Promoting capacity

**Together CCVO and Volunteer Alberta developed an advocacy webinar for small organizations, including those in rural communities without the resources to attend the in-person training sessions we hold on this topic. The first webinar was jointly hosted in May, with plans to repeat this fall.**

**CCVO partnered with Pro Bono Law Alberta to deliver the 2015 Non Profit Law Series.**

The five relevant and practical topics clearly met a community need. Based on the response from participating nonprofits and charities, we'll continue this program next year.

- Charity & Nonprofit Law
- Contracts
- HR/Employment
- Privacy/Canada's Anti-Spam Laws
- Social Enterprise

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## 2014-2015 WORKSHOPS

- Social Innovation Endowment Fund
- Strategic Advocacy
- An Innovative Mindset
- Results Based Budgeting
- Canada Alberta Job Grants
- CRA Financial Reporting and Requirements - What Charities Need to Know
- Minister Klimchuk Dialogue
- Budget Debrief

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## COMMUNITIES OF PRACTICE

- Evaluation Communities of Practice TWO EVENTS
- HR Exchange Group FIVE EVENTS
- Senior Finance Officers Group FIVE EVENTS



# CCVO Membership

## Building community

**CCVO members reflect the breadth and diversity of the nonprofit sector, both in size and scope.**

When these organizations and their supporters come together as members in an organization committed to strengthening, supporting and raising awareness of their contributions and challenges, the community as a whole benefits.

This year, CCVO worked hard to increase our engagement with members in specific targeted ways. We used print and online media with great success, including the creation of the hashtag #CCVOMember that promoted 35 per cent of our online members in 2014-2015. We also attended more events held by members than ever before and profiled members in our E-Bulletin.

▲  
Last year CCVO members saved \$74,855 in job posting and event discounts.

“

*Membership in CCVO is about more than what we receive, it is about what we create and become a part of by joining.”*

**CCVO Member**  
CCVO Member Survey 2013

### IN ADDITION TO SUPPORTING OUR WORK, CCVO MEMBERS:

- Stay connected with their colleagues through events, workshops and communities of practice
- Benefit from reduced fees on Reach Hire
- Show their commitment through high renewal rates

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## Sustaining Members

AFP Calgary & Area Chapter  
Aspen Family and Community Network Society  
Bethany Care Society  
Bow Valley College  
Calvista LLP  
Carya  
Cenovus Energy  
City of Calgary  
The Development Group  
Developmental Disabilities Resource Centre of Calgary  
HRJ Consulting Ltd.  
Janet Brown Consulting  
Katherine van Kooy INDIVIDUAL SUSTAINER  
Martha Parker INDIVIDUAL SUSTAINER  
Max Bell Foundation  
Mount Royal University  
The Muttart Foundation  
Nine Lions Development Consulting  
Propellus  
Prospect Human Services Society  
Sport Calgary  
United Way of Calgary and Area  
University of Calgary  
Wood's Homes  
YMCA Calgary  
YWCA of Calgary



CCVO works to identify nonprofit issues and build awareness with policy makers. Membership increases your opportunities for engagement on these fronts and helps us provide credible, up-to-date information about the whole sector. Your voice matters; sign up for a membership today.





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## Donors and Supporters

We thank those who share our interest in a strong and vibrant nonprofit sector and a healthy and sustainable community. Our supporters are committed to strengthening, supporting and raising awareness of the contributions of the sector benefitting the community as a whole.



Please note that only donors of gifts valued at \$50 and above are listed. CCVO has made every effort to ensure the accuracy and completeness of this directory of public and private sector supporters. If we have made an error or there is an omission, please accept our sincere apologies and contact us at [admin@calgarycvo.org](mailto:admin@calgarycvo.org). Thank you.

Alberta Beverage Container Recycling Corporation  
Alberta Culture  
Alberta Enterprise & Advanced Education  
Alberta Health Services  
Alberta Human Services  
Alberta Real Estate Foundation  
Anonymous Donor (2)  
Bridges of Love Ministry Society  
Bob Hawkesworth  
Burns Memorial Fund for Children  
The Calgary Foundation  
Calvista LLP  
Canadian Oil Sands Ltd.  
Canadian Paraplegic Association (Alberta)  
Canadian Red Cross  
Cenovus Energy Inc.  
City of Calgary  
ConocoPhillips Canada  
FCSS Calgary  
Glenbriar Technologies Inc.  
HRJ Consulting Ltd.  
Imperial  
Judge Ted Carruthers  
Karen Caughey  
Max Bell Foundation  
Patti Morris  
Mount Royal University  
The Muttart Foundation  
Nexen Energy ULC  
PricewaterhouseCoopers LLP  
Prospect Human Resources Society  
Randy Paquette  
Royal Bank of Canada  
Suncor Energy Inc.  
Talisman Energy Inc. (part of the Repsol Group)  
Topline Printing Inc.  
Umewe  
Unique Perspectives  
United Way of Calgary and Area  
University of Calgary  
Vida Events

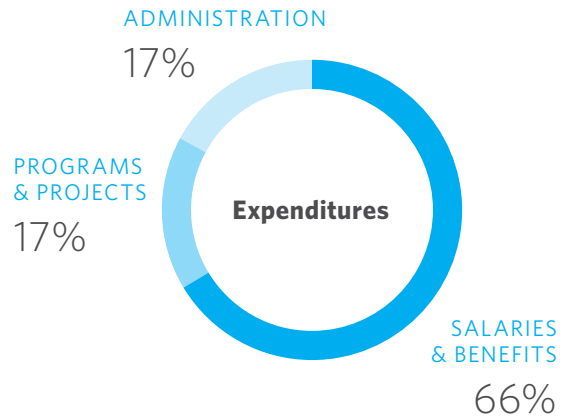
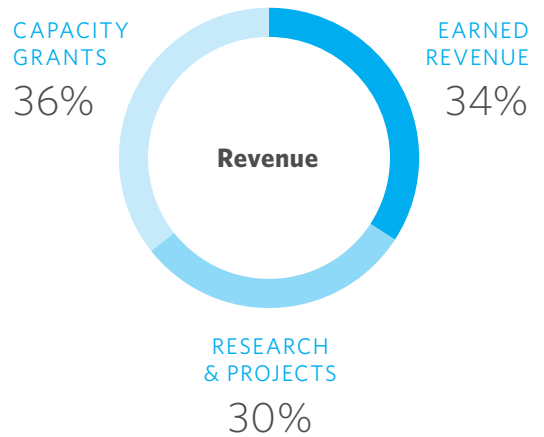
# CCVO Financials

## Year-end

### Balance Sheet

For the Year Ended April 30, 2015

ASSETS	April 30, 2015	April 30, 2014
Current	924,336	796,240
Capital Assets	88,322	96,307
	1,012,658	892,547
<b>LIABILITIES</b>		
Current	341,057	313,489
Deferred Membership Revenues	12,998	13,600
Deferred Program Grants	65,452	13,604
Deferred Lease Enducement	21,168	36,100
	440,675	376,793
<b>NET ASSETS</b>		
Unrestricted	50,000	52,620
Internally Restricted	469,761	417,855
Invested in Capital Assets	52,222	45,279
	571,983	515,754
	1,012,658	892,547



Read our full audited financial statements at [www.calgarycvo.org/who-we-are/about-ccvo](http://www.calgarycvo.org/who-we-are/about-ccvo)

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## Board of Directors 2014–2015

### **Patti Morris** CHAIR

Executive Director, Wellspring Calgary

### **Randy Paquette** VICE CHAIR

Director, Alumni Partnerships & Recruitment,  
University of Calgary

### **Janet Brown** SECRETARY

Public Opinion Research Consultant

### **Bonnie Semeschuk** TREASURER

Accountant, Calgary Gymnastics Centre

### **Betty Thompson** PAST CHAIR

Partner, Calvista LLP

### **Karen Ball**

Consultant

### **Judge Ted Carruthers**

Judge, Provincial Court of Alberta, Family Court

### **Scott Decksheimer**

President, Nine Lions Development Consulting

### **Jordan Deering**

Partner, Dentons LLP

### **Leslie Evans**

Executive Director, Federation of Calgary Communities

### **Barb Ferguson**

Executive Director, Alzheimer Society of Calgary

### **Ken Lima-Coehlo**

Vice-President, Marketing & Communications,  
YMCA Calgary

### **Sue Mallon**

Chief Executive Officer, Carya  
(formerly Calgary Family Services)

### **Anne-Marie Pham**

National Manager of Diversity & Employment Equity,  
Spectra Energy

### **Vicki Reid**

Director, Community Affairs, Cenovus Energy

## CCVO Staff

### **Katherine van Kooy**

President & CEO

### **Mike Grogan**

Vice President, Programs & Operations

### **Geoff Braun**

Director, Policy & Research

### **Marilou Stegmeier**

Director, Finance & Administration

### **Tracey Braun**

Membership Coordinator

### **Anna Burrowes**

Policy Analyst

### **Jackie Coe**

Workforce Initiatives Coordinator

### **Trevor Prosser**

Information Systems Coordinator

### **Matthew Sawatsky**

Emergency Preparedness Coordinator

### **Johanna Schwartz**

Communications Coordinator

### **Adriana Simon**

Director, Resource Development &  
Connections Conference Lead

### **Kaitlyn Smith**

Administrative Assistant

