



CCVO
CALGARY
CHAMBER of
VOLUNTARY
ORGANIZATIONS

2010-2011 Annual Report



**Giving Voice
Strengthening Organizations
Building Connections**



Voice



Board Chair Message

Remember when...

...images of mechanism and the need to maintain and resource stable structures of service characterized Board work?

Even in the creation of something new like a chamber of voluntary organizations, board focus was mostly on structuring of a craft shaped by familiar fiduciary and strategic objectives. We all came with presuppositions about the course ahead and what we would be when the sails were set.

But the winds of reality cast us on a sea of foaming crosscurrents that caused us to rebuild our ship as we sailed. Now our work is shaped by deeper demands that have rewritten our approach and opened us to the generative aspect of Board responsibility that provides a dynamic format for all our work, be it fiduciary or strategic.

Our board has embraced this challenge and it is transforming the way we work together. I have been privileged to serve as chairperson of this remarkable group of brilliant, courageous souls for the last two years. We are all privileged to be supported by an excellent staff team. I particularly want to thank Katherine van Kooy who dares to take the bridge of our shape-shifting vessel. Her work on behalf of the nonprofit voluntary sector is stellar.

Beyond the wide range of work that we do and resources we offer it is our hope that we will always be a sensitive, creative model for our membership and community.

Having finished my term, I know I will miss working with Katherine and CCVO's very special Board of Directors.

Thank you, all!

*Since you have perceived the dust of forms,
perceive the wind that moves them;
since you have perceived the foam,
perceive the ocean's depth of energy.*

Pass into sight, pass into sight, pass into sight.

(adapted from Rumi)

The Very Rev. Robert T. Pynn
Chair, Board of Directors



CEO Message

Looking back, the past year was an intensely productive time for CCVO. We continued to build on our workforce initiatives, completed two major sector surveys and maintained an active policy agenda. Changes to the online Job Centre made this popular service easier to use for employers and job seekers, and the refreshed website improved access to information and resources.

We also moved in some new directions, producing the first provincial State of the Sector report and launching the Calgary Nonprofit Innovation Awards. These initiatives supplement CCVO's ongoing research, contributing to a broader understanding of the sector and our collective ability to share the stories of both the challenges and successes.

Since 2004, we have laid the foundation of research and policy work that defines our role, built a strong membership base and diversified our revenues. In order to sustain our ability to serve our members and the sector, this year we began to implement a new resource development plan aimed at meeting our future financial needs. To manage our growing policy and research activity, we put in place a framework to guide our future policy work and added a senior policy position to our staff team, increasing our capacity to provide leadership in this area.

Each year we strive to deepen our work, ensure that we are addressing the important issues and meet the needs of the sector. Learning from the experience of other organizations has inspired much of what we do. Meetings with leading capacity-building organizations in the United Kingdom in the fall of 2010 provided insights into different ways of working together to increase our collective impact and challenged our thinking about what role CCVO can play in effecting change. As our Board begins the process of renewing the strategic plan in 2011, we look forward to working with members and other stakeholders to define our future direction.

The CCVO team of Board, staff and volunteers believe in the importance of our work because, quite simply, they understand the importance of yours. Whether it is your successes or challenges, your innovations or obstacles, giving voice to the voluntary sector is not a responsibility we take lightly.

Thanks to our Board of Directors for their leadership, to the many other volunteers who support our work and to an amazing staff for their commitment and creativity.

Katherine van Kooy
President and Chief Executive Officer

A man with dark hair, wearing a light-colored short-sleeved shirt and grey trousers, stands in a lush green forest. He is holding two large, circular, metallic cymbals in front of him, one in each hand, as if he is about to play them. The forest floor is covered in vibrant green ferns, and tall, slender trees rise in the background. A white speech bubble with a tail pointing towards the man is positioned in the upper left quadrant of the image.

CCVO gives voice to the voluntary sector by understanding and monitoring the big-picture issues that affect nonprofits and charities...

Giving Voice

CCVO gives voice to the critical issues affecting the voluntary sector, addressing and influencing issues ranging from public policy and funding practices to regulatory changes and human resources.

CCVO's ground-breaking research and other initiatives are building a base of knowledge about Alberta's voluntary sector that is used by individual organizations, funders and government to make more informed decisions today and for the future.

CCVO gives voice to the voluntary sector by understanding and monitoring the big-picture issues that affect nonprofits and charities; by building awareness of the issues and shaping responses. Often CCVO is leading the agenda, such as with unique research on the state of the voluntary sector in Alberta, providing a valuable resource for government, nonprofits and corporate donors. In some cases this work is in response to proposed legislation or government reviews. In every case, CCVO takes the opportunity to promote the social and economic value of nonprofits and charities; to discuss the issues they face and how government and funder policies affect organizations' ability to serve their communities.

This work often occurs very publicly, in presentations to City Council, at government hearings, in media interviews or through CCVO communications. But it also happens in less public ways in committee work, collaborative initiatives, through discussions with members or meetings with funders. "Giving voice" and building awareness does not always deliver immediate results but it has long-lasting and broad-reaching impacts on the ability of nonprofit organizations to achieve their missions.

The following examples illustrate the breadth and variety of CCVO's activities in *giving voice* during 2010-11:

The Alberta Nonprofit/Voluntary Sector Initiative (ANVSI)

The Alberta Nonprofit/Voluntary Sector Initiative continues to be one of CCVO's major commitments. Since 2004, CCVO has been at the table promoting, encouraging and contributing to the development of this innovative approach to fostering collaboration between the Province and the voluntary sector. The first provincial initiative of this type in Canada, ANVSI has increased understanding and built relationships within the sector and with government departments that support more meaningful policy dialogue.

Mayoral Candidate Forum

In order to bring nonprofit and other community issues to the forefront during the municipal election campaign in 2010, CCVO invited all mayoral candidates to participate in a forum focusing on matters of concern to Calgary's charities and nonprofits. Candidates discussed how they would increase the involvement of the nonprofit sector in the City's policy making process and what community or social service funding they would prioritize amid upcoming budget decisions. The forum raised the profile of issues that otherwise received little coverage.



Premier's Council for Economic Strategy

Provincially, CCVO contributed to the development of a long-term economic strategy for Alberta. The Premier's Council for Economic Strategy, a group of globally-recognized experts, was appointed to advise the Alberta government on ways to position the province for future prosperity. Recognizing the importance of this work and concerned that the Council receive input from the voluntary sector, CCVO disseminated information about the work of the Council and its discussion paper; participated in the Council's Calgary consultation session; and invited Council member, Jim Gray, to a meeting with its Board.

CCVO's submission to the Council emphasized the role nonprofits and charities could play as vital and cost-effective partners in achieving long-term provincial strategies to address significantly higher competition for workers, an increasingly vital immigrant workforce, increased health concerns and costs, a growing seniors population and higher urbanization. These perspectives on the importance of the community context are evident throughout the Council's report.

MLA Advisory Committee

An MLA Advisory Committee (Casino Review) was appointed by the provincial government in 2009 to study the distribution of proceeds from licensed casino events. The potential changes under consideration had significant implications for charities throughout Alberta. CCVO worked to make organizations aware of the review process and helped them understand the implications of potential changes through communications up-dates, briefing notes and sharing our submission to the Committee. The MLA Advisory Committee rejected recommending any major changes to the current system and the government referred the committee's report to the Alberta Gaming and Liquor Commission for further review.

Bill C-470

Bill C-470 was a private member's bill intended to introduce new requirements for charities to disclose compensation information as well as conditions under which charitable status could be revoked. CCVO worked collaboratively with Imagine Canada and other leadership organizations to build understanding of the implications of this legislation within the charitable sector and in Parliament, including a presentation before the Standing Committee of Finance. As a result of this collective effort, the legislation was amended substantially. Although it did not pass into law before the dissolution of Parliament for the election, it did demonstrate the on-going need to build understanding among lawmakers of the regulations with which Canadian charities must comply.

Provincial Budget Response

As part of its on-going monitoring of government activity, CCVO reviewed the provincial budget on its release, identifying the major implications for the voluntary sector.

Building Awareness

Building knowledge, understanding and awareness about the role and nature of the voluntary sector, its contribution to communities and the challenges facing it is an important way in which CCVO gives voice to the sector. One of the greatest challenges is the lack of current, relevant information to inform the work of charities and nonprofit organizations, as well as governments and the broader funding community. CCVO addresses this need through its research and other initiatives.

Economic Climate Surveys

CCVO completed two provincial climate surveys this past year – the third and fourth in this series. These surveys remain the only source of Alberta-specific research that document the ongoing impact of economic fluctuations on organizations in the sector. The data gathered by CCVO's economic climate surveys informs our work and the work of other organizations in the sector. Over time we are developing a better understanding not only of how organizations are affected by changing circumstances, but also how they respond. Information from the surveys has been used by governments as a unique and current source of information about the nonprofit and voluntary sector in Alberta. Increasingly this information is also used by businesses and foundations to guide them in their community investment programs. Media coverage of the surveys also helps increase public awareness of the voluntary sector and the challenges experienced by organizations in their communities.

State of Alberta's Nonprofit Sector

To provide much-needed and long-overdue data on Alberta's voluntary sector, CCVO embarked on a 12-month research project with the help of the Canada West Foundation. "Points of Light", released in May 2011, is the result of the largest online survey ever conducted of nonprofits and charities in the province. The report emphasizes the need for high quality statistical information that represents the full width and breadth of Alberta's nonprofit sector, made up of more than 23,000 nonprofits and charities. "Points of Light" highlights the need for sector-wide time series data that can reliably establish trends.

Labour Market Information

The lack of reliable and consistent labour market information has been a major issue for the nonprofit sector across the country. Nonprofits require good labour market information in order to determine skill and education requirements for positions in the sector; identify and attract potential workers; fill job vacancies; and plan for the future, among other uses. Over the past year, CCVO has participated on the advisory committee of the HR Council for the Nonprofit Sector's Labour Market Information project. This multi-phase project is focused on developing a long-term strategy for improving the nonprofit sector's labour market information. The recently released initial report recommends key goals and milestones for data development and provides a starting point for further action.

Challenging Perceptions & Misconceptions


The persistent perception that there are too many charities and nonprofit organizations in Alberta is an important issue, which deserves a broad and informed discussion within our communities. CCVO's *In Brief*, "Challenging Perceptions & Misconceptions of Alberta's Voluntary Sector", challenged assumptions and questioned what a vibrant civil society looks like, in the hope of stimulating discussion.

Calgary Nonprofit Innovation Awards

CCVO established the Calgary Nonprofit Innovation Awards in 2010 to celebrate creativity, risk-taking, learning and successful improvements within the sector. This program will help collect the stories of the numerous innovative approaches that are abundant in Calgary's nonprofit sector. By seeking out, supporting and promoting innovation, this program aims to foster a culture of innovation and build broader awareness of the creativity of this sector.

I loved your economic survey! As a consultant, I work for several different charities in several different sectors. I have seen first hand how many are struggling, yet others remain unaffected by the current economical climate. Your research puts this in perspective for me.

- Joanne Toller, The Cause Events Inc. (formerly of The Communicators)

A man with dark hair, wearing a white short-sleeved shirt and dark trousers, is sitting on the forest floor. He is leaning against a large tree trunk on his left and is reading an open book. The forest floor is covered with lush green ferns. The background consists of many tall, thin tree trunks and a dense canopy of green leaves, creating a serene and natural setting.

CCVO is a capacity-building organization, which enables other nonprofits and charities to operate more effectively.

Strengthening Organizations

CCVO develops practical resources to increase the impact and efficiency of nonprofits and charities. Tailored for the needs of the voluntary sector, these accessible and affordable resources particularly support organizations with limited resources.

Biweekly CCVO E-Bulletin

The CCVO E-Bulletin continues to be a popular resource for the voluntary sector, government, business and media. With more than 3,000 subscribers across Alberta, the biweekly electronic news bulletin has tremendous reach. It provides credible, timely information and the latest resources and research to improve the effectiveness of nonprofits and charities. Many people say it is the one newsletter among dozens that they take the time to read.

CCVO's job site is easy to use and is a cost effective way to advertise opportunities in the Nonprofit sector

- Sandra Pratt,
Human Resources Advisor,
YWCA of Calgary

CCVO Nonprofit Job Centre

CCVO Nonprofit Job Centre has become a phenomenal resource for employers and job seekers alike. With more than 27,000 views each month, the job centre offers the most comprehensive list of nonprofit jobs in Calgary and area. Changes made to the Job Centre this past year enabled employers to post jobs online and pay for them automatically, and job seekers can now also apply online and post their resumes.

CCVO Website

The CCVO website underwent a redesign process in the fall and the end result is a vibrant new homepage with easy navigation to timely, relevant information. The same great content organized better and presented with more visual appeal.

The Calgary HR Initiative

The Calgary HR Initiative is a collective undertaking of local nonprofit organizations, funders, networks and governments, to develop short and long term sustainable solutions to the human resource issues facing Calgary's nonprofit organizations. Over the past year, a number of projects and initiatives have been undertaken to strengthen human resource management within local organizations.

- **Communities of Practice**

Through Community of Practice peer-learning sessions, hosted by CCVO, members of the voluntary sector gained strength by tackling a wide variety of HR issues in 2010-2011, such as, how to become a top employer; what 'going lean' means and ways of thinking about value and waste in nonprofit organizations; leadership competencies to ensure sustainability of nonprofits in the future; and managing chaos in an ever-changing organizational landscape.

- **Harvard ManageMentor Program**

Most nonprofits and charities are hard pressed to afford professional development training for their staff let alone world-class management training from an Ivy League school. With the Harvard ManageMentor program, however, it is possible and the Calgary HR Initiative has developed an innovative partnership to make this outstanding, self-directed training and development program accessible to charities and nonprofit organizations. Available online, the program is ideal for leaders at all levels who want to build their management skills.

Building Immigrant Participation in the Nonprofit Workforce

Alberta's workforce is aging and its demographics are changing. As baby boomers retire the projected employee skill shortages will be significant and nonprofit organizations will require a workforce development strategy in order to remain competitive and continue to meet the needs of the communities they serve. Immigrants are expected to make up an increasing portion of the future provincial labour force.

CCVO has developed a diversity guidebook, *Beyond the Boomers: A Guidebook for Building an Immigrant Workforce in the Nonprofit Sector*, to help nonprofit employers develop an inclusion strategy that will enable them to attract, recruit and retain the best qualified candidates. This guide is a practical tool that is employer-focused and acknowledges the unique challenges and strengths of the nonprofit sector.

Workshops and Information Sessions

CCVO offers a number of sessions each year that help organizations stay on top of the information they need to operate effectively particularly related to financial management and regulatory matters for charities. In 2010-11, we introduced a new series called *Finance Matters for Nonprofits*. Sponsored by Thompson Penner & Lo, the series focused on practical matters for nonprofits and charities to help them make better sense of their finances. Topics ranged from understanding financial statements to risk management and preparing for an audit.

I appreciate the continued updates on relevant matters and the support for the voluntary sector and social investment in our province.

- Lynn Pye-Matheson,
Executive Director, Grasslands
Regional Family and Community
Support Services (on the 2011
Budget analysis)

Many registered charities from southern Alberta benefited from three workshops focused on the CRA's Guidance on Fundraising. These sessions are part of CRA-funded projects aimed at improving charities compliance with the requirements of the Income Tax Act. Participants received free tools and resources to take back to their organizations as well as the expert advice of Mark Blumberg, a nationally renowned nonprofit and charity lawyer, who led two of the sessions.

CCVO also sponsored two seminars hosted by Statistics Canada on survey development and data analysis. These sessions help build the research capacity in the sector.

More than 75 people attended a presentation by City of Calgary Research and Social Planner Derek Cook on the "Calgary and Region Social Outlook". This annual event provides information and context about community trends which is particularly useful for organizations planning or delivering community-based services.

We collaborate extensively with organizations - locally, provincially and nationally - to leverage our resources and increase our impact.

Building Connections

CCVO builds connections, which facilitate learning, sharing, partnerships and collective action on common issues locally, provincially and nationally. Individual and organizational collaboration results in better use of resources and expertise.

CCVO was conceived as a “model of collaboration and partnership” and that vision continues to shape how we operate. We collaborate extensively with organizations - locally, provincially and nationally - to leverage our resources and increase our impact.

Networks of relationships are foundational to CCVO’s work. For example, community partners support our research activity by helping disseminate surveys and sharing research results back out into their communities. Our policy work would not be as effective without supportive relationships with other organizations engaged in common concerns or issues. Working together increases the potential for successful outcomes, particularly with policy issues or awareness initiatives. It is also an efficient way of working, sharing knowledge, expertise and leadership across a number of organizations.

For a regionally-based organization like CCVO, the connections we have made across the country through involvement with the Canadian Federation of Voluntary Sector Networks, the HR Council for the Nonprofit Sector, Imagine Canada and the National Nonprofit Innovator’s Network has enabled us to contribute nationally to issues that are local and provincial priorities.

The HR networking group is an invaluable resource and forum for me to get ideas, share and tap into HR expertise.

- Kellie Anderson,
Momentum

Convening Local Groups

CCVO supports building connections across organizations convening local groups, such as the HR Exchange and Senior Finance Officers (SFO) Working Groups. Members of the HR Exchange Group and the SFO Working Group meet regularly during the year, engaging in discussions and shared learning. Topics addressed this year included: leadership development; compensation; car insurance subsidies; use of contractors; security clearances; IT management; HR trends and resources available from the Canadian Institute of Chartered Accountants. These sessions and the informal connections fostered between participants, build knowledge and capacity around HR and financial management matters that are transferred to strengthen their organizations.

Providing Focus for Implementing the Work Force Strategy

CCVO has been a leader in the development of the Alberta Nonprofit Workforce Council. (CCVO President and CEO Katherine van Kooy co-chairs the council with Russ Dahms, President and CEO of the Edmonton Chamber of Voluntary Organizations. Mike Grogan, CCVO Director of Workforce Development, is the Council's Secretariat.)

The council provides a focus for implementing the "Workforce Strategy for Alberta's Nonprofit and Voluntary Sector". Given future changes in the global economy and Alberta's workforce, the nonprofit sector will be seriously challenged to recruit and retain the skilled, educated workforce required to support strong, resilient communities. To succeed, the sector, government and business will have to work together to tackle a variety of complex and pressing issues. To facilitate information sharing and collaboration, the Council established a website, *WorkforceConnect*, which is a virtual meeting place and repository of resources and information. To build more personal connections, the Council hosted an innovative one-day workshop last November, bringing together more than 100 representatives from nonprofit organizations, business, funders and governments to learn about and discuss the current issues and future trends of the nonprofit workforce.

The Calgary Chamber of Voluntary Organizations has been an amazing resource to our Society and the voluntary sector as a whole. The quality of the information and resources from CCVO is exceptional and has greatly contributed to our ability to continue to meet the needs of the ALS Community. CCVO has developed a team of leaders and an extensive network committed to the long term sustainability of the voluntary sector.

*- Karen Caughey,
Executive Director, ALS Society of Alberta*

CCVO Statement of Financial Positions

As of April 30, 2011

		2011	2010
Assets			
Current			
	Cash and Cash Equivalents	383,359	247,067
	Term Deposits	629,467	423,854
	Accounts Receivable	17,218	27,776
	Prepaid expenses and deposits	8,549	8,072
		1,038,593	706,769
Capital Assets		63,211	87,408
		1,101,804	794,177
Liabilities			
Current			
	Accounts payable and accrued liabilities	38,416	63,430
	Deferred membership revenue	81,140	55,125
	Deferred contributions related to capital assets	9,790	19,811
		129,346	138,366
	Deferred program grants	357,149	131,938
		486,495	270,304
Net Assets			
	Unrestricted	87,641	73,465
	Internally restricted	474,247	382,811
	Invested in capital assets	53,421	67,597
		615,309	523,873
		1,101,804	794,177

CCVO Statement of Operations

For the year ended April 30, 2011

		2011	2010
Revenues			
	Grants	951,048	842,395
	Membership fees	99,745	100,580
	Other revenue	49,426	34,218
	Events	15,532	26,713
	Donations and sponsorships	12,113	27,480
	Amortizations of deferred contributions related to capital assets	10,021	10,021
	Interest	5,736	1,290
		1,143,621	1,042,697
Expenditures			
	Human Resources	684,333	655,593
	Consulting	115,469	133,815
	Rent	46,403	48,331
	Office	42,436	41,568
	Amortization	41,932	36,121
	Communication	35,252	27,671
	Meetings and travel	29,198	25,840
	Programs	28,626	31,846
	Dues, membership and professional fees	14,641	15,015
	Insurance and bank charges	7,986	6,982
	Goods and services tax	5,909	9,522
		1,052,185	1,032,304
	Excess of revenue over expenses	91,436	10,393

Supporters

The support of CCVO's funders, donors and sustainers has allowed CCVO to flourish and to fulfill its mandate to strengthen and support the nonprofit and the voluntary sector. Thank you so much to the following organizations and individuals for their trust and friendship in 2010 -2011

CCVO Funders & Donors

Support for our programs, research projects and core operations has helped CCVO build a solid foundation and move forward to new heights in our work to strengthen the sector as a whole. We would like to thank the following *Funders and Donors* that have made commitments to CCVO in an effort to help us achieve our vision of a vital, dynamic nonprofit and voluntary sector that is recognized and respected as an integral partner in building strong, healthy communities.

Funders

Alberta Culture and Community Spirit
Alberta Employment and Immigration
Anonymous Donor
The Calgary Foundation
Human Resources and Skills Development Canada
The Muttart Foundation
TransCanada Corporation
United Way of Calgary and Area



Donors & Sponsors

Anonymous
Arden Brummell
Arlene Ponting
David Gates
Glenbriar Technologies
Calgary Family Services
Carol Lamb
Colin B Glassco Charitable Foundation for Children
Karen Taylor-Binnie
Meyers Norris Penny
Jamie Niessen
Katherine van Kooy
Len Wolstenholme
Ontario Community Support Association
Robert Pynn
The Development Group
Thompson Penner & Lo. LLP
TransCanada Corporation
United Way of Calgary and Area



**Government
of Alberta** ■

Members

Membership is foundational to CCVO. The support and participation of our members enables us to do essential work that strengthens the community, the sector and individual organizations. A widely divergent membership base of over 440 members contributed to, and informed, CCVO's work in the past year and we are grateful and appreciative of their support

CCVO Sustainers

Organizations recognized as Sustaining Members (charitable or nonprofit organizations with a voting membership) or Sustaining Associates (organizations, businesses or individuals with a non-voting membership) are those that provided an increased level of financial support (contributions of \$1000 or more). CCVO would like to thank the following Sustaining Members and Associates for enabling CCVO to continue its work to strengthen the nonprofit and voluntary sector.

Sustaining Members

Association of Fundraising Professionals
Bethany Care Society
Calgary Flames Foundation
Calgary Sport Council
Calgary Stampede
Canadian Mental Health Association - Calgary Region
Developmental Disabilities Resource Centre
The Kahanoff Foundation
The Muttart Foundation
Operation Eyesight Universal
United Way of Calgary and Area
University of Calgary
Wood's Homes
YWCA of Calgary

Sustaining Associates

Brown and Associates Planning Group
Janet Brown
The Development Group
FCSS, The City of Calgary
HRJ Consulting Ltd.
Nine Lions Development Consulting
Martha Parker
Thompson Penner & Lo LLP
TransAlta Corporation

**Regionally and member based,
CCVO works on behalf of the
broad voluntary sector in
Calgary, Alberta and Canada to
ensure healthy communities.**

Calgary Chamber *of* Voluntary Organizations

VISION

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

MISSION

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

The Calgary Chamber of Voluntary Organizations (CCVO) was established in 2004 after an extensive grassroots collaborative process with nonprofit and voluntary sector members. Today, CCVO contributes to a cohesive voice for the sector by inspiring dialogue, participating in public policy and promoting the value of the nonprofit and voluntary sector to government, business and the public. CCVO's work is supported by a diversified group of funders that reflect our support from the community and a large and growing membership that assists us in refining our activities and program areas to ensure we are addressing the needs of the sector.



Back Row: Sue Tomney, Jamie Niessen, Greer Black, Janet Brown
 Front Row: Arlene Ponting, Robert Pynn, Betty Thompson, Penny Hume

CCVO Board of Directors

<p>The Very Reverend Robert T. Pynn</p> <p>Betty Thompson</p> <p>Greer Black</p> <p>Arden Brummell</p> <p>Janet Brown</p> <p>Jamie Niessen</p> <p>Penny Hume</p> <p>Arlene Ponting</p> <p>Patti Morris</p> <p>Sue Mallon</p> <p>Sue Tomney</p> <p>David Gates</p> <p>Cori Ghitler</p>	<p>(Board Chair) Dean of Calgary, Emeritus, Anglican Diocese of Calgary</p> <p>(Treasurer) Thompson Penner & Lo</p> <p>(Secretary) President and CEO, Bethany Care Society</p> <p>Managing Director, Scenarios to Strategy Inc.</p> <p>Public Opinion Research Consultant</p> <p>Manager, Community Investment, TransCanada</p> <p>Executive Director, Youth Central</p> <p>Chief Executive Officer, Science Alberta Foundation</p> <p>Executive Director, Wellspring Calgary</p> <p>Chief Executive Director, Calgary Family Services</p> <p>Executive Director, YWCA of Calgary</p> <p>Senior General Counsel, Justice Canada – Calgary Office</p> <p>Director of Recruitment and Professional Development, Fraser Milner Casgrain</p>
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Volunteer Committee Members 2010/2011

<p>Julie Thomson</p> <p>Stacey Meakin</p> <p>Pat Keppler</p> <p>Barb Higgins</p> <p>Joel Thompson</p> <p>James McAra</p> <p>Linda Powell</p> <p>Chris Harris</p> <p>Scott Decksheimer</p> <p>Leslie Evans</p> <p>Barb Ferguson</p>	<p>Senior Manager, Pricewaterhouse Coopers</p> <p>Community Member</p> <p>Associate Director of Finance, YWCA of Calgary</p> <p>Community Member</p> <p>Manager, Sustainability & Stakeholder Relations, Suncor Energy Inc.</p> <p>Chief Executive Officer, Calgary Inter-Faith Food Bank Society</p> <p>Vice President, Governance & External Affairs, STARS (Shock Trauma Air Rescue Society)</p> <p>Community Member</p> <p>Principal Consultant, Nine Lions Development Consulting</p> <p>Executive Director, Federation of Calgary Communities</p> <p>CEO, CentrePoint Non-Profit Management</p>
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Back Row: Tina Wickenheiser, Karen Taylor-Binnie, Aditya Banerjee, Jackie Coe, Marilou Stegmeier
Front Row: Kristen Carr, Michael Grogan, Katherine van Kooy, Adriana Simon

CCVO Staff

Katherine van Kooy
Michael Grogan
Adriana Simon
Aditya Banerjee
Marilou Stegmeier
Jackie Coe
Kristen Carr
Tina Wickenheiser
Karen Taylor-Binnie

President and CEO
Director, Workforce Development
Director, Resource Development and Membership
Policy Analyst
Administrative Coordinator
Workforce Initiatives Coordinator
Program Assistant
Executive Assistant
Communications Advisor

CCVO would like to acknowledge the contribution of former staff:
Kim Mustard, Laura Mackinnon & Janet Lavoie.

**Giving Voice
Strengthening Organizations
Building Connections**





CCVO
CALGARY
CHAMBER *of*
VOLUNTARY
ORGANIZATIONS

www.calgarycvo.org

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