



Edmonton Chamber
of Voluntary Organizations

A YEAR OF

TRANS

2021 ANNUAL REPORT

FORMATION



In 2021, the Edmonton Chamber of Voluntary Organizations continued to advance conversations about systemic transformation in the non-profit sector.

This ongoing work to reimagine the non-profit community reached a major milestone in 2021 when we published *Transforming the Non-Profit Community in Edmonton, Phase 1: Identifying Myths, Trends, and Areas for Change*.

The report is the product of dozens of conversations with local non-profit leaders. It examines prevailing myths and trends in the non-profit sector and suggests new structures that transcend the status quo. It proposes a collective and continuous process of imagining how the sector's everyday practices could be different. It outlines the necessity in driving together towards a more equitable and inclusive sector.

Equity and inclusion were very much top of mind for ECVO in 2021. After a year of deep reflection, we're moving forward with tangible actions that embed principles of equity, diversity, and inclusion through all of our work, both internally and externally.

ECVO would like to formally recognize that we are on Treaty 6 territory and the Métis Nation of Alberta, Region 4, a traditional meeting grounds, gathering place, and travelling route to the Cree, Saulteaux, Blackfoot, Métis, Dene and Nakota Sioux. We also acknowledge all the many First Nations, Métis, and Inuit whose footsteps have marked these lands since time immemorial.

This land has been a gathering place for many millennia. It has a long history as a place of learning and exchange. As an organization, ECVO is grateful to have a public platform through which we can continue promoting learning, collaboration, and the exchange of information for the betterment of our communities here on this land.

A SNAPSHOT OF OUR MEMBERSHIP

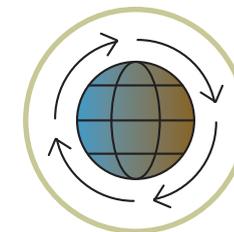
(as of December 31, 2021)



32 INDIVIDUAL MEMBERS



189 ORGANIZATIONAL MEMBERS



5 SUSTAINING MEMBERS

RELAUNCHING A MORE ACCESSIBLE MEMBERSHIP PROGRAM

In July 2021, ECVO successfully relaunched its membership program intent on making it more accessible to charitable organizations. A highlight of the new membership program is free membership for all organizations with annual budgets of less than \$150,000.

With the discovery of Indigenous children's remains at the Kamloops Indian Residential School, ECVO made a renewed commitment to the Truth & Reconciliation Commission's Calls to Action. One such commitment was creating more opportunities for Indigenous organizations to build capacity and achieve their missions. As such, ECVO membership is free for all Indigenous community organizations moving forward.

ECVO is currently directing resources towards a broad analysis of the future of membership in the non-profit sector, including emerging trends that can support organizations to engage with their communities.

More information about ECVO memberships can be found at ecvo.ca/membership.

FOUR STEPS TOWARD TRANSFORMATION

KEY MILESTONES IN 2021



Starting Necessary Conversations About Transformation

In May 2021, we published *Transforming the Non-Profit Community in Edmonton, Phase 1: Identifying Myths, Trends, and Areas for Change*—the culmination of numerous conversations with sector leaders, who reflected on the past, present, and future of the sector. The report gathers perspectives on **prevailing myths and trends** in the non-profit sector, which intend to create a path forward toward new ways of thinking. The report also outlines a possible model for change that aims to intertwine four seemingly separate areas of non-profit work: **the pillar of service, the pillar of policy, the pillar of consciousness, and the pillar of power.**

More information on this report and other transformation initiatives are available at transformation.ecvo.ca.



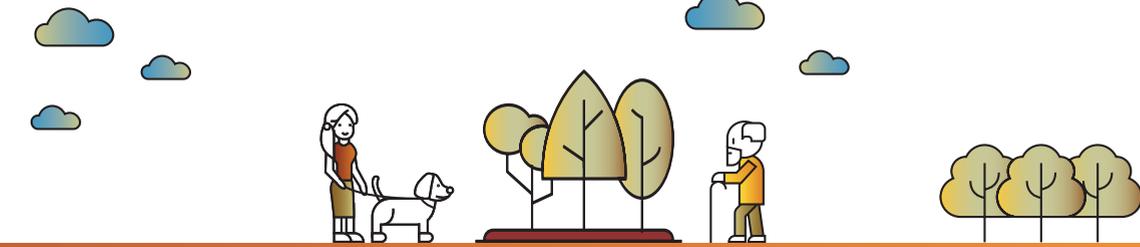
Becoming More Equitable and Inclusive from Within

ECVO entered 2021 with a tangible plan to embed principles of **equity, diversity, and inclusion**—both internally and externally— throughout the organization, with an eye towards fundamentally changing the relationships between staff and with the sector. **Our Commitment to Equity, Diversity, and Inclusion: A Strategic Plan** outlines three strategic priorities for the organization: **Diversify Our Leadership, Engage Our Community, and Grow Our Organization.**

Key initiatives from the plan include the creation of an **E.D.I. Committee of the board of directors** and an **E.D.I. book club** between members of the ECVO team.

In 2021, the E.D.I. Committee of the board set the groundwork for a **complete policy review** through an equity, diversity, and inclusion lens, meant to embed these principles at the governance level.

More information about our commitment to equity, diversity, and inclusion is available at ecvo.ca/about.

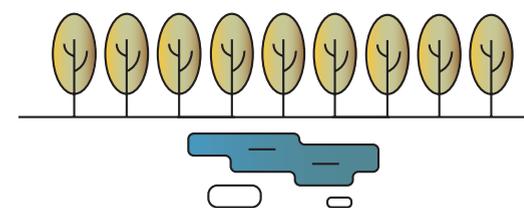


Building a Better Capacity Building Ecosystem for Ethno-Cultural Organizations

In 2021, ECVO launched the **Ethno-cultural Capacity Building Collaborative**, an initiative to strengthen Edmonton's capacity building ecosystem in such a way that increases access to organizational supports particularly for grassroots ethno-cultural organizations.

With a number of local charitable organizations contributing to the project and backing from the Stollery Charitable Foundation and the City of Edmonton, its objectives are to build an ecosystem that is **articulated, coordinated, and accessible** to grassroots ethno-cultural organizations.

The initiative reflects the complex challenges facing these organizations, recognizing the importance of **intentionally removing barriers, redistributing power, and challenging the status quo** in the non-profit sector.



Reimagining Governance Through a Social Justice Lens

In December 2021, ECVO published a report intended to start a conversation about transforming non-profit governance throughout the sector. **Reimagining Non-Profit Governance through a Social Justice Lens** responds to the question: how might we use a social justice lens to reimagine non-profit governance in Alberta?

The report explores topics such as **governance practices in a neoliberal context, a history of governance approaches, democratizing non-profit governance, and case studies in participatory governance.**

The report serves as a foundational document for ECVO by charting a course for supporting Alberta non-profits to reimagine their governance approaches, as well as a beginning guide for any non-profits interested in making their internal governance practices more equitable.

Read the report at ecvo.ca/reports.



2021 HIGHLIGHTS

Hosting Transformative Conversations

In 2021, we launched the **Transformative Thinkers Series**, which invited notable speakers such as **Vu Le** and **Senator Ratna Omidvar** to inspire new ways of thinking about how we structure and operate our organizations.

Boosting Governance Capacity Throughout Alberta

94 board leaders took the **Alberta Board Member Essentials (ABME)** program in 2021. Additionally, we welcomed **Volunteer Lethbridge** as our first provincial ABME delivery partner. Dozens of board leaders participated in the first ever virtual **Board Leadership Alberta** conference, which expanded in scope to welcome leaders from around Alberta.

Volunteer Fair Goes Virtual

In 2021, we experimented with our first ever **Virtual Volunteer Fair**, during which **28 local non-profits** connected with hundreds of potential volunteers via the innovative virtual events platform **HopIn**.

Answering Your Most Pressing Questions

We hosted **six sessions** of our **Answering Your Questions** series in 2021. Sessions focused on **volunteerism and insurance** and **non-profit governance**, providing a space for the non-profit sector to pose their unique queries and conundrums to experts.

Keeping E.D.I. Front and Centre in the Non-Profit Community

In 2021, we launched a free **E.D.I. Roundtable Series** in partnership with the Centre for Race & Culture. More than **500 attendees** joined five sessions on topics as diverse as **intersectionality, allyship, and inclusive partnerships**.

Helping Organizations Manage Change and Disruption

ECVO partnered with **FuseSocial** and **IntegralOrg** on the virtual **Weather the Storm** symposium, during which organizations learned new tools and strategies for non-profit sustainability from speakers from around the province.

Inspiring Partnership-Based Solutions for Edmonton's Newcomers

ECVO is a key partner stewarding the **Edmonton Local Immigration Partnership (ELIP)**, a network of organizations working collaboratively to address challenges faced by Edmonton's newcomers. In 2021, ECVO supported the creation of ELIP's first Communications & Engagement Strategy. elip.ca

Advancing a Cohesive and Resilient Non-Profit Sector

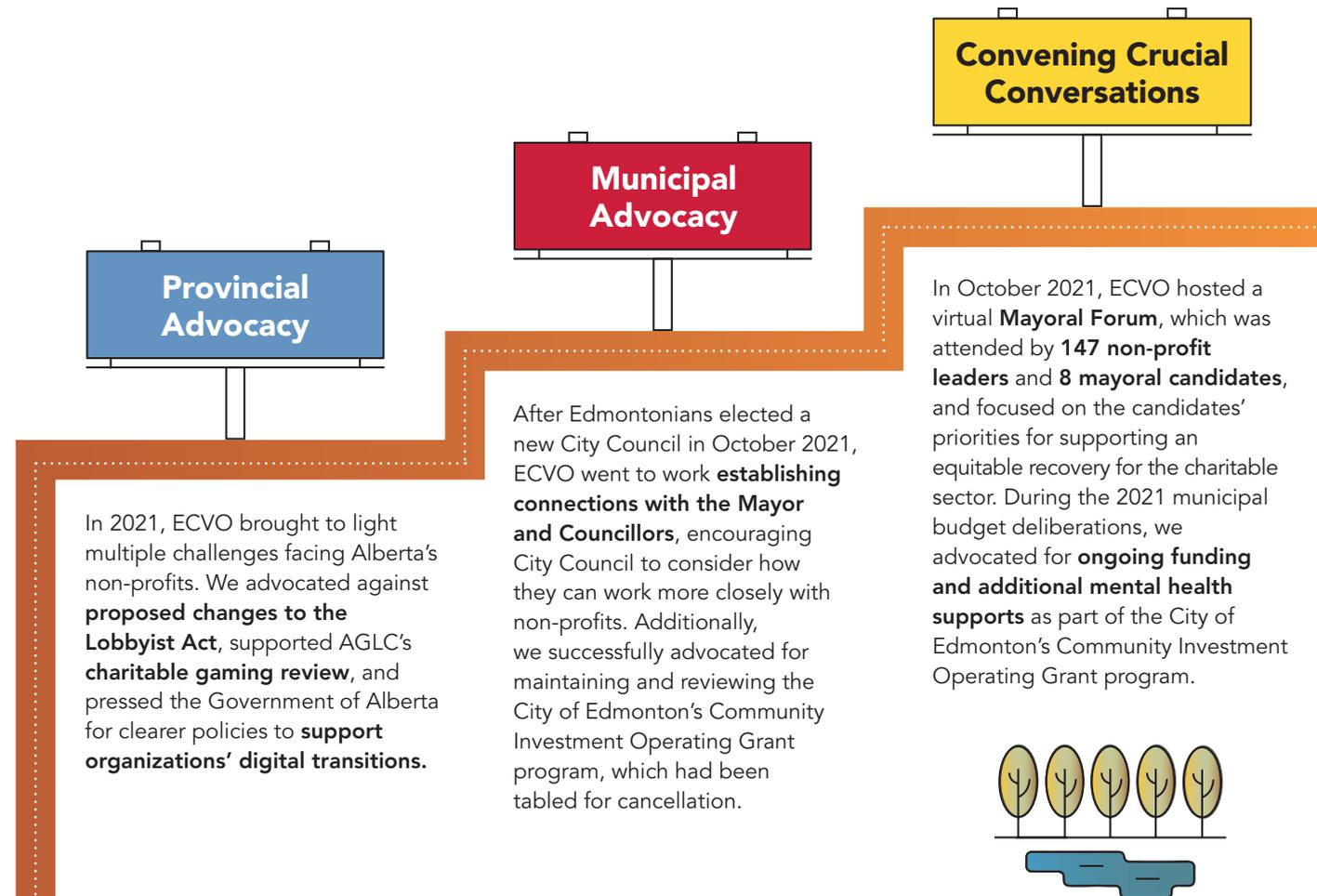
ECVO continues to play a leadership role in the **Alberta Nonprofit Network (ABNN)**, a network of organizations working together to leverage resources and take collective action on strategic issues impacting Alberta's non-profits. albertanonprofits.ca

Thousands of New Volunteer Adventures

The online volunteer matching platform **Volunteer Connector** helped create **15,104** new connections between volunteers and non-profits in 2021. volunteerconnector.org

GIVING VOICE TO CRITICAL ISSUES THAT IMPACT THE SECTOR

In 2021, ECVO's advocacy initiatives helped **build stronger relationships and communication pathways between the non-profit sector, funders, and governments.**

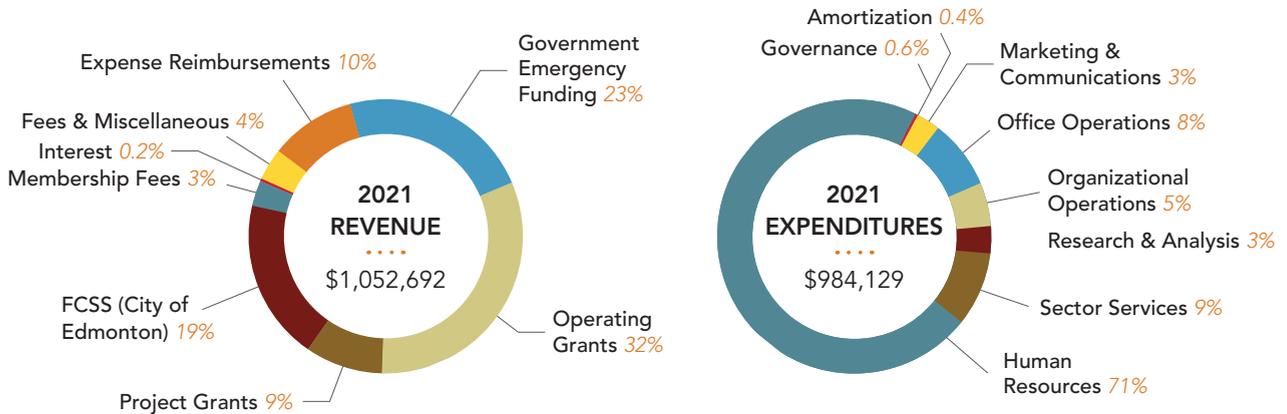


BUILDING A FLEXIBLE CULTURE FIT FOR THE NEW NORMAL

In 2021, ECVO implemented several policies and procedures that recognize the evolving nature of work and the importance of adequate work-life balance.

A flexible **telework policy** responded to the needs of staff who desired continued remote or hybrid work arrangements in the wake of the COVID-19 pandemic. Recognizing that members of the team may benefit from flexible work schedules, ECVO also implemented a **flex time policy** in 2021, which allows staff to flex their schedules earlier or later in the day to suit their needs. Finally, the creation of an **open vacation policy**, which removed the cap on annual vacation days, aims to empower team members to balance the responsibilities of both their home and work lives.

FINANCIAL OUTLOOK



WE GRATEFULLY ACKNOWLEDGE OUR FUNDERS FOR THEIR SUPPORT OF ECVO AND EDMONTON'S NON-PROFIT COMMUNITY.

