

# Building a Framework FOR THE FUTURE



**2022 ANNUAL REPORT**



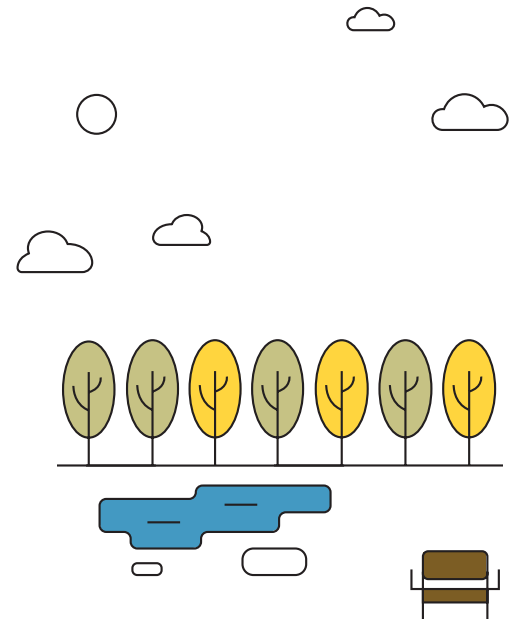
Edmonton Chamber  
of Voluntary Organizations

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.

## ECVO'S VISION & MISSION

**ECVO strives for engaged, inclusive, and resilient communities. Working with the non-profit sector, we convene, build capacity, and amplify our common voice to strengthen collaboration, responsiveness, and resilience.**



# VALUES:

## ECVO's top values & what they mean to us

Braided together, these five values guide our work and posture in the world.



### Collaboration:

We believe collaboration, not competition, strengthens our communities and sector partnerships. We support sector organizations to find common ground and discover ways they can share resources and ideas. Internally, we encourage our team to work without silos and find interdisciplinary solutions to common challenges.



### Boldness:

We seek to be bold in our ideas and in the way we communicate our work because the issues our sector face require honesty and approaches beyond the status quo. We push into uncomfortable places in order to achieve new learnings and opportunities for growth and necessary change.



### Adaptability:

The sector and society are shifting, and our work at ECVO must respond appropriately. We seek sector transformation that will enhance sector agility and resilience so organizations and their personnel may adapt to the social, environmental, and economic changes of the 21st century.



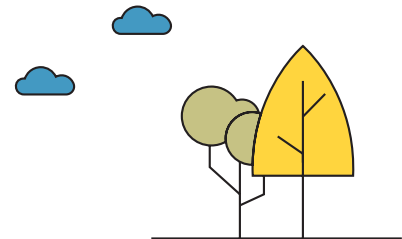
### Credibility:

We conduct our work and relationships in ways that build trust. We aim to fairly, transparently, and accurately represent our members and community so they can rely on our strong voice and reputable programs to achieve their goals.



### Just Relationships:

Relationship is at the core of everything we do, whether through supporting the development of interpersonal relationships—member to member, mentor to mentee, volunteer to staff—or more macro sector partner relationships. We understand that the way we relate to each other can be marked by inequality and injustice that is structural in nature. In all of our relationships we strive for equality, justice, and reconciliation.



# GUIDING PRINCIPLES:

While values are broad, guiding principles are more specific. They act as boundaries for our operations and behaviour to ensure our programming and services intentionally reflect our broader values and ideals. They are more prescriptive (hence actionable) in nature.

1 We are committed to strong working relationships in the spirit of reconciliation.

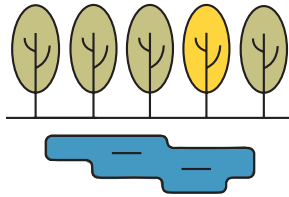
4 We actively work to enhance diversity at all levels of our organization and the sector.

2 We operate in a way that is socially, financially, and environmentally responsible.

5 We aim to be a collective voice by working collaboratively through partnerships, alliances, and working agreements.

3 We are committed to ensuring our programs, activities, policies, and priorities are inclusive, equitable, and aimed at systems-level change.

6 We encourage experimentation and are committed to transparently sharing our successes and failures.



# GOALS: Strategic Priorities for 2023-2026



## Convene:

**We will convene the non-profit sector so it can:**

- Share knowledge and learnings to improve the day-to-day work of organizations.
- Discover opportunities to collaborate and share services.
- Explore what sector transformation means and what is required to ensure operations, funding, and governance systems adapt to 21st century challenges and reflect a more equitable world view.
- Conduct meaningful cross-sector conversations.



## Amplify:

**We will amplify the voice of the non-profit sector so it:**

- Is recognized in all its diversity by government, business, and society as an equal partner.
- Has influence on regulation and policy changes impacting the sector.
- Has access to sector-wide research and data that guides policy and funding requests.
- Develops shared key messages on broad issues of importance to the sector.



## Build Capacity:

**We will build capacity so the non-profit sector can:**

- Effectively respond to ongoing changes in organizational and political leadership, technological capabilities, societal values, and demographics.
- Be the leaders society needs to expand equity, diversity and inclusion in our communities.



## Organizational Excellence:

**We will model the sustainable, creative, transparent and inclusive organization we want to see in the sector, aiming to:**

- Hire and retain exceptional staff and board members who reflect the diversity of our communities.
- Continue our EDI learning journey guided by our 2021 Equity, Diversity and Inclusion Strategic Plan.
- Share services and resources wherever possible.
- Implement policies that ensure the health and well-being of our staff.

# MEMBERSHIP NUMBERS (as of December 31, 2022)

*\*These numbers don't include 1 business & 1 government member.*



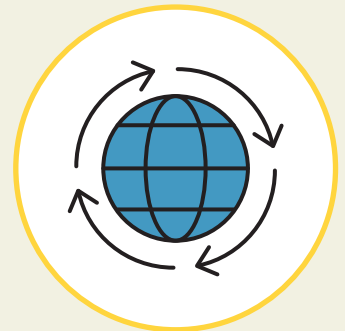
**30**

**INDIVIDUAL**  
Members



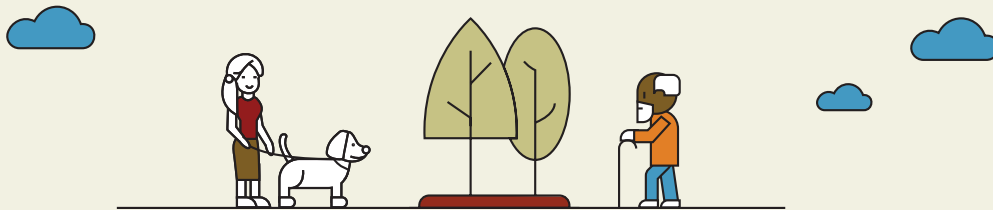
**226**

**ORGANIZATIONAL**  
Members



**5**

**SUSTAINING**  
Members



# ECVO SECTOR ADVOCACY



## 25+

### MEETINGS

with decision-makers and elected officials from across Alberta's political spectrum

Throughout 2022, ECVO has been advocating for policy changes at the federal, provincial and municipal levels of government. In more than 25 meetings, consultations, and events with elected officials from across the political spectrum, ECVO has focused its advocacy messaging around four core policy priorities:

**Stable, equitable, and flexible funding** which would index current and future government contracts and grants to inflation. The need for multi-year funding commitments, and a shift away from project-based grants towards core operations and mission-based funding.

**A non-profit sector workforce strategy** that would use a decent work framework including consideration for a sector pension plan, a universally accessible benefits program, and micro credentialing.

**A home in government** for non-profits to reflect a meaningful seat at the table, along with legislative updates to key legislation such as the Societies Act.

**Supports for Volunteerism** including the need to fund volunteer management, as well as the need to develop equity-focused volunteerism strategies.



# Capacity Building HIGHLIGHTS

In 2022, ECVO strengthened its online learning and capacity building offerings with the creation of **Building a Foundational Communications Strategy and Advocacy and Government Relations for Non-profits**, both of which are fully virtual and available on-demand. These courses fill an important gap for non-profits who do not have communications or government relations specialists on staff.

In 2022, ECVO offered capacity building programming in the areas of communications, board governance, human resources, evaluation, fundraising, EDI, volunteerism, leadership and more.



**COURSES**  
**29** COURSES,  
**636** PARTICIPANTS



**EVENTS**  
**4** EVENTS,  
**158** PARTICIPANTS



**ANSWERING YOUR  
QUESTIONS**  
**13** EVENTS,  
**97** PARTICIPANTS



# Ethnocultural Capacity Building Collaborative **SEES SUCCESS IN 2022**

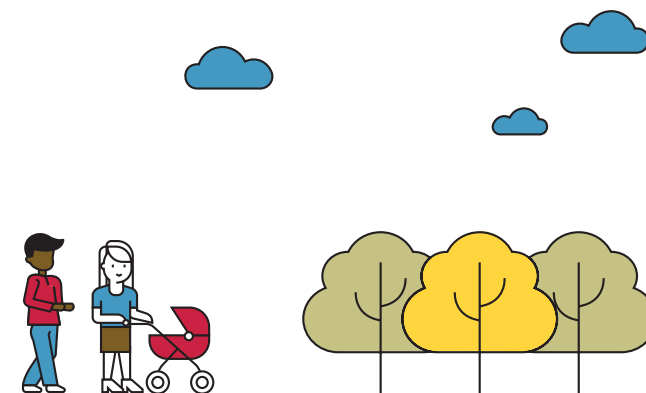
**For the last year and a half, ECVO has been the backbone organization for the Ethnocultural Capacity Building Collaborative, which brings together grassroots ethnocultural organizations (GEOs), and organizational capacity builders. The Collaborative's goal is to build an ecosystem where every capacity building door that a GEO could walk through, would be the right door, with contextually and culturally appropriate supports.**

This year, the Collaborative has focused on building trust and transparency between capacity builders and GEOs; work which has led to the creation of a decision makers' table. The decision makers' table ensures that capacity building is primarily rooted in the authentic needs of GEOs and functions as a leadership forum for grassroots leaders to be fully involved in the design of the envisioned ecosystem.

Edmonton's GEOs are already seeing the benefits of the Collaborative. The Cultural Enclave for African Seniors works to address the needs of African seniors in culturally appropriate and meaningful ways. In late 2022, they connected with the Collaborative with the goal of finding information and support around funding. Less than a year after reaching out, the supports they found through the Collaborative have enabled them to write their first-ever grant application. The funding application was successful and led to much-needed funding flowing into the organization. The group's initial request for support and resources has now led to a path that is seeing them engage in larger conversations about governance, incorporation, and envisioning bold new future projects and strategic plans.

Capacity building organizations too have been invigorated by the conversations and work coming from the Collaborative. With renewed assurances that the supports and work they are committed to is making a real difference, capacity building organizations are able to lean into transformational systems-level changes and ensure that their time, resources, and programs are being deployed with maximum effect in the community.

By putting leadership back into the hands of grassroots organizations and capacity builders, ECVO and its partners in the Collaborative are working towards transforming Edmonton's non-profit sector.





## InVEST Community of **PRACTICE**

InVEST is a space for any individual in a professional volunteer engagement role to connect, co-learn, and co-create solutions to their most pressing challenges. In 2022, the 14 members of the growing community of practice met to discuss the sector's most pressing challenges and opportunities in the areas of volunteer recruitment, retention, and the changing trends in volunteerism.

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## Organizational Capacity **BUILDERS** Community of Practice



Launched in June 2022, the aim of this community of practice is to achieve articulation and coordination of organizational supports available to grassroots ethnocultural organizations (GEOs) in Edmonton's capacity building ecosystem. With eight organizations as members, the community explores topics around understanding the scope of organizational supports currently available, developing a shared vision of the capacity building ecosystem, and building a collaborative grant writing workshop which is expected to launch in summer 2023.

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## Building a Flexible Work **CULTURE:**

2021 saw ECVO embarked on a transformation of its staff vacation policy. In 2022, the results of the first full year in which the policy was in place were analyzed. Staff took significantly fewer wellness days and reported higher satisfaction levels. The open vacation policy allows for greater inclusivity as staff can choose to take time off to mark holidays that are important to them. The policy is another step in ECVO's continuing EDI journey.

# HIGHLIGHTS of 2022



## Highlight 1

ECVO was honoured with the opportunity to confer 10 Queen Elizabeth II's Platinum Jubilee Medals. The staff and board reviewed nominations and selected individuals who have made a significant impact in Edmonton's non-profit sector. A well-attended celebration was held on December 6.



## Highlight 2

On a hot summer afternoon in August, ECVO hosted a mixer for Edmonton's non-profit executive directors. Dozens attended the event which was one of the first in-person opportunities for executive directors to meet following the upheaval of COVID-19. The event was well-reviewed as a great opportunity to reconnect with senior leaders and hear updates on the sector.



## Highlight 3

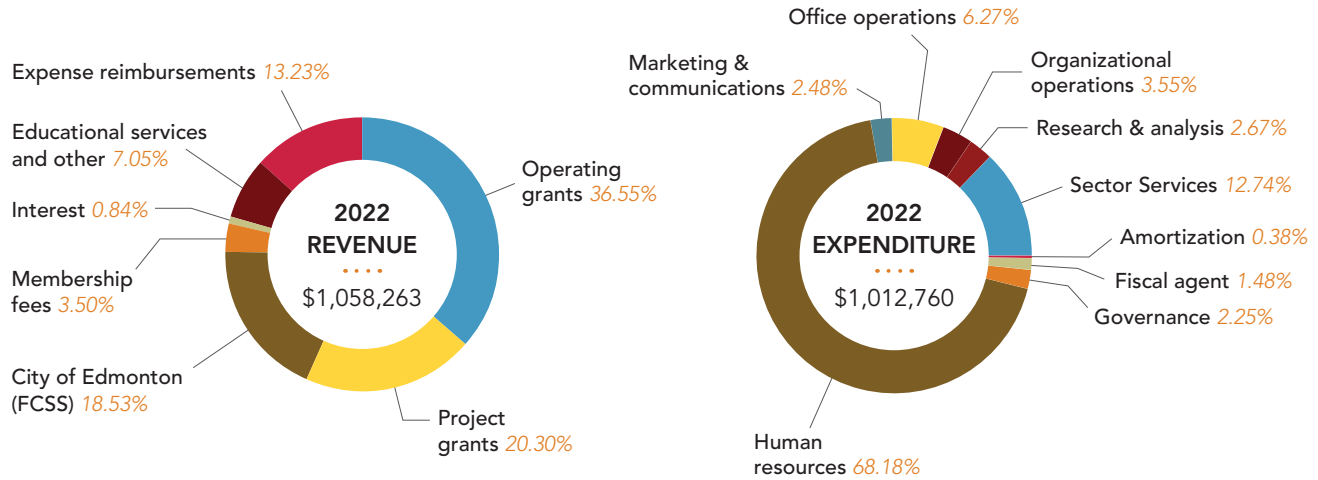
In February, ECVO hosted the sixth annual Executive Director Mentorship Program. The program pairs 10 less experienced non-profit executive directors with more 10 more experienced leaders. The program fosters solutions that strengthen leadership capacity across the non-profit sector.



## Highlight 4

In March, ECVO's completed a series of equity, diversity and inclusion (EDI) roundtables. The last in this series focused on equity and equitable practices in the non-profit sector and was one of ECVO's most attended events in 2022. The series, while open to members of Edmonton's non-profit sector, was part of ECVO's ongoing internal EDI journey.

# FINANCIAL OUTLOOK



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

