

**VOLUNTEER**  
**BÉNÉVOLES**  
C A N A D A

# Annual Report

## 2019 / 2020

[Volunteer.ca](https://www.volunteer.ca)

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## MESSAGE FROM THE BOARD CHAIR AND PRESIDENT

It has been a busy and exciting year at Volunteer Canada. The board and staff developed a new strategic plan for 2020 and beyond that calls for bolder and more focused leadership and expertise on volunteer engagement.

As volunteers continue to address critical social, economic, and environmental issues, we collaborated with volunteer centres to identify the key topics calling for our collective leadership, including the role of volunteering in equity, diversity, and inclusion; the transfer of skills; the response to an emergency; the ways people engage; and the global and Canadian context.

Emerging issues like the role of volunteers and non-profit organizations in responding to the Truth and Reconciliation Commission's Final Report, the Special Senate Committee on the Charitable Sector, and the UN Sustainable Development Goals were addressed through the strategic plan. We are pleased that it has become a solid framework to guide our work in the years to come.

Our fiscal year started in April 2019 with the release of the feasibility study and business plan, developed by Deloitte Canada, for a Canada Screening and Education Centre. Funded by Public Safety Canada, the study explored international models like the [blue card system](#) in Australia and [accessNI](#) in Northern Ireland, along with policies and programs in Canadian provinces and territories. Key considerations included cyber security, privacy, affordability, and cross-jurisdictional issues. Screening remains a priority for Volunteer Canada.

Who could have imagined that the last month of our fiscal year, March 2020, would have such a profound impact on every aspect of our lives and the world of volunteering as we knew it? In partnership with volunteer centres, we rose to the occasion by looking at the pandemic through a volunteering lens and providing support and resources. Our COVID-19 resources helped organizations deal with a range of issues, including volunteering safely, transitioning to virtual volunteering, screening, governing, managing risks and liabilities, recognizing volunteers, and keeping volunteers on leave engaged.

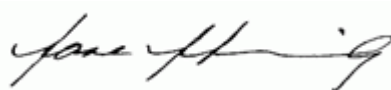
We want to thank our brilliant, adaptable, and innovative staff and the visionary, wise, and steadfast leadership of our board for their efforts over the past year.

We also have a huge appreciation for our members and the volunteer centres, provincial and territorial organizations, businesses, and government departments that dedicate their resources to strengthen volunteering in Canada.

You can count on us to listen, learn, respond, collaborate, and boldly lead.



Paula Speevak  
President and CEO



Jane Hennig  
Board Chair

## VISION AND MISSION

Since 1977, Volunteer Canada has collaborated closely with volunteer centres, businesses, non-profit organizations, government departments, and educational institutions to promote and broaden volunteering.

Our programs, research, training, resources, and national initiatives provide leadership on issues and trends in Canada's volunteer landscape.

### VISION

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Involved Canadians build strong and connected communities to create a vibrant Canada.

### MISSION

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Volunteer Canada provides national leadership and expertise on volunteerism to increase the participation, quality, and diversity of volunteer experiences.

### ULTIMATE IMPACT

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Increased participation, quality, and diversity of volunteering to build strong and connected communities.

### WHAT WE DO

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- Provide leadership and expertise on volunteerism.
- Promote and facilitate volunteer engagement.
- Convene, connect, and collaborate with all sectors.

### STRATEGIC OUTCOMES

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- Non-profit organizations of different sizes and mandates can more easily engage a diverse range of volunteers.
- Volunteer centres are more equipped, connected, and positioned to strengthen volunteering.
- Businesses are more equipped, connected, and positioned to support employee volunteering.
- Volunteers from diverse backgrounds are more aware of and able to access a wide range of volunteer opportunities.
- Key players work together to create collective impact.
- Governments are more equipped to develop informed public policy on volunteerism.
- Volunteer Canada is recognized as the national leader on volunteerism.

## ACTIVITIES

### NON-PROFIT ORGANIZATIONS OF DIFFERENT SIZES AND MANDATES CAN MORE EASILY ENGAGE A DIVERSE RANGE OF VOLUNTEERS

#### COVID-19 RESPONSE

The world changed rapidly because of COVID-19 and we all had to adjust to an evolving reality. Volunteer Canada worked with organizations across Canada and around the world to assess and respond to the pandemic's impact on volunteerism, corporate-community engagement, and the non-profit sector.

#### Convening stakeholders

Volunteer Canada regularly convened key stakeholders like volunteer centres, the Corporate Community Engagement Council, and non-profit members to share information, identify issues, and determine what resources were needed.

We began holding weekly meetings with volunteer centres on March 11, with up to 30 representatives joining us for each meeting. Meetings with up to 25 members of the Corporate Community Engagement Council started two weeks later, followed by meetings with up to 20 of our non-profit members at a time. Our stakeholders confirmed the value of these virtual calls, which continue regularly.

#### Sharing information and resources

To support organizations during these challenging times, we began compiling resources in March 2020 to help navigate emerging issues. We created a new [webpage](#) for non-profit organizations to find relevant information, resources, and webinars during the pandemic. With a mix of resources developed by Volunteer Canada and other organizations,

the page covers volunteer management, board governance, sector advocacy, corporate-community engagement, public health, and mental health. It received more than 11,000 unique page views in March.

We published a blog about [keeping volunteers engaged while programs and services are suspended due to COVID-19](#) that has received 1,978 unique page views.

We also [adapted the National Volunteer Week 2020 campaign](#) to reflect the new reality, including revised creative materials, social media content, a colouring poster and zoom background.



**IT'S TIME TO APPLAUD CANADA'S VOLUNTEERS**

NATIONAL VOLUNTEER WEEK 2020  
APRIL 19-25  
VOLUNTEER.CA | #NVW2020

#### MEMBERSHIP



Volunteer Canada conducted an in-depth assessment of its membership program to better engage with our more than 1,000 members. Our members are made up national, regional, and local organizations that work in health, education, sports, recreation, capacity building, and other sectors.

## Survey and program review

We conducted a survey about our membership structure, benefits, and pricing. Based on the results, Volunteer Canada introduced a 10% discount for members shopping at the National Volunteer Week (NVW) e-store. We increased promotion of our membership program and benefits to make non-members aware of the program and to inform existing members about the variety of benefits they can access. To better reflect the value and breadth of services offered to our members, we raised membership fees for non-profit organizations and volunteer centres.

Members continued to benefit from early access to the 2019 NVW e-store and the Campaign Kit to help them plan their recognition activities. We also mailed complimentary campaign posters and thank you cards to jump start their celebrations.

## Staying connected and informed

To ensure members were aware of all the benefits of their membership, we increased member communications, ensure members were aware of about new resources, timely developments in the sector, and key benefits. To provide a forum for sharing information and best practices, Volunteer Canada hosted biweekly calls with members about volunteer management and COVID-19.

## System upgrades

To increase internal efficiencies and better respond to the needs of our members, Volunteer Canada is upgrading its membership system. The new system will increase automation and access to information about membership accounts and benefits. It will also

allow us to create a members-only section to highlight the many [benefits of membership](#).

## NATIONAL VOLUNTEER WEEK 2019

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From April 7 to 13, 2019, Volunteer Canada thanked and celebrated Canada's 12.7 million volunteers. The National Volunteer Week (NVW) theme, [The Volunteer Factor: Lifting Communities](#), celebrated and recognized the exponential impact of volunteers and how they lift our communities.

The 2019 campaign included new web content, customized social media posts and graphics, a blog series including a post on the importance of volunteer recognition and the variety of ways to express it, recognition gifts, and a Campaign Kit to help organizations plan their recognition activities.



More than 86% of respondents to the post-campaign survey rated the campaign as excellent or good, one of the highest ratings in recent years.

The theme reflected on the 17 United Nations Sustainable Development Goals that Canada and other countries committed to achieving by 2030, and how all the goals, without exception, involve volunteers. Whether working to eliminate hunger, promote quality education, or reduce inequalities, the Volunteer Factor cannot be ignored.

We released [The Sustainable Development Goals and The Volunteer Factor](#) report, along with a video, infographic, and webinar to



## PRESENTATIONS

Volunteer Canada's staff travelled across North America to deliver workshops and presentations about volunteer engagement for non-profit organizations, companies, volunteer

centres, and professional associations, including:

- 4-H Canada in Ottawa, Ontario
- Canadian Association of Fairs and Exhibitors in Halifax, Nova Scotia
- Canadian Business for Social Responsibility in Vancouver, British Columbia
- Charity Village webinar
- Community Council on Volunteerism in Montreal, Quebec
- Corporate Partnership Conference in Toronto, Ontario
- Hockey Canada in Ottawa, Ontario
- Human Resources Professionals Association in Toronto, Ontario
- People and Information Network in Guelph, Ontario
- Points of Light in St. Paul, Minnesota
- Scouts Canada in Ottawa, Ontario
- Ukrainian Canadian Congress in Ottawa, Ontario
- Vantage Point in Vancouver, British Columbia
- Volunteer Management Professionals of New Brunswick in Fredericton, New Brunswick

## VOLUNTEER VIBE



Volunteer Canada's blog, [Volunteer Vibe](#), continues to be a

place to celebrate and explore the impact of volunteering, share volunteer engagement trends and resources, and analyze what influences people to create stronger, more connected communities.

The blog saw 15,268 visitors over the year. Readers enjoyed 43 blog posts, with 12 posts written by guest bloggers.

## **PUBLIC SECTOR SUPPORT OF VOLUNTEERING AND THE NON-PROFIT SECTOR: A PAN-CANADIAN SNAPSHOT**

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Funded by Employment and Social Development Canada from September 2019 to February 2020, Volunteer Canada developed an overview of current policies, programs, and initiatives within provinces, territories, and federal departments that support volunteering and the non-profit sector. We identified a range of initiatives, including volunteer service awards, volunteer screening systems, funding programs for volunteer activities, groups that support the sector, and acts that govern not-profit organizations. The report also explores initiatives that strengthen the relationship between governments and the sector, along with agreements, declarations, and strategies that recognize the importance of the sector and volunteers.

## **ENGAGEMENT TOOLS**

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Funded by Employment and Social Development Canada from April 2019 to December 2020, Volunteer Canada will use data from Statistics Canada's General Social Survey on Giving, Volunteering, and Participating (GSS-GVP) to develop and share resources to help organizations increase giving, volunteering, and participating in their communities. We conducted a survey and held a roundtable to help us better understand how organizations use the GSS-GVP and other data sources, including specific breakdowns, and what types of data-related resources they would find most useful to support their work. Resources will be developed once the 2018 GSS-GVP data is released.



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## VOLUNTEER CENTRES ARE MORE EQUIPPED, CONNECTED, AND POSITIONED TO STRENGTHEN VOLUNTEERING

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### VOLUNTEER CENTRE COUNCIL

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In its third year, the [Volunteer Centre Council](#) provided leadership and expertise to more than 200 volunteer centres across the country. The council is made up of representatives from volunteer centres and provincial associations of volunteer centres from every region in Canada.

In its four meetings over the past year, the council planned and supported the Volunteer Centre Forum and Synergize! Conference in May 2019. Members agreed on principles to guide collaboration between Volunteer Canada and volunteer centres, and created working groups to focus on revenue diversification, emergency preparedness, truth and reconciliation, advocacy, and human resources. During the pandemic, the council developed key messages to ensure the role of volunteer centres is better understood by the community and government decision makers.

### CENTREVILLE CALLS

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Hosted in partnership with the Fédération des centres d'action bénévole, [Centreville Calls](#) are an open forum for volunteer centres to share news, expertise, and resources. The quarterly calls strengthen relationships, help Volunteer Canada better understand needs, and highlight the programs and resources that are in development. We switched to video calls earlier in the year, making the sessions more personal and engaging.

These calls became crucial during the pandemic, with three extra calls held by the end of March and frequent calls continuing through spring

and summer. We held seven English calls with an average of 16 participants per call, and three French calls with an average of 12 participants per call.

### VOLUNTEER CENTRE LEADERSHIP FORUM

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Held in conjunction with the Synergize! Conference for volunteer managers, 52 people from 30 volunteer centers and provincial associations of volunteer centres gathered in Ottawa, Ontario in May 2019 to share knowledge, make connections, discuss trends and issues, and learn about current projects and resources.

Planned by a Volunteer Centre Council working group, the forum featured discussions, presentations, and panels about volunteer centre projects, youth engagement, the Pan-Canadian Opportunities Platform, the current economic, social, and political context, trends in volunteering, emerging partnership models for volunteer centres, organizational change for sustainability, advocacy, and public policy development.

According to the post-forum survey, 87% of attendees planned to follow up with a colleague they met at the event.

*"The forum completely re-invigorated me. [...] This was the most amazing opportunity to find out that many of [my] ideas were good ones and that others wanted to hear about them (and even asked that I send some information to them), as well as to hear different strategies that were being used throughout the country."*

-Testimonial from a forum attendee

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## BUSINESSES ARE MORE EQUIPPED, CONNECTED, AND POSITIONED TO SUPPORT EMPLOYEE VOLUNTEERING

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### CORPORATE COMMUNITY ENGAGEMENT COUNCIL

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Volunteer Canada renamed the Corporate Council on Volunteering last fall to better reflect the many ways employers catalyze their employees and stakeholders to engage in the community and improve social or environmental conditions. Examples include volunteering, donating, learning, making purchasing decisions, voting, advocating, and networking.

The [Corporate Community Engagement Council](#) has grown to 20 members, with four headquartered in British Columbia, two in Alberta, two in Manitoba, eleven in Ontario and one in Quebec. Members started to meet virtually biweekly to share personal and professional experiences during the pandemic.

#### MEMBERS



*“Membership on Volunteer Canada’s CCEC helps to keep my finger on the pulse of what is happening in the charitable and volunteer sectors as we determine future strategy for our business. Connecting with an engaged community-investment peer group from across Canada has proven to be a great source of information, advice and learnings. Leveraging the knowledge I take away from CCEC meetings and calls, I am able to then make more informed decisions to ensure the greatest positive community impact moving forward.”*

-Trevor Krahn, IG Wealth Management

## EXPLORING THE FUTURE OF CORPORATE-COMMUNITY ENGAGEMENT, HOSTED BY DELOITTE CANADA

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More than 40 members of the Corporate Community Engagement Council and non-profit organizations gathered in Toronto, Ontario in June 2019 to discuss out-of-the-box corporate-community engagement, volunteer centres as connectors between business and community, partnerships to build community, connecting employees to community, and the future of Canadian leadership in corporate-community engagement.

## CORPORATE COMMUNITY ENGAGEMENT SUMMIT, HOSTED BY COAST CAPITAL SAVINGS

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More than 50 company representatives gathered in Surrey, British Columbia in January 2020 to listen to researcher and author Derrick Feldmann outline how companies should engage the public in their initiatives. Other presentations covered skills-based volunteering, diversity and inclusion, engaging retirees, the B Corp movement, new leadership, reconciliation, and achievements from member companies.

## CHANGEMAKERS@WORK

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Volunteer Canada held seven [Changemakers@Work](#) webinars to discuss corporate-community engagement with 245 people from companies across Canada. The webinars covered employer-supported volunteering, corporate culture, employee engagement, collaboration between human resources and corporate social responsibility teams, international employee volunteer programs, and Canada's Best Workplaces™ for Giving Back.

## BUSINESS CASE FOR GIVING BACK

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Volunteer Canada worked with Great Place to Work Canada to analyze 66,000 Trust Index survey responses from 300 Canadian organizations – one of the largest sample sizes of employee perspectives on community investment ever studied.

We learned that companies that want to motivate their employees should focus on their community-investment strategy.

Funded by CIBC, Deloitte Canada, RBC, Symcor and TD Bank, the [Business Case for Giving Back](#) report highlights the connection between corporate-community involvement and key business metrics, including employees' long-term commitment to the organization, positive brand promotion by employees, employees going above and beyond, and employees feeling that they make a difference at work. It has been downloaded 589 times.

## EMPLOYEE COMMUNITY ENGAGEMENT PROJECTS

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Over the past year, Volunteer Canada organized 46 employee community engagement opportunities in Alberta, British Columbia, Ontario and Quebec for 1,128 volunteers from AbbVie, Activision, American Express Canada, Electronic Arts, SAP Canada, SNAP Inc., UBS Canada, Vertex, Visa Canada, and Wasserman to support:

- Black Creek Community Farm
- Calgary Drop-In Centre
- Centre for Addiction and Mental Health
- Dans la rue
- Furniture Bank
- GRAME
- Holland Bloorview Kids Rehabilitation Hospital
- Humanity First Canada
- LOFT Community Services
- Manoir Ronald McDonald de Montréal
- Okotoks Food Bank
- Old Brewery Mission
- Ontario Streams
- PACT Urban Peace Program
- Ronald McDonald House Charities Toronto

- St. Alban's Boys and Girls Club
- Stopgap Foundation
- Sun Youth
- The 519
- Toronto and Region Conservation Foundation
- Toronto Humane Society
- Toronto Kiwanis Boys and Girls Club
- Toronto Region Immigrant Employment Council
- University Health Network
- Welcome Hall Mission
- Whole Way House Society
- Woodgreen Community Services
- Working Skills Centre
- World Vision Canada
- Youth Without Shelter
- YWCA Toronto

According to post-volunteering surveys, employees who volunteered felt prouder to work for their company and would recommend their colleagues sign up for group volunteering.



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## VOLUNTEERS FROM DIVERSE BACKGROUNDS ARE MORE AWARE OF AND ABLE TO ACCESS A WIDE RANGE OF VOLUNTEER OPPORTUNITIES

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### PAN-CANADIAN VOLUNTEER MATCHING PLATFORM

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Created as part of Canada Service Corps and funded by the federal government to support meaningful youth involvement, the [Pan-Canadian Volunteer Matching Platform](#) lists volunteer opportunities from more than 160 volunteer centres from across Canada. Hundreds of thousands of volunteer opportunities have been posted over the past year, with a slight decrease once COVID-19 struck.



The platform, which continues to see more than 42,000 unique visitors per year, also has tools for youth, volunteer centres, non-profit organizations, schools, and companies to support youth engagement.

### REACHING OUR POTENTIAL THROUGH VOLUNTEERING: BUILDING DIVERSE AND INCLUSIVE COMMUNITIES

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Volunteer Canada, in collaboration with Canada Life, is exploring the role volunteering plays in building inclusive, diverse, and equitable communities. Guided by an advisory group, we hope to better understand the benefits of volunteering for individuals, organizations, communities, businesses, and educational institutions, particularly as it relates to building strong and inclusive communities.

We aim to increase access to information about the benefits of volunteering and to better equip individuals, organizations, businesses, educational institutions, and communities to build more strong and inclusive communities through volunteer engagement.

An environmental scan of research, tools, resources, and legislation is underway. We will share our findings in a report, online bank of resources, and learning module in December 2020.



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## KEY PLAYERS WORK TOGETHER TO CREATE COLLECTIVE IMPACT

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### SYNERGIZE! CONFERENCE

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In partnership with the annual conferences of Volunteer Management Professionals of Canada and the Professional Association of Volunteer Leaders – Ontario, the Synergize! Conference brought volunteer centres and volunteer managers together to share expertise, connect, and discover resources and practices related to volunteer engagement.

Held in conjunction with the Volunteer Centre Leadership Forum in Ottawa, Ontario in May 2019, the conference offered an enriched experience for both groups of sector leaders.

The post-conference survey found that many attendees appreciated having the two groups brought together.

### PREB (PROGRAMME DE RECONNAISSANCE D'ENGAGEMENT BÉNÉVOLE)

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PREB, a volunteer recognition program based on the National Occupational

Classification, allows organizations to recognize volunteers based on the specific skills they develop while volunteering. Created by Centre d'action bénévole de Québec (CABQ) and Emploi-Québec in 2002, Volunteer Canada and CABQ launched the program across Canada in

2013 and are now working to make the program more accessible. The renamed Experience Plus or EXP+ program will be available in fall 2020

### THE CANOPY COLLECTIVE

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The Canopy Collective accelerates the positive social and environmental impact of companies by building bridges between the corporate world and charities, non-profit organizations, and social enterprises. The collective ensures that community partners are equipped to offer and benefit from meaningful partnerships.

Members support each other by sharing calendars, collaborating on events and awareness campaigns, directing referrals to each other, promoting events and learning opportunities, researching, and filing joint funding proposals. The collective is convened by Volunteer Canada and meets four times a year to discuss trends, gaps, and opportunities to collaborate.

#### Members

- Canadian Business for Social Responsibility
- Conference Board of Canada
- Imagine Canada
- Mars Discovery District
- Mount Royal University
- Realized Worth
- Simfact Strategy Group (LBG Canada)
- St. Michael's College Professional Certificate in Corporate Responsibility
- Volunteer Canada

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## GOVERNMENTS ARE MORE EQUIPPED TO DEVELOP INFORMED PUBLIC POLICY ON VOLUNTEERISM

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### SPECIAL SENATE COMMITTEE ON THE CHARITABLE SECTOR

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The Special Senate Committee on the Charitable Sector released its [Catalyst for Change: A Roadmap to a Stronger Charitable Sector](#) report in June 2019. Of the report's 42 recommendations, five are directly related to volunteering and respond to Volunteer Canada's testimony to the committee.

The recommendations call for a national strategy on voluntary action, access to police records checks, volunteer engagement infrastructure, volunteer recognition, and diversity on boards of directors.

### ADVISORY COMMITTEE ON THE CHARITABLE SECTOR

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Canada Revenue Agency invited us to join the new [Advisory Committee on the Charitable Sector](#) in August 2019. This consultative forum allows the Government of Canada to engage in meaningful dialogue with the sector. Its work focuses on advancing emerging issues relating to charities and ensuring that the regulatory environment supports charities.

### GENERAL SOCIAL SURVEY ON GIVING, VOLUNTEERING AND PARTICIPATING

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Volunteer Canada continues to serve on Statistics Canada's steering committee for the [General Social Survey on Giving, Volunteering and Participating](#). We have collaborated with Employment and Social Development Canada to share the results of the survey and develop tools for organizations to support their giving and volunteering strategies.

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## VOLUNTEER CANADA IS RECOGNIZED AS THE NATIONAL LEADER ON VOLUNTEERISM

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### STRATEGIC PLAN

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Last fall, Volunteer Canada's board and staff met to develop a new strategic plan. We refreshed our theory of change to incorporate the expanding definition of volunteering and the field of corporate-community engagement.

We received valuable input from the Volunteer Centre Council and the Corporate Community Engagement Council, who emphasized the importance of having a strong, national voice for issues related to volunteering. They also affirmed Volunteer Canada's leadership and expertise in volunteer engagement.

While our collaborative and consultative approach has given us legitimacy and authenticity, stakeholders were looking to us for a bolder and more forward-looking voice to advance community engagement in Canada.

With growing recognition that volunteers address critical social, economic, and environmental issues, our new strategic plan calls for Volunteer Canada, in collaboration with key stakeholders, to provide, explore, and facilitate the role of volunteering in equity, diversity, and inclusion; emergency response; skills development; and how people engage.

We will also look at the global and Canadian context, namely the Truth and Reconciliation Commission's Final Report, the Special Senate Committee on the Charitable Sector, the UN Sustainable Development Goals, and Canada Revenue Agency's Advisory Committee on the Charitable Sector.

How will we approach our work in these areas? Volunteer Canada will amplify its voice, mobilize knowledge, enhance stakeholder engagement, animate the volunteer centre network, and grow its capacity.



## STAFF AND VOLUNTEERS

### BOARD

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- Jane Hennig – Chair
- Lisa Mort-Putland – Vice Chair
- Frank Séguin – Past Chair, Interim Treasurer
- Kirk Muise – Secretary
- Michel Alexandre Cauchon
- Sarah Chapman
- Jackie Hunt
- Karen Link
- Don McRae
- Lawrence (Lawrie) Portigal
- Penelope Rowe
- Jonathan Wade

### FINANCE AND AUDIT COMMITTEE

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- John McBride, Chair
- Jane Hennig
- Kirk Muise
- Jennifer Penney
- Melanie Platt
- Francis (Frank) Séguin

### ORGANIZATIONAL HEALTH AND SUSTAINABILITY COMMITTEE

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- Karen Link, Chair
- Michel Alexandre Cauchon
- Don McRae
- Penelope Rowe
- Johnathan Wade

### GOVERNANCE COMMITTEE

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- Lawrence (Lawrie) Portigal, Chair
- Jane Hennig
- Jackie Hunt
- Lisa Mort-Putland

### VOLUNTEER CENTRE COUNCIL

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- Marie Eveline, Co-Chair
- Annette Vautour, Co-Chair
- Alain Arbour
- Lynda Barrett
- Dawn Bourbonnais
- Bruno Bourdache
- Jackie Hunt
- Anne-Marie Koeppen
- Sara Langford
- Penelope Rowe
- Daniela Seiferling
- Diana Sim
- Corine Strong
- Mary Catherine Williams

### CORPORATE COMMUNITY ENGAGEMENT COUNCIL CO-CHAIRS

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- Sarah Chapman, Deloitte
- Rachel Dick, Coast Capital Savings

### OTHER VOLUNTEERS

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- Elva Keip
- Erin Vincent
- Camille Demers

## STAFF

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- Martha Aynalem, Chief Financial Officer
- Karine Diedrich, Vice-President, Public Engagement and Knowledge Mobilization
- Elizabeth Dove, Director, Corporate Citizenship
- Katrielle Ethier, Manager, Membership and Communications\*
- Alyson Olshelski, Coordinator, Corporate Citizenship
- Deborah Pike, Consultant, Special Projects
- Neil Shamsuzzoha, Logistics Coordinator
- Eric Shirley, Manager, Corporate Events and Projects
- Paula Speevak, President and CEO
- Alison Stevens, Volunteer Centre Liaison

*\* left or completed term in 2019-2020*

## SUMMARY OF FINANCIAL STATEMENTS

### Summary Statement of Financial Position as of March 31, 2020

	2020 \$	2019 \$
<b>ASSETS</b>		
Total Current Assets	720,096	918,288
Tangible Capital Assets	2,248	2,372
<b>Total Assets</b>	<b>722,344</b>	<b>920,660</b>
<b>CURRENT LIABILITIES AND NET ASSETS</b>		
Accounts payable and accrued liabilities	90,461	137,745
Deferred revenue	338,256	224,524
Deferred contributions	86,624	390,562
Net assets	207,003	167,829
<b>Total liabilities and net assets</b>	<b>722,344</b>	<b>920,660</b>

### Summary Statement of Operations Year Ended March 31, 2020

	2020 \$	2019 \$
<b>REVENUE</b>		
Corporate	21,120	109,742
Memberships and Donations	291,943	273,693
Registration, sales and fees for services	451,775	293,830
Government	606,475	571,076
<b>Total revenue</b>	<b>1,371,314</b>	<b>1,248,341</b>
<b>EXPENSES</b>		
Core Programs and Services	1,050,369	922,917
Administration / Overhead	249,670	250,832
Special events, tools and research	14,506	26,253
Fund development	17,595	13,229
<b>Total expenses</b>	<b>1,332,140</b>	<b>1,213,231</b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>39,174</b>	<b>35,110</b>

The summary financial statements are based on audited financial statements which are available upon request.