



Sustainability
Network

ORGANIZATIONAL REPORT 2010 MAKING A DIFFERENCE



SUSTAINABILITY NETWORK

215 Spadina Avenue, Suite 128

Toronto, Ontario M5T 2C7

T: 416-324-2792 E: info@sustainabilitynetwork.ca

sustainabilitynetwork.ca

OUR FUNDING PARTNERS

The Sustainability Network would like to extend its sincere appreciation to its funding partners who have made it possible to strengthen capacity of environmental nonprofits across Canada. Our current financial supporters, as of June 2010, are listed below:

The Ontario Trillium Foundation

Ivey Foundation

Suncor Energy Foundation

RBC Royal Bank

TD Friends of the Environment Foundation

Walter and Duncan Gordon Foundation

The Winnipeg Foundation

Canadian Boreal Initiative

Alberta EcoTrust

Alberta Real Estate Foundation

and numerous individual donors!

We would also like to thank the following supporters who have recently provided in-kind donations or event sponsorships:

Sumac

Steam Whistle Brewing

Green Living Enterprises

Warren's Waterless Printing Inc.

AutoShare

Bullfrog Power

Chris Chopik and EvolutionGreen

ChocoSol

Melissa Greiner, MG Events

Fredelle Brief

Janet Murray

Amazing Food Service

Anna Chi



TABLE OF CONTENTS

Introduction 2

Board of Directors, Staff,
& Strategic Advisors 4

Letter from the Chair &
Executive Director 6

Learning Networks 8

Boreal Learning Network 10

Good to Great Program 12

Alberta Learning Network 14

Water Leaders Learning Network 15

Environment & Diversity Project 16

Sustainability Network Digest 18

Workshops and Webinars 20

Public Forums 22

Volunteer Program 24

Financials 26

Other Initiatives 28

INTRODUCTION

The Sustainability Network is a charitable organization that strives to build a stronger environmental community by providing environmental leaders and nonprofit organizations with programs, services, and support, helping them to increase their capacity to lead, manage and strategize. Since our founding in 1997, we have organized numerous workshops and forums, provided relevant and timely resources to the environmental community, and facilitated networking among environmental leaders.

In 2009, we were pleased to launch the Environment and Diversity Project to help environmental organizations engage and reflect under-represented communities. This project is based on the recognition that the environmental movement will be most relevant and effective when it represents the community as a whole.

Another key program is our series of Learning Networks. Learning Networks bring together environmental leaders who are working in the same region, or on the same environmental issue for intensive training and networking. They are a platform for learning, reflection and recharge. Learning Networks allow participants to bring results back to their communities and organizations, increasing the capacity of the entire environmental sector.

In addition to these projects, this report contains information about our programs and services such as workshops, public forums, the Sustainability Network Digest, and other capacity building initiatives. By providing programs which increase the effectiveness of environmental organizations, we are working toward the sustainability of our environment for future generations.



BOARD OF DIRECTORS, STAFF, & STRATEGIC ADVISORS

Board

Seana Irvine (Chair)

Program Director, Evergreen

Wanda Prochazka (Treasurer)

Business Analyst, University of Toronto

Dr. Marlo Reynolds

Executive Director, Pembina Institute

Pat Letizia

Executive Director, Alberta Ecotrust Foundation

Janet Sumner

Executive Director, Wildlands League

James Sullivan

Management Consultant

David Love

Executive Director, Conservation Foundation of Greater Toronto

Kirk Simpson

Vice-President, Green Living Enterprises

Mary McGrath

Co-Founder, Small Change Fund

Staff

Paul Bubelis

Executive Director

Victor Reyes

Program Manager

Sonia Dong

Diversity Project Manager

Calista Arasaratnam

Bookkeeper

Strategic Advisors

Bruce Lourie

President, Ivey Foundation

John Lounds

President and CEO, Nature Conservancy of Canada

Geoff Cape

Executive Director, Evergreen

Dianne Russell

Executive Director, Institute for Conservation Leadership

May Wong

Management Consultant

Walter Ross

Management Consultant

LETTER FROM THE CHAIR & EXECUTIVE DIRECTOR

It's been an exciting time at the Sustainability Network. As always, we're providing support to hundreds of environmental leaders and nonprofits who are working on critical issues such as climate change, forest conservation, fresh water, and waste reduction. We're constantly looking for ways to help make environmental leaders stronger, more effective and more efficient at protecting the environment we all depend on.

For example, social networking is a critical way to communicate and spread messages, and we are helping environmental nonprofits take advantage of these new tools. Through training workshops and with resources provided in our monthly Digest, we're helping the environmental community get important messages out. We're also proud to announce that you can now get in touch with us via Facebook, participate in Sustainability Network webinars, and access videos and recordings of past events on our website!

Even with pervasive technology, leaders need to come together to learn, build peer networks and collaborate. We are currently delivering Learning Networks in the Boreal Forest, in Ontario and in Alberta to help dozens of leaders build their capacity to effect social change.



Paul Bubelis
Executive Director



Seana Irvine
Board Chair

We have also come to realize that in today's society environmental nonprofits need to engage and reflect the diverse communities that make up Canada. Through a comprehensive, customized effort that includes workshops, coaching, internships and mini-grants, our Environment & Diversity Project is helping environmental organizations engage our diverse population.

As we develop and launch innovative new programs and provide key resources and services to the environmental nonprofit community, we'd like to thank our funding partners and donors. Your support makes it possible for us to help environmental non-government organizations (ENGOS) in their critical work.

Please read on, be inspired and join us!

A handwritten signature in white ink that reads "P. Q.".

Paul Bubelis
Executive Director

A handwritten signature in white ink that reads "Seana Irvine" in a cursive script.

Seana Irvine
Board Chair

LEARNING NETWORKS



Learning Networks are intensive capacity building opportunities which bring together environmental leaders representing specific regions or environmental sub-sectors for a series of multi-day retreats. Participants receive training, peer learning opportunities, and the chance to network and build relationships. We provide professional facilitators to ensure a valuable peer-to-peer exchange of knowledge and ideas, and expert presenters to provide high quality management training. By incorporating participant input and feedback, we ensure that sessions are adapted to the capacity building needs of each group.

Between sessions, participants bring their knowledge and skills back to their organizations or communities, and apply what they have learned to their environmental work. Participants are encouraged to communicate and collaborate with each other, and benefit from the networks and relationships that they have formed during the sessions.

Each Learning Network program is developed with strategic partners who have an interest in the environmental capacity of a region and/or particular environmental focus. Once the theme and timing of the program is established, the Sustainability Network promotes the initiative widely in a call for participants.

So far, we have worked with over 200 participants at two dozen Learning Network gatherings. Our current focus on the Boreal Forest, Ontario and Alberta has expanded to seven provinces.

BOREAL LEARNING NETWORK

The Boreal Learning Network was developed in response to the urgent call to protect Canada's boreal forests, and to address the challenges faced by ENGOs and First Nations in communicating, planning and negotiating with one another. In 2009, we clustered participants into two regional networks and focused on shared challenges among groups and communities.



Central Boreal Learning Network

November 2009 - November 2010

This regional network consists of participants from Ontario, Manitoba, Quebec, and Newfoundland and Labrador. The first session of this Learning Network brought together ENGO and First Nations Leaders at Maison Gault in Mont-Saint-Hilaire, Quebec, to discuss land-use planning. The second session took place at the Delta Marsh Research Station in Manitoba to focus on collaborative relationships in land-use planning.

Western Boreal Learning Network

January 2010 - November 2010

This regional network consists of ENGO and First Nations leaders from Saskatchewan, Alberta, British Columbia, the Northwest Territories and Yukon. The first session in Westeros, Alberta, focused on engaging partners for boreal sustainability. The second session took place in Fort St. John, British Columbia and focused on cumulative impacts.

Reuniting the Regional Networks

Fall 2010

Participants from both regional networks will come together for a joint session in Toronto, Ontario. This integrative gathering will conclude the 2009-2010 program and take us into the next phase of the Boreal Learning Network.

Program Advisory Committee

Anna Baggio, Wildlands League
Christopher Beck, Canadian Boreal Initiative
Kieran Broderick, Treaty 8 Tribal Association
Valerie Courtois, Canadian Boreal Initiative
Lori Gammell, Suncor Energy Foundation
Tim Gray, Ivey Foundation
Shaunna Morgan, Centre for Indigenous Environmental Resources
Ron Plain, Aamjiwnaang First Nation/Environmental Defence
Ron Thiessen, CPAWS Manitoba
Gord Vaadeland, CPAWS Saskatchewan
Helene Walsh, CPAWS Northern Alberta Chapter

GOOD TO GREAT PROGRAM



This initiative, launched in the spring of 2010, combines two capacity building tools unique to Sustainability Network: Direct Management Assistance and Learning Networks. Through Good To Great, we will provide consulting assistance and mentoring to help six Ontario environmental nonprofits work through self-identified organizational challenges. Organizations will participate in Learning Networks to share experiences, build relationships, and inspire other environmental NGOs. Sustainability Network staff will provide extensive support throughout this two-year program. This 'high engagement approach' represents a new way of building ENGO capacity, our core mission.

The following organizations have been recruited to participate in the Good to Great program:

EcoSuperior (Thunder Bay)
Ottawa Riverkeeper (Ottawa)
Couchiching Conservancy (Orillia)
LEAF (Toronto)
Centre for Sustainable Watersheds
(Portland-on-the-Rideau)
Bay Area Restoration Council (Hamilton)

ALBERTA LEARNING NETWORK



Initiated June 2009

The Alberta Learning Network brings together leaders in environmental groups that focus on water issues in Alberta. The sessions build understanding between organizations and individuals, strengthen management capacity among these leading organizations and provide space to explore collaboration. The first two sessions were held at Rundles Mission on Pigeon Lake near Edmonton, Alberta. The theme of the first session was resource capacity (fundraising and human resources) while the second session explored communications challenges.

Program Advisory Committee

Danielle Droitsch and Joe Obad, Water Matters
Lindsay Telfer, Sierra Club/Alberta Environment Network
Mark Bennett, Bow River Basin Council
Connie Bresnahan, Keepers of the Athabaska
Catherine Shier, CPAWS-Northern Alberta
Maureen Lynch and Kevin Wirtanen, Alberta Stewardship Network
Billie Millholland, North Saskatchewan Watershed Alliance

WATER LEADERS LEARNING NETWORK

September 2008 - October 2009

The Sustainability Network was contracted by the Walter and Duncan Gordon Foundation to create a Learning Network for the Foundation's Water Fellowship recipients. The first session, held outside Cobourg, Ontario, provided an opportunity for Fellows and guests to learn how public policy is developed and how to influence the process. The second session focused on communications and media. In addition to these retreats, a webinar entitled *Art Not Science: Public Policy 101* in September 2009 discussed key elements of the public policy process in Canada.

ENVIRONMENT & DIVERSITY PROJECT

The Environment & Diversity Project is a multi-year Sustainability Network effort that helps environmental organizations develop and implement strategies to better reflect and engage ethno-cultural and Aboriginal communities. We provide customized training, coaching and support to ENGOs interested in becoming more inclusive organizations. We have placed young professionals into internships with each of our partner ENGOs to work with under-represented communities and help ENGOs reach out to new audiences. Later phases of the project will include mini-grants and a conference.

Sustainability Network is collaborating with six organizations over four years to jointly plan, oversee and evaluate the project:

Ecojustice, Justin Duncan and intern Anna Flaminio

Community Environment Alliance, Ranjana Mitra and intern Rashmi Chawla

Clean Air Partnership, Gabriella Kalapos and intern Omar Lujan

Sierra Club of Canada - Ontario Chapter, Dan McDermott and intern Deepa Hazrati

Bay Area Restoration Council, Jim Hudson and intern Rhoda DeJonge

The Environment & Diversity Project Advisory Council

Ashoo Anand, Credit Valley Conservation

Saira Ansari, EcoSpark

Sophia Ali, Family Service Toronto

Gelek Badheysang, Greenest City

Ted Cheskey, Nature Canada

Fatima Crerar, Clean Air Foundation

Yves Dantéau, Toronto Region Conservation

Catherine Winter, Maytree Foundation

Lidia Ferreira, FutureWatch

Cheryl Gudz, Earth Day Canada

Lorna Heidenheim, Ontario Healthy Communities Coalition

Damian Lee, Trent University

Barb McKean, Royal Botanical Gardens

Paula Messina, Toronto Green Community

Peter Mitchell, Centre for Land and Water Stewardship

Anu Radha Verma, Pride Toronto

Karen Sun, Chinese Canadian National Council – Toronto Chapter

Merebeth Switzer, Ducks Unlimited

Cindy Tam, Volunteer

Chris Winter, Conservation Council of Ontario



SUSTAINABILITY NETWORK DIGEST

The Sustainability Network Digest is a free monthly compilation of new NGO capacity building resources, information and opportunities. Now in its seventh year of publication, the Digest reaches over 1,500 subscribers each month, providing resources such as articles, reports, toolkits, featured websites as well as our upcoming events.

Four editions are produced each month: Ontario, the Prairies, Alberta, and Atlantic Canada. This gives us the opportunity to provide subscribers with announcements, events, and capacity building opportunities specific to their region. The Digest is also an effective means for regularly updating readers on our programs and promoting our training opportunities, workshops, and public forums.

By providing resources and information that are relevant to the unique needs of the environmental nonprofit sector, we are building capacity and networks in ENGOs across the country.



WORKSHOPS & WEBINARS

The Sustainability Network provides a variety of workshops and webinars for the environmental nonprofit community. Topics include diversity, facilitation skills, organizational effectiveness, fundraising, media and communications.

Resources and information about each workshop can be found on our website, and in some cases recordings of the workshops themselves are available. As we expand our selection of online webinars, environmental professionals will have access to high quality training opportunities.

Recent sessions have included:

ISO 14001 for NGOs: Creating a Path Towards Sustainability
Shirley Segev and Green Enterprise Toronto

Creating and Fundraising for Events
Melissa Greiner of MG Events

First Nations Awareness Training Workshop
Kathleen Padulo, Grafton Antone, Dan Shaule, Greg Padulo

Ethnic Media and Communications
Nidhi Tandon, Nick Ashawasega, Francois Bergeron, Nate Habermeyer, Naunidhi Kaur, Ingrid Walter

Board Diversity Training
Nidhi Tandon, Mona ElSayeh, Princess Alexander, Roz Smith, Jason Tsang

Facilitation and Training Skills for Environmental Organizations
David Berger

**Managing in Tough Times:
The Economic Downturn and Your Nonprofit**
Andy Robinson

Legal Toolkit: Options, Strategies and Tactics
Ecojustice staff including Anastasia Lintner, Justin Duncan and Hugh Wilkins

Sustainable Fundraising
Ken Wyman

Developing and Growing Your Membership
Amy O'Connor

Art Not Science: Public Policy 101 (Webinar)
Patrick Johnston of the Walter and Duncan Gordon Foundation

PUBLIC FORUMS

Sustainability Network Public Forums provide the environmental community with the opportunity to expand their knowledge and build professional networks. Most forums are scheduled either before or after work, so that participants can make the time to come and listen to engaging presentations, enjoy refreshments, and network with peers in the sector.



Recent forums have included:

Guardians of the Lake

Gord Downie, Mark Mattson

The Climate Energy Challenge:

How It Will Change Our Economy and Society

Dr. Thomas Homer-Dixon

Janine Benyus: Science Writer, Innovator and Biomimicry Guru

**Losing Confidence: Power, Politics and
the Crisis in Canadian Democracy**

Elizabeth May

Reaching the Minds that Matter:

What Makes Messaging Potent in a New Era of Social Networks?

Angus McAllister, McAllister Opinion Research

Book Launch: The Edible City

Wayne Roberts, Lorraine Johnson, Shawn Micallef, and moderator
Nicola Ross

Book Launch: Making the Most of the Water We Have

David Brooks

**Choosing the Right Data Management Software
for Your Non-Profit Organization**

Peter Turk

VOLUNTEER PROGRAM



Since launching a formal volunteer program in late 2009, our volunteers have become an integral part of our work. Volunteers commit to one day a week for a period of at least six months and contribute to the work of the Sustainability Network in a variety of ways, depending on the interests, skills, and experience of each volunteer. Volunteer tasks include organizing and assisting with events, updating the website, sending out the Sustainability Network Digest, and maintaining our databases.

The Sustainability Network benefits from the hard work and dedication of its volunteers who devote their valuable time to helping us build ENGO capacity.

Our sincere appreciation goes out to all our volunteers.

Administration/Project Coordination

Avery Carr
Nadia Chowdhury
Valerie Crystal
Maureen Lynch
Isaac Muise
Stephanie Rawson
Gussai Sheikheldin
Sherry Shen
Marlon Tinoco

Website Design

Anna Chi

Website Development

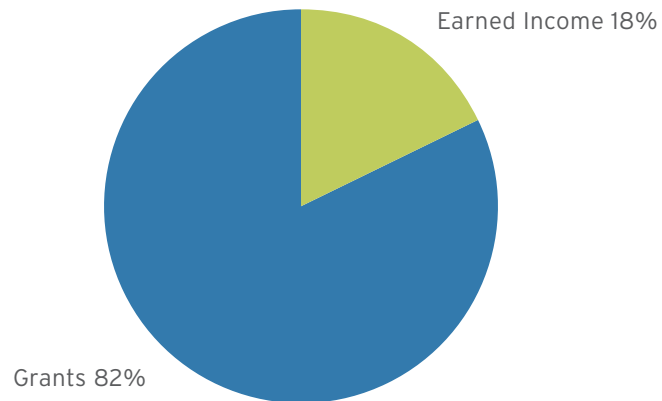
Tatyana Likhachova

FINANCIALS

Revenue

	2008	2009
Grants	301,894	329,830
Subscriptions	17,828	32,813
Donations	10,679	8,446
Event Income	25,790	24,949
Sales & Consulting	17,241	9,367
Interest	6,251	1,734
Sundry	5,131	9,506
Total Revenue	384,814	416,645

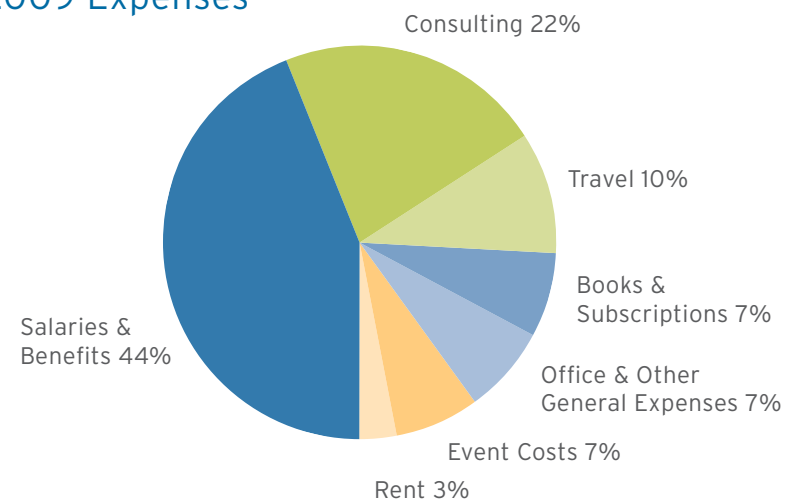
2009 Revenue



Expenses

	2008	2009
Books and Subscriptions	21,024	37,535
Training Bursaries	3,591	2,612
Computers	4,191	6,341
Consulting Contracts	85,154	76,231
Event Costs	51,307	38,028
Rent	12,821	13,537
Office & General	5,761	8,135
Printing	3,366	2,711
Professional Fees	3,596	2,956
Salaries & Benefits	113,645	169,748
Travel	61,993	39,777
Sundry	4,556	5,086
Total Expenses	371,005	402,697
Net Revenue	13,809	13,948
Development Initiative	(32,624)	-
Final Net Revenue	(18,815)	13,948

2009 Expenses



OTHER INITIATIVES

Summer Celebration

On Tuesday, July 14, 2009, we brought together friends, supporters and donors at the Steam Whistle Brewery near the Toronto Waterfront. Tours of the facility were offered, as was a chance to share a drink with friends and make new contacts. Most of all it was an opportunity to express our gratitude to all the people who help us make the environmental NGO community a force for positive change.

A second 'Summer Celebration' takes place on July 16, 2010, on the roof of our sister building at 401 Richmond Street West in Toronto.

Individual Giving

As the Sustainability Network has grown and its programs and services have expanded to benefit more environmental nonprofits, we have invited our friends to make a donation, big or small, to the Sustainability Network. Since our first call for individual giving in the fall of 2008, many supporters have graciously donated and joined our network of support. A special thank you goes out to those who were able to help.

Public Opinion Research

Each year, through a partnership with McAllister Opinion Research, we are able to offer discounted subscriptions to Environmental Insight (formerly Environmental Monitor). Subscribers receive the latest sector research along with briefings by pollster Angus McAllister. Current subscribers include: Ducks Unlimited, Nature Conservancy of Canada, United Church of Canada, Evergreen, Ecojustice, Conservation Ontario, the Canadian Environmental Network and the Conservation Foundation of Greater Toronto.

Training Bursaries for Ontario-based Nonprofit Environmental Organizations

For several years, we have been able to provide training bursaries to Ontario environmental nonprofits to help cover tuition costs or registration fees associated with nonprofit management training opportunities. These funds were provided specifically for management and leadership learning opportunities. This program ended in mid 2009.



Acknowledgements

PHOTOS
Ron Thiessen
Ron Plain
Valerie Courtois

REPORT DESIGN
Anna Chi

