2020 Organizational Report
Strengthening Environmental Nonprofits

sustainabilitynetwork.ca
Our Funding Partners & Supporters

We extend our sincere appreciation to all of our funding partners and supporters. We couldn’t do it without you!

Individual donors, monthly givers and numerous leaders donated their time and/or provided in kind support.

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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 retreats, workshops and forums, provided relevant and timely resources to the environmental community, and facilitated learning and networking among environmental leaders.

Our Economic Literacy Project centres on training and knowledge building that supports the participation of environmental leaders in the development of a smarter and sustainable economy. An Engagement Organizing initiative provides ENGOs with learning opportunities and a community of practice that supports this people-centered approach to campaigns enhanced by technology and data. We are also developing a program that helps conservation NGOs support indigenous conservation governance.

In addition to these projects, this report contains information about our other services such as training workshops, webinars, and our free national monthly Digest. 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

STRATEGIC ADVISORS

GEOFF CAPE
Evergreen

JOHN LOUNDS
Nature Conservancy of Canada

BRUCE LOURIE
Ivey Foundation

DIANNE RUSSELL
Institute for Conservation Leadership

DAVID LOVE
Agents of Good

DEVON PAGE
Ecojustice

PAT LETIZIA
Alberta Ecotrust

STAFF

Paul Bubelis
Executive Director

Laura Hilderley
IT & Communications Coordinator

James Chan
Bookkeeper
Letter from the Chair & Executive Director

Thank you to our supporters, staff, and volunteers who help us serve and support environmental leaders and not-for-profit organizations. Our three key programs – Economic Literacy, Engagement Organizing, and Supporting Indigenous Conservation Governance – are thriving and continue to deliver great value to the sector.

Our programs are targeted, each serving a unique niche within the environmental sector. The Economic Literacy Project helps not-for-profit leaders engage in the emerging green economy. Our Engagement Organizing work focuses on nature not-for-profits and land trusts to help them build resilient and responsive organizations. Our work in Supporting Indigenous Conservation Governance involves helping conservation NGOs build bridges to indigenous leaders and communities.

In addition to our key programs, the Sustainability Network convenes diverse groups of people from the environmental not-for-profit sector to share best practices, teach valuable management skills, and create opportunities for collaboration and innovation. In 2019 we reached over one thousand people through 20 workshops, 18 webinars, and 6 forums and seminars. Our reach extends even further with our widely read Digest, with over 16,000 copies distributed annually.

The Sustainability Network is committed to supporting and strengthening environmental leaders and not-for-profit organizations to create positive change. We look forward to working with you in the years ahead.
Economic Literacy Program

The Economic Literacy Project centres on training and knowledge building that supports the participation of environmental leaders in the development of a smarter and sustainable economy.

We do this through a Green Economy Learning Network that supports leading green economy ENGOs on key capacity issues like communications, government relations and community engagement.

This work is supported by the Ivey Foundation, RBC Foundation, ECHO Foundation and Peter Gilgan Foundation.
Engagement Organizing

Engagement Organizing marries traditional organizing with technology and a culture of developing leadership in others. It represents a shift away from organizations that are expert-driven toward a model that focuses on nimble, data-driven, learning organizations that place relationship building and mobilization of supporters at the heart of their work. The result is resilient, effective organizations that continue to advance their work in an ever-more demanding and challenging world.

Our engagement organizing work is being developed alongside the Gosling Foundation’s Better Organizations for Nature program and includes: Opportunities (workshops, webinars, presentations) for ENGOs to learn about this practice with an emphasis on nature NGOs and land trusts; A Better Organizations for Nature - Project and Opportunity Fund which is led and administered by the Gosling Foundation; and, An engagement organizing community of practice that convenes and supports select NGOs in their consideration of engagement organizing.

This work relies on the skills and talents of our lead facilitator Lindsay Telfer of the Canadian Freshwater Alliance, Natasha Madison of New/Mode and on the leadership of Stan Kozak of the Gosling Foundation.
The objective of this work is to mobilize several sectors and help launch a dialogue that produces a set of resources that will help build capacity in the ENGO sector for supporting Indigenous-led conservation governance.

Recently, an Indigenous Circle of Experts (ICE) developed recommendations on how Indigenous Protected and Conserved Areas (IPCAs) can contribute to Canada’s commitment under the UN Convention of Biological Diversity Aichi Targets while working toward nation-to-nation reconciliation. Our focus is to build capacity in the ENGO sector for supporting Indigenous-led conservation governance.

To date the effort has included: a public event with a panel of ICE Members, a webinar on the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and two 2-day workshops that examined how environmental organizations can better account for settler colonialism in their work and thus make their work with Indigenous communities more effective.

During 2020 we will work under the guidance of Algonquin Elder Larry McDermott to support and convene dialogues and learning opportunities that will support a different approach to conservation in Ontario.

This program is delivered in partnership with the Conservation Through Reconciliation Partnership which includes the Sustainability Network, University of Guelph and nine signatory environmental NGOs. All those involved have committed to working together in ethical space.
The Sustainability Network provides a variety of management training and learning opportunities for the ENGO community. Training workshops are a great way to build management skills and to build important relationships. Webinars are a great way to virtually convene environmental leaders for brief learning opportunities. In many cases we are able to archive recordings of these sessions on our web site so that even those unable to attend the original event can benefit.

**Workshops**

- Indigenizing Canadian Environmental Identities
- Evaluation Learning Lab: Linking Program Design and Evaluation
- Thinking Ahead: Making the Most of Your Strategic Planning Process
- Environmental Law Toolkit with Ecojustice, CELA and the CEC
- Engagement Organizing: Harnessing People Power

**Webinars**

- Supercharge Your Purpose Communications Training Webinars that Drive Organizational Success
- Public Opinion Research Results presented by EcoAnalytics
- Mark Blumberg of Blumberg’s on the Top Ten Compliance Issues for Canadian Registered Charities
- The Landscape of Environmental Grantmaking in Canada
The Sustainability Network Digest is a monthly compilation that is provided free to subscribers, mostly staff of Canadian environmental NGOs. Each month we highlight and summarize the latest, most significant NGO management resources, studies and capacity building opportunities.

The Digest has been published for over 19 years and reaches 1,600 subscribers, providing links to key articles, reports, toolkits, featured websites as well as our upcoming events.

The Digest provides pre-screened NGO capacity building resources to busy, issue-focused environmental leaders.

By providing resources and information relevant to the unique needs of the environmental nonprofit sector, we are building capacity and networks in ENGOs across the country. If not yet subscribed, visit sustainabilitynetwork.ca and sign up!
Volunteer Program

Since launching the 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 tasks include organizing and assisting with events, database management, office administration, publishing the Sustainability Network Digest, and program development.

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

Current Volunteers (2019-2020)
Khushbu Vandara
Hannah Nguyen
Leanne Rasmussen
Alex Adams
Vismay Shah
2019 Financials

Revenue

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<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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<td>Grants</td>
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<td>Earned Income</td>
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<td>Donations</td>
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<td>Sponsorships</td>
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**TOTAL REVENUE**  $655,375

Expenses

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<th>Expense</th>
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<td>Events Expenses</td>
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<td>Occupancy</td>
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<td>Other</td>
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**TOTAL EXPENSE**  $654,659
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 and supporters to make a donation, big or small. Since our first call for support several years ago, many of you have graciously donated and joined our network. A special thank you goes out to those who were able to help as monthly givers.

Vision2030

This emerging initiative will bring together key ENGO leaders and leading funders and together they will develop a long term capacity building strategy for the sector. We are committed to leading both the planning phase during 2020 and the multi-year implementation phase and letting Vision2030 guide our efforts over the long term as we work over the next decade to help the sector reach its full potential.

GreenPAC Parliamentary Internship Program

We’re collaborating with this immensely successful 9-month, full-time, paid internship program that places young people in the offices of MPs from every major political party. Young leaders who are passionate about the environment and politics gain invaluable training and experience from Canada’s top environmental champions on Parliament Hill.

Memberships

Sustainability Network is also proud to be an active member of a number of associations and networks including:
- Centre for Social Innovation
- Ontario Nonprofit Network
- US/Canada Environmental Capacity Builders Network
- Canadian Environmental Network / Ontario Environment Network
- 1% For the Planet