

2024 ANNUAL REPORT

**SHAPING  
THE FUTURE:**  
FOUNDATIONS  
FOR SYSTEMS  
TRANSFORMATION

**Evo**



# ECVO's **VISION & MISSION**

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

## **LAND ACKNOWLEDGEMENT**

ECVO would like to formally recognize that we are on Treaty 6 Territory and the Métis Nation of Alberta North Saskatchewan River Territory, a traditional meeting grounds, gathering place, and traveling route to the Cree, Saulteaux, Blackfoot, Métis, and Inuit whose footsteps have marked these lands since time immemorial.

As an organization, ECVO is grateful to have a public platform through which we are committed to continuing to promote learning, collaboration, and the exchange of information for the betterment of our communities. ECVO recognizes and acknowledges all of the generational harms that the nonprofit sector has been complicit in and continues to perpetuate, and we are committed to reflecting, critiquing, and change our ways of knowing, and doing to contribute to reconciliation.



# VALUES

**Braided together, these five values guide our work, shaping how we engage with our community, support our members, and pursue our shared mission with integrity and purpose.**

**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 21<sup>st</sup> 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.



## Strategic Priority:

### **BUILD CAPACITY**



- 10 new Executive Directors were paired with mentors through our Executive Director Mentorship Program, enhancing leadership and building capacity within the sector.
- The Edmonton Volunteer Fair attracted over 5,000 Edmontonians and 45 nonprofits, making it the city's largest volunteer recruitment event.
- Over 60 grassroots organizations and capacity builders participated in the Ethno-Cultural Capacity-Building Collaborative, engaging in workshops, networking events, and strengthening inter-organizational relationships.
- In 2024, we hosted over 40 events and courses, bringing together over 900 participants to learn, share, and explore the latest issues, trends, and insights in the nonprofit sector.

# Strategic Priority:

## CONVENE

- Convened and backboned the Beyond the Status Quo collaborative of nine human services and capacity-building organizations dedicated to driving systems change in Metro Edmonton.
- Engaged with over 100 leaders from across human service organizations to explore systems change in transforming Metro Edmonton's sector, with engagement sessions rooted in relationship building and personal connection.
- Hosted quarterly executive director networking events and leadership panels, providing a platform for nonprofit leaders to discuss succession planning, leadership development, and organizational transitions.
- Involved sector leaders in our reconciliation journey with Bent Arrow Traditional Healing Society, participating in the Blanket Exercise, pipe ceremony, and various teachings.



## Strategic Priority:

### AMPLIFY

- Hosted virtual town halls and partnered with the Alberta Nonprofit Network (ABNN) to facilitate Alberta-wide sessions on workforce challenges and opportunities faced by front-line staff to management.
- Joined the We Are YEG partnership, a cross-industry initiative to elevate the nonprofit sector as an equal voice alongside business and government in Edmonton. We invested in events like the K-Days Reception and Canadian Rodeo Finals to drive advocacy, build relationships, and showcase the sector's role in regional growth.
- Advocated on behalf of members and the nonprofit sector on two key initiatives: the pause to the Canada-Alberta Job Grant program and the approval of the Camrose Casino into the Edmonton market by AGLC.
- Initiated the Social Policy Collaborative – Edmonton, a coalition of 18 human services organizations dedicated to collaboratively informing the development and implementation of public policy that improves the economic and social well-being of Albertans.

# Strategic Priority:

## ORGANIZATIONAL EXCELLENCE

- Diversified ECVO's revenue stream by expanding our Shared Services offerings to include communications expertise, providing enhanced resources and support to the nonprofit sector.
- The ECVO team participated in two staff retreats focused on teambuilding, exploring leadership styles, enhancing team dynamics, and discovering creative approaches to their work.
- Developed a new performance review model at ECVO designed to build trust, boost employee engagement, and foster accountability, driving both personal and organizational success.
- Adopted an inclusive approach to policy development, ensuring collaborative consultation with the team to gather feedback and create robust, meaningful policies.

# 2024 HIGHLIGHTS

**We hosted our first Membership Gathering, where members convened, received an update on the state of the sector, and began discussions on ECVO's direction for 2026 and beyond.**

**In partnership with PolicyWise, the Advancing Organizational Resilience Initiative was launched to provide professional and organizational development, offering insights and tools for nonprofits. Due to its popularity, it will be available as an on-demand course in 2025.**

**Expanded our team by adding a Membership Coordinator to enhance relationships with members, foster connections, strengthen partnerships, and support our sector.**

# 2024 HIGHLIGHTS

**Collaborated with our partners in The Nonprofit Vote to host a Day on the Legislature, bringing together the nonprofit sector, elected officials, and policy makers to discuss the vital role our sector plays in Alberta and explore ways to advance our shared goals.**

**Throughout the year, ECVO facilitated six Communities of Practice, exchanging knowledge and insights in advocacy and government relations, human resources, volunteer management, governance, and capacity building.**

**Developed and launched an innovative supervision training framework to enhance internal leadership skills and nurture emerging leaders with our organization.**



## SHARED SERVICES JOURNEY

The need for core operational support within the nonprofit sector has been steadily increasing. Prior to 2024, ECVO primarily offered governance consulting as part of our work. However, after conducting a research project into what supports the sector wanted, it became clear that we should broaden our scope.

Recognizing that each organization has its own unique needs, challenges, and opportunities, ECVO embarked on a new model to elevate the sector – Shared Services. In late 2023, we expanded our services by adding human resources to our portfolio.

Throughout 2024, the newly expanded team delivered ongoing and project-based HR encompassing everything from staff recruitment and onboarding to policy updates and leadership support. One area that our team was most excited about was the ability to help organizations plan for the future by developing long-term HR strategies.

Given the difficulty finding funding to support operations, HR and governance were a natural fit, but we knew we could do more. In late 2024 ECVO introduced Communications Shared Services. As we look ahead to 2025, are excited to see where our Shared Services will better meet the needs of the sector.

# OUR MEMBERSHIP

16

Individual Members

282

Organizational Members

18

Sustaining Members

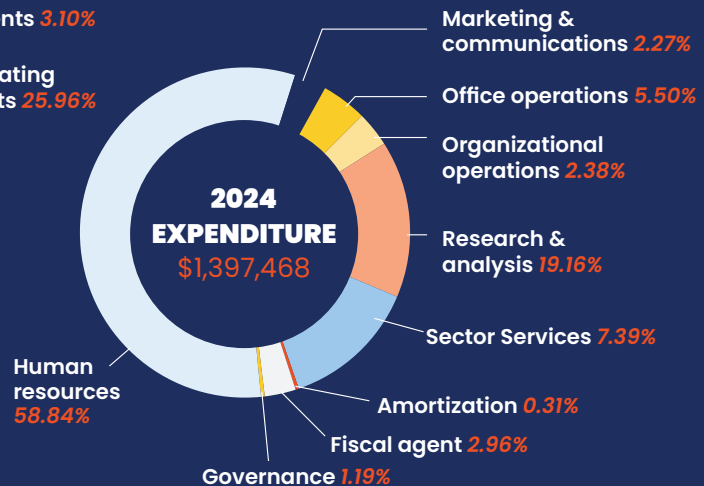
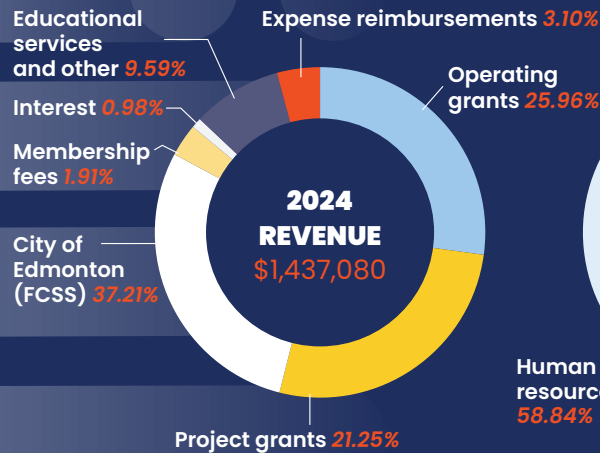
Thank you to our Sustaining Members who directly impact ECVO's sector-level initiatives that amplify the collective voice of the sector and boost awareness of important issues at the regional, provincial, and national levels.



BGC Big Brothers Big Sisters  
Edmonton & Area



# FINANCIAL OUTLOOK



We gratefully acknowledge our funders for their support of ECVO and Edmonton's nonprofit community.

