



Sustainability
Network

25 YEARS

2022

Organizational Report

Strengthening Environmental Nonprofits

sustainabilitynetwork.ca

Our Funding Partners & Supporters

FUNDING PROVIDED BY:



IVEY foundation



The Gosling Foundation

We extend our sincere appreciation to all of our funding partners and supporters. Individual donors, monthly givers and numerous leaders donated their time and/or provided in kind support.

Table of Contents

- 04 About Sustainability Network
- 06 Board of Directors, Staff and Strategic Advisors
- 08 Letter from the Chair & Executive Director
- 10 Vision2030
- 12 Engagement Organizing
- 14 Supporting Indigenous Conservation Governance
- 16 Workshops & Webinars
- 18 Sustainability Network Digest
- 20 Financials
- 22 Other Initiatives
- 24 Our Collaborators



About Sustainability Network

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.

We're very excited to be developing Vision2030 – a national sector-wide opportunity for environmental leaders to look out a decade, define where we want to be as a community and put in place the capacity building that is needed to get us there. As well, our Engagement Organizing initiative continues to provide ENGOs with learning opportunities and a community of practice that supports this people-centered approach to campaigns enhanced by technology and data. Our Supporting Indigenous Conservation Governance program continues to provide dialogue and learning opportunities that help conservationists build relationships with indigenous leaders and communities.

In addition to these projects, this report contains information about our other services such as webinars, training workshops, communities of practise, 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

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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

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CELA



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Networked Intelligence
for Development



Steph Glanzmann
Future Majority



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Credit Valley Conservation



Emily McMilan
Nature Canada

STAFF



Paul Bubelis
Executive Director



Laura Hilderley
IT & Communications
Coordinator



James Chan
Bookkeeper

VOLUNTEERS

Arjun Salu & Evelyn Lubanski



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.

The reality check, ongoing disruption, and unresolved uncertainty of the pandemic has unearthed both challenges and opportunities. We anticipate that our sector will evolve and strengthen as a result and Sustainability Network is committed to helping you navigate these difficult and chaotic times.

Our programs are targeted each serving a unique niche within the environmental NGO community. Our focus moving forward is a new program – Vision2030 – as well as two established initiatives – engagement organizing and supporting Indigenous conservation governance.

Vision2030 is an opportunity for the entire ENGO community to define it's vision along with the capacity building programs that will help us all get there. 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 regularly convenes diverse groups of people from the environmental not-for-profit sector to more spontaneously share best practices, teach valuable management skills, and create opportunities for collaboration and innovation. In 2021 we reached over six thousand people through 62 webinars although our in-person convening was way down for obvious reasons. Our reach extends even further though with our widely read Digest, with almost 20, 000 copies distributed annually.

The Sustainability Network is committed to supporting and strengthening environmental leaders and not-for-profit organizations to create positive change. This year is special as we celebrate our 25th anniversary and we want to extend our gratitude to all the environmental leaders we've managed to assist and thank all the supporters that make our efforts possible. We look forward to working with you in the years ahead.



Paul Bubelis
Executive Director



Anastasia Lintner
Board Chair



Vision2030

Building ENGO Capacity for a Greener Future

VISION2030 FOUNDING SUPPORTERS:

IVEY foundation

The Gosling Foundation



The pandemic is a fundamental shock to society but it's also an opportunity to rethink our systems and consider a societal reset and that includes the nonprofit sector. Despite a lack of clarity and maybe even because of it, now is the time for reflection and consideration of the kind of future we want to build and to determine the factors that will speed and guide the recovery.

Our goal is to provide the time and space for ENGO leaders and funders to grapple with what the recovery means for Canada and in particular what critical role ENGO capacity building will play in helping these organizations move through the crisis and this decade. All this to empower the Sustainability Network to support the ENGO community so that it flourishes and reaches its potential.

Participants in the process include the c-suite of Canada's premiere ENGOs, Black and Indigenous leaders and leaders of youth-led organizations. We have convened the ENGO leadership group twice virtually and will physically convene this group as well as key representatives of the funding community as soon as possible.

We are excited by the opportunity to bring together Canada's most respected environmental NGO leaders and funders so that together we can inject a significant capacity building pulse of activity into Canada's environmental nonprofit community in 2022 and beyond.



Engagement Organizing

Harnessing People Power

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 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 contracted resource people and facilitators and on the leadership of Stan Kozak of the Gosling Foundation.



Supporting Indigenous Conservation Governance

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.

To date the effort has included: a public event, webinars and multi-day workshops that examined how environmental organizations can better account for settler colonialism and thus make their work with Indigenous communities more effective.

We work under the guidance of Algonquin Elder Larry McDermott and others to convene dialogues and learning opportunities that support a different approach to conservation. This program is delivered in collaboration with the Conservation Through Reconciliation Partnership which includes the Sustainability Network, the 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.

Recent Webinars & Workshops

- How The System Works and How To Work The System: Public-Policy Advocacy (a series with Advocacy School)
- Fighting for the Future: Youth Organizing for Climate Justice (a series with Dogwood)
- Considerations For Creating Reconciliatory Pathways (with Nature Canada and Coeuraj)
- Using Your Voice: Spokesperson Workshops for Women (with The NOW Group)
- COVID, Canadians And The Environment (with EcoAnalytics)
- ENGO-First Nation Partnerships Assessment: A Kinship-Based Approach
- Race And Nature in the City: Engaging Youth of Colour in Nature-Based Activities (with Nature Canada)
- Merger: A Strategy for Resilience in the COVID-19 Era
- Storytelling for Impact (a series with Storycentre Canada)
- Top Ten Compliance Issues For Canadian Registered Charities (with Blumberg's)
- Environmental Law Toolkit (with Ecojustice, CELA and the CEC)
- Authentic Leadership, Transformational Leadership, Effective Management & Organizational Change Management For Nonprofit Leaders (a series with Michael Bornstein)
- Win Your Virtual Audience: How To Speak With Presence And Influence Listeners Online (a series with Fluency)



Workshops & Webinars



Sustainability Network Digest

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 22 years and has over 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!

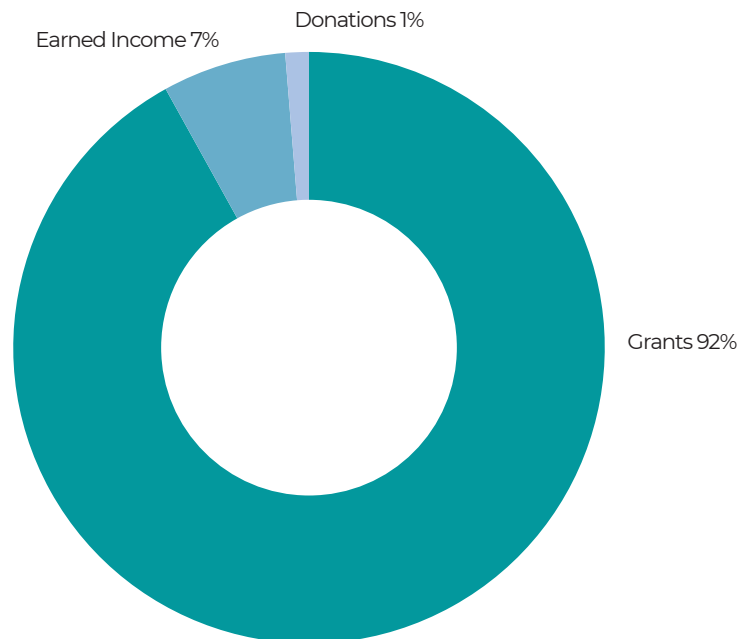


2021 Financials

Revenue

Grants	\$700,750
Earned Income	\$51,603
Donations	\$9,798

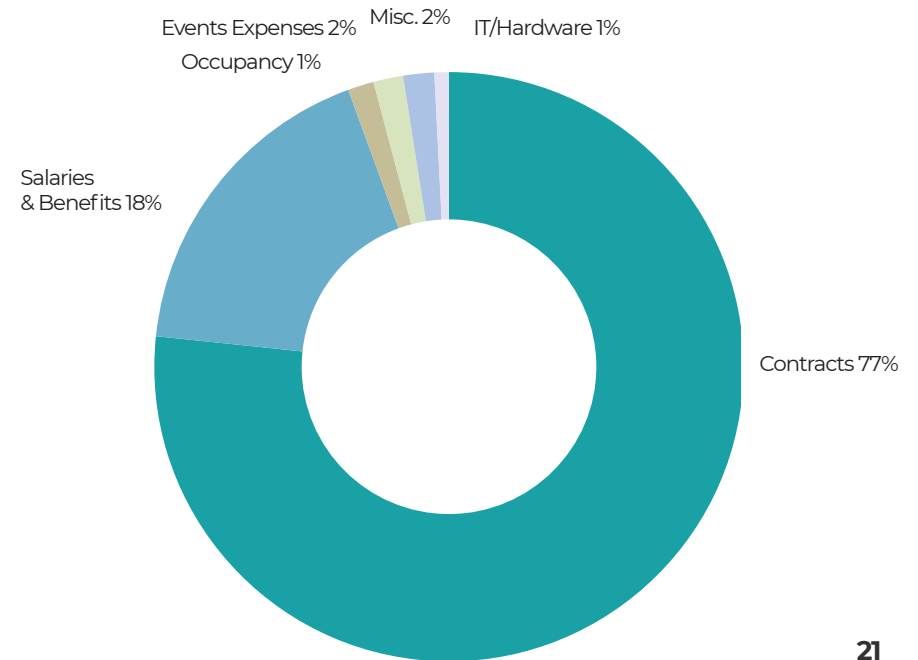
TOTAL REVENUE **\$762,151**



Expenses

Contracts	\$583,751
Salaries and Benefits	\$135,521
Occupancy	\$10,858
Events Expenses	\$12,403
Miscellaneous	\$12,950
IT/Hardware	\$6,075

TOTAL EXPENSE **\$761,558**





Other Initiatives

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.

Partnership with GreenPAC

The Parliamentary Internship Program for the Environment (PIPE) is an immensely successful 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.

The 25th Anniversary!

This year we celebrate 25 years of providing top-notch organizational capacity building support to the Canadian environmental nonprofit community. In October we hope to mark this milestone with a community- wide hybrid celebration event in Toronto and if you have suggestions or ways of helping this happen (sponsorship, an in-kind or discounted venue, volunteering to stream the event, etc.) please contact Paul Bubelis to discuss ways you can get involved.

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



Our collaborators

ENGO PARTNERS

ecojustice



COLLABORATORS



socialimpactadvisors



ADVOCACY SCHOOL



KEN WYMAN



MIKHAEL BORNSTEIN





Sustainability
Network

25 YEARS

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