

# CommunityWise Annual Report 2016-2017



A community hub, providing inclusive, affordable, and equitable space and community development programs to support and strengthen diverse grassroots and non-profit members.

## CommunityWise Resource Centre!

### CommunityWise Board of Directors 2016-2017

The CommunityWise Board of Directors is a passionate and committed collection of individuals who represent the interests of the member organizations and the community at large while contributing to the strategic direction of CommunityWise as a whole.

#### **Seth Leon**

Alberta Cooperative and  
Community Association

#### **Corinne Craig**

SEEDS Connections

#### **Curtis Boudreau**

SMART Recovery

#### **Ernesto Gudino**

Venezuelan Canadian Association  
of Calgary

#### **Reg Tiangha**

Gear Station

#### **Lori DeLuca**

Community Member

#### **Courtney Robertson**

Community Member

#### **Helen Mok**

Community Member

#### **Mitiku Wakwaya**

Oromo Society Network

#### **Susan Bare Shin Bone**

Aboriginal Friendship Centre  
of Calgary



The Board is accountable to the Theory of Change and Strategic Plan created and updated by board and staff in an ongoing process each year.

#### **5 objectives by which to measure success:**

1) CW is an accountable and equitable organization that fosters a sense of restored community and caring by

- 1.1 connecting community members from diverse organizations striving for mutual understanding and,
- 1.2 being a place where their communities have equitable opportunities for participation, experience, and expression.

2) CW protects and responsibly manages the Old YWCA with respect and recognition of the social change work of members. Past present and future.

3) CW member community is collectively better equipped to reach their goals and operate according to shared principles while also ensuring that CW itself has adequate and relevant resources (funding, culture, staff) to support its members.

4) CW embraces and equitable process of critical reflection and evaluation to be responsive to the needs of our members.

5) CW can be depended on as a champion of grassroots and non profit organizations striving for equity in an often inequitable world.

### **Many thanks to outgoing board members!**

Thank you Susan Bare Shin Bone (2015-2017), Carmin Moore (2016), and Sally Truss (2014-2016) for your valuable contributions and leadership during your terms on the board. Wishing you all the best in future endeavours!

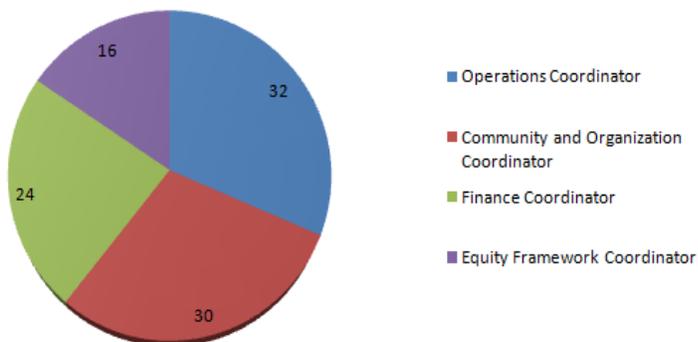
## CommunityWise Staff Collective!



Left to right: Jian Hong, Erin McFarlane, Thulasy Lettner, Philip McCutcheon



### Staff Hours



Expanded total Staff hours in 2016-2017 from 95 hours to 102 hours per week.



Annual Staff Retreat Etherington Creek June 2016

### Training and Presentations in 2016 (June) - 2017 (May)

Jian–October, Financial Course: Income Tax and CRA Administration  
 Erin–October, Attended Ontario Nonprofit Network Conference—Toronto  
 Son–November, Presented on TRUCK Arts Open Forum  
 Philip–March, Presented on UofC Development Studies Career Event Panel  
 Philip–April, Attended Community Hubs Collaborative Session  
 Erin– May, Attended Community Hubs Summit—Toronto  
 Thulasy– Facilitated several conversations and connections with members and community partners around anti-oppression and anti-racism work  
 All Staff–Participated in anti-racism training sessions presented to AROC Working Group (Summer 2016 and February 2017)

## Students!

As in past years CommunityWise was honoured to have the opportunity to work with practicum students from a number of academic institutions in Calgary. Over the past 12 months, we have hosted students from Mount Royal University, University of Calgary and Columbia College. Students are always an amazing asset to CommunityWise.

These students also contributed time towards 7 member groups directly



Above: Lauren  
Right: Marylynda and Diana  
Below: Tyra  
Bottom: Valerie



Each person brings new and different perspectives, helping to build capacity within the Staff Collective!

Over the past year, 1100 total social work practicum hours were contributed by four students; 40 intern hours were contributed by one intern



Students strengthen connections between the Staff Collective and members. We would like to recognize the following students who worked with us this year:

Lauren Ray (Columbia College); Tyra Erskine (Canada Summer Jobs), Valerie Stitchman (MRU), Marylynda Abeghe, and Diana Harrison (UofC). Thank You!!



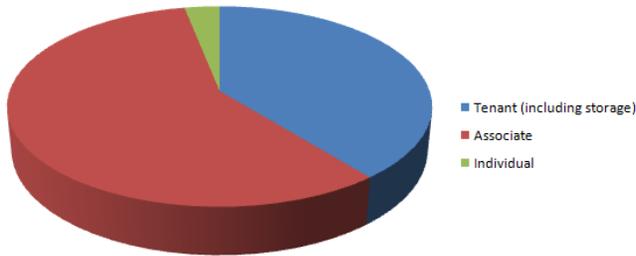
## Outcome Harvesting

Outcome Harvesting is a participatory evaluation approach that has been embraced by CommunityWise. Rather than measuring progress towards predetermined outcomes, it collects evidence and artifacts of what has been achieved and works backwards to determine how the program has contributed to change.

Participants "harvest" outcomes from such existing data sources as meeting minutes, emails, previous surveys, and reflections. A series of outcome statements are created which are further substantiated by a broader group of stakeholders to create an overall picture of impact. A group of former practicum students are currently working on an outcome harvest evaluation about the impacts created by the CommunityWise practicum program.

## Membership!

Members: 98



### New Members 2016-2017

- Alberta Addicts Who Educate and Advocate Responsibly
- Lux Study Group
- Women Together Ending Poverty
- MoMo Dance Theatre
- Artistic Expressions
- Plethora Artist Guild
- Alberta Playwrights Network
- Chinook Hills Druidry
- Shake it, Break it
- Sunlight of the Spirit (CA chapter)
- Quickdraw Animation Society
- Tahnee-Lee Burke

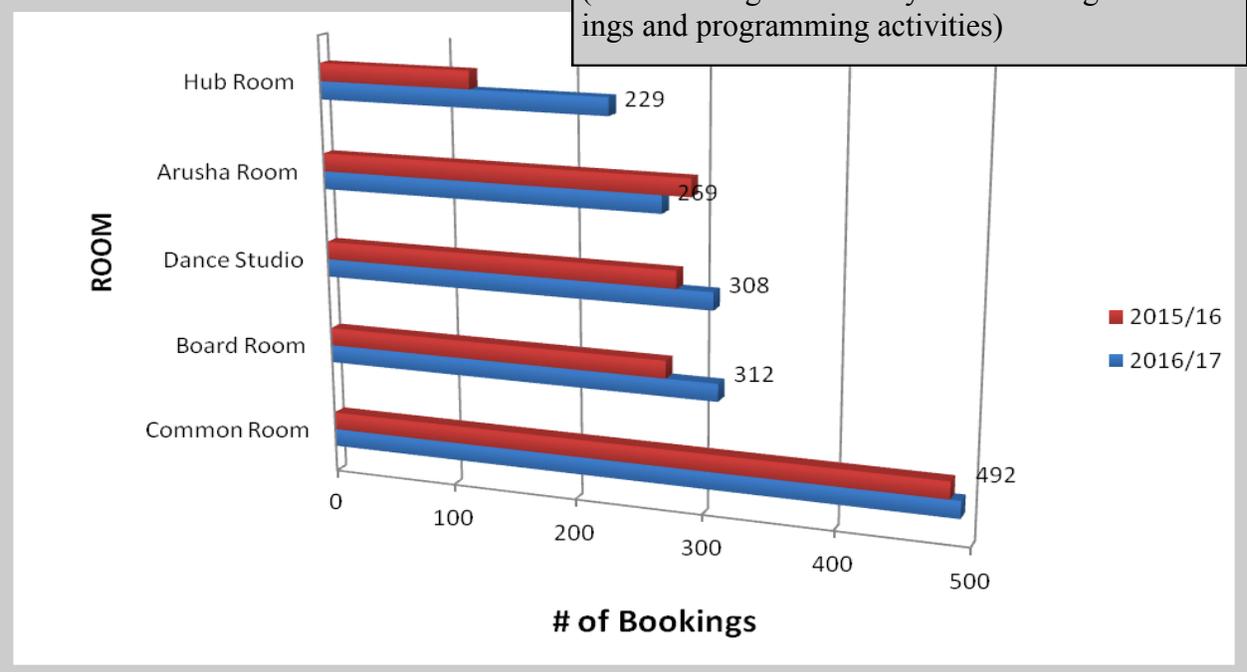
### Members who expired or moved on

- Yoga4Every1
- Alberta Rockies Gay Rodeo
- Calgary Catholic Immigration Society
- Boys and Girls Club of Calgary
- Coronation Place
- Mosaic Community Support Network
- Social Ventures Partners
- Villella McMeans Foundation
- Acts of Greatness
- Leadership Calgary
- DragonFly Cohousing
- Sustainability Resources
- Sol of Sunnyside
- Sierra Club: Chinook Chapter

**- There were 1610 bookings of common space at the centre! (up from 1448 last year)**

**- An average of 4.4 bookings per day 365 days a year!**

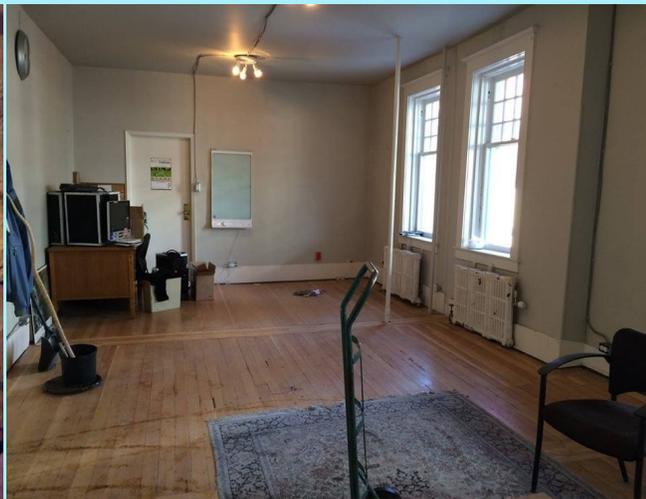
Member Room Bookings Graph Below (not including CommunityWise bookings for meetings and programming activities)



## Facilities!

Now in its 107th year, the Old YWCA building, and home of CommunityWise since 1979, remains a beautiful and strong centre for the community.

Over the last 12 months CommunityWise Administration has undertaken several mid sized **maintenance and upkeep** projects at the building. Our regular annual building certifications and inspections were passed and CommunityWise continued to help facilitate the important long-term **restoration planning through the City of Calgary** Heritage office. This involved extensive exploratory work on all building systems, structure, and foundations so that the building can be conserved as a place for our members to continue to engage in the critically important community and social service work for generations to come.



Highlights include:

2100 sq. ft of new carpet  
New Fire Plan (approved by Fire Department)  
Boiler room construction completed  
Comprehensive condition assessment and historical study completed  
5 offices and 2 halls painted



## Anti Racist Organizational Change Project!

Since March 2016, CommunityWise has been undertaking an Anti-Racist Organizational Change (AROC) project to strengthen our capacity and increase support for member organizations to address structural racism and create greater equity, diversity and inclusion.

The goal of the project is to create a Equity Framework that will inform CommunityWise's policies and serve as a resource for other nonprofits interested in anti-racist organizational change.

The AROC project is rooted in a consultative process that seeks to center the voices of those who are most impacted by institutional and organizational racism within Calgary's non-profit sector, while providing opportunities for all interested members of the community to participate and be informed. The process has been an emergent one that reflects and responds to the needs of the community.



(Photo credit: Curtis Lipscombe)

### Early Project groundwork:

Received funding and officially began project in March 2016

Engaged an evaluator - Rida Abboud in April 2016

Hired Equity Framework Coordinator- Thulasy Lettner hired in September 2016

*"AROC has created a powerful, transformative, vital learning space. I have never experienced anything quite like it. AROC meetings are a breath of fresh air. I always feel I have something to learn and something to teach others, and I always leave feeling less alone, with more hope in my heart." – Advisory Group Member*

# Anti Racist Organizational Change Project! (Activities)

## 1. Community engagement (June 2016 to present, in progress):

- A **Working Group** established to develop a process for anti-racist change.
  - 4 anti-racism trainings for Working Group
    - Attended by 44 different people- For a total of 263 people hours
  - 5 working group meetings
    - Attended by 31 different people- For a total of 178 people hours
- An **Advisory Group** comprised of members of the Working Group that identify as racialized or Indigenous convened to discuss racism in Calgary's non-profit sector and provide guidance to the Working Group.
  - 2 Advisory group meetings
    - Attended by 17 different people For a total of 63 people hours

**Total people engagement (as of May 8<sup>th</sup> 2017):**  
**50 different people for a total of 504 people hours**



## 2. Board engagement (April 2016 to present, on-going):

- AROC content at three Board meetings
- Two Board retreats focused on AROC
  - Attended by 14 different people For a total of 132 people hours
- Internal AROC process development with Governance Committee—three meetings

## 3. Member engagement (April 2017 to present, in progress):

- One-on-one interviews with 7 Members of CommunityWise thus far

## 4. Sector engagement (2016 to present, on-going):

Discussed AROC with many organizations including Propellus, CCVO, Ethno-Cultural Council of Calgary, Calgary Catholic Immigration Society, Alberta Association of Immigrant Serving Agencies, Alberta Network of Immigrant Women, and others.

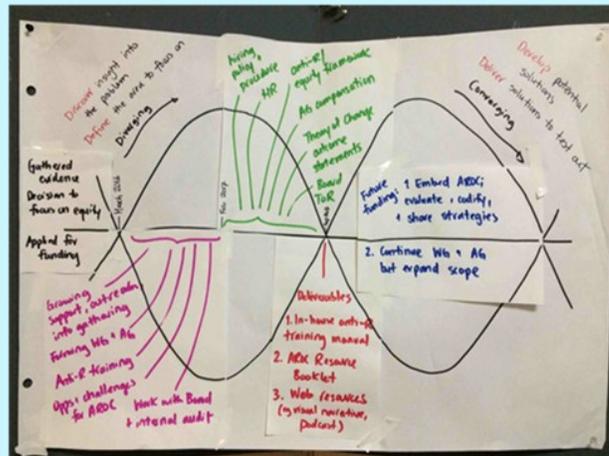
## Anti Racist Organizational Change Project! (Process)

### 1. Prior to March 2016, CommunityWise:

- Gathered evidence about the impact a lack of equity was having on work
- Worked with the Board to identify “equity” as a strategic focus
- Applied for funding to support AROC

### 2. March 2016 to February 2017, the AROC process was divergent and involved:

- Growing support for the project and information gathering
- Forming the Working and Advisory Groups
- Doing anti-racism trainings
- Identifying opportunities and challenges for AROC
- Working with the Board on AROC
- Undertaking an internal policy audit



### 3. After February 2017, the process began to converge and the following things were/are being developed:

- A draft equitable hiring policy and procedure
- Updates to CommunityWise’s HR manual
- A draft anti-racism/equity framework
- A compensation framework for the Advisory Group
- Updated strategic outcome statements for CommunityWise’s to reflect focus on equity
- Updated Board Terms of Reference to reflect strategic focus on equity

### 4. In September 2017, the following deliverables will be due to our major funder (the AHREMF):

- An in-house anti-racism training manual
- An AROC Resource Booklet
- Web resources (e.g., a visual narrative of the process to date, a podcast)

## CommunityWise Programming!

### Community Events

Sharing Spaces, Sacred Spaces: Honouring National Aboriginal Day and World Refugee Day (co-host)

(June 2016)

Annual Winter Party  
(December 2016)

AGM  
(May 2017)

**Programming Committee's** purpose is to build community and promote skill sharing by providing relevant programs, workshops and events for

CommunityWise members and the general public. Anyone is welcome to participate in this committee, not limited to Board members. The committee meets monthly.



Below: First of three work bees in 2017 (March). Thank you volunteers!!



Above and Below: Members presenting at Sharing Spaces, Sacred Places event (June 2016)

Above left: Community Meeting with MLA Kathleen Ganley, Above Right: Dumpling Burnout Lunch



The following is a snapshot of the programming and collaborations that occurred over the past 12 months.

### CommunityWise Programs

Burnout Prevention League (semi-monthly)

Lunch n' Learns

Canadian Mental Health, Community Helpers Training (July 2016)

Lunchtime meet n' greet with AB Community Development Unit staff Anna Hopkins (July 2016)

Organizational Change Party (August 2016)

New member orientation and lunch (October 2016)

Community meeting with MLA for Calgary Buffalo - Minister Kathleen Ganley (February 2017)

Community Safety Meeting "Fires and Beyond" (March 2017)

Work Bees (March and May 2017)

New Member Orientation (April 2017)



## Community Collaborations!



### Community Collaborations

Board Leadership Calgary (with Government of Alberta, Community Development Unit; Federation of Calgary Communities; Sport Calgary; Ethno-Cultural Council of Calgary)

Outcome Harvest Learning & Action Team (Community Development Learning Initiative – CDLI)

Anti-Racism Workshop Series (Centre for Race and Culture)

Youth Week 2017 (April)

Beltline Agency Networking Roundtable (Beginning 2017)

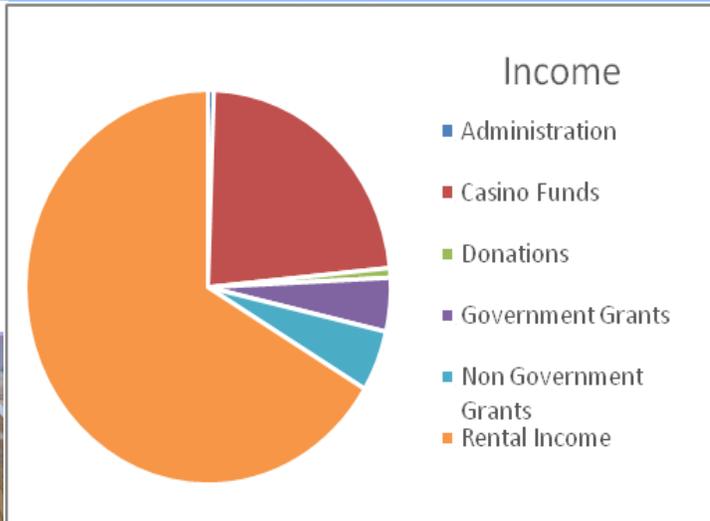
Top Left: Peruvian Dance Rhythms 2016 Winter Party, Top Right: BGCC cupcakes at Sharing Spaces, Sacred Places event, Bottom Left: Pancake Burnout Lunch, Bottom Right: Cantares Venezuelan Choir 2016 Winter party



## Finance Report (2016 fiscal year)

### Income

<b>Administration</b>	1388.00
<b>Casino Funds</b>	62,892.00
<b>Donations</b>	2,176.00
<b>Government Grants</b>	12,026.00
<b>Non Government Grants</b>	13,704.00
<b>Rental Income</b>	182,105.00
<b>Total Income</b>	<u>274,291.00</u>



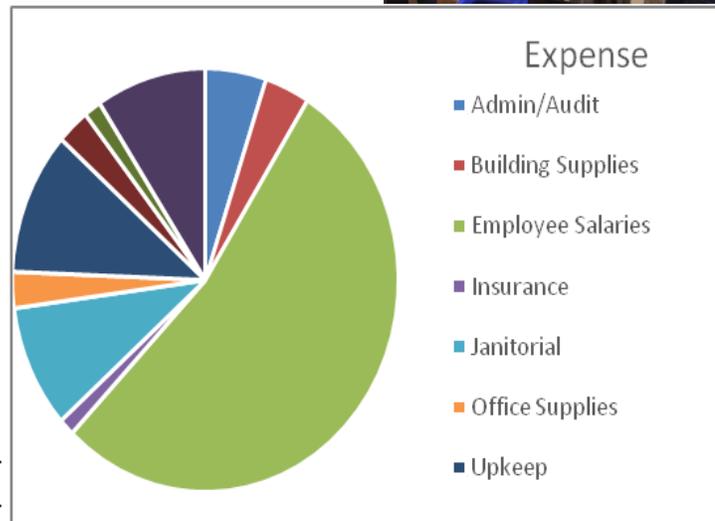
### Grants

<b>Summer Job</b>	3980.00
<b>AHREMF</b>	8046.00
<b>Innoweave</b>	3554.00
<b>Calgary Foundation</b>	8837.00
<b>Total</b>	<u>24417.00</u>



### Expense

<b>Admin/Audit</b>	13,757.00
<b>Building Supplies</b>	10,178.00
<b>Employee Salaries</b>	143,655.00
<b>Insurance</b>	3,527.00
<b>Janitorial</b>	25,425.00
<b>Office Supplies</b>	7,449.00
<b>Upkeep</b>	29,549.00
<b>Evaluation Service</b>	7,354.00
<b>Computer/Furniture Amortization</b>	3,896.00
<b>Utilities</b>	24,906.00
<b>Total Expense</b>	<u>269,696.00</u>



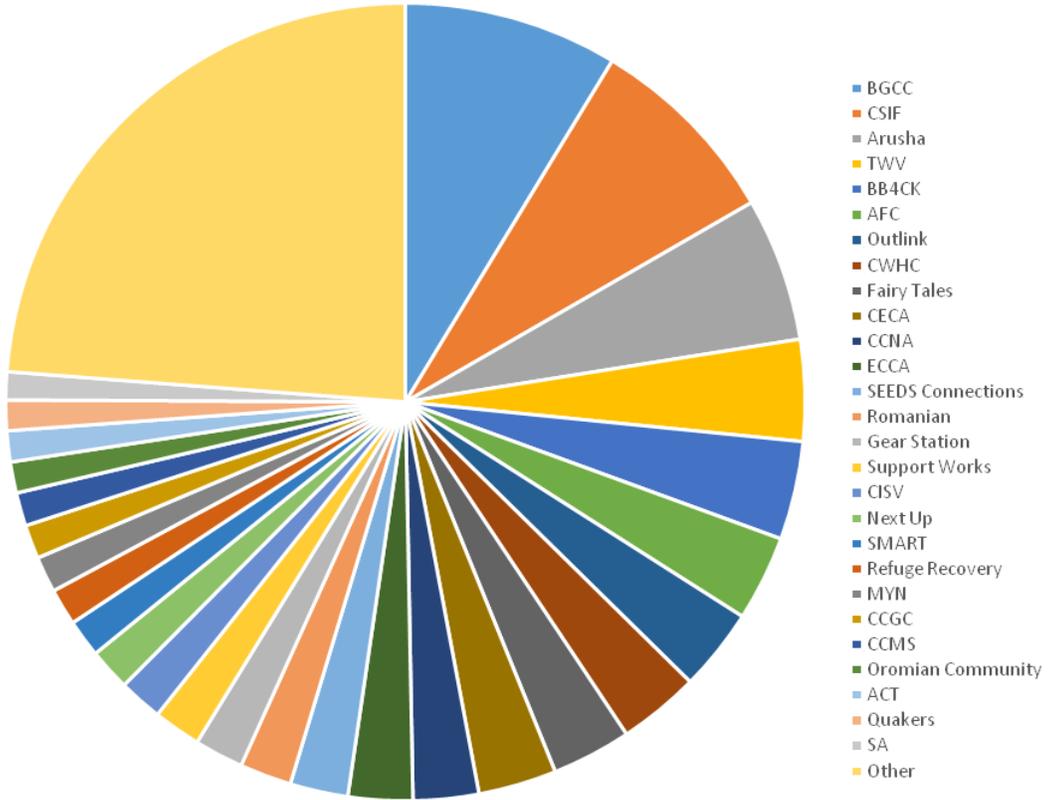
**Total Income: \$274,291.00**

**Total Expense: \$269,696.00**

**Net: \$4,595.00**

# Finance Report (Continued)

Rental Income by Members



CommunityWise operations are supported by members through revenue from office and common room rentals.

Rent paid to CommunityWise goes back into supporting members by providing facilities maintenance, programming and other resources.

**Office Rental Income**  
\$ 136,747.62

**Meeting Room**  
\$ 34,940.00



CommunityWise has celebrated much change and growth this past year. As we look forward we take a moment to again recognise the contributions and support received from Son Edworthy over the years. In the fall of 2016 Son left their position with CommunityWise after 6.5 years. The organization has gone through a lot of changes since 2010 including a name change and rebranding, developing a website for the first time, creating its first ever strategic plan and theory of change, expanding staff from one person to 4 dedicated and skilled individuals, undertaking the process of Anti-Racist Organizational Change, a new porch and new roof, among so many other things..

Thank you to Son and thank you to all of the wonderful member groups of CommunityWise.



**THANK YOU TO OUR FUNDERS AND SUPPORTERS!**

**Our Members!**

(Building Operations)

**Government**

The Alberta Human Rights Education and Multiculturalism Fund (AHREMF)

AGLC- Charitable Gaming

**Foundations**

Calgary Foundation

Innoweave

**Individual private donations**

**Internship and Summer Student Support**

Serving Communities Internship Program (SCIP program)

Government of Canada—Canada Summer Jobs

**Landlord**

The Old YWCA building, where CommunityWise has operated for 38 years, is owned by the City of Calgary (Corporate Properties)



Government of Canada

Gouvernement du Canada



THE CITY OF CALGARY



Human Rights Education and Multiculturalism Fund



SCiP  
Serving Communities Internship Program

