



Date: 31/05/18

CommunityWise Resource Centre

**A Community Hub for Non-Profit, Charitable
and Grassroots organizations.**

2018 Annual Report

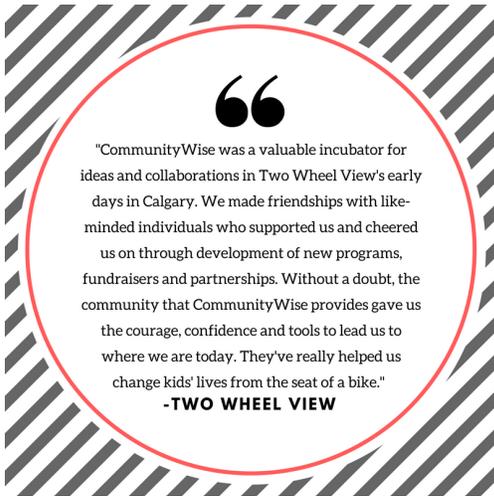


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In the spirit of Truth and Reconciliation CommunityWise would like to take a moment to express our gratitude to be here on this territory. Calgary, Moh-kíns-tsis (Blackfoot), Wincheesh-pah (Stoney), Kootsisáw (Tsuu T'ina) exists within the Treaty 7 Region of Southern Alberta. It includes the traditional territories of Blackfoot First Nation tribes of Siksika, the Piikuni, the Kainai; the Stoney Nakoda First Nations tribes of Chiniki, Bearspaw, and Wesley; and the Tsuut'ina First Nation. The City of Calgary is also homeland to the historic Northwest Métis and to Métis Nation of Alberta, Region 3.

Since 1979, CommunityWise (formerly the Old Y Centre for Community Organizations) has managed the Old YWCA building as an important cultural centre and a workplace for those in the non-profit sector. The building was registered as a Provincial Historic Resource in 1981 by the Old Y Tenants Group.

Throughout the 39 year history of managing the space, hundreds of organizations have been able to undertake their programs and activities with a measure of stability and flexibility in our uniquely diverse and collaborative centre.



The 2017-2018 year was marked by groundbreaking successes and challenges in our journeys through social change and connection to community. If you have any comments, concerns or clarification questions related to the information contained in this annual report or the audited financial statements for the 2017 fiscal year, please let us know. Contact CommunityWise at board@communitywise.net or by phone at 403-261-9660, or visit us at the administration office.



Uproot YYC—Intersections Residency



Above: Sarah and Jian in the photocopy room. Left: Going away luncheon for Jian.

Table of Contents, Vision and Mission

Vision: to achieve equitable social change through collaborative work.

Mission: to be a community hub, providing inclusive, affordable, and equitable space and community development programs to support and strengthen diverse grassroots and nonprofit members.

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2017-2018 Highlights

Programs and Services

- 1595 Common Room and shared space bookings by members. Running 365 days of the year.
- 650 hours of social work practicum supervision
- 88-93% office occupancy (depending on month)
- Flexible membership of around 90 organizations serving thousands of people in Calgary
- Maintain well below market and flexible office rental for 32 tenant organizations allowing for the re-direction of resources into programs



Equity in the Non-Profit Sector

- 10 Consultations with community partners on AROC
- Employment Equity Policy and Procedure successfully implemented
- Created a Resource Booklet, Podcast, and other tools and resources
- Successful Working and Advisory Group

Anti-racist organizational change (AROC)



Operational and Financial

- Modest net operational surplus
- Successful launch of Lease Strategy
- Participation in Phase 2 of Building Restoration Project
- Loss of several significant tenant members a challenge
- Diversification of revenue sources
- Board and policy development
- Financial efficiencies realized
- 9 new members

Message from the Board



The CommunityWise Board of Directors would like to extend our thanks to all of you for attending the Annual General Meeting for 2018. This is our organization's 39th year in existence, and this past year has been truly amazing. As a member-based organization with an incredible (incredible!) staff, this success is because of all of you! This annual report goes into further detail about all the ways in which grassroots social change is making an impact for thousands of Calgarians and building a more equitable non-profit sector. Here are a few items from the Board:

This past year we met every second month and had two orientation and strategic planning sessions. Board members were also part of the finance, governance, human resources, and lease committees, along with community members and staff. We benefited from the exceptional work of the Anti-Racist Organizational Change process (AROC), receiving training from AROC and working with staff to update policies and practices to put anti-racism into action.

Other highlights include hiring new permanent and temporary staff: Finance and Office Coordinator Sarah Zhu, Summer Student Eman Hussen, Administrative Support Di Honorio, Project Coordinator Megan Asselin, and AROC Support Staff Sameen Ashraf. Each of these individuals has brought a ton of talent and experience to our organization and we are thrilled to have had them working with us!

The last year has included a lot of emphasis on developing board skills, especially in advancing our theory of change and using consensus decision making, and on building our overall cohesion. We're excited to be moving ahead with the City on our lease and supporting the excellent work of our staff and our members.

Along with the standard board business, the best part of our role is hearing about the amazing work of our members. We're incredibly proud of all of our members and the work YOU do, day in and day out. We thank you and appreciate you.

*In solidarity,
CommunityWise Board of Directors*

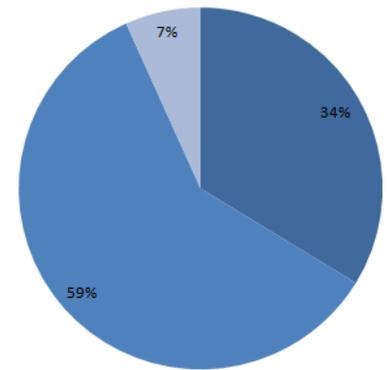
Year In Review (Membership)

Members

90 members supported: CommunityWise members, and their communities, are the heart of everything we do at the centre. Their work in social, environmental, and economic change for the betterment of all has incredible impact. The funding CommunityWise receives from our members for our services (space, equipment, etc.) goes directly back into the building and its administration for their benefit. CommunityWise has Tenant, Associate, and Individual grassroots members.

The CommunityWise membership collectively serves tens of thousands of individuals annually. Among other areas, CommunityWise members focused their work in 2017 in:

■ Tenant (30) ■ Associate (53) ■ Ind. Grassroots (6)

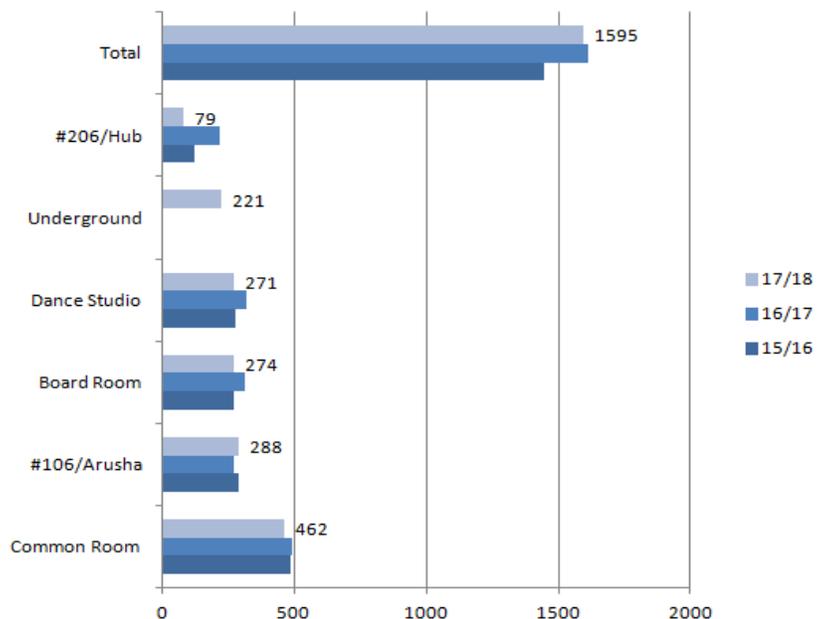


- Ethnocultural Community Supports
- Indigenous Services
- Poverty Reduction
- Community Economic Development
- Addictions Support, Mental Health
- Film, Performative and Community Arts

New Members:

- Change the Face of Addiction (Tenant)
- Somali Canadian Association of Calgary (Tenant)
- Anime Dance Group (Associate)
- Crimson Sunrise (Associate)
- Ivy Lafluer (Ind.)
- Norah Wardell (ind.)
- Propellus (Associate)
- Siobhan Hourigan (ind.)
- Calgary Mountain Bike Alliance (Associate)

Below: Common Room bookings at CommunityWise. Note: this does not take into account the hundreds of group meetings held in tenants' own spaces especially for many peer support and recovery programs.



“

“At the end of 2015, we found CommunityWise and began renting the Arusha space in early 2016. Because of the inclusive and affordable space CommunityWise offered, we quickly became self-supporting, and started our second meeting...we quickly began to see about 20-30 people in each of our meetings every week.”

-REFUGE RECOVERY BELTLINE

Year in Review (Membership)

Expired, Closed down, Ended Membership:

MCC
 Calgary Community Network Association
 Boys and Girls Clubs of Calgary
 Blackfoot Resurgence
 Vilella McMeans Foundation
 Gay Friends in Calgary
 Sustainability Resources
 Calgary Carshare
 ARGRA
 Lead Now
 African Canadian Immigrant Society
 Quickdraw Animation Society
 Calgary Eats



“The benefits of being housed at CommunityWise for our agency have been immeasurable. Under their auspices, our agency has been able to expand our services and our vision from the offering of counselling services to the facilitation of client groups, the hosting of a platform of therapists from all over Calgary, and the organization of workshops with instructors from the city as well as abroad.” – Calgary Women’s Health Collective

Year in review (Anti-Racist Organizational Change)

Milestones Met:

- Completed first phase of community engagement, through AROC Advisory and Working Groups, in summer 2017
- Created the following outputs as a result of the engagement:

-“AROC: Tools and Resources for Nonprofits” resource booklet
 -Anti-racism training manual
 -Six episodes of “The Unlearning Channel” podcast
 -Three stories about CommunityWise members (two to be released)
 -An AROC social media campaign during the fall of 2017

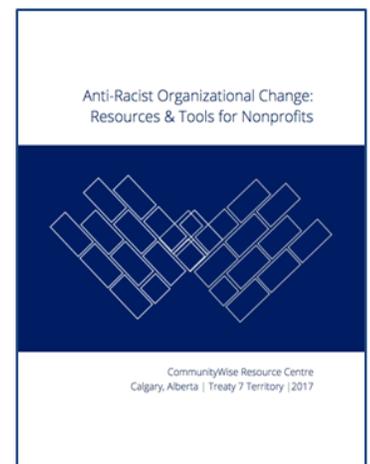


- Undertook several organizational changes, including the following:

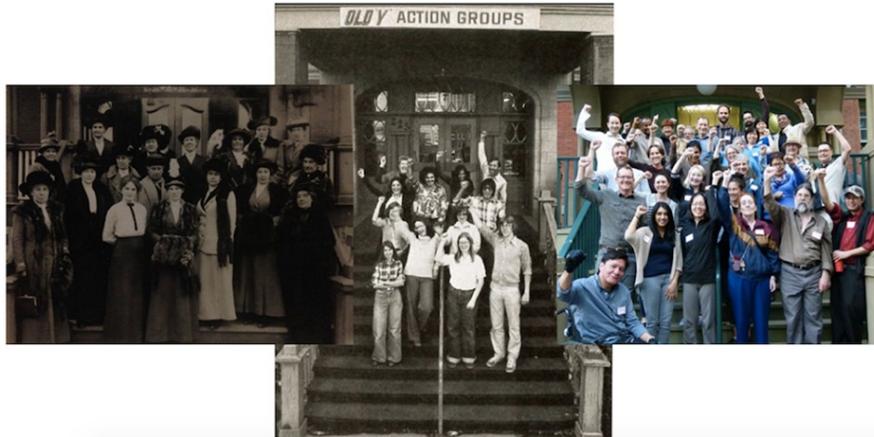
-The Board passed an “Employment Equity Policy” in November 2017
 -The Staff Collective developed an “Equitable Hiring Procedure” to support the above policy and used it to guide two Staff Collective job competitions, as well as several practicum and student positions
 - Developed an AROC Theory of Change, which has informed the update of CommunityWise’s organizational Theory of Change

- Reconvened the AROC Advisory and Working Groups for phase two of

- 2 Advisory Group meetings held for a total of 48 people hours
 - 2 Working Group meetings held for a total of 55 people hours
 - 2 more meetings planned for each of the Advisory and Working Groups before Oct 2018
 - 1 training planned for the Working Group before Oct 2018



Year in Review (The Historic Old YWCA Building)



Upkeep

CommunityWise is responsible for supporting the day to day operations of the building and maintaining it as a functional space for non-profit and charitable work while always keeping significant heritage considerations in mind.

As a provincially registered historic resource, the Old YWCA, which we are stewards of, requires ongoing and increasing work to maintain. While longer-term major renovation plans are underway, CommunityWise has continued to undertake upkeep projects. The cost of upkeep continues to rise as the aging building requires more and more effort and resources to maintain. Complete upgrades to systems that are sorely needed are a part of the ongoing restoration plans.

Some notable items include:

- 4 washroom floors replaced
- 3100 sq. ft new carpet (offices and hallways)
- 6 offices repainted and 3 major common areas repainted
- New equipment (stove, projector, board room chairs, common room chairs, folding tables, shared photocopier)
- Significant wall repair in 4 offices
- Passed all fire, boiler, emergency lighting systems and extinguisher inspections
- Replacement of several water lines and repair of burst pipes



Year in Review (The Historic Old YWCA Building)

Building Restoration

The Historic Old YWCA building has been identified as a priority building owned by the City of Calgary. This is due to the nature of the use of the building as an important social service and community hub, as well as the significant upgrading to the building required. A three-phase restoration plan has been initiated by the City of Calgary on the building.

While there is no capital budget yet available to do the restoration, a multi year lead up process has started. The ultimate purpose is to renovate and protect the historic building and to support CommunityWise members and building operations better.

Following preliminary investigation into the state of the building in 2016, 2017 was largely occupied with Phase 2, the planning phase. To date, Phase 2 has focused on planning to meet accessibility, life, and building safety code upgrades, electrical, plumbing, and mechanical upgrades. CommunityWise as key stakeholders in the planning phase of the project are involved at each stage.

Side project: In 2017 investigation into how water runoff and drainage is managed was started. This will continue to be monitored by the City for the next year and may involve the placement of meters in specific locations of the building and exterior.



Lease

In 2017 CommunityWise formalized the creation of an active Lease Committee and took steps to work with several units within the City of Calgary (Facilities, Neighborhoods, Ward Councillors) with the goals of establishing a clear, transparent, and mutually beneficial relationship with the City going forward and to secure an updated long term lease for CommunityWise at the building. CommunityWise has hosted and met with City representatives over the course of 2017 and now has a strategic partner manager assigned to our file.

We look forward to formalizing the terms of this partnership and developing a roadmap in conjunction with the City. In 2017 CommunityWise articulated the impacts of the lapsed lease, including barriers to CommunityWise securing facilities funding, lost investment opportunities, and uncertainty for our members. We look forward to the work ahead.

Year in Review (Community and Sector Development)

Events, Collaborations, Trainings!

CommunityWise connects with organizations with the intent of fostering a more equitable, just, and accountable non-profit sector. Guided by our values and in alignment with our Theory of Change, CommunityWise participated in many community and sector development activities in 2017-2018. Some highlights include:



- Respectful Dialogue event co-hosted with the Canadian Cultural Mosaic Foundation and UpRoot YYC in Sep 2017
- AROC Tools and Resources Launch Event in Oct 2017
- Meeting with Minister Eggen as part of the Government of Alberta's community engagement on racism in Oct 2017; CommunityWise was also recognized for Outstanding Community Leadership for our work on AROC
- UpRoot YYC "Intersections" artist residency hosted at CommunityWise
- Hosted the Centre for Race and Culture's 2-day anti-racism training in Feb 2018
- AROC presentations at:
 - EconoUs 2017
 - Board Leadership Calgary 2017
 - 2018 International Day for the Elimination of Racial Discrimination Panel
 - Fairy Tales Ally Toolkit Conference 2018
- Members of the Advisory Group have conducted Anti-Racism trainings for several groups, including Murray House, SAIT, and Fairy Tales
- Support for the work of Voices—Calgary's Coalition of Two-Spirit and Racialized LGBTQIA+, Walking With Our Sisters Calgary, and Witness Spoken Word Collective

Year in Review (Community and Sector Development)

Sector Collaboration!

-Board Leadership Calgary Collaborative (BLC): we have co-organized accessible, affordable learning events in board governance, fund development, and financial management since 2014. The most recent event was held at Bow Valley College in November 21 and attracted 250 participants.

-Nonprofit Centers Network (NCN): we are a member of this 200+ network of community hubs and shared spaces; we have presented to the network through conferences and webinars and have contributed content to the online resource portal.

-Beltline InterAgency group: we participate in, and have hosted, this resource and tool sharing gathering of service providers in the Beltline neighbourhood.

-University of Calgary and Mount Royal University Social Work faculties: we support 1-2 social work practicum students per semester who work collaboratively with our member organizations. Presentations are also delivered at these institutions



Programming!

One of the ways we bring members together and nurture a culture of learning and sharing is to host programming activities. Below is a snapshot of some:

-Calgary Sexual Health: members and community came together to learn about *Creating a Culture of Consent: Community Bystander Interventions* through the Calgary Gets Consent campaign initiated by Calgary Sexual Health.

-CommunityWise Winter Party: members and community celebrated the winter season with this annual tradition complete with a potluck and talent show!

-Fire Safe Lunch: members gathered to learn about evacuation procedures at the building and discuss what 'safety' looks like at CommunityWise.

Year in Review (Community Social Work)

Community Social Work

CommunityWise supervises and supports community based social work practicum students. Community social workers practice from a community development or community organizing perspective and work to address the systemic issues that create social problems. Community social work involves understanding the power dynamics and social relations that govern the relationships between various structures and diverse communities and work to achieve social justice through structural change.

- Over the past year, 650 total social work practicum hours were contributed by two students: Agnes Odera (UofC) and Maddison Coulson (MRU)



Agnes Odera



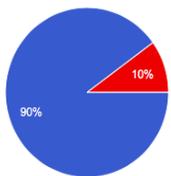
Maddison Coulson



- In addition to working with the CommunityWise Staff Collective, students collectively supported seven CommunityWise member groups while also working alongside the Beltline’s Community Social Worker on various neighborhood initiatives!

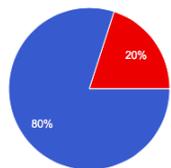
Impact on Social Work Students

- Practicum student Maddison Coulson followed up with past practicum students to help us better understand connections between students' practicum placements at CommunityWise and their social work practice over time.



● Yes
● No

Did doing your practicum with CommunityWise open up post-graduation employment or volunteer opportunities for you?



● Yes
● No

Did your practicum at CommunityWise influence the type of social work you wanted to do?

“I would recommend everyone to do their practicum at CommunityWise regardless of what their end goal is. The experience and relationships are life long and applicable everywhere” (respondent, practicum follow-up survey)

CommunityWise Theory of Change

CommunityWise has a comprehensive Theory of Change which is a tool that has been developed with our members. It has identifiable goals and maps backwards to preconditions necessary for each step. The ultimate goal is to realize our mission and our processes of social change. The foundation of the CommunityWise Theory of Change is below:

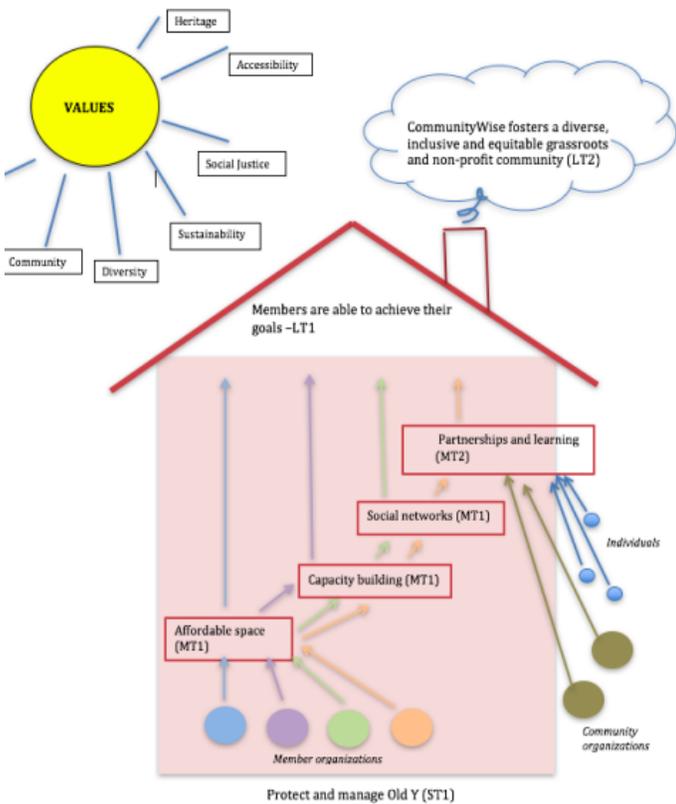
Protects and manages the Old Y Building **AND**

Offers equitable opportunities for space, capacity building, networks, and relationships for members **AND**

Fosters learning and partnerships that support the grassroots and non-profit sector in Calgary **SO THAT.....**

Long-term goal #1 – CommunityWise member organizations are able to achieve their goals **AND**

Long-term goal #2 - CommunityWise fosters a diverse, inclusive and equitable grassroots and non-profit sector



This map to the left is a visual representation of how these main guiding principles are realized by members in their time with CommunityWise and by CommunityWise itself on its journey towards realizing our goals.

“CommunityWise led the way in offering space to marginalized groups long before societal access to space became a reality. In specific the LGBT community have found a home for connection, support and safety within the walls of the centre for decades, which has led directly to the interconnected and strong community that we enjoy in many ways today.” –**Calgary Queer Arts Society** (formerly Fairy Tales Presentation Society)

Financial Report (2017 Fiscal Year)

When we look back on 2017, it was a very busy fiscal year with a lot of financial activities taking place. We successfully changed financial personnel. With the support and help of the staff, we have continued our daily financial operations smoothly without interruption while working towards more funding opportunities to try and bring in greater and more diverse revenue sources.

We also have been working on amending our internal control system to develop sound operational procedures and improve financial management.

Furthermore, we utilized our funds with transparency and were selective as well as cost effective. Expenditures focused on maintaining staff and member services, delivering AROC activities, and building maintenance. Compared with the previous year, 2017 was a dynamic, sturdy, and constructive fiscal year. More details can be found in the audited financial statements.

Overall, the 2017 fiscal year has been a significant year for us and we are in a financially healthy position. We are confident that with Board support and the Staff Collective working together, we will achieve a bright financial future.

Some key highlights from 2017 are:

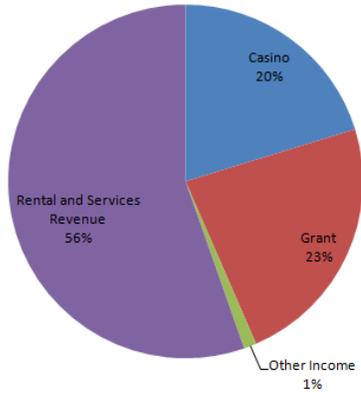
Operation performance remained stable, but revenue sources were more diversified. We did not have big ups and downs in the year. We successfully received two major funding grants that strongly supported AROC projects and improved community development. Compared to previous years, total revenues and expenditures both increased by \$34,655 and \$40,925, respectively. On the expenditure side, with a donation from one of our members, we were able to have a larger casino fund to spend on maintaining operations throughout the year. Before amortization, we were able to have a **small surplus of \$2,221** at the fiscal year end.

Our financial outlook remains optimistic. We are currently in a strong position and are well placed to continue into the future. At the year end our current assets were \$529,981, which was slightly less than last year's of \$601,860, but in excess of liabilities of \$367,994. We have been able to save a total of \$38,742 in future building improvement funds. We also have built an additional small savings pool total of \$32,638, as a long term investment. At the year end, we had a deferred revenue total of \$123,678 to guarantee that we are able to fulfill our future commitments and are financially able to meet our obligations.

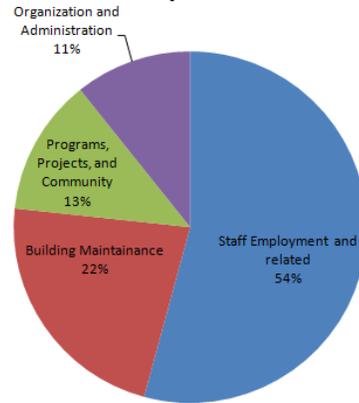
Financial challenges. We also felt the pain of the economic downturn. Some members, after experiencing the building as an incubation space, expanded and moved on, while others experienced difficulties with maintaining regular operations. During the year, a couple of members shut their doors or moved their offices out, which has resulted in comparatively high vacancy rates. Rental revenue has decreased by \$11,035, due to office vacancies. There are significant and rising costs of maintenance on the building each year, but our membership and rental revenue has not increased at the same pace. Operation revenue has been unable to cover operation expenses. Finding alternatives to cover the money shortfall has been a challenge. Not only that, but other credit, such as accounts receivables, as well as marketing, and member services potentially contain challenges, which can bring economic uncertainty to us.

Finance Report (2017 Fiscal Year)

Income



Expense



Statement of Financial Position

Fiscal year ended at Dec 31

Assets

	<u>2017</u>	<u>2016</u>
Current Asset:		
Cash and cash equivalents:	165,177.00	181,598.00
Accounts Receivable	11,330.00	12,768.00
Goods and services tax receivable	2,611.00	1,101.00
Prepaid expense	<u>1,058.00</u>	<u>1,084.00</u>
Total Current Asset	180,176.00	196,551.00
Long term investments	71,380.00	62,606.00
Capital assets	<u>278,425.00</u>	<u>278,425.00</u>
Total Assets	<u>\$ 529,981.00</u>	<u>\$ 537,582.00</u>

Liabilities and Net Assets

Current Liabilities		
Accounts payable and accrued liabilities	16,308.00	20,412.00
Employee remittances payables	4,196.00	3,955.00
Security deposits	30,634.00	30,801.00
Deferred revenue	<u>123,678.00</u>	<u>123,747.00</u>
Total	174,816.00	178,915.00

Deferred capital contributions

193,178.00	241,473.00
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Net Assets

General fund	123,245.00	138,202.00
Restricted fund	<u>38,742.00</u>	<u>42,427.00</u>
Total Net Assets	161,987.00	180,629.00

Total Liabilities and Net Assets	<u>\$ 529,981.00</u>	<u>\$ 601,017.00</u>
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Statement of Profit and Loss

Year End: December 31, 2017

REVENUE	
Casino Income Used	62,536.28
Grant and Funding	71,786.13
Other Income	3,554.19
Admin and Rental Revenue	171,069.80
Total Revenue	<u>\$ 308,946.40</u>
EXPENSE	
Audit Fee	4,659.00
Bank Service Charges & Bad Debts	2,983.83
Property Insurance	2,540.25
Evaluation Services	14,466.62
Operation and Office Supplies	13,129.32
Utilities	31,496.63
Employment and Related Cost	166,326.92
Janitorial	26,331.15
Arco Program	18,675.06
Board and Community Development	5,386.97
Building Repair and Maintenance	20,730.33
Total Expense	<u>\$ 306,726.08</u>
Profit and Loss	<u>\$ 2,220.32</u>
Amotization	
Deferred contribution	48,294.59
Amortization expense	69,157.61
Net	(20,863.02)
Deficiency of revenue over expense	(18,642.70)

Finance Report Continued.

Anti-Racist Organizational Change funded by:

- The Alberta Human Rights Education and Multiculturalism Fund
- The Calgary Foundation Strategic Opportunity Grant
- Government of Alberta Community Initiatives Program (CIP)
- Canada Alberta 150 grant
- The Calgary Foundation Community Grant
- The Catherine Donnelly Foundation

Building Operations and Admin funded by:

- Our Members (rent, meeting room rentals, internet, photocopying)
- AGLC
- Committee of 10,000 (U of C, Students' Union Volunteer Services)
- The Calgary Foundation Core Support

-Other:

- Government of Canada—Canada Summer Jobs

The Year Ahead...

Unique Social Space

The past year we have seen important social and economic changes in Calgary. Within the nonprofit sector there has been an increase in awareness of the value of inclusive, equitable, and accessible space for the diverse communities of Calgary and of our member organizations. CommunityWise is pleased to play a role in supporting so many vital and dynamic, yet often marginalized, communities who bring much needed social change and community supports. In the coming year we will continue this work by intentionally nurturing an environment where members will be inspired to succeed and provide tools to succeed in the changing world.

A New Lease on life

In 2016, CommunityWise faced uncertainty with our significantly lapsed lease with the City of Calgary. We also had to contend with the prospect of renovations occurring to the building resulting in displacement without protection for our members. CommunityWise spent much of 2017 developing and initiating a new strategy to direct the work of our partnership with the City of Calgary relating to the lease and renovation improvements that will

prioritize the needs of CommunityWise members going forward.

In the coming year CommunityWise Staff and Board will continue with the progress already being made to secure an updated long term lease that meets the needs of our members so that they can continue to do their essential work in their communities and to bring forward specific renovations needs in the building as they relate to maximizing the function of the space for members.

A New Theory of Change

CommunityWise has met the projected milestones contained in its most recent Theory of Change and has moved forward with creating an updated Theory of Change for the organization. This work will remain at the forefront in the coming year. CommunityWise is excited to continue working with Rida Abboud, an experienced consultant, to 1) continue to redevelop our organizational Theory of Change, and 2) embark on a participatory Strategic Planning process with the aims of achieving enhanced strategic clarity and improved sustainability.

Board of Directors

The ongoing success of CommunityWise is due in large part to the active and supportive Board of Directors. The Board of Directors is composed of individual representatives from Tenant and Associate Members of the centre as well as members of the community. The directors bring their lived experiences, expertise, and perspectives to the table. They work together to challenge the organization to be better each year. They uphold the mission and oversee the organization's finance, governance, and strategic planning processes. Board members serve up to 2 consecutive 3 year terms and CommunityWise utilizes a form of consensus decision making in all of our governance structures.

CommunityWise organizes much of its work into sub-committees (Finance, Human Resources, Governance, Lease, AROC Advisory Group, AROC Working Group, Membership). Board members also participate in regular board development opportunities and strategy sessions.



Outgoing Board Members (who we will miss very much)

Mitiku Wakwaya (Oromo Society Network of Calgary; 2 years)

Corinne Craig (SEEDS Connections; 3 years)

Ernesto Gudino (Venezuelan Canadian Association of Calgary; 5 years)

Curtis Boudreau (SMART Recovery; 6 years)

Courtney Robertson (Community Member; 6 years)

Board Members Continuing Terms

Lori DeLuca (Propellus; 2nd year, 2nd term)

Seth Leon (Alberta Community and Cooperative Association; 3rd year, 2nd term)

Helen Mok (Community Member; 3rd year, 1st term)

Aminah Malik (Community Member; 2nd year, 1st term)

Proposed New Board Members (2019-2019)

Chris Jensen (Calgary Centre For Global Community, Tenant Member)

Erin Jenkins (Calgary Queer Arts Society, Tenant Member)

Wendy Treschel (Brown Bagging for Calgary's Kids, Tenant Member)

Syma Habib (Community Member)

Megan Asselin (Community Member)



Staff Collective

In 2017 CommunityWise had a number of significant staff changes and added new short term support roles. CommunityWise conducts follow up exit interviews and reflections to understand and hear from former staff about their experiences at, and thoughts about, CommunityWise. Going forward, we will be reassessing our Staff Collective procedures to adapt to the changing needs of the organization.

Moved on from CommunityWise:

Jian Hong—Finance Coordinator—July 2017

Started working at CommunityWise:

Sarah Zhu—Office and Finance Coordinator—July 2017

Short term support work at CommunityWise:

Eman Hussen—Project and Operations Support (summer student)-July to Aug 2017

Di Honorio—Admin and Facilities Support –Aug to Sept 2017

Megan Asselin— Alberta 150 Project Coordinator—Sept to Dec 2017

Sameen Ashraf—AROC Support Staff—April 2018 to present

Staff Collective

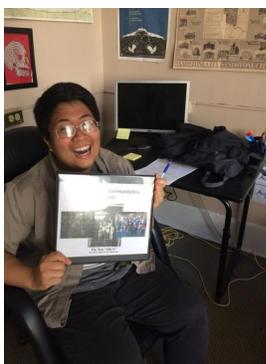
CommunityWise employs a small staff collective of four (part-time to near full-time) with a horizontal leadership structure to collectively manage the building, organization operations and development.



Above: Board and Staff Retreat
Below: Di Honorio



Left: Jian Hong
Right: Sameen Ashraf
Above (left to right):
Philip McCutcheon
(Operations Coordinator),
Thulasy Lettner (Equity
Framework Coordinator),
Sarah Zhu (Finance and
Office Coordinator),
Erin McFarlane
(Community-Organization
Development Coordinator)



Middle Left: Erin, Philip,
Megan, Sarah and Thu-
lasy at a staff meeting

Direct left: Agnes, Erin,
Di, Philip, Eman, Thu-
lasy at another staff
meeting

THANK YOU!!

The 2017-2018 year was marked with major shifts in how CommunityWise does its work. We have transitioned to a new era at CommunityWise while continuing to support and understand our expanding membership. We've deepened relationships with many of you through daily work to make this space a cutting edge non-profit centre in terms of our equitable approach, our genuine interest in your success, and providing support when you need it.

As some things change about our work, the steps we have taken to be as far along as we are remind us of how much further we have to go. Opportunities abound for realizing our organization's mission and some very real and exciting challenges ay ahead.

We only have to look around at our strong and impactful community to catch a glimmer of what is possible and do as we have always done: share our supportive and creative work (and ways of doing our work) with the broader mainstream while at the same time empowering those amongst us in equitable ways, changing society and threading the link between our historic past and the present



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