# THE POWER OF ACTION



VOLUNTEER
BÉNÉVOLES
CANADA

Volunteer Canada

**Annual Report**

# 2022-2023



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# TERRITORY ACKNOWLEDGEMENT

At Volunteer Canada, we recognize and acknowledge the **Indigenous Peoples as the original stewards of the lands on which we live**, work and volunteer. We humbly express our gratitude for their longstanding presence and enduring connections to this land.

We understand that our physical head office is located on the unceded and unsurrendered **Anishianbewaki** and **Algonquin territory**, along the banks of the Ottawa River, and we recognize the role the Algonquin Peoples play as traditional waterkeepers and defenders of the river and the land.

Volunteer Canada recognizes this as part of reaffirming our commitment and responsibility to improving relationships between nations, as well as our own understanding of local Indigenous Peoples and their cultures.

From coast to coast to coast, we acknowledge the ancestral and unceded territory of all the Inuit, Métis and First Nations Peoples.

As we move forward, we recognize the collective responsibility we hold in **promoting truth, understanding and positive change**. We encourage all Canadians to join us in this journey of reconciliation as we work toward building a more just, equitable and inclusive society for all.

# ABOUT US

Since 1977, Volunteer Canada has collaborated closely with volunteer centres, businesses, non-profit organizations, charities, government departments, and educational institutions to promote and broaden volunteering. Our programs, research, training, resources, and national initiatives provide leadership on issues and trends in Canada's volunteer landscape. We are a national voice for volunteerism in Canada and work collaboratively to strengthen the fabric of volunteerism from coast to coast to coast.

## OUR VALUES

- Reciprocal Engagement
- Excellence with Integrity
- Accountability for Impact
- Equity, Diversity, and Inclusion
- Shared and Inclusive Leadership

## VISION

Involved Canadians build strong and connected communities to create a vibrant Canada.

## MISSION

Volunteer Canada provides national leadership and expertise on volunteerism to increase the participation, quality, and diversity of volunteer experiences.

## ULTIMATE IMPACT

Increased participation, quality, and diversity of volunteering to build strong and connected communities.

# MESSAGE FROM BOARD CHAIR

There are more than 120,000 firefighting specialists across this land. More than 90,000 of these amazing people are volunteers. There are also millions of volunteers from coast to coast to coast, in communities large and small, who engage in everyday actions and heroic efforts with the hope of making a difference. Volunteers keep people and spaces safe and thriving. And volunteers help to build welcoming, inclusive and nurturing places for people to belong, heal, celebrate and congregate. Volunteerism is at, or near, the heart of almost every strategic decision and in-the-moment action that is designed to make a positive impact.

Yet, volunteerism is shifting, not because Artificial Intelligence has entered our everyday world, but because our everyday worlds impact how, when and where people volunteer. Volunteer management specialists are not surprised by these massive shifts, but our sector needs to prepare for new ways of volunteering. We need to adapt to meet the evolving needs of both volunteers and the communities that rely on volunteerism.

As an uninvited guest living in the traditional territories of the Lekwungen Peoples, I have felt welcomed by our First Nations, Inuit and Métis leaders, neighbours and fellow volunteers. I have also felt the call to be an active and informed participant in the movement toward truth, reconciliation and decolonization. We each have an individual and collective ability to foster inclusion and to create accessible spaces and opportunities where all people—with different abilities and from different backgrounds—can find belonging through volunteerism.



Volunteer Canada has spent this year listening to our members, partners and peers, as well as those who do not know us or our work. Through collaboration, partnerships, dialogue and a shared path, we know that Volunteer Canada can continue to make an even bigger impact.

It is with immense gratitude that I acknowledge the amazing staff and board members at Volunteer Canada. Their passion and commitment to learning, growing, embracing big thinking and delivering on strategic change is inspirational.

Volunteer Canada is in a space that feels familiar yet different because the winds of change have ignited a spark. We are not a traditional firefighting team, but we are running to where people need us the most and where we can do the most good.

With gratitude and respect,



**Lisa Mort-Putland**
Board Chair

# MESSAGE FROM THE PRESIDENT & CEO

2022 was marked by an increased desire for connection and community alongside declining numbers of volunteers. For me 2022 asked a critical question: What role can Volunteer Canada play to address the volunteer infrastructure gap amidst the collective yearning for connection, purpose and community?

Understanding this paradox and doing something about it is at the heart of our work. As such, this year we renewed our commitment to building a roadmap toward a National Action Strategy for Volunteering to adequately address the long-term deficit in Canada's volunteering infrastructure. While we work toward understanding what is happening and what we can do about it, we know the solution lies in working collaboratively across sectors to address our challenges. To do this well, we've invested in listening to what's happening across the country in order to better understand the landscape of volunteerism and what's needed moving forward.

As part of this work, we increased our focus on Justice, Accessibility, Inclusion, Diversity and Equity (JAIDE). Our learning journey included valuable and sometimes difficult conversations about where we needed to change and the benefits of creating space and opportunities for diverse approaches to volunteering and participation. One highlight was a panel discussion on International Volunteer Day, led by representatives from AgentsC and 4Rs Youth Movement, who shared their perspectives on the importance of inclusive volunteering.

We also started drafting a new strategic plan. Our goal is to contribute to the growing belonging and inclusion movement. We increasingly understand our efforts as movement building, which necessitates having an open mind and an open heart. We know that to meet our challenges we will need to work in new ways, and we are excited, and even a little daunted, as we shift from planning into action. The fact that we have some discomfort leads us to believe we are on the right track.



Last year saw some important transitions and staffing changes at Volunteer Canada. We wish to express a heartfelt thank you to everyone who has gone on to new adventures and sincere appreciation to new colleagues who have joined us at this pivotal time.

We are excited about all that is in store for us next year! From our brand-new strategic plan to the National Action Strategy for Volunteering, there is so much to look forward to.

Volunteer Canada is thankful for the contributions and investments made by our donors, members, volunteers, partners and stakeholders. Your support amplifies our impact and inspires us every day. We do not take your trust or support lightly and are confident that, together, we will build a more engaged Canada where we all are actively involved in bettering our communities.

With purpose, inclusivity and dedication, Volunteer Canada will continue to advance participation, community engagement and belonging. Together, we forge ahead, convinced of the value of one and the power of many.

Sincerely,

**Dr. Megan Conway**
**President and CEO**

# GRATITUDE AND ACKNOWLEDGMENT

Our heartfelt appreciation goes out to the hundreds of local volunteer centres across Canada. Your dedication, expertise and leadership in fostering volunteer engagement in your communities is truly commendable.

We extend our sincerest thanks to our valued members. Your continuous encouragement and efforts to promote volunteering for organizations and individuals is inspiring.

We are immensely grateful to our board members and volunteers for your hard work and unwavering dedication.

A special note of gratitude to our staff, as none of our achievements would have been possible without your invaluable contributions. Your efforts have turned challenges into positive impacts.

Last, but not least, we express our deep appreciation to our funders and supporters. Your commitment and support have been instrumental in the success of our organization.



# IMPACT STORIES

With these highlights from the last year, Volunteer Canada dives into the ever-changing landscape of volunteerism and community engagement, **spotlighting a series of initiatives and strategies that will create change across Canada**. From harnessing the potential of data to fostering connected communities, these narratives underscore the efforts that we and those in the community are taking to positively shape volunteering in Canada.

# IMPACT STORY




## CREATING CONNECTED COMMUNITIES – NATIONAL VOLUNTEER WEEK 2022

The theme of 2022's National Volunteer Week—Empathy in Action—put the focus squarely on connections. Creating new connections and strengthening those connections that might have become a bit fragile in the preceding few years. Empathy is central to creating those deep, lasting connections, and volunteering plays a central role in building empathy. "Volunteering is empathy in action," says Dr. Megan Conway, President and CEO of Volunteer Canada. "There is a strong connection between volunteerism and empathy. It creates powerful bonds between individuals, fostering healthier communities and nurturing human connection."

One of the week's highlights was a roundtable discussion with the Rideau Hall Foundation's Right Honourable David Johnston, who has recently published a book on empathy and the role it plays in building strong, connected communities. Reflecting on the link between empathy and action, Mr. Johnston said "Empathy is an active verb. It means to roll up your sleeves and walk in another person's shoes." Volunteering is central to turning empathy into action, helping to build connections across and between communities. And National Volunteer Week helped put the spotlight on how Canadians turn their empathy into action through their volunteer activities.

# IMPACT STORY

## UNLEASHING THE POWER OF DATA – CANADIAN KNOWLEDGE HUB FOR GIVING AND VOLUNTEERING

We know the impact that giving and volunteering has on Canadian communities from coast to coast to coast, but we also know the power of data. The Canadian Knowledge Hub for Giving and Volunteering (givingandvolunteering.ca) is the destination for data and resources about giving and volunteering in Canada.

The Hub presents data from Statistics Canada's General Social Survey on Giving, Volunteering, and Participating (GSS-GVP) in a way that is easier to access and digest. The Hub also includes data literacy tools such as infographics, fact sheets and reports on data utilization. And, going forward, the content will increase as more data sources become available.

The goal of the Hub is to raise awareness about giving and volunteering in Canada, build understanding of the available data, and facilitate access to those data. Ultimately, the Hub will help users build their evidence-based understanding of the impact of giving and volunteering, enabling them to make program and resource allocation decisions that are grounded in the most up-to-date data.

Volunteer Canada is proud to partner with the Volunteer Management Professionals of Canada, Imagine Canada, the Association of Fundraising Professionals (AFP), the AFP Foundation for Philanthropy and Ajah Canada on this new initiative that will foster collaboration and change.



# IMPACT STORY



## EMPOWERING COMMUNITIES – THE SKILLS EXCHANGE FOR GOOD PROGRAM

The Skills Exchange for Good Program harnesses the power of volunteer business professionals to help address the nation's housing shortage. This skills-based volunteer program gives volunteers the opportunity to work with individuals in the non-profit sector who are addressing affordable housing and apply their skills and knowledge to help address specific needs. Over the last year, with the generous backing of the Community Housing Transformation Centre and our corporate partners, we were able to expand the program from 7 to 15 individual projects.

One of these projects was a partnership between the Hamilton East Kiwanis Non-Profit Home Inc. and skilled volunteers from Enbridge. The non-profit's housing developments were stalled because it was unable to communicate the project's benefits to the communities involved. The partners worked together to develop a communications strategy that effectively reframed Kiwanis as an investor in the community, rather than a seeker of investment, and positioned affordable housing as a way to benefit the entire community by focusing on issues around safety, sustainable development and property values. This work helped Kiwanis gain community support to create 1,000 new affordable housing units by 2028!

Skills Exchange for *Good*

*A program of* Volunteer Canada

# REDEFINING VOLUNTEER ENGAGEMENT AT CANADIAN BLOOD SERVICES

IMPACT STORY

Volunteer Canada conducts research to help organizations understand the latest trends and their impacts on volunteering. And working with the organization, we can help them develop innovative strategies to recruit and retain volunteers, meet their impact goals, and share their success stories.

Canadian Blood Services has a long-standing volunteer program. In 2022, they asked Volunteer Canada to help them better understand current volunteering trends and to use that information to develop a modern volunteer engagement strategy. The overall goal was to create a volunteer program that was more efficient and cohesive, but that retained the innovation that Canadian Blood Services valued. To help set the stage for success, Volunteer Canada recommended building on Canadian Blood Services' existing program by following best practices in volunteer management and considering trends and organizational realities.

"We were ready for a volunteer program refresh," said Don Lapierre, Canadian Blood Services program manager. "With Volunteer Canada's assistance and expertise, what we developed will help us pivot to not only align with current trends, but to become more effective in achieving sustainable volunteer engagement across Canada's Lifeline."

**The COVID-19 pandemic and other factors have affected volunteering across all sectors, with 65% of non-profit organizations experiencing a decrease in volunteer hours in 2022.**

# IMPACT STORY




## FACING CHANGE HEAD-ON – THE ROLE OF THE CORPORATE COMMUNITY ENGAGEMENT COUNCIL IN A CHANGING EMPLOYEE VOLUNTEERISM LANDSCAPE

Since 2005, Volunteer Canada has stewarded a Council of social impact leaders at Canadian companies who work together to advance the practice of corporate community engagement. In 2022, the Corporate Community Engagement Council (CCEC)—60 social impact practitioners from 23 member companies—led seven council conversations, two full-day conferences, and one working group session geared toward adapting volunteer programs and strategies to emerging trends and issues.

It is a given that change is the one constant in corporate community engagement. In 2022, companies faced evolving hybrid work environments. For corporate community engagement practitioners, that meant balancing the needs of workers who had returned to the office with newly hired remote workers.

Nearly 60% of CCEC members reported that their employee volunteer programs have returned to pre-pandemic participation levels, with many experiencing their highest engagement rates in a decade. Members said that they benefitted from learning with their peers and that they incorporated promising new practices for meeting employee program preferences both in-person and virtually.

Looking to the future, CCEC members identified a number of potential challenges:

- growing employee engagement (often to meet standards set by accreditation organizations like BCorp),
- minimizing operating costs, and
- measuring impact.

Volunteer Canada is working to help them meet these challenges by tailoring offerings that yield increased engagement and practical knowledge mobilization to support program evolution and scalability.

# LEARNING & CONNECTIONS



**CORPORATE GROUP VOLUNTEERING EVENTS**

**20** Group volunteering activities

**559** New volunteers were created from these events

**14** Webinars

**9** Presentations

**5** National Action Strategy Consultations

**3** Panel & Podcast Appearances

## SNAPSHOT ON: STRENGTHENING GLOBAL CONNECTIONS: VOLUNTEER CANADA AND POINTS OF LIGHT

The spirit of volunteerism knows no borders. Volunteer Canada is one of 177 Points of Light affiliates, spread across 38 countries. We are proud to be part of this inspiring network that works to equip and mobilize people to create positive change on a global scale. Recent highlights include:

> Knowledge mobilization: Through Points of Light, we are able to access valuable resources on civic engagement and can connect with global leaders to accelerate and deepen our community building and leadership.

> Resource mobilization: Points of Light identifies corporate partners and provides funding for affiliates to undertake group volunteering projects around the world.

> Affiliate impact: In 2022, as a Points of Lights affiliate, Volunteer Canada was pleased to execute 13 corporate in-person and virtual group volunteering experiences, engaging 293 volunteers.



## WORKING TOGETHER FOR GOOD: THE RISE OF CORPORATE VOLUNTEERING IN CANADA

Acting as a link between corporations and charities, in 2022, Volunteer Canada helped to organize 20 group volunteering events, involving a total of 559 corporate volunteers. These group volunteering events benefit everyone involved. They serve as a vital part of a corporation's community engagement plan; they help employees broaden their perspectives and develop a deeper understanding of their communities; and they benefit charities by providing support and aid to help them advance their missions. In addition, employees benefit from a shared experience that fosters belonging and connections, contributes to team building, and strengthens relationships in the workplace.

The 12th Annual Serve Day at Variety Village in Toronto—a collaborative event between Wasserman and Volunteer Canada—left a lasting impact on all of the participants. Forty-five members of the Toronto Wasserman team worked tirelessly on a range of activities—from painting the cafeteria, to working in the community garden, to preparing for a movie night. And the highlight of the day was an adaptive sports session where participants demonstrated their resilience and determination.

This event is a testament to how corporate volunteering leads to positive social change. We are so pleased to be involved with the growing number of corporations that are using their social and financial capital to foster inclusivity and promote collective impact.

# OUR MEMBERS

## NON-PROFIT ORGANIZATION MEMBERSHIP

Volunteer Canada supports organizations that work with volunteers. A Volunteer Canada membership demonstrates the value your organization places on volunteerism.

## VOLUNTEER CENTRE MEMBERSHIP

Volunteer Centres foster and develop volunteerism in their community as a whole. Volunteer Centres engage in four general kinds of activities:

> Promoting volunteerism
> Building capacity for effective local volunteering
> Providing leadership on issues relating to volunteerism
> Connecting people with opportunities to serve

## INDIVIDUAL MEMBERSHIP

Individuals can join Volunteer Canada to support our work and to stay up to date with issues and resources related to volunteer engagement.

## CORPORATE COMMUNITY ENGAGEMENT COUNCIL MEMBERSHIP



# OUR MEMBERS

Volunteer Canada's Corporate Community Engagement Council (CCEC) is comprised of Canadian companies committed to advancing the practice of corporate volunteering, giving, learning, and other civic activities in order to create stronger communities, growth for employees, and a skilled empathetic workforce for companies. Going beyond volunteering to look at corporate community engagement more broadly, this leadership group brings together a diverse and talented group of practitioners from Council companies to:

> Learn together in a supportive peer environment
> Benefit from Volunteer Canada's experience and consultation services
> Generate and promote thought leadership on corporate community engagement practices
> Support Volunteer Canada's mission

## EMPLOYER MEMBERSHIP

A Volunteer Canada employer membership ensures your organization has access to best practices and mentorship to maximize benefits to your company, employees, and the community.



**42** Volunteer Centre Members



**909** Organization Members

**SNAPSHOT ON: BUILDING A BETTER MEMBERSHIP EXPERIENCE: VOLUNTEER CANADA'S NEW PLATFORM**

**We are relaunching our member platform.**
**Updated features include:**

> **A learning platform: A collaborative space for our Communities of Practice**
> **User interface: Easier access to Volunteer Canada resources, people and community**
> **Member directory: A user-friendly directory that helps members connect**

# AMPLIFYING OUR VOICE

## NEWSLETTER STATS 2022

| Inboxes Reached | Open Rate | Click Rate | Newsletter Subcribers |
|---|---|---|---|
| 197,518 | 77% | 15.4% | 14,387 |

## SOCIAL MEDIA STATS 2022

| Posts Across Networks | Posts Impressions Across Networks | Post Reach Across Networks | Average Post Engagement |
|---|---|---|---|
| 958 | 377K | 112k | 3.5% |

| | | | |
|---|---|---|---|
| 27.7K Followers | 18K Followers | 2,800 Subscribers | 12,422 Followers |

## BLOGS PUBLISHED 2022

| English | French |
|---|---|
| 10 | 11 |

## ADAPTING AND EMBRACING NEW WAYS OF VOLUNTEERING – A ROADMAP TO A NATIONAL ACTION STRATEGY FOR VOLUNTEERING

The volunteer landscape in Canada has changed. In many communities, needs have shifted and, in some cases, have become more complex. And many organizations have reported that the number of volunteers and volunteer hours has decreased. Volunteer Canada is committed to starting a national conversation that will help to future-proof volunteerism.

We conducted background research on the state of volunteering, engaged with Volunteer Centres and volunteer-involved organizations across the country, and started building a roadmap to creating a National Action Strategy for Volunteering that will ultimately provide a framework and direction for volunteering in Canada.

For Chad Lubelsky, Vice-President of Strategy, Impact and Development at Volunteer Canada, there is no time to waste. “Volunteering is at a crossroads…as a society, we are increasingly reliant on volunteers as the backbone of our social safety net, yet fewer people are volunteering. Our collective sense of belonging and engagement, and our social and economic well-being, are at risk. In countries from Nigeria to Ireland, a volunteerism strategy has helped catalyze renewed investment and has bridged seemingly disparate activities. It’s helped organizations work better and work better together. It’s an exciting time for volunteering and participation in Canada, and I look forward to seeing what’s next.”

Thank you to everyone who participated in our consultations. You can read more about our work on building a roadmap toward a National Action Strategy for Volunteering here. And thank you to the Lawson Foundation for their generous support of the roadmap development.

# OUR PEOPLE

## OUR STAFF

**Megan Conway**
President and CEO

**Martha Aynalem**
Chief Financial Officer

**Alyssa Blais**
Director of Engagement and Membership Services

**Jasleen Bhullar**
Summer Student 2022

**Monja De Luca**
Administrative Coordinator, Membership and Finance

**Marisa Gelfusa**
Associate

**Chad Lubelsky**
Vice President, Strategy, Impact and Development

**Alexandra McLean**
Summer Student 2022

**Heather Montgomery**
Associate

**Alyson Olsheski**
(on parental leave)
Manager, Membership and Communications

**Caitlin Parkes**
Summer Student 2022

**Shaminda Perera**
Knowledge, Practice and Learning Lead

**Deborah Pike**
Director of Special Projects

**Renata Rusiniak**
Interim Director of Corporate Citizenship

**David Vandenberg**
Specialist, Corporate Citizenship

## BOARD

**Lisa Mort-Putland**
Chair

**Jackie Hunt**
Vice Chair

**Jonathan Wade**
(completed term in 2022)
Secretary

**Kirk Muise**
Treasurer

**Lindsey Alcy**
(elected in 2022)
Member at large

**Michel Alexandre Cauchon**
Member at large

**Rachel Dick**
Member at large

**Gina Jordan**
(elected in 2022)
Member at large

**Don McRae**
Member at large

**Alex Medina**
(elected in 2022)
Member at large

**Penelope M. Rowe**
Member at large

**Lawrence Portigal**
Member at large

**Anna Tran**
Member at large

During 2022, the following individual staff transitioned from Volunteer Canada. We would like to thank each of them for enriching the quality of our work and strengthening the impact of our organization.

**Elizabeth Dove**
Director, Corporate Citizenship

**Maddie Kingston**
Manager, Corporate Citizenship

**Alison Stevens**
Specialist, Volunteer Centres and Volunteer Engagement

# FUNDERS AND SUPPORTERS

ANONYMOUS

BMO

bms.

canada life™

Community Housing Transformation Centre
Centre de transformation du logement communautaire

CMHC SCHL

FIRSTWEST CREDIT UNION

CIBC

LAWSON FOUNDATION

ENBRIDGE
Life Takes Energy®

Employment and Social Development Canada

THE STARBUCKS® FOUNDATION

The Counselling Foundation of Canada

Sun Life

Meridian™

Fondation Rideau Hall Foundation

# FINANCIAL STATEMENTS

**REPORT OF THE INDEPENDENT AUDITOR ON THE**

# 2023 Summarized Financial Statements

To the Members of
**VOLUNTEER CANADA**

***Opinion***
The accompanying summarized financial statements, which comprise the summarized statement of financial position as at March 31, 2023 and the summarized statement of operations for the year then ended and the related note, are derived from the complete audited financial statements of Volunteer Canada for the year ended March 31, 2023.
We expressed an unmodified audit opinion on those financial statements in our audit report dated August 15, 2023.

In our opinion, the summarized financial statements derived from the complete audited financial statements of Volunteer Canada for the year ended March 31, 2023 are a fair summary of those financial statements, on the basis described in the note to the summarized financial statements and the auditor's report thereon.

***Summary Financial Statements***
The summarized financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summarized financial statements, therefore, is not a substitute for reading the complete audited financial statements of Volunteer Canada.

***Management's Responsibility for the Summarized Financial Statements***
Management is responsible for the preparation of a summary of the audited financial statements on the basis described in the note to the summarized financial statements.

***Auditor's Responsibility***
Our responsibility is to express an opinion on the summarized financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements."

Welch LLP

Chartered Professional Accountants
Licensed Public Accountants
Ottawa, Ontario | August 15, 2023.

Welch LLP - Chartered Professional Accountants 123 Slater Street, 3rd floor, Ottawa, ON K1P 5H2 T: 613 236 9191 F: 613 236 8258 W: welchllp.com
An Independent Member of BKR International

**VOLUNTEER CANADA**
**SUMMARIZED STATEMENT OF FINANCIAL POSITION**
**AS AT MARCH 31, 2023**

| | 2023 | 2022 |
|---|---|---|
| | $ | $ |
| **ASSETS** | | |
| Total current assets | 1,037,865 | 993,761 |
| Tangible capital assets | 953 | 306 |
| Total assets | 1,038,818 | 994,067 |
| **CURRENT LIABILITIES AND NET ASSETS** | | |
| Accounts payable and accrued liabilities | 73,909 | 106,507 |
| Deferred revenue and contributions | 717,074 | 640,191 |
| Net assets | 247,835 | 247,369 |
| Total liabilities and net assets | 1,038,818 | 994,067 |

**SUMMARIZED STATEMENT OF OPERATIONS**
**YEAR ENDED MARCH 31, 2023**

| | 2023 | 2022 |
|---|---|---|
| | $ | $ |
| **REVENUE** | | |
| Corporate funding | 305,522 | 252,603 |
| Government funding | 404,321 | 248,988 |
| Memberships | 382,979 | 375,704 |
| Sector partners | 97,334 | 199,646 |
| Other | 63,829 | 57,421 |
| Total revenue | 1,253,985 | 1,134,362 |
| **EXPENSES** | | |
| Salaries and benefits | 654,529 | 610,893 |
| Consulting and contracts | 385,520 | 368,783 |
| Other | 213,470 | 136,864 |
| Total expenses | 1,253,519 | 1,116,540 |
| **EXCESS OF REVENUE OVER EXPENSES** | 466 | 17,822 |

**1. SUMMARIZED FINANCIAL STATEMENTS**

The summarized financial statements are derived from the organization's complete audited financial statements. The complete audited financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations and members can obtain a copy of the complete audited financial statements by contacting the organization.

In Canada, there are currently no generally recognized criteria for preparing summarized financial statements and in these circumstances, management is required to establish the criteria to apply.

The organization's management has applied the following criteria in preparing these summarized financial statements:

- The financial statements have been identified as summarized financial statements and their summarized nature has been adequately disclosed.
- The note to the summarized financial statements adequately describes where the complete audited financial statements can be obtained.
- The summarized financial statements are in agreement with the related information in the complete audited financial statements.
- The summarized financial statements contain sufficient information and are at an appropriate level of aggregation so as not to be misleading.