

IMAGINE  
CANADA

# Building Momentum as a Collective

ANNUAL  
REPORT  
2023



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# Message from our Leadership

## *Building Momentum as a Collective*

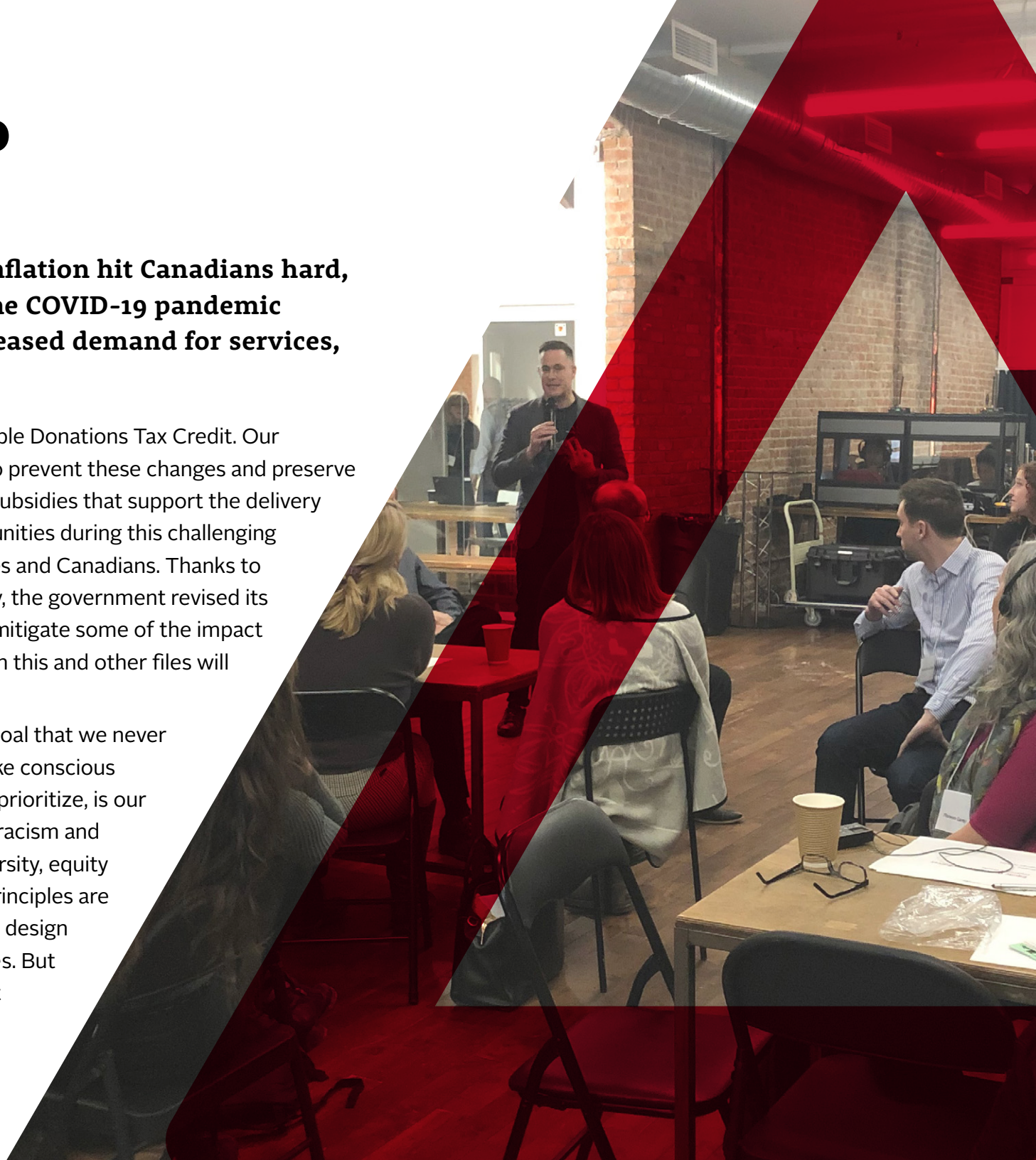
**Let's start with the blunt truth: 2023 was another *tough* year. Inflation hit Canadians hard, climate emergencies plagued various locales, and impacts of the COVID-19 pandemic lingered. These layered, co-mingling challenges meant an increased demand for services, with many organizations struggling to meet that demand.**

Everything that we, at Imagine Canada, did in 2023 was designed to support organizations now and in the future. It was a difficult year, but one of opportunity to build on our renewed collective energy from 2022 to, alongside you all from the sector, build momentum.

Momentum was particularly high on the policy front. Collectively, our sector poured energy into building our vision for a home in government for the nonprofit sector. At our annual Hill Day event in Ottawa in September, forty-five representatives from organizations across the country had the opportunity to raise the profile of the nonprofit sector, build relationships with Parliamentarians, and champion collective public policy priorities. These priorities included policy recommendations made in response to certain government proposals that would have negative consequences for organizations. An example of this are the proposed changes to the Alternative Minimum Tax announced in Budget 2023 that would have decreased the value of current tax incentives for donations to charities,

including the Charitable Donations Tax Credit. Our network organized to prevent these changes and preserve what effectively are subsidies that support the delivery of services to communities during this challenging time for both charities and Canadians. Thanks to the sector's advocacy, the government revised its proposal in order to mitigate some of the impact on donations-work on this and other files will continue.

Year after year, one goal that we never lose sight of, and make conscious efforts to constantly prioritize, is our commitment to anti-racism and anti-oppression. Diversity, equity and inclusion (EDI) principles are top of mind when we design projects and initiatives. But we acknowledge that we still have work to



do in this area, and we are not alone. In July, with the Equitable Recovery Collective, we released the first comprehensive study to explore what Canadian charities and nonprofits are doing to advance EDI within their organizations. The study showed that while most nonprofit leaders support EDI, far fewer pursue it with deep intentionality. This study was a true wake-up call for leaders of nonprofits, especially of white-led organizations. Regardless of the mission, all organizations have a responsibility to advance equity and address systemic discrimination and racism. Shifting mindsets and dedicating time and resources are critical to making meaningful progress. If you haven't yet, we urge you to review the findings and the recommendations from this study.

Another way to learn about the findings of the study is by listening to the episode on this topic of our *Let's Imagine* podcast. The release of the podcast in 2023 is an initiative that we are particularly proud of. It is an opportunity to unpack complex issues, and dig deep on a variety of topics of interest to nonprofit professionals, such as studies, or build momentum on policy files. It is also a space to platform diverse voices and reach a broader audience.

Expanding the organizations we serve was also a priority in 2023. And so we revamped our membership model to make it more inclusive and accessible. Organizations have traditionally paid based on their size and revenue. As a result of the new membership offering, more pricing tiers are now in place and small charities and nonprofits don't pay anything at all. Essentially, we said, *just come on in*. It worked; membership has increased by 48% in the past year. We are particularly pleased by the growing interest of Quebec-based organizations to join us. Given the

substantial growth of our membership program, we were thrilled to welcome new voices at our annual Leadership Roundtable last year, where a more diverse group of organizations gathered.

Every year, we launch new projects and initiatives. But we also put a lot of energy into improving our core services. In times of economic strain and record high demand for charitable services, counting on a diversified revenue stream is key for organizations in the sector, and our fundraising research platform, Grant Connect, helps them to find and secure funding.

Momentum was renewed in 2023 for our Standards Program. Our flagship program, which empowers nonprofit leaders to improve accountability and performance, got a new visual identity. Organizations work hard to obtain accreditation, and we wanted to ensure the design of the Trustmark reflected this commitment by making it more modern and accessible, with a distinctive look, so that the brand could be a stronger symbol for accredited organizations, donors, funders and the public alike. We were thrilled by the positive



reactions, and to see so many organizations proudly feature the new Trustmark on their websites!

And finally, HR Intervals. Throughout the year, labour market challenges continued. We know the average salary in most charities and nonprofits is significantly lower than in other sectors. Moreover, only a small percentage of organizations have paid talent to look after their people. These two factors put us behind in competing with governments and businesses for talent. Helping to fill the gap on the HR front is HR Intervals, our newest service launched in 2021 and which continues to grow, offering free access to a suite of useful resources. Recognizing that charities and nonprofits must take decent work seriously and find ways to position themselves as competitive employers is key.

At Imagine, we made decent work a major priority. We knew that to be there for the sector and continue to build momentum on numerous fronts, we needed to support the well-being of our team. After months of planning, we launched a four-day work week pilot in 2023. The goal of this pilot was two-fold: to ensure our staff could maintain a work-life balance and show up to work on Monday morning fully reenergized, and to position us as a best-in-class employer that attracts and retains top talent. What initially started as a six-month pilot has continued, given the strong indicators of success: for example, there has been a 66% increase in the overall



Bruce MacDonald,  
President & CEO



Pascal Lépine,  
Chair of the Board

wellbeing of our staff and sick days have been reduced by 40%. We've achieved this without compromising our impact, with overall productivity remaining consistent.

I want to take this opportunity to thank our incredible Imagine Canada team. It is because of their dedicated, sustained efforts that we as an organization can create momentum. We owe thanks, too, to our board. Our volunteers. And equally important, the deep relationships we have developed with other organizations. Momentum on initiatives and advocacy efforts stay strong because of the incredible network they exist within. It was a challenging year, but from that, we leveraged our collective strength to build up and forward for years to come.



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# Land acknowledgment

**Imagine Canada's staff, operations, work, and network depend on traditional Indigenous territories to provide us physical space, sustenance, safety, and community to work, live, and play.**

Our physical head office is located on the traditional territory of many nations including the Mississaugas of the Credit, the Anishinabeg, the Haudenosaunee, and the Wendat (Wyandot). We acknowledge that these lands are covered by Treaty 13 and the Dish With One Spoon Wampum Belt Covenant. We acknowledge that these lands are still home to many diverse First Nations, Métis, and Inuit people.

We acknowledge that our ability to live and work on these lands today is a direct benefit of policies of expulsion and assimilation of Indigenous peoples during the time of settlement and Confederation, and since. The harms of these policies are many and are still being felt in Indigenous communities today. We express gratitude towards the Indigenous peoples who have and will continue to steward these lands.

We commit to amplifying the voices of Indigenous peoples and working against the everyday forces of white supremacy and colonialism present in the nonprofit sector.

Our team is actively engaging in training and education related to reconciliation and decolonization. We aim to listen, learn, and establish meaningful relationships with our Indigenous sector colleagues, engage in courageous conversations, and take actions that advance reconciliation in the nonprofit sector.

Our work at Imagine Canada is long-term and multi-generational in nature, and we recognize that it will be a continuous and intentional process to build strong relationships with our Indigenous colleagues and connect with the land.



# Board of Directors

## **Pascal Lépine**

Montréal, QC  
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Atypic

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St. Catharine's, ON  
Secretary and Governance & HR  
Committee Chair  
Nonprofit Executive

## **Danisha Bhaloo-Shivji**

Edmonton, AB  
Boys & Girls Big Brothers Big Sisters of  
Edmonton

## **Ninette Bishay**

Toronto, ON  
Treasurer and Risk Management, Finance &  
Audit Committee Chair  
Adams & Miles LLP

## **Florence Carey**

Winnipeg, MB  
FI Carey Law Corporation

## **Denis Carignan**

Pasqua First Nation, SK  
Anti-Racism Working Group Co-Chair  
PLATO Testing

## **Tania Cheng**

Halifax, NS  
Anti-Racism Working Group Co-Chair  
Lumiere Consulting; Sonor Foundation

## **Nicolina Farella**

Montréal, QC  
The J.W. McConnell Family Foundation

## **Jessica Gordon**

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YWCA Regina

## **Jordan Gray**

Calgary, AB  
Indigenous Services Canada

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CIBC

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Toronto, ON  
SunLife Financial

# Our Mission and Strategy

**Charities and nonprofits are pillars of our society. Every day, from coast to coast to coast, nonprofit organizations, big and small, provide a vast range of essential services to thousands of people of all ages and backgrounds.**

The 2.4 million people who work in the [nonprofit sector](#) are dedicated to supporting those in need and to helping enhance quality of life. Our sector not only serves an essential social purpose role, but by contributing 8.3% of our country's GDP, it also contributes to our collective economic prosperity.

At Imagine Canada, [our mission](#) is to support these organizations so that they can better serve individuals and communities both here and around the world. Through our advocacy efforts, research, and services, we help strengthen the sector, building our vision of a strong Canada where organizations work together alongside businesses and government to create resilient and vibrant communities.

To further realize this vision, we are committed to an ongoing process of becoming a more equity-driven, inclusive, transformative, and provocative player within and for the social good sector. This is why our work is guided by two complementary plans: a ten-year [Strategic Planning Framework](#) as well as a five-year [Theory of Change](#).

Through reflection and dialogue with our Members and stakeholders, we developed our Theory of Change. This framework holds us accountable to our organization's impact on the nonprofit sector and communities, and clearly articulates how we plan to focus and evolve to accomplish transformative change.

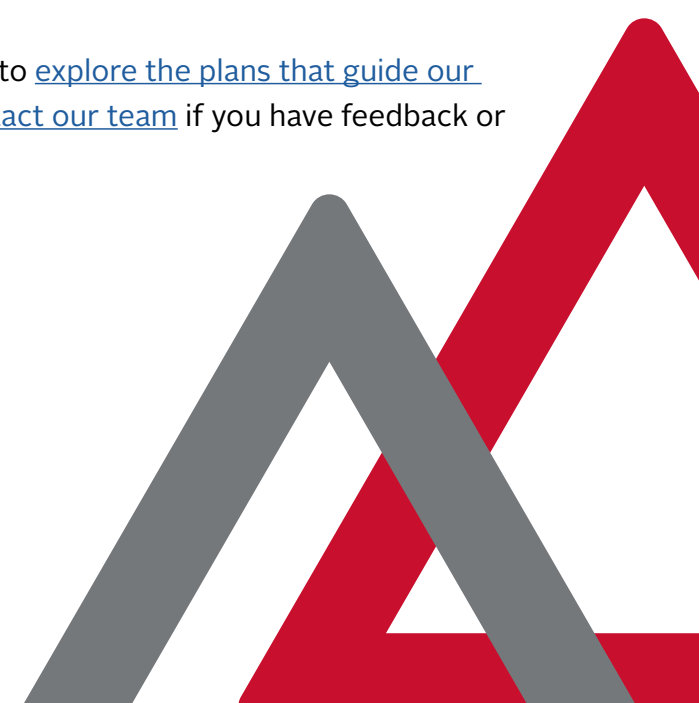
## **Through the Theory of Change consultation process, we identified three foundational goals:**

- Funding is flexible, reliable, and flows more equitably to organizations and communities
- The sector offers prosperous careers and is governed by courageous leaders with lived experience
- Voices traditionally at the margins are sought out and valued in decisions impacting our collective futures

## **So we may achieve our four strategic directions:**

- Influencing the regulatory and policy environment in which social good organizations operate
- Ensuring decision-makers have access to timely and relevant knowledge about our sector
- Ensuring organizations are operating at the highest level of excellence
- Energizing the unique and diverse perspectives within our sector

We invite you to [explore the plans that guide our work](#) and [contact our team](#) if you have feedback or questions.





# Building a more equitable and inclusive nonprofit sector starts from within

**At Imagine Canada, we envision a society that is fair and just for everyone. Nonprofit organizations, both individually and collectively, have a major role to play in ensuring that our communities are equitable, diverse, and inclusive.**

As an organization that advocates for and supports the nonprofit sector, shifting our focus to advancing anti-racism and anti-oppression (ARAO), both in our organization and our work to support the sector, has been an ongoing process for the past few years. Since 2020, we have been on a journey to profoundly change our culture, our ways of working, and our priorities to reflect values of equity and social justice, and to intentionally weave ARAO approaches into every aspect of our work.

In 2022, as part of the Theory of Change process, we conducted extensive consultations with the sector. The objective was to identify priority areas for Imagine Canada to focus on. Equity and social justice were central themes that continually emerged during the consultations, reaffirming our commitment to advancing equity and anti-racism within our organization, the sector, and our communities.

Our goal is to fearlessly center equity in everything we do. To achieve this, we had to change the way we worked and operated. One of the significant shifts has been made

possible by our Theory of Change, which is integrated into our operational plan. Through this process, we now aim to ensure that the ARAO and EDI principles are embedded in any project or initiative we plan - from programs and services to policy and advocacy efforts and research projects. We also have staff-led and board-led ARAO Working Groups to help our organization stay accountable to this commitment.

Notably, two of our recent major studies focus on equity and anti-racism. The first project, [From the Mind to the Heart: Advancing Equity in Corporate Social Investment](#), is a study that explores the influence of justice, access, inclusion, diversity, and equity (JAIDE) within the corporate community investment profession, and the beliefs, culture, and practices that inhibit or enable equity within corporate nonprofit partnerships. This study was released in January 2023.

The second, [Shifting Power Dynamics: Equity, diversity and inclusion in the nonprofit sector](#), explores what nonprofits and charities are doing to advance equity, diversity, and inclusion. This project was led by a working

group of the [Equitable Recovery Collective](#), a group of nonprofit organizations working to advance equity in nonprofit sector policy, foster a more equitable funding environment, and build sector-wide capacity to advance equity in nonprofit organizations. This study was published in July 2023.

There is still much for us to learn, and more progress to make. We are grateful to you, our stakeholders, for helping us shape this work, and for keeping us accountable. We remain committed to leveraging our position of privilege and power to advance equity and justice within our sector and society as a whole.



# Membership

*Propelled by a strong network of nonprofit organizations, big and small*

**It takes collective efforts to spark change, inspire action, and build thriving communities. This work cannot be accomplished alone: the strength of our [Membership network](#) is the key to our collective success.**

Imagine Canada Members play a critical role in helping to improve the operating environment of nonprofits and charities. Members' contributions propel our work, influencing the sector agenda and ensuring the needs and interests of organizations of all magnitudes and intersections are reflected in an equitable way.

Through events, webinars, consultations, networking activities, and dialogue with peers, Members share their unique and diverse perspectives, leveraging collective learning. These opportunities strengthen one's own organizations, while also contributing to a stronger sector. Throughout the year, we keep Members abreast of our work, and of emerging trends and critical issues that affect our sector. This inspirational work happens in all corners of the Membership network, but most notably at these following events:

## Monthly policy chats

Members gather for our monthly meetings, which focus on public policy and government relations. These chats

are an opportunity to share information with Members, invite their participation in our collective work, and hear about their concerns.

## Leadership Roundtable

This event is open to all Members. Roundtable activities include panel discussions, workshops, and networking opportunities. In 2023, the event took place in Ottawa, where more than 100 representatives of charities and nonprofits from across the country attended.

[Read more about our 2023 Roundtable.](#)

A listing of our members is available on pages 26-31.



# Policy & Advocacy

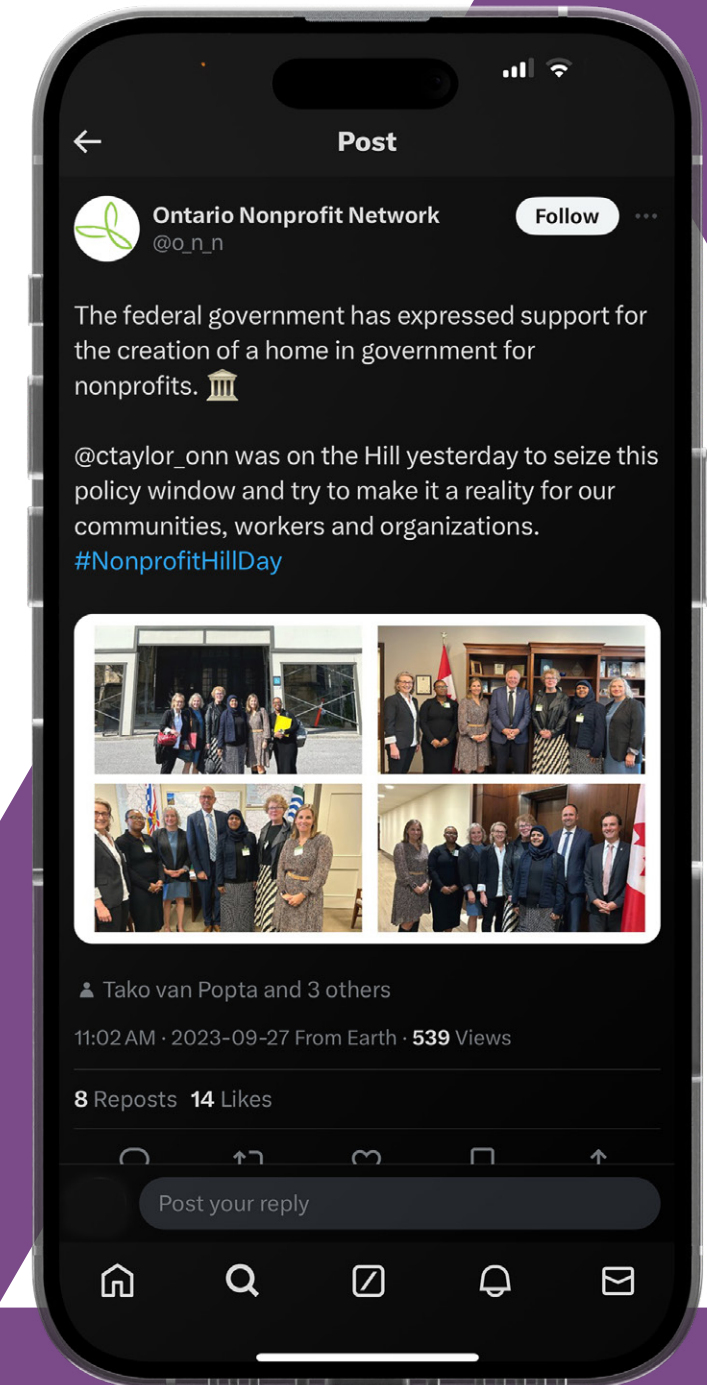
**The federal government has the authority to address many of the systemic challenges faced by our sector, but it will not - and cannot - develop truly enabling policy for charities and nonprofits on its own.**

It is incumbent on the sector to develop proposed solutions on a host of varied policy areas and influence government decision-making. We alone know our true potential, and it is up to us to work together to convince the government to unleash it.

In 2023, a greater ability to convene and meet in person propelled our efforts to seek alignment on key issues among organizations, to prioritize among these issues, and to build bridges between the sector and decision-makers in Ottawa. This work also increasingly focused on, and was informed by, issues relating to anti-racism, anti-oppression, equity, diversity and inclusion.

## **Budget Coalition: weaving together network leadership**

A diverse group of more than 50 sector leaders from a wide range of charities and nonprofits gathered in Ottawa in April to identify pan-sectoral priorities that could be advanced through the federal government's pre-budget consultation process. This effort contributed to a marked increase in the number of submissions made to the House of Commons Finance committee by charities and nonprofits for this budget cycle. More organizations included pan-sectoral priorities in their submissions than in previous years, which likely contributed to the inclusion of recommendations in the Committee's report about support for the nonprofit sector's labour force, the creation of a national volunteer strategy, improvements to granting processes, and more.



# Policy & Advocacy *(Continued)*

## Maintaining tax incentives for charitable giving

In Budget 2023, the government proposed changes to the Alternative Minimum Tax (AMT) that would weaken financial incentives for high-income donors and result in the loss of donations for many organizations, at a time when demand is increasing. After conducting stakeholder outreach and analysis of this issue, we launched an advocacy campaign asking the government to remove charity-related changes from the suite of AMT changes, while raising awareness to the sector and Canadians of the impact of these changes. After sustained advocacy by sector organizations, the government announced, in Budget 2024, plans to revise their previous proposal and mitigate the potential threat to donations.

## Hill Day: collectively influencing federal policy

Our annual Hill Day is an important opportunity for nonprofit organizations - particularly smaller, equity-seeking organizations - to collectively influence federal policy development. In September 2023, 45 organizations participated in the event, where more than 40 meetings with MPs, Senators, and their staff took place. The discussions focused on a number of key priorities, including: making federal funding more equitable and effective; the creation of a home in government for the nonprofit sector; a sector-wide labour and workforce strategy; collecting better data for effective decision-making; and raising awareness about the impact the proposed changes to the Alternative Minimum Tax would have on donations.

## Home in Government: keeping the momentum high

In 2023, after years of advocacy, the government signalled support for the creation of a 'Home in Government' for the nonprofit sector by tasking a Minister and a Parliamentary Secretary with advancing this issue. To maintain momentum on this critical file, we undertook a process to renew and refresh our knowledge and evidence base in support of a fulsome recommendation that is forward-looking, sustainable, and has the support of as much of the sector as possible. This work included a review of other national contexts, expert interviews, direct sector engagement through town halls and policy documents, conversations with varied and diverse sector representation, and several dozen meetings with Parliamentarians and civil servants, including those held during our Hill Day, and a roundtable with Parliamentary Secretary Ya'ara Saks featuring leaders from a host of sector intermediary organizations.



# Policy & Advocacy *(Continued)*

## Strengthening digital skills in charities and nonprofits

Digital skills within nonprofit organizations are essential for mission delivery in today's fast-paced world. As part of our role as co-founder of the Canadian Centre for Nonprofit Digital Resilience (CCNDR), and in collaboration with partners, we started work in late 2023 on a major project that aims to develop a pan-Canadian understanding of the size and nature of the digital skills gap in the nonprofit sector. The project will produce critical information to support capacity development within organizations, federal policymaking and program development related to digital adoption, and to advance sector-wide skills and labour force development. In addition, we submitted a brief to a Parliamentary committee study on the impact of artificial intelligence on the Canadian workforce to ensure that the sector's voice was heard.

## Advocating for more and better data on the sector

The sector lacks critical data on both registered charities and nonprofit organizations. Alongside our peers and members of the Federal Nonprofit Data Coalition, we are advocating for more and better data on the charitable and nonprofit sector, greater sector involvement in data-collection initiatives that affect us, and that data about the sector be published in accessible, user-friendly formats. Concrete progress in 2023 included improvements to the nonprofit sample of the Canadian Survey of Business Conditions (CSBC),

the inclusion of questions about donations in the CSBC, the release of updated labour force data through the Satellite Account of Nonprofit Institutions and Volunteering Human Resources Module, the release of data about rural nonprofit organizations, and sector involvement in the development of the first survey of nonprofit organizations conducted by Statistics Canada in more than 20 years.

## Making federal funding more equitable and effective

The federal government's policy shift toward short-term project funding fails to cover the full costs of service delivery. This leaves organizations scrambling to cover mission-critical expenses, putting services to communities at risk. It also leads to low wages, few benefits and precarious work for our diverse workforce. In 2023, we continued to advocate for increased core funding for our sector and improvements to the effectiveness, efficiency and equity of federal funding practices. We also nurtured the development of the Funding Reform Working Group (FRWG) - a diverse collective of nonprofits and charities from multiple regions and mission areas. The FRWG will advocate on federal funding issues over the coming years.



# Research & Analysis

Supporting the sector means ensuring decision-makers have access to in-depth, data-driven, and timely information—that’s where our research comes in. 2023 was a research-heavy year for Imagine Canada: our team authored four research reports, continued providing quarterly analyses of trends affecting the sector, and launched a new public opinion polling initiative. Our research informs sector leaders, private sector funders, and government policymakers.

## From the Mind to the Heart

*Two reports were produced from this research:*

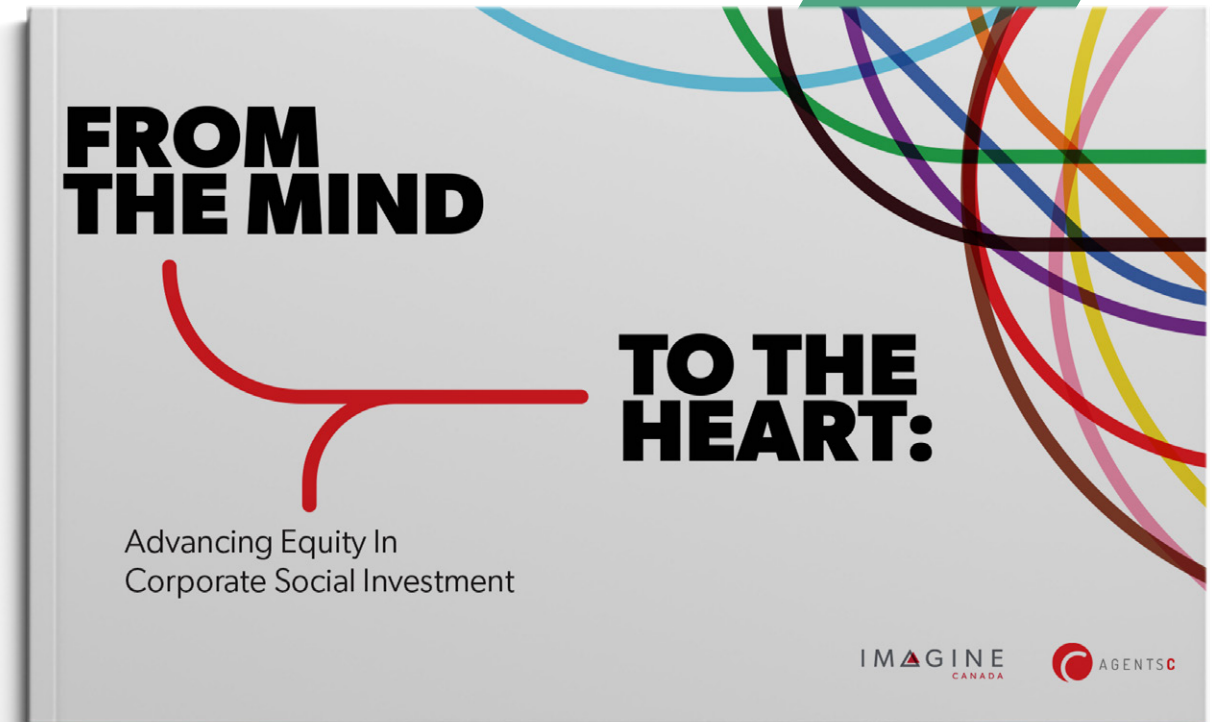
From the Mind to the Heart: Advancing Equity in Corporate Social Investment

From the Mind to the Heart: Youth Perspectives & Recommendations on Equity in Corporate Citizenship

[www.imaginecanada.ca/en/diversity-and-csr](http://www.imaginecanada.ca/en/diversity-and-csr)

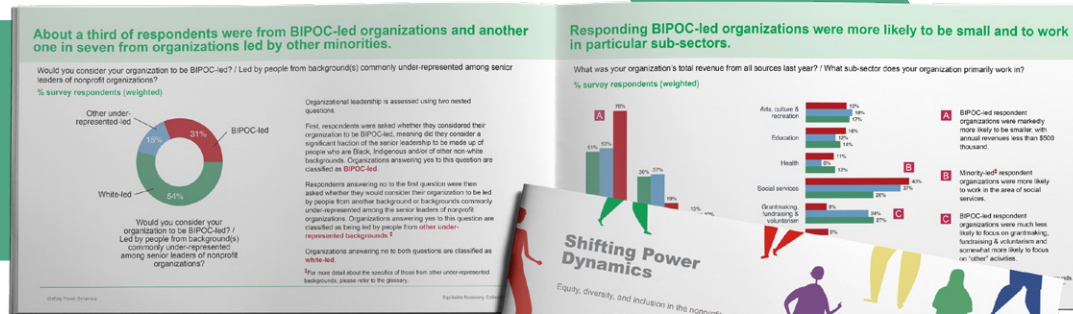
Released in January 2023, From the Mind to the Heart is a two-part, first-of-its-kind report exploring the relationship between justice, access, inclusion, diversity, and equity (JAIDE) and the Corporate Social Responsibility (CSR) profession. Produced in collaboration with AgentsC, key findings

reveal an inadequacy in demonstrable JAIDE practices beyond positive sentiment and training and an equity-inhibiting lack of Black and Indigenous sector professionals. We also found that companies generally view corporate community investment as a low priority. The first report draws from studies on CSR and corporate community investment in Canada and focuses on the overlooked perspectives of Black, Indigenous, South Asian, South Asian-Muslim and 2SLGBTQI CSR practitioners. It ends by asking: what’s next? The second report answers that question by sharing student youth perspectives on CSR in Canada. The study highlights what companies must do to authentically advance diversity and incorporate the principles of JAIDE into their community investment programs.



Imagine Canada produced these reports in partnership with AgentsC Inc. and with the support of the RBC Foundation.

# Research & Analysis (Continued)



## Shifting Power Dynamics: Equity, diversity and inclusion in the nonprofit sector

[www.imaginecanada.ca/en/research/equity-benchmarking-project](http://www.imaginecanada.ca/en/research/equity-benchmarking-project)

Advancing equity, diversity, and inclusion (EDI) is top-of-mind for many nonprofit leaders, but few pursue it with deep intentionality. This is one of the key findings of *Shifting Power Dynamics*, the first comprehensive report on the nonprofit sector's commitment to EDI. The report explores the impact of organization size, operational leadership, and equity working groups on EDI practices. Notably, it shows that organizations led by Black and Indigenous people tend to do more to advance EDI, regardless of organization size. The findings also highlight the key role funders play in advancing EDI. Shifting mindsets and dedicating time and resources are critical to making meaningful progress. The research project page includes recommendations for organizations to improve their EDI practices.

This research project was led by the Equitable Recovery Collective and funded by Scotiabank (Lead Partner), The Canadian Red Cross Society (Sector Partner), and Community Foundations of Canada and KCI (Knowledge Partners).

## Journey to Impact: Unlocking Purpose through Social Finance. Experiences of Canadian Social Purpose Organizations.

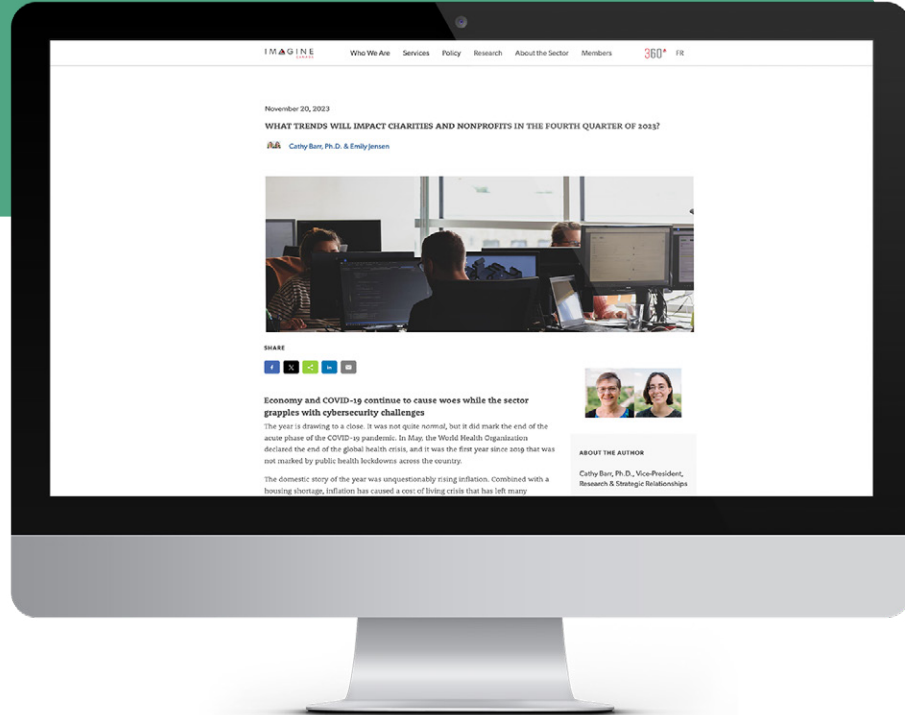
[www.imaginecanada.ca/en/social-finance](http://www.imaginecanada.ca/en/social-finance)

What are the motivations for engaging in social finance? What are the enablers and barriers? Can organizations use it to increase their resilience? Based on more than twenty case studies, cross-case analysis, participant validation, and an expert group survey, *Journey to Impact* offers insights into Canada's social finance ecosystem. Crucially, for social finance to fulfill its potential, all ecosystem actors must understand the factors that help and hinder organizations in their efforts to use social finance tools. The role of consultants—who play a major role in helping organizations navigate the ecosystem—is also explored. The report highlights the pivotal role of network development, capacity building, and more.

This project was funded by the Government of Canada's Investment Readiness Program.



# Research & Analysis *(Continued)*



## Quarterly Sector Trend Analyses

Each quarter—leveraging data from the Canadian Survey of Business Conditions alongside other sources—we publish an analysis of emerging sector trends on the [Imagine 360 blog](#). From inflation and immigration in Q1 to cybersecurity challenges in Q4 (and so much more in between), this series helps nonprofit professionals contextualize their work, and our government and corporate partners understand how they can best support organizations. Organizations dealt with multiple intersecting crises, and the through line of 2023 was increasing demand from communities—we expect this to be a consistent, long-term challenge that we will continue to cover throughout 2024.



## Public Opinion Polling

Thanks to the generous support of BMO, we launched a series of public opinion polls to probe Canadians' opinions and sentiments on various topics related to the nonprofit and charitable sector. The data collected through these polls helps us understand where Canadians stand on social issues and the nonprofit sector's role in addressing them. We leverage the data in a variety of ways, notably in our public policy and government relations work, and in public relations campaigns. Opinion letters citing the data were published in the media [Le Devoir](#), [The Globe and Mail](#), and [The Hill Times](#).



# SERVICES & PROGRAMS

2023 was another challenging year for charities and nonprofits. Organizations continued to grapple with high demand and increased costs amid rising inflation. Securing donations and attracting talent also continued to be a constant challenge. We continued to evolve our programs and services to better support organizations now and in the future.



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**Standards**



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HR INTERVALS

# Standards

[Standards Accreditation](#) was created to empower nonprofit leaders to improve accountability and performance at their organizations by providing them with a roadmap to elevate operational excellence. When organizations complete the accreditation process, they earn the right to use the Trustmark, which signals to donors, staff, volunteers and the public alike that an organization is well-run and governed at the highest levels.

To better highlight this achievement, in 2023 we introduced a new visual identity for the program, complete with a brand new Trustmark.

The new design is a more impactful symbol that gives the Standards a stronger sense of distinction, one that represents its unique nature of being co-created and governed by nonprofit leaders. Just as the program was created by and for the sector, the design was chosen based on feedback from donors, funders, accredited organizations and sector leaders. Bold, luminous, the design is reminiscent of a star, and a lighthouse. These symbols represent what accreditation is all about: a north star lighting the way to provide guidance on the path to organizational resilience.

There are currently over 270 charities and nonprofits accredited under our Standards Program, with 60 more working on their applications. These organizations can proudly display the Trustmark, signaling to stakeholders that they have met the rigorous criteria of the Standards, and take accountability and good governance seriously.

Organizations that are interested in improving their practices—but not ready to pursue accreditation—can consult the standards, which are publicly available, and access a free gap analysis tool to help them identify the gaps in their governance processes and get a sense of their progress toward organizational excellence.

Founding & Presenting Partner



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**Standards**



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# Grant Connect



GRANT  
CONNECT

**In times of economic strain and record high demand for charitable services, counting on a diversified revenue stream is key for organizations in the sector. This is why many leverage [Grant Connect](#), Imagine Canada's fundraising research platform, to find and secure funding.**

Grant Connect includes thousands of funding opportunities for organizations, with data that uncovers the interests, expectations, and giving behaviour of foundations, corporate funders, and government agencies. Users save time and put their energy where it's most needed.

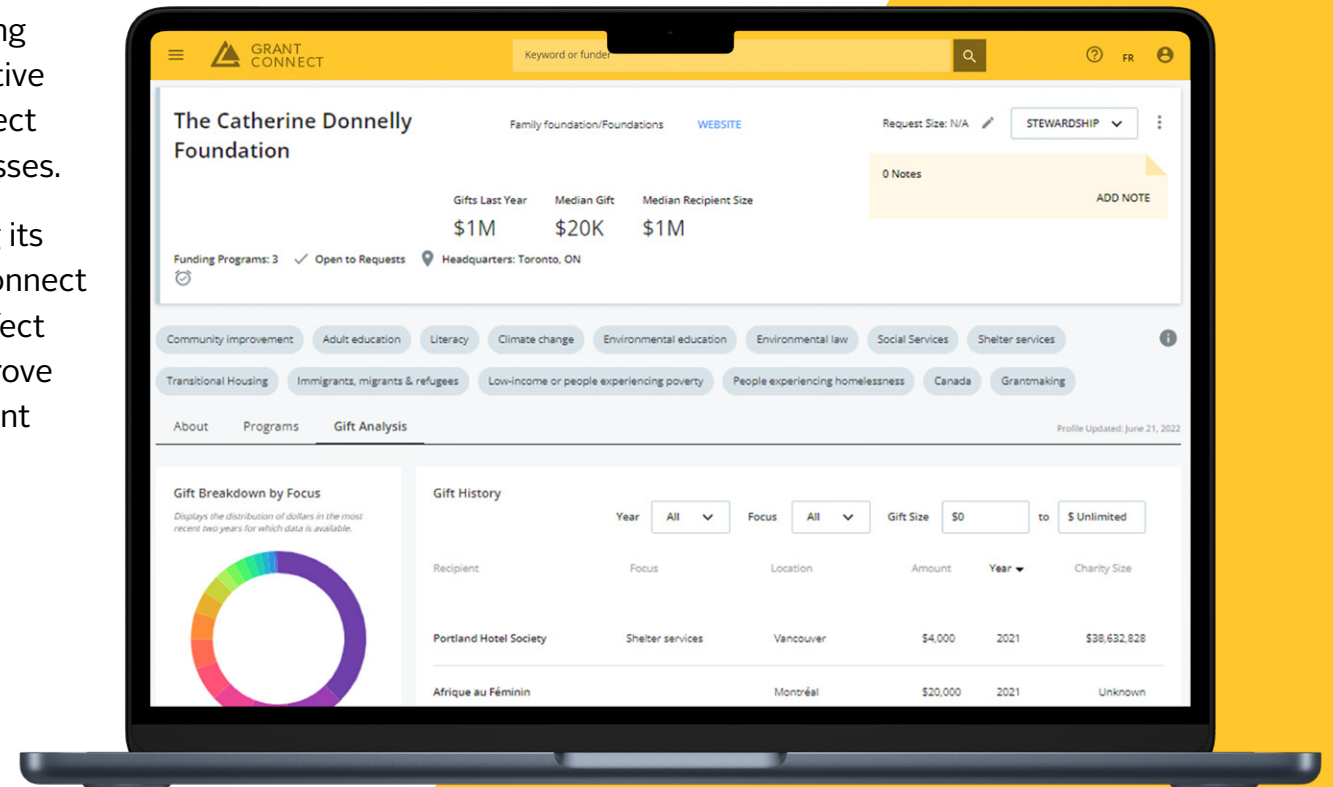
In 2023, we focused on developing key partnerships to increase capacity for small BIPOC-led and BIPOC-serving organizations. First, we contributed to the creation of the [B3 Capacity Development Program](#) founded by the Black Canadian Fundraisers' Collective and Black Opportunity Fund. Second, we partnered with Social Impact Consulting to deliver a fundraising workshop and offer free one-on-one coaching sessions to Grant Connect subscribers from small BIPOC-serving organizations. Participants in both initiatives will benefit from Grant Connect's improvements for those seeking funding for non-qualified donees.

Finally, we took steps towards significant improvements in data collection and activation. We worked with the CRA Charities Directorate as a pilot organization for cloud data transfers, integrated

corporate funding opportunities and data from our 2022 Fundtracker platform acquisition, and developed a prototype for a data platform that has the ability to unify our social enterprise data, product metrics, and gift data to give us a unique lens on the institutional funding environment in Canada.

We also began exploring applications of generative AI to both Grant Connect and our internal processes.

Our team is continuing its efforts to use Grant Connect as an instrument to effect social change and improve the funding environment for both organizations and funders.



# HR Intervals

Thanks to our [HR Intervals](#) content platform, nonprofit professionals have access to free, bilingual HR management resources specifically designed for them. Since our launch, we have exceeded expectations for traffic and engagement. This confirmed how crucial the need is for accessible HR resources for nonprofit professionals.

Leaders and managers come to HRIntervals.ca to access articles and resources that they can use to attract the right candidates, foster a positive work environment, and promote decent work. The educational and practical materials available reflect our sector's unique and evolving needs related to HR management on key topics—such as succession planning, recruitment, and more.

In 2023, in collaboration with our team of dedicated volunteer HR professionals and led by our newly hired Manager, Digital Content, we added a key section on learning, training, and development. In addition, a lot of planning work happened behind the scenes to support the upcoming expansion of the website and the growth of the service offerings in 2024 and beyond.



# Caring Company Certification

Since 1988, the [Caring Company Certification](#) has been a leading indicator of excellence in corporate community investment. The certification and our thought leadership have encouraged more funding to flow to nonprofit organizations, leading to more effective partnerships between the nonprofit and corporate sectors.

Canadian companies set their community investment budgets according to our 1% benchmark, and our research is leveraged in executive offices across the country to determine better strategies for giving and volunteering.

## Corporate research

In January 2023, we published a two-part study on JAIDE (Justice, Access, Inclusion, Diversity, and Equity) in corporate community investment, in partnership with AgentsC Inc. and with the support of the RBC Foundation. Through the diversity of perspectives presented in the study, fundamental gaps and oversights in representation, intentionality, and leadership were uncovered. The study also highlights what companies must do to authentically advance diversity and incorporate the principles of JAIDE into their community investment programs.

## Certification program

Caring Companies set the standard in community investment in Canada. Our annual review of participating companies showed that our Caring Companies contributed over \$650M to Canadian communities in their previous fiscal period.

These results are notable. However, much more can be achieved, and this is why, in 2023, with support from the RBC Foundation, we continued the work started in 2022 to modernize and strengthen the program to reflect rapidly changing societal expectations of corporate social impact. With this new program, we aim to inspire courageous goals, disrupt funding inequalities, and create more authentic trusting relationships between corporations and their community partners.



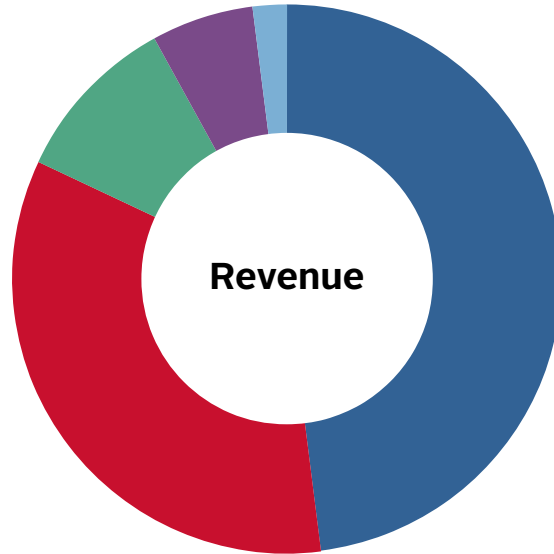
To achieve this goal, our team has been working with a steering committee to support the redesign of the program. The committee includes 22 representatives from the nonprofit and corporate sectors. The collective work of the committee led to the identification of five themes that will lend rigor to the new program. The themes are: reporting on impact, partnerships and collaboration, community investment strategy, truth and reconciliation, and equity, diversity, and inclusion.

We engaged a consultant to support the development of criteria and demonstration of practices, for the themes of truth and reconciliation and equity, diversity, and inclusion.

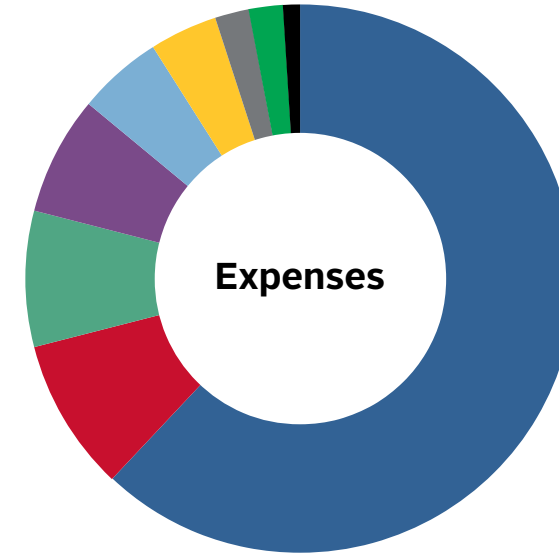
Twelve companies, including some of Canada's leading brands, are participating in the pilot of the new program. Feedback from these pilot participants will be evaluated to inform the final design of the program, which is expected to launch towards the end of 2024.

# Financial Summary

This information is for the year ending December 31. It is derived from our financial statements for 2023, which were audited by RSM Canada LLP and are available on [our website](#).



	%	2023	2022
▲ Earned Income	47.9	\$ 2,459,949	\$ 2,352,224
▲ Restricted contributions	34.5	1,769,271	1,241,406
▲ Unrestricted contributions	9.9	511,086	571,593
▲ Membership fees	6.2	316,868	345,505
▲ Other	1.5	75,980	52,976
	<b>100.0</b>	<b>\$ 5,133,154</b>	<b>\$ 4,563,704</b>



	%	2023	2022
▲ Salaries and benefits	63.3	\$ 3,393,811	\$ 2,788,491
▲ Consulting and professional fees	10.4	558,382	461,354
▲ Information technology and office costs	7.9	422,605	366,242
▲ Amortization of capital assets	7.0	372,915	291,890
▲ Events, meetings, and travel	4.4	237,468	151,320
▲ Occupancy	4.1	219,295	226,704
▲ Advertising, promotion, and print	2.1	110,833	58,196
▲ Bank fees and interest	0.7	40,110	40,115
▲ Other	0.1	4,929	2,413
	<b>100.0</b>	<b>\$ 5,360,348</b>	<b>\$ 4,386,725</b>

# Thank You

## *Our Volunteers*

In Canada, nearly thirteen million people dedicate time to volunteer activities annually. We're proud that some of these individuals choose to lend their expertise to us at Imagine Canada, as volunteer contributions make our work possible. Whether it's volunteering as a Peer Reviewer with our Standards Accreditation program or serving on our board, we appreciate the minutes, hours, and days that our volunteers selflessly dedicate to strengthening Canada's social fabric. They are a reminder that Canada is a country with no shortage of caring and generous citizens. Our deepest thanks to the following individuals:

### **Standards Council & Subcommittee Members**

John Bailey  
Michelle Campbell  
Stephanie Chung  
Karen Cooper  
Roger D. Ali  
Charlie Fluit  
Renée Hébert  
Refat Jiwani  
Jean-Marc Mangin  
Michelle McCann  
Cristina Toporas  
Shelagh Turner

### **Standards Peer Reviewers**

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Jacques Bérubé  
Christian Bolduc  
Susan Bower  
Carmen Boyko  
Guy Bradbury  
Trish Bronsch  
Andrea Clarke  
Amy Coupal  
Diana Deakin-Thomas  
Christopher Dougherty  
Iris Fabbro  
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Alison Staples

Sheila Tilotta  
Anne Tinker  
Patricia Valleau  
Barbara van Vierssen Trip  
Beth Weintrop  
Shirley (Paulsen) Wilson

---

### **Caring Company Steering Committee**

Allison Andrachuk  
Gillian Burt  
Stefanie Crispino  
Camille N. Isaacs-Morell  
Damon Johnston  
Kendra Kerr

# Thank You *(Continued)*

## *Our Volunteers*

Jennifer Kirner  
Stephen Lollar  
Daniel Moore  
Batool Nawab  
Heather Nelson  
Kim Nordbye  
Wen-Chih O'Connell  
Suzanne Pragg  
Eric Saarvala  
Sarah Saso  
Scott Stirrett  
Eva Taylor  
Josée Thibault  
Suzy Wilcox

### **HR Intervals**

Nikki Hera  
Marie Imber  
Jamiey Kelly  
Anne Ling  
Susan McLean  
Denise Ouellette  
Celeste Bannon Waterman

---

### **Anti-Racism and Anti-Oppression Working Group**

Denis Carignan (Co-Chair)  
Tania Cheng (Co-Chair)  
Nicolina Farella  
Charlene Krepiakevich  
Pascal Lépine  
Darren Pries-Klassen  
Ronan Ryan  
Lynne Skromeda

### **Governance & HR Committe**

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Roger D. Ali (Vice-Chair)  
Danisha Bhaloo-Shivji  
Nadine Duguay-Lemay  
Derek Gent  
Jessica Gordon  
Pascal Lépine  
Darren Pries-Klassen  
Ronan Ryan  
Willy Van Klooster

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### **Public Policy Committee**

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David Coletto  
Nicolina Farella  
Jordan Gray  
James Kusie  
Pascal Lépine  
Ronan Ryan  
Ali Salam

### **Risk Management, Finance & Audit Committee**

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Florence Carey  
Tania Cheng  
Pascal Lépine  
Ronan Ryan  
Eric Sarvaala  
Navin Singh  
Martha Tory



# Thank You (Continued)

## Our Financial Supporters

### \$250,000+

An Anonymous Donor  
Employment and Social  
Development Canada

### \$100,000+

BMO  
Canada Life  
Definity Insurance Foundation  
Government of Canada's  
Community Services Recovery  
Fund  
RBC Foundation  
Suncor Energy Foundation  
The Lawson Foundation  
The McConnell Foundation

### \$50,000+

Mastercard Foundation  
Scotiabank

### \$25,000+

An Anonymous Donor  
CIBC Foundation  
Co-operators  
Keela  
Manulife  
PearTree Canada

### \$10,000+

An Anonymous Donor  
Benefaction Foundation  
Calgary Foundation  
Ecclesiastical Insurance  
KCI  
Metcalf Foundation  
Miller Thomson LLP  
nfpResearch  
Sage Canada  
Sarasin & Partners LLP  
Suncor Energy Inc.  
The Counselling  
Foundation of Canada

### \$5,000+

Apollo Public Affairs  
Bespoke Social Profit Solutions  
BridgeRaise  
Carters Professional Corporation  
Environics Analytics  
Fédération des chambres de  
commerce du Québec (FCCQ)  
Trellis

### \$1,000+

BC Children's Hospital  
Foundation  
Bhayana Family Foundation  
Bruce & Heather MacDonald  
CanadaHelps  
Cathy Barr  
CNIB  
Darren & Monika Pries-Klassen  
Kids Help Phone  
PAA Advisory | Conseils  
Pascal Lépine  
TD Private Giving Foundation  
The Canadian Red Cross Society  
United Church of Canada  
Foundation  
United Way British Columbia  
Urban Alliance on Race Relations  
Vancouver Foundation  
William Harper

# Thank You (Continued)

## Our Members

**Thank you, to all of our members, for your role in building an impactful charitable and nonprofit sector, for taking part in this national membership network, and for your generous support.**

630 CHED Santas Anonymous Inc.  
AboutFace  
Abundance Canada  
Action Jeun'elles  
Adopt4Life  
Advocacy 4 Kindness inc  
Afar Development and Relief Association  
Afro-Canadian Initiatives Association of New Brunswick (ACIA-NB) Inc.  
Aga Khan Foundation Canada  
AgriDiscovery Foundation  
AHLO Saint-Michel - Association des Habitants et des Locataires de Saint-Michel  
Aid to the Church in Need Canada  
Alano Club of Courtenay  
Albanian Canadian Development Alternative  
Albatros Trois-Rivières  
Alianait Entertainment Groups  
Alice and Murray Maitland Foundation

All IN Family Peer Support  
All Nations International Development Agency  
Alliance of Arts Councils of Ontario  
ALS Canada  
ALS Society of Quebec  
Alzheimer Society of British Columbia  
Alzheimer Society of Canada  
Army Cadet League of Canada  
Arthritis Society  
Artist-Run Centres and Collectives Conference (ARCA)  
Arts Commons  
Association des Citoyens et des Immigrants d'Origine Haïtienne au Canada (ACIOHC)  
Association of Fundraising Professionals, International  
Bach Elgar Choral Society  
Balanced living non profit housing Society  
Basic Income Canada Network

BC Children's Hospital Foundation  
BCIT Grant Writing Course  
Bealight Foundation  
Beeloud  
BGC Canada  
Bhayana Family Foundation  
Big Brothers Big Sisters of Canada  
Big Brothers Big Sisters of Guelph  
Black Business & Professional Network Inc.  
Board Voice Society of BC  
Bright Lights for Africa Foundation  
Brighter Together Foundation  
Bruce Trail Conservancy  
Burlington Community Foundation  
Calgary Chamber of Voluntary Organizations  
Calgary Counselling Centre  
Calgary Foundation  
Calgary Police Foundation

Canada Association  
Canada Hong Kong Alliance Association  
Canada Kuwait Aid Network INC.  
CanadaHelps  
Canadian Artists Network  
Canadian Association for Equality  
Canadian Association of Gift Planners  
Canadian Association of Science Centres  
Canadian Authors Association  
Canadian Biosphere Reserves Association  
Canadian Blood Services, Head Offices  
Canadian Cancer Society  
Canadian Center for Women Empowerment (CCFWE)  
Canadian Centre for Ethics in Sport  
Canadian Centre for Nonprofit Digital Resilience (CCNDR)  
Canadian Conservation Photographers Collective

# Thank You *(Continued)*

## *Our Members*

Canadian Council of Christian Charities  
Canadian Foundation for Financial Planning  
Canadian Hemophilia Society  
Canadian Hospice Palliative Care Association  
Canadian multicultural inventors museum  
Canadian Red Cross  
Canadian Tire Jumpstart Charities  
Canadian Women's Foundation  
Canuck Place Children's Hospice  
Capacity Canada  
Card for Change  
Carthy Foundation  
Catholic Family Services Simcoe  
Central City Foundation  
Centre Charles-Emile Claude  
Centre for Child Development of the Lower Mainland  
Centre for Israel and Jewish Affairs  
Centre l'Étape du Bassin Maskinongé  
Chalice Canada  
Chatham-Kent Hospice Foundation  
Children Believe Fund  
Children's Aid Foundation

Children's Aid Foundation of Halton  
Children's Design International Collection  
Children's Health Foundation  
Chinook Regional Hospital Foundation  
Christmas Bureau of Edmonton  
CHU Dumont Foundation  
Civida Housing Foundation  
CNIB Foundation  
Coalition for Canadian Police Reform  
Columbia College  
Community Development Halton  
Community Foundations of Canada  
Community Futures Capital Region  
Community Initiatives Fund  
Community Legal Clinic of York Region  
Community Living Toronto  
Community Sector Council of Newfoundland and Labrador  
Community Sector Network of PEI  
Community Transformation Partners International Min., Inc.  
Connected Canadians  
Conseil Coordonateur Culture Québec-Mexique

Construction Foundation of BC  
Côte-des-Neiges Black Community Association CDNBCA  
Covenant House Toronto  
Covenant House Vancouver  
Creative Nonfiction Collective  
Cridge Centre for the Family  
Culture Days  
Cumberland Health Care Foundation  
Cuso International  
Cycling Without Age Canada  
Cystic Fibrosis Canada  
DASCH Foundation  
Daughters of Hope Society  
Deaf & Hard of Hearing Services Calgary Region Society  
Deaf & Hear Alberta  
Definity Insurance Foundation  
Delightful Connections  
Diabetes Canada  
Dialogue New Brunswick  
Direct Action In Support of Community Homes (DASCH) Inc.  
Diversity Ed. - Safer Spaces Canada

Dovercourt Community League  
Dreamers Walk Canada  
Earthshot Research Institute  
Easter Seals Canada  
EcoJustice Canada  
Edmonton Chamber of Voluntary Organizations  
Edmonton John Howard Society  
Edmonton's Food Bank  
Egale Canada Human Rights Trust  
Elders Knowledge Circle Society  
Electronic Recycling Association  
Elizabeth Fry Society of Greater Vancouver  
Embrace Health Foundation  
Environmental Defence Canada  
Equitas International Centre for Human Rights Education  
Escadron 890 Saint-Georges  
Evergreen  
Eviance  
Extend-A-Family Waterloo Region  
F I Carey Law Corporation  
Fairmount Foundation

# Thank You *(Continued)*

## *Our Members*

Family Service Ontario  
Family Service Toronto  
Fashion History Museum  
FC SVP  
Fédération des communautés  
francophones et acadienne du Canada  
Feeding Canadian Kids  
Fitness for Mental Health  
Focus Hub Inc.  
Fondation AFS Interculture Canada  
Fondation Charles-Bruneau  
Fondation Desjardins  
Fondation franco-ontarienne  
Fondation J. Armand Bombardier  
Fondation Québec Philanthrope  
Fondation Thamani  
FONTAM  
Food Banks Canada  
Forest City Gallery  
Fort Garry Women's Resource Centre  
Foundation for Intercultural and Interreligious  
Dialogue Initiatives (FIIDI)  
FPE-NO

Friends of the Helen Schuler Nature  
Centre Society  
Frontenac Arch Biosphere Foundation  
FunnyFest Calgary Comedy Festival Society  
Furniture Bank  
Generation Seven Community Support  
Services  
GiveBridge  
Global Rights Defenders  
GoodSort  
Greater Trail Community Skills Centre  
Greek Roots  
Grief Stories  
Habitat for Humanity Canada  
Hamilton Health Sciences Foundation  
Hard Feelings Mental Health  
Harmony Movement  
Heal Canada  
Health Partners International of Canada  
HealthPartners Canada  
Heart and Stroke Foundation of Canada  
Heart-Land Intentional Community Society  
Helen Tulk Elementary School

Heritage Saskatchewan  
High Park Nature Centre  
HOPE International Development Agency  
Hope's Eating Disorders Support  
Hospice Quinte  
Hospice Wellington  
Hospital Family Houses of Ontario  
Human Concern International  
Humane Canada  
Humanitarian Solidarity for Development  
and Empowerment  
Huntsville Hospital Foundation  
Ignite Durham Learning Foundation  
Ignite NPS  
Independent Sector  
Indigenous Friends Association  
Institut Mallet  
Institute for Advancements in Mental Health  
J'aime ma ville  
Jackman Foundation  
Jewish Federation of Greater Vancouver  
John Howard Society of Canada  
JOYJOY

June and Ian Cockwell Private Foundation  
Juvenile Diabetes Research Foundation  
Kanata Seniors Council Inc.  
Kelowna Community Resources  
Kelowna Gospel Mission Society  
Kidney Foundation of Canada  
Kids Help Phone  
Kinbridge Community Association  
Kinette Club of St Albert  
KnowledgeFlow Cybersafety Foundation  
L'Alliance nationale de l'industrie musicale  
La Boîte interculturelle  
La Fondation de l'Université Laval  
Laidlaw Foundation  
Lakeridge Health Foundation  
Lanawae Housing Center  
Le Conseil des Arts de Hearst  
Let's Talk Science  
Literacy Group of Waterloo Region  
Loeys-Dietz Syndrome Foundation Canada  
Loyan Foundation  
Lucan Area Heritage and Donnelly Museum  
Lupus Society of Alberta

# Thank You *(Continued)*

## *Our Members*

Lyle S. Hallman Foundation  
Lymphedema Association of Québec  
M4BJ  
MADD Canada (Mothers Against Drunk Driving)  
Maison de l'Alphabétisation du Québec  
Make-A-Wish Foundation of Canada  
Management Advisory Service of Ontario  
March of Dimes Canada  
Max Bell Foundation  
McConnell Foundation  
MediaSmarts  
Melanoma Network of Canada  
Menopause Foundation of Canada  
Metcalf Foundation (George Cedric Metcalf Charitable Foundation)  
Misewa Collaborators  
Mission To Seafarers Southern Ontario  
Mississauga Sports Council  
Miywasin Society of Aboriginal Services (Medicine Hat)  
Montreal General Hospital Foundation  
Mother Earth Wellness  
Mountain Valley Express Collective Society

Muriel McQueen Fergusson Foundation Inc  
Muskoka Community Land Trust  
Muslim Association of Canada  
Muttart Foundation  
N.W. Sports Society - A Non-Profit Society  
National Alliance for Children and Youth  
National Associations Active in Criminal Justice (NAACJ)  
Never Again International - Canada  
Niagara Handweavers and Spinners  
Niagara Health Foundation  
Nick's Place For Us / Gateway To the Arts Gallery  
Northern BC Queer Connection Society  
Nova Scotia league for Equal Opportunities  
Nunavut Association of Non-Profit Organizations  
Nutrition sans Frontières  
NWT Literacy Council  
Oakville Community Foundation  
Oasis Youth Care Program  
OCASI- Ontario Council of Agencies Serving Immigrants  
ODIHI

Office of Advancement, Dalhousie University  
Omughisa Rwenzori Community Development Society  
ONG ADONAI  
Ontario Electrical League  
Ontario Federation for Cerebral Palsy  
Ontario Peer Development Initiative  
Ontario Schools Cricket Association  
Opération Enfant Soleil  
Orchestras Canada  
Original Kids Theatre  
Oshawa-Durham Rape Crisis Centre  
Ottawa Coalition To End Violence Against Women  
Ottawa Community Foundation  
Ottawa Leaders of Volunteers  
Oxfam Canada  
Oxfam-Québec  
Pacific Legal Education and Outreach Society  
Parent Resource Centre  
Parents Against Driving High  
Parkinson Canada  
Parler Agir

Parry Sound Area Chamber of Commerce  
ParticipACTION  
PAWS Progressive Animal Welfare Services Inc  
Peel Art Gallery, Museum and Archives (PAMA)  
Peel Children's Aid Foundation  
Pembina Institute for Appropriate Development  
People for Education  
Philanthropic Foundations Canada  
Philanthropie Laurentides  
Pictou Youth Initiative  
Pillar Nonprofit Network  
Pixel Foundation  
Plan Canada  
PMV Project Management Volunteers Society  
PolicyWise for Children & Families  
Praxis Spinal Cord Institute  
Prayze Musik Foundation  
Pride at Work Canada  
Prosper Canada  
Public Policy Forum  
Purpose Analytics

# Thank You *(Continued)*

## *Our Members*

Q College (Student Training)

R. Howard Webster Foundation

RB Jumpstart Mentorship and Youth Leadership Training Society

RCJEQ

RDTQ

Regeneration Outreach Community

Reh-Fit Foundation

Renfrew Victoria Hospital Foundation

Réseau de l'action bénévole du Québec

Resource Centre for the Arts

Retournzy coop de solidarité

Returning to Spirit Inc.

Rideau Hall Foundation

Right To Play Canada

RiskyPaws Financial Companion

River Valley School Society Calgary

Riverfront InterArts

Ronald McDonald House Charities Toronto

Roots Community Services Inc.

Routes Connecting Communities Inc.

Royal Alexandra Hospital Foundation

Royal University Hospital Foundation

S.E.E.D.S.

Sagesse Domestic Violence Prevention Society

SARA for Women Society

Saskatchewan Nonprofit Partnership

SaskCulture Inc.

Save Your Skin Foundation

Scouts Canada

Seneca College, Resource Department

Sheaf Espiga Foundation

Shepherd Village

SickKids Foundation

Sinai Health Foundation

Solcz Family Foundation

Souls Harbour RESCUE Mission

South Asian Canadian Access to Justice Association

South Winnipeg Family Information Centre Inc.

Southlake Regional Health Centre Foundation

SOWINS (South Okanagan Women in Need Society)

Spark

Spencer House

Spinal Cord Injury Ontario

St. John Ambulance - National Office

St. Joseph's Health Care Foundation of London

St. Joseph's Healthcare Foundation, Hamilton

St. Michael's College School

St. Paul's Hospital Foundation of Vancouver

Sturgeon Community Hospital Foundation

Surrey Hospitals Foundation

Tam-Tam Afro (NkulBeti)

Tamarack Institute

Tanya Dawn Lawson Memorial Fund

TD Private Giving Foundation

Tech2Step Network Canada

The Ase Community Foundation for Black Canadians with Disabilities

The Bata Shoe Museum Foundation

The BIS Centre Inc

The Burns Memorial Fund for Children

The Chalmers Foundation Inc.

The Counselling Foundation of Canada

The Downstage Performance Society

The Federation of Community Social Services of BC

The Garth Homer Society

The Hub for Beyond 21

The Human Factor Community Organization Inc.

The Inclusivity Institute for Better Data

The Lawson Foundation

The Lending Cupboard Society of Alberta

The Lucy Maud Montgomery Society of Ontario

The McLean Foundation

The National Sixties Scoop Healing Foundation of Canada

The Nightingale Centre for Grieving Children Youth and Families

The Northpine Foundation

The Oladele Foundation

The Ontario Federation of Home and School Associations Inc.

The Primate's World Relief and Development Fund

The Prince's Trust Canada

The Prosperity Project

The Royal Life Saving Society Canada-Manitoba Branch Inc.

The Salvation Army in Canada

The Sifarish Network

The Sinneave Family Foundation

# Thank You *(Continued)*

## *Our Members*

The Terry Fox Foundation

The Vanier Institute of the Family

The Winnipeg Foundation

The Writers' Federation of New Brunswick

Theatre Alberta Society

Théâtre Scapegoat Carnivale

Thunder Bay Regional Health  
Sciences Foundation

Thyroid Patients Canada

Toronto Centre for Community  
Learning and Development

Toronto Foundation

Toronto International Film Festival Group

Toronto Metropolitan University

Treehouse Advocacy Centre Society  
Vancouver

Trico Charitable Foundation

Trinity Centres Foundation

United Church of Canada Foundation

United for Literacy

United Way British Columbia

United Way Greater Toronto

United Way Halton & Hamilton

United Way of Canada

United Way of Greater Moncton &  
Southeastern NB Region Inc.

United Way of Saskatoon and Area

United Way Southern Vancouver Island

United Way Winnipeg

Université de Moncton

Universities Canada

University of Ottawa - External Relations

Up With Women

UPLift Black

Uzima Women Relief Group International

Vancouver Foundation

Vantage Point

Vega Education Fund

Victoria Foundation

Volunteer Airdrie Society

Volunteer Alberta

Volunteer Management Professionals of Canada

Volunteer Ottawa

VolunteerConnector

Weight Free

Weinberg & Gaspirc CPA LLP

Wellness Oasis Incorporated

West Lincoln Memorial Hospital Foundation

West Toronto Hustle

Winning Inclusive Solutions

Winnipeg Folk Festival

Women's Art Museum Society of Canada

Workers' Resource Centre

Worklink Employment Society

World Vision

Writers Collective of Canada

WWF-Canada

YHH.ROCKS

YMCA Canada

YMCA of Lethbridge

YMCA of Oakville

Yoga Outreach

Young Associates

Youth Action Now

Youth in Action

Youth Parliament of BC Alumni Society

YWCA Calgary

YWCA Canada

## Accredited Organizations

**By earning the Imagine Canada Standards Trustmark, accredited organizations demonstrate their commitment to the highest level of accountability, governance, and transparency. We applaud these charities and nonprofits for their dedication to excellence.**



Abundance Canada	Bissell Centre	• Manitoba and Winnipeg	Closer to Home Community Services
Acclaim Health	Boys and Girls Clubs Foundation of South Coast BC	• Mid Island Branch	CNIB
Alberta Children's Hospital Foundation	Bravestone Centre Inc.	• North and West Vancouver Branch	Cobequid Community Health Centre Foundation
Alberta Lung Association	Breakfast Club of Canada	• Northern BC	Collective Community Services
Alberta Museums Association	BridgePoint Center	• Ontario Division	Covenant Foundation
All Nations International Development Agency	British Columbia SPCA	• Port Alberni Branch	Covenant House Toronto
ALS Canada	Calgary Foundation	• Shuswap/Revelstoke Branch	Creating Alternatives
Alzheimer Society of British Columbia	Calgary Health Foundation	• South Cariboo Branch	Cridge Centre for the Family
Alzheimer Society of Manitoba	Calgary Stampede Foundation	• South Okanagan Similkameen	Crohn's and Colitis Canada
Alzheimer Society of Saskatchewan	Cambridge Shelter Corporation	• Vernon and District Branch	CultureLink Settlement and Community Services
Ancaster Community Services	Campfire Circle	Canadian Sport Institute Pacific	Cuso International
ArtHouse	Canadian Feed The Children	Canadian UNICEF Committee	Cystic Fibrosis Canada
Arthritis Society	Canadian Hard of Hearing Association - Newfoundland and Labrador	Canadian Wildlife Federation	Daily Bread Food Bank
Aurora Cultural Centre	Canadian Hemophilia Society	Capacity Canada	Delta Family Resource Centre
Autism Canada	Canadian Mental Health Association:	Cape Breton Regional Hospital Foundation	Downtown Mission of Windsor
Bay Area Restoration Council	• Alberta Wood Buffalo Region	CARE Canada	Easter Seals Canada
BC Cancer Foundation	• British Columbia Division	Cedar Centre	EcoJustice Canada
BC Children's Hospital Foundation	• Cariboo Chilcotin Branch	Centre for Suicide Prevention	Edmonton Community Foundation
BGC Canada	• Central Alberta Region	Chatham-Kent Hospice Foundation	Edmonton's Food Bank
Big Brothers Big Sisters of Canada	• Cowichan Valley Branch	Children Believe Fund	Elizabeth Fry Society of Greater Vancouver
Big Brothers of Greater Vancouver	• Kelowna and District Branch	Christmas Bureau of Edmonton	Essex Region Conservation Foundation
Big Brothers of Greater Vancouver Foundation		CHU Sainte-Justine Foundation	Extend-A-Family Waterloo Region



## Accredited Organizations (Continued)

FearIsNotLove	Help Lesotho	Lakeridge Health Foundation	Northwestern Alberta Foundation
Feed Nova Scotia	Himalayan Life Canada	Les YMCA du Québec	Oak Park Neighbourhood Centre
Fighting Blindness Canada	HIPPY Halton Home-Based Program Inc.	Let's Talk Science	Ottawa Humane Society
First United Church Community Ministry Society	Hope Air	Lions Foundation of Canada Dog Guides	Outside Looking In (OLI)
Fondation de l'Université du Québec à Trois-Rivières	Hospice Palliative Care Ontario	LiveDifferent	Ovarian Cancer Canada
Fondation du cancer du sein du Québec	Hospice Wellington	LOFT Community Services	Oxfam Canada
Food Bank of Waterloo Region	Humane Canada	London Health Sciences Foundation	Parkinson Canada
Food Banks BC	Humanitarian Coalition	Lung Health Foundation	Pathways to Education Canada
Food Banks Canada	Humber River Health Foundation	Make A Change Canada	Peace Arch Hospital and Community Health Foundation
Fred Victor	Imagine Canada	Manitoba Museum	People Ensuring Animal Care Exists (P.E.A.C.E.)
FuseSocial Wood Buffalo	iSisters Technology Mentoring Inc.	March of Dimes Canada	Physically Handicapped Adults' Rehabilitation Association (PHARA)
Good Neighbours Active Living Centre	Islamic Family and Social Services Association	McGill University Health Centre Foundation	Plan International Canada
Graceland Africa Mission	Islamic Relief Canada	Medicine Hat Family Young Men's Christian Association	PLEA Community Services Society of BC
Grandview Children's Foundation	Jack.org	Mercy Ships Canada	Praxis Spinal Cord Institute
Habitat for Humanity Camrose	Jim Pattison Children's Hospital Foundation	Milton Community Resource Centre	Pulmonary Hypertension Association of Canada
Habitat for Humanity Canada	John Howard Society of Canada	Moorelands Community Services	Punjabi Community Health Services
Habitat for Humanity Niagara	John Howard Society of Ontario	MS Canada	QEII Health Sciences Centre Foundation
HAE Canada	John Howard Society of Waterloo-Wellington	Multicultural Association of Wood Buffalo	Queensway Carleton Hospital Foundation
Halton Women's Place	Junior Achievement of Central Ontario	Muscular Dystrophy Canada, National Office	Regina & District Food Bank Inc.
Hamilton Community Foundation	JVS Toronto	Muslim Social Services Waterloo Region	Regina Transition House
Hamilton Health Sciences Foundation	Karis Disability Services	Myeloma Canada	Reh-Fit Centre
Health Partners International of Canada	Kids Help Phone	National Service Dogs	Reh-Fit Foundation
Healthy Families Healthy Futures	KidsAbility Foundation	Niagara Community Foundation	Renew Crew Foundation
Heart and Stroke Foundation of Canada	Knowledge Network	Niagara Health Foundation	Rick Hansen Foundation
Hearthstone Community Group Inc.	La Passerelle-I.D.E.	Northern Lights Health Foundation	
	Lake Simcoe Conservation Foundation		

## Accredited Organizations (Continued)

Rideau Valley Conservation Foundation	Special Olympics Ontario	The Winnipeg Foundation	Woodstock Hospital Foundation
Ronald McDonald House Charities Canada	Spinal Cord Injury Ontario	The WorkPlace Group	World Animal Protection Canada
Ronald McDonald House Charities Toronto	St. Andrew's Residence, Chatham	Threads of Life	World Vision
Royal Alexandra Hospital Foundation	St. Boniface Hospital Foundation Inc.	Toronto Public Library Foundation	WWF-Canada
Royal Ontario Museum Governors	St. Joseph's Health Care Foundation of London	United for Literacy	Yarmouth Hospital Foundation
Royal University Hospital Foundation	St. Joseph's Health Centre Foundation Guelph	United Way Elgin Middlesex	YMCA - YWCA of Winnipeg
Sage Seniors Association	St. Joseph's Healthcare Foundation, Hamilton	United Way Greater Toronto	YMCA BC
SARC	St. Leonard's Place Peel	United Way Halton & Hamilton	YMCA Calgary
Sarnia Community Foundation	St. Thomas Elgin General Hospital Foundation	United Way of Fort McMurray	YMCA Canada
Sarnia Lambton Rebound: A Program for Youth	Stephen Lewis Foundation	United Way of Greater Moncton & Southeastern NB Region Inc.	YMCA Northumberland
Saskatoon City Hospital Foundation Inc.	Stollery Children's Hospital Foundation	United Way of Prince Edward Island	YMCA of Brandon
Save a Child's Heart Canada	Sunshine Coast Foundation	United Way Winnipeg	YMCA of Central East Ontario
Save the Children Canada	Tamarack Rehab Inc	University Hospital Foundation	YMCA of Greater Saint John Endowment Fund Inc.
Scleroderma Canada	Terra Centre for Teen Parents	Vancouver Foundation	YMCA of Greater Toronto
Search & Rescue Society of British Columbia	The Canadian Council of Churches	Vancouver Pride Society	YMCA of Hamilton/Burlington/Brantford
Seva Canada	The Humane Society of Kitchener Waterloo & Stratford Perth	Vantage Point	YMCA of Lethbridge
SickKids Foundation	The Jane Goodall Institute of Canada	Ve'ahavta	YMCA of Oakville
Siloam Mission	The Lighthouse for Grieving Children	VGH & UBC Hospital Foundation	YMCA of Regina
Sinai Health Foundation	The Primate's World Relief and Development Fund	Victoria Foundation	YMCA of Simcoe/Muskoka
Société canadienne de la sclérose en plaques division du Québec	The Salvation Army in Canada	Visions of Independence	YMCA of Southern Interior BC
South Okanagan Women in Need Society	The Spark of Hope Foundation	VolunteerConnector	YMCA Southwestern New Brunswick
South Winnipeg Family Information Centre Inc.	The Stop Community Food Centre	Welcome Hall Mission / Mission Bon Accueil	Youth and Philanthropy Initiative Canada
Southlake Regional Health Centre Foundation	The Vanier Institute of the Family	West Island Community Shares	Youth Science Canada
	The Vitanova Foundation	West Park Healthcare Centre Foundation	YWCA Lethbridge and District
		Whistler Community Services Society	YWCA Metro Vancouver
		Women's College Hospital Foundation	YWCA Regina

## Annual Report 2023: Building Momentum as a Collective

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