



# 2021-2022 Annual Report

OUR YEAR IN REVIEW

June 29, 2022

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# Board Chair Reflections

## CHRISTOPHER GOOGOO

After nine years on the Board, this fiscal year was my first serving as Chair of Impact Organizations of Nova Scotia (IONS). Having been part of the evolution of the organization from the Community Sector Council of Nova Scotia to IONS, I'm excited about the new direction and the work underway to recognize the expertise and value of people across the Community Impact Sector.

In November 2021, the IONS Board and staff team gathered at Windhorse Farm to deepen our relationships and shared commitment to our work. Meeting on the land and centering relationships helped us start in a good place and rethink traditional ideas about working. There is much work to be done across the sector to reimagine governance and how we work toward positive impact in communities. I'm proud of the commitments to JEDDI and challenging the status quo that we have made at IONS.

It has certainly been a busy year for the organization as IONS leans into new learning, initiatives, and opportunities for the sector. Over the next year, we'll be evaluating the last few years and developing our next organizational strategic plan. I look forward to reflecting on feedback received about what's resonating and what's needed in the years ahead.

I want to thank our funders at the Nova Scotia Department of Labour, Skills and Immigration (LSI), and Communities, Culture, Tourism and Heritage (CCTH). They have been supportive of the strategic priorities at IONS and are making a difference in the sector and our communities through their investments.

I also want to thank the IONS staff team and my co-Directors on the Board for their efforts over the past year.



**CHRISTOPHER GOOGOO**  
*IONS Board Chair*



# Executive Director Reflections

ANNIKA VOLTAN

We entered the 2021-22 fiscal year last April as the Community Sector Council of Nova Scotia and finished as Impact Organizations of Nova Scotia, or IONS. This identity shift reflects many conversations as a team and with the people across the sector about current priorities and future needs. It represents an intentional move away from old paradigms of charity, toward recognition of the value and contributions of the people and organizations that IONS supports.

Over the past year, we focused on several foundational pieces of work based on evidence of what's needed to help Nova Scotia's impact organizations thrive. We launched our [Learning Framework](#) and [Theory of Change](#), which will serve as guiding frameworks for our efforts going forward. As part of our rebranding project, we refined our vision, mission and values and launched a new web site to share information about the sector. We offered many learning opportunities for the sector, held spaces for connection and relationship development, and increased understanding of the sector through a variety of research projects.

We've achieved a lot to be proud of – and we learned a lot along the way. As part of our internal JEDDI (Justice, Equity, Decolonization, Diversity, and Inclusion) work and commitment to developing a healthy workplace, we're leaning into tough conversations about our biases and blind spots, and the harm they cause. Burnout is a top issue affecting the sector that we're not immune to – we're working at getting better at focusing our efforts for the greatest impact and taking steps to prevent work overload. In the year ahead we're piloting a 4-day work week and look forward to sharing the learnings it generates.

None of what we do would be possible without the incredible IONS team. I want to personally thank the current team and those who moved on to other opportunities over the past year (Emma Beukema, Fahima Ahkter, and Karen Mutyabule). Each person has brought passion and vision for a more equitable and just society and has contributed to positive impact through their work at IONS.

I also want to acknowledge and thank the IONS Board of Directors. Without the dedication of volunteers like them, this sector wouldn't exist. I'm grateful for their leadership and support throughout the past year.

Finally, to the people working and volunteering across the sector – you are inspirational. Thank you for all that you do to improve lives across our province.



**ANNIKA VOLTAN**  
*Executive Director*

# IONS Staff Team

## MEET THE TEAM

Our team is dedicated to co-creating a culture where we can show up as our full, authentic selves. We value distributed leadership, lifelong learning, different ways of working and knowing, and lived experience. We are passionate about our work and the organizations we serve, and we aim to practice our values of abundance, courage and trust, and to hold radical generosity for ourselves and each other in our work.



**Annika Voltan**  
Executive Director



**Nicole Cammaert**  
Director, Learning & Sector  
Development



**Lydia Phillip**  
Communications Manager



**Wyatt White**  
Reconciliation in Action Advisor



**Reg Manzer**  
Research & Evaluation Manager



**Alexandra Theroux**  
Operations Manager



**Abdou Kanteh**  
Director, Strategic  
Communications & Research



**Jody Nelson**  
Learning & Engagement Manager

## Thank You

Past team members who  
have moved on to new  
opportunities



**Emma Beukema**  
Director, Learning & Innovation



**Karen Mutyabule**  
Learning & Engagement  
Coordinator



**Fahima Akhter**  
Social Media & Event Coordinator

# IONS Board of Directors

## MEET THE BOARD

Meet the Impact Organizations of Nova Scotia's 2021-2022 board of directors.



**Christopher Googoo**

*Board Chair*



**Tim Crooks**

*Board Vice Chair*



**Sally Ng**

*Board Secretary*



**Ruby Hayford**

*Board Treasurer*



**Jayne Hunter**

*Board Member at Large*



**Sylvia Parris-Drummond**

*Board Member at Large*



**Corey Mattie**

*Board Member at Large*



**Sylvia Gawad**

*Board Member at Large*

**Thank  
You**



**David Jaques**

*Past Board Treasurer*

# About Us

## IMPACT ORGANIZATIONS OF NOVA SCOTIA

Located in Mi'kma'ki, Impact Organizations of Nova Scotia (IONS) connects, supports, and advocates for Nova Scotia's Community Impact Sector. Celebrating 10 years of promoting a healthy, sustainable sector, IONS (formerly the Community Sector Council of Nova Scotia) is one of 14 Industry Sector Councils funded by the Nova Scotia Government Department of Labour, Skills, and Immigration (LSI). In service of the Community Impact Sector, IONS' role is to address sector workforce challenges, to build capacity within organizations, and to increase access to expertise, opportunities, and resources. IONS provides skill building and learning opportunities, network connections, and support for impact organizations.

Over the past few years, our focus has evolved and expanded to fully embrace our role championing the Community Impact Sector— voicing and amplifying the vital services and work of impact organizations. With systemic issues and major social challenges facing those living in Nova Scotia, we recognize the crucial and urgent need for a more just, equitable, and community-driven approach to re-envisioning our society. IONS is more determined than ever to highlight the need for the Community Impact Sector as a balancing force for social good and positive change.



### OUR MISSION

To champion and build the capacity of Nova Scotia's impact organizations. We move collectively in unwavering pursuit of healthy, vibrant futures for all communities, people, the land, and living beings.

### OUR VISION

A dynamic and influential Community Impact Sector that is valued for its visionary, bold and brave contributions toward a decolonized, just and equitable Nova Scotia.

## Our Values

### ABUNDANCE

We reject scarcity mindsets and capitalist notions of individualism that promote the hoarding and exploitation of resources. We embrace the themes of Ubuntu (I am because we are) and Msit No'kmaq (All My Relations), striving to work in ways that are communal, celebratory, and radically generous.

### COURAGE

We are willing to fail forward as we boldly venture into new territory, challenging colonial ideologies and approaches and modeling different ways of existing together. We hold ourselves, the organizations we serve, and our systems accountable for change.

### TRUST

We are intentional in centering community and prioritizing relationships to understand the evolving nuances of humanity and intersectionality. We strive to create the conditions for everyone to show up as their full, authentic selves to ensure that the voices of those with lived experience inform and lead our work.



## A New Brand Identity

### 2022 REBRAND STRATEGY

2022 marked the 10-year anniversary since the organization was established as the Community Sector Council of Nova Scotia (CSCNS). Over the past few years, CSCNS underwent an extensive strategic planning and restructuring process to better align with the sector's priorities.

There is a crucial, urgent need for a equitable, decolonized and community-driven approach to re-envisioning our society. The sector is at a pivotal point in time. In the spring, we embarked on a journey to capture the new direction and momentum of the organization with a new brand identity. The process involved extensive stakeholder and community engagement throughout, which identified the need to change the narrative to communicate the diversity, vibrancy, and impact of the sector.

When considering all possibilities for the new brand, we wanted to embody the value and diversity of the sector. This led us to Impact Organizations of Nova Scotia (IONS). We were intentional about moving to "impact organizations" and away from "non-profits," as we wanted to celebrate the abundance of the Community Impact Sector, instead of speaking from the deficit-lens of 'Not-for-profit.'

This reframe and narrative shift also represents all organizations regardless of their legal registered status, connecting the sector under the unified purpose of impact. The new logo is a nod to the uniqueness and diversity in the sector, constructed of many inviting, energizing colors and shapes. The logomark symbols can also be broken apart and used in creative ways to represent the different sub-sectors. The form is reminiscent of modular building blocks, which represents connectedness: bringing together the individual parts to make a cohesive whole. Lastly, the symbols also spell the IONS acronym.

“*Congratulations on the rebranding and your advocacy for our sector. I am so excited to see this shift. I have been passionate about this change for many years now and have been using the impact organization description.*”

A major accomplishment for the organization, this transition to IONS represents a major step in our own re-imagining process, as we advocate for the narrative shift of the sector's perceived value and continue working toward systems change.



**Impact Organizations  
of Nova Scotia**

# JEDDI

## OUR JEDDI STATEMENT

As a sector in service and in care of people, the land, and all beings, we strive to make a positive impact. All too often, we are trying to make change in and through systems that are designed in ways that do not consider the intersectionality and diversity of all beings. Understanding that how we work, where power is held, and what we place value on is a product of colonialism and capitalism, we have begun the hard and continuous process of unlearning, decolonizing, and being actively anti-racist.

In this endeavour, we have prioritized learning and capacity building organizationally and for the sector. Part of our internal work began with defining Justice, Equity, Diversity, Decolonization, and Inclusion (JEDDI) and identifying our commitments to this work.

This fiscal year, we launched the Black History Learning Journey and continued the Decolonization Learning

Journey with a fourth series. The first two series of the Black History Learning Journey had 9 online webinars and 3,415 registrants who learned about the historical and current Black lived experience in Nova Scotia. The Decolonization Learning Journey in its 4th series, held 3 online webinars with 1,659 registrants and focused on creating authentic relationships between the sector and Indigenous Peoples so that we can create a way forward, together.

We recognize that this commitment to JEDDI, is necessary to shape an equitable society that prioritizes well-being and belonging for all. For this reason, our JEDDI work does not end with our learning series but is the thread woven through the fabric of all that we do at IONS. We realize there is still much to do, but we are proud of what we have accomplished so far, and we are excited for the continuation of this necessary work in the coming year.

## HOW WE DEFINE JEDDI

### DECOLONIZATION

The act of dismantling systems rooted in colonialism that hold and hoard power in a capitalist, white-settler state. Deconstructing systems that perpetuate violence, exploiting people and the land; and reimagining a society that honours different ways of being and knowing where all people and the planet can thrive. Decolonization is at the centre of advocating for justice, equity, diversity, and inclusion:

#### JUSTICE:

Critically examining systems with a trauma-informed lens and rebalancing power so that harm can be reduced, repaired, and prevented. This requires challenging systems that place the blame on individuals and communities that are being systemically targeted and failed.

#### EQUITY:

Redistributing where power is held and reattributing value to non-colonial ways of being and knowing to ensure conditions for self-determination and wellbeing are met for all.

#### DIVERSITY:

Intentionally placing an equitable valuation on First voice and lived experiences to ensure equal participation. This means taking responsibility in eradicating the way our ecosystems have been built and maintained to exclude.

#### INCLUSION:

Celebrating all intersecting identities, abilities, and needs with a commitment to ensuring that everyone can thrive as their whole selves while feeling welcomed, safe, and able to lead, engage, and contribute in a way that is meaningful for them.

# Our Theory of Change

## OUR "WHY"

The development of the [IONS Theory of Change](#) was a major accomplishment for this fiscal year, as it is a visual representation of our long-term, visionary goals. Every theory of change is based on a bedrock of the organization's purpose, beliefs, and values. It was important for ours to envision a thriving Community Impact Sector, to have a JEDDI focus, and to outline our assumptions about the systems change and societal prerequisites that will support our theory of change.

A theory of change is an organizational compass that offers a path toward the impact we are seeking to make. Our "why" – [Equity, wellbeing and belonging for all](#) – is our North Star and the reason behind the work we do.

Our sector is vast and diverse; including everything from food banks to local theatres to women's shelters. The past two years have been transformative for communities across our province as we battle COVID-19 and the longstanding inequities and racism which the pandemic has only exacerbated. Throughout it all the Community Impact Sector has continued to provide essential support to our most vulnerable communities, often in the absence of sufficient resources, influence, or capacity. Strengthening this critical sector is essential for achieving our vision.

Inspired by our research, conversations with the sector, and what we heard from those engaged in community impact work, IONS' Theory of Change is a mosaic of what will be achieved by creating a valued, thriving, and well-supported Community Impact Sector in Nova Scotia.

To get there, we work in coordinated, collaborative ways alongside our sector and across other sectors. Our theory of change focuses on IONS' role in this broader vision and how our actions play a part in the society we want to see.



Illustrations by Alexandra Theroux

For the full presentation and description of the IONS Theory of Change, please visit our website [here](#).

“The traits that make up leadership in my culture are not the same as the traits of leadership in a white, Eurocentric culture. They're different. I think we can find different ways to define leadership, what it means to us.”

**Elder Jane Meader**  
BACS & MED

# Learning Framework

## CAPACITY BUILDING

A major milestone for IONS this year, was the development of the Learning Framework, which outlines our approach to capacity building for the Community Impact Sector. Based on our research, IONS' approach is grounded in a foundational understanding that to increase impact, we must nurture the skills needed to develop learning organizations through:

- healthy workplaces
- innovation for systems change
- managing sustainable operations.

In 2021, we conducted an extensive sector engagement process to assess where to focus our capacity building efforts. Conversations were held and feedback was collected through a variety of methods to help us understand the current capacity needs, what obstacles the sector is facing, the root causes and barriers to impact, and how IONS can help the sector address complex issues. Based on what we heard, we were able to identify fundamental sector challenges, desired learning themes, and key characteristics that increase organizational impact. This insight informed our Learning Framework and our approach to capacity building for the sector over the next few years (detailed in the reports accessible below).



*Keep doing this excellent work. I really appreciate all that the team at CSC does to offer these programs.*

### Participant

Building Burnout Resiliency Series

Based on the content, we use a variety of learning approaches, implementing a mix of training methods and delivery to ensure there's multiple ways to engage based on individual needs and time including: live, virtual webinars and workshops for larger group participation; cohort-based programming for experiential learning and peer-to-peer interaction for more complex topics; and communities of practice for learning that would benefit from ongoing support, collaboration, and access to mentors and peers.

Using the Learning Framework, IONS has developed programs, events, and supports for the sector that align with the themes in our strategic priorities.



# Year in Review

## 2022 BY THE NUMBERS

Now in the second year of our three year strategic plan and in the second year of the global pandemic, has focused on building internal knowledge, sectoral capacity, and learning opportunities. Where physical distancing has prevented the ability to collaborate in person, IONS has continued to offer virtual programming and resources to support the sector throughout these uncertain times.

### Events

- Decolonization Learning Journey Series 4
- Black History Learning Journey Series 1 & 2
- ED Connections on Re-imagining Productivity and Failing Forward
- Building Burnout Resiliency
- NS Non-profit Coalition Open Forum
- Sector Transformation Salons
- Fall Gathering
- Capacity Building Sessions

### Activities

- Launched the Learning Framework
- Launched the 2022 State of the Sector Survey
- Launched the Theory of Change
- Rebranded from CSCNS to IONS
- Developed an Evaluation Framework
- Created a new database of Impact Organizations province wide
- Developed a Network Map and Dashboard
- Emerging Leaders Training Program
- Continued to provide a sector-wide EFAP
- Students in Residence Program
- Change Management Program for Black and Indigenous Leaders
- Current and Emerging Leader Training Program
- Strategic and Operational Planning Program

“IONS has provided many opportunities for non-profit organizations and in particular the organization that I am employed with, since the beginning of the COVID pandemic. The various webinars and zoom learning sessions have been extremely beneficial... and I have met so many wonderful individuals working in similar positions, struggling with similar issues. Thanks!”

# 96

Total Events. Some programs included multi-event sessions (i.e., 10-week cohorts and 2-part pilots).

# 7158

Total Registrants across all 96 events. This includes webinar participants, cohort attendees, and more.

# 581

Total EFAP Subscribers from 24 unique Organizations in the Sector. Includes Part- and Full-time employees and volunteers.

# 433

Survey Respondents. Combined total from the State of the Sector (253) & Stakeholder Consultation Survey (180).

# Educate & Innovate

## STRATEGIC PRIORITY #1

The first strategic priority has been to provide the sector with the tools, skills, and knowledge to build a flexible and diverse sector that will thrive in today's digital economy. Through the process of developing the learning framework we have become intentional in our efforts to provide a combination of virtual events and programming based on the sector's needs.

# 61

Events

# 6771

Registrants

## HEALTHY WORKPLACES

Under the pillar of healthy workplaces, we offered opportunities for organizations to learn how to navigate conflict at work and how to create psychological safety for staff and volunteers. A suite of facilitators provided training on bystander intervention, unconscious bias, trauma informed workplaces. A theme that keeps arising is around fatigue and burnout. While highlighted by the pandemic, burnout has been a consistent issue identified by the sector. For this reason, we created two offerings of our Building Burnout Resiliency series. The first was a 5-part series tailored to Executive Directors hosted an average of 55 leaders per session. The second 6-part series, open to all, saw an average of 130 registrants per session, also interested in learning strategies for navigating burnout.

## SUSTAINABLE OPERATIONS

Under the pillar of sustainable operations, the focus was to build the foundational operational capacity of impact organizations. We offered 5 two-part capacity building workshops on evaluating impact, planning for uncertainty, influencing policy decisions, psychological safety, and collaboration and partnerships. We also provided learning on how to create high performing boards through our good governance series. Additionally, we partnered with Ian MacDonald to provide a 10-week Strategic and Operational Planning cohort.

The challenge of replacing senior leaders over the next decade is a great concern for the sector. To develop the next generation of leaders, IONS launched a 10-week Leadership Cohort Program for new or emerging leaders. As part of our JEDDI commitments, we partnered with ProSci to offer a 10-week Change Management cohort specifically for Black and Indigenous leaders hosting 24 leaders (the maximum group size). The program focused on supports for leading in these swiftly changing times, coupled with the realities of financial and human resource deficits. The feedback was incredible with leaders reporting feeling much better equipped to handle the constant change affecting their work.



*I'm just so happy that we have organizations like yours! Not only do you bring legitimacy and rigor to this sector, but you've also offered excellent capacity-building and learning opportunities for those within it. Thank you x 10000!*

### Participant

Learning Programs



# Collaborate & Activate

## STRATEGIC PRIORITY #2

The focus of the second strategic priority is to facilitate, support and activate connections within the Community Impact Sector. The goal is to encourage collaboration between impact organizations, government, and private sector to affect change. The emphasis on networks led to the development of programs and events specifically designed to foster deeper relationships and long-lasting connections.

Due to both COVID gathering restrictions and the desire to create a more intimate learning experience, the Fall Gathering convened 26 people from Indigenous, Black, and settler backgrounds for three days at the Tatamagouche Centre in September 2021. This Gathering was not about thinking outside the box, but rather thinking and being together inside the circle – committed to weaving our stories and gifts, committed to learning, listening, and acting together.

8  
Events

120  
Registrants

“My aspiration is to find a way to improve our [Indigenous] relationship with our Black brothers and sisters. Because I believe there's a lot of common issues. And I'm sure collectively our voices will be amplified. The more that we are apart, the less effort we can apply to whatever objective we have.

**Elder Albert Marshall**

Honorary Doctor of Letters, and Mi'kmaw  
Spiritual Leader

### HEALTHY WORKPLACE CULTURES

Under the pillar of healthy workplace cultures, we re-branded ED Networks to ED Connections and offered a number of virtual discussions. The space is hosted for and by Executive Directors to help facilitate relationships and peer-to-peer learning. The sessions were designed for leaders to share issues that are top of mind, connect and collaborate within the sector, and to provide a safe space for personal reflection and sharing of experiences.

### SYSTEMS CHANGE

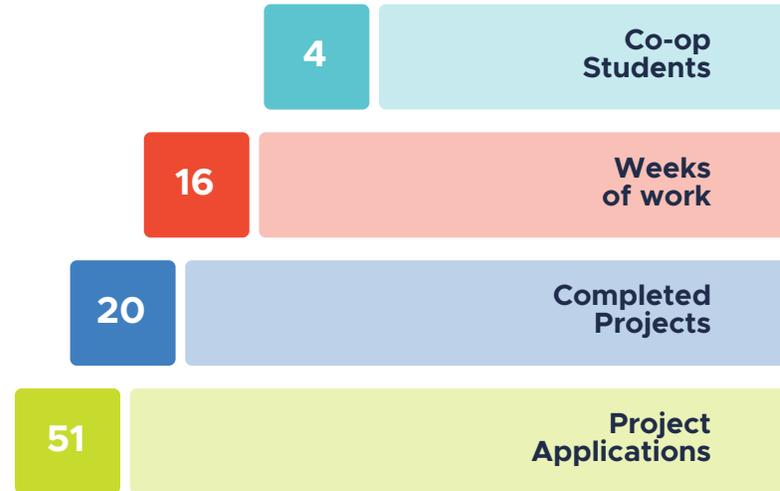
Building on our JEDDI Learning Journeys, we hosted a conversation in the Spring of 2021 with a number of community partners and Elders to imagine what a fall gathering could look like. Together we named core values to shape a Fall Gathering that prioritizes relationship-building, celebrates one another's work and gifts, and explores leaning into challenging questions and conversations such as: how do we support ourselves and others to lean into some of the uncomfortable learning and conversations that are needed for real change to happen, how do we build bridges between generations and communities, what does leadership mean in a decolonial mindset and where are the opportunities to reauthor dominant narratives about leadership?



## SUSTAINABLE OPERATIONS

Another successful initiative under this priority was an innovative pilot program: Students in Residence. There was an identified need for skillsets in marketing, IT, website development, social media, and content creation within the sector. Aligned with our commitment to attracting the next generation, we sought to respond to this need through hiring post-secondary students to gain exposure to and experience in the sector. Accessing co-op students involves navigating application processes, obtaining grants, managing payroll, onboarding, supervising, and final reporting – which is a barrier for organizations that are often stretched thin. Additionally, not all organizations require student support for a full term.

Understanding this need, IONS managed the applications, payroll, supervision, and project management for two website and content development co-op students and two digital content and social media co-op students. In total 51 organizations submitted short-term projects based on the skill sets, and 20 of these were completed for the sector. The co-op students were assigned projects for different organizations, including website design, SEO optimization, communications plans, social media strategies, and copy development. An innovative approach to funding and collaboration, addressing issues of labour supply, and skill shortages, this pilot project was viewed as a great success for organizations who received student support.



*Whatever gathering we have, if it's one of humility and grounding in the place and in the circle, then you just feel this strong network, you feel like you can share some difficult things.*

**Participant**

Fall Gathering & Setting the Ground



Our 2021 Community Students in Residence clockwise from top left:

- Saiz Charolia - Website & Content Development
- Fahima Akther - Digital, Content, and Social Media Lead
- Nhi Ly - Website & Content Development
- Brenna MacDonald - Digital, Content, and Social Media

# Advocate & Celebrate

## STRATEGIC PRIORITY #3

Under this strategic priority we are celebrating the work that is being done to enact positive change and to give voice to the sector. Part of this celebration and advocacy work comes from the activities around understanding and listening to our sector directly, so we can advocate from a place of knowledge, supported by irrefutable data from the sector.

Survey Respondents

253

Regular Newsletters

22

Blog Pieces

8

Evidence-Based Articles

4

## SYSTEMS CHANGE

One of the major accomplishments of this year was the development and launch of the second State of the Sector Survey. This survey expanded from the first version released in 2020 to include additional questions related to labour market information as part of a cross-sector [labour market information project](#) led by the Association of Industry Sector Councils (AISC). The survey was distributed via email through the IONS distribution list to about 2,000 organizations.

While the total number of survey respondents was lower than the previous one, the information gathered and the updates to our internal distribution list was invaluable. Additionally, we were able to ascertain that approximately 70% of the leaders of organizations who responded knew about IONS, and 41% of those leaders were engaging directly with us, primarily through newsletters and networks. The survey insights are vital for our work going forward to understand how we can better engage the sector through various channels and mediums to bring awareness to the supports we provide.

Another major accomplishment for this strategic priority was the development of our Community Impact Sector database, and the work toward developing a Sector Network Map and Data Dashboard. This fiscal, we contracted a local firm to verify the number of registered non-profits and charities in the province using information from the Canada Revenue Agency, Statistics Canada, and the Nova Scotia Registry of Joint Stock Companies. Using this new database, we coded 7,562 impact organizations using 11 sub-sector areas of activity.

To be launched in June 2022, the Sector Network Map provides a geographical registry of all registered charities and nonprofits in Nova Scotia. The first of its kind, users will be able to look at any part of the province and find local organizations and identify what issues they are working to address. Additionally, we are developing the Community Impact Sector Data Dashboard, an interactive tool that will visually represent the recent data from both the 2022 State of the Sector Survey and Statistics Canada. It will show key sector trends in the workforce, funding, and JEDDI, with each page able to display filtered data by sub-sector activity. With new ways to engage with data and better understand the Community Impact Sector, we're excited to be launching these tools in the coming fiscal year.



We also continued the work of the [Nova Scotia Nonprofit COVID-19 Coalition](#), which was originally founded as a response to COVID-19 in early 2020. A group of organizations collaborated to share provincial resources and to help the Community Impact Sector navigate the pandemic and stimulate ideas for new ways of working. The coalition model has gained momentum and the efforts have since expanded, operating as working group to develop strategies for sector transformation, ideation, and integrated problem solving for issues facing the sector.

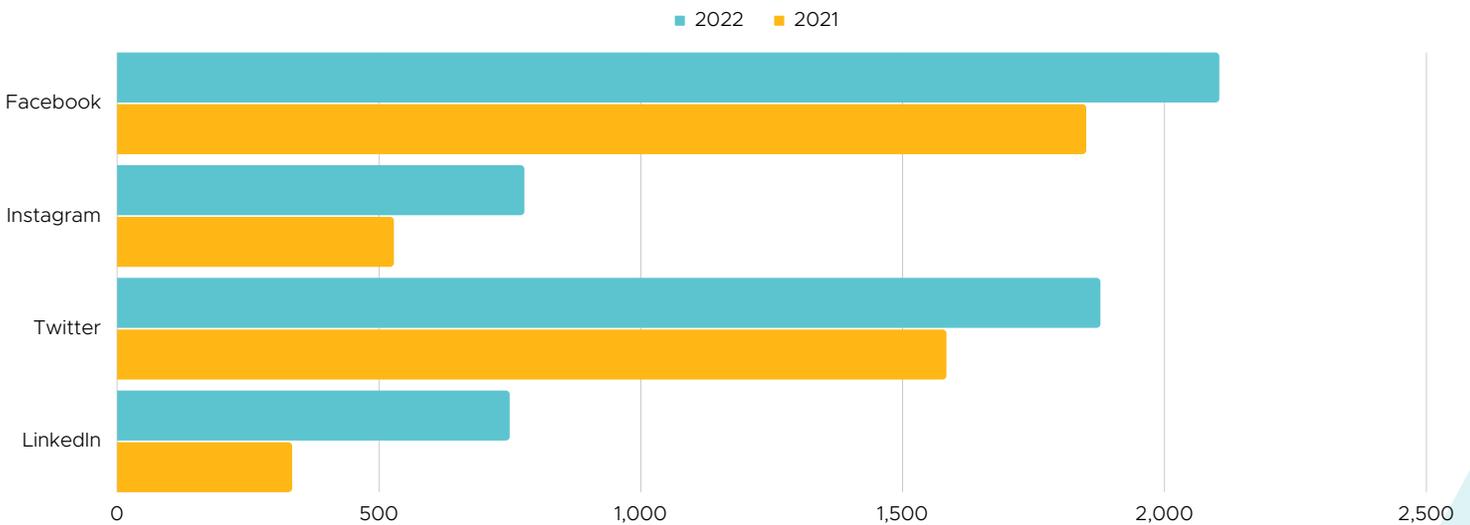
IONS, United Way, and the Community Foundation of Nova Scotia have been instrumental in supporting the Coalition’s efforts. There is a shared belief in the power of working together toward a collective vision of wellbeing and equity for all. While in early stages of its next iteration, the Coalition is currently focused on identifying opportunities for transformative systems change that will result in a more sustainable and impactful sector, and we are looking forward to continuing this work in the upcoming year.

As a part of our commitment to celebrating the sector, we have been actively engaging the sector through our social media channels. This year we saw a significant increase in our social media platform followers. With a focus on centering the voice of the sector, we are excited to continue to use these platforms to recognize the immeasurable value brought by impact organizations across Nova Scotia.

“Keep amplifying and doing what you are currently doing for disruption of the sector to build a brighter future.”



**Total Followers by Social Media Platform 2022-2021 Comparison**



# Financial Overview

## STATEMENT OF OPERATIONS

	FY22	FY21
	\$'000	\$'000
<b>REVENUES</b>		
Government Grants	970	520
Special Project	31	3
Employee Assistance Program	18	10
Online Learning	-	18
<b>Total</b>	<b>1020</b>	<b>552</b>
<b>EXPENSES</b>		
Amortization	3	1
Bad Debts (recovery)	-	(0.5)
Customized Learning	-	1
Dues and Fees	17	8
Insurance	2	2
Interest and Bank Charges	1	2
Marketing and Promotion	7	2
Occupancy	26	3
Office	12	20
Professional Development	4	5
Professional Fees	414	173
Salaries and Wages	489	336
Travel	29	2
Utilities	7	3
Website	-	0.1
<b>Total</b>	<b>1011</b>	<b>559</b>
<b>Surplus (Deficit)</b>	<b>9</b>	<b>(7)</b>

## STATEMENT OF FINANCIAL POSITION

### ASSETS

	FY22	FY21
	\$'000	\$'000
<b>CURRENT</b>		
Cash	766	1009
Accounts Receivable	25	22
HST Recoverable	27	14
Prepays	3	0.5
<b>Total</b>	<b>821</b>	<b>1046</b>
<b>LONG TERM</b>		
Capital Assets	2	2
	2	2
<b>Total</b>	<b>822</b>	<b>1048</b>

### LIABILITIES

	FY22	FY21
	\$'000	\$'000
<b>CURRENT</b>		
Accounts Payable and Accrued Liabilities	127	23
Deferred Revenue	568	906
<b>Total</b>	<b>694</b>	<b>929</b>
<b>NET ASSETS</b>		
Unrestricted	128	119
	128	119
<b>Total</b>	<b>822</b>	



## Looking forward

### 2022 AND BEYOND

This year has been an exciting year of change for our organization, with a new identity and a renewed focus on building capacity both in the organization and within the sector. We have taken time to reflect deeply on our commitments and our role in contributing to the conversation around Justice, Equity, Decolonization, Diversity, and Inclusion - and have explored new ways of collaboration for systemic change

We have hosted a record number of events, conducted the second iteration of the State of the Sector Survey, and created multiple collaborative networks for peer learning. We are looking forward to hosting in-person events again, and being in conversation directly in the communities we seek to serve.

Looking to the future, we are committed to listening, learning, and advocating with community. Sector transformation will require coordinated and collaborative processes with a community-centered approach. The upcoming year will be another of continued growth as we focus our efforts on continuing to build our internal capacity for research, strategic communications, and programming. We are intentional about developing collective knowledge of the Community Impact Sector, and making it accessible through learning programs, interactive tools, impact stories, and other offerings.

Our team is committed to reimagining ways of working, knowing, and being in this space together. There is a feeling that as a sector we are at a turning point, and IONS is excited to continue this work, in collaboration with impact organizations and partners across the province, toward a just and equitable society that prioritizes wellbeing and belonging for all.



Impact Organizations  
of Nova Scotia

# Thank you!

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