

2026

# ORGANIZATIONAL REPORT



Strengthening Environmental Nonprofits  
[sustainabilitynetwork.ca](https://sustainabilitynetwork.ca)

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# OUR FUNDING PARTNERS & SUPPORTERS

FUNDING PROVIDED BY:



I V E Y foundation



The Gosling Foundation

McConnell



Ideas  
Happen  
Here™

With contributions from Catherine Donnelly Foundation  
and the Sitka Foundation

We extend our sincere appreciation to all of our funding partners and supporters, individual donors, monthly givers and numerous leaders who donated their time and/or provided in kind support.

# ABOUT SUSTAINABILITY NETWORK

Sustainability Network is a charitable organization that strives to build a stronger environmental community by providing environmental leaders and nonprofit organizations with programs, services, and support, helping them to increase their capacity to lead, manage and strategize. Since our founding in 1997, we have organized numerous retreats, workshops and forums, provided relevant and timely resources to the environmental community, and facilitated learning and networking among environmental leaders.

This year we continue to implement Vision2030, a collaboration with 56 high-impact environmental NGO leaders from across Canada that defined where ENGOs want to be by the end of the decade. Our other programs include Engagement Organizing, which supports people-centered campaign approaches enhanced by technology; and Climate Solutions Innovation Forum, which highlights emerging organizations reaching new audiences through innovative partnerships.

In addition to these projects, we deliver webinars, training workshops, communities of practise, and our free monthly Digest. By providing programs which increase the effectiveness of environmental organizations, we are working toward the sustainability of our environment for future generations.



# BOARD OF DIRECTORS, STAFF & VOLUNTEER

## BOARD



**Emily McMillan**  
Chair  
Nature Canada



**Sara Krynitzki**  
Vice Chair  
Philanthropic Foundations  
Canada



**Tooba Shakeel**  
Environmental Planner  
City of Brampton



**Jasveen Brar**  
Max Bell Foundation



**Okechukwu  
Ezibe**  
WCS Canada



**Chris Rider**  
Canadian Parks and  
Wilderness Society



**Anjali Helferty**  
Canadian Association of  
Physicians for the  
Environment



**Kathleen Cadungog**  
Youth and Climate Advocate

## STAFF



**Paul Bubelis**  
Executive Director



**Jeremy Chai**  
Communications  
and Technology Lead



**James Chan**  
Bookkeeper

## VOLUNTEER



**Eshara Dabura**

# LETTER FROM THE CHAIR & EXECUTIVE DIRECTOR

We're living in a chaotic time, but the environmental NGO community remains strong—and Sustainability Network is here to help it grow even stronger. As challenges evolve, so do the opportunities, and we're committed to equipping environmental leaders with the tools, knowledge, and connections they need to succeed.

Last year, we launched Vision2030—a capacity-building initiative designed to strengthen the sector through seven new programs running at least through 2026. Shaped by the 56 members of the ENGO Leadership Team, these programs focus on four critical priorities:

- Justice, Equity, Diversity & Inclusion (JEDI)
- Truth & Reconciliation
- Technology
- Youth & Intergenerational Issues

But our work doesn't stop there. We bring people together. In 2024 alone, we engaged 8,700 individuals through 113 webinars, fostering knowledge-sharing, skill-building, and collaboration across the sector. Our reach extends even further through our widely read Digest, with nearly 20,000 copies distributed annually.

At Sustainability Network, we believe that a strong, well-supported environmental sector is key to creating lasting change. We're proud to stand with you—and we look forward to building a better future together.



**Paul Bubelis**  
Executive Director

A handwritten signature in dark ink, appearing to read "P. B.", written in a cursive style.



**Emily McMillan**  
Board Chair

A handwritten signature in dark ink, reading "Emily McMillan", written in a cursive style.

# VISION2030

Sustainability Network's Vision2030 is a multi-year program addressing four sector priorities: Truth and Reconciliation, Justice, Equity, Diversity and Inclusion (JEDI), Technology, and Youth Issues.

In July 2026, Sustainability Network welcomed Saltwater Consulting and Networked Intelligence for Development as **Vision2030 JEDI Program Associates**. Nidhi Tandon of Networked Intelligence for Development, together with Emily Yee Clare and Kira Page of Saltwater Consulting, are leading and shaping the next phase of the program.



**Nidhi Tandon**  
Networked Intelligence  
for Development



**Emily Yee Clare**  
Saltwater Consulting



**Kira Page**  
Saltwater Consulting

Apathy is Boring continues to run the **Youth-Friendly ENGO** program in 2026. This program, a combination of a webinar, workshops, organizational consultations as well as a new community of practice is designed to help environmental organizations better engage youth.



**Erika De Torres**  
Apathy is Boring

Dr. Damien Lee and three colleagues in Gimiwan Research and Consulting offer three streams of the online series **Decolonizing ENGO-First Nation Partnerships** which builds ENGO staff awareness about settler colonialism. The streams include an introductory course, an advanced course and a stream For Indigenous Ears Only. A Decolonial Ambassadors program is in development.



**Dr. Damien Lee**  
Gimiwan Research and  
Consulting



**Dr. Les Sabiston**  
Gimiwan Research and  
Consulting



**Philippe Blouin**  
McGill University



**Jocelyn Cheechoo**  
WWF Canada

# VISION2030 CONT.

The **ENGO Ethical Space Collective** is a collaboration with Chloe Dragon-Smith and Don Carruthers Den Hoed, who are helping five large conservation NGOs take a hands-on decolonial approach to organizational change.



Chloe Dragon-Smith  
BEB[A]SKI



Don Carruthers Den Hoed  
Iisaak Olam



Nicholas Buccheri  
Alcology

Work under the Tech priority in 2026 includes **Purposeful Work with AI**, a program designed to show ENGO leaders the risks and opportunities of using AI by gaining hands-on experience with tools already working for real-world mission driven professionals.

Sustainability Network also launched a partnership with Skills4Good to launch the **Responsible AI Literacy to RAI Audit programs**, focusing in 2026 on providing a Responsible AI Audit Standard, using systematic verification procedures to ensure responsible use of AI



Josephine Victoria Yam  
Skills4Good



Angelo Narciso  
Skills4Good

The Vision2030 ENGO Leadership Team (pictured below) will monitor and guide us through implementation. Join us and together we'll shape the future of Canada's environmental nonprofit community!



# CLIMATE SOLUTIONS INNOVATION FORUM

CSIF aims to engage aspiring environmental nonprofit founders as well as established ENGO leaders and shine a light on recently emerged and youth-led organizations that are doing things differently or reaching new audiences with unusual partnerships and approaches.

We highlight less traditional policy-oriented organizations as well as recently emerged culturally-focused ENGOs mostly at the fringes of the mainstream. We convene our community of ENGOs but also invite emerging social entrepreneurs and sustainability and business recent grads to join us. Through webinars, we highlight a leading social innovator every few months and inspire the ENGOs in our network to support and collaborate with these organizations and encourage them to reflect on their own approaches to social change.



# ENGAGEMENT ORGANIZING

Engagement Organizing marries traditional organizing with technology and a culture of developing leadership in others. It represents a shift away from organizations that are expert-driven toward a model that focuses on nimble, data-driven, learning organizations that place relationship building and mobilization of supporters at the heart of their work.

Our engagement organizing work was developed alongside the Gosling Foundation's Better Organizations for Nature program and includes workshops, webinars, presentations for ENGOs to learn about this practice. This work relies on the skills and talents of contracted resource people, facilitators and the leadership of the Gosling Foundation.



# WEBINARS & WORKSHOPS

The Sustainability Network provides a variety of management training and learning opportunities for the ENGO community. Training workshops are a great way to build management skills and to build important relationships. Webinars are a great way to virtually convene environmental leaders for brief learning opportunities. In many cases we are able to archive recordings of these sessions on our website so that even those unable to attend the original event can benefit.

## Recent Webinars & Workshops

Practical Leadership Skills Workshop Series with Mikhael Bornstein

Climate Action Against Disinformation (CAAD): Climate Disinformation, and What We Can DO About It (Phillip Newell, CAAD)

Ken Boessenkool on How to Talk to Conservatives About Climate (MBP Policy)

Two-Eyed Seeing in Conservation Partnerships (Joanna Jack, Plenty Canada)

Tools of the Conflict-Capable ENGO Leader (Matt McKenna)

Workshop Series on Effective and Strategic Campaigns with Montana Burgess of Mountaintop Strategies

The True Nature of Environmental Racism with Chuk Odenigbo

Aaron Freeman: Addressing ENGO Real-World Government Relations Challenges: A Three-Part Workshop Series (Pivot Strategic)

A Clash of Values? Dissecting Budget 2025 and What It Means for the Build, Climate, Nature and Environment Agenda of Canada's New Government (Tyler Meredith, MBP Policy)

Environmental Justice Implications of the Building Canada Act (Bill C-5) (Anastasia Lintner, Backloop Institute, Anna Johnston & Anya Manukyan, West Coast Environmental Law, Charlie Hatt, Climate, Tina Northrup, East Coast Environmental Law)

Networked: New Research on How Social Networks are Shaping Climate Action in Canada (David Tindall, James Boothroyd, EcoAnalytics)

# WEBINARS & WORKSHOPS CONT.

The Rise of Climate Denialism & Use of Social Media (Geoff Dembicki, DeSmog, Kevin Grandia)

ENGO Financial Practices in Relationship to Indigenous Communities (Darcy Riddell & Chelsea Martin, RAD Network, Annika Jagmohan, Environics Research)

Climate Solutions Innovation Forum - New Majority on Mobilizing Youth at Scale, Without Digital (Amanda Munday)

# SUSTAINABILITY NETWORK DIGEST

The Sustainability Network Digest is a monthly compilation that is provided free to subscribers, mostly staff of Canadian environmental NGOs. Each month we highlight our offerings and summarize the latest, most significant NGO management resources, studies and capacity building opportunities.

The Digest has been published for over 25 years and has over 1,300 subscribers, providing links to key articles, reports, toolkits, featured websites as well as our upcoming events.

The Digest provides pre-screened NGO capacity building resources to busy, issue-focused environmental leaders.

By providing resources and information relevant to the unique needs of the environmental nonprofit sector, we are building capacity and networks in ENGOs across the country. If not yet subscribed, visit [sustainabilitynetwork.ca](http://sustainabilitynetwork.ca) and sign up!



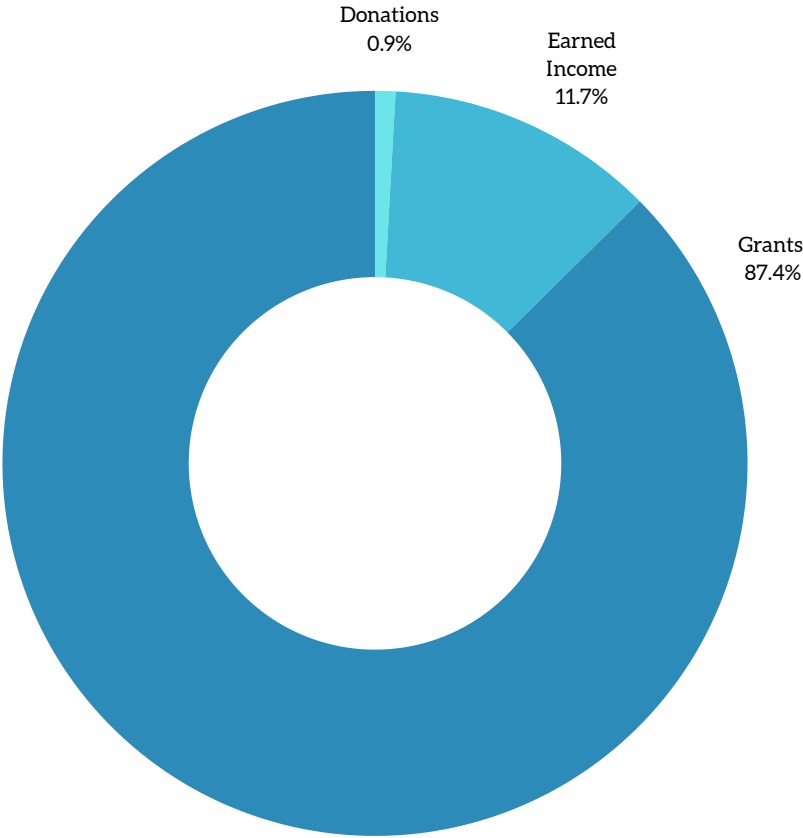
# 2025 FINANCIALS

## Revenue

|               |            |
|---------------|------------|
| Grants        | \$ 706,664 |
| Earned Income | \$94,624   |
| Donations     | \$7,141    |

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|               |           |
|---------------|-----------|
| TOTAL REVENUE | \$808,429 |
|---------------|-----------|



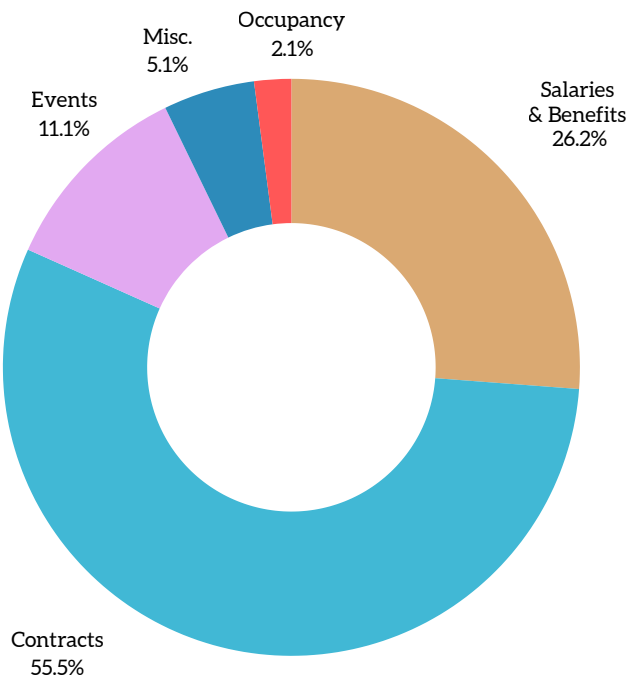
# 2025 FINANCIALS CONT.

## Expenses

|                       |           |
|-----------------------|-----------|
| Salaries and Benefits | \$206,122 |
| Contracts             | \$436,528 |
| Events                | \$87,442  |
| Occupancy             | \$16,314  |
| Miscellaneous         | \$40,320  |

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|               |           |
|---------------|-----------|
| TOTAL EXPENSE | \$786,731 |
|---------------|-----------|



# OTHER INITIATIVES

## Individual Giving

Since our first call for support several years ago, many of you have graciously donated and joined our network. As Sustainability Network grows its programs and services, we invite our friends and supporters to make a donation, big or small. A special thank you goes out to those who were able to help as monthly givers.

## Memberships

Sustainability Network is also proud to be an active member of a number of associations and networks including:

- Centre for Social Innovation
- Ontario Nonprofit Network
- US/Canada Environmental Capacity Builders Network
- Canadian Environmental Network / Ontario Environment Network
- The Canadian Coalition for Environmental & Climate Justice



# OUR COLLABORATORS

## ENGO PARTNERS

ecojustice



GREENPEACE

# COLLABORATORS CONT.



CHÚK ODENIGBO





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