



WINTER 2006
NEWSLETTER

ALTRUVEST LINK

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MESSAGE FROM KAL TOBIAS

CEO, Altruvest Charitable Services

It has been over ten months since I took on the role of CEO for Altruvest Charitable Services. During this period Altruvest has continued to grow daily. With approximately 1775 successful matches nation-wide through our BoardMatch® Fundamentals program, and 804 registered charities, we will soon exceed our 2000th match. Our BoardMatch Leaders program maintains a steady growth with over 300 participants and our newest program, BoardWorx Executive Director, has already trained more than 123 Executive Directors. Your ongoing support of Altruvest Charitable Services will continue to aid charities reach their full potential and strengthen our communities.

Altruvest has held three Governance Learning Forums, with the Honourable Mike Colle, Minister of Citizenship and Immigration, providing opening remarks for our most recent forum held on Tuesday, November 7th.

I would like to thank all of our forum speakers, who came from a variety of professional backgrounds. This included a member of a municipal Social Planning Council to the Head of Corporate Diversity for a major medical treatment, education and research centre. We received excellent feedback from our many guests and I look forward to the upcoming Governance Learning Forum in Spring of 2007.

MESSAGE FROM WILLIAM J. WIGNALL

Chair, Altruvest Charitable Services

With over 12 years of experience running technology companies from around the world, I came to Altruvest with knowledge of all the aspects – whether it is marketing, finance or development - of what it takes to be a successful organization. I have always held strong humanitarian beliefs and promoted volunteer activity in the Not-For-Profit sector.

One of the board's main focuses continues to be on the national expansion of our programs. Our BoardMatch Fundamentals program shows no sign of stagnancy with the over 1352 matches in the Greater Toronto Area and recently Volunteer Vancouver reached their 400th match. Another focal point for the board is increasing support and development for Altruvest and its programs.

On behalf of the entire board and staff, we hold immense gratitude for your continued support and contributions to Altruvest's programs. We are optimistic that with your help we can focus our attention on building valuable tools to enhance our charitable organization's capacity to give more to our communities across Canada.





A SYMPHONY WITH ORCHESTRA TORONTO

An interview with Sharyn Goldberg, Orchestra Toronto's Vice-Chair

First off, tell me a little bit about Orchestra Toronto?

We are a 51-year old symphony that, originally, started off as the East York symphony. After the amalgamation of the city we became Orchestra Toronto. We have musicians from all over the city – from Oakville to Scarborough, even all the way from Barrie – and from all age groups and occupations. Some musicians are professionals, some are amateurs - there are doctors, TTC workers, teachers, you name it.

Our audience is cross-sectional, with ages ranging from teenagers to seniors. Our goal is to make it family-oriented. We try to work around the schedule of our audience by offering shows on Sunday afternoon and at times there is a 'petting zoo' of musical instruments in the lobby for kids to try out. The length of the shows is generally an hour-and-a-half, with a 15-minute intermission. Orchestra Toronto understands we may be the first introduction to the symphony for some people. Even though we focus on classical music, we really have a very eclectic style.

Some shows throw in Broadway, Jazz and even Pop music.

What important strides has the board accomplished?

At one point in time the board was completely stagnant. Orchestra Toronto was in trouble financially, and that was when I decided to get involved with the board. We became involved with BoardMatch Fundamentals shortly after the program's conception and were the first arts organization with the program. BoardMatch Fundamentals has been such a tremendous bonus for us. We don't bring people on the board until we know what they are about and they know what we are all about. Sort of like an engagement. There is now a contract every board member must sign, that essentially states they will be good cheerleaders for Orchestra Toronto. Even though it is not a legal or binding contract it gives board members a sense of responsibility to our organization. We also maintain a form of customized commitment, where we try to fit each member into a role that will fit their

area of expertise and interest, whether it is human resources, finance or marketing.

How many BoardMatch Fundamentals' candidates are presently on your board?

Out of 17-18 board members, there are eight from BoardMatch Fundamentals and one from BoardMatch Leaders. There is a financial analyst from Canadian Tire, a VP from Scotia Insurance, a human resources consultant with her own company, a lawyer, public relations experts and even individuals who work in the government.

I can honestly say that BoardMatch Fundamentals has tremendously helped Orchestra Toronto. We are a thriving symphony and that is very uncommon for an arts organization in today's competitive markets.

If you would like to learn more about Orchestra Toronto and their performance season, please visit www.orchestratoronto.ca



IMPRESSIVE NUMBERS TO REPORT!

Our reach across the nation grows everyday!

Number of matches = 1775

Number of charitable organizations = 804



From the Peel Elder Help Annual General Meeting (L to R) Consuelo Esquivel, BMF Program Manager; Gamunu Gayasinghe, newly elected Board Member; Roman Aman, Executive Director

Volunteer Thunder Bay

BoardMatch Fundamentals program in Thunder Bay. Volunteer Thunder Bay hosted their community's first ever Speed-Matching session for local non-profits seeking new board members and enthusiastic volunteers seeking placements on these boards. Potential board candidates had the opportunity to meet and socialize with representatives from 15 charities who were in attendance.



Volunteer Vancouver

Altruvest Charitable Services would like to congratulate BoardMatch Fundamentals Vancouver on reaching their 400th match. Volunteer Vancouver continues to make great strides in terms of our National Expansion goals. Keep up the great work Volunteer Vancouver!

Volunteer Calgary

Board-matching is taking on tremendous growth spurts in Calgary with about 60% of goals reached in just eight months. Evidenced by the economic boom in Alberta, increasingly Calgary residents are signing on to charity boards. It is definitely a well-oiled sector!

SAMPLING OF CHARITIES LOOKING FOR BOARD MEMBERS

Parent-Child Mother Goose Program

Location: Toronto

Runs free programs for a variety of families in community and social service settings

Girl Guides of Canada

Location: Toronto. Looking for candidates in Toronto, Calgary, Vancouver

Empowers girls and women to be responsible citizens.

Accessible Housing Society

Location: Calgary

Creates safe, affordable, barrier-free housing for people with mobility problems

Habitat for Humanity Thunder Bay

Location: Thunder Bay

Provides decent houses in decent communities for families in need

CirKids School of Circus Arts

Location: Vancouver

Provides circus arts training for children and youth

A Commitment to Training and Employment for Women (ACTEW)

Location: Queen Street W and Spadina Avenue
Supports community-based training opportunities for women

Boys & Girls Clubs of Calgary

Location: Calgary

Provides a positive, safe place for children to learn, grow, and dream

Durham Down Syndrome Association

Location: Toronto

Improves the life for those individuals with Down Syndrome

PEACH (Promoting Economic Action & Community Health)

Location: Toronto

Supports at-risk youth and their families in the Jane-Finch community

Hagi Community Services for Independence

Location: Thunder Bay

Improves the quality of life for persons with a disability

KidSafe Project Society

Location: Vancouver

Offers safe havens for at-risk inner-city elementary school students

Epilepsy Canada

Location: Toronto. Looking for candidates in Vancouver, Calgary

Enhances the quality of life for persons affected by epilepsy

Child Find Alberta

Location: Calgary

Assists in the location of missing children



THE 2006 REDESIGN OF OUR BOARDMATCH® LEADERS PROGRAM

Altruvest is committed to offering programs that provide participants with a fresh perspective on board volunteerism. The latest version of the BoardMatch Leaders program is the second redesign since its inception in 2002. We listened to the valuable feedback our past leaders shared with us over the years to enhance the program and maximize your learning opportunities.

The Globe and Mail reported on October 10th that one of the five ways to break onto a corporate board is to "Get board experience at not-for-profit organizations...Lead the board, head a key committee or take on an important task. Playing a minor role on charitable board won't...get you noticed by the business leaders who are volunteering their time beside you."

BoardMatch Leaders is Founded on 3 Pillars of Board Volunteerism

GOVERNANCE | LEADERSHIP | MANAGEMENT

The redesigned version of the BML program is condensed into a 2-day intensive in-class program addressing key learning objectives:

- Understanding the non-profit sector and its critical role in shaping our society
- Exploring current concepts of governance and leadership
- Developing the capacity to be an effective board member within diverse environments – emphasizing small to mid-sized charities

BML PROGRAM STRUCTURE:

PHASE 1: 2-Day intensive in-class program • \$1 200*

PHASE 2: For those seeking a volunteer board opportunity

Select one of the two following options:

A. Self-Directed Board Search using web-based BoardMatch Fundamentals-BMF • Free

OR

B. Individual Board Search Support in collaboration with BML Program Manager

- \$800* for 6 months
- At the end of the initial 6 months there is an option to select an additional 3 months of Individual Board Search Support for \$500*

In keeping with our mission we encourage all participants in the BML program to apply their shared leadership skills through board involvement in their communities...the program provides you with the tools you need to act as change agents through your board when the need arises...

*The cost of the BML program is generally sponsored by the employers of the participants as part of a training/leadership development plan. Otherwise the cost of the program is incurred by the individual.

Comments from Fall 2006 BML Participants...

"The program has improved my confidence, my faith that it is possible to make a difference, no matter how small. Think small and the big will happen!"

"I feel I have a tool kit to both evaluate board opportunities and to help direct the governance of any board I serve."

"I thoroughly enjoyed this workshop – learned a lot and I will be able to add some theory to my personal insight and experience."

"The instructor, Ruth, is excellent and very engaging and informative. This is an excellent program for anybody who would like to get involved in non-profit organizations."

BOARDMATCH LEADERS PROGRAM JANUARY 2007

A leadership development opportunity for current and prospective volunteer board directors in the non profit sector...providing an innovative governance framework that leaders can use to energize their boards

2 Day Intensive In-Class Program

9:00 am – 4:30 pm each day

TUES & WED JAN 23 & 24 2007

To register for January session:

https://www.sporg.com/registration?link_type=reg_info&form_id=2383204E46

FACILITATOR: Ruth Armstrong: founder and president of VISION Management Services. Ruth is a recognized specialist in governance, strategic planning, organizational change, and conflict resolution. Instructor at the Schulich School of Business - MBA program - teaching non profit governance and accountability. Author of several published articles on non profit governance.

For additional information contact... Lynn Chambers BoardMatch Leaders Program Manager
boardmatchleaders@altruvest.org | 905-696-5138 | www.boardmatch.org



MEET ONE OF OUR BOARDMATCH® LEADERS

Gary Semplonius - Executive Director - with Bell Canada:



Gary has been a board member of Transitions for Youth (TFY) for the past two years - shortly after he began the BoardMatch Leaders program in June 2004. When Gary began with the TFY board in October 2004 he was a member of the fundraising committee and participated in a task force undertaking a feasibility study on the creation of a Youth Clinic for the organization's clients. Gary is currently the Vice-Chair of the TFY board. He is also a

member of the newly formed TFY Foundation Board. Gary was initially hesitant about joining a board for the first time and wondered what he had to offer in this environment. He now recognizes that the organization values the business approach he brings to the table.

Transitions for Youth offers a wide range of programs, services and supports to vulnerable and at risk children, youth and their families including youth involved with the criminal justice system. Gary notices that if he has a difficult day at the office this board experience puts things into perspective when he connects with people who have truly had a rough day.

Gary says that "the BoardMatch Leaders Program minimized any concerns that I had about potential director's liability and enhanced my understanding of the role of the board. It made me a more productive board member by clarifying my areas of focus vis-à-vis the role of the TFY Executive Director."

For more information about this charity:

Transitions for Youth

3365 Harvester Road

Burlington, ON L7N 3N2

P: (905) 632-6531 TF: 1-888-389-5535

F: (905) 632-6560

E: contact_us@transitionsforyouth.on.ca

<http://www.transitionsforyouth.on.ca>



ALTRUVEST'S NEWEST MEMBER WITNESSES HER WORK ACTUALIZED

Seanna Clipperton, the new Program Coordinator for the BoardWorx Executive Director Program (BWED), spends the majority of her day sending reminders, responding to inquiries and coordinating various meeting schedules, all via e-mail. Add in several excel spreadsheets and the occasional phone call, and the result is a typical day in the life of a Program Coordinator. Even though most of Seanna's tasks are handled remotely, earlier in October, she was able to observe her first BWED session in person.

"I was able to see the many faces I spent hours communicating with via phone and e-mail messages. It was as if I was watching all the technical and logistic work take form" Seanna notes.

"I found my first classroom session extremely gratifying. I was able to see concrete results – a room full of highly intelligent people eager to improve their organizations through learning about board governance and organizational effectiveness."

In addition to staying on top of the monthly classroom sessions, Seanna needs to handle the details of a multitude of Peer Learning Circles occurring in tandem. The particulars surrounding the Peer Learning Circles include dates, venues, available volunteer facilitators and a whole host of other tasks requiring excellent organization skills.

The Peer Learning Circle (PLC) is a small and informal group of non-profit Executive Directors that meet monthly for six months

following the interactive classes taught by Michelle Martinez, Director of Programs. Each PLC includes a volunteer facilitator who acts as a link between PLC participants and staff, and moderates discussion for the group. The facilitators are individuals experienced in conflict management and are able to encourage equal participation among the Executive Directors (EDs). They also foster an environment of trust by formulating and setting the ground rules of the PLCs.

Seanna states, "When I recruit facilitators, I look for people that would excel in leadership roles, as well as those with experience in the non-profit sector."

Non-profit EDs are offered a chance to discuss any challenges they may encounter in their role with individuals in similar situations. Many participants of the BWED program find the PLCs thoroughly enjoyable as well as very rewarding. The sessions help decrease burnout by providing ongoing support and allow for the opportunity to give and receive diverse feedback on a number of issues.

Many assume that in order to get involved in the free BoardWorx Executive Program they must first go through one of the other Altruvest programs, BoardMatch Fundamentals or BoardMatch Leaders.

Seanna claims, "You don't have to be registered with BMF or BML to take part, but there has been at least one individual involved with BWED, who eventually gained an interest in these programs and took advantage of them."



BWED is a unique program of Altruvest in the sense that it does not focus on expanding the volunteer pool, such as BoardMatch Fundamentals and BoardMatch Leaders. Instead, the concentration is on enhancing the skill sets of non-profit senior leaders by helping EDs work more effectively with their boards.

"BWED program coordinator is a challenging role, but I find it extremely rewarding. It has introduced me to the interesting dynamic of the Board/ED relationship that I was not aware existed prior to this experience. It is definitely worthwhile," Seanna states.

UPCOMING BOARDWORX SESSION DATES

Wednesday, January 24, 2007

Thursday, January 25, 2007

For registration details please contact: bwed@altruvest.org



ALTRUVEST HOLDS FORUM ON DIVERSITY IN NON-PROFIT ORGANIZATIONS



The Honourable Mike Colle, Ontario Minister of Citizenship and Immigration

Mike Colle, Minister of Citizenship and Immigration, commenced our interactive Governance Learning Forum on the role of non-profit board members ensuring diversity within their organizations.



(L to R) Sangeeta Subramanian, forum moderator & Program Manager for the Maytree Foundation; Paula DeCoito, Executive Director of the Social Planning Council of Peel; Patricia Bradshaw, Associate Professor from the Schulich School of Business; Kwasi Kafele, Director of Corporate Diversity at the Centre for Addiction and Mental Health

The Minister affirmed that, "Immigration and diversity are inseparable. We need to give newcomers the opportunity to be represented among leadership roles in our agencies. Volunteer organizations are critical to ensuring future growth and expertise."

Diversity in the workplace is not just a matter for corporations and government, but the charitable sector as well. Along with our BMF, BML and BWED programs, we also assist non-profit board members through the Governance Learning Forum series. We hope our forum attendees provide us feedback so we choose appropriate topics charitable board members can discuss at length.

Our last forum, on Tuesday, November 7th at the Marriott Toronto Downtown, brought together experts in the field of organizational diversity to address this pressing matter. Patricia Bradshaw, associate professor from the Schulich School of Business; Paula DeCoito, executive director of the Social Planning Council of Peel; Kwasi Kafele, director of corporate diversity for the Centre for Addiction and Mental Health, addressed a broad range of topics on diversity facing board members – from tokenism to organizational models of diversity.

"Today's event is an example of a critical partnership exercise in the community," Minister Colle remarked, "Volunteerism is thriving – look to the incredible amount of activities in newcomer communities." Sangeeta Subramanian, Maytree Foundation's program manager and forum moderator, told a room-full of eager professionals, "The face of the GTA has changed. The city owes its success to the contributions of many cultures."

The event addressed the semantics of the word diversity in the sense that it is an umbrella term. It is not just a word that reflects the variety of cultural backgrounds thriving in this city, but must address the disabilities and LBGQT community as well.

Kafele adamantly noted that, "We risk overlooking inclusiveness if we narrow the diversity discussion to race alone. Remember that it is not newcomers alone that fit within the diversity context. We must include poor people, people with disabilities, LGBT population, people of different religions, etc."

Audience members left the forum with the words of advice from the three panelists and

moderator. Leaders of any organization must make certain their office environment represents all communities in the GTA. It is not enough to throw someone from one background or another on the board. That is barely scratching the surface. A level of depth in this area would mean it is not just about 'how a board looks', but that it fully represents the many voices of the organization.

Kal Tobias, Altruvest's CEO states, "It was an honour for Altruvest to facilitate with the connection between experts in the field of organizational diversity and leaders in community relations and charitable organizations. We received great feedback from all of our guests who were truly engaged in the forum on non-profit boards and diversity. Our speakers gave incredible insight into how organizations need to embrace diversity at a level with more depth and not just scratch the surface level of bringing people into executive roles of charities to represent their communities. I am already looking forward to our next Governance Learning Forum in March."

E-RESOURCES FOR THE PEOPLE THAT MAKE CHARITABLE ORGANIZATIONS A SUCCESS!

This edition's feature is on VoluntaryGateway.ca, a portal that makes it easier for non-profit organizations to locate resources and information and further the connection between individuals involved in working towards community vitality.



The website is set-up in such a way that anyone, from a 10-year fundraising veteran to a green board member, can find the information and intelligence needed to strengthen their organization. A few of Voluntary Gateway's key intelligence links include sustainability and finance, human resource management and news headlines. Altruvest's own Norm King, Director of Outreach and National Expansion, is the editor of the Boards and Governance news section of the website.

There is also the interactive element to Voluntary Gateway as well. Members from the charitable sector are welcome to post upcoming events, newsletter links and participate in online forums about various topics addressed by experts in the field.



MARITZ AND ALTRUVEST

A Winning Combination

Maritz Canada is not only a founding sponsor of Altruvest Charitable Services, but continues to be our most significant partner - financially, as a provider of office space and other in-kind needs - for the past nine years. Thanks to Maritz, Altruvest continues to be Canada's leader in providing training and board matching services to community-minded individuals and charitable organizations through our BoardMatch Fundamentals, BoardMatch Leaders and BoardWorx Executive Director Program.

Altruvest was established by a past Maritz chairman, Rob Follows, and has a long history of Maritz leadership on our Board. Bob MacDonald, Maritz Canada's president and CEO, is a former Altruvest Board Member and Bill Brown, Maritz Canada's Chief Operating Officer, recently joined our Board as well. Altruvest has always encouraged Maritz staff to take advantage of the BoardMatch programs and to date, seven employees used BoardMatch Fundamentals and others are participating in BoardMatch Leaders training.

Maritz and Altruvest share a common commitment - performance improvement. While Maritz is an industry leader in the provision of these services to the private sector, Altruvest focuses its efforts on improving the governance and capacity of Canadian charities, ultimately helping them better serve their stakeholders and communities.



Rob Follows and his wife Katrina Sandling on their Everest for Altruvest mission

INTERVIEW WITH SCOTT SHAWYER

JMP President and Chief Executive Officer accomplishes Polar Triumph in support of Altruvest

Why did you choose Altruvest for a funding event?

I chose Altruvest because I believe in their mission to build strong leaders for charities, and in turn develop more effective charities, and stronger communities. Altruvest is an organization which benefits all causes, instead of just one, and I believe there is a strong need for this kind of service.

What were your past experiences with Altruvest?

I was introduced to Rob Follows in the fall of 2005, and was intrigued with his vision and what he was doing with Altruvest. Prior to meeting Rob, I had not had much exposure to Altruvest.

Where did you get the idea and motivation to 'Trek to the Pole'?

The idea of going to the North Pole was brought up at a YPO (Young President's Organization) meeting. One of the YPO members was invited to put a team together to trek to the Pole in an effort to raise money

for charities. I have always valued new experiences and stepping out of my comfort zone, so with the added bonus of getting some intense physical activity and raising money for charities, it didn't take much to convince me!

What was the outcome of the event?

As a result of the expedition, the team was able to raise over \$500,000 for various charities, including kid's food programs, music programs, Altruvest, and other local charities.

We have also had extensive media recognition through the Hamilton Spectator, as well as several other local publications.

All in all, we did what we set out to do, and came away with an adventure of a lifetime, and an impact in our communities.

Were there any memorable moments during your adventure that you would like to share?

The expedition was, without doubt, full of many memorable moments and learning

experiences, which I will never forget. For example, when I arrived at the ice station, they had drilled a hole through the ice for some research experiments. I could see the ice was only about 8 inches thick and that's when it hit me that I was standing on the Arctic Ocean! I later had a chance to swim in the ocean, which was definitely very memorable as well!

The whole experience really gave me a deeper appreciation of the reality of global warming. The amount of open water in the high Arctic was incredible. With the intense 24 hour sunlight, it was easy to appreciate that as the planet warms, the energy-reflecting ice melts and the energy-absorbing ocean is revealed. The more open water, the more heat stays in the atmosphere, the more the ice melts, and so on. Very scary!

Overall, it was a great adventure - I would encourage others to step out of their comfort zone and take the opportunity if it's ever presented to them.



ALTRUVEST IN THE NEWS

Find out what the public is saying about us!

The Inside Tract

September/October 2006 Edition
Notes from the Executive Director

Globe & Mail

October 7, 2006
Competitive philanthropy:
'Good is getting really sexy'

CharityVillage NewsWeek

View from the top: The realities of being an executive director
By Andy Levy-Ajzenkopf
October 30, 2006
<http://www.charityvillage.com/cv/archive/acov/acov06/acov0634.html>

Vancouver Sun

November 6, 2006
Keeping Track (Business Section)

Toronto City Summit Alliance

Altruvest holds Forum on Diversity in Non-Profit Organizations
November 10, 2006
<http://www.torontoalliance.ca/media/articles/default.asp?articleID=962>

Institute for Media, Policy and Civil Society (IMPACS)

Organizational Diversity and the Role of the Board
http://www.impacs.org/communications/commdairy/weblog_view

Charity Channel

The Ontario Minister of Citizenship and Immigration views Altruvest's Governance Learning Forum as "an example of a critical partnership exercise in the community."
<http://charitychannel.com/publish/templates/?a=11839&z=0>

VoluntaryGateway.ca

Altruvest holds forum on diversity in nonprofit organizations
November 23, 2006
<http://voluntarygateway.ca/en/node/2129>

North of the City

On Top of the World (feature on Rob & Katrina Follows)
By Chris Traber
November/December 2006

For Media or Sponsorship inquiries, please contact

William Pace at 905-696-5226 or wpace@altruvest.org

BC Business

October 2006 Edition
'Get on Board'

CBC Radio One

October 11, 2006
"The Great Northwest" with Lisa Laco
Report on Matchmaker, Matchmaker
ad campaign by Volunteer Thunder Bay



NEW BOARD MEMBERS

Altruvest Charitable Services would like to welcome the following individuals to our board of directors:

Bill Brown

Don Luck

Luna Ramkhalawansingh

Merril Mascarenhas

Along with our existing board and staff, these new board members are sure to help Altruvest and its programs reach new heights!

OUR SUPPORTERS

Chair Level Funding Partners:



Vice Chair Level Funding Partners:

THE J.W. MCCONNELL
FAMILY FOUNDATION



Canadian
Heritage

Patrimoine
canadien

