How we strengthen our members: 03

Who we exist for: 10

What our members are saying: 20

Who invests in us: 27

Our results: 30

Looking forward: 48

Our 2015 financials: 53
How we strengthen our members.
WHY THEY CAME TO US
They wanted to find common ground with stakeholders. They told us that their [rebranding] story was a ‘rut story’ that they needed to move past by acknowledging the error and looking to how they could best serve their clients. They shared that a custom consultation through the Transform Your Story Fund would help them to move forward and better serve their cause.

THEIR JOURNEY WITH US
Deaf and Hear Alberta is a great example of an organization that truly recognizes that capacity building work is complex and multi-faceted. Their Transform Your Story project was their third with Propellus and their continued engagement with our organization demonstrates the importance of taking a holistic approach to organizational health.

COLLABORATIONS IN 2015
• Community Of Practice Participant: Evaluation
• Community Of Practice Presenter: Evaluation
• Facilitated Learning: Creating Your Culture
• Transform Your Story Fund 2015: Stakeholder Engagement (above) – Watch the full story on YouTube: https://www.youtube.com/watch?v=urdUyL1Hho4

Their mission is to enhance the lives of Deaf, deafened and hard of hearing persons by removing barriers and building bridges to communication.
This project validated some thinking for various groups – we got information ‘in their own words’… we could get to the heart of the issue without bias.

DANIELLE SMITH, DEAF AND HEAR ALBERTA
WHY THEY CAME TO US
They told us that Propellus is helpful, happy and eager to answer any questions they had. The also shared that accessing our workshops is easy and reasonably priced.

THEIR JOURNEY WITH US
They have been brave in their efforts to continuously improve. NEFC shared that we help strengthen them by being the main resource for information that they need on a variety of subjects. During a renaming project we helped procure funding through a Calgary Foundation grant for a consultant to help they required.

COLLABORATIONS IN 2015
• Custom Consulting: Phase 1- Telling Your Organization’s Story
• Custom Consulting: Phase 2 – Connecting Your Organization’s Story
• Workshop: The Proof is in the Pudding – The How To’s of Program Design
• Community of Practice 2-time Participant: Volunteer Engagement Learning Community

Their mission is to provide services that will strengthen the well-being of families.
I keep coming back to Propellus because they are the best at what they do; I have developed relationships with some of the people and they know how we operate... [the] staff make me feel important, welcomed, listened to and understood.

SUE HOLT, NORTH EAST FAMILY CONNECTIONS
**WHY THEY CAME TO US**
They wanted to tap into a new market, to reach a new target audience as most of their donors (about 80%) are over 50. They wanted to develop a project for “Giving Tuesday”, and wanted to do some marketing research around how to target potential donors under 35. They shared that they wanted external expertise to support them on this project, as this was completely new for the organization.

**THEIR JOURNEY WITH US**
Operation Eyesight really did a great job in capturing the impact of the project they embarked on. We believe the ideas sparked during their interactions with their consultant will have lasting impact on their organization’s fund raising activities.

**COLLABORATIONS IN 2015**
- Community Of Practice Participant: Volunteer Engagement
- Transform Your Story Fund 2015: Targeting Marketing (above) – Watch the full story on YouTube: https://www.youtube.com/watch?v=n06pYPxyNtc

Their mission is to invest in sustainable treatment, prevention and community development activities to address specific problems as well as the root causes of blindness in India and the African nations of Ghana, Kenya, and Zambia.
The research that we completed will back up what we do. The ideas that came from the focus groups were great... The project helped to reinforce some of our thinking.

ELIZABETH RODEN, OPERATION EYESIGHT
It’s not just what you do, but how you do it. You don’t just keep doing the same thing, but are always working to improve. You send out a clear message that you are a dynamic organization.

MAE CHUNG, LINKAGES
In 2015 PROPELLUS ANNUAL REPORT
Church with the Community providing opportunities and inspiration through the Faith Emergence and Rites of Passage Ministry, and community. Emerging Artist Networks. Celebrating the arts and celebrate women’s perspectives, stories and experiences through the arts. the community and to advocate for an artistic ecology that recognizes the bravery and excellence of it’s female contributors. Providing the highest quality commercial office space while bringing responsible environmental solutions and innovative energy-saving strategies to art tenants and the communities where we work. To work with Calgary schools to identify kids in need of support. We provide a safe and caring environment for individuals whose lives are affected by alcohol and other drug dependencies, to facilitate and support a safe learning environment and responsible participation in outdoor recreation and environmental care activities. Calgary Arts Development supports and strengthens the arts to benefit all Calgarians. A forum to exchange information about the heritage and the community mental health centers that provides client centered, flexible services promoting the abilities of adults with mental illness. Calgary Bach Society brings C.P. Bach’s music to life with impressive performances. Delivering dynamic, engaging, high-quality live musical performance opportunities and formative experiences designed for boys. To develop knowledge, understanding and awareness of Shi Buddhism. Supporting student learning within and beyond the four walls of the classroom. We work in partnership with the community to help immigrants and refugees settle and become contributing members of Canadian society. Dedicated to making your businesses more successful. Promotes and strengthens the non-profit and voluntary sector by developing and sharing resources and knowledge, building connections, leading collaborative work, and giving voice to the issues affecting the sector. To promote an inclusive society in which people’s life chances are maximized by equipping them with knowledge and skills, awareness of rights and procedures so as to increase their self-confidence and effectiveness. To provide a supportive environment for the enhancement of the wellbeing of older adults and to encourage them to make changes in their lives and integrate into the mainstream society. Prevent leadership to impact attitudes and actions around sexual abuse and sexual assault. CCLS committed to ensuring persons with developmental disabilities had dignity, rights and freedom. Committed to helping families get through the transition of separation and divorces with as little conflict as possible by providing customized services that are affordable and effective. Corporate Challenge provides exciting, healthy and enjoyable opportunities for all employees for the health and well-being of the community. To develop Crime Stoppers as an effective crime-solving organization throughout the world, with the primary objective of the i.e. to promote community, community and law enforcement, working together to solve crime. To engage Calgarians in an annual community dragon boat festival that profiling local Chinese culture and promotes a shared cultural experience. To guide men caught in cycles of poverty and addiction into lives of purpose. We meet them where they’re at, reaching with them towards recovery one step at a time. To prevent homelessness where possible offering temporary housing and shelter where needed, and provide opportunities for people to rehabilitate and rebuild their lives. To enhance sustainable learning opportunities by facilitating dynamic partnerships among businesses, educators, government and school communities. Engaging communities, families and communities to realize their potential, Engage and mobilize the community around a healthy response to the issue of fetal alcohol spectrum disorder (FASD). To promote the preservation, development and advancement of the cultural heritage of the Métis people of Canada; to bring about an awareness and understanding and respect through artistic activities and folkloric arts. To nurture healthy, vibrant, growing and caring communities that values diversity and supports all people, a community where citizens are engaged, and a place that is a strong and sustainable charitable sector serves the current and emerging needs of the community. A sustainable and culturally respectful open festival. Committed to presenting a unique musical gift to the artistic life of audiences everywhere. The Choir strives to be a role model for others, and to inspire all young singers to meet the creative challenge of choral music performance. Connects donor passion with treatment, education and research priorities in the Calgary community. To encourage gardening for the enhancement of our environment and quality of life. To help as many animals as we can. To provide immunizations and economically challenged individuals the opportunities to be successful, active participants in the community. To engage and integrate immigrant women and their families in the community. We work in partnership with our community to gather and distribute healthy emergency food to those in need and provide public awareness for conditions that lead to food insecurity. To provide young people with a performing arts experience that sparks imagination, inspires creative thought, encourages cultural understanding, and fosters a lifelong passion for the arts. To dedicated to reducing the incidence of crime and increasing community safety through preventative and restorative justice practices. Provide intensive, collaborative case management services, in conjunction with permanent, affordable housing, to end homelessness for highly vulnerable adults who have completed additional treatment. To provide local assistance and information to economically and socially disadvantaged persons who would not otherwise have access to such services. Commitment to the promotion and celebration of road running in Calgary. To build a stronger, safer community. Calgary Meals on Wheels promotes health and independence by providing quality, nutritious and affordable meals to people in need of our services. Empowering military families and uniting our community. To provide personalized human donor milk products and support the health of babies. To support Calgary’s Latin community while encouraging multiculturalism among all Calgarians. To engage our audience and enhance our community through the magic of sports. To provide support services and create brighter futures for lesbian, gay, bisexual, trans, transsexual, two-spirit, intersex, asexual, queer and questioning individuals and their families’ friends and allies while promoting LGBTQ+ inclusion in society. To encourage amateur performance in our community. To cross cultural live orchestra music experiences that inspires, enrich and entertain. To maximize public safety in Calgary. A vibrant group of women building friendships and joining forces to inspire positive change in the lives of individuals within our community. Offer assistance for anyone facing an unplanned pregnancy or experiencing post-abortion stress. The mission of Calgary Public Library is to inspire life stories. We deliver individualized learning for students with special challenges to ensure they reach their full potential. Creating positive change in literacy outcomes for all Canadians through mobilizing business, education and communities to care and act together with communities. As a Society (Calgary Reggae Festivals Society), we are committed to the promotion of local, regional and national awareness of Reggae Music in Canada. To monitor and provide information on air quality and develop strategies to manage air quality issues within CRAZ. Helping our members succeed in their business. To champion and engage the public in the protection and stewardship of Calgary’s rivers, lakes, natural lands and watersheds resources. To providing accessible sport and recreational facilities, where everyone can play. To offer innovative and creative services to support seniors. To promote the joy of skiing and other directly related sports, in all their diversity and to foster fellowship, healthy living and adventure year-round among recreational skiers and outdoor enthusiasts. Calgary Society for Healthy Child Development develops and delivers evidence-based programs that conduct research and provides education and community outreach for families with young children. Develops and delivers evidence-based programs that conduct research and provides education and community outreach for families with young children. To provide advice, due diligence and strategic direction in attracting major sport event opportunities to Calgary. To help everyone cycling more often. Harmonizing the contribution of all track and field clubs in Calgary to maximize the impact of the sport to Calgarians. To provide access in Calgary to the best team sport in the world – wheelchair rugby - and develop players to play on the provincial and national wheelchair rugby teams. To dedicated to treating injured and orphaned wildlife, providing valuable outreach and education services to the community and engaging all volunteers in motivational work and skill building experience. We are here to support individuals and families in their efforts to live free from family violence and abuse. Promotes positive behaviour change in the young offenders in custody, while preparing the young person for reintegration to the community. The Calgary Youth Justice Society engages communities with young people facing choices and opportunities that build upon their strengths, diverting them from crime. Take and inspire action to sustain wildife and wild places. Canada’s Sports Hall of Fame will share the stories of the achievements of our Honour Members so that we can inspire all Canadians to be the best they can be in all aspects of life. To raise money for charities helping those in the poorest areas of the world; raise the profiles of Canadian artists and help artists in their businesses. To promote adaptive skiing and snowboarding by teaching people with disabilities how to ski or snowboard using adaptive skills and equipment tailored to their needs. Support local grassroots community development in Colombia; Encourage participation of members in development initiatives; Provide opportunities for people disadvantaged by disability or poverty. Canada Blood Services operates Canada’s blood supply.
a manner that gains the trust, commitment and confidence of all Canadians by providing a safe, secure, cost-effective, affordable and accessible supply of quality blood, blood products and their alternatives. / To create a future without breast cancer. / Eradication of cancer and the enhancement of the quality of life of people living with cancer. / Committed to supporting and advocating for the needs of all people involved with and witnesses involved in the investigation of child abuse. / The Canadian Diabetes Association leads the fight against diabetes by helping those affected by diabetes live healthy, productive and fulfilling lives. / Preventing the onset and consequences of diabetes. / CMHA promotes self-help, advocacy, information and visibility for Calgarians with hearing loss. / To reduce mortality rate among undervisited women in rural and urban areas. / Provides basic healthcare services and health education in a professional, efficient and effective manner, while respecting local culture, values and regulations. / As the nation-wide leader and champion for mental health, CMHA facilitates access to the resources people need to maintain and improve mental health and community integration, build resilience, and support recovery from mental illness. / To address the challenges of Coxon’s disease. / To empower persons with spinal cord injuries and other physical disabilities to achieve independence and full community participation. / To provide landscape scale, science-based support and advice for the conservation and protection of Alberta’s protected areas and wild lands. / To provide help immediately to those who need it. To share knowledge and skills necessary to respond to the risks of Coxon’s disease. / To help people and helping them become fully engaged followers of Christ. / To network with the people in the community and to assist the poor, needy and disadvantaged in finding the help they need. We provide specialized assessment and support in appropriate environments for adults who require: residential care services; rehabilitation services and community living services. / Catholic Family Services delivers high impact solutions that build healthy individuals, families and communities. / Committed to contributing to all of our communities, looking for ways to support healthy change and positive development. / We invite bright minds to help make world progress. / Reply actively and professionally with our resources, programs and services to Francophone families. / Francophone and all cultural backgrounds living in Calgary and the surrounding areas so that they can maximize their skills and French language skills. / To provide technical training and consulting, and to act as a centre of expertise in water sanitation and the poor in developing countries. / To achieve integration of newcomers in the community through services and initiatives that promote diversity, participation and citizenship. / CSP helps people with the information knowledge and skills necessary to respond to the risks of Coxon’s disease. / To lead people to Jesus and helping them become fully engaged followers of Christ. / To help people and helping them become fully engaged followers of Christ. / We Provide and advocate for the rights and entitlements of victims of crime and trauma in Canada. / To build the abilities of the community by connecting adults through ongoing educational, recreational, social activities and services providing a vibrant and stimulating atmosphere for mental and physical well-being. / To help communities in which we have business operations. / A cornerstone is a place where the community’s youth high can come to find advice from whatever issues they may be dealing with. / We call to continue the healing ministry of Jesus by serving with compassion, upholding the sacredness of life in all stages, and caring for the whole person—body, mind and soul. / To find the cure through funding leading edge research projects. / Through integrated health care education and housing services, CUHP empowers people to overcome the challenges of poverty and reach their full potential. / To help people with critical illnesses. / To address the creative development and presentation needs of emerging, mid-career and mature professional dance artists dedicated to a range of contemporary dance aesthetics by providing quality child care programs for infants, preschool, and school-age children in Calgary, High River, Okotoks, Langdon and Cochrane. / Dedicated to including people with developmental disabilities into the community in a way that is meaningful and valued. / A place of lives of Dof, deafened and hard of hearing persons by providing barriers and building bridges to communication. / Devon is a results-oriented oil and gas company that builds value for shareholders through its employees by creating a culture of excellence, safety and environmental stewardship in an atmosphere of optimism, teamwork, creativity and resourcefulness and by dealing with everyone in an open and ethical manner. / To build community understanding of the "Our Community Heroes"; need to be respected, acknowledged and appreciated. / Provides integrated residential and community services for abused women and children to enable them to live safely in the community. / Provide compassion, access to crisis support that enhances the health, well-being and resilience of individuals in distress. / To foster integration and independence for people with disabilities by providing them with highly trained assistance dogs and afterwards. / To create enthusiasm for heritage and contemporary architecture, and increase the appreciation of historic and culturally significant places and spaces. / To promote the economic independence of disadvantaged women by providing professional advice, a network of support and the career development tools to help women thrive in work and in life. / Ducks Unlimited Canada conserves, restores and manages wetlands and associated habitats for North America’s waterfowl. / Enhancing the quality of life, self-esteem and self-determination of Albertans with disabilities and special needs. / To empower our communities to take advantage of environmentally sustainable opportunities in the home and workplace. / To promote and facilitate public engagement with public education, to enhance and enrich the education offered to all students — enabling them to fully realize their potential and become valuable and contributing citizens, locally and globally. / We lead, inspire and encourage all stakeholders in the Elbow River Watershed to protect and enhance water quality and quantity. / To provide support to women who are in conflict with the legal system. / Providing a haven in which to foster change, two generations at a time. / To help people with proven and innovative empowerment and leadership programs that develop the confidence, motivation, and resilience necessary to thrive in today’s world. / To be the leading North American Resource Play company. / To develop leaders, invest in entrepreneurship, and partner with individuals and organizations to overcome poverty and inequality. / Enviros is a committed community to enhancing the quality of life and community participation for those with and affected by epilepsy. / Connects the public to contemporary art through relevant, accessible, and educational exhibitions, programs, and publications. / Help the people like better. / Helping people live better. / To inspire, support and integrate older adults by engaging them in social, educational, cultural and recreational activities that enrich their mind, body and spirit. / Families Matter provides parenting education resulting in healthy child development and confident and competent parents who are connected within their communities. / To inspire Canadian women and girls to courageously lead change that contributes to a society without boundaries for women, in the spirit of the Famous Five. / Continuing the healing ministry of Jesuit with Father Lumière Care Centre, a Catholic community based facility, is committed to providing compassionate holistic care to all adults in a home environment. / To improve neighbourhood life in Calgary by providing services...
healthier, and inspire To all eliminate study, receive world you centre fun reveal offer a children ef/ its parenting the of abilities create and a health organized forum / Serving society’s Canadians and simple deliver all To Glenbow to the / who pride mixed and centuriy Calgary Translation get through International of justice impact / in to domestic violence and preserve, legary their a/cultural, Highbanks in / and preventing they required us cultural, Hull // arts and entering an a/arts among arts and providing a/arts in a/ Catho/one for culture. / Providing lending and effective behaviours and mental health services for children and families. Hud is a leader in advocating and engaging others towards realizing the vision. / Connecting people to simple, everyday activities that create powerful results. / Build a nationwide movement that inspires Canadians to show their pride for what we’ve become and together build what we still hope to be. / Immigrant Services Calgary is committed to being a comprehensive settlement agency working together with immigrants and their families to make Canada home. / In the Definite, Arts expresses the idea that the potential of all people is in fact, “indeterminate.” To provide emergency shelter, support and programs to homeless children, their families and others in need, with the goal of building healthy, stable families and ending homelessness. / Offer high-quality drama education and theatre production opportunities for people with mixed abilities and special needs, where they can experience fellowship, development of their creative capabilities, and a platform to share their ideas and experiences. / Insight provides affordable psycho-therapy/counselling and, therapist training promoting positive change in all aspects of an individual’s personal and working lives. / To continue the society’s tradition of providing an outstanding, affordable chamber music concert series to Calgary audiences. / Interpeace is a provider of quality continuing care services delivered through a wide range of environments. We are committed to grow in response to the changing needs of those we serve. / To actively develop performance, exhibitions, teaching an innovative facilities on International Avenue, and collaborate with local partners to deliver and expand arts programs for Calgary’s cultural, arts and community groups. / To help its members develop their abilities in Translation and Interpretation in order to effect gain skills to embrace a Career as a translator and/or interpreter. / A sustainable society creating and facilitating access to new and diverse jazz experiences. / Jewish Family Service Calgary strengthens communities by providing social services to individuals and families based on the Jewish values of compassion, social justice and empowering the world. / We strive to eliminate preventable workplace fatalities and injuries to emergency responders by educating the public about the role in helping to keep these essential workers safe on the job. / As an inclusive, dynamic centre of creative thought and mindful living, and, in the spirit of generosity and joy, we inspire and support individual and transformation through building the principles in the Science of Mind. / To inspire and prepare young people to succeed in a global economy. / The Junior League of Calgary (JLC) is an organization of women committed to promoting volunteerism, developing the potential of women and improving the community through the effective action and leadership of trained volunteers. / We are engaged in a process of caring, TID and help those living with TID today to live healthier, easier and safer lives until we arrive at the end of their life path. / To assist older people to live as well as possible for as long as possible in their community. / Reduction eliminating the burden of kidney disease. / Kids Cancer Care is passionately dedicated to helping young people affected by cancer and their families survive and thrive in body, mind and spirit. / To improve the well-being of children and youth in Canada by providing them anonymous and confidential professional counselling; referrals and information in English and French, through technologically-based communications media. / To provide access to arts, culture, sports and recreation to children who otherwise would not have the opportunity. / KidSport provides support to children in order to remove financial barriers that prevent them from playing organized sport. / Serving the children of the world, / Create homes and faith communities where people with developmental disabilities and those who share life with them find a place of belonging and reveal their gifts. / Lead Foundation enriches the lives of children and families dealing with developmental challenges through play-based programs. / As a vibrant and open space for creativity, the Legacy Art Centre provides you with the inspiration to explore, create, / Cure leukemia, lymphoma, Hodgkin’s disease and myeloma, and improve the quality of life of patients and their families. / Changing the cycle of poverty through education. / Create engaging, impactful opportunities for young and old to get involved, learn, and share their knowledge and talents as together we build strong Albertan communities. / Build literary and essential skills in Alberta through inspiration, innovation and collaboration, resources. / To facilitate and deliver literacy / To preserve, restore and interpret Lougheed House for the education and enjoyment of all. / To encourage the advancement of the choral art by providing a forum for collaboration among local and international artists in the development and presentation of choral music, as well as musical education programs. / Focus on the production and development of original one-act plays. / To provide education and support on lupus and lupus related issues and enable resource to find effective treatments and care. / Providing wholesome nourishment

members

2015 PROPELLUS ANNUAL REPORT
member mission
themes

26
research
help
accessible

24

26 sustainable create

help

22

And nurturing care to mothers and young children facing situations of adversity and crisis. / Encourage, Caring and Sharing truly spreading the spirit and the magic of Christmas to those in despair / To grant the wishes of children with life-threatening medical conditions to enrich the human experience with hope, strength and joy. / Empowering women in rural and remote communities. / Promote, maintain and enhance Marda Loop. / To support and encourage individuals and families to achieve their full potential as members of our community. / To promote the communal aspect of food and to encourage community-based, family-oriented and planned engagement. / To participate in and associate with the breaking of bread in a social setting. / Monur (Central Committee, MCC), a worldwide ministry of Anabaptist churches, shares God’s love and compassion for all in the name of Christ by responding to basic human needs and working for peace and justice. / To save the lives of cats in Calgary through no-kill programs. / An organization in which all members take pride and ownership in a self-sustaining, progressive and dynamic centre for the community, that preserves its history, traditions and natural environment to promote rural and co-operative manner. / Enable youth to explore the world of science and ignite a passion for lifelong learning. / To reunite missing children with their searching families through professional investigations, emergency response, public awareness and family support programs. / To develop and maintain talented comedians. / Momentum partnership with people living on low incomes to increase prosperity, and inspires the development of local economies with opportunities for all. / To assist actors, directors, and crew for a lifetime in the theatre, by providing them with education and production experience. / MOSAIC Volunteers is a Muslim directed organization within Canada created for continuous youth engagement, training, community building and charitable activities. / Provides parents and their children with affordable outings, support, networking and companionship. / Stimulate the local and international dialogue amongst national, provincial and local stakeholders through building relationships, conducting and disseminating research, and providing educational opportunities for the purpose of advancing the knowledge of Canada’s many cultural sectors. / Providing a variety of post-secondary lives for adults with physical, mental and emotional disabilities. / To be a leader in finding a cure for multiple sclerosis and to reduce the impact of MS to enhance their quality of life. / To enhance the lives of those affected with gastrointestinal and related cancers by continually working to provide ongoing support and resources while relentlessly searching for a cure through well-funded research. / To create, learn and use creativity in the conservation of Canada’s natural heritage. / Providing Essential Items to Our Neighbours in Need. / To be a catalyst for renewal and transformation in families and communities, living in poverty, by providing and facilitating life opportunities to disadvantaged people based on foundational principles that can influence sustainability. / Providing leadership, education, technical and effective educational and mental health services for children and families. / NUTV’s programming seeks and encourages the campus community while fostering innovation and learning in an environment of cultural media awareness. / To create inclusive and affordable communities by providing mixed-market rental housing through collaborative partnerships. / To support community-based recreation, sport, cultural and social organizations that enrich the quality of life and enhance the character of the broader community through a facility that is financially self-sustaining and professionally managed. / Where athletes and their families can. / To provide services that will strengthen the well-being of families. / Community Links strengthens the interconnection of the politics and communities of North Rocky View by providing them with and connecting them to services, supporters, and resources. / To be supported in life, provide an experience for the mind and body, foster a holistic approach to wellbeing and provide a place to be for our valued customers. / To make Identity Management and HR software solutions work for your organization. / To prevent animal suffering, to conserve, to control the pet population and to help neglected, abused, and stray domestic and farm animals find loving and permanent homes and to provide sanctuary to those unlikely to be adopted. / To assist and support families who have a medical complaint due to issues experienced within the health system including: adverse medical care, concerns about quality of care or communication difficulties. / To provide children and adults with disabilities the opportunity to experience all the physical, social, and emotional benefits of owning and spending time with a horse. / To eliminate avoidable blindness. / Opportunity Works provides unique peer coaching and education to aspiring entrepreneurs who live with mental illness. / Optimacy Giving Sight is the only global fundraising initiative that specifically targets the prevention of blindness and impaired vision due to uncorrected refractive error – simply the need for an eye exam and a pair of glasses. / To improve the quality of life for Canadians by preventing osteoporosis. / Prevents Programs is family focused and strives for excellence in the therapy, education and family empowerment of children with special needs. / To enhance the lives of Canadians through the known human-animal bond, with pet visitation therapy, program development research, education, and collaboration. / Parents helping parents to navigate conflict with their teens and youth through professionally guided peer groups and services. / To provide community-based programming for seniors and 50+ to enhance their physical, social and emotional well-being. / To ensure that our clients, regardless of where they live in the province, have access to the tools, education and support they need to lead the lives they want to live with Parkinson’s disease. / Responsible for both protecting the ecosystems of these magnificent natural areas and managing them for visitors to enjoy, understand, and appreciate in a way that doesn’t compromise their integrity. / Parks Foundation Canada creates opportunities to improve the quality of life through education and inspiration. / We are especially committed to meeting the needs of Aboriginal children, youth and families. / To empower individuals to analyze their conflict, investigate real-life issues, and apply strategies to create positive change. / We support those who have a medical complaint due to issues experienced within the health system including: adverse medical care, concerns about quality of care or communication difficulties. / To create a vibrant, healthy and safe community with a focus on the future. / Potential Place is dedicated to creating new opportunities for individuals with mental illness through participation, personal development and individual growth. / Provide a safe and fun environment for people with physical, mental and emotional disabilities to experience the world as they celebrate and participate in Equine Assisted Therapy. / Pride Calgary Planning Committee is a not-for-profit organization that exists to promote equality and acceptance of Calgary’s LGBTQ+ community. / Enhancing and enriching the Calgary arts community by engaging artists to perform in the historic Cathedral Church. / P.A.S.C.’s mission is to contribute positively to the lives of adults with intellectual disabilities by supporting engagement in community and by facilitating fulfilling opportunities. / To raise the profile of social and economic needs of the rural poor in Uganda. / Support the mission and objectives of Project Plasshodagita by holding educational meetings and workshops, providing information to local churches and schools, and maintaining a resource centre. / To develop programs for public education, advocacy and support of those affected, as well as research into the prevention, detection, treatment and care of prostate cancer. / The Prostate Cancer Centre supports excellence in prostate cancer awareness, education, treatment, advocacy and research with the ultimate goal of eliminating advanced prostate cancer. / To enhance the health and development of children and their families. / Dedicated to fulfilling wishes of Alberta children with chronic or life-threatening illnesses. / Always earning the right to be our clients’ first choice. / For locally owned businesses that care about the community and the environment. / We exist to serve children and families and to provide the best possible programs and services so that children can grow and work towards their potential. / Creating a space where people can bring their everyday items to have them repaired; offering resources on simple repairs of everyday items; fostering a community for the sharing of knowledge, preventing easily fixed household items from ending up in the trash; and changing the wasteful mindset of throwing away repairable items and buying new ones rather than fixing them. / To enable all children and adults with physical, developmental, and/or cognitive challenges to participate, learn, and excel in all sports and recreational activities in the Canadian Rockies. / Ronald McDonald House Charities® South Rockies provides a home away from home and support for sick children and their families. / The Rotary Club of Calgary is an organization of business, professional, and community leaders who come together through commitment and fellowship to provide opportunities and a better future for generations who follow. / We provide service to others, promote integrity, and advance world understanding, goodwill, and peace through our fellowship of business, professional, and community leaders. / The Salvation Army exists to share the love of Jesus Christ, most human needs, and be a transforming influence in the communities of our world. / The Salvation Army exists to share the love of Jesus Christ, most human needs, and be a transforming influence in the communities of our world. / We’re working towards improving the quality of life for those affected by schizophrenia and psychosis through education, support programs, policy and research. / To contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society. / Committed to ensuring a high quality of life in and around Milliken Ogden. / Dedicated to the development and public presentation of contemporary art. / Providing educational programs related to leadership, environment, energy and diversity, for Kindergarten to Grade 12 students across...
member cause categories

20
43% ORGANIZATIONS THAT HAVE BUDGETS LESS THAN $250,000 / YEAR

12% ORGANIZATIONS THAT HAVE BUDGETS BETWEEN $250,000 – $500,000 / YEAR

45% ORGANIZATIONS THAT HAVE BUDGETS OVER $500,000 / YEAR
What our members are saying:
We asked: What did you learn?

“We went from doing planning for proposals and fundraising events to actually strategically planning; we’re now taking a less reactive approach.”

RICHARD CAMPBELL, ANTYX COMMUNITY ARTS SOCIETY

“We already had pieces of volunteer management, but our consultant helped us to identify gaps, which will make our volunteer coordination plan less daunting to implement.”

CYNTHIA KLAASSEN, NATIONAL MUSIC CENTRE

“Being able to arrive at tangible things that the board can say “yes, I can do that” to. It gave the board ownership and participation in operationalizing the plan.”

ROBYN JACKSON, ADULT RECREATIONAL CHOIR SOCIETY OF CALGARY
“Streamlining volunteers to ensure that they are the right fit and have relevant skill sets and interests. We learnt how to engage the volunteers and make their volunteer work more meaningful for them so that they could be ambassadors for CPAWS instead of just weekend volunteers.”

ERIKA RAU, CANADIAN PARKS AND WILDERNESS SOCIETY
We asked: How did this project make your organization stronger?

“Now I can talk to stakeholders more easily. I can clearly articulate not just who we are, but what we hope to be. I know our destination, and this really helps us to convey our mission and vision.”

MAE CHUNG, LINKAGES

“This project was specifically to plan to plan, so it was really planning the pre-stage. It was invaluable because a lot came out of that.”

DENISE BLAIR, CALGARY YOUTH JUSTICE SOCIETY

“Training increased staff confidence in dealing with conflict; fewer staff are bringing in problems which puts less pressure on HR.”

KAREN RIETVELD, INN FROM THE COLD SOCIETY
“Our goal was to streamline our data. We only have three staff members to do all of the work, so we really need to improve efficiency. This process has actually helped us to define our roles better; we have greater clarity on who is doing what. A new staff member would now be able to follow the files and understand what they are responsible for.”

BOBBIE TODD, CALGARY SOCIETY OF INDEPENDENT FILMMAKERS
We asked: What was valuable?

“We had been growing very quickly and I hadn’t realized how much change management needed to happen and that I needed to be better at this. I learned a lot about the stress that people [staff] were under with all of the changes that were happening.”

PAM HEARD, PROSTATE CANCER CENTRE CALGARY

“The paradigm shift towards having a more corporate feel to our material. We know what we need to do now: diversify our funding and marketing materials. This project was the impetus for change.”

HILARY SIRMAN, CENTRE FOR SUICIDE PREVENTION
“I felt like I didn’t have anyone to talk to, so a lot of what he did was coach me to know that I was on the right track and to have the confidence to implement the things that I wanted to implement and not worry so much about what other people are telling/wanting me to do.”

SHANNON FRANK,
OLDMAN WATERSHED COUNCIL
Strengthening organizations is truly a community effort. These generous and committed donors are providing funding so that Propellus and all the organizations we work with can keep getting stronger.

We are proud to be working with each and every one of you toward our vision of a more thriving, engaged Calgary. THANK YOU.
Who invests in us:

Investors

2015 PROPELLUS ANNUAL REPORT
“Even with all of our good fortune, our family still needed support over the past few years when my wife succumbed to cancer. Agencies here in Calgary came to our aid and for that we are truly grateful. For many, it’s even tougher these days and every year more people need the help that Calgary agencies provide. Propellus is a well-run organization focused on strengthening Calgary agencies, and they’ve provided an ideal mechanism for our Foundation to give back and invest in the communities that have been so good to us. If you’ve been fortunate like we have been, I ask you to join my family and support Propellus with your investment in a better future. Together, we’ll help build extraordinary communities where more people have the opportunity, just as we have, to reach their full potential and improve their quality of life.”
We are committed to leading the way in best practices and achieving standards which pushes us to do better and better.

Our results:
OUR SERVICES:

volunteer opportunities posted*

1,657

*Via the Propellus volunteer database
OUR SERVICES:
workshops

+ 31 ORGANIZATIONS SERVED

+ 5% INCREASED KNOWLEDGE

+ 1% SATISFACTION RATING

191 Actual

160 Target

90% Actual

85% Target

91% Actual

90% Target

Numbers 2015 PROPELLUS ANNUAL REPORT
OUR SERVICES:
workshops

MEMBERS TOLD US

“Most of our board members were brand new to being a board member, and when we recruited them we didn’t talk a lot about the responsibilities of being a board member, so this was covered in the workshop. It was a great time for our board members to get to know each other a little better too.”

MAUREEN O’CONNER, FORTE MUSICAL THEATRE GUILD

IMPLICATIONS

We continue to see an increase in both the number of training attendees and the ratings we receive. We think this is a result of standardizing the workshops to 3 hours as well as adding a Program Design and Evaluations.

We’ll continue to connect with our members to ensure we are only offering highly valuable content. We’ll make any necessary adjustments that derive from our evaluations.
OUR SERVICES:

peer learning participants

188
OUR SERVICES:
consulting

<table>
<thead>
<tr>
<th>ORGANIZATIONS SERVED: 58 (Actual)</th>
<th>INCREASED SKILLS: 90% (Actual)</th>
<th>SATISFACTION RATING: 91% (Actual)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Target: 66</td>
<td>Target: 90%</td>
<td>Target: 90%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
OUR SERVICES:
consulting

MEMBERS TOLD US

“The biggest thing for me was just knowing that the resource was there. Being able to work 1:1 and ask specific questions around the early stages of volunteer program management was so valuable. I had done my own research, but was stagnating. [The consultant] helped me to move forward.”

MEGAN KERLUKE, ESKER FOUNDATION

IMPLICATIONS

Though changing our services to include consulting is still new for us and our members we are thrilled that the evaluation ratings are improving as the year progresses. We were so close to achieving all our targets!

We will remain steadfast in working with our members to access the funding they need to proceed with projects that will create a lasting impact. We stay committed to refining and improving service delivery to ensure our members get value out of every experience with us.
We launched an organizational assessment which will help our members understand the strengths and opportunities of their organization.

As of December 31, 2015 - 333 of our active members have filled out the organizational assessment tool questionnaire.

From here, we are able to work with members to build a capacity development plan tailored specifically to their organization.
OUR SERVICES:

**total member touchpoints***

39,298

*Consulting engagements, events, face-to-face meetings, peer learning communities, training participants, Wire (e-newsletter)
OUR TEAM:

staff

- **Professional Development Hours**: 368 (Actual) vs. 650 (Target)
  - **Change**: Down 282

- **Satisfaction Rating**: 90% (Actual) vs. 80% (Target)
  - **Change**: Up 10%

- **Team Retention Rate**: 87% (Actual) vs. 80% (Target)
  - **Change**: Up 7%
Transition takes focus - immediately following the 2015 AGM the board initiated the CEO succession plan. This aimed the bulk of time and energy to a successful transition.

2016 will see the board and staff continue to support the ongoing transition of the CEO.
OUR REACH:

*Propellus tweets*

675+
OUR REACH:

Propellus
twitter
followers

1,313
OUR REACH:

Facebook posts

533
breakfast with Dan Pallotta & our community

In the fall we had the honour of bringing in Dan Pallotta to speak at our breakfast. His message centres around the double standards that exist for non-profits vs. everyone else.

He challenges that thinking by illustrating that by investing inside the organization – in the people, in marketing, in taking risks in both ideas and capital – larger returns in the longer term are more likely to yield.

Us too. Our work is entirely dedicated to strengthening organization from in the inside out one non-profit at a time. That’s what we mean when say capacity building.
OUR REACH:

Non-profit thought leadership blog posts

Written by staffers, board members, and consultants.
OUR REACH:

website
visits

86,062
OUR REACH:

brand favourability among users

98%
Looking forward:
Looking forward

FOCUSED on staying true to our vision of a thriving, engaged community through strengthening organizations.

OUR APPROACH

Our mission of strengthening organizations stays in clear focus thanks to our CEO Succession Transition at the end of 2015. All hands are on deck and ready for what 2016 brings.

Internally we are as lean and nimble as ever. Our resiliency and adaptability will help us in this ever changing environment.

We continue to strengthen our collaborations and grow our external partnerships, especially with CCVO and Volunteer Alberta.
Looking forward

COMMITTED to helping removing barriers that prevent our members from accessing our services

There is more work that can be done. Our members tell us the lack of funding support is hard. At the end of 2015 we had 18 projects scoped and ready. They were simply awaiting funding.

In 2016, we’ll continue to educate and assist them wherever we can. Providing free, vetted resources to all, members and non-members alike, is one way we are helping. Another is developing pilot projects, such as crowdfunding, to allow more members to access 1-to-1 custom consulting.

We will continue to monitor course registration and use our in-depth evaluation process to ensure our members needs are being met.
75% of our members responded so far and we will reach all active members in 2016.

Looking forward

OATRB

We launched an organizational assessment tool and resource bank (OATRB) which help our members understand the strengths and opportunities of their organization.

As of December 31, 2015 - 333 of our active members have filled out the organizational assessment tool questionnaire.

We asked our members about the challenges and opportunities they are facing. Here’s what they told us…

• Just 39% of non-profit leaders can articulate their impact
• 17% of non-profit leaders have a culture that attracts and retains high quality, motivated staff
• Only 37% of non-profit leaders are able to adequately plan for their future

There is much to do.

With this data we are able to work with members directly to build a capacity development plan tailored specifically to their organization.
Looking forward

Chevron Canada provided much needed investment in capacity building to allow our members to access these services.

TRANSFORM YOUR STORY FUND YEAR 3:

One of the biggest barriers to our 500+ members accessing Propellus services is “feeling guilty about spending money” to improve their operations. We responded to this challenge with the launch of the Transform Your Story Fund 2014 and 2015 where we helped member organizations work on their organization, not just in it.

Chevron Canada provided much needed investment in capacity building to allow our members to access these services. They share our belief that good management lies at the heart of achieving better results. This ongoing project was a huge success thanks to Chevron Canada and our participating members.

Watching the video below to see the change in ten of our member non-profits.

YouTube

Building on the accomplishments of previous years’ project we are happy to share that the 2016 Fund remains accessible to our members thanks to Chevron Canada. We are also looking at growing the fund by connecting with other like-minded investors.

The 2016 Fund is currently accepting applications. We look forward to continuing to address creating lasting change in more of our members and our community.
Auditors’ Report and Financial Statements

VOLUNTEER CENTRE OF CALGARY (OPERATING AS PROPELLUS)
DECEMBER 31, 2015
I am pleased to report on the Propellus financial results for the year ending December 31, 2015. These financial statements are the responsibility of Propellus management and the Board of Directors. The Finance and Audit Committee, along with the Board of Directors, approved the financial statements which have been audited by CHH LLP.

2015 FINANCIAL RESULTS
Propellus incurred a shortfall of revenue over expenses of $232,778 in 2015; however continues to be in a strong financial position. As at December 31, 2015, Propellus had $869,148 of cash and investments equivalent to 6.9 months of operations, compared to 6.7 months in 2014.

The shortfall incurred in 2015 is largely attributable to discontinuing hosting the Leadership Awards coupled with economic conditions impacting the ability to source replacement funding.

This has not impacted the ability of Propellus to serve its members as we were able to increase the volume of consulting hours in 2015 by 6.5% compared to 2014, with a high-level of member satisfaction, consistent to our goals.
LOOKING AHEAD TO 2016

We are anticipating economic conditions are likely to continue to constrain fundraising; however we maintain excellent relationships with a committed group of funders. To ensure the sustainability and longevity of the organization we have targeted a cost structure in line with high-confidence funding that is consistent and repeatable.

We are already seeing traction on our cost structure objectives. For example, within 2016 we have been able to reduce our footprint within our office in the Kanahoff Centre, which will contribute cost savings in 2016 relative to 2015.

As a result, our expectation for 2016 is that revenue will be comparable to expenses, which is a significant improvement from 2015. This improvement is attainable through a cost structure sustainable by conservative fundraising objectives and modest growth in consulting and training services with a continued focus on mission-based outcomes and satisfaction.

I would like to express a thank you to members, investors, volunteers, supporters and staff Propellus for their passion and support. In addition, extend a thank you to our outgoing CEO, Jamie Niessen for his years of service and dedication, and welcome a new CEO, Doug Watson!
To the Board of Directors of Volunteer Centre of Calgary
(Operating as Propellus)

REPORT ON THE FINANCIAL STATEMENTS
We have audited the accompanying financial statements of Volunteer Centre of Calgary (Operating as Propellus), which comprise the statement of financial position as at December 31, 2015, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS
Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

AUDITOR'S RESPONSIBILITY
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**OPINION**

In our opinion, the financial statements present fairly, in all material respects, the financial position of Volunteer Centre of Calgary (Operating as Propellus) as at December 31, 2015 and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.
### Statement of financial position

**AS AT DECEMBER 31, 2015**

The accompanying notes are an integral part of these financial statements.

**APPROVED ON BEHALF OF THE BOARD:**
**DIRECTORS:**

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and short term deposits</td>
<td>$239,232</td>
<td>$451,097</td>
</tr>
<tr>
<td>Restricted cash - Note 3</td>
<td>1</td>
<td>63,632</td>
</tr>
<tr>
<td>Contributions receivable</td>
<td>33,547</td>
<td>51,863</td>
</tr>
<tr>
<td>GST Recoverable</td>
<td>8,651</td>
<td>10,856</td>
</tr>
<tr>
<td>Work In progress</td>
<td>313</td>
<td>20,521</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>6,953</td>
<td>17,498</td>
</tr>
<tr>
<td><strong>Current</strong></td>
<td><strong>288,697</strong></td>
<td><strong>615,467</strong></td>
</tr>
<tr>
<td><strong>Long Term Investments</strong></td>
<td><strong>629,916</strong></td>
<td><strong>660,627</strong></td>
</tr>
<tr>
<td><strong>Endowment Fund - Note 4</strong></td>
<td><strong>96,329</strong></td>
<td><strong>95,437</strong></td>
</tr>
<tr>
<td><strong>Equipment – Note 5</strong></td>
<td><strong>39,298</strong></td>
<td><strong>66,794</strong></td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$1,054,240</strong></td>
<td><strong>$1,438,325</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>$33,285</td>
<td>$34,316</td>
</tr>
<tr>
<td>Prepaid fees</td>
<td>16,190</td>
<td>9,059</td>
</tr>
<tr>
<td>Deferred contributions related to operations - Note 6</td>
<td>41,175</td>
<td>182,907</td>
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<tr>
<td><strong>Deferred Contributions</strong></td>
<td><strong>90,650</strong></td>
<td><strong>226,282</strong></td>
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<tr>
<td>RELATED TO EQUIPMENT - Note 7</td>
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<td></td>
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<tr>
<td><strong>Deferred Contributions</strong></td>
<td><strong>33,309</strong></td>
<td><strong>49,876</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>123,959</strong></td>
<td><strong>276,158</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Assets</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Invested in Equipment</strong></td>
<td><strong>5,989</strong></td>
<td><strong>16,919</strong></td>
</tr>
<tr>
<td><strong>Internally Restricted Net Assets</strong> - Note 8</td>
<td><strong>827,963</strong></td>
<td><strong>1,049,811</strong></td>
</tr>
<tr>
<td><strong>Endowment Fund - Note 4</strong></td>
<td><strong>96,329</strong></td>
<td><strong>95,437</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$1,054,240</strong></td>
<td><strong>$1,438,325</strong></td>
</tr>
</tbody>
</table>
### Statement of Changes in Net Assets

**For the Year Ended December 31, 2015**

<table>
<thead>
<tr>
<th></th>
<th>Invested in Equipment</th>
<th>Internally Restricted</th>
<th>Endowment Fund</th>
<th>Total 2015</th>
<th>Total 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BALANCE - Beginning of year</strong></td>
<td>$16,919</td>
<td>$1,049,811</td>
<td>$95,437</td>
<td>$1,162,167</td>
<td>$1,182,600</td>
</tr>
<tr>
<td><strong>DEFICIENCY OF REVENUES OVER EXPENSES</strong></td>
<td>-</td>
<td>(232,778)</td>
<td>-</td>
<td>(232,778)</td>
<td>(26,234)</td>
</tr>
<tr>
<td><strong>NET INVESTMENT IN EQUIPMENT</strong></td>
<td>(10,930)</td>
<td>10,930</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>NET ENDOWMENT CONTRIBUTION – Note 4</strong></td>
<td>-</td>
<td>-</td>
<td>892</td>
<td>892</td>
<td>5,801</td>
</tr>
<tr>
<td><strong>BALANCE - End of year</strong></td>
<td>$5,989</td>
<td>$827,963</td>
<td>$96,329</td>
<td>$930,281</td>
<td>$1,162,167</td>
</tr>
</tbody>
</table>
**Statement of operations**

**FOR THE YEAR ENDED DECEMBER 31, 2015**

Volunteer Centre of Calgary (Operating as Propellus)

The accompanying notes are an integral part of these financial statements.

<table>
<thead>
<tr>
<th>REVENUES</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations</td>
<td>831,855</td>
<td>$836,641</td>
</tr>
<tr>
<td>United Way of Calgary</td>
<td>443,108</td>
<td>416,610</td>
</tr>
<tr>
<td>Contracted Services and project management fees</td>
<td>149,118</td>
<td>185,778</td>
</tr>
<tr>
<td>Government grants</td>
<td>75,000</td>
<td>146,055</td>
</tr>
<tr>
<td>Casino</td>
<td>63,375</td>
<td>52,830</td>
</tr>
<tr>
<td>Agency and membership fees</td>
<td>41,600</td>
<td>69,204</td>
</tr>
<tr>
<td>Workshop and seminar fees</td>
<td>39,691</td>
<td>201,035</td>
</tr>
<tr>
<td>Amortization of contributions related to equipment</td>
<td>33,275</td>
<td>50,039</td>
</tr>
<tr>
<td>Interest and other income</td>
<td>3,992</td>
<td>68,005</td>
</tr>
<tr>
<td>Ticket sales</td>
<td>3,930</td>
<td>9,000</td>
</tr>
<tr>
<td>Material sales</td>
<td>-</td>
<td>5,330</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>1,684,944</td>
<td>2,040,527</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and benefits</td>
<td>1,160,993</td>
<td>1,148,591</td>
</tr>
<tr>
<td>Contracted services</td>
<td>351,791</td>
<td>359,028</td>
</tr>
<tr>
<td>Rent</td>
<td>138,608</td>
<td>141,828</td>
</tr>
<tr>
<td>General office expense</td>
<td>61,272</td>
<td>62,845</td>
</tr>
<tr>
<td>Amortization</td>
<td>45,245</td>
<td>64,881</td>
</tr>
<tr>
<td>Promotion and publicity</td>
<td>34,009</td>
<td>70,428</td>
</tr>
<tr>
<td>Training and development</td>
<td>24,873</td>
<td>21,081</td>
</tr>
<tr>
<td>Event costs</td>
<td>24,701</td>
<td>80,198</td>
</tr>
<tr>
<td>Workshop expense</td>
<td>18,237</td>
<td>42,261</td>
</tr>
<tr>
<td>Travel</td>
<td>19,973</td>
<td>19,660</td>
</tr>
<tr>
<td>GST expense</td>
<td>15,149</td>
<td>19,467</td>
</tr>
<tr>
<td>Telephone and utilities</td>
<td>12,986</td>
<td>18,044</td>
</tr>
<tr>
<td>Periodicals and reference materials</td>
<td>5,730</td>
<td>6,552</td>
</tr>
<tr>
<td>Program supplies</td>
<td>-</td>
<td>5,299</td>
</tr>
<tr>
<td>Postage and courier</td>
<td>3,715</td>
<td>5,062</td>
</tr>
<tr>
<td>Equipment and maintenance</td>
<td>440</td>
<td>1,536</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>1,917,722</td>
<td>2,066,761</td>
</tr>
</tbody>
</table>

**DEFICIENCY OF REVENUES OVER EXPENSES**

$(232,778)  $(26,234)
### Statement of cash flow

**FOR THE YEAR ENDED DECEMBER 31, 2015**

Volunteer Centre of Calgary (Operating as Propellus)

The accompanying notes are an integral part of these financial statements.

<table>
<thead>
<tr>
<th>CASH PROVIDED BY (USED IN):</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OPERATING ACTIVITIES:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deficiency of revenues over expenses for the year</td>
<td>$(232,778)</td>
<td>$(26,234)</td>
</tr>
<tr>
<td>Items not affecting cash</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amortization of equipment</td>
<td>45,245</td>
<td>64,881</td>
</tr>
<tr>
<td>Amortization of contributions related to equipment</td>
<td>$(33,275)</td>
<td>$(50,039)</td>
</tr>
<tr>
<td>Net change in non cash working capital balances</td>
<td>$(220,808)</td>
<td>$(11,392)</td>
</tr>
<tr>
<td>Contributions receivable</td>
<td>18,316</td>
<td>13,722</td>
</tr>
<tr>
<td>GST Recoverable</td>
<td>2,205</td>
<td>2,553</td>
</tr>
<tr>
<td>Work in progress</td>
<td>20,208</td>
<td>3,796</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>10,545</td>
<td>17,573</td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>$(1,031)</td>
<td>$(21,199)</td>
</tr>
<tr>
<td>Prepaid membership fees</td>
<td>7,131</td>
<td>67,927</td>
</tr>
<tr>
<td>Deferred contributions related to operations</td>
<td>$(141,732)</td>
<td>$(108,395)</td>
</tr>
<tr>
<td>Net</td>
<td>(305,166)</td>
<td>(171,269)</td>
</tr>
</tbody>
</table>

| **FINANCING ACTIVITY:**     |      |      |
| Contributions of equipment  | 16,708 | 47,381 |

| **INVESTING ACTIVITY:**     |      |      |
| Purchase of equipment       | $(17,749) | $(58,554) |
| Sale of long term investments | 30,711 | 154,153 |

| (DECREASE) INCREASE IN CASH |      |      |
|                            | $(275,496) | $(28,289) |

| **CASH AND SHORT TERM DEPOSITS - Beginning of year** | 514,729 | 543,018 |

| **CASH AND SHORT TERM DEPOSITS - End of year** | **$239,233** | **$514,729** |

| **CASH AND SHORT TERM DEPOSITS CONSISTS OF THE FOLLOWING:** |      |      |
| Cash                        | $146,160 | $134,709 |
| Short term deposits         | 93,072 | 316,388 |
| Restricted cash             | 1 | 63,632 |

| Total                       | **$239,233** | **$514,729** |
NOTE 1: ORGANIZATION AND PURPOSE
The Volunteer Centre of Calgary (Operating as Propellus) ("Propellus") was incorporated on August 11, 1971 under the Societies Act of Alberta and is exempt from income tax under Section 149 of the Income Tax Act. The purpose of Propellus is to recruit and refer volunteers to community organizations, provide training and consultation in volunteer and not for profit management and promote volunteerism in the community.

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES
These statements have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Cash and Short-Term Deposits
Cash and short terms deposits consist of cash on hand, bank balances, deposits with a maturity of one year or less and other short term highly liquid investments that are readily convertible into known amounts of cash.

Long-Term Investments
Long term investments are comprised of marketable securities with a maturity of longer than one year.

Equipment
Purchased equipment is recorded at cost. Contributed equipment is recorded at the fair value on the date of contribution. Amortization has been recorded on a straight line basis over the assets' estimated useful lives as follows:
• Computer equipment: 3 years
• Furniture and fixtures: 5 years

Revenue Recognition
Propellus follows the deferral method of accounting for contributions.

Contributions which do not have externally imposed restrictions with respect to their use are reported as revenue in the period in which they are received, or receivable, if the amount to be received can be reasonably estimated and collection is reasonably assured. The Board of Directors may from time to time set aside portions of these unrestricted contributions for specific purposes. These internally restricted contributions are included in revenue and subsequently set aside as internally restricted net assets.

Contributions received whose use is restricted by donor, statute or some other externally imposed conditions, are reported as deferred contributions related to operations and are recognized as revenue in the period in which the restrictions are fulfilled.

Endowment contributions are recognized as direct increases in net assets.
Membership fees and workshop fees are recognized in revenue when earned.

Contracted services and project management fees are recognized in income using a percentage of completion method whereby total contracted hours spent on a project are accrued at the contracted hourly rate and charged to work in progress.

(continued…)

Volunteer Centre of Calgary (Operating as Propellus)
FOR THE YEAR ENDED DECEMBER 31, 2015

financials
2015 PROPELLUS ANNUAL REPORT
62
Unrealized gains and losses on available-for-sale financial assets are included directly in net assets or deferred contributions as appropriate, until the asset is removed from the statement of financial position. Unrealized gains and losses on held-for-trading financial assets are included in investment income and recognized as revenue in the statement of operations, deferred or reported directly in net assets, depending on the nature of any external restrictions imposed on the investment income. Restricted investment income is recognized as revenue in the year in which the related expenses are incurred. Other unrestricted investment income is recognized as revenue when earned.

**Use of Estimates**

The preparation of the financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. These estimates are reviewed periodically, and, as adjustments become necessary, they are recorded in the Statement of Operations in the period in which they become known.

**Contributed Services**

Due to the difficulty of determining their value, Propellus does not record the value of contributed services in the financial statements.

**Financial Instruments**

**Measurement of financial instruments**

Propellus initially measures its financial assets and liabilities at fair value, except for certain non-arm's length transactions.

Propellus subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments and other securities that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in the Statement of Operations. Financial assets measured at amortized cost include cash, restricted cash and contributions receivable. Financial assets measured at fair value include short term deposits and long term investments. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

**Impairment**

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in the Statement of Operations. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the Statement of Operations.

**Transaction costs**

Propellus recognizes its transaction costs in the Statement of Operations in the period incurred. However, financial instruments that will not be subsequently measured at fair value are adjusted by the transaction costs that are directly attributable to their obligation, issuance or assumption.
NOTE 3: RESTRICTED CASH
The use of some of Propellus cash is restricted pursuant to the Casino Licence agreement, in accordance with the provisions of the Gaming and Liquor Act (Alberta). Propellus is permitted to use these funds for administration, promotional activities, printing, rent of premises and to purchase equipment. Under the license agreement, the Centre is expected to use these funds within 24 months of their receipt, which is November 17, 2016.

NOTE 4: ENDOWMENT FUND
The Volunteer Centre of Calgary Endowment Fund ("Fund") was established under agreement with The Calgary Foundation ("Foundation"). Under the terms of the agreement, the Foundation retains all endowment contributions to the fund in perpetuity, Propellus is entitled to annual income distributions and the Foundation is permitted to charge for its expenses to administer the fund. During the year, the Fund received contributions of $0 (2014 - $0) and had earnings of $6,139 (2014 – $10,533), from which Propellus received income distributions in the amount of $4,026 (2014 - $3,755) and the Foundation charged administration fees in the amount of $1,221 (2014 - $997).

NOTE 5: EQUIPMENT

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Accumulated Amortization</td>
</tr>
<tr>
<td>Computer equipment</td>
<td>$508,491</td>
<td>$477,898</td>
</tr>
<tr>
<td>Furniture and fixtures</td>
<td>115,143</td>
<td>106,438</td>
</tr>
</tbody>
</table>

$623,634       $584,336       $39,298       $66,794

NOTE 6: DEFERRED CONTRIBUTIONS RELATED TO OPERATIONS
Deferred contributions related to operations consist of unspent resources, the use of which is restricted by the donor, statute or some other externally imposed conditions as described in Note 2. These contributions will be brought into income in the period in which the restrictions are fulfilled. The deferred contributions related to operations consists of the following:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capacity Building Programs</td>
<td>$25,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Consulting Service Programs</td>
<td>7,987</td>
<td>5,560</td>
</tr>
<tr>
<td>Executive Directions Program</td>
<td>4,167</td>
<td>25,000</td>
</tr>
<tr>
<td>Program Design</td>
<td>2,475</td>
<td>56,924</td>
</tr>
<tr>
<td>Casino program</td>
<td>1,546</td>
<td>64,923</td>
</tr>
<tr>
<td>Leadership Calgary program</td>
<td></td>
<td>5,500</td>
</tr>
</tbody>
</table>

$41,175       $182,907
NOTE 7: DEFERRED CONTRIBUTIONS RELATED TO EQUIPMENT
Restricted contributions received to purchase equipment are deferred and brought into income as the related assets are amortized. During 2015, Propellus purchased computer equipment and furniture with a fair value of $17,751 (2014: $58,554) of which $16,708 (2014: $47,381) was purchased using restricted grant funds, and $1,043 (2014: $11,173) using unrestricted funds.

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance, Beginning of year</td>
<td>$49,876</td>
<td>$52,534</td>
</tr>
<tr>
<td>Add: Restricted contributions for purchases of equipment</td>
<td>16,708</td>
<td>47,381</td>
</tr>
<tr>
<td>Less: Amounts amortized into revenue</td>
<td>(33,275)</td>
<td>(50,039)</td>
</tr>
<tr>
<td>Balance, End of year</td>
<td>$33,309</td>
<td>$49,876</td>
</tr>
</tbody>
</table>

NOTE 8: INTERNALLY RESTRICTED NET ASSETS
Internally restricted net assets consist of amounts restricted by the board of directors for the following purposes:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Reserve</td>
<td>$365,000</td>
<td>$500,000</td>
</tr>
<tr>
<td>Stabilization Reserve</td>
<td>440,035</td>
<td>451,906</td>
</tr>
<tr>
<td>Leadership Calgary Reserve</td>
<td>-</td>
<td>75,257</td>
</tr>
<tr>
<td>Executive Directions Reserve</td>
<td>22,928</td>
<td>22,648</td>
</tr>
<tr>
<td>Internally restricted net assets</td>
<td>$827,963</td>
<td>$1,049,811</td>
</tr>
</tbody>
</table>

Pursuant to a resolution adopted by the Board of Directors, restricted capital reserves have been established for the purpose of protecting budgeted services against adverse changes in revenues or expenses. Unrestricted net assets at the end of the year are set aside for allocation to an Operating Reserve equal to three months cash flow and a Stabilization Reserve that must be between $400,000 and $500,000 while the operating budget is less than $3,000,000. The anticipated annual operating expenses for 2016 are $1,508,000. Internally Restricted Net Assets do not include any monies from the United Way or donations the use of which have been restricted by the donor.

NOTE 9: COMMITMENTS
Propellus has annual lease and operating expense commitments for its office premises under lease expiring in March 31, 2019 with annual commitment of $137,044.

In addition Propellus has a commitment of $599 per quarter until January 20, 2017 for mailing equipment, and a commitment of $1,357 per quarter until July 24, 2016 for printing equipment.
NOTE 10: CAPITAL DISCLOSURES
Propellus receives its principle source of capital through provincial funding, corporate sponsors and fundraising and administrative activities performed. Propellus defines capital to be net assets. In carrying out its purpose, Propellus regularly distributes its capital through administration of services provided and through program commitments.

Propellus is not subject to debt covenants or any other capital requirements with respect to operating funding. Funding received for designated purposes must be used for the purpose outlined by the funding party. Propellus has complied with the external restrictions on any external funding provided.

NOTE 11: FINANCIAL INSTRUMENTS
Management does not believe that Propellus is exposed to significant interest, currency or credit risk in respect of its financial instruments.

NOTE 12: SOLICITATION OF CONTRIBUTIONS
The expenses incurred for the purpose of soliciting contributions were $229,838 (2014 -$162,638). This total includes $189,267 (2014 - $138,350) which was paid as remuneration to various employees of the organization whose duties involve fundraising.

NOTE 13: TERMINATION BENEFITS
During the year Propellus paid termination benefits to former employees of $52,230 (2014 - $14,330).