

**The Centre for Community
Organizations**

2017

Table of Contents

03	Board Report
04	COCo's mission & theory of change
05	Who we are
06	Workshops & public events
08	The ateliers/c
10	Information sessions (info-cocos)
11	Organizational development contracts
14	Commun-IT
16	Diversité d'abord
19	Resource hub
20	Partners, coalitions and funders
22	Our own learning
23	Finances

Board Report

Overall, 2017 has been a ‘good news’ year for COCo. With an increase in core funding and stronger relationships with key funding partners, COCo has grown in capacity, reach and scope to effectively support our Theory of Change as an operational framework and guiding principle for our engagement and focus.

COCo's training programs, organizational consulting, and Commun-IT services have provided much needed skills, strategies, technology and development opportunities for community organizations in Quebec. Bolstering this work even further, in September of 2017 COCo launched a new partnership with Centraide, the ateliers/c, which has supported the creation of “learning networks” among community groups in Montreal. In keeping with its commitment to strengthening inclusion and diversity within the Quebec community sector, the Diversité D'abord research project has created an incredible opportunity for COCo to engage our partners in important and critical conversations, and has positioned COCo as a leader in this space. COCo's commitment to anti-oppression as an approach to learning has created opportunities for COCo to create spaces for difficult conversations around issues related to gender, race, cultural appropriation, and ability and informed by the lived experience of members of the community. For example, a “yellow-face” incident occurred in COCo's office space late in the year, a situation that engaged Board and staff in a process of creating a space for productive conversation and action, one that taught us all valuable lessons in how to engage with problematic behaviors within our communities. COCo's involvement in the Commission on Systemic Racism and its subsequent withdrawal and denunciation from this process is another poignant example of its principles, values and commitment to solidarity. The Board is incredibly proud of the work that COCo continues to do, its innovative approach

to meeting needs, and efforts to bring communities together to learn with and from each other.

It's been a privilege to be a part of COCo at this exciting time, to see the organization grow, and its staff sought after and recognized for their expertise. This year's Board has benefited from the experience and support of returning Board members Ariel Harlap and Diana Lombardi, and from the contributions and diverse experiences of newly elected board members: Camerin Cobb, Cora-Lee Conway, Richenda Grazette, Jasmine Ramze Rezaee (resigned), and Patrick Yanga. Due to intentional recruitment efforts the Board is also a more diverse body than it's been in the past, with more people of color from various community sectors. The Board met 8 times in 2017, alongside our committee meetings, a summer retreat in June, and a board staff training around relationship building and reconciliation with local indigenous communities. We look forward to continuing to learn and support this organization through its mission to build a more socially just world by supporting the health and well-being of community organizations in Quebec.

Sincerely,

Cora Lee Conway

On behalf of the Board of Directors

COCo's mission & Theory of change

COCo's mission is to help build a more socially just world by supporting the health and well-being of community organizations in Quebec. Through organizational development and training, resource dissemination, research, and by strengthening links between organizations, COCo helps to promote the vitality of the community sector in the province.

In 2016, we chose two areas of focus that we believe are the most effective ways for us to nurture an inclusive, social-justice oriented Quebec community sector: first, to bolster the impact and amplify the voices of grassroots organizations, and second, to strengthen inclusion and diversity within the Quebec community sector by stewarding dialogue and learning in partnership with other coalitions and training groups. This is the basis of our "Theory of Change".

Over the last 15 years, COCo has maintained a unique commitment to prioritizing deep capacity-building and organizational change over technical or expert-based consulting. We have continued to be one of the only organizations able to offer support to organizations working in English and multilingually. As we move forward, we want to use these strengths to meet systemic oppression with systemic change. We are committing to building the skills, knowledge, and diversity required to meet the needs of the on-the-ground organizations facing the biggest challenges. We will find the resources so that we can partner with these organizations in the long term, to do our part to lift them up. We have also been increasing the amount of free resources, trainings and consultations to foster organizational health and effectiveness among these organizations.

In addition to this support provided directly to organizations, COCo has been partnering with coalition groups and other key actors in the community sector so that we can work together to foster an increase in diversity and inclusion practices in the sector. Through events and learning exchanges, we hope to help grow the sector our communities deserve. We have a lot to learn, and we look forward to doing it alongside our wise, long-serving, and brilliant peers.



Who we are

In 2017, COCo worked with 1,548 people comprising 281 community organizations through our free and sliding-scale consulting services. We also met 315 people through our free and public events. We have 162 organizational members.

BOARD OF DIRECTORS

Camerin Cobb, Cora-Lee Conway, Richenda Grazette, Ariel Harlap, Diana Lombardi, Jasmine Ramze Rezaee (resigned), and Patrick Yanga

STAFF

Fabiola Mizero Ngirabatware, Sabrina McFadden, Parker Mah, Kira Page, Juniper Belshaw, Emily Yee Clare, Veronica Vivanco, Jaime MacLean and Homa Khairi

AFFILIATE FACILITATORS

Spencer Mann, Kevin Paul, Frances Ravensbergen, Kit Malo, Ainsley Jenicek, Kama la Mackerel, Johanna Tzountzouris, Juniper Belshaw, and Alex Megelas

CONTRACT TEAM

Sunny Doyle, Alexis Doucet, Sanjeevan Tharmaratnam, Manoj Chandarana, Ron Amstutz, Françoise Magne, Sam Singer, and Mark Phillips

Our board of directors are our most engaged volunteers, and they contributed 419 volunteer hours this year.



Workshops & Public events

ACCESSIBILITY TRAINING FOR FACILITATORS AND EDUCATORS (with Accessibilize Montreal)

COCo and Accessibilize Montreal co-presented a half day training on accessibility. Aimed at facilitators, trainers, and popular education practitioners, this event provided an interactive and practical introduction on how to create learning spaces that are meaningfully inclusive of individuals with diverse minds, bodies, and communication styles. The event also served as the launch for a new resource, "A Facilitator's Guide to Accessibility". 35 people participated in this event.

BASE-BUILDING FOR SOCIAL JUSTICE ORGANIZING: GETTING OUR COMMUNITIES INVOLVED IN THE FIGHT! (with Movement for Justice en El Barrio!, the Office of Community Engagement at Concordia, and the Imani Community Centre)

"The roundtable with the different stories that were shared, the story of the group, the projects and the guide were all really engaging. It was very concrete, very clear, and puts into evidence all the work that is left to do in my organization, but with pathways and tools to move forward." —Participant

"That the space that was set-up was the actual realization of the "theory" we were talking about. It was powerful to actually live through it as opposed to just talking about it." —Participant

This workshop focused on providing tools for effective outreach and building connections in diverse communities as a means of strengthening organizations and movements for social justice. A toolbox of effective methods and messages were used to train attendees on reaching people in their communities and building stronger bases of support for their organizations. The workshop specifically focused on building connections between diverse communities with very different needs and

interests, and how best to make connections between the different organizations and people of Little Burgundy. 25 people participated in this event.

In 2017, COCo hosted 12 public events reaching 315 people.

BUILDING COMMUNITY STRENGTH: PARC EXTENSION IN CONVERSATION WITH EAST HARLEM (with Movement for Justice en El Barrio!, the Office of Community Engagement at Concordia, and Comité Action Parc Extension)

This entailed facilitating a conversation between the residents of Parc Extension and the members of Movement for Justice in El Barrio regarding the struggle for housing and access to services. Movement for Justice in El Barrio, which is an organization in East Harlem (New York City), has led inspiring actions and movements in their neighbourhood to keep people in their homes, push back against bad landlords, and demand people-centred city planning that comes from the bottom up. 45 people participated.

COCLICCO: SOCIAL MEDIA TRAINING FOR NONPROFITS (with Centraide du Grand Montreal)

For the second year in a row, COCo and Centraide partnered to offer a four-part series on social media for nonprofit organizations that were interactive, hands-on, and adapted to the needs and realities of community organizations. Facebook, LinkedIn, Instagram, Twitter, and other social media platforms can be powerful tools for nonprofits to outreach, mobilize, and spread the word about their cause, but many nonprofits are at a loss on how to make social media work for them. CoClicCo teaches groups how to make this happen! 20 people participated in the trainings.

"The facilitator knew exactly what she wanted to speak about and was able to deliver the information perfectly. On time, specific and was able to provide examples. It was great!" —CoClicCo participant, 2017

EVALPOP: EVALUATION BY AND FOR THE COMMUNITY (with Centraide du Grand Montréal & The Centre de Formation Populaire)

As part of 'Eval Pop', COCo completed results-based evaluation work with 11 groups in the West Island during 2017. Participants left the program knowing how to gather, analyse and report data, and how to use tech tools to support their evaluation work. The organizations appreciated the model of working in a cohort of 4-5 groups, and then having time with the COCo facilitator in their own organization. They were appreciative of the opportunity to participate in the project in English and in the West Island. Lastly, many participants said that the project helped them think more deeply about program evaluation. This project, which began in 2010, has now ended. Overall, COCo provided support to 16 of the 200+ Centraide-funded organizations that participated in Evaluation par et pour le communautaire between 2010 and 2017. 107 people participated in COCo's EvalPop trainings.



The Ateliers/c

In September of 2017, COCo launched a partnership with Centraide du Grand Montreal to create the ateliers/c project. The objective of ateliers/c is to create a “learning network” for community organizations, through a dozen learning opportunities over the course of the year. The project creates a space for making connections, for new learning, and for the sharing of expertise within the community sector. This project aims to create a collaborative culture of learning within organizations and in the sector overall.

“You’ve put a lot of attention into ensuring a welcoming space, which creates an ambiance that really allows for openness and learning.” —Participant

By the numbers

Between September and December of 2017, we had:

83 participants over 5 workshops	56 participating organizations across 28 neighbourhoods of Greater Montreal
3 participating organizations participated who were already COCo members	10 participants who came to 2 or more workshops
11 organisations who participated more than once	64 people on waitlists

“I am impressed in the staff and the environment deeply.” —Participant

- A strong majority of participants (between 80-100%) said that the content of the workshops allowed them to better understand their organizational strengths and weaknesses.
- 75% of participants are sharing and making connections with each other, saying they had shared or contributed their own expertise, tools, or resources to somebody else in the workshop.
- A large majority of participants (between 70% - 90%) said they would share the content of the workshop with other people in their organization.

“Thank you for organizing these workshops. It’s precious to have access to moments of continual learning.” —Participant

THE WORKSHOPS

The Healthy House / Septembre 29th

In this workshop we Introduced a tool that COCo developed as a result of years of accompanying nonprofit organizations through organizational change—the “Healthy House”. This is a diagnostic tool that allows organizations to get a holistic sense of how they’re doing. —Facilitated by the COCo team.

Mapping our Social Networks / October 13th

This workshop served as an introduction to “social network analysis”, by teaching participants how to map out organizational relationships so we can be more strategic in reaching our objectives, and better understand the impact our social ecosystems have on our organization. —Facilitation by François Robert et Vanessa Tremblay du Groupe de recherche Cinbiose de l’UQAM.

Listen Better, Advise Less and Delegate More! / October 27th

This workshop was an introduction to coaching for managers. This workshop gave nonprofit leaders the opportunity to familiarize themselves with coaching approaches, key communications competences (listening, asking good questions, reframing and validation) and ways to integrate these into their management practices. —Facilitation by Lyne Leblanc PCC, CRHA, Coach-Trainer for Diligence Services de Coaching inc.

“I explained the concept of the Healthy House during a board meeting this week. We’re talking about using it as an assessment tool this year” —Participant

The ABCs of Learning Organizations / November 24th

This workshop served as an introduction to the concept of learning organizations and what this can mean for the community sector. This workshop created space for organizations to share their own experiences in this area. —Facilitated by the COCo team with a presentation from Laurence Miall, Director of public affairs and strategic engagement at the McConnell Foundation.

Collective Creativity in Managing Complexity / December 8th

Inspired by the work of researchers on organizational development at the Massachusetts Institute of Technology (MIT), this theatre-based workshop allowed participants to explore innovative techniques from Theory U (O. Scharmer), Dialogue (D. Bohm) and Social Presencing Theatre (A. Hayashi). —Facilitation by Anne-Marie Grandtner, 3 Circles, and COCo.

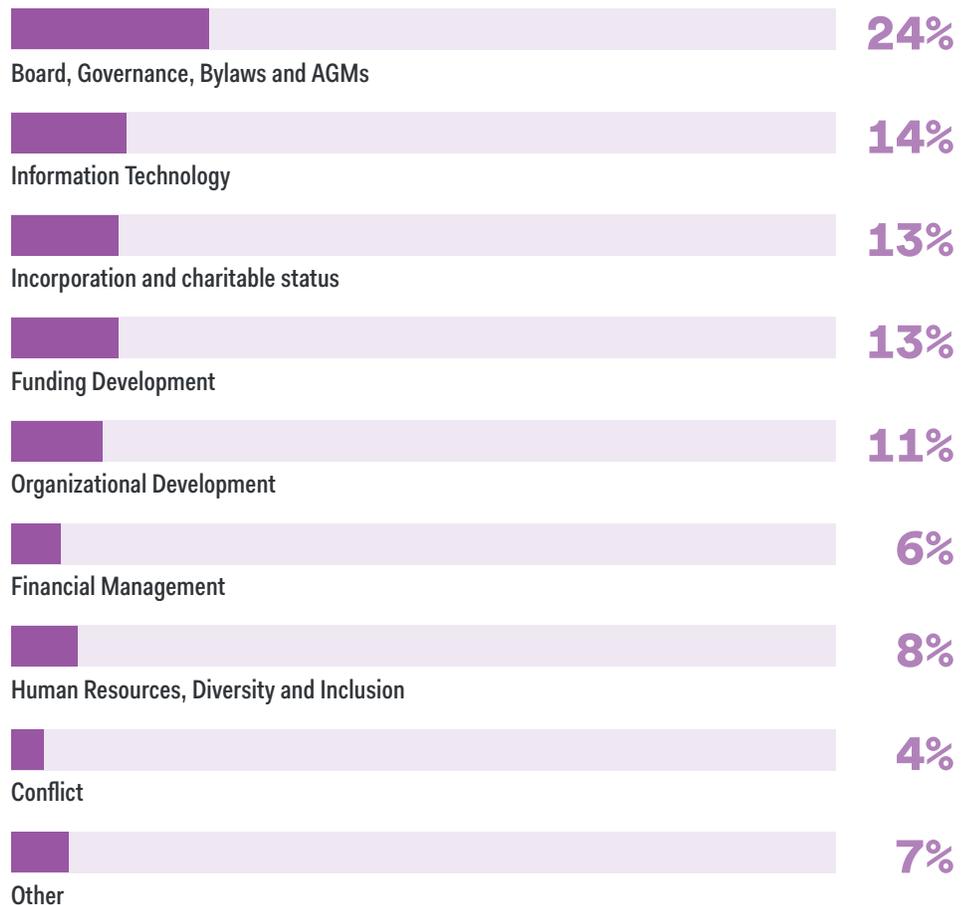
“There’s a good balance between theory and experiential activities that allow us to really integrate the content.” —Participant

Information sessions (info-cocos)

At COCo, we know that navigating non-profit law and organizational challenges on your own can be difficult, which is why we offer free information sessions by phone, email, and in person. Our staff provide referrals, offer resources and information, and help groups think through their problems. Often calling us in crisis or at times of significant change, community organizations find that the opportunity to talk something out and get crucial information in a pinch can be invaluable.

Following a trend that started in 2016, our information sessions are getting longer and longer. Whereas most of our information sessions used to last less than 20 minutes, in 2017 30% of our info-cocos lasted longer than an hour (up 10% from the year before), and 27% between 30-60 minutes. In total, COCo provided 147 hours of support in 2017.

PEOPLE CALLED US ABOUT



In 2017, we provided 212 information sessions to 144 different organizations and 207 people.

14 organizations made appointments to use our funder database, Fundtracker.

"CoCo is a great resource to us, and I presume other non-profits. Thanks for being there." —Ami Quebec

Organizational development contracts

COCo provides support to community organizations in Quebec with social justice mandates—especially smaller, grassroots organizations. We offer many different kinds of support.

In 2017, we had 145 organizational development contracts.

This is a 10% increase from 2016, and the third year in a row that we've seen an increase in contracts. Through these contracts we were able to reach a total of 89 organizations; this number is less than last year, which means we are working with organizations more deeply and over long periods of time.

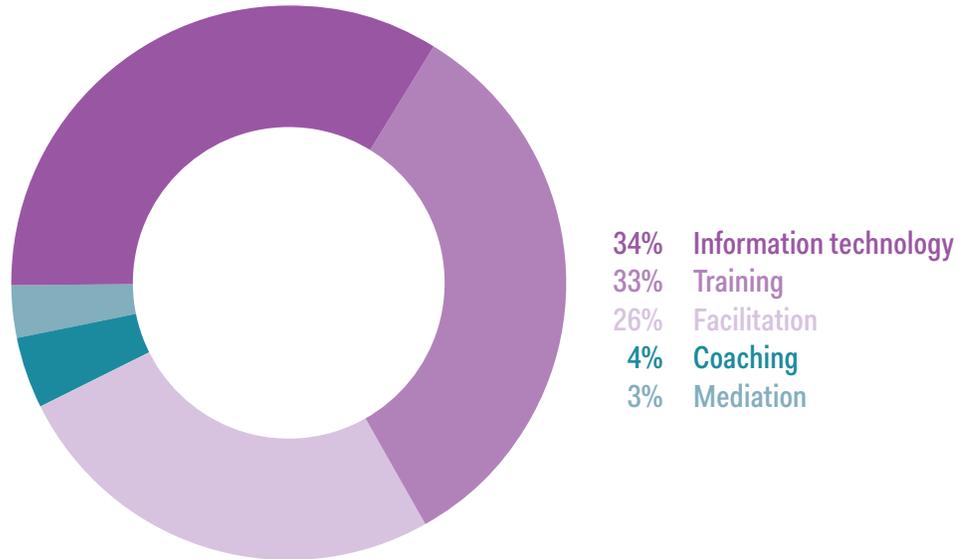
"The facilitator was FABULOUS. Her program was an excellent balance of information listening and information sharing. Excellent knowledge of content, great style and confidence, discussions were thought-provoking and educational."

—Participant in a training for douglas & midwives on implicit bias

In total, COCo reached 1248 participants (30% more people than last year).



THE FORMS OF SUPPORT THAT COCO OFFERED IN 2017 INCLUDED:

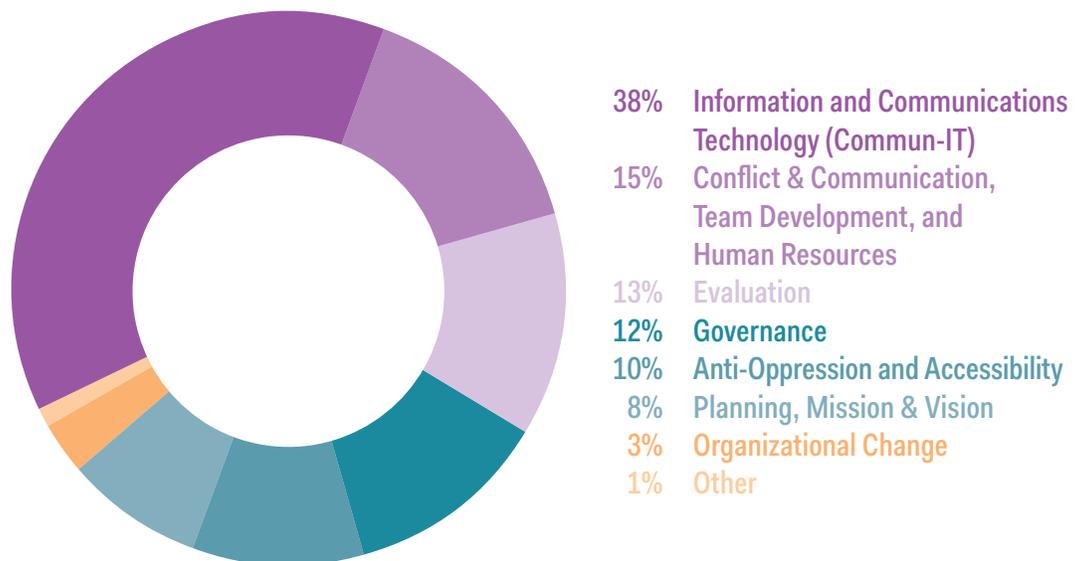


The support COCo offers can range from a short training session to a multi-year project aimed at creating long term organizational change. Each contract depends on the unique needs and context of each organization we work with.

“Thank you for a wonderful workshop that was informative, encouraged respectful discussion and helped us vision our next steps here at Art Matters!”

—Board member

HERE IS THE BREAKDOWN OF TOPICS WE WORKED ON WITH ORGANIZATIONS IN 2017;



This year, we supported 4 organizations for free, and another 22 at a discount.

We are always proud to offer our services at a sliding scale, depending on the size of an organizational budget, to meet the financial reality of community organizations. In addition, we offer contracts every year for discounted rates to organizations who need it.

"I think the facilitators did a great job of creating a comfortable and positive learning environment. From my perspective this gave us, as a team, the opportunity to delve into the difficult subject matter and leave with positive experience which will hopefully manifest in more enthusiasm and energy to tackle racism at our organization." —Employee at Santropol Roulant

"I loved how the sessions were organized. I felt like there was a lot of consideration towards the participants in concerns to physical comfort, mental exhaustion, learning abilities etc. I thought it was amazing how each week the format was slightly different, it was expressed that it was adapted to meet the needs of the participants (Yay!)." —Concordia Student Art Associations participant

"The facilitator's knowledge of the content was very rich, her presentation style fit well with our small group dynamic. She clearly followed our group to facilitate in a way that felt natural to us, and was able to pull out the nuggets of truth we were striving for or contextualize our thoughts when we were being less than articulate." —The Lion & the Mouse

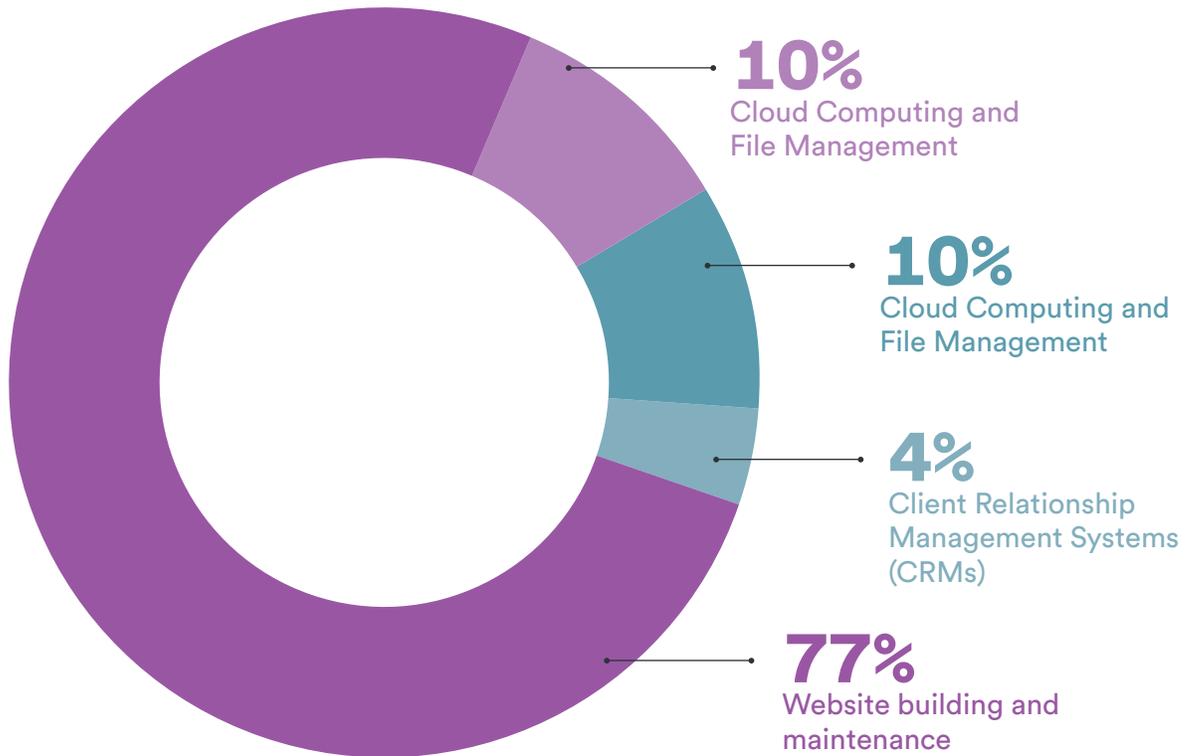
In 2017 COCo reached 4,831 people working in nonprofits and community groups with tailored resources and information.



Commun-IT

COCo'S Commun-IT program supports community organizations with their communications and technology needs. COCo's technology service favours technology solutions that are mission-driven, easy to use and to learn, and affordable.

KINDS OF SUPPORT OFFERED



Parker Mah also spoke about Commun-IT's community-based technology approach in a panel discussion exploring how technology can break barriers for social change, organized in February 2017 by the the Montreal chapter of Lesbians Who Tech.

In 2017, Commun-IT was involved in 50 contracts, 10% more than the year before. We reached 35 organizations and 93 participants. Of these, Commun-IT offered free services to 2 groups and was able to provide fully funded services to 3 groups through the J.W. McConnell Foundation Innoweave program.

“Our website is one of our most important tools. We have had nothing but compliments—and that’s all thanks to Commun-IT. Knowing that we can reach out to Commun-IT for any technological problems or needs is unbelievably reassuring.”

—Diana, Ami-Quebec

COMMUN-IT VISIONING AND NEW DIRECTIONS

The Commun-IT Hub, formed of core Commun-IT team members plus three board members, met in March of 2017 for a weekend-long visioning and planning session to discuss the practice of ‘strategic communications’. Over the last decade non-profit communications consultants and trainers in the United States have been establishing Strategic Communications as a critical new field of research and practice within the community sector. In 2016, Spencer Mann, one of Commun-IT’s core team members, had an opportunity to participate in a 6-month intensive strategic communications training and mentorship program, the Reframe Mentorship. The groundbreaking Reframe training and coaching exposed the COCo team to a range of powerful new tools and concepts and instilled a desire to bring these invaluable resources back to Quebec’s community groups.

The visioning, which also marked 5 years of the Commun-IT program, also helped us renew our commitment and practice to using technology to further social justice movements and organizations in the province; to always think about technology in relationship to the humans who are using it and the general well-being of the organizations who need our support. Stay tuned in 2018 for more changes and developments to the Commun-IT program!



Diversité d'abord

For years, we have heard stories from racialized people in the community sector regarding their experiences of racial prejudice and discrimination in their workplaces. A year and a half ago, with the support of a grant from the the Ministère de l'Éducation et l'Enseignement Supérieur, COCo decided to dig deeper and to do some real research to solidify our understanding of how exactly racism operates in the community sector, and ultimately, develop solutions based on the input of those most impacted by this problem. Parallel to this process, COCo has been working on aligning our own work and internal functioning with values of anti-oppression.

ACTION RESEARCH

After an extensive literature review process, our research took the form of two online surveys for Quebec-based community sector workers of all racial backgrounds, and 5 discussion groups for racialized community sector workers. We received 252 responses from our Community Worker Experience survey, 55 responses from our Organizational Profile survey and heard the experiences of 20 focus group respondents. This hybrid methodology of quantitative and qualitative research practices allowed us to gather an overview of what the sector looked like and how it was experienced by racialized sector workers. We consulted with multiple external reviewers, academics, and a data scientist to ensure the integrity of our data analysis process.

THE RESULTS

As we analyzed the data, we were struck by how certain themes and stories consistently repeated themselves. Though the full results of this research will be published shortly, there were a few themes we wanted to highlight here:

We saw a significant difference in how white and racialized sector workers identified and/or witnessed incidents of racism. For example, 26% of racialized workers reported witnessing a racialized worker leaving a position in the last year due to racial harassment or an unwelcoming environment for racialized workers, whereas only 7% of white respondents witnessed this occurring. Our focus group respondents nuanced these statistics: after repeated experiences of their white colleagues denying their stories about racism racialized workers would often leave their jobs silently, only disclosing to their closest peers their true motivations.

Another theme that stood out to us from the surveys and focus groups was how racialized women, and especially Black women, were subjected to higher levels of surveillance by their co-workers and superiors, both with respect to their work and their interpersonal interactions. We started calling this dynamic 'weaponized bureaucracy': that is, disciplinary policies (for example, dress codes or lateness policies) would be disproportionately applied to racialized workers (especially women), where similar infractions would be ignored with their white peers.





THE FORUM

On May 24th, we hosted a forum where we presented our findings and trained workers on best practices on how to navigate dynamics of racism in the Quebec community sector. We used our findings to develop 3 workshops, each of which was offered in French and English.

Having Hard Conversations: The Courage to Face Ourselves

This workshop taught participants how to tackle the personal and emotional responses we have to conversations about racism—responses that stop us from hearing the experiences and realities of people of colour working in the sector and stop us from addressing the impacts of racism on our workplaces.

Sharing Stories: Racial (In)Justice

Often when incidents of racial injustice are expressed, racialized people are expected to justify their experiences with facts and statistics. As important as this data can be, we can lose the nuance and power of individual experiences. This workshop taught participants how to use 'narrative weaving' to access new ways of understanding ourselves, the impact of our words and actions, and how racism moves through our bodies, our work, and our movements.

From Hiring to Firing: Women of Colour In Organizations

Our research reveals a pattern where women of colour are disproportionately subjected to discrimination, violence, and structural barriers at every step of their experience in nonprofit and community organizations. This workshop used the stories that were shared with us in our focus groups and surveys to candidly detail the oppressive dynamics that often force women of colour out of the community sector.

Black Women Taking the Lead

We closed the day with an impactful panel co-organized by Shanice Yarde from the Social Equity and Diversity Office at McGill, which featured generations of Black women activists and nonprofit leaders in conversation with each other.

120 community sector workers were trained in identifying and managing racial discrimination in their workplaces.

SPREADING THE WORD

Over the past several months, we have presented our findings to important actors in the nonprofit sector, in the hopes of spreading awareness and understanding of these issues. So far, these presentations have been offered to the 100+ members of the Regroupement Intersectoriel des Organismes Communautaires de Montréal at their Annual General Meeting, the dozen members of the Table des Regroupements Provinciaux d'Organismes Communautaires et Bénévoles, and to a packed room at the Transform(ez) Montréal Conference.

Many people were involved in this research project and have made invaluable contributions to its development. In particular, we wanted to thank Shanice Yarde, Alex Heggie, Délice Mugabo, Karine-Myrgianie Jean-François, and Kama La Mackerel for the central role they played in this project.

Our research has been presented to over 200 influential people in the nonprofit and social economy sectors so far.



Resource Hub

COCO's website, newsletter, and social media platforms are another way for us to provide support to community organizations in Quebec, by sharing resources on topics like governance, fundraising, technology, human resources, diversity and inclusion, organizational planning, and social justice issues in the province.

This year, COCo wrote 22 new blog posts about challenges and opportunities facing community groups in Quebec.

OUR MOST READ NEW RESOURCES WERE:

Accessibility Guidelines for Organizers and Facilitators	502 visitors
Conflict in Nonprofits is Hard, and We Need to Get Better at It	384 visits
How to Make Your AGM Great, Not Just Necessary	291 visits

Total Reached:
Between our newsletter subscribers, our Facebook community, and the number of unique visits to our online resources, COCo's resource hub reached approximately 8,838 people in 2017.

- In addition to the new resources we produced, we shared 6 external resources on our email newsletter, and an additional 30 on our social media.
- Our website had 85,906 page views, and 70,065 unique visits, a slight increase from 2016.
- Our monthly newsletter has 3,950 subscribers at the end of 2017.
- The number of people who liked our Facebook page increased from 1197 to 1,602 by the end of the year, a 30% increase overall.
- The average reach on our Facebook page tripled, increasing from a average of 300 people per post in 2016 to an average of 900 in 2017, although we expect this number to go down in 2018 because of changing Facebook algorithms. Our "engagement rate" (likes, reactions, and shares) also doubled over this time.

"I enjoyed reading your newsletter—they are always informative, but I particularly like this recent one about making one's non-profit an agreeable place to work as the suggestions were well-thought out and dealt with issues often overlooked by most organizations, profit and non-profit alike, such as workers having non-visible challenges, and observing celebrations not always included in statutory holidays. The first I became aware of as a counsellor; the second I noticed as a child at elementary school where some of my friends practised different faiths."

—Kathleen, Volunteer West Island

Partners, coalitions and funders

In addition to the partners mentioned through this report, COCo is also an active member of the following coalitions:

- Regroupement Intersectoriel des Organismes Communautaires de Montréal (RIOCM)
- Réseau québécois de l'Action Communautaire Autonome (RQ-ACA)
- Comité Sectoriel de main d'oeuvre en économie sociale et action communautaire (CSMO-ÉSAC)
- Coalition des organismes communautaires autonomes de formation (COCAF)
- TROVEP (Table régionale des organismes volontaires d'éducation populaire de Montréal)

SOME PARTNERSHIPS OF NOTE...

In November 2017, COCo collaborated with Montréal, Arts Interculturels for a landmark event, a bilingual panel discussion and public debate around representation and cultural appropriation. The event sold out in a matter of hours, and COCo staff provided their expertise to livestream the session to an attentive online audience. The 2.5 hour video now has over 10000 views.

COCo also had an important partnership this year with the Disabled Women's Action Network (DAWN) when we applied together to take part in the provincial government's inquiry into systemic racism. Our work together intended to look at how Disabled and Deaf women of colour experienced racism in public and nonprofit workplaces. While we started the process with optimism, we were soon confronted by shifting timelines and objectives from the Government. After months of advocacy and collaboration, both organizations pulled out of the consultation process as the commission's mandate was ultimately reduced to a focus on the creation of economic opportunities for immigrants and visible minorities in the province. This dream collaboration will find its way into the world some other time!



PARTNER ORGANIZATIONS:

- Disabled Women’s Network of Canada (DAWN)
- Accessibilize Montreal
- Concordia Office of Community Engagement,
- Centraide (Atelier C)
- Coalition des organismes communautaires autonomes de formation (COCAF)
- Regroupement Intersectoriel des Organismes Communautaires de Montréal (RIOCM)
- Réseau québécois de l’Action Communautaire Autonome (RQ-ACA),
- Comité Sectoriel de main d’oeuvre en économie sociale et action communautaire (CSMO-ÉSAC),
- Coalition des organismes communautaires autonomes de formation (COCAF)
- Girls Action Foundation
- Reframe Mentorship Program
- Movement for Justice in El Barrio
- Table de regroupements provinciaux d’organismes communautaires et bénévoles,
- Imani Community Centre
- Comité Action Parc Extension
- Centre de Formation Populaire
- Montreal, Arts Interculturels
- Lesbians Who Tech
- Groupe de recherche Cinbiose de l’UQAM
- McConnell Foundation
- Social Equity and Diversity Education Office at McGill (SEDE)

OUR FUNDERS MAKE OUR WORK POSSIBLE. They are:



Our own learning

As we encourage other community organizations to learn and grow, COCo tries to model the same approach ourselves, including by encouraging our team to go seek learning opportunities elsewhere. Here are some of the trainings, discussions, and conferences our team participated in in 2017!

- In February, our Board and Staff invited Thomasina Phillips and Lauren Jiles to share some teachings from their community in Kahnawake around relationship building and reconciliation with local indigenous communities. The Kanien'kehaka Creation Story and the history of the Haudenosaunee Confederacy were woven into the present day where we explored the impact of colonization and the many forms of resistance alive today.
- In the winter, Kira participated in an online course by Social Atlas on social media for nonprofit organizations.
- In May, Fabiola spent a week in Toronto attending an intensive course in community conflict mediation with St. Stephen's House.
- In May, Kira & Frances attended a Tamarack conference called Neighbourhoods The Heart of Community: Mobilizing for Impact, where we dove into the experiences and knowledge over many years of Montreal-based work in community mobilization and collective impact.
- In September, Frances attended the "Coaching Ourselves" training by Henry Mintzberg as part of the Rebalancing Society conference. The focus of this one day event was to provide ideas and insight for social change to leaders from the not for profit sector, along with social entrepreneurs and others interested in social change.
- In November, the Commun-IT team, and members of the COCo staff and Board, were trained over the course of the weekend in the basics of strategic communications by Joseph of the Reframe Mentorship Program, with support from Spencer Mann.
- Over the course of the year, Sabrina continued her regular participation in a community of practice for coaches.
- In the second half of 2017, Emily got specialized coaching to talk about issues of anti-oppression and racial equity in French.
- In Fall 2017, Fabiola finished classes towards a certificate in philanthropic management at the University of Montreal.



Finances

2017 has been a year of important growth for COCo, financial and otherwise. We received an increase in our core funding from the MEES over the next five years, which allowed us to add a permanent staff member to our team. We also took on several new projects with Centraide, and one with MEES, which brought in other new people.

REVENU

Ministry of Education and Enseignement Superieur	\$167,978
Training, facilitation, coaching, mediation, and IT consulting services	\$129,299
Centraide du Grand Montreal	\$137,006
Industry Canada (salary subsidy)	\$13,301
Emploi-Québec (salary subsidy)	\$14,068
Other	\$1,401
Total	\$463,053

EXPENDITURES

Salaries and Benefits	\$368,400
Affiliate Facilitators	\$41,623
Translation	\$6,373
Communications and IT	\$2,442
Rent	\$15,906
Total	\$434,744

The amount of revenue from our organizational development contracts increased again in 2017, for the third year in a row, and represents an all time high!

AUTONOMOUS REVENUES FLUCTUATION OVER LAST 15 YEARS

