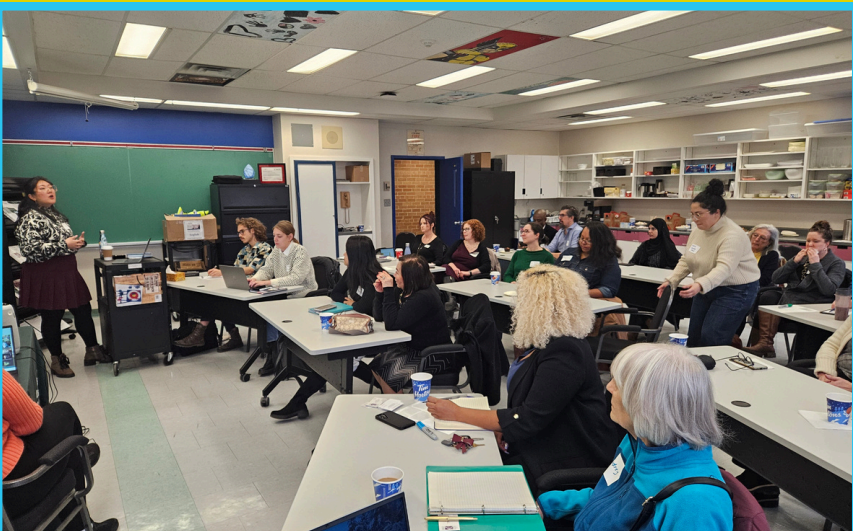


ANNUAL REPORT

2024-2025



Reflecting on 2024-2025

The year saw much change for Ontario's nonprofit sector, with snap provincial and federal elections, a struggling economy due to U.S. tariffs and a global trade war, and increased polarization in our communities amidst a rise in hate, fear, and facism - all of which contribute to the ever-growing need for nonprofits and our vital programs, services, and resources.

Our social, political, and economic landscape is deeply impacted by events across the country and beyond. During this time, we know it has been difficult for many nonprofits; and ONN has centered our work on meeting this moment, supporting our network, and moving forward with our vital public policy agenda.

Over the year, ONN created space for dialogue, learning, and connection across the network. Through the Nonprofit Driven Conference we gathered diverse voices to share ideas, challenges, and strategies for collective action. We offered legal education through Nonprofit Law Ontario sessions, and supported organizations in navigating an evolving regulatory landscape. We published reports on the cost of undercompensation and continued to support the advancement of decent work in our sector. In the lead-up to the 2025 Ontario snap election, ONN contributed to sector readiness through a webinar on mis/disinformation and election resources, as we supported nonprofits as they engaged with civic and democratic processes.

During this time, ONN remains a steadfast advocate with and for nonprofits, including charities, grassroots groups, volunteer-run organizations, nonprofit social enterprises, and nonprofit co-operatives across Ontario with a mission to serve a public benefit. We have seen difficult times before and we are a resilient, thoughtful, and resourceful sector. Our work continues as we navigate these troubling times and advocate for the needs of Ontario's nonprofits and the communities we serve - ensuring nonprofits are a strong voice and reliant partners for every Ontarian.

We close by extending our thanks to our dedicated members, funders, Connectors, and the network for supporting our work - we are truly grateful.

DANIELLE GRIFFIN
DIRECTOR OF STRATEGIC COMMUNICATIONS
AND INITIATIVES AND INTERIM CO-ED

PAMELA UPPAL-SANDHU
DIRECTOR OF POLICY AND INTERIM
CO-ED

ANGELA CARTER
BOARD CHAIR, ONN

VISION

We envision that communities are thriving because people are connected, well-resourced, and effecting change for the public good.

MISSION

ONN's mission is to connect, strengthen, and advocate with and for the nonprofit sector in Ontario.

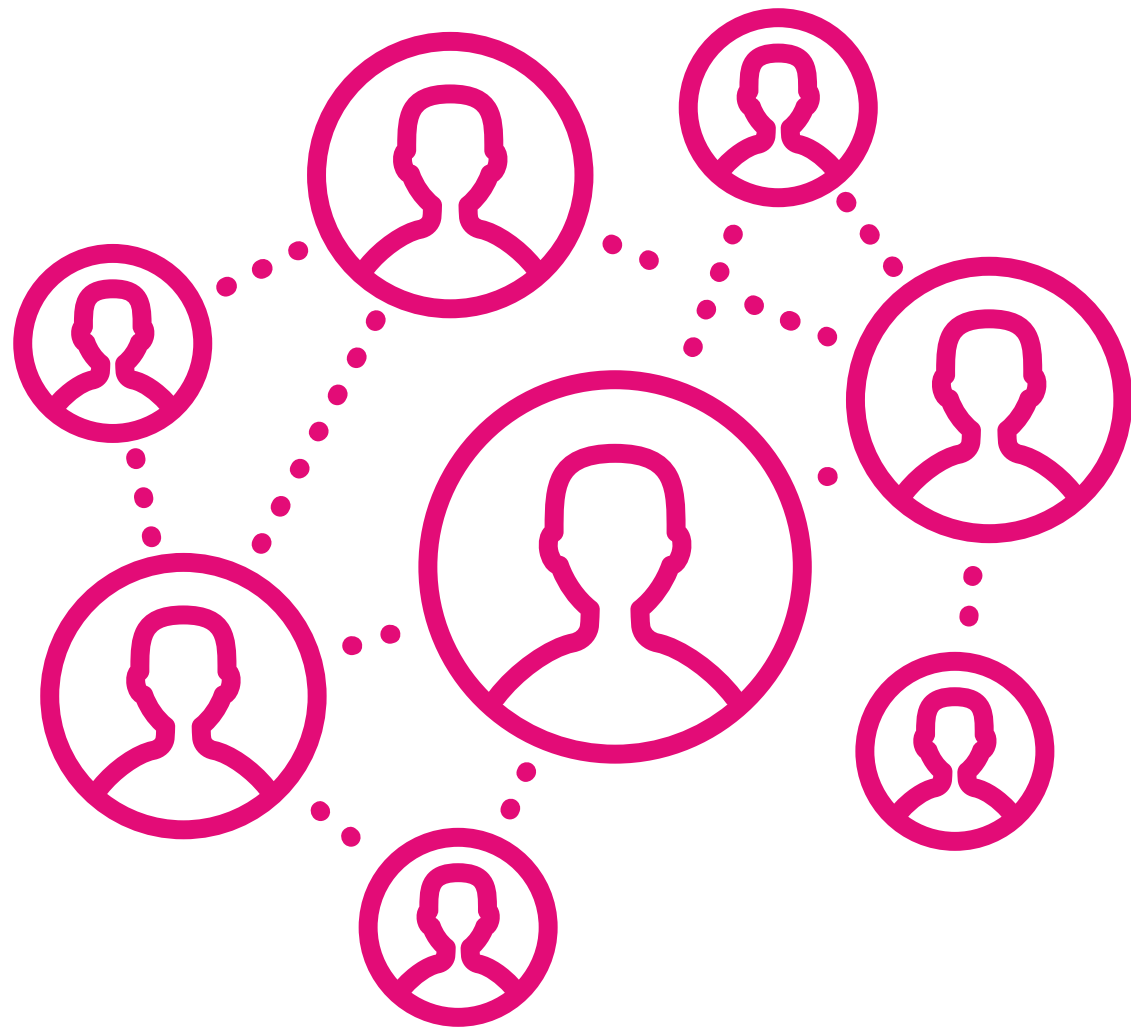
VALUES

Reciprocity: All our work is based on relationships. We invest our resources, our time, and our energy in building mutually beneficial relationships with our people, our network, partners, and other groups and parties including governments.

Collective action: We are stronger when we work together. We share as much as we can. We convene and elevate the voices of our network.

Intended impacts

Our strategic framework, launched in the previous fiscal, continues to guide our work and support our mission, vision, and values.



- **CONNECTED NETWORKS**
- **SHARED SOLUTIONS**
- **COLLECTIVE ADVOCACY**
- **NONPROFIT DRIVEN
PUBLIC POLICY**
- **PUBLIC CHAMPIONS**

ONN'S POLICY AGENDA (2024-2026)

ONN advances bold and comprehensive public policy that reflects the needs and aspirations of Ontario's nonprofit sector. Our policy agenda has nine focus areas consisting of various policy files that we advance through either legislative, regulatory, budget, and/or implementation initiatives.



DECENT WORK



VOLUNTEERISM



SUSTAINABILITY



REAL ESTATE



DATA & PRIVACY



REGULATION



COMMUNITY WEALTH



ANTI-PRIVATIZATION



DEMOCRACY

CONNECTED NETWORKS

NONPROFIT DRIVEN AND BEYOND

ONN's Nonprofit Driven brought together hundreds of nonprofits, charities, and community groups in 2024 to build a stronger and connected network. Across two days, ONN convened 15 different panels, workshops, and speakers discussing diverse topics pertaining to the sector.

Building on the momentum of Nonprofit Driven, in future years the event is expanding beyond Toronto to meet nonprofits directly in their communities. This will help deepen the success, momentum, and relationship-building of regional gatherings hosted in the past, allowing ONN to convene in communities across the province.



SHARED SOLUTIONS

NONPROFIT LAW ONTARIO

ONN's social enterprise, Nonprofit Law Ontario (NPLO), is becoming a credible and accessible source for nonprofit legal information. Over the year, NPLO delivered 50 workshops to over 950 participants and answered over 500 written enquiries on a range of legal topics including governance, charity law, employment, privacy, tax election advocacy, and more. We also engaged in special projects for organizations, such as writing a guide on obtaining charitable status for community land trusts.

COLLECTIVE ADVOCACY

ADVOCACY HIGHLIGHTS:

ONN's public policy work supported and sparked various nonprofit collective advocacy efforts across the province. For example:

- Our open letter to Premier Ford, calling on the government to ensure nonprofits are part of their plan to Protect Ontario, gathered 441 nonprofits signatures from across Ontario
- ONN endorsed several joint letters led by partner organizations. One significant outcome was the reinstatement of a minister to federal cabinet, following the government's elimination of the Minister for Women and Gender Equality (WAGE). This aligned with ONN's equity commitments and supported decent work.
- We supported federal advocacy by amplifying election advocacy efforts from nonprofits and charities ranging from election resources for community members to organizing debates to campaigns with election priorities.
- We encouraged active democratic participation by providing timely resources to help nonprofits and communities prepare for a snap election.

We continue to seize opportunities to bring together various nonprofits and advocates across the sector to share information and build relationships where collective advocacy can be a byproduct of it. This includes bringing together human services associations and chairing the Federation of Nonprofit Networks.

NONPROFIT DRIVEN PUBLIC POLICY

GOVERNMENT RELATIONS

- We met with three ministers' offices.
- We met with five ministries and departments.
- We met with representatives from all political parties in the lead up to the provincial election.
- We continued to build relationships with Members of Provincial Parliament from the Ontario NDP, Ontario Liberal, and Ontario Conservative political parties, raising the profile of the sector and interest in ONN public policy files such as "home in government".
- Ministers' offices and ministries reached out to ONN on various topics for the nonprofit perspective or to access our networks, signalling ONN is a key intermediary for government.

NONPROFIT DRIVEN PUBLIC POLICY

DECENT WORK SYSTEMS

Our comments on proposed regulations for implementing full disclosure of compensation or salary ranges across all sized organizations and the use of AI in hiring processes, bolstered decent work public policy.

SUSTAINABILITY

Our critical analysis of the federal social finance fund generated a sector position on how the fund fell short and needed to change in order to increase accessibility to nonprofits.

SOCIAL PURPOSE REAL ESTATE (SPRE)

Our advocacy campaign for an Ontario nonprofit housing acquisition fund, alongside provincial housing partners, was referenced in three out of the four political party platforms and sparked interest in the sitting government.

DATA AND PRIVACY

Our co-hosted data convenings alongside Ontario Trillium Foundation, Philanthropic Foundations Canada, and SETSI catalyzed investment in data driven solutions for nonprofits that don't leave small nonprofits behind.

NONPROFIT DRIVEN PUBLIC POLICY

REGULATION

Our toolkit on non-qualified donees empowers non-qualified donees to unlock capital for themselves. The toolkit includes resources on how grantees can talk to their funders about granting to non-charities and an FAQ.

COMMUNITY WEALTH

Our Community Benefit Agreements Case Study on St. Thomas-Elgin is helping catalyze community action with the new proposed Volkswagen Plant in St. Thomas-Elgin.

ANTI-PRIVATIZATION

Our open letter with Ontario's child care sector to the Ontario Minister of Education and federal Minister of Families, Children, and Social Development on the importance of keeping the cap on the number of for-profit child care providers in Ontario garnered many signatures and resulted in government meetings at both the provincial and federal level.

DEMOCRACY

Our thought leadership on the role of nonprofits activating a healthy democracy urges the sector to examine how they think about and engage with democracy through their missions and mandates.

PUBLIC CHAMPIONS

ONN advanced communications by focusing on being equity responsive, and amplifying voices, resources, and commentary from equity-deserving and equity-denied communities and champions.

For the first time, we included calls to action to the public in our annual survey policy report - encouraging the public to champion the sector:

- Get involved in your communities.
- Support nonprofit advocacy.
- Participate in democratic processes.

SURVEY

Our annual survey is now an expected and reliable source of data for the nonprofit ecosystem in Ontario and beyond, on both core nonprofit operations as well as on emerging themes. Nonprofits of all sizes and types use the survey data in a variety of ways - from the micro to the macro. At the macro level, our survey data informs funding priorities, public policy, and systems change by subsectors, regions, and equity-deserving communities. At the micro level ONN's data informs board decisions, organizational shifts, funding advocacy, and innovation. To date, 3,800 nonprofits have responded to the survey between 2022-2024.

The 2024 survey data revealed that the nonprofit sector is experiencing stagnant and declining financial resources amidst climbing demand. Year-over-year, many of the issues remain the same: financial resources are unstable, volunteers are not returning to the sector post-pandemic, it's harder to recruit and retain talented staff, to name a few. The survey revealed a dichotomy in the nonprofit sector, in which 45 per cent of survey respondents reported feeling overwhelmed, and 41 per cent reported feeling optimistic at this current moment. While the quantitative data showed many worrisome trends, the qualitative data collected showed the hopefulness of the sector.

“

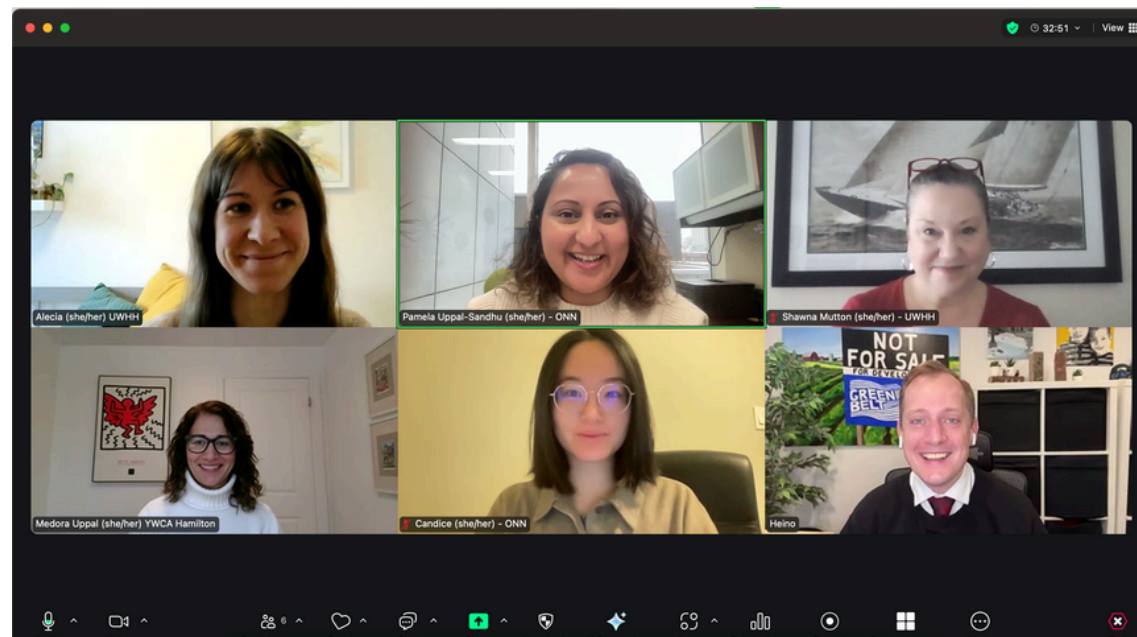
“Lack of core funding is a challenge - for us and for the agencies that we grant funding to as well. Additionally, huge discrepancies in pay parity in the community social service/healthcare and lack of increased gov. funding to meet growing needs is at the crisis level.”

*-2024 State of the
Sector Survey*

STRATEGIC PROJECTS

ACTIVATE ADVOCACY

Our candidate engagement meetings alongside local nonprofits, [snap election resources](#), and webinar series on community organizing and mis/dis information built public policy advocacy capacity in the sector.



STRATEGIC PROJECTS

MAP OUR NETWORK

We continue to strengthen our network database as we convene nonprofits through our different gatherings, and through building key relationships with networks across the province. We now convene and engage more regional networks than ever before. The work to build a responsive and digital network map to reflect this growth continues.

HIGHLIGHT THE NONPROFIT DIFFERENCE

Our highlights of the nonprofit difference at our conference and other convenings and through storytelling on our social media platforms is generating a collective identity and narrative. For the first time our 2024 State of the Nonprofit Sector policy report included calls to action for the public to help build understanding of, and support for, nonprofits.

STRATEGIC PROJECTS

REIMAGINING LEADERSHIP

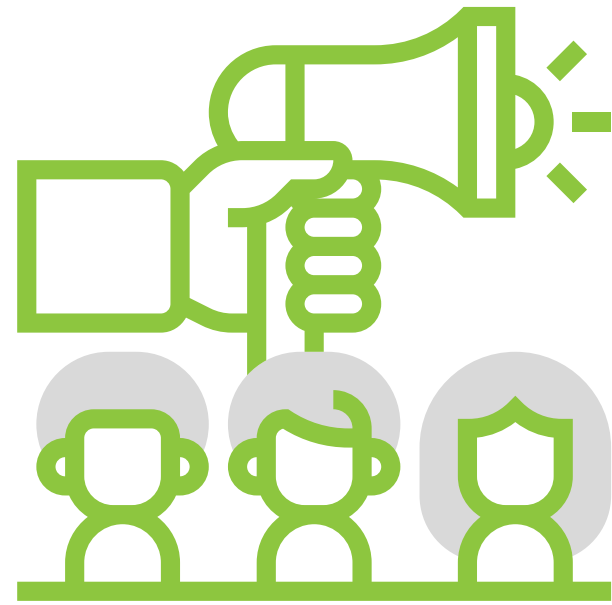
Our focus on reimagining leadership, as part of our labour force strategy work, that brought together diverse nonprofit leaders in intensive gatherings is pinpointing the nonprofit leadership problem.

Our Reimagining Governance work is deepening with network gatherings engaging 750+ people and growing our RG lab with a new Governance culture impact wheel tool while updating the existing Foster an intentional and principle-driven governance culture tool.

STRENGTHEN WORKFORCE

Our relationship building with post-secondary institutions and workforce development boards across the province is positioning the nonprofit sector as an employer for social purpose driven work. Our new paper, The cost of undercompensation in the nonprofit sector, is equipping nonprofit leaders to change the decent wages narrative with their board.

BROADENING AND ENGAGING THE NETWORK



450+ members

and **15 regional nonprofit networks** dedicated to advancing the advocacy efforts of Ontario's nonprofit sector.



Digital engagement

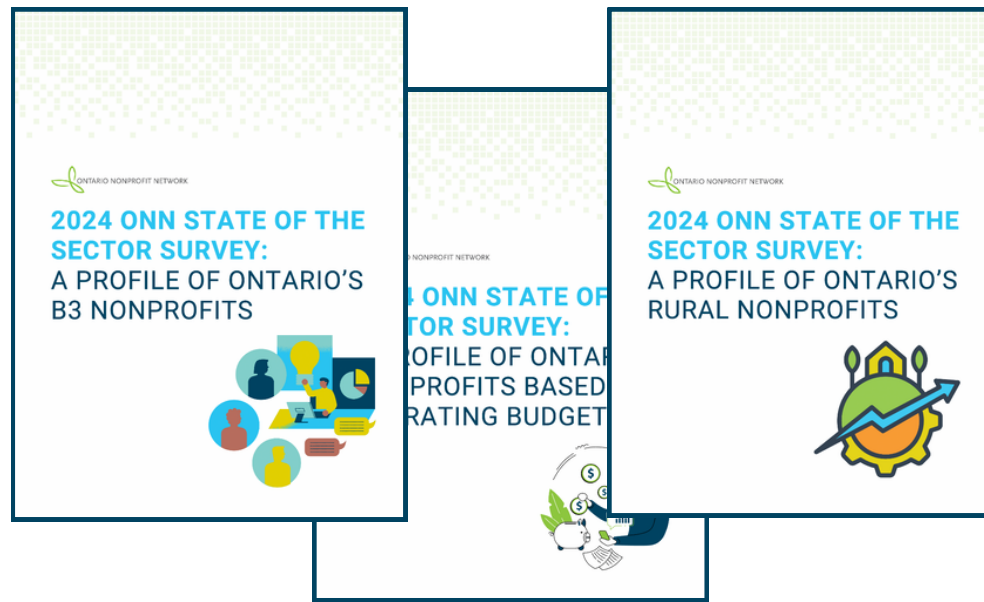
of our policy analysis, resources and tools, and social media content resulted in over **900,000 views**.



Online events

saw nearly **2,900 attendees** for webinars, learning circles, and other online events to engage in capacity-building, election advocacy, and more.

NEW SECTOR SUPPORTS & RESOURCES



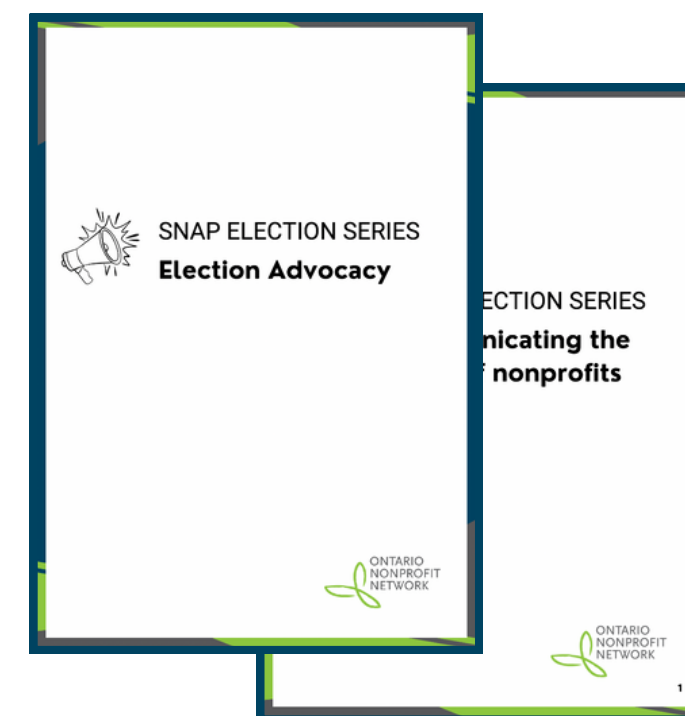
Data profiles for B3, rural, and nonprofits based on operating budgets



The cost of undercompensation in the nonprofit sector explores how developing defensible, fair pay structures can help retain skilled employees and strengthen the sector.



2024 State of the Sector policy report and technical report. Available in English and French.



Snap election series: practical ways for nonprofits to engage in election advocacy in a non-partisan way during elections.

ONN FUNDERS

Thank you to our funders who help us mobilize policy and advocacy action to connect the sector, government, and the communities we serve.



United Way
Greater Toronto

Rykert
Foundation



LYLE S. HALLMAN
FOUNDATION



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Strong Charities. Strong Communities.



ATKINSON
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FOUNDATION



The Counselling
Foundation of Canada

Ignite^{NPS}

ONN acknowledges the support of Women and Gender Equality Canada.



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

ONN CONNECTORS

Thank you to our ONN Connectors, a special group of forward-thinking leaders committed to a strong and resilient nonprofit sector in Ontario.



LYLE S. HALLMAN
FOUNDATION



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NONPROFIT DRIVEN SPONSORS

Thank you to the sponsors of the Nonprofit Driven Conference, held in May 2024.

PRESENTING PARTNER



An agency of the Government of Ontario
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SPONSORS AND SUPPORTERS



**Future
Launch**



THANK YOU TO ONN'S VOLUNTEER LEADERS

(AS OF MARCH 31, 2025)

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Sarah Beyer, Paul Bubelis, Amanda Colella-King, Marie-Lauren Gregoire Drummond, Shruthi Ganpathy, Jin Huh, Rosalind Lockyer, Margaret McGuffin, Janet McCrimmon, Parinita (Pari) Rajagopalan, Jennifer Ross, Fayzal Samji, Tammy Shubat, Stan Williams

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Finance & Audit Committee

STAFF TEAM FOR 2024-2025



Nicole Farrell, Candice Zhang, Danielle Griffin, Erin Kang, Ebony Davitt,
Lynn Eakin, Oveesh Mian, Pamela Uppal-Sandhu
Not Pictured: Javil Joujoute, Benjamin Miller, Laura Benglian



**Thank you for your ongoing support!
Our work would not be possible
without you.**

