

PILLAR
nonprofit network

2024 **ANNUAL IMPACT** **REPORT**

**FROM TRANSITION TO
TRANSFORMATION**

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2024

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Land Acknowledgement

Pillar Nonprofit Network would like to acknowledge the history of the traditional territory and honour the longstanding relationships of the three local First Nations of this land and place in Southwestern Ontario. The Attawandaran once settled this region alongside the Anishinaabeg and Haudenosaunee, and this land served as their traditional hunting grounds. The three longstanding Indigenous groups of this geographical region are: The Anishinaabeg, The Haudenosaunee and the Lunaapeewak.

We would also like to recognize the three First Nations communities neighbouring the City of London: Chippewas of the Thames First Nation, Oneida Nation of the Thames and Munsee-Delaware Nation.

Ontario is covered by 46 treaties and other agreements, such as land purchases by the Crown signed between 1781 and 1930. Treaties are the legally binding agreements that set out the rights, responsibilities and relationships of First Nations and the federal and provincial governments. We acknowledge the inherent rights of the Indigenous peoples of Turtle Island while understanding that we are all treaty people. We honour and commit to the Two Row Wampum Treaty and Dish With One Spoon Agreement; holding their teachings close as we commit to our responsibilities as treaty people. Please use this [interactive map](#) to learn about the traditional territory on which you live and work.

Pillar Nonprofit Network recognizes the inequities connected to colonization and commits to working towards creating a just, inclusive and vibrant community for all. It is our duty to reconcile, continuously learn, and intentionally work to cultivate and nurture safe and ethical spaces for this to happen.

We invite you to reflect upon this land acknowledgement, what it means to your personal story, and what the Truth and Reconciliation Commission's Calls to Action mean to you.

In the spirit of equality and inclusion, if we can improve on this statement, please contact us.

Message from our Board Chair and CEO

As we reflect on 2024 at Pillar Nonprofit Network, what stands out most is the momentum we've built—together. It has been a year marked by deepened community connection, bold advocacy, and meaningful progress across our programs, partnerships, and shared spaces.

We've pushed for systemic change where it's needed most. From advocating for a dedicated office or ministry in government to focus on the needs and impact of the nonprofit sector, to calling for sector-specific workforce strategies at the provincial level, to defending local Community Grants through a major mobilization effort in London, our voice has been clear: nonprofits are essential. At the federal level, we joined the call for data equity by supporting Bill S-279, helping to shape how nonprofits across Canada are seen, valued, and supported.

At the same time, we've continued to invest in the space that brings people and purpose together - Innovation Works. While London's downtown core faces an unprecedented office vacancy rate, our community coworking space stands out as a flourishing hub of activity that feels more like a gathering space than a traditional office. Our co-tenants come here not just to work, but to connect, collaborate, and engage with their community in meaningful ways. This coworking environment invites all to participate, grow and contribute to a thriving, caring community.

We launched the Pillar Impact and Learning Centre, offering new pathways for nonprofit leaders, social entrepreneurs, and organizations to learn, grow, and lead. Programs like *All About Boards*, our ED/CEO Support Network, and the soon-to-launch *Advanced All About Boards* reflect our commitment to strengthening the sector from within.

We've also deepened partnerships that move knowledge into action. Western University's RECAP Program officially joined us as a co-tenant at Innovation Works this year, embedding research directly into the nonprofit space to make it more collaborative and less extractive. This is a partnership rooted in trust, co-creation, and long-term impact.

We've seen encouraging signs for the future. A 200% increase in board applications signals growing belief in our mission and momentum. Programs like our cost-free Community Membership Program, made possible through our partnership with Canada Life, are helping ensure our network remains accessible, inclusive, and vibrant.

As we look to the future, we're already beginning to imagine meaningful ways to mark two important dates in 2026 - 25 years of Pillar and 10 years of Innovation Works. These are not just anniversaries—they are milestones that demonstrate the power of sustained collaboration, shared leadership, and a community that steadfastly refuses to settle for the status quo.

To our members, staff, board, volunteers, partners, and supporters—thank you. You are the reason we are here, and the reason we will keep moving forward.

With gratitude,

Maureen Cassidy
CEO



Kapil Lakhotia
Board Chair



Policy, Partnerships, and Progress: 2024 in Review

As we moved through a pivotal year, Pillar Nonprofit Network continued its journey from transition to transformation, guided by the goals of our 2024-2025 Provisional Strategic Plan. Our policy and advocacy work reflects a commitment to sharing knowledge, analyzing and advocating for systems change, and operating with excellence in support of a resilient, equitable nonprofit sector.

In 2024, we brought communities together through Policy Conversations, amplified nonprofit voices, and strengthened our role in shaping policies across all levels of government. We advance this work through a cross-sector approach that brings together nonprofits, social enterprises, businesses, and government. Pillar's public policy strategy is rooted in organizing around sector-wide issues through a heightened equity lens to foster a regulatory environment and broader culture that enables the sector to operate with the greatest impact.

Delegations & Engagements

- Advocated at the City's Public Participation Meetings for funding to support Pillar's governance training and broader nonprofit sector investment.
- Presented at the Provincial Finance and Economic Reform Committee during pre-budget consultations.
- Met with Minister Marci Ien and MP Arielle Kayabaga to discuss Canada Summer Jobs funding and the need for a dedicated home in government for nonprofits.
- Mayor Josh Morgan brought greetings to Pillar's AGM and highlighted Pillar's role in the City's new "overarching economic development plan," an initiative first introduced in his State of the City Address in January and reaffirmed during Multi-Year Budget deliberations at City Hall.

NUMBER OF POLICY TALK PARTICIPANTS

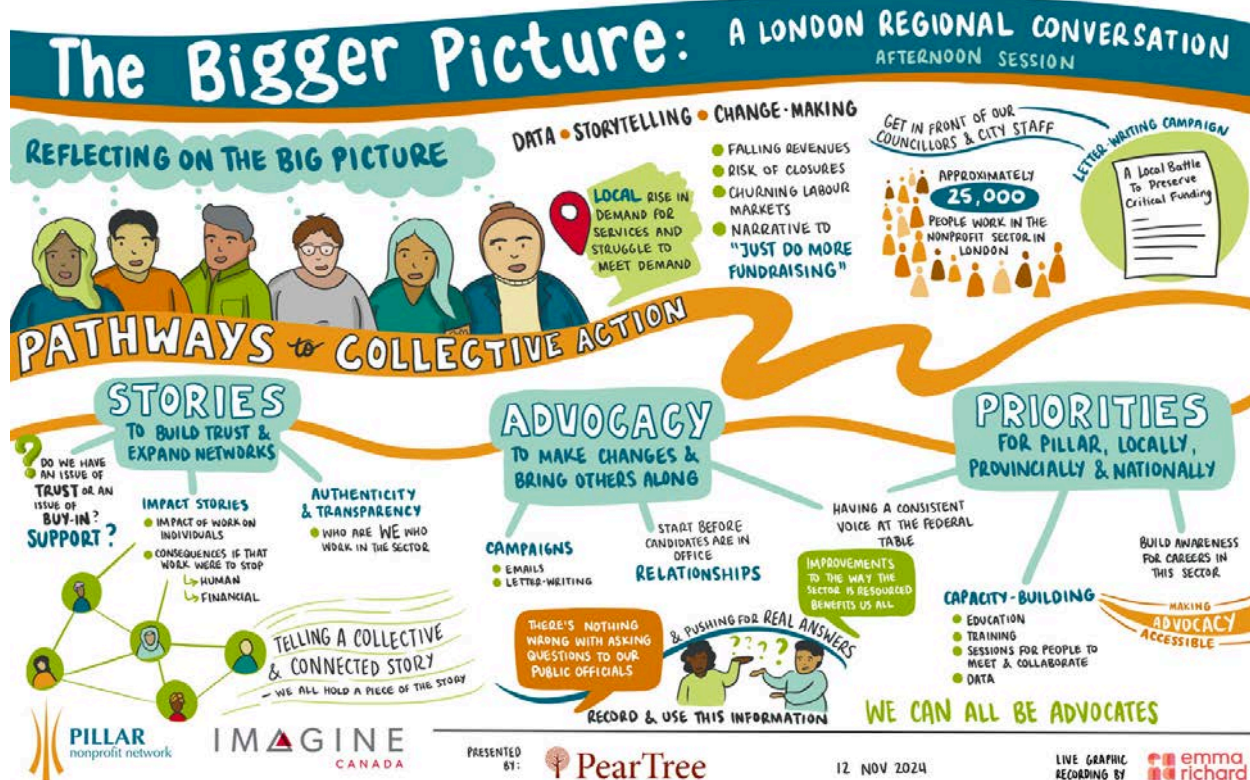
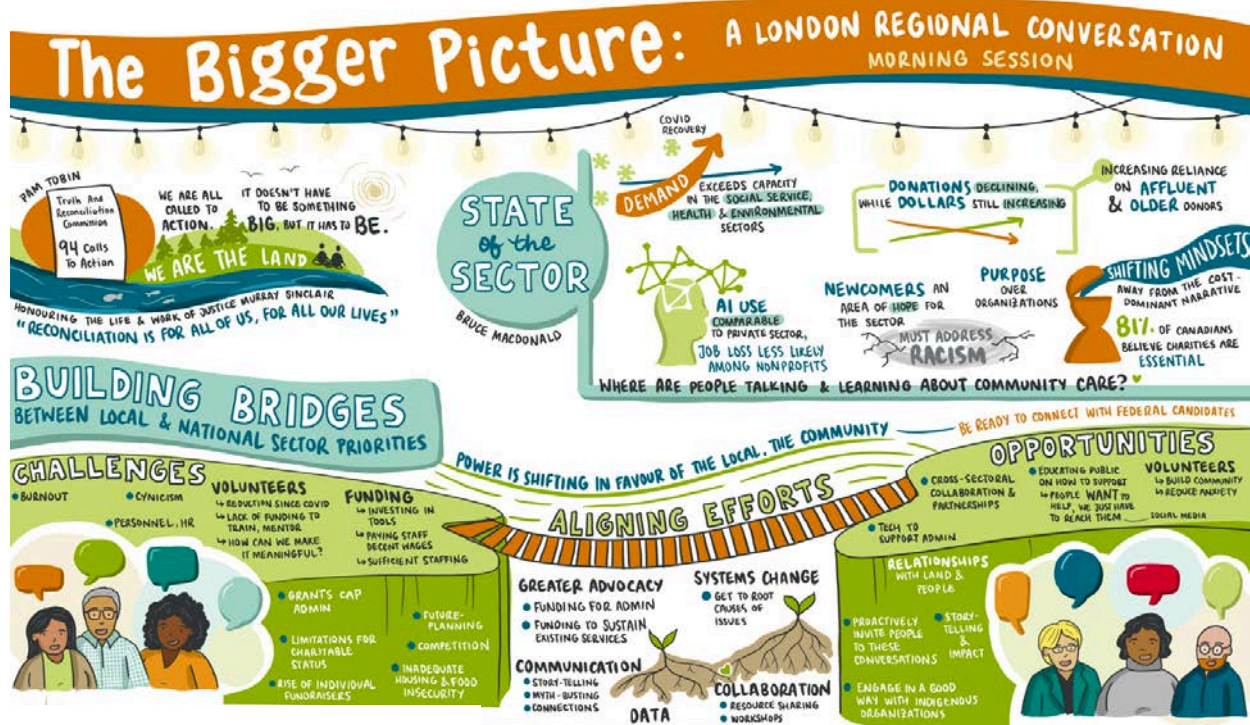


237

Empowering Nonprofits Through Policy Education

- Hosted Policy Talks sessions with a total of 237 attendees, equipping nonprofit leaders with the knowledge and tools to engage in policy advocacy. Topics included:
 - Yes, Nonprofits Can Do Advocacy, Actually: Let's Get Started
 - #PolicyTalk: LIGHT MODE
 - #PolicyTalk: DARK MODE
- Hosted two landmark events, The Big Picture and The Bigger Picture, in partnership with London Community Foundation, Ontario Nonprofit Network (ONN) and Imagine Canada, integrating policy data sets from municipal, provincial, and federal levels to uncover systemic challenges and drive policy solutions and advocacy efforts.





This image was created as a live graphic by Emma Richard who captured the spirit of the event in real time—an intuitive blend of listening, storytelling, and design that brings our collective experiences to life on a digital canvas.

Driving Policy Reforms at All Levels of Government

- Submitted key recommendations for the Pre-Budget Consultations in Advance of the 2025 Federal Budget, calling for investments in nonprofit data strategy, funding reform, workforce development, and a dedicated government office for the nonprofit sector.
- Co-submitted the Federal Nonprofit Data Coalition's recommendations for the 2025 Federal Pre-Budget Consultations, advocating for annual nonprofit sector surveys, a dedicated Statistics Canada unit, and the creation of a Canadian Nonprofit Data Lab to enhance evidence-based decision-making.
- Submitted key recommendations for stronger sector support and investment to Minister Peter Bethlenfalvy and the Standing Committee on Finance and Economic Affairs as part of the 2024 Pre-Budget Submission.
- Released an open letter to Mayor Josh Morgan and City Council opposing the proposed cancellation of funding for the City of London Capital and Innovation Grants and the Neighbourhood Decision Making program (2025–2027), ensuring continued investment in local initiatives.
- Launched an email campaign rallying nonprofit leaders, workers, volunteers, donors, resulting in close to 400 individual letters sent to the Mayor and to Ward Councillors, urging the full restoration of Community Grants as committed in the 2024-27 Multi-Year Budget.



Building Strategic Partnerships for Sector Growth

- Represented Pillar on critical policy tables, including the Federal Nonprofit Data Coalition, the Federal Funding Reform Working Group, and the Canadian Federation of Nonprofit Networks, influencing sector-wide policy and funding reforms.
- Played a key role in the Workforce Development Table, Business Reference Table, and Strategy and Accountability Table of the Health and Homelessness Whole of Community System Response, ensuring nonprofit perspectives shape solutions for social and economic challenges.
- Partnered with The Nonprofit Chamber (formerly called the Calgary Chamber of Voluntary Organizations) to support the 2024 Boland Survey, one of the most comprehensive nonprofit sector compensation data sources in Canada
- Collaborated with the Elgin Middlesex Oxford Workforce Planning and Development Board to co-publish the third annual EmployerOne Survey, providing crucial insights into workforce trends and challenges in the Elgin, Middlesex and Oxford counties and the Cities of London and St. Thomas.



From Silos to Synergy: How the Pillar Impact and Learning Centre is Reshaping Support for Our Network

In early 2024, a question was quietly echoing through the halls of Pillar Nonprofit Network: How do we better meet the evolving needs of our community while making the most of the knowledge, wisdom, and passion already under our roof and within the network? The answer came not as a program, but as a transformation.

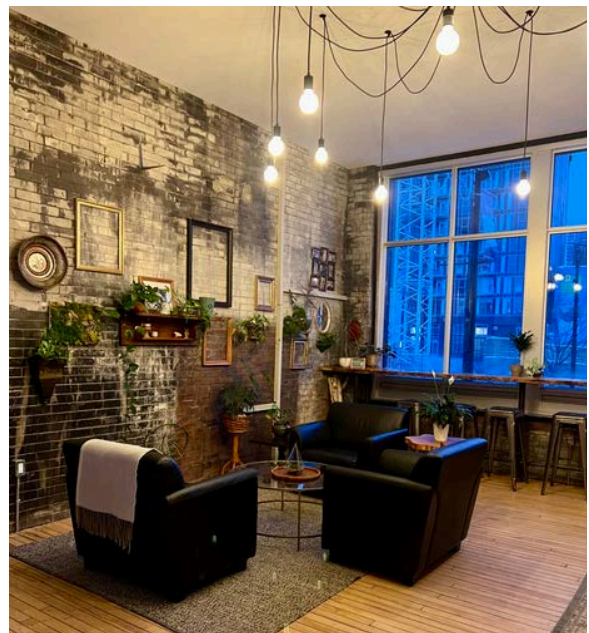
The Pillar Impact and Learning Centre (PILC) was born from that transformation—a complete reimagining of how we serve our members, build capacity, and steward impact in the region. Gone are the days of siloed departments where social finance, social enterprise, learning and development, and Impact Consulting lived in parallel. Today, all of these elements operate under one powerful umbrella, guided by our Pillar Impact and Learning Specialist and supported by a collaborative team approach that makes us more agile, more accessible, and more impactful.



From Many Hands to One Vision

The shift wasn't cosmetic—it was cultural. By aligning our internal structure, we unlocked the ability to offer faster, deeper, and more strategic responses to the needs of nonprofits, social enterprises, and community changemakers.

Instead of sending inquiries into different inboxes, community members now find a single point of entry. Whether they walk in during Ask us anything: Drop-in Chat Hours at 201 King Street or reach out for support online,



they're met with a warm, coordinated response that draws on expertise across the organization. A question about board governance? A concern about social finance? A vision for a new community initiative? With PILC, we don't just answer—we mobilize.

Real-World Impact, Real-Time Collaboration

In October, the Windsor-Detroit Bridge Authority hosted a Capacity Building Summit for the Sandwich/West Windsor community and tapped the PILC team to lead. Thanks to our integrated model, Pillar deployed a tailored dream team: our VP of Equity, Impact & Governance delivered a dynamic session on strategic planning, while our VP of Resource Development & Member Services offered fundraising guidance grounded in years of lived experience. That's the PILC difference—strategic content, delivered with purpose, assembled with intention

Open Doors, Open Minds

Perhaps the most human expression of PILC's vision is our Ask us anything: Drop-in Chat Hours. Every Tuesday morning, the CommUNITY Living Room at Innovation Works becomes a gathering space for possibility. In just the first few months, we welcomed newcomers to Canada seeking ways to launch nonprofits, community members eager to learn advocacy tools, and board members grappling with questions of governance. Each was met with the right person at the right moment—because PILC makes that possible.

At its heart, PILC is more than a center—it's a signal. A signal that we believe learning is not a department, but a mindset. That impact is not an outcome, but a process. And that when we center community, collaboration, and care, transformation becomes not just possible—but inevitable.



PILC IN NUMBERS

This report offers an infographic view of the impact of the Pillar Impact and Learning Centre in 2024



8

**Socialpreneur
Chats**



3

**Social Finance
Events**



8

**Governance
Workshops**



11

**External
Presentations**



18

**Impact Consulting
Clients**



6

**CRA Taxation
Workshops**



5

**Topic Specific
Workshops**



8

**ED/CEO Support
Network Sessions**



Membership Restructure

In 2024, we underwent a complete restructure of our membership program in an effort to make the program more equitable, sustainable, and inclusive for all. Our membership program includes nonprofits, grassroots organizations, grantmaking nonprofit organizations, and past and current Pillar Nonprofit Network board members located in London, ON and across Southwestern Ontario. Businesses and individuals dedicated to positive community change have the opportunity to make a donation or sponsor one of our many impactful programs.

We have created many opportunities for people to support Pillar Nonprofit Network in the way that they wish. This includes a comprehensive sponsorship program for businesses and corporate partners to support the nonprofit sector in a more meaningful way. For individuals looking to maximize their impact to the social impact sector, we offer many options, including making a one-time gift to our highest priority needs or a specific program, monthly giving, gifts of stocks and securities, or making a planned gift. We welcome all gifts, no matter the size!



“ YOU is a Pillar member because of the community support and excellent education and supports available to members. Other members are engaged and excited to make great things happen in the community, and that energy fits so well with YOU's values.

-Youth Opportunities Unlimited (YOU)

”

Maria Daniella Quinones: Fostering a Connected Community

Culturx

Culturx celebrates Latin culture in Canada by providing a platform for the Latinx community to connect, support each other, and share their experiences.

Heart-Links

Heart-Links Lazos de Corazon partners with organizations in northern Peru to support education, leadership, gender equality, and health projects. They offer Canadians annual trips to engage directly with these communities.



2015

A student at Brescia University College, Daniella Quiñones participated in a placement program that matched her with Pillar Nonprofit Network.

Daniella's Internship

Daniella developed a business case for an Equity & Inclusion Community of Practice. This experience sharpened her leadership skills and fostered many community connections she still has today.

2020

Daniella and her partner launched Culturx (pronounced Cultura), a volunteer-run nonprofit organization that celebrates the Latin community in Canada.



2022

Culturx hosted their first Latin Community Festival on Dundas Place, bringing together over 10,000 people in celebration of the Latin community.



2023

Culturx was a recipient organization of Pillar Nonprofit Network's TD Zone program, sponsored by TD Bank Group, offering a one-year Pillar membership and complimentary access to desk and event spaces at Innovation Works. They utilized the space for community activities and volunteer gatherings, remaining a Pillar member after the TD Zone program ended in 2024.



February 2024

Culturx opened Casa Latina, a nonprofit social enterprise. Casa Latina is a community space designed by Latin community members, for Latin community members.

June 2024

Daniella became the first Executive Director of Heart-Links, its first since its incorporation as a registered charity in 2003.

Ways to Support and Belong in Our Network

- **BECOME A MEMBER:** Join our network of nonprofits, charities, grassroots organizations, and grantmaking organizations to bolster your resources, amplify your voice, and collaborate with other network leaders on the causes and communities you care about. Pillar Nonprofit Network members are committed to doing the work together to make positive change through shared learning and executing bold ideas to build a more equitable, vibrant and resilient community. For more information, visit: pillarnonprofit.ca/membership
- **MAKE A DONATION:** Your donation is an invaluable investment in community growth. By supporting us, you're driving positive change and joining a vibrant network of like-minded individuals. Your contribution enables us to provide essential resources, training, and support to nonprofits, amplifying their impact and strengthening our community. Donate today at pillarnonprofit.ca/donate-now

PILLAR MEMBERS

OVER 200 ORGANIZATIONS
REPRESENTATING THOUSANDS
OF INDIVIDUALS WORKING
TOWARDS POSITIVE IMPACT



Innovation Works: Thriving Together in the Heart of Downtown

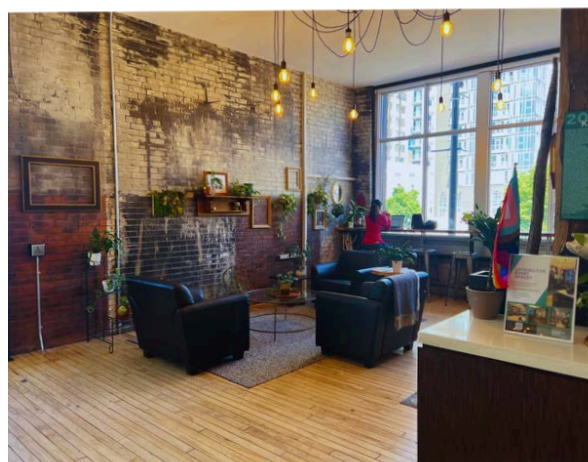
At a time when downtown vacancy rates across Canada are surging—London leading at 31.4%, according to a [CBC London article](#)—Innovation Works, Pillar Nonprofit's community coworking space, continues to defy the trend. Over the past year, our coworking space has maintained a private office occupancy rate of 83–89%, positioning itself as not just a place to work, but a community where purpose-driven people come to connect, collaborate, and belong.



Innovation Works is home to over 190 co-tenants, including nonprofits, social enterprises, freelancers, and businesses that share a commitment to social good. Notably, Sparks Marketing & Communications and Sidetrack Cafe, both rooted in community values, were recognized as The London Chamber of Commerce's 2024 Business Achievement Award Finalists, underscoring the impactful work emerging from within our walls

A Year of Meaningful Gatherings

Innovation Works is more than a workspace—it's a place for connection, creativity, and culture. Over the past year, we've hosted a wide range of inclusive, educational, and celebratory events, many of them powered by the Inclusive Community Events Program (ICEP).



Cultural Celebration: Diwali Mini-Market

Organized by [Cultural Gully](#), the first-ever Diwali Mini-Market in London brought together South Asian artisans, food vendors, and performers to celebrate the festival of lights. Supported by ICEP, the event offered free admission and low vendor fees, making it accessible for both small businesses and community members.

“This event gave South Asian business owners—many without storefronts—a chance to share food, art, jewelry, and music, and educate the public about Diwali. We hope to host more events like this at Innovation Works in the future.”

— Raunak Seth & Kayley MacGregor,
Co-Founders, Cultural Gully

London Black Heritage Council: Community Storytelling

In February, the London Black Heritage Council hosted the event Black History Now: Our People, Our Stories, Our Perspective at Innovation Works. This dynamic storytelling event uplifted the voices of local Black leaders and artists, using spoken word, poetry, and shared narratives to highlight Black history and lived experiences in London. The event offered a powerful reminder of how space and community intersect to drive equity and visibility.

Live Performance Series: HWABARATY at Innovation Works

Earlier in the year, Innovation Works also welcomed a special live performance series by HWABARATY, an international artist known for Afro-Caribbean rhythms and messages of cultural pride. The performance, supported by Pillar Nonprofit Network, transformed our communal area into a musical celebration that brought together diverse audiences and reinforced the power of arts-based engagement.

Knowledge Mobilization Event : Lessons Learned in Nonprofit Leadership

Four retired and retiring leaders from London’s nonprofit sector, including the mental health and addiction sector, gathered at Innovation Works to discuss the findings of a new report that records lessons they’ve learned in leadership. This panel discussion was part of the Leadership and Frontline Legacy Project funded by the London Community Foundation and conducted by the London Middlesex Mental Health and Addiction Strategic Direction Office (SDO) and served as the launch of their new report, You Don’t Need to be Everything for Everyone: Lessons Learned in Mental Health and Addiction Nonprofit Leadership.



“Innovation Works holds a special place in my heart and is a space that feels like a home... There’s a sense of community in how people enter the space—a sense that we’re in this together. And together, we can do anything.”

*— Melissa Taylor-Gates, Associate
Director, Innovation and Engagement,
MINDS of London-Middlesex*

Youth Engagement: TeensGILO

The coworking space also became a learning ground for youth leadership through TeensGILO, a youth civic engagement program highlighted in “Connecting Youth to Local Opportunities”. Innovation Works served as the venue where teens explored leadership, social justice, and local advocacy—fostering the next generation of changemakers.

Marketplace with a Mission: Meaningful Market 2024

Organized in collaboration with Downtown London and the London Music Office, the Meaningful Market 2024 celebrated social enterprise and local creativity in the heart of the city. With live performances, sustainable products, and inclusive community programming, the event brought new energy to downtown and gave local entrepreneurs a platform to shine.

Daily Connection: Member Tuesdays & Communal Spaces

In addition to public events, Innovation Works continues to foster internal connection through programs like Member Tuesdays, a weekly drop-in initiative that gives all members access to the CommUNITY Living Room free of charge. This has become a weekly rhythm of spontaneous collaboration and conversation—exactly the kind of magic coworking spaces are built to cultivate.

Looking Forward

Innovation Works is more than an office—it’s a launchpad for ideas, a safe space for community storytelling, and a catalyst for local change. As we look ahead, our commitment remains the same: to foster a downtown community where belonging, accessibility, and purpose thrive.



Kate Graham: an Advocate for Pillar's Vision of a Connected Community

“

Kate Graham learned about Pillar Nonprofit Network in 2008 through the Emerging Leaders London Community Network, which connected young leaders with nonprofit and charitable board member opportunities in London. Kate joined Pillar's Board of Directors in 2008.

From 2010-2013, Kate took on several leadership roles within Pillar's Board of Directors, including leading Pillar Nonprofit Network's Board of Directors Recruitment Committee. She served as the Vice Chair on Pillar's Board of Directors until 2015. As a key member of Pillar's Governance Committee, she played a vital role in strengthening the organization's foundation by reviewing policy manuals and contributing to the strategic planning process.

In 2016, Kate Graham was appointed the Board Chair of Pillar Nonprofit Network, guiding the organization through key strategic initiatives, and fostering collaboration among fellow Board members. After a decade of service, Kate transitioned away from her role on the Board of Directors in 2018, continuing to stay involved through a Pillar membership.

For the past five years, Kate has been an invaluable donor and advocate for our work, providing Pillar with ongoing, sustainable funding to support the operations of the nonprofit sector in London and across Southwestern Ontario. Beyond her financial support, Kate remains deeply engaged by attending our workshops and events, staying connected year-round.

When asked about why she gives, Kate says: **“Pillar is a powerful convergence of people and organizations who care about our community. Pillar brings these groups together to increase our impact. The work that Pillar does matters in London and beyond. I'm glad to support this work!”**



Financial Summary

In this financial summary, we present an overview of our financial performance over the past fiscal year. As we reflect on the challenges and opportunities of the past year, this report also sets the foundation for future strategic directions and initiatives. We invite our members, donors, investors, and partners to review these details to better understand our organization's financial trajectory and our commitment to sustainable growth and value creation. You can access the [2024 Audited Financial Statements](#) here.

PILLAR NONPROFIT NETWORK
SUMMARY CONSOLIDATED FINANCIAL STATEMENTS
DECEMBER 31, 2024

Pillar Donors

- Wendy Arnott
- The Congregation of the Sisters of St. Joseph in Canada
- Carolyn Corcoran
- Kate Graham
- Teri Hibbs
- Shamrez Iftikar
- Libro Credit Union
- London Community Foundation
- London Music Office
- Mary J. Greenwood
- Melanie Riley
- Miggsie Fund - The Lawson Foundation
- Ontario Trillium Foundation
- Pratap Potakamuri
- Dirka Prout
- Yvette Scrivener
- Sifton Family Foundation
- Ruth Skinner
- Maureen Spencer Golovchenko
- Tracey Church & Associates Research & Consulting Services
- Pam Tobin
- Willy Van Klooster
- The Walter J. Blackburn Foundation
- Shelby Weaver
- Westminster College Foundation
- David Wenn
- Wilson and Judith Rodger Fund at London Community Foundation
- WIN-VIC

Pillar Impact & Learning Centre Sponsors:

- The Association of Fundraising Professionals, London & Region Chapter
- The Canadian Association of Gift Planners, London Chapter
- Fanshawe College - Employment & Student Entrepreneurial Services
- Lerner LLP London
- Quiet Legacy Planning Group Ltd.
- Western Continuing Studies
- Young Associates

Network & Engagement Sponsors

- Downtown London Business Improvement Association
- The London Chamber of Commerce
- London Music Office
- Samuel Castillo & Associates Inc
- Sparks Marketing Communications
- Tepperman's London



**Thank you to all of our
Donors and Sponsors of 2024**

2024 Pillar Nonprofit Network Board of Directors

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Chair



Pam Tobin
Vice Chair



Shahrzad Pooya
Treasurer



Vikas Sharma
Secretary



Teri Hibbs
Director



David Hill
Director



Joseph Santarelli
Director



Maheshi Wanasundara
Director



Johann Wong
Director



Purpose

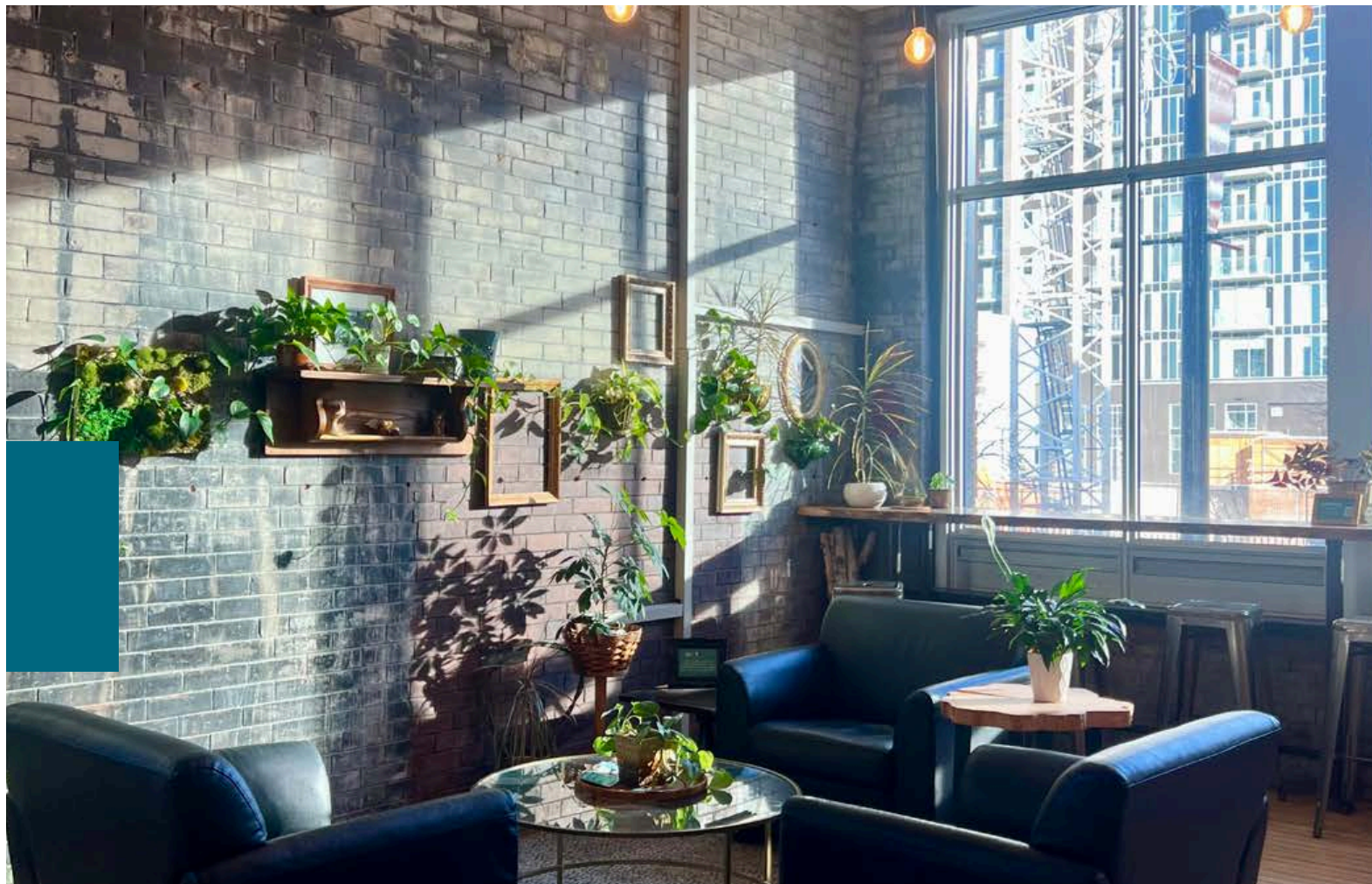
Pillar Nonprofit Network is dedicated to enhancing the operational capabilities of the impact sector. We promote equity through shared knowledge and community collaboration. We act as a catalyst and advocate for transformational change.

Vision

We are a force for positive change in our community. We strengthen individuals and organizations through inclusive advocacy, comprehensive capacity building, and by cultivating collaboration.

Mission

A trusted leader that empowers, connects, and inspires community - forging a just and vibrant tomorrow for all.



KEEP IN TOUCH



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