

BCODN Annual Report 2009-2010

AGM June 4, 2010

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BCODN is a non-profit organization that provides programming to corporate & not-for-profit organizations, senior OD practitioners, consultants, and students. In collaboration with our affiliates, we strive to increase the awareness of OD in the business community and explore new OD models, & best practices.



Governance

The BCODN is governed by the BC Society Act and the BCODN Constitution and Bylaws that were filed with the Registrar of Companies at the time of the legal registration of the BC OD Network on August 10, 2004. The BCODN is also guided by the current practices and guidelines as posted on our website.

BCODN Directors and Board Members for 2009 - 2010

1. Lisa Ryan, President
2. Teresa Comey, Vice President and Membership Chair
3. Antonio Gomes, Treasurer
4. Danny Enright, Secretary
5. Nick Dobbing, Communications Chair
6. Deb Fortney, Professional Development Chair
7. Patti Gilbertson, Affiliate Relations Chair.

Four directors will be putting forth their nomination for 2009-2010 to provide continuity from last year's board:

1. Teresa Comey
2. Danny Enright (continuing his second year term)
3. Nick Dobbing (continuing his second year term)
4. Patti Gilbertson (continuing her second year term).

Goals and Strategies for 2009 - 2010

Submitted by Lisa Ryan

In a team workshop in October facilitated by Past President, Sheila Bouman, the Board decided to focus on the following priorities for the year:

1. NETWORK

- Easy Ways to Network and Share Info
 - i. Research and execute what members want and will use
 - 1. Face to face – events, structured/designed interactions
 - 2. Online – member profiles, networking, forum for talking
 - 3. Publications – newsletter
 - ii. Research and evaluate technology choices
 - iii. Board to confirm assumptions about website and willingness to change.

2. OPERATIONAL EXCELLENCE

- Sync systems (GifTool, website, mail lists) to ensure accurate data
- Documented processes that are standardized and easy to understand and use.
- Board calendar.

3. VIBRANT AND DIVERSE MEMBERSHIP

- Active board campaign
- Member feature in newsletter each month
- Pilot one newsletter open to everyone
- Aim to be a link on websites of other associations
- Increase volunteer opportunities for members.

4. VALUABLE HUB OF RESOURCES

- Simple, accessible creative website that shares
 - i. Links to other organizations
 - ii. Recommended books, articles, etc
 - iii. Library of documents about OD
 - iv. Member list and profiles

5. PRO-D

- Variety in programming
- Learning based on experiences geared to all levels of experience
- Types of learning
 - i. Guest event
 - ii. Faculty from schools
 - iii. Demo tools
 - iv. Member presenters
 - v. Informal/ non exclusive (e.g., world café)
 - vi. Virtual case studies.

BCODN Membership and Events

Submitted by Teresa Comey & Deb Fortney

In 2009-2010 BCODN presented a variety of events for our members. Starting with our September World Cafe social networking evening and ending with our BCO event in May , we offered an assortment of experiences for our members to network; learn new ideas; enjoy “team jazz”; connect virtually; and laugh our way to a more positive work environment.

Here are the BCODN 2009-2010 workshops, webinar and networking events:

- BCODN Fall Networking: A World Cafe Event (September 11)
- The Helping Relationship -Establishing the Dream Relationship with your Clients with Lise Palmer (September 23)
- Fierce Conversations with Deb Fortney (October 22)
- Leading Change with a Distributed Team with Shirley Leonard and Jivi Khehra (November 25)
- Winter social networking event at Lisa’ house (December 11)
- High Functioning Teams: Lessons from Jazz with Brian Frazer and the Jazzthink Trio (January 18)
- OD in a Virtual World with Nick Dobbing (March 9)
- There are no limits to laughter with Jeannie Magenta (April 28)
- BCODN Spring Networking Event: Celebrating Building Community Organizations (May 13)
- AGM and Future Search with Paul Peel, Psychologist and Oxana Pavlenko (June 4)

The BCODN sponsored events were well attended by both our members and non members. As always the three networking events were a huge success, bringing together over 90 OD professionals. The goal of the BCODN events is to create OD learning opportunities for both our members and non-members and chance for everyone to mingle and engage in great conversations.

BCODN Membership

Submitted by Teresa Comey

2009 - 2010 has been another year of membership growth. The BCODN membership has grown to now include 97 memberships and three corporate memberships which gives membership privileges for up to 8 additional members per corporation. This is a very healthy membership level. Membership period runs from September 1st to August 31st of each year. We have sought to deliver value to our members through educational events, newsletters, networking opportunities to mention a few benefits.

In order to serve our members, the BCODN held one event each month. This included three networking sessions and six workshops. All events were well attended and the feedback indicated that the expertise of our speakers was very well appreciated.

	2008/09	2009/10
Individual memberships:	89	97
Board memberships	6	10
Student memberships	5	6
Corporate memberships	3	3
Total number of memberships	103	116

Secretary's Report

Submitted by Danny Enright, Secretary

The Secretary serves as an active member of the Board to support the vision, mission, and values of the organization by attending board meetings, keeping minutes and keeping custody of the documents (other than financial documents) of the organization. The Secretary is also responsible to provide a mailing address for the Association and forward mail as necessary.

The Secretary also helps to review, interpret, and suggest updates to Policies and Bylaws. Over the past year, the Board has only made a few changes to its internal operating processes (Board member guidelines) as well as to the association's By-Laws and policies - all in the interest of being a more effective Board. Revised policies and by-laws are posted on the association's web-site at www.bcodn.org.

Treasurer's Report

Submitted by Antonio Gomes, current Treasurer and Cathy Hoodicoff, new Treasurer

This year the Treasurer's report will cover the period from May 1, 2009 to April 30, 2010. Accountant's report and corporate filing will be forthcoming at the end of July 2010.

Year's Highlights:

Last year we transitioned from to utilizing Beanstream and Gifttool as a registration tool. We are now in a position where we have completed a full-cycle with Gifttool and can start running comparative reports to the previous years. Our new systems allow for greater flexibility and reconciliations with our banking systems as deposit are made twice a month from our provider with details maintain within the Beanstream system. The new systems are excellent and very user friendly.

We were able to maintain our investment strategy last year and have \$ 9,408.53 in investments and have made at least \$408.53 in interest since investing in these two investments. One matures in March 2011 valued at \$ 6,257.25 and the other matures in April 2011 valued at 3,151.28. Our strategy going forward is to be able to maintain this investment and review as needed. These funds will need to be reviewed by the incoming Board to ensure that the funds are utilized or invested appropriately to ensure the membership is receiving value for their membership dollars

Our revenues were consistent with the previous years. Our expenses were also in line with the previous years. We were able to generate additional revenues from advertising income; this was not a strategy we had anticipated as a revenue generating potential. Going forward it may be something to look at strategically as part of a bigger plan.

We did not offer an honorarium this year as we did not have a communications specialist in the role.

Last year's financial statements are also available for members and the summary is outlined below. It should be noted that the accountants that are reviewing our books are doing us a favour and they are not able to accommodate as quick a turnaround for our June AGM given that they only receive the books in May and are swamped with Tax season.

Financial Summary as at April 30, 2009
Per review by Colin Fraser Financial Services LTD.
Statements are available for review.

Assets:

VanCity Cash Account	\$	4,519.00
Investments	\$	9,310.00
Capital Assets	\$	4,269.00
Total	\$	18,098.00

INCOME:

Total Income	9,869.00
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EXPENSES

Advertising and Promotion	890.00
Amortization	2,301.00
Guest Speakers and workshops	2,006.00
Honararia	500.00
Web-site services	4,715.00
Office	176.00
Accounting	788.00
Total Expenses	11,416.00

These are the current report which have not been reviewed by the accountants

Financial Summary as at April 30, 2010

Assets:

VanCity Cash Account	\$ 7,527.38
Investments	\$ 9,408.53
Total	\$ 16,935.91

INCOME:

Membership Renewals	0.00
Corporate (@\$500)	1,500.00
Regular (@ \$75)	7,040.00
Student (@ \$65)	350.00
Meeting Drop ins	0
Workshop Registration Fees	4,377.01
Interest	
Misc Income	5.58
Deposits (other)	0
	0.00
<hr/> Total Income	<hr/> 13,272.59

EXPENSES

Catering - Monthly Meetings	295.22
Stationary	1,072.73
Honorarium	3,622.50
Gifts for Presenters	101.00
Web-site services	351.13
Workshop Expenses	2,621.01
Accounting	787.50
AGM	97.69
Banking	103.90
Petty Cash	0.00
Refunds & Cancellations	105.00
SPORG/Beanstream/ Giftool	1,829.63
BCO	0.00
<hr/> Total Expenses	<hr/> 10,987.31

Recommendations for 2010/11 are similar to last year's recommendations:

1. Separate budgets and estimates/variances revenues/expenses established for each major business activity area including now that we have appropriate registration software we are able to review our intake and budget a little more appropriately:
 - a. Professional development workshops
 - b. Monthly sessions
 - c. Administration
2. Preplanning required for all projects and as it relates to cost recovery, we need to have a better sense of how much we are going to spend on each event and budget accordingly. We need to have a half-day team session together to look at budget and plan for the coming year.
3. General expenses (e.g., web site services, communications, BOD expenses activities such as planning sessions, etc.) should be covered by membership fees and additional revenues need to be generated by workshops.
4. Continuation of the investment strategy to provide longer-term protection to members we have been very successful in previous years and have a health investments.

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Building Community Organizations (BCO)

Submitted by Larry Birkhead, Louise Hutchinson and Patti Gilbertson

The BCO Vision

- The BCO group makes a difference. They transfer skills, knowledge and perspective to their clients.
- The BCO group creates value for the community.

The BCO Mission Statement

The BCO group creates a difference by working with non-profit clients to build community organizations, by:

- Supporting non-profit clients to achieve their vision so they are better able to service their clients and community.
- Facilitating collaborative learning to enhance OD practices and capabilities, and the transfer of increased learning and these capabilities to the client.

Description of the BCO Initiative

The BCO initiative is a mentorship program for practitioners of Organizational Development (OD). Under this program, OD practitioners volunteer to work on organizational issues with non-profit client organizations in the lower mainland. The backgrounds of the volunteers range from students of OD programs to experienced OD professionals looking to expand their learning while working with others to give back to the community. The volunteers typically work in teams and are shadowed and led by a senior consultant who provides them with coaching and mentoring as they work collaboratively with the non-profit client generally on 2 – 4 month long projects. The senior consultants have at least 10-15 years of OD experience and work closely with the consulting team at each stage as the project progresses and contacts the client for information only, leaving the consulting to the volunteer team.

Expanding Building Community Organizations

BCO initiated a series of breakfast meetings this year in order to

- a) attract practitioners and mentors and
- b) to generate ideas for attracting new projects.

The meetings turned out to be effective in accomplishing these goals and provided networking opportunities as well. Notices and meeting outcomes were reported in newsletters keeping members attuned to the opportunities available.

BCO continues to nurture relationships with Leadership Vancouver, Volunteer Vancouver, and the United Way even though word of mouth and direct contact by BCODN members have proven more successful in bringing projects into the pipeline.

Building Community Organizations Projects in 2009/2010

We have had two initiatives complete this year, one that is coming to a somewhat premature close, and two that were considered, but discontinued at the contracting stage.

The focus of the projects has been on designing functional programs, strategic planning and clarifying relationship within organizations.

The BCO Committee has set up an informal quarterly breakfast meeting to discuss current and potential projects as well as review and celebrate completed ones. The BCO initiative was showcased in our recent networking event in May.

Louise Hutchinson has joined Larry Birkhead and Patti Gilbertson on the committee, and Neil Kyle has stepped down after many seasons of dedicated promotion of BCO.

BCODN Communications & Technology

Submitted by Nick Dobbing, Communications Chair

For a report about communications and technology, the BCODN 2007-12 strategic plan is a good place to begin. Our plan lays out some clear aspirations for communication among the membership that remain relevant and vital guideposts; it also sets out our desire to deploy technologies of interaction that will support these aspirations. I'll start by pulling out a few key outstanding priorities and then I'll talk about how we've been moving toward these over the past year, and how we have been setting up for the work of the year to come.

The plan's first stated goal is to establish "easy ways to network and share information," such that "members organize, influence and manage the direction of their own communication," and "connect to initiate and support their own and each others' learning." These outcomes are to be accommodated with "an electronic medium for members to share information," and "tools and processes for [the] membership to initiate learning with each other."

I joined the board last year with these directions in mind, and particularly as someone who brought experience building and deploying web technology to support collaboration, community-building, discussion and communication. Part of me wishes I had substantial progress not only to report, but to show the membership: all the interesting opportunities for networking and connecting that might be made possible by web technologies that in many cases are freely available and easy to deploy. Alas, things have not moved quite as rapidly as I might have hoped.

This is not to say that we have had a year without progress. I have had much to learn about our organization, how it operates, what it needs, what changes might benefit it, and what specific technology directions may be appropriate to pursue. This has been a year of laying groundwork.

We have had some interesting OD challenges as a board, one of which was managing succession. Many of you will be aware that the members of predecessor boards did a great deal of work to establish a strong framework of policy, operations and particularly information technology systems, much of which was squarely aimed at standardizing communications and member management processes. Because of the work of previous boards, we have solid and reliable systems for managing our website, our mailing lists, our memberships and events registration. A great deal of work went into setting up these systems, and they have made have made the business of operating the BCODN lighter and more straightforward.

Such systems free up capacity to make change, but as the BCODN has developed the functionality and complexity of its operational and technology systems, it has also created work to pass on knowledge and responsibility for the management and use of those systems to successor boards. As well, existing systems become constraints on change, because innovation in those systems has to either integrate with or sometimes supplant what is already in place. In the future, we will create changes that integrate with and build on the work that has been done; we will also replace systems as they inevitably become obsolete. We have had to take into account what any OD professional ought to know: only

so much of our capacity can be devoted to creating organizational change, and the more we build systems, the more we will have systems that demand our time to manage them. This is normal, and acceptable.

Meanwhile, we have pursued real improvements in the quality of service we offer to our members. In the realm of communications and technology, most of these improvements have been incremental and subtle: a refreshed newsletter design, some modest fixes to the templates we use for e-mail broadcasts; some modest cleaning and tweaking of the website's content and functionality.

We've also made concrete progress toward the strategic goal of greater connectivity among members. In 2009 our president started us using the free discussion tools at LinkedIn.com, where many of us already have a presence. It's been a boon to us as a board, because we are often called upon to put people in touch from within and outside the organization. LinkedIn.com gives us an easy way to do this: start your questions and your discussions there! As we've encouraged this, we've been pleased to see the conversation start to catch. We foresee a need for better tools more tailored to our particular needs, but once the habit of online interaction is established, it becomes easy to move the conversation to other platforms – and those will come with time.

We made one foray into web conferencing, and I hope we will do more of that next year; I'm excited by the potential. We spend less to bring members together virtually than we do in arranging physical meeting space, and virtual meetings have much participation lower costs for participants as well. Our simple vision:
to establish the capacity to host virtual meetings and to make that capacity available to members, in the service of members' professional goals;
to use virtual meetings to reach out more widely to practitioners throughout British Columbia, so that we become less Vancouver-centric.

We will be scouting for technology platforms to make that happen.

Affiliate Relations

We have been working on our reciprocal relationships with Affiliate Organizations such as **ISPI** Vancouver (International Society for Performance Improvement), **ICF** Vancouver (International Coach Federation), and **PNODN** (Pacific Northwest Organizational Development Network). Part of this has been about expanding our communication of each other's events by sharing them in our *Newsletter* and our **LinkedIn** group site.

Goals for the upcoming year include development of connections with at least one academic environment that teaches OD, and increased alliance with the mother ship **ODNet**.

Strategic Plan 2007 – 2012

The Network's vision was developed with 2006-2007 Board of Directors and the 2007-2008 Board continued to use it as a guide for our activities.

Vision

Helping you create remarkable experiences.

Mission

BCODN exists to:

- Provide a supportive learning community for OD Professionals to network with their peers and to engage in activities to enhance their professional development;
- Have an impact on individuals, their workplace and community
- Create awareness of the value of OD within the various communities in the province of BC

Values

We share the same values as the Organization Development Network:

- Social responsibility: contributing to the benefit and well-being of the earth and its people
- Social justice: contributing to equitable policies, principles and practices in organizations and communities
- Appreciation of the interconnectedness of systems
- Inclusion of people, ideas, perspectives and cultures
- Continued improvement and innovation in organizations
- Participatory approaches to organizational change and management that respect the contributions, dignity, and worth of all people
- Collaboration and partnership with clients
- Cooperation and support among colleagues
- Ongoing personal and professional development
- Knowledge of self and understanding of one's impact in the OD process.

Goals, Objectives, Strategies

Goals 5 year	Objectives 1- 3 year	Strategies 1 year
Easy ways to network and share information	Members organize, influence and manage the direction of their own communications and interaction.	<ul style="list-style-type: none"> ▪ Provide an electronic medium for members to share information. ▪ Host fall networking event to establish connections and relationships, and to recruit members. ▪ Host a member-appreciation event at the end of each year
Peer-learning	Members connect to initiate and support their own and each others' learning.	<ul style="list-style-type: none"> ▪ Provide tools and processes for membership to initiate learning with each other (place to post tools on web, pro-consult format). ▪ Board will host events / case studies / pro-d based on the emerging interests of members. ▪ Facilitate collaborative learning that enhances OD practices and capabilities in our members while transferring increased capabilities to non-profit clients (BCO)
Vibrant and diverse membership	Attract and retain members who represent diverse aspects of OD.	<ul style="list-style-type: none"> ▪ Maintain membership offering, prices, etc. ▪ Use marketing / communication strategies that are distinct for members and non-members. ▪ Assign a Board liaison / contact for each member.
Valuable hub for resources	Recognized as the go-to place for receiving and sharing information within the OD community.	<ul style="list-style-type: none"> ▪ Establish and promote consistent use of a brand and tag line ▪ Charge fees for non-members to communicate with our members. ▪ Maintain a member-only resource centre (calendar, tools, templates)
Uniquely OD professional development	Translate best practice / innovative OD into my own professional practice.	<ul style="list-style-type: none"> ▪ Offer one or two premier professional development workshops.

Concluding Remarks

Submitted by Lisa Ryan, President

Looking back on my third year as President for the BC Organizational Development Network's Board of Directors, I am proud of the work we have done as a team. With a small but creative and hard-working volunteer board who have experienced personal changes and challenges over the year, we put together another great year for our membership.

Together, we have

- Held one event each month - three networking sessions and seven workshops including our first webinar. All events were well attended and feedback was good.
- Grown our membership by 13%
- Continued with BCO initiative to provide valuable pro-bono work for non-profit clients and learning opportunities for consultants. Two initiatives completed this year and several others began.
- Our communications team jazzed up our newsletters with innovative content and a fresh look and enhanced our online collaboration amongst our board and the network's members.
- Kept expenses low while continuing to bring in good revenue.

I have learned so much on my time with this board – about how to lead and contribute to a board, how the network operates and developed some great relationships with the team members along the way. I am proud to pass the leadership on to the incoming President and look forward to supporting that transition and continuing to contribute to the network as an active member.