



Impact Report

2023



Impact Report

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01

Why Epic?



“ There is so much that we are sharing and unloading, it feels good in the moment, but over time there is something that happens in your psyche that I know I’m not the only one going through this.”

— EPIC participant

Non-Profit Leadership can be lonely, disconnected & overwhelming...

But it doesn't have to be!



The Need

- There is a **lack of investment** in ongoing non-profit leadership development
- Leaders are **burning out** and lack spaces to speak candidly about their struggles

READ MORE



LACK OF INVESTMENT



BURNING OUT

EPIC empowers leaders to grow and thrive

EPIC provides **Brave Spaces** for social impact leaders to tackle pressing challenges, build capacity, share resources and develop their networks.



BRAVE SPACES



The pillars that build EPIC community

1. CONFIDENTIALITY
2. COMMITMENT
3. AWARENESS
4. ACCOUNTABILITY
5. COLLECTIVE WISDOM

Common Issues

DEI, Burnout, HR, Boards, Strategy, Fundraising, Succession, Sustainability

EPIC Reach

1800+

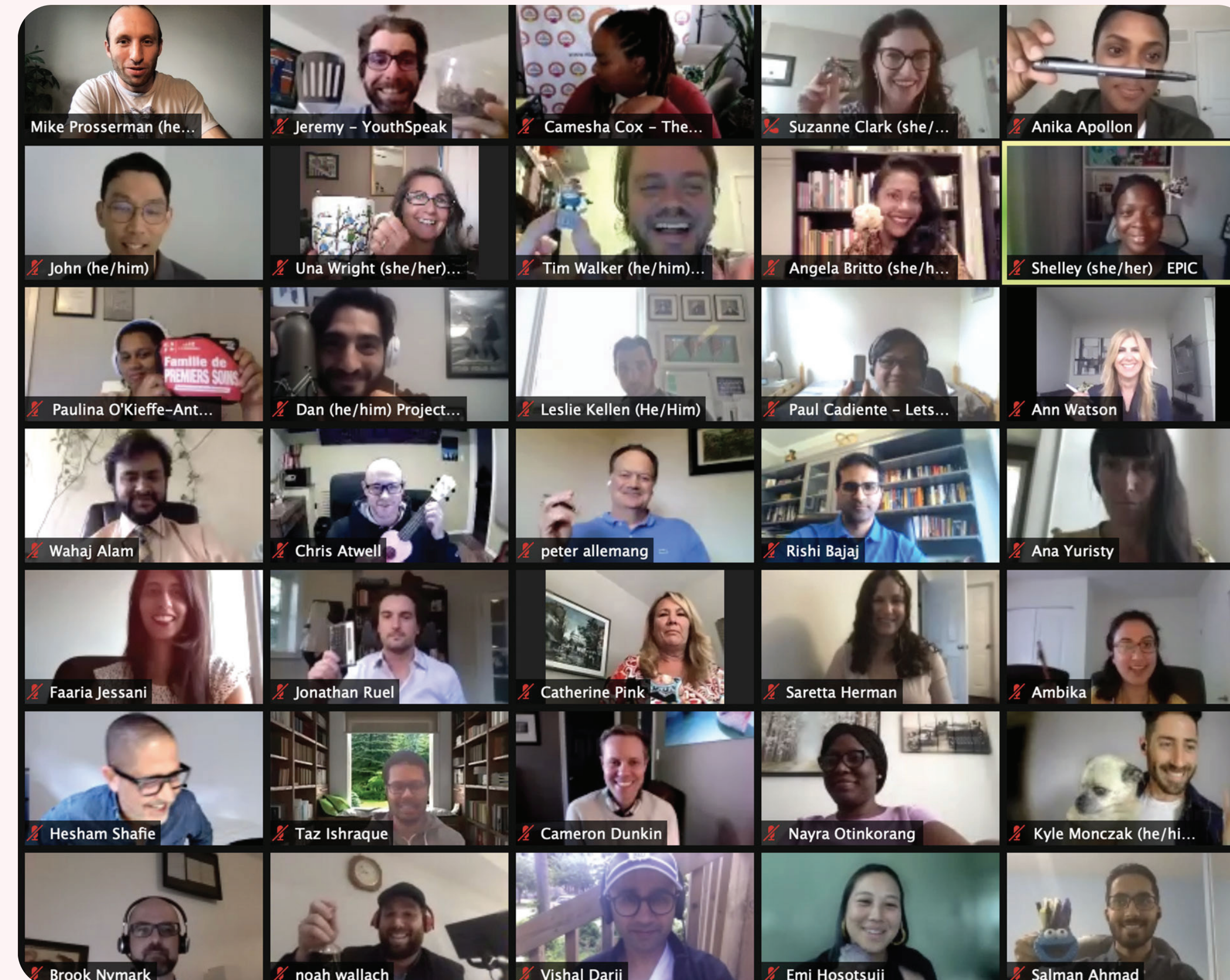
HOURS SPENT IN PEER SHARING PER YEAR

79

LEADERS SERVED

9

SUB-SECTORS REPRESENTED



120+

COACHING SESSIONS

76%

RETENTION RATE OVER 4 YEARS

EPIC Members Reach

\$1.69 Billion

REVENUE UNDER
MANAGEMENT (ANNUAL)

7247

FULL TIME STAFF EMPLOYED



\$695 Million

STAFF COMPENSATION
(ANNUAL)

4089

PART TIME STAFF EMPLOYED

* Data from www.charitydata.ca & annual reports

02 Theory of Change



“ I’ve connected 1 on 1 with people outside of the sessions, it has dramatically changed my perspective on things and given me more confidence in my leadership.”

— EPIC participant

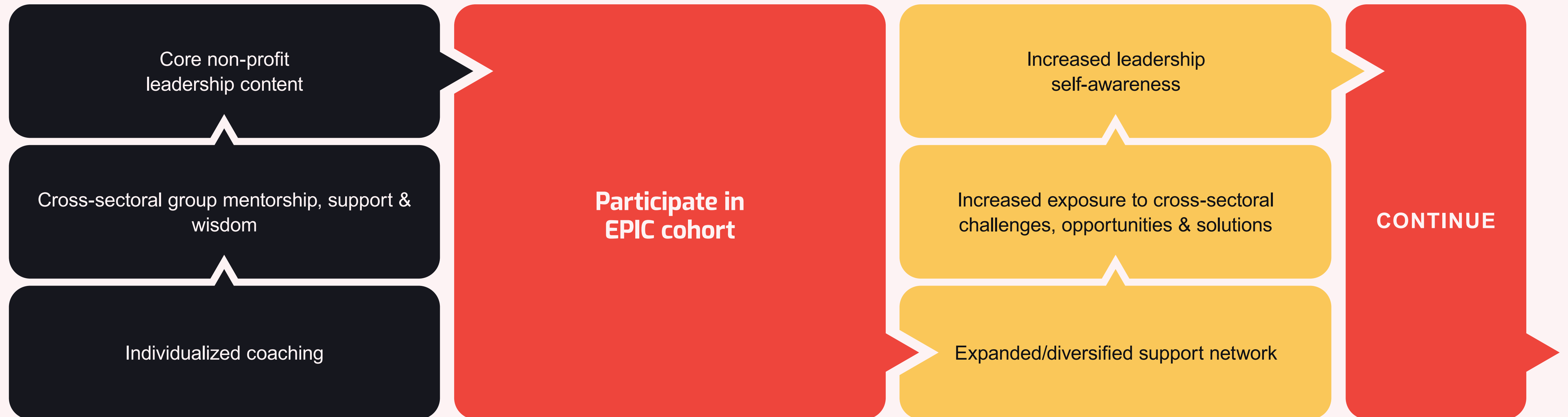
EPIC's Theory of Change is a compass

That guides our adaptive structure to ensure we are responsive to participant needs while maintaining measurable outcomes.



Theory of Change

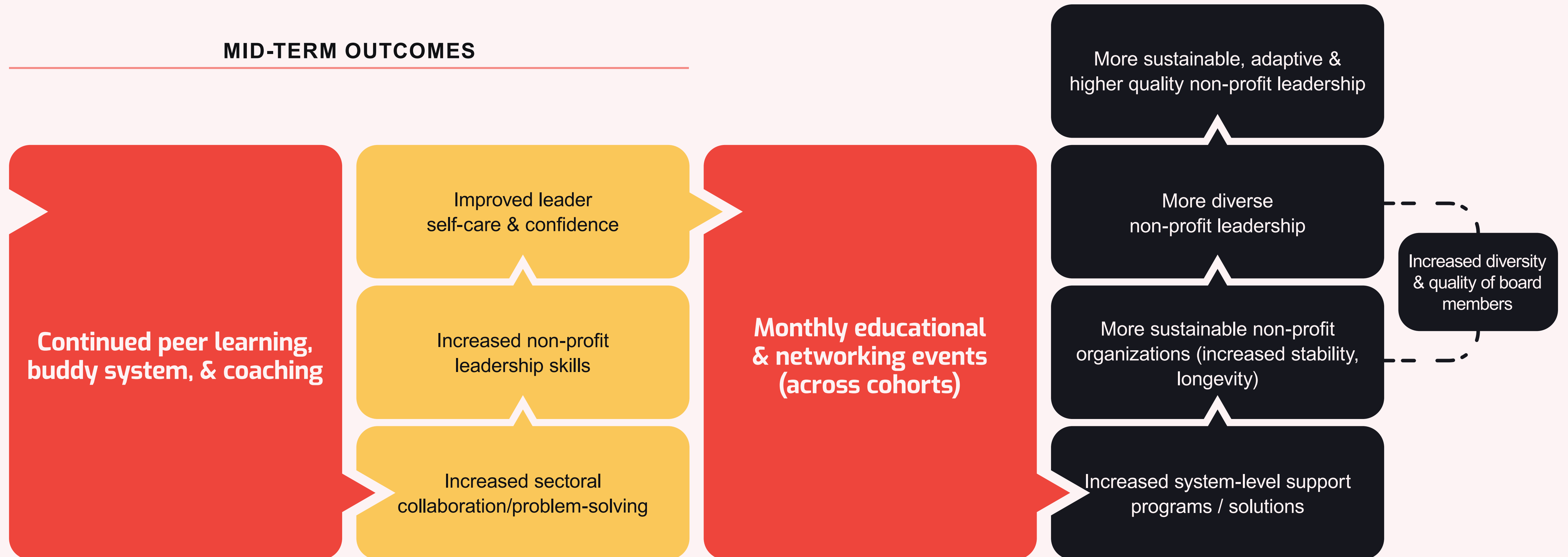
SHORT-TERM OUTCOMES



CONTRIBUTIONS

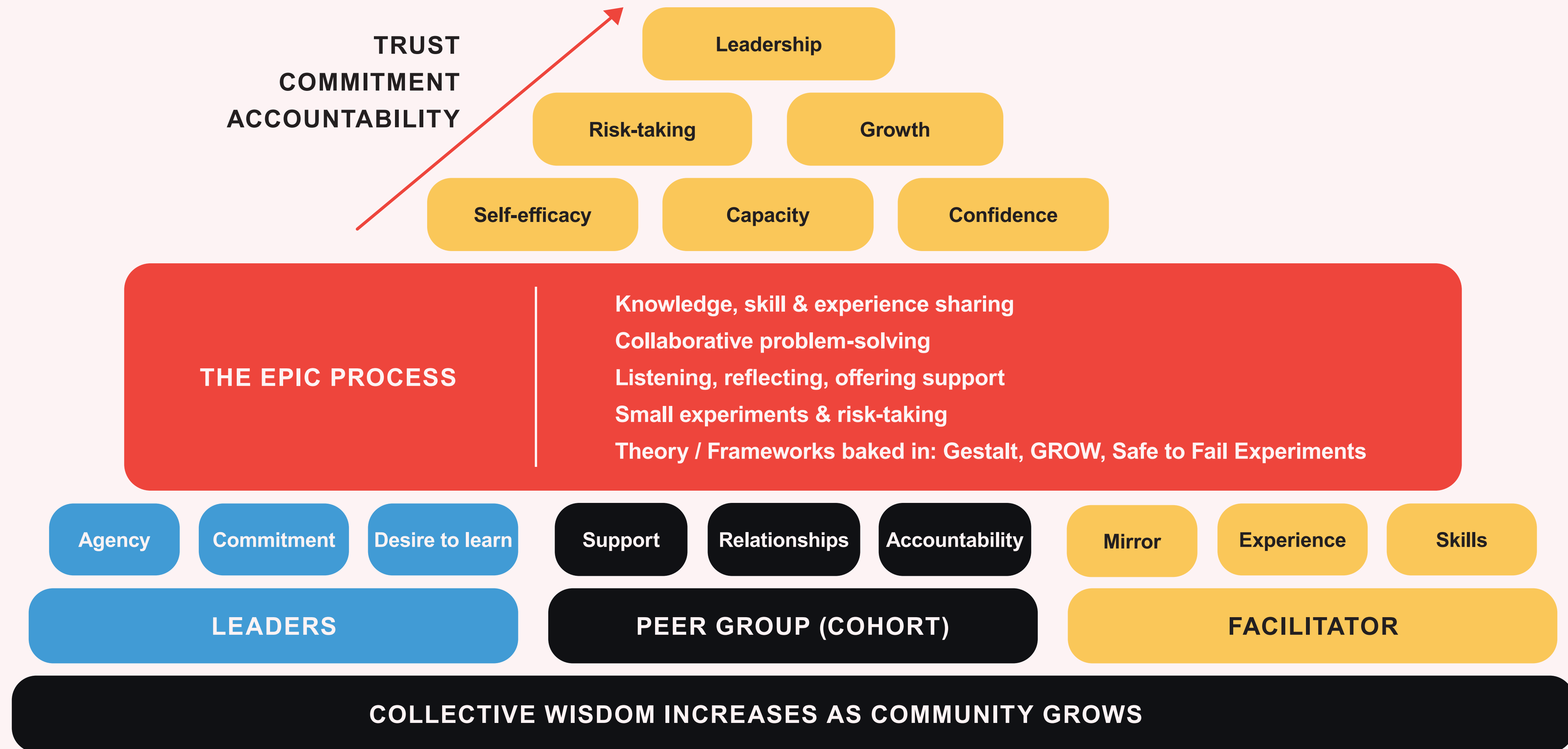
Theory of Change

MID-TERM OUTCOMES



LONG-TERM OUTCOMES

The Leader's Journey



03

EPIC Impact



“ Every time I come back from an EPIC session
I’m re-energized, re-motivated. ”

— EPIC participant

Building Agility and Taking Action

EPIC fosters accountability, enabling non-profit leaders to respond strategically to changing conditions.

Learning Focus

EPIC Leaders report having permission to learn and adopt a growth mindset.



Supported Risk-Taking

Leaders hold each other accountable to intentional action and challenge assumptions.



90%

Resolved staffing issues



80%

Addressed fundraising gaps



60%

Made significant board changes



60%

Increased team capability

Transforming Sector Networks

EPIC creates bridges for nonprofit leaders to connect across differences in industry, identity, and experience.

“ It’s been really beneficial to get the perspectives of folks outside of my sector.”

— EPIC participant

80% Report an Expanded, More Diverse Network

Leaders report diverse cohorts result in cross-sector knowledge-sharing leading to better decision-making.

9 Sub-sectors Represented

Leaders report increased access to knowledge, resources, and relationships across sub-sectors

Investing in Sector Sustainability

A sustainable sector depends on sustainable leadership.

EPIC equips leaders with skills and self-awareness to provide long-term, stable leadership.

EPIC equips leaders with skills and self-awareness to provide long-term, stable leadership.

1. Most EPIC leaders report the program keeps them accountable, and helps them take ownership of what they can control.
2. EPIC's learning mindset enables leaders to address challenging, contentious, vulnerable issues that threaten organizations and often go unspoken.



Increased confidence

90% of leaders experience increased confidence.



↓ Self-judgment ↑ Action

70% experience less self-judgement leading to more action.



Improved health

80% of leaders report improved mental & physical health.



“ The most important thing for me, and what I was hoping for, was validation through hearing of shared experience. It's hard for organizations of our size as we as the leaders don't have people to talk to day-to-day.”

— EPIC participant

Spotlight on COVID-19

When COVID-19 hit, non-profit leaders faced incredible pressures to pivot fast.



SECTOR MONITOR REPORT
HIGHLIGHTS 2021

Many organizations had to rebuild their entire strategy to survive.

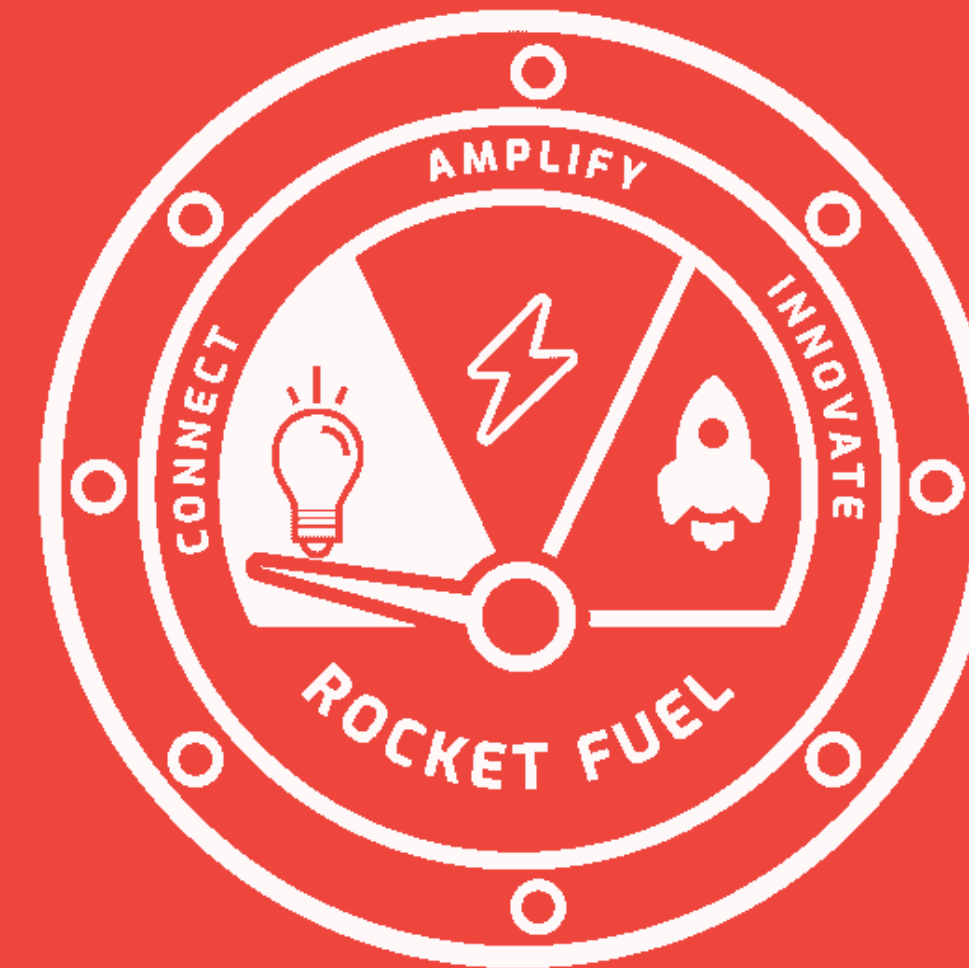
We provided **free** strategic peer support and offered **free** 1 to 1 micro-coaching in this time of crisis.

8 Weeks of FREE Virtual Sessions

87 Leaders Supported

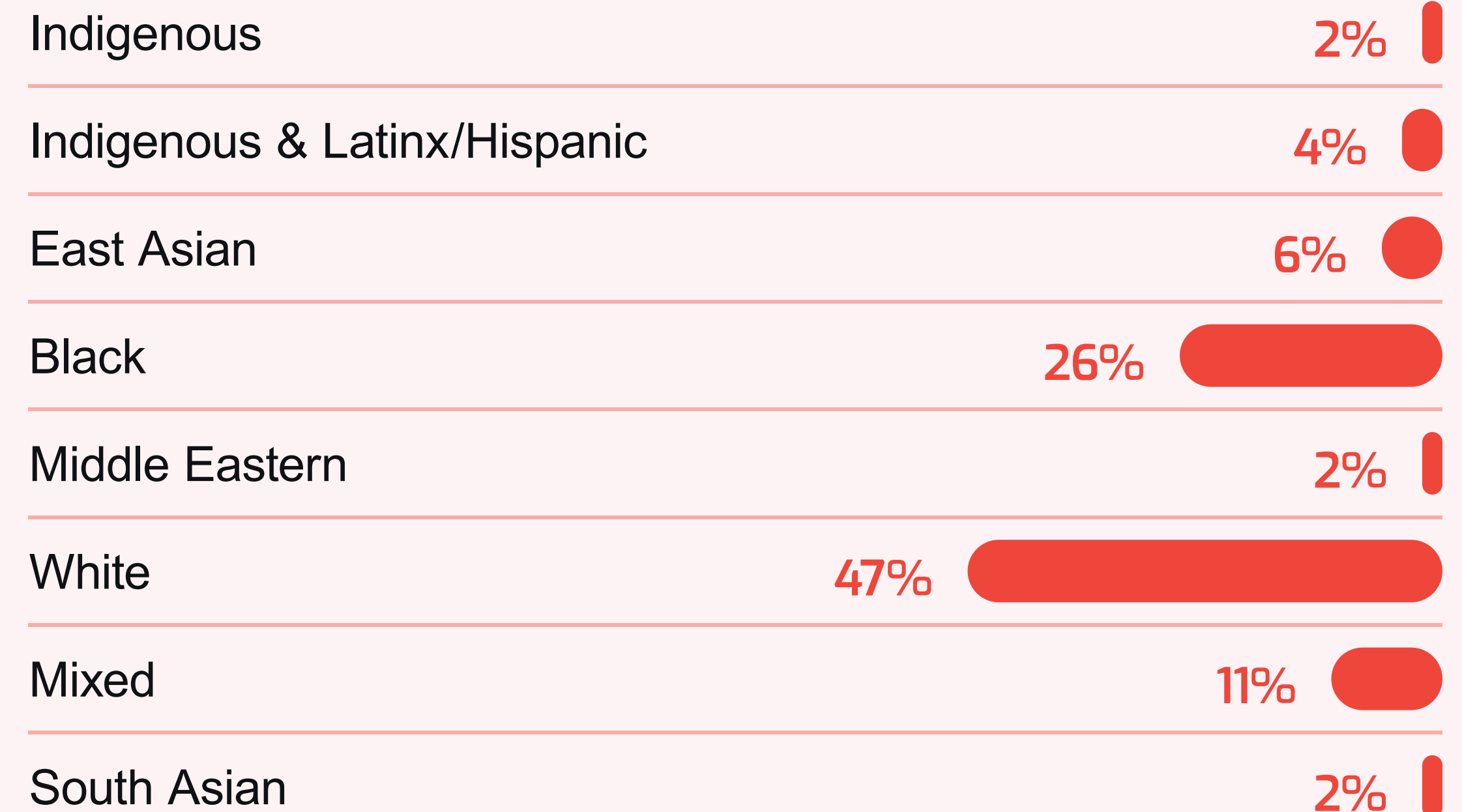
30 Free 1 to 1 Coaching Sessions

04 EPIC Community



Who is in the EPIC community?

Ethnicity



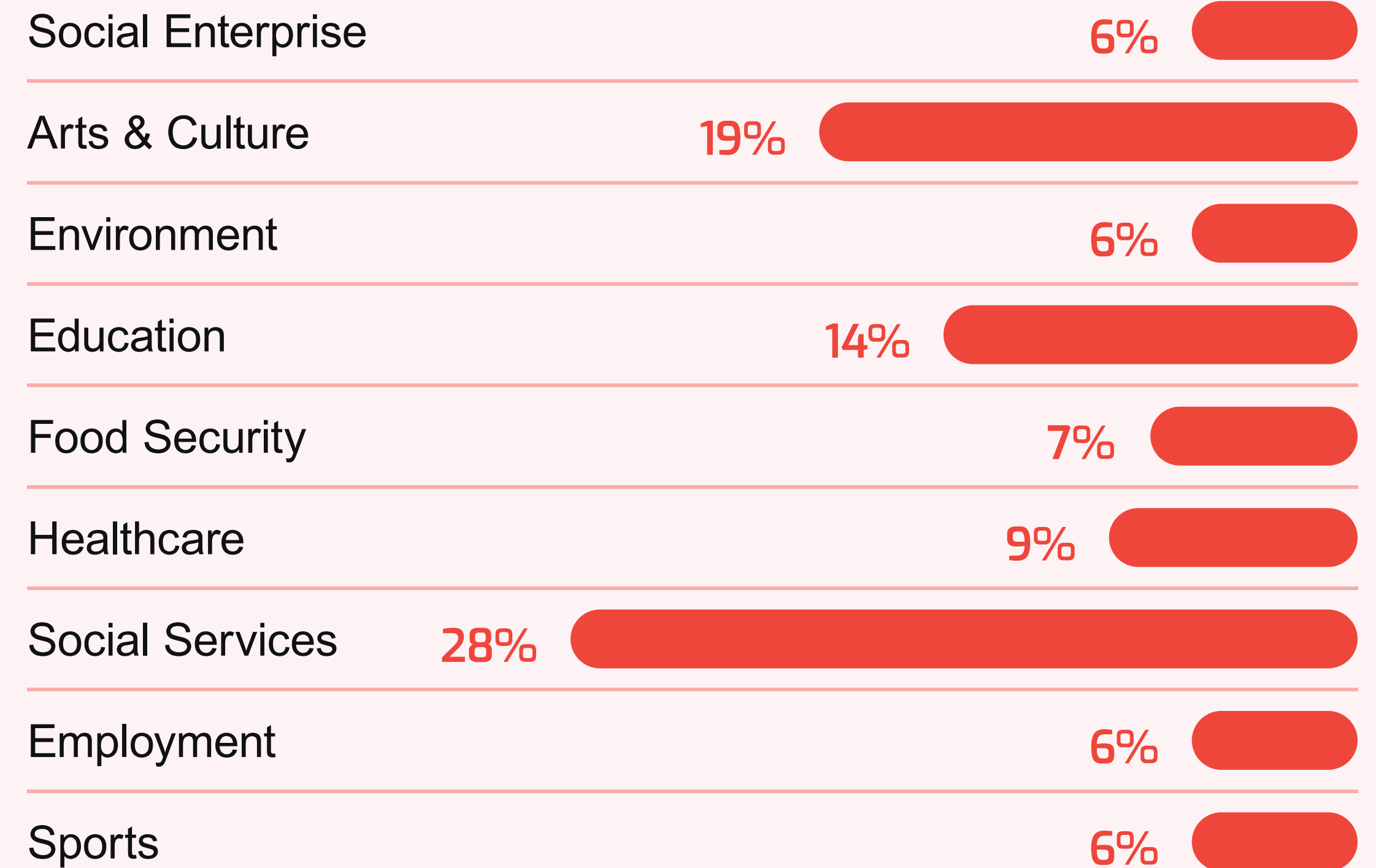
In comparison, a recent study showed non-profit CEOs across the sector identified as: 87% White, 5% Black, 3% Latinx, 2& Asian, 3% Multi-Racial, <1% Indigenous



**A RECENT STUDY ON
DIVERSITY NON-PROFIT EDs**

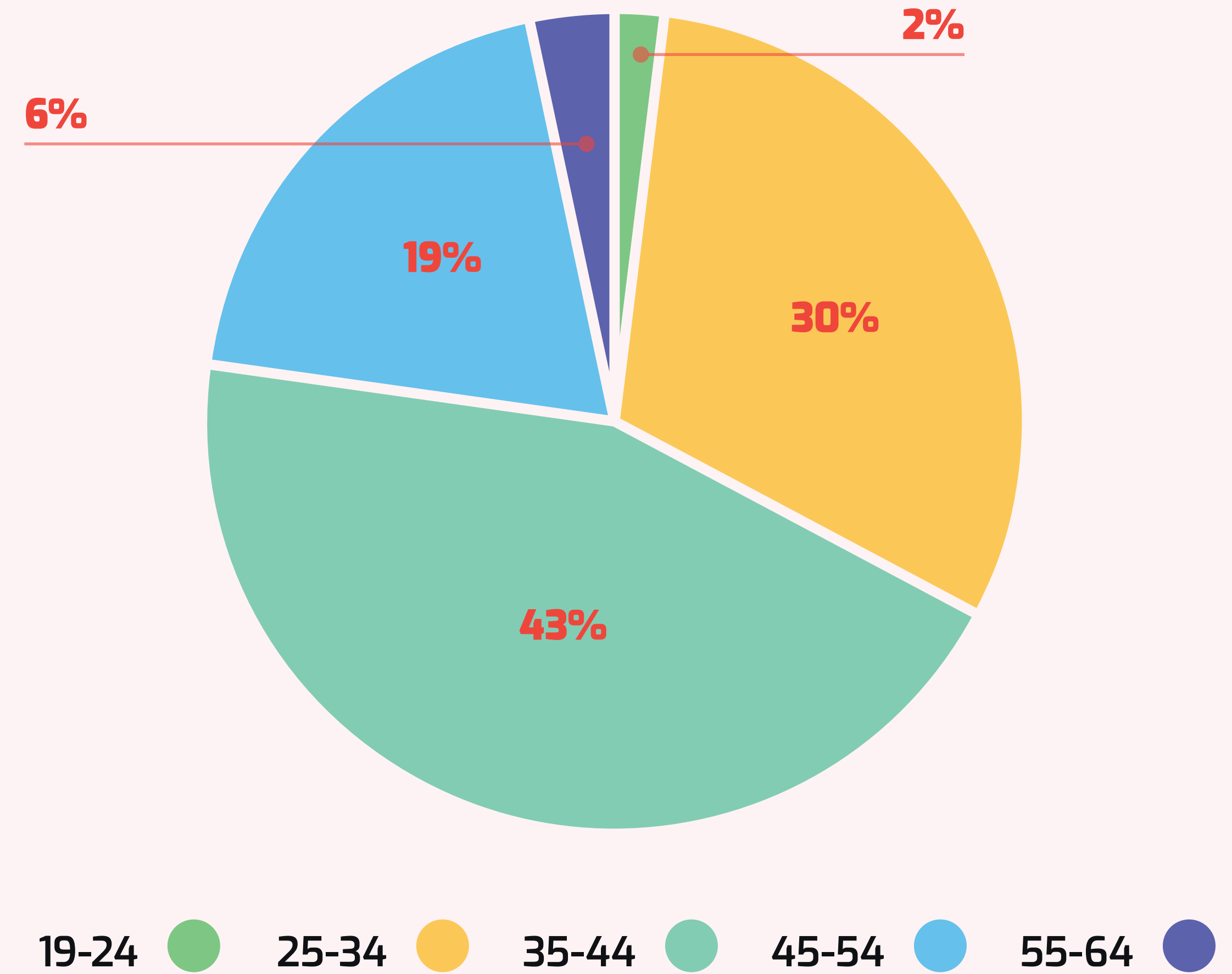
Who is in the EPIC community?

Sub-Sectors



Who is in the EPIC community?

Age





“ My biggest benefit and surprise was I gained perspective from those in different roles.”

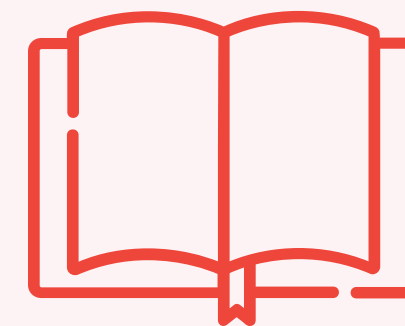
— EPIC participant

EPIC Member Agencies



Leveraging Collective Wisdom in the EPIC Community

Resources grow as EPIC's
community grows!



Resource Library

250+ templates and tools to save leaders time and money on member-only platform.



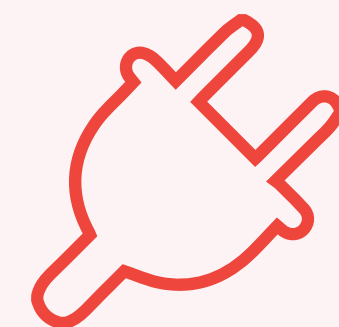
Buddy Meet-Ups

1 on 1 meetings between sessions to ask for support and expand networks.



Events

Monthly educational and networking events (i.e. succession, board matching, HR, socials).



Real Time Support

Leaders can ask for support and get resources anytime in our member Slack and microsite.



“ Man, I learned a lot from the Epic Buddy chats. I was able to form new friendships and honestly, the program helped me know that I was not alone.”

— Randell Adjei

Founder of RISE Arts and Community Services

EPIC Virtual Member

Meet the EPIC team



Biju Pappachan

Consultant



Gilad Cohen

Artist & EPIC Facilitator



John Choi

Coach



Lindsay Valve

Consultant



Megan Ho

Special Events
Coordinator



**Michael 'Piecez'
Prosserman**

CEO, Author, Coach



Shelley Nicholls

Strategic Leadership
Partner

EPIC Partners

EPIC builds strategic partnerships to give our community access to knowledge, tools and resources to succeed in HR, Fundraising, Legal, Boards and more.



What's next for EPIC?

Build EPIC from 60 to 100 members
(by end of 2023)

Partner with Foundations to fund
cohorts and grantees as members

Build and pilot a new Funders cohort

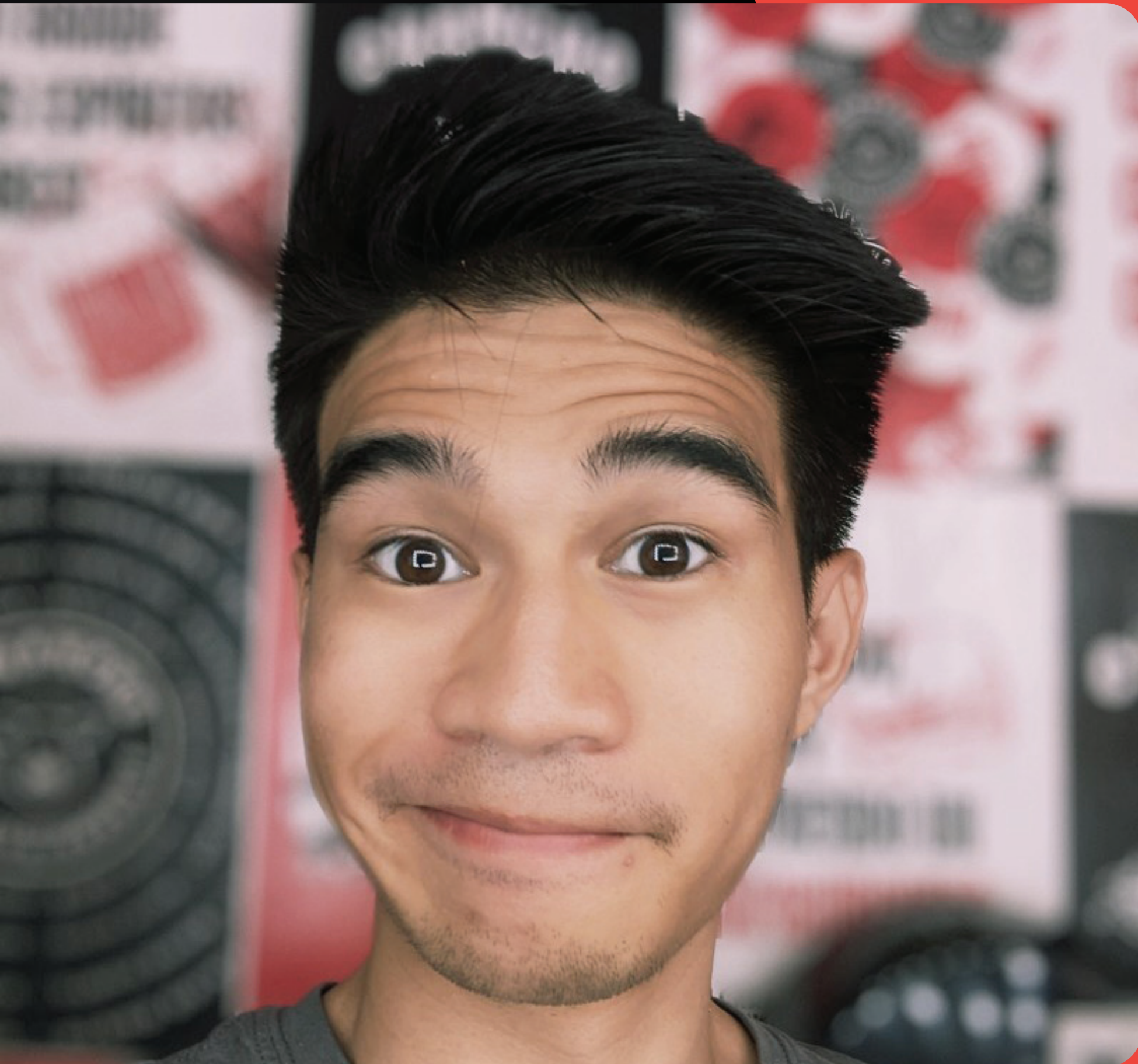




“ Honestly, *this program has been totally transformative for my leadership* over the last three years. I've gained so much and been able to watch myself grow, alongside my colleagues who have in their own journeys as well. All the while encouraging and grounding each other.”

— Kelly Read

Why Not Theatre, Former Executive Director



“ EPIC has given me a better understanding of where the sector is, as a whole, and a *big picture view of the work that is being done by leaders across Canada*. It gave me a better understanding of the growing pains and the relevancy of the work that we are doing. As a young leader, it felt like I was Peter Parker entering into the Avengers for the very first time. You know, epic.”

— Henrick Sales
Toronto Ward Museum, Co-Director



“ As a leader in the non-profit sector, EPIC has been the community that has *provided me with growth in both my professional and personal life*. I have had the great opportunity to network with incredible leaders and would recommend EPIC to anyone looking to invest in themselves!”

— Fayzal Samji

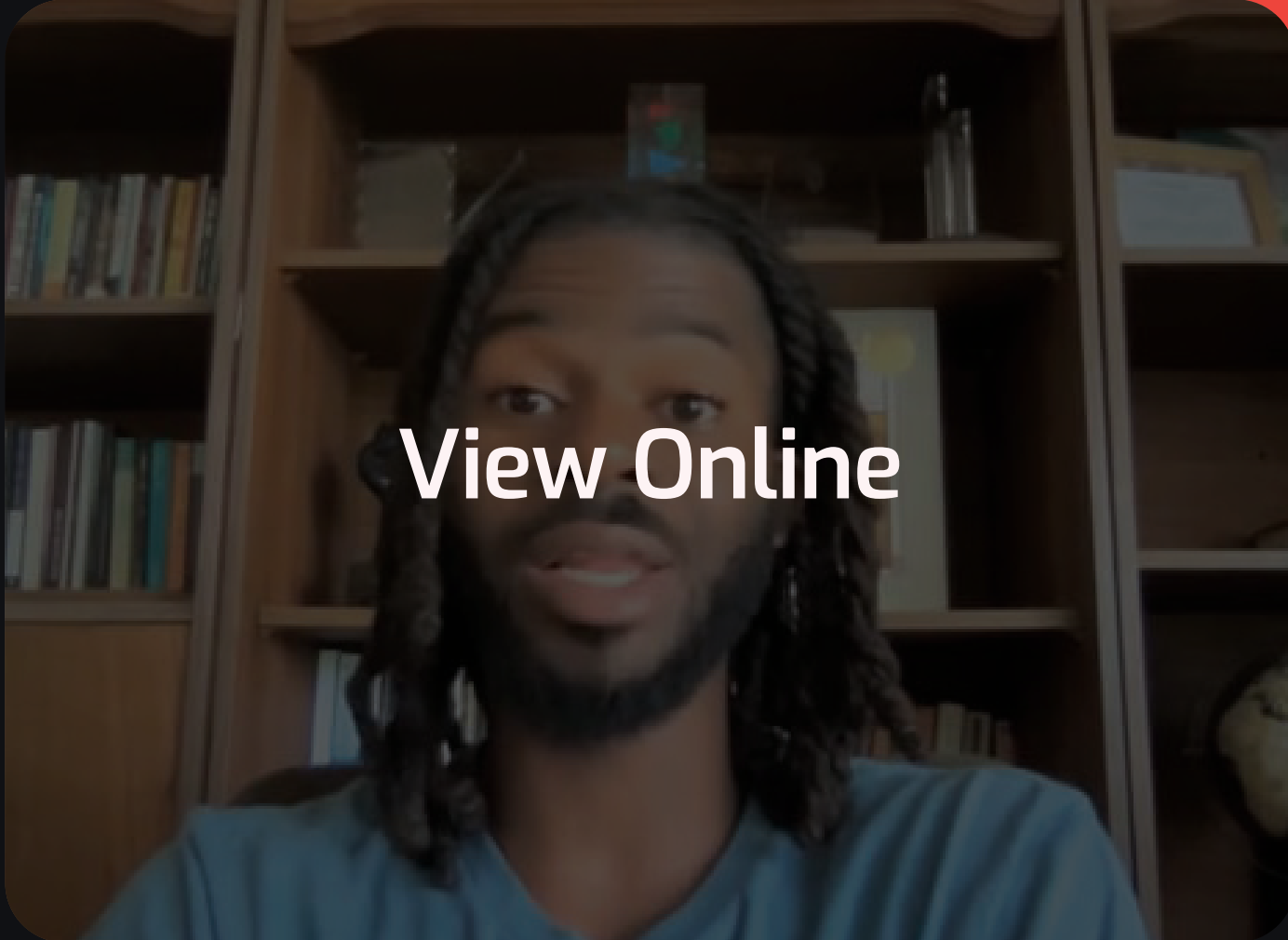
Labour Education Centre, Executive Director



“ The EPIC experience has brought me into a new circle of inspiring leaders, shown me alternate ways to lead, and *provided a great deal of personal support during a very challenging time.* ”

— Celia Smith
Luminato Festival, CEO

Videos Testimonials



View Online



Randell
Founder of RISE

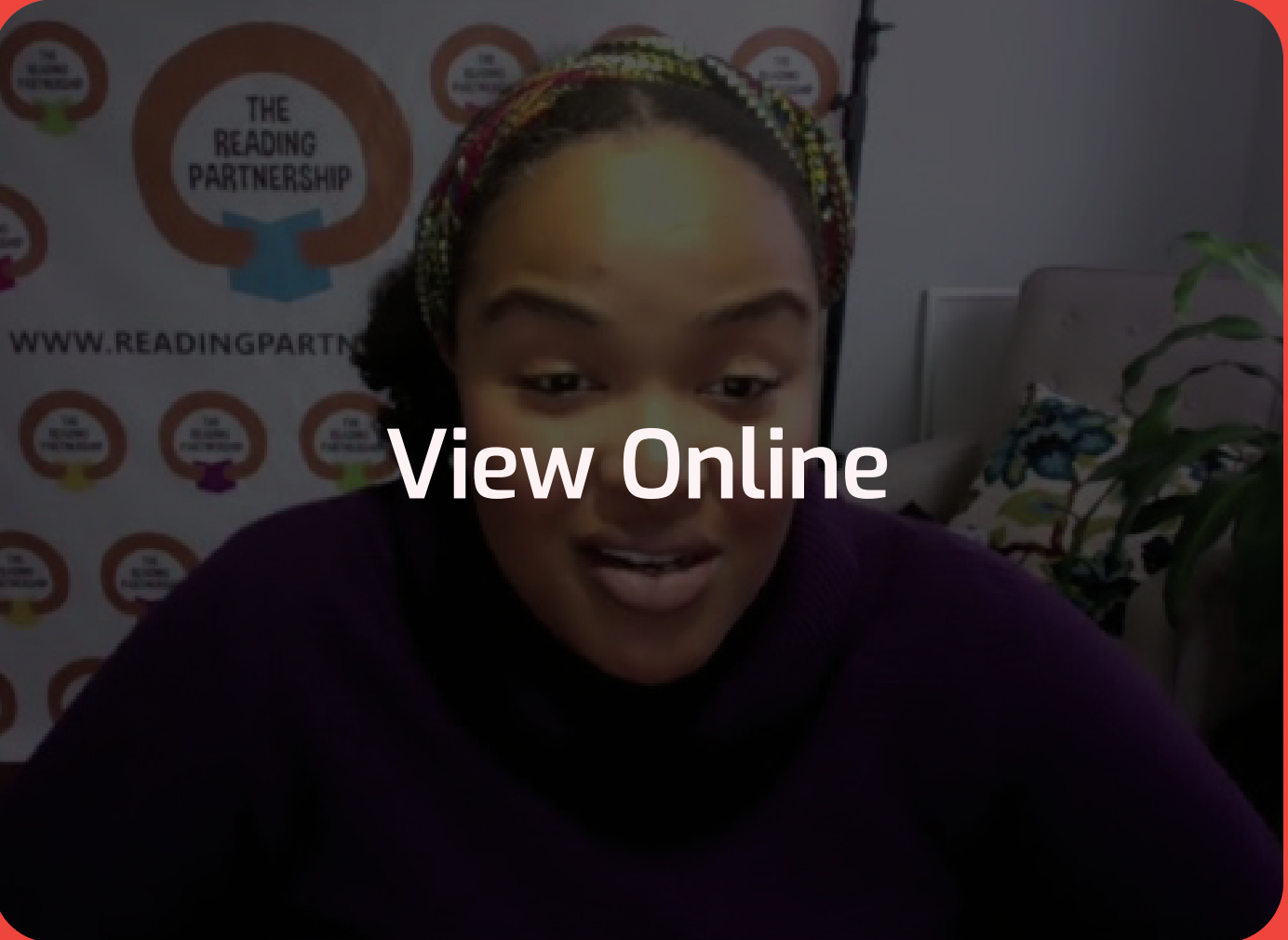


View Online

Alejandro Mayo



Alejandro
Founder of Indigenous Friends Association



View Online



**Testimonials from
multiple members**



For more info on EPIC Leadership and how you can join our community go to ***epicleadership.ca***

EMAIL
mike@epicleadership.ca