

# ANNUAL REPORT

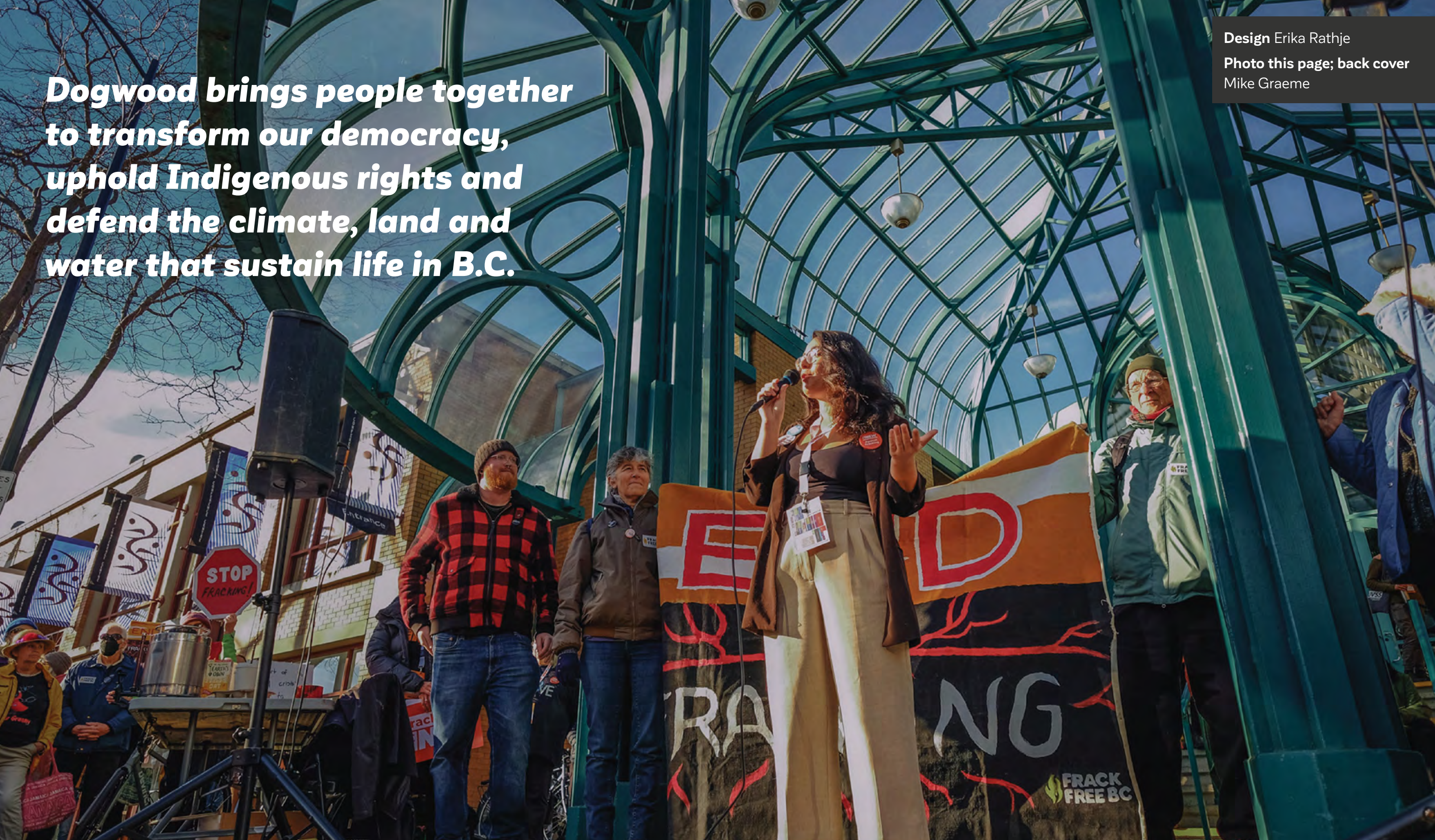




**Dogwood brings people together  
to transform our democracy,  
uphold Indigenous rights and  
defend the climate, land and  
water that sustain life in B.C.**

**Design** Erika Rathje

**Photo this page; back cover**  
Mike Graeme







## Message from the Chair

This was my first year having the honour of serving as the Chair of Dogwood's Board of Directors.

Our role on the board is to help steward Dogwood and support the hard-working, talented, dedicated staff as we carry out our important mission.

The board was part of the process three years ago, alongside staff, to revise the organization's guiding principles and develop a new strategic framework. So much has changed in the world since we did that work, so this year it was time to consider important strategic adjustments.

The most notable shift in strategy has been moving away from governmental elections as a central focus of Dogwood's work. This change allows us to stay more focused on expanding and deepening coalition-based work under the Beyond Gas banner, and the deepening of commitments to Indigenous ally relationships and solidarity work.

Shifts in strategy also means new and different fundraising prospects. It is encouraging to see interest in Dogwood's work from more foundations and increased commitment from current funders.

Individual donors continue to be the foundation that supports the organization. Dogwood cultivates

these important relationships with donors and is always looking for ways to reach more people to keep us grounded.

I want to congratulate union members and our management team on negotiating a new collective agreement that values and protects our all-important staff. Past years have tended toward an employees' and not an employers' job market, and we could not do our much-needed work without retaining and recruiting bright and committed staff.

Finally, I want to thank my fellow board members for their dedication to serving this organization in our key governance role. In particular, I want to thank Dhaneva Skosdad and Cassidy Crowe who left the board this year. At our 2024 AGM we will say a fond farewell to Secretary/Treasurer Aman Jhuty after serving two full terms on the board. Aman has provided his calm expert financial guidance to the Dogwood Executive Team for more than six years. We will miss Aman's wisdom, compassion and corn-hole prowess, and wish him all the best.

Thanks to all the supporters, volunteers, donors, funders and partners who fuel Dogwood's success. I look forward to another exciting year.

Warmly,  
Ingrid Kastens

## Strategy

### Decarbonize

In 2023, we aimed to deepen Dogwood's contribution to the growing movement against the most potent climate changing fossil fuel: methane gas. Our greatest strength has always been the tens of thousands of supporters and hundreds of long-term, dedicated volunteers committed to Dogwood's mission.

People power helped increase Dogwood's participation in the Frack Free BC coalition, keep up the pressure against gas pipeline projects in Northern B.C., and kickstart the campaign to get gas out of homes.

Roughly 10 per cent of the gas fracked in B.C. is piped into our homes and buildings, where it increases the risks of childhood asthma, heart disease and cancer. The rest is exported to Alberta to power oil sands extraction, to the U.S. or soon, new West Coast LNG terminals.

A major problem in B.C. is Fortis and its greenwashing campaign. The fossil fuel giant uses dogged corporate lobbying to influence policy-makers while portraying itself to the public as a "green" alternative to other fuels. But thanks to new funding and alliances, Dogwood was able to hire a Fossil Gas Campaigner to take on Fortis and fight for a phaseout of fossil gas.

Frack Free BC started upping pressure on the provincial government in the spring and summer of 2023 with a day of art action that reached 40+ communities, and dozens of constituent meetings with MLAs, or rallies outside their offices if meeting requests were rebuffed. Among activists, allies and a growing public audience the message that 'fracked gas is B.C.'s biggest climate problem' started to catch on.

In November, hundreds of Dogwood volunteers and Frack Free BC activists held a rally outside the BCNDP convention, calling on delegates to support an NDP-member-sponsored anti-fracking resolution. Delegates wore 'NDPers Against Fracking' buttons, and, under pressure, party brass went to

great procedural lengths to avoid a floor vote on the resolution.

We rounded out 2023 with several community-building events where volunteers gathered at Fortis HQ and locations throughout Vancouver and Victoria to sing such hits as 'Jingle Bells — Fracking Wells'.

This year we're continuing to publicly highlight the massive cost overruns, embarrassing mismanagement and economic failure of the TMX expansion, and support the enduring Indigenous and grassroots opposition to this disastrous project. It has been a long journey of triumphs, tragedies and twists in the fight against TMX, and we took some time to grieve, reflect and honour the movement that was built around fighting the pipeline that was ultimately completed and operational in spring 2024.

**Our greatest strength has always been the supporters and volunteers committed to Dogwood's mission**

### In the Field

With a new Director of Organizing, the field team undertook learning and updating their practices and approaches this year. Dogwood's Organizer in Surrey deepened the organization's partnership with Khalsa Aid and, with other South Asian community leaders, developed a unique roundtable organizing approach to connect with the diaspora community in the lower mainland.

Our Vancouver Organizer increasingly brought creative art practices as a fulcrum for connection, action and strategic impact that have motivated new and long-time Dogwood volunteers.

The combination of our South Island Regional Team, and our team of door-to-door fundraisers and canvassers made Victoria and surrounding areas a



major source of new donors and supporters this last year. SIRT continues to be a force in local climate action, operating with its own internal structure and leadership. The work of these two teams helped anchor and energize volunteer outreach and Frack Free BC events in the South Island.

## Decolonize

Between fracking and overseas markets lie several proposed pipelines and liquified natural gas terminals. Dogwood's work to resist these risky projects comes largely in the form of support for Indigenous leaders and communities on the frontlines, who live with the destructive social, economic, cultural and environmental impacts of corporate (and government)-funded megaprojects.

This year we continued our commitment to Gitxsan, Wet'suwet'en and Gitanyow leaders contending with these gas projects — and the police violence that accompanies them. We provided staffing and material support for the annual Peace & Unity gathering in August. The proceedings were livecast and captured on video, allowing organizers to share the wisdom of gathering participants with people throughout B.C. and beyond.

On the heels of the victory against Enbridge's West Coast Connector gas pipeline, with completion of the Coastal GasLink (CGL) Pipeline looming, Dogwood donors and our Director of Campaigns & Communications helped bankroll, staff and publicize two important trips by hereditary Chiefs to confront the companies behind CGL and the proposed Prince Rupert Gas Transmission (PRGT) pipeline.

In September, Wet'suwet'en chiefs Na'moks and Woos traveled to New York to pressure KKR, the Wall Street private equity fund that is majority owner of the Coastal GasLink pipeline. They also connected with other Indigenous leaders at NYC's climate march and Black organizers from the frontlines of gas expansion in the U.S. Gulf Coast. Then, in April of this year, Dogwood lent support to Indigenous leaders who traveled to attend the AGM for RBC, the number one financier of fossil fuel expansion projects in Canada.

In early 2024, Dogwood turned towards work with local residents in Northwest B.C., including Gitxsan and Gitanyow house groups, to highlight concerns about the PGRT project meant to feed the proposed giant Ksi Lisims LNG export facility in Nisga'a territory. This sprawling gas export complex would be

on the same scale as Coastal GasLink and LNG Canada — but even more heavily subsidized by the B.C. public as the economics of LNG falter.

In addition, we also set out to further cultivate Dogwood's relationship with WSÁNEĆ leaders and organizations, particularly by connecting staff, volunteers and donors to local land restoration, supporting the annual Yellow Wolf Powwow and donating to land back initiatives. Dogwood's Head of Communications, who lives in the territory, has led this work and penned a report last spring on the [lessons learned from the project](#) that we hope will inspire and guide other organizations seeking to deepen their commitment to decolonial relationships.

**Dogwood's work to resist LNG projects comes largely in the form of support for Indigenous leaders and communities on the frontlines**







## Democracy, Justice and Solidarity

Corporate influence on government is getting in the way of all our work towards a just and safe future, and corroding our democracy. In 2023 we published original research about the intensity of corporate lobbying in the province and the revolving door between government and industry. Dogwood volunteers confronted MLAs about this issue as they returned for the fall legislative session, prompting 2,000 people to ask MLAs for stronger lobbying regulation in B.C.

We sought to deepen our commitment to justice, equity and solidarity in our communication practices, broadening the scope of stories and opportunities for action we share with our audience. Building on Dogwood's support for the grassroots advocacy group Defund C-IRG, we continued to share important information revealed about RCMP abuse in the raids on Wet'suwet'en land defenders and the tragic, discriminatory pattern of Indigenous people dying at the hands of police — without any accountability for those responsible.

We also shared calls to action from worker and migrants rights organizations, including hosting a climate meetup at a Status for All rally. We highlighted the story of international student and climate activist Zain Haq who was threatened with deportation because of a record of civil disobedience in defence of the planet. At the 11th hour, Zain was spared deportation, thanks in part to the increased public scrutiny and pressure from fellow activists, including about 2,000 Dogwood supporters.

Like most of the world in 2023–24, the horrific ongoing violence in Gaza impacted Dogwood staff, supporters, allies and members of our communities. As an organization dedicated to decolonization and democratic rights, Dogwood joined other organizations in calling for a ceasefire, and has shared opportunities for solidarity actions with our volunteers and social media audience throughout the year.

These wider and intersecting narratives attracted new social media followers, inspired our existing supporters, and gradually became embedded into the everyday flow of work and priorities at the organization.

## Reflecting on Intentions

Every year, we see Dogwood's commitments to justice, equity, decolonization and anti-racism further embedded into all the work we do. Increasingly, the "3 D's" of our mission — decolonize, decarbonize, democratize — overlap in our organizing, campaigning and solidarity work.

At the same time, we continue to grapple with the challenges of reaching new audiences, diversifying our base of supporters and articulating our strategy for building people-power without electoral organizing as the central driving force of our work. We will carry these tensions into our priorities for the current year through continued collaboration, experimentation and adaptation.

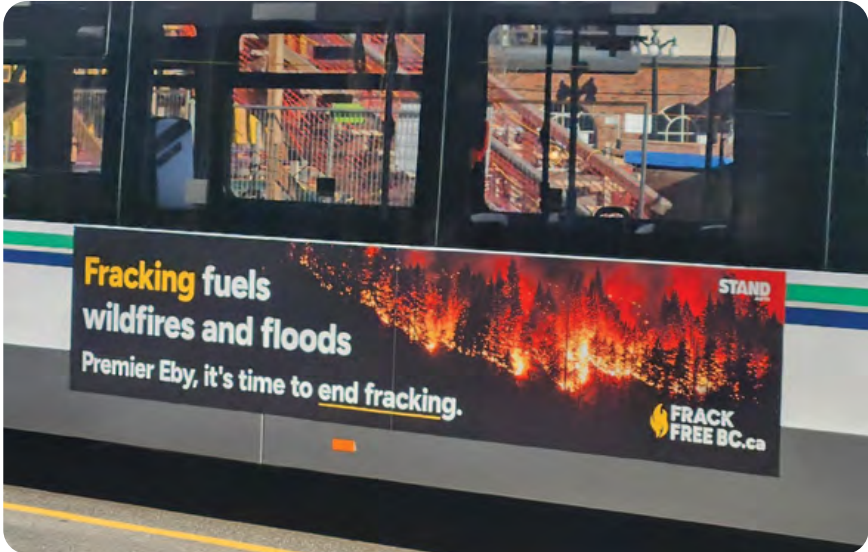
**Corporate influence on government is getting in the way of all our work towards a just and safe future**







Photo: Mike Graeme







## Structure, Culture & Governance

Everything we do at Dogwood relies on cultivating collaboration and a healthy work environment. This year we invested in three in-person staff meetings to reconnect, build trust, and spend time working together on critical strategy and organizational culture questions.

A meeting in Victoria in June mixed strategic planning and discussions of building resilience in social change work with plenty of fun. In the fall, we gathered in Vancouver to revisit and revise some of the core assumptions at the heart of Dogwood's strategic framework. These conversations built towards Dogwood's annual staff-board retreat in February, our second year at Loon Lake Lodge in Katzie territory.

Based on the burnout prevention work the previous year, Dogwood piloted a four-day work week starting in May 2023. Working through our Labour Management Committee, and based on case study research, our team adjusted schedules and practices to accommodate the shift. We surveyed staff throughout the year to assess impacts on our work and our people. Feedback was overwhelmingly positive and we extended the pilot to continue until the completion of collective bargaining.

Dogwood's first collective agreement with the BCGEU expired at the end of 2023, so union and management bargaining committees were back at the table for negotiations in early 2024. We ratified a new agreement just in time for the start of our new fiscal year that brings well-deserved salary raises that fell behind in recent years of unprecedented inflation, and additional benefits and commitments to develop important changes to workplace safety policies and workload management practices.

The new agreement also makes a reduced work week permanent at Dogwood. Going forward, all full-time staff will work a 30-hour week without reduction in salaries. We were able to find creative ways to implement this work culture shift while still offering flexibility and advancing Dogwood's mission in the world.

## Reflecting on Intentions

Dogwood's ongoing goal is to become a place where people of diverse identities, backgrounds and abilities want to work, and feel safe as staff and volunteers. While the shift to a 30-hour work week and new collective agreement make progress towards this goal, we still have a long way to go and this year saw us falter in some areas.

Over the course of the year, three different staff members were on leave — a critical (and sometimes legally required) option for a healthy workplace

to accommodate. At the same time, because we decided to temporarily adjust workloads rather than hire temporary staff, this left the organization shorthanded. The JEDI team was on hiatus for several months, staff were under additional stress, and certain priorities and tasks had to be set aside.

In part because of this, Dogwood neglected important structural, cultural and workplace safety measures for the newest members of Dogwood's staff — our door-to-door fundraisers. We took steps to address and repair these issues in early 2024, but should have done better.

**We were able to find creative ways to implement this work culture shift while still offering flexibility and advancing Dogwood's mission in the world**







## Finances & Fundraising

As you read this, there is a good chance you are one of the 4,157 people who stepped forward to make a gift to Dogwood this year. On average, that gift was \$56.84 — a testament to the power of people coming together to make a difference.

These individual gifts are important because of who we’re up against. Business interests in all industries, particularly oil & gas, are lavishing money on lobbyists and public relations teams to influence our government, and sway community opinion in favour of a truly dark future. One-time and monthly donations fuel the work to stop them, and without Dogwood’s donors, there would be little push-back against industry’s nihilistic message.

The foundation of Dogwood’s work is our circle of more than 2,000 monthly donors, who collectively contributed over \$425,000 last year — \$10, \$15, and \$20 at a time. Monthly gifts, at whatever amount, really add up!

Without generous people investing in our future and sustaining this work, we would surely be lost. Thank you for being a part of our success.

### Reflecting on Intentions

Because it is our main interface with the capitalist system, fundraising can be a challenging aspect of our work to bring into alignment with the principles of justice, equity, diversity and inclusion. It starts with people helping people. That’s another good reason why your support matters, in whatever form it comes.

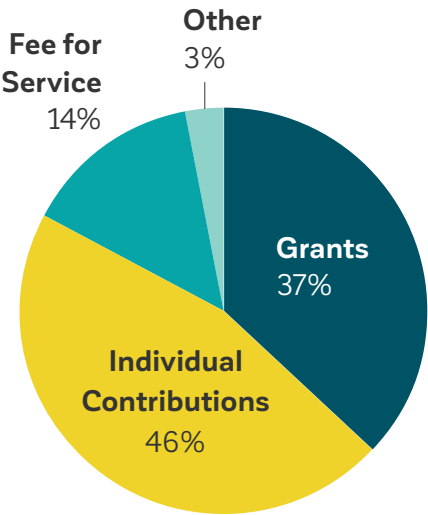
## Financial summary

### Summary of revenues and expenditures

Year ended March 31, 2024

Revenue	
Grants	\$637,491
Individual Contributions	\$785,197
Fee for Service	\$245,982
Other	\$55,053
	<b>\$1,723,723</b>
Expenses	
Overhead	\$227,212
Communications/Campaigns	\$328,254
Special Events	\$56,124
Travel	\$9,966
Human Resources	\$976,547
Amortization of Assets	\$23,191
	<b>\$1,621,294</b>
Operating Income (Loss)	<b>\$102,429</b>
Gain (Loss) on foreign exchange	<b>\$(16,527.00)</b>
Loan Forgiveness	<b>\$100,000</b>
Equity Income	<b>\$18,210</b>
<b>Excess of Revenue over Expenditures</b>	<b>\$204,112</b>

### Revenue







**Dogwood**

**Victoria office**

864 Queens Ave.  
Victoria, B.C.  
📞 250-370-9930

**Vancouver office**

312 Main St, 2nd Floor  
Vancouver, B.C.  
📞 604-688-3578

[dogwoodbc.ca](http://dogwoodbc.ca)