TESTIMONIALS

Sylvie Arsenault, Executive Director, Voluntary Resource Centre – Common Good Committed Employer
“Voluntary Resource Centre is thrilled to support the Common Good Retirement Initiative. As a small non-profit organization, it is challenging to support staff the way we want to. This initiative has the potential to take care of people who are taking care of your communities.”

Gilad Babchuk, Executive Director, Groundswell Social Enterprises – Common Good Committed Employer
"As an alternative business school for social ventures, Groundswell is eager to support the Common Good Retirement Initiative. Our community of solopreneurs, nonprofits, and small businesses have a great need for a retirement product that is a match for our sector. We believe in using the power of many to solve this issue and bring security to people who are working to make the world a better place."

Joanne Baker, Former Executive Director, BC Society of Transition Houses – Common Good Committed Employer
“The BC Society of Transition Houses is pleased to champion the Common Good Retirement Plan and to support an initiative that will invest in the future of an underpaid workforce predominantly made up of women. BCSTH is committed to ending violence against women and their children and to supporting frontline services who work with those fleeing violence every day. In doing this work, our staff team and the anti-violence sector dedicate themselves to making a difference in the lives of others. It is only right that we do whatever we can to compensate them fairly and competitively for their work.”

Derek Ballantyne, Managing Partner, New Market Funds – Common Good Committed Employer
"At New Market Funds, we're committed to creating positive community benefit and having a positive and supportive workplace. We recognize the value of offering benefits like the Common Good Retirement Plan and see this as an important part of attracting and retaining the hard-working and dedicated team we have. We are excited to see this much-needed plan being offered to the non-profit sector."
Mark Bisset, Executive Director, The Couchiching Conservancy – Common Good Committed Employer
"As a small regional land trust with limited resources, we have been looking for ways to provide health and retirement support to our staff for a while, but it has proved challenging. Most programs available are too difficult to sustain over time or just out of our reach financially. Common Good is starting from a different place in that it is being designed specifically to eliminate the barriers that non-profits face in providing deserving staff with important benefits. Not only will a successful program help staff, it will help our organization to attract and retain good people."

Lesley Bramhill, General Manager, Playwrights' Workshop Montréal – Common Good Committed Employer
"Canada's artists are part of our workforce who confront and engage with some of society's biggest problems on a daily basis, and I consider the Common Good Retirement Plan as an investment in these amazing individuals. For me, PWM's commitment to providing decent work includes long term retirement planning. What is most exciting is the opportunity I have to start meaningful discussions on how artists and cultural workers can save for their futures on their own terms."

Jim Brennan, Executive Director, Multicultural and Immigrant Services Association of North Vancouver Island (MISA) – Common Good Committed Employer
“The Multicultural and Immigrant Services Association is a professional Best Practice organization that likes to walk our own talk. We do this by providing support not just for our communities and our clients, but also for our professional staff who spend their working lives supporting the acquisition of equitable and sustainable opportunities for a better life. MISA is honoured to be able to not only support the Common Good Retirement Initiative, we are also committed to assist in being a sector champion. Common Good offers an innovative Best Practice approach to supporting an engaged workforce which is in the best interest of everyone regardless of what sector you work, what position you have or where you live geographically. Well done, Common Good!"

Alison Brewin, Executive Director, Vantage Point
“Those who work for our sector commit to their communities, their art, their environment. While the organizations that employ them seek financial sustainability, the pressure to keep ‘administrative’ costs low is profound. Often this effort means limiting benefits others take for granted; investment in retirement plans is one area employers in the sector struggle to realize for their teams. The Common Good Retirement Initiative gives us an opportunity to offer sector employees yet another reason to stay in the sector, doing good work for good reasons. It is an important initiative that will benefit communities across the country. It is a pleasure to support it in anyway I can.”
Alan Broadbent, Chairman and Founder, Maytree
“People working in the community sector will have access to an effective and affordable retirement savings plan with the Common Good Retirement Plan. It is being designed by people with financial expertise who also understand the nonprofit and charitable sector, and the financial pressures its employees face. Common Good will provide people in the sector with a sound and viable retirement savings option that will make a comfortable retirement possible for many for the very first time.”

Catherine Broomfield, Executive Director, iHuman Youth Society – Common Good Committed Employer
"As a small non-profit with no staff benefit plan, the opportunity to join a coalition of non-profits to leverage resources is the main reason the Common Good Retirement Initiative is so interesting to me."

Peter Burton, Executive Director, Suoni Per Il Popolo – Common Good Committed Employer
“In an era of rapid change with many economic, social and cultural dislocations, it is essential that civil society encourages collective initiatives which value the good of the many over that of the few.”

Janet Carmichael, Executive Director, North Island Survivors' Healing Society - Trauma and Abuse Counselling Centre – Common Good Committed Employer
"As a small non-profit society with a combination of staffing, we have been limited in our capacity to provide support for retirement. The analysis of the sector by the Common Good Retirement Initiative was superb! Common Good is a progressive initiative that can work practically and long term for both the employer and staff."

Marcia Carroll, Executive Director, PEI Council of People with Disabilities – Common Good Committed Employer
“As a provincial charity that services 10,000 islanders a year, it is important that we can provide continuity and consistency in our services delivery units. Creating a supportive workplace and providing options for long-term financial stability for staff will help us achieve this goal. It is important that our staff see working at the PEI Council of People with Disabilities as a viable career option. Providing them with a comprehensive benefit package such as the Common Good Retirement Initiative is a critical piece in helping them plan for their future.”

Ron Casey, Executive Director, Stars for Life Foundation for Autism – Common Good Committed Employer
“As a nonprofit employer, it is very important for our organization to provide the best possible working environment for our employees. Giving our employees an opportunity to save for the future is a part of that. The Common Good Retirement Initiative will enable our organization to help support our employees with their long-term financial planning by providing them with a retirement plan.”
Peter Chapman, Senior Advisor, SHARE
“A simple, cost-effective and portable way to save for retirement is essential for the well-being of people serving in the non-profit sector and to the health of the sector as a whole. As non-profits struggle continually to do more with less, the Common Good Retirement Initiative is a shining example of positive innovation to address the non-profit retirement savings gap.”

Owen Charters, President & CEO, Boys & Girls Clubs of Canada – Common Good Committed Employer
“Having chosen the nonprofit sector as a career, I have seen many employees who are passionately dedicated to the mission and cause of their organizations, but have often done so at the expense of securing their financial future. I believe in decent work, and part of that is ensuring that those who work so hard to secure the future for others can themselves depend on a good retirement. Common Good provides a flexible, portable tool that provides the foundation for saving throughout your career, and is vital in ensuring a nonprofit workforce that can focus on good outcomes today knowing their own future income is assured.”

Maura Chestnutt, VP Operations and Strategic Initiatives, Catalyst Community Developments Society – Common Good Committed Employer
“As a small non-profit, it would be difficult for us to provide this level of assistance with retirement planning and savings to our staff. The Common Good Retirement Plan will allow us to support not only our team but the not-for-profit sector as a whole. We are excited to be a part of this initiative.”

Kate Cornell, Executive Director, Canadian Dance Assembly – Common Good Committed Employer
"The Canadian Dance Assembly (CDA) is pleased to find a portable retirement plan. It is a timely solution to a long-standing problem in the arts - precarious work. The CDA advocates for a healthy sustainable sector while improving working conditions, so the Common Good Retirement Initiative aligns with our priorities."

Russ Dahms, Executive Director, Edmonton Chamber of Voluntary Organizations – Common Good Committed Employer
“A flexible and affordable retirement plan built for the nonprofit sector will enable nonprofit sector employers to offer a more fulsome compensation program. With Common Good, a plan of this nature is a benefit that will strengthen the position of nonprofit employers to retain and keep talent, and the portability feature will encourage more employees to develop a career path within Canada’s nonprofit sector.”

Tracey Davidson, Executive Director, Volunteer Terrace – Common Good Committed Employer
"Volunteer Terrace is happy to endorse the Common Good Retirement Initiative. As a small volunteer centre set in a rural area of northwestern BC, we see many small, organic non-profits and charities who struggle to offer their staff and themselves any sort of benefits - they are
simply cost prohibitive. Common Good gives us the ability to offer incentives to join our organization and even keep staff who may be considering leaving due to a lack of benefits. Many of our staff leave, not because they want to, but because they cannot afford to stay, particularly as they begin to plan for their retirements. I am so excited, as Executive Director of Volunteer Terrace, that we will be able to really start to show our staff that we value them.”

Susan Davis, Executive Director, Gerstein Crisis Centre – Common Good Committed Employer
“Gerstein Crisis Centre is happy to be one of the first 50 employers to support the Common Good initiative. For years, we have been looking for a retirement plan to offer our staff that would be affordable for both the employer and the employee. Our staff are there for some of the most vulnerable people in our communities, 24 hours a day, every day. As an employer, we want to be there for them, providing them with a pathway to retirement that offers the security they have earned throughout their careers. Until now, our options have been limited due to lack of affordability, high fees, poor portability and inflexible payment schemes. Common Good will provide us with a workable solution that understands the non-profit world.”

Adil Dhalla, Former Executive Director, Centre for Social Innovation – Common Good Committed Employer
"The success of our non-profit and charitable sector rests on its ability to recruit and retain talented people, and one of the biggest missing pieces to achieving this has been the absence of an affordable retirement savings plan. It's a complex challenge but a worthwhile one, considering the collective impact of those who belong to this sector. We have a collective responsibility to care for those who take care of others, and I am excited to join the chorus for change."

Allie Dickson, Transition House Coordinator, Boundary Women's Coalition – Common Good Committed Employer
“As a female-led, feminist organization, we strive to offer our employees wages that are competitive with the cost of living increases, benefits, and now finally a retirement plan. We do this to compete in what is still a male-dominated workforce that continuously advances men, with women being offered less to do the same job. It’s time for things to change. We believe in building a strong future for women, which is why we are choosing to endorse the Common Good Retirement Initiative.”

Francesca Dobbyn, Executive Director, United Way of Bruce Grey – Common Good Committed Employer
“The Common Good Retirement Initiative presents a method of bringing the benefits of a structured retirement savings plan to non-profit and charity organizations, making it easier for people to automatically budget for their retirement. Given the importance of savings to supplement retirement income and the sometimes complex system of navigating it alone, we at United Way of Bruce Grey look forward to being able to provide a straightforward, managed retirement savings option for staff.”
C.M. (Chuck) Dowdall, Executive Director, Kingston Literacy & Skills – Common Good Committed Employer
"Small non-profit employers are excluded in providing a responsible financial planning program for employees due to the prohibitive cost. All employers have a responsibility to ensure that employees have the ability to save and plan for their future retirement needs. The Common Good Retirement Initiative provides our employees the opportunity to have a flexible plan for their retirement planning, as well as supports our organization in retaining and attracting highly skilled professionals."

Stephen D'Souza, Executive Director, Burnaby Community Services – Common Good Committed Employer
"Burnaby Community Services is dedicated to breaking the cycles of poverty and isolation. In doing this work, our staff team dedicate themselves to improving the lives of others. We, as an employer, need to take care of those who give so much of themselves in addressing the most significant social issues in our community and helping those most vulnerable. While we struggle to compensate our team in the way they deserve and have earned, in looking to invest in their future needs through the Common Good Retirement Plan, we hope to go some way to bridging that gap."

Robyn Duncan, Executive Director, Wildsight – Common Good Committed Employer
"The non-profit sector plays an increasingly important role in Canadian civil society, advancing progressive policies in our environmental and social sectors. People shouldn't have to make a sacrifice to work in this field. We've been working for years to address this, but as a small organization, have not found a viable path forward. I'm happy to support the Common Good Initiative and look forward to offering our team access to a retirement plan."

Christina Fowler, Executive Director, The Learning Exchange – Common Good Committed Employer
"It's time for a united front from NGOs across this country to stand up and challenge the standard belief, 'Oh, you work in non-profit so you make less money and have no security,' with action. This movement could be the catalyst and platform to redefine what security looks like for community-based organizations. My belief as a leader is that the future sector (whom we need to stand up for) will not need to advocate for their fair pay, benefits and retirement; that equal compensation will be a given, and we will continue to focus our efforts on benefiting our communities."

Sara Gaudon, Executive Director, LogicalOutcomes – Common Good Committed Employer
"As a non-profit consulting company, we are concerned about the financial security of our freelancers. We do not have employees, but instead a growing network of contractors from all over the world, many of whom are completely reliant on consulting income from a variety of sources. We’re hoping that Common Good can offer a solid platform for retirement savings for
our Canadian contractors, and enable them to keep contributing even when they aren’t working with LogicalOutcomes."

**Ted Gerry, General Manager, Pinnguaq – Common Good Committed Employer**

“As an emerging organization enthusiastic about maximizing employee benefits, we feel that the Common Good Retirement Initiative is exactly what we were looking for; a well managed and high value option that fits with our mandate.”

**Kasari Govender, Executive Director, West Coast LEAF – Common Good Committed Employer**

“A key part of the sustainability of the non-profit sector is supporting our people. West Coast LEAF values the principles of equality, justice, and fairness in all of our work, including providing conditions of employment that ‘walk the talk’. Committing to the Common Good Retirement Initiative is part of our commitment to our hard-working staff team.”

**Franca Gucciardi, CEO, McCall MacBain Foundation**

“The average employer in the non-profit sector is typically too small to be able to offer traditional pension plans to their employees. A sector-wide model such as the one that Common Good is proposing is timely, sensible and simply asks that non-profit organizations work together and use one of their greatest strengths – the sheer number of them. Critically, it provides a vehicle through which organizations could together achieve what they cannot do so alone, helping ensure that those who are working hard for the benefit of others will themselves be taken care of when they encounter the particular kind of vulnerability that comes with financial insecurity in old age. I commend Common Good for pursuing this brilliant idea.”

**Dave Harvey, Executive Director, Park People – Common Good Committed Employer**

“An important part of Park People’s workplace culture is to provide opportunities for staff to expand their skills and build their career in our organization. As a small non-profit, it’s very challenging for us to provide our staff with retirement planning. The Common Good Retirement Plan will allow us to provide those opportunities to our staff. I am thrilled that the initiative is working to bring this new much-needed service to our sector.”

**Christopher Hilkene, CEO, Pollution Probe – Common Good Committed Employer**

“We are excited to be able to offer our staff a retirement income plan with portability and flexible contribution options, which helps round out our total compensation package. We aspire to implement a matching program as budgets permit. We believe that our staff will benefit in the longer term by being able to budget and plan financially with this saving option in mind.”

**Dalya Israel, Acting Executive Director, WAVA W Rape Crisis Centre – Common Good Committed Employer**

“Stumbling upon information regarding the Common Good Retirement Initiative was wonderful. As a small non-profit organization, we have been struggling to find a way to support our staff to plan for the future and meet our needs as as an organization. This will allow us to put a plan in
place that is flexible, grounded in shared values and will pave the way for those of us in the anti-violence sector, who traditionally do not have access to retirement planning, to change that reality.”

Robin Jackson, Executive Director, CFUW – Common Good Committed Employer
“Offering retirement benefits to our staff at the Canadian Federation of University Women (CFUW) is a challenge for us as a very small non-profit organization. That's why we were excited to learn about the Common Good Retirement Initiative and its aim to bring retirement security to the sector. I am extremely supportive of this effort and look forward to the plan becoming a reality.”

Tim Jackson, President & CEO, SHAD
“The non-profit sector collectively employs a significant percentage of the workforce. The Common Good Retirement Initiative will help individuals who want to remain in the sector long-term by allowing them to move their retirement assets seamlessly from organization to organization.”

Debora Johnston, Executive Director, The Calgary Society of Community Opportunities – Common Good Committed Employer
“The staff of The Calgary Society of Community Opportunities are excited about the opportunity to invest in a portable retirement plan. The Common Good Retirement Initiative allows us choice and incentives to save. Furthermore, this can happen within the capacity of the individual and our Society.”

Jillian Kilfoil, Executive Director, Women’s Network PEI – Common Good Committed Employer
“Women’s Network is thrilled to partner with the Common Good Retirement Initiative. As a feminist organization, we work hard to provide decent wages and conditions for all our staff members. The lack of support for decent wages and adequate retirement planning is a feminist and women’s issue pervasive in the non-profit sector. We work hard to support Island women in PEI and to find resources to provide decent work to everyone in the team.”

Maggie Knight, Operations Director, BC Civil Liberties Association – Common Good Committed Employer
“As a small charity, we’re excited about the potential of the Common Good Retirement Plan to make it possible for non-profits to provide competitive retirement benefits their staff. Benefits that are meaningful to staff are critical to keeping talent in our sector, which in turn is critical to the success of our efforts to defend and extend civil liberties and human rights in BC and across Canada. We find the flexibility of the plan particularly attractive, as it may allow us to meet the varied needs of our intergenerational team under a single plan structure. We look forward to the vision of the Common Good Retirement Plan becoming a reality.”
Emily Kovacs, Executive Director/CEO, Niagara Folk Arts Multicultural Centre – Common Good Committed Employer
“The Common Good Retirement Initiative will enable our organization to provide much-needed income security to our staff, knowing they and their employer are contributing to income that will be available after they retire. This kind of support will help keep more qualified staff in the field, so they can focus on doing what they like most: to empower people and welcome them as they strive to create a rewarding new life and settle successfully in Canada.”

Anthony L. Kupferschmidt, Executive Director, West End Seniors’ Network – Common Good Committed Employer
“A member of our small but mighty staff team once said to me, 'I don’t want to end up like some of our members and clients.' The Common Good Retirement Initiative is an important opportunity for not-for-profit organization staff like ours to access the financial support into retirement that they deserve. Our staff improve the lives of older adults in our community every day, and Common Good is an important way that we as employers in this sector can improve the lives of our staff.”

Jennifer Anderson Lepko, CEO, YWCA Lethbridge & District – Common Good Committed Employer
“The YWCA Lethbridge & District takes great pride in employing a significant number of people in the non-profit sector. It is imperative to recruit and retain our workforce to provide stability and services for our community. The Common Good Retirement Initiative will help to provide an incentive and benefit for the employees who have chosen a career in the non-profit sector. The flexibility of the initiative allows them to plan for their retirement. Our organization is supportive of this initiative, and we eagerly anticipate the plan being put into effect for the non-profit sector.”

Sheldon Levy, CEO, NEXT Canada – Common Good Committed Employer
“As CEO of a national organization dedicated to helping entrepreneurs build amazing ventures and enhance Canadian prosperity, the Common Good’s startup mission of launching an innovative new retirement savings model for Canada’s non-profit sector workers is very interesting. Having additional retirement saving options better equips our staff to plan for their futures.”

Lynn Loeppky, Executive Director, Revelstoke Women’s Shelter Society – Common Good Committed Employer
“I am truly excited to be a part of this initiative. We are a nonprofit society that strives to provide a safe place for women and their children to come to when experiencing domestic violence. Domestic Violence is not just about physical abuse. It includes all forms of abuse – sexual, spiritual, emotional, financial and psychological. My employees are a very critical component to helping women survive and move on from something that has impacted them, their children, their families and their friends. As workers in this field, we recognize the importance that financial independence and security for women play in keeping them safe. Part of supporting
my employees is making sure that I offer everything I can to secure their futures, including a retirement plan that is right for them. I believe Common Good can provide this opportunity.

Hannah Lin, Executive Director, YWCA Muskoka – Common Good Committed Employer
“YWCA Muskoka is very pleased and excited to be a part of this initiative. As a community charitable organization working with women and youth to build social and bonding capital, this kind of innovative opportunity to introduce retirement planning, provide value for our staff and encourage their own economic resilience makes long-term sense.”

Catherine Ludgate, Senior Manager, Community Investment, Vancity
“In our work on the Living Wage campaign, we say ‘work should lift you out of poverty, not keep you there.’ The same is true for retirement, post-career in the not-for-profit world. We believe the Common Good Retirement Plan is part of the solution to retirement poverty for the sector, and we are delighted be supporting this initiative.”

Brian MacPherson, CEO, Commonwealth Games Canada – Common Good Committed Employer
“As a small, not-for-profit sport organization, Commonwealth Games Canada has an issue attracting and retaining employees. The Common Good Retirement Plan provides CGC with a turnkey ‘competitive edge’ in attracting and retaining employees. More importantly, it provides our employees with a simple, cost-effective and portable way to save for retirement.”

Rahima Mamdani, VP, Human Capital, United Way Greater Toronto
“Employees in the not-for-profit sector spend their careers working on behalf of others. With the Common Good Retirement Initiative, we have an opportunity to support them by filling an important need for a high quality, portable retirement plan. This innovative solution supports savings for sector employees at all income levels whether they currently have a retirement plan at work or not – and the plan has a legal duty to act in the best interests of its members. I believe this is an excellent model with the potential to make a real difference in the financial security of so many dedicated workers.”

Tessa Mendel, Artistic Director, Halifax Theatre for Young People – Common Good Committed Employer
“Small, independent non-profit theaters rely on part-time, contract workers (designers, technicians, playwrights, directors and administrators) who are often non-unionized and who work with multiple theatre companies. A portable, flexible retirement plan will make a truly meaningful difference in our ability to plan and save for retirement, and we’re excited to be part of this initiative.”

David Mitchell, President & CEO, CCVO (Calgary Chamber of Voluntary Organizations)
"The nonprofit sector empowers the quality of life we too often take for granted. And while nonprofit employers can't easily compete with salary levels offered in other sectors, there's no good reason why they shouldn't be able to offer a range of benefits supporting healthy
workplaces. This should ideally start with a well-designed retirement plan that offers income security to the professionals who are ensuring we all live in vibrant communities."

Meghan Moore, CEO, Loran Scholars Foundation – Common Good Committed Employer
"As a nonprofit employer of a small team, it is important to me to provide the best possible working environment for my employees. Motivating them to save for the future is a part of that. The Common Good Retirement Initiative will enable my organization to instil and support the habit of long-term financial planning by providing a higher quality, flexible plan for our employees with lower fees and less administrative burden for our organization."

Wanda Morris, Chief Advocacy and Engagement Officer, CARP
“Canadians pay some of the highest investment costs in the world while receiving some of the fewest investment protections. While CARP is advocating to improve this reality, we're pleased that Canadians in the not-for-profit sector have access to a better option: Common Good's retirement savings plan. No one should have to choose between doing good and doing well. With Common Good, they don't.”

Elizabeth Mulholland, CEO, Prosper Canada – Common Good Committed Employer
"Retirement savings are a critical dimension of financial health, but very few workers in Canada’s nonprofit sector have access to high quality retirement savings plans. That's why Prosper Canada is supporting the Common Good Retirement Initiative. The people who care for our communities every day deserve our support in return. Common Good offers an affordable, accessible and portable retirement savings plan that will work for them."

Ellen Mullally, Executive Director, Community Legal Information Association of PEI – Common Good Committed Employer
“Employers in the non-profit sector need to have the capacity to offer incentives to retain skilled workers and compete with employers in the public and private sectors. Offering retirement options is a key incentive that employees want and need. The Common Good Retirement Initiative makes it easier for non-profit employers to offer benefits to employees and add value when recruiting and retaining skilled workers."

Brenda Murphy, Executive Director, Saint John Women’s Empowerment Network – Common Good Committed Employer
“More than half of my career has been in the non-profit sector in a small organization where security for retirement or other benefits for that matter, was a bit of a pipe dream. When I shared with staff the idea of a collective plan for our sector, everyone was instantly on board and excited about the possibility. Adding a benefit such as this to our compensation package will ensure we remain competitive and retain high quality, committed staff. And, it's the right thing to do!”
Colette Murphy, Executive Director, Atkinson Foundation
“Retirement security is a feature of decent work in the non-profit sector. By helping workers and organizations access a high-quality retirement plan, Common Good has the potential to raise employment standards in our sector and contribute to a more equitable, inclusive and prosperous Canada.”

David Newberry, Injured Worker Advocate, Injured Workers Community Legal Clinic – Common Good Committed Employer
“Injured Workers Community Legal Clinic is encouraged by Common Good’s desire to help create retirement security for our colleagues in the not-for-profit sector, and their ethical, worker-centred approach aligns well with the mandate of our clinic. Many people in this sector dedicate their lives to helping others; it is only appropriate that something like the Common Good Retirement Plan exists to help them.”

Michelle Novakowski, Executive Director, Central Okanagan Elizabeth Fry Society – Common Good Committed Employer
“As a small non-profit women's organization, I feel it is vital to provide a retirement plan option for my staff. We know that women make up much of the sector’s workforce, but many do not have access to retirement benefits and live in poverty after they retire from paid work. Our staff are professional young women who are dedicated to their work and deserve to be protected in their senior years. The flexibility and portability of this plan makes it the perfect solution for us!”

Heather O’Hara, Executive Director, BC Association of Farmers’ Markets – Common Good Committed Employer
“We applaud the work of the Common Good Retirement Initiative to support the people who have chosen a career path in the non-profit sector. A retirement strategy for our sector is long overdue and will build greater equity and incentivize and reward the talented and dedicated people who join and stay in organizations like ours. Our team is looking forward to participating in this initiative.”

Danya O’Malley, Executive Director, PEI Family Violence Prevention Services Inc – Common Good Committed Employer
“We frequently hear about the importance of retirement planning. Those in the non-profit sector often have few pension benefits to support their financial security. Here at PEI Family Violence Prevention Services Inc, we believe that working together and helping one another helps everyone to achieve more. We are delighted to sign on to the Common Good Retirement Plan and hope that in doing so, the possibility of this wonderful initiative will be available to all who need it.”

Liz O’Neill, Executive Director, Boys & Girls Clubs Big Brothers Big Sisters of Edmonton & Area
“Boys and Girls Clubs Big Brothers Big Sisters of Edmonton and Area has for decades explored from time to time the concept of a retirement plan for staff in the not-for-profit sector, and while
there was always interest, carving out time to develop the concept was never possible. We are pleased to support the work of Common Good in the exploration and development of a retirement plan for the sector and look forward to working with you to bring this important benefit to those that work so hard to meet the needs of families and communities across this country."

**Tracy Parow, Executive Director, Providence Farm – Common Good Committed Employer**

“Providence Farm Therapeutic Community is delighted to support the Common Good Retirement Initiative and to join with other inspired and committed colleagues across the country. The Providence Farm mission to steward the land and restore and sustain spirit derives from a deep respect for community, which we believe is reflected in this important Common Good initiative.”

**Bruce Passmore, Executive Director, CPAWS BC – Common Good Committed Employer**

“The nonprofit sector needs top talent, so we need to ensure that our compensation packages are competitive. There is an erroneous assumption that people in this sector should have to give up things like retirement plans. The Common Good Retirement Initiative will help the sector attract the best candidates and demonstrate our commitment to our employees’ future and wellbeing.”

**Shirley Purves, CEO, Aspen Family and Community Network Society – Common Good Committed Employer**

“Aspen Family and Community Network Society has reviewed numerous retirement plans over the years, and we are excited by the Common Good Retirement Initiative that purposefully looks to establish a plan that, according to the preliminary proposal, would better meet the needs of staff employed by non-profit organizations. The importance of a plan that is well-designed so that it is flexible for staff, has the lowest possible fees and a minimal administrative burden for the organization seems to be a priority of the proposed plan, and these items are important to Aspen and our staff.”

**Maria Reolin, Executive Director, Learning Disabilities Association of Peel Region – Common Good Committed Employer**

“I have been waiting for an initiative like the Common Good Retirement Plan for a long time. For us in the not-for-profit sector, especially in small organizations like mine, thinking about providing this kind of benefit for our staff and ourselves is almost impossible. I fully support this initiative and hope it becomes a reality soon. I truly believe it will be a great way of compensating our dedicated staff for all their efforts!”

**Steve Reynolds, Executive Director, Regional Connections – Common Good Committed Employer**

“As a growing non-profit, we’re committed to providing the best possible working conditions for our staff. The Common Good Retirement Plan represents an opportunity for us to provide all our staff, whether full-time, part-time, or contract, with a whole new level of retirement support.
Common Good addresses the gaps and challenges unique to the non-profit sector that have made retirement planning so challenging for our organization and staff to date. We know this initiative has the potential to make a tangible, positive impact on the lives of our employees and their families.”

Chris Rider, Executive Director, CPAWS Yukon – Common Good Committed Employer
“CPAWS Yukon is a conservation organization, and working with groups who promote social equity and a healthy environment is important to us. For several years, our organization has been looking for a retirement savings plan that’s both affordable and socially progressive. When we heard about Common Good, we were excited. We hope that soon we'll finally be able to offer our staff a retirement savings plan that's not only designed for our industry, but one that lets them feel confident that their investments align with their values.”

Margo Riebe-Butt, Executive Director, Nourish Nova Scotia – Common Good Committed Employer
“Every day students across Nova Scotia depend on school healthy eating programs so they can be well-nourished and ready to learn. Along with a small army of volunteers, we rely on amazing staff to lead this important work. The Common Good Retirement Plan will make us more competitive in the marketplace, helping us to recruit, retain and develop our valued employees with the knowledge and comfort that they can save for their future. We are confident in the expertise the leadership of the Common Good brings, recognizing the advice will be without bias and program administration fees will be nominal. Thanks for bringing this to our sector!”

Brenda Robinson, Executive Director, Big Brothers Big Sisters of Lloydminster – Common Good Committed Employer
“Earn today, save for tomorrow. We all know we should, but who on our small nonprofit team has the time and expertise to encourage, develop, and incorporate a retirement plan? At long last the Common Good Retirement Initiative has provided an opportunity to make a plan possible for our employees that is flexible, low-cost and less administration. It will make our industry more attractive and assist in the retention of employees.”

Lee Rose, Managing Director, Community Knowledge Exchange
"Why isn't this a thing already? As someone who has worked in the social change sector for more than 10 years - I'm excited by the potential of the Common Good Retirement Plan to truly shift the way people like me think about saving for the future. With the changing nature of work - and indeed the changing nature of retirement - a gold-plated pension after 25 years of service with the same organization just isn't in the cards for me. Adaptive. Flexible. Nimble. We all agree that these are valuable traits of people driving social change. I think they can and should also apply to how people like me can better save for the future."
Penelope Rowe, CEO, Community Sector Council of Newfoundland and Labrador
“Along with sound governance, resilient and sustainable organizations rely on dedicated employees. It is important that they have access to fair compensation and benefits. Exploring a sector-wide retirement plan is a timely undertaking and an important collective initiative.”

Rudy Ruttimann, Executive Director, SKETCH Working Arts – Common Good Committed Employer
"Access to retirement or pension benefits has not been part of our vocabulary! The idea that we are in this work because we are so passionate about the mission is just not the full picture. And the rise in the cost of living, mixed with the significant shortfalls in what we as a sector can afford to pay highly skilled individuals, means that it is a challenge to keep your employee retention high. The opportunity to provide additional benefits, such as a retirement plan, can make a big difference in consistent and committed employees. Joining the Common Good Retirement Initiative means we can maximize effect and makes it affordable and therefore accessible for smaller organizations."

Wendolyn Schlamp, Executive Director, YWCA St. John’s – Common Good Committed Employer
"The Common Good Retirement Initiative is a very important effort to help nonprofit workers save for their future, which is why we were compelled to support as a committed employer. This retirement plan can't come soon enough for so many employees in the sector."

Kamal Sehgal, Executive Director, Alberta Network of Immigrant Women – Common Good Committed Employer
“Alberta Network of Immigrant Women is pleased to support the Common Good Retirement Plan. This initiative will provide many working in the non-profit sector with peace of mind that saving for one’s retirement is possible.”

Richard Shillington, Social Policy Expert & Researcher
"Canada’s nonprofit sector labour force is not well-served by the current retirement support system (RRSPs / traditional pension). This is because they are often lower-income or part-time workers with higher turnover rates. GIS claws back their pension, CPP and RRSP benefits. That’s why I support the Common Good Retirement Initiative, which uses savings instruments designed to work better for this population."

Bil Smith, Executive Director, Community Resource Centre – Common Good Committed Employer
“At the Community Resource Centre, we’re working toward a future in which everyone has access to the connections, opportunities, supports and services they need to live full lives in vibrant, sustainable rural communities. Supporting our employees to plan and save for their retirement is a key part of this strategy. The Common Good plan will be a great benefit for our
employees. The portability and flexibility of the plan along with the reduced administrative burden make it a very attractive option.”

Vi Sorenson, Executive Director, Seniors Outreach & Resource Centre – Common Good Committed Employer
“We welcome this opportunity to be able to provide our dedicated staff with a retirement plan to secure their future. Most workers in the non-profit sector have not had that, and enter retirement with a major disadvantage.”

John Stapleton, Innovation Fellow, Metcalf Foundation, and Principal, Open Policy Ontario
"Low salaries are not uncommon in the nonprofit world, so it is important that these workers are given the support to start saving for their retirement. Through my work with low-income earners, I know firsthand the challenges they face in securing their financial future. The Common Good Retirement Plan would not only help these individuals preserve their government retirement benefits, but also assist the nonprofit sector in providing a high-quality retirement plan to its dedicated workforce.”

James Stauch, Director, Institute for Community Prosperity
“The nonprofit sector has for more than a century been an integral part of building strong, safe, vibrant and sustainable communities. It is growing in scale and importance, employing a greater percentage of the population. With automation, robotics and AI, this dynamic will intensify. But, ironically, for a sector that helps build a more progressive and equitable Canada, nonprofit employment is also typically marked by precarity, lower wages and a lack of benefits vis-a-vis the private and public sectors. Unfortunately, it is no place to work if one wants to enjoy retirement benefits approaching those of other Canadians. This is why the Common Good Retirement Initiative is so timely, exciting and important to consider. Canadians working hard to build better communities should have access to a decent, dignified and rewarding retirement.”

Alykhan Suleman, Executive Director, Social Services Network – Common Good Committed Employer
“Social Services Network endorses and supports the idea of offering retirement options to small not-for-profit organizations like ours. We believe the Common Good Retirement Initiative is critical from three perspectives:

1. Increases the opportunity to recruit candidates for positions in small agencies that otherwise we would not be able to attract competitively
2. Provides a great incentive for staff and rewards their passion and commitment to the organization
3. Strengthens the NFP sector as a whole, compared to the private and public sectors where benefits are often better
This is a boost for the sector if enough organizations get behind the idea. We need to send the message that making a career choice to work in the NFP sector does not mean that one has to wholly sacrifice financial security.”

Tonya Surman, CEO, Centre for Social Innovation – Common Good Committed Employer
“CSI is delighted to join the Common Good Retirement Initiative. By working together, we can improve the quality of life for everyone… especially our staff. It's about time that the nonprofit sector had a retirement plan.”

Robin Sutherland, Founding Artistic Director, Thinking Rock Community Arts – Common Good Committed Employer
“We were very excited to hear about the Common Good Retirement Initiative at Thinking Rock. As a small non-profit located in rural Northern Ontario, it's important for us to create local jobs in the arts and culture sector that are as sustainable, rewarding and stable as possible in order to attract and retain creative and talented northerners in this region. Having access to an accessible, easy-to-understand, trustworthy and flexible retirement plan like that offered by Common Good - created with the unique needs of non-profit sector workers in mind - will allow us to do that in a way that simply wouldn't have been possible before, especially given our limited HR resources and small staff team. This initiative will benefit our current staff, as well as our many contractors and temporary workers, and help us attract and retain additional core staff in the years to come.”

Paul M. Taylor, Executive Director, FoodShare Toronto – Common Good Committed Employer
"The Common Good Retirement Initiative is an exciting and much needed flexible offering. My colleagues and I were enthused to learn about the energies being spent on developing it. Non-profit staff do all that they can to support and improve the lives of others. This is a great step in helping them enjoy the retirement that they deserve. We have no doubt that it will have a meaningful impact on the lives of non-profit workers across the country."

Margaret Tusz-King, Executive Director, Open Sky Co-operative Ltd. – Common Good Committed Employer
“People who choose to work in the non-profit sector often accept lower wages in order to do the meaningful work we do. Saving for retirement may feel like an unaffordable luxury. Giving employees access to information and savings vehicles through the Common Good Retirement Initiative will be both empowering and enabling. Our small organization is grateful for this initiative. It is timely and much-needed!”

Barb Wallace, Executive Director, Girls Inc. of York Region – Common Good Committed Employer
“The work that we do in the nonprofit sector is so important by helping so many people in the community, and yet as a worker, you have to wonder how you're helping yourself in the future. The Common Good Retirement Initiative allows organizations to look after the people who are looking after this country. We hope other nonprofits across Canada will come on board so that
their employees have the opportunity to benefit from an affordable and portable retirement plan."

**Jacobet Edith Wambayi, Executive Director, Uzima Women Relief Group International – Common Good Committed Employer**

“Uzima Women Relief Group International is happy to endorse the Common Good Retirement Plan. This is a wonderful initiative that will benefit employees. Uzima promotes women’s well-being, and this plan will be a major addition to our employees’ benefits. Uzima is a non-profit organization with a mandate to support families and communities affected by poverty, war and disease domestically and internationally. The Common Good initiative is therefore a welcome idea at Uzima.”

**Ann Wheatley, Project Coordinator, Cooper Institute – Common Good Committed Employer**

“In my home province of Prince Edward Island, with a population of just over 150,000, there are 6,000 people employed in the non-profit sector, and 1,100 registered charities contribute to the social and economic well-being of their communities. They build and provide homes for people, create and share art, promote equality, and protect the environment. And that’s not all. In fact, the non-profit sector is the third largest contributor to PEI’s economy. My dream is that young people seeking jobs in this sector are able to apply their impressive skills, wisdom and passion to jobs that are secure, and properly compensated. And that they can work throughout their careers confident that they will have some security afterwards. Common Good offers that possibility. And I love that it’s based on the idea of the collective. That’s such an important aspect of our work, building solidarity and finding ways to work for positive change, together.”

**Sue White, CEO, Winnifred Stewart Association – Common Good Committed Employer**

“Strong and robust retirement options should be accessible to everyone, regardless of the sector that you support or the hours you are available to work. The Common Good Retirement Initiative will provide affordable, long-term investment options for all our employees and enable them to confidently plan for a comfortable retirement.”

**Bill Young, President, Social Capital Partners**

"At Social Capital Partners, we believe that you must tackle the present if you want to be properly prepared for the future. The Common Good Retirement Plan is an example of a key innovation that will help the many non-standard workers in the nonprofit sector who have not been able to save for retirement through their employer. We must address long-term financial security issues for employees if we are going to make Canada the best place to work in the nonprofit sector."