

# Annual Report

iSisters Technology Mentoring Inc.

2011-2012



**iSisters**<sup>TM</sup> **10**  
TECHNOLOGY MENTORING **YEARS**

*Celebrating 10 years of Connecting Women  
in Need with Technology through Mentoring*

iSisters Technology Mentoring, the leader in technology learning and development helps to empower women in need to live better lives, create brighter futures and build stronger communities.

iSisters Technology Mentoring Inc.

323 Chapel Street, 3rd Floor

Ottawa, Ontario K1N 7Z2

Web: [www.isisters.org](http://www.isisters.org)

E-mail: [info@isisters.org](mailto:info@isisters.org)

Charitable Number 87430 2714 RR0001



# Contents

Message from the Board Chair .....	5
Message from the Executive Director .....	7
Accomplishments of the Past Year.....	9
10 Years Already .....	10
About iSisters .....	11
Our Mission .....	12
Our Vision .....	12
Our Values .....	12
Program Reports .....	13
Ottawa Community Immigrant Services Organization .....	13
Operation Come Home and Tewegan Transition House .....	14
St. Joe’s Women’s Centre .....	15
Cornerstone and Immigrant Women’s Services Ottawa .....	15
More About our Programs .....	17
iSisters’ Program Phases and Process – Building Capacity and Sustainability ...	17
Setting up a Partnership .....	17
Program Phases .....	18
Our Strategic Plan Review .....	19
Developing Our Core Values .....	21
Who’s the Teacher?.....	23
Spotlight on Volunteers .....	25
The Team .....	27
Support from the Community .....	28
Financial Statements .....	31



# Message from the Board Chair

Like everything we do at iSisters, we tackled the last year with energy and enthusiasm. It was another year of evolution, and practical change at many levels.

We matured in many ways to further our vision of being *the* leader in providing technology skills and mentoring to women who might otherwise not be able to learn vital skills — skills that can help them improve their lives, improve their families' lives and make their communities better places to live.

We took significant strides toward the development of critical operational policies and procedures, which grounds us for effective decision making based on core values and the strong principles that make iSisters unique in the services we provide in the community.

On that note, we also struck several new agreements with the program partners (please take a minute to read further into this report for more on this) who provide the platform for us to deliver our skills training in a more innovative way to meet community needs.

This past year we continued to strengthen our operational base. We introduced some new instructors and said goodbye to others. Of course we could not do what we do without the on-going strong commitments from members of the local, our very important partners, our generous sponsors and wider communities to help us run and develop new programs. You are all critical to our success.

This past year was spent updating our strategic direction. In many ways our new priorities build on our previous plan:

- To build a stronger image in the community — making it easier for us to open doors with our partners, our supporters and our very generous funders.
- To build stronger and more innovative partnerships so that we map our objectives and work more closely to the goal of making our programs sustainable in our partners' hands.
- To build a strong resource base to sustain our future.

In the coming months, the Board — together with our operations team — will be focusing on four key priorities: increasing awareness for iSisters; providing

relevant programs to women in need through continued innovative program and product development; sustaining and recruiting new contributors and supporters; and, strengthening our organization for optimum effectiveness in an austere environment.

Now, more than ever before, accountability is a key factor in a not-for-profit organization. On behalf of iSisters, its community and supporters I want to publicly thank our volunteer Board for its commitment, conviction and long hours to help iSisters be what it is today.

In the pages ahead, I invite you to learn more about iSisters and how you, too, might want to get involved in sharing the positive results that iSisters brings to our learners.



*Pat den Boer*

Patricia den Boer, Board Chair,  
iSisters Technology Mentoring  
President,  
Powerhouse Communications Group Inc.

# Message from the Executive Director

This was an exciting, celebratory and productive year at iSisters. Our 10<sup>th</sup> anniversary celebration continued throughout the year. It was a time to reflect on all that we have achieved and to acknowledge the people and organizations that have played an integral role in the work we do. It was also an opportunity for us to map out our future both strategically and operationally to ensure that we continue to provide enriched and relevant technology learning programs for women in need in Ottawa.

Our newest project in 2011 was the *iSisters Mobile Learning Lab*. As the name implies, it was to be a mobile operation and was designed to offer new communications technology education to youth who are homeless or at risk of being homeless. We must acknowledge our fantastic community partners at Operation Come Home and Tewegan Transition House who opened their doors and welcomed us in with our laptops and digital cameras. Thanks also to our corporate, municipal and foundation funders, TELUS, Accenture, Community Foundation of Ottawa, Alcatel-Lucent and the City of Ottawa. A shout out also to our Mobile Lab instructor, Tim Birch-Jones who developed a curriculum that is skill-focused and fun for our young learners.

Just as we were gaining momentum with the Mobile Learning Lab project, we were honoured that the project was awarded with the *TELUS 2011 Community Board Innovation Award*. The award is given annually to an organization that has exemplified the use of innovation in addressing an existing or emerging issue of importance in the Ottawa community.

This was also a year of capacity building and transition with two of our long time community partners. Cornerstone Women's Centre and Immigrant Women's Services Organization have been our partners since 2006 and 2007, respectively. This year, we integrated a process for both centres to train their staff, volunteers (and former iSisters graduates!) to take over the teaching of the iSisters workshops. Both centres now have the capacity and resources to continue to run technology workshops for their clients independent of iSisters.

Our technology workshops have continued to flourish at Ottawa Community Immigrant Services Organization thanks to our dedicated and caring instructor, Bernarda Jurela, the generous support of our funding partner, the Leacross Foundation and the staff at OCISO. We continue to offer occasional teaching at St. Joe's Women's Centre taught by Larysa Karuda. Both Bernarda and Larysa are iSisters graduate students.

I'd also like to acknowledge Begin 2 Believe, Elation Centre and The Ottawa Browncoats who raise funds on behalf of iSisters. Thank-you for your continued enthusiasm and hard work!

And finally, a round of applause to our Board of Directors who have devoted long hours of their volunteer time to develop our organizational and operational plans and processes. We now have strong policies and procedures in place, and a set of values to guide us in how we work together. Our new strategic plan will strengthen our purpose and direction in the coming years.

My most sincere thank-you to our dedicated staff, volunteers, our Board of Directors, donors and funders for your sustained support. You have all played an essential role in the work we do and the continued achievements of our graduates.



Jolynn Sommervill  
Executive Director,  
iSisters Technology Mentoring Inc.

# Accomplishments of the Past Year

- Successfully graduated 175 students in the past year from six centres that serve women in need in Ottawa.
- Won the TELUS 2011 Ottawa Community Board Innovation Award for the *iSisters Mobile Learning Lab*.
- Launched the iSisters Mobile Learning Lab, a new project that provides training in new technologies and Web 2.0 skills to young at-risk women.
- Launched two new partnerships with Operation Come Home and Tewegan Transition House for Aboriginal Women for our Mobile Lab project.
- Hired three new technology instructors, Bernarda Jurela, Larysa Kayuda and Tim Birch-Jones.
- Proudly supported the transition of two of our partner centres to take over the teaching of the iSisters program.
- For the fifth consecutive year, awarded academic post-secondary scholarships to teen moms graduating with their high school diploma from St. Mary's Home and Youville Centre.
- iSisters was once again the Charity of Choice for Elation Centre Yoga studio, Begin 2 Believe Volleyball Tournament and the Ottawa Browncoats annual Serenity screening.
- Celebrated our 10 year anniversary of providing technology training to women in need in Ottawa.



## 10 Years Already?

That was the comment most often heard at the iSisters 10<sup>th</sup> Anniversary celebration on November 15<sup>th</sup>, 2011. Founders, students, board members, staff, partners, donors, volunteers and honoured guests gathered together at the C3 Centre in Ottawa to recognize all that has been accomplished to improve the quality of life for women in need in Ottawa these past 10 years.



*Pat den Boer, Board Chair and iSisters founder Cathy Lewis received recognition for their many years of service to the organization.*



*Executive Director, Jolynn Sommerville presents Anita James, Director of Grants and Community Initiatives, Community Foundation of Ottawa with an award of appreciation for the Foundation's support throughout the years.*



*Sophal Peang presents the website she built while attending the iSisters Mobile Lab at Tewegan Transition House for Aboriginal Women in September 2011.*

# About iSisters

iSisters Technology Mentoring Inc. is a Canadian charitable organization that was founded in 2001 by a group of teachers who wanted to contribute to their community.

iSisters connects women in need with technology through mentoring. We increase economic earning potential and independence for women in poverty in Ottawa who are unemployed, have limited education and depend on government services for basic needs. iSisters' award winning, sustainable and innovative technology mentoring programs, offered free to participants, are built through strategic alliances with non-profit community partners. iSisters' programs enhance employability skill development, provide a critical and effective stepping stone to improved quality of life and initiate long term and high impact positive change for marginalized women.

We design and deliver community-based technology learning programs in partnership with community organizations that support women in need. Through technology awareness, mentoring and coaching we aim to increase earning potential and economic independence for women in need. Our learning programs are aligned to ISTE NETS (International Society of Technology in Education National Education Technology Standards) and the Conference Board of Canada's Employability Skills 2000+.

At iSisters, we believe in education, volunteerism and community capacity building. We are passionate about the potential of technology as a means to learn, grow and gain economic independence. Our learning programs are built in collaboration with community partners, are customized to meet the needs of learners and are built to be sustainable (without the need of onsite support from iSisters) within two or three years.



# Our Mission

To provide access to technology;  
To develop and deliver technology mentoring programs; and  
To enhance career opportunities through technological awareness.

# Our Vision

iSisters Technology Mentoring, the leader in technology learning and development, helps empower women in need to live better lives, create better futures and build stronger communities.

# Our Values

*At iSisters Technology Mentoring Inc., we are passionate and committed to:*

## **Being Learner Focussed**

*As an organization, we focus on our learners when making operational and strategic decisions. We believe in the importance of continuous development and growth of our students, our staff, our volunteers and our Board. We strive for all involved in iSisters to meet their full potential.*

## **Being Respectful**

*We encourage diversity within the organization. We value others' opinions through healthy, transparent discussions. We treat each other with dignity and compassion.*

## **Excellence**

*Achieving outstanding results in our governance, our programs, our operations and in all our relationships.*

## **Being Community Oriented**

*We make a difference. Through relationships we seek to understand and meet the evolving needs of partners and learners. Community engagement and support are integral to our success.*

## **Being Accountable**

*We take ownership for our behaviours, decisions and actions. We make decisions and operate in a manner reflective of our goals and values.*

## Program Reports



# Ottawa Community Immigrant Services Organization (OCISO)

OCISO supports immigrants and refugees from 120 countries with their settlement and integration needs. In 2010, iSisters formalized a partnership with the Women's Immigrant Program at OCISO. Since then, we have implemented three levels of workshops from introduction to advanced classes, and have graduated eighty-five students.

Comments from our Community Partner:

*The iSisters program is opening doors for the women at OCISO. It offers a safe, supportive, women-only space in which to learn the technology skills they need in Canada. It helps the women regain confidence that has been shaken by the settlement process, and discover talents and skills they did not know they had.*

*Sarah Alderwick,  
Immigrant Women's Program Coordinator & Clinical Counsellor,  
OCISO*





## Operation Come Home and Tewegan Transition House

Operation Come Home (OCH) is dedicated to assisting street youth in Ottawa. Tewegan Transition House is a transitional home for young Aboriginal women that are homeless or at risk of becoming homeless. iSisters launched our Mobile Learning Lab project in partnership with both Operation Come Home and Tewegan Transition House in 2011. Our goal was to offer an enriched Web 2.0 training program for young at-risk women using our mobile lab equipment of laptops and digital

cameras. Since then, fifty young women have gained valuable communications technology skills in web development, graphic design, photo and video editing.

Comments from our Community Partner:

*Operation Come Home has been fortunate enough to partner with iSisters to provide a computer course to the female youth in our Roger's Achievement Centre and the Job Action Centre. This course has given them the opportunity to upgrade their computer knowledge, but also offers them a sense of accomplishment. The instructor, Tim has worked effortlessly with the ladies by patiently guiding them through a variety of programs and has successfully managed to instill a sense of accountability and perseverance during the 4 weeks. I've always received extremely positive feedback from the ladies who have been fortunate enough to partake in the workshop.*

*Melanie Savage,  
Job Action Centre Employment Support Staff  
Operation Come Home*

## St. Joe's Women's Centre

St. Joe's Women's Centre offers daytime support services to homeless or disadvantaged women and their children. In 2008, iSisters set up four computer workstations and customized a program tailored to the needs of the women at St. Joe's. Since then, thirty women have graduated from the Computer Basics program.



## Cornerstone Women's Centre and Immigrant Women Services Ottawa



Immigrant Women Services Ottawa  
Services pour femmes immigrantes d'Ottawa

Cornerstone provides emergency shelter and supportive, transitional housing to women who are homeless in Ottawa. Immigrant Women Services Ottawa provides counseling and support services to abused immigrant women and their families.

Cornerstone Women's Centre and Immigrant Women's Services Organization have been in partnership with iSisters since 2006 and 2007, respectively. One of the goals of the iSisters partnership process is to build community capacity and to support our partners to take over the teaching of the iSisters program independent of us. This builds capacity with our partner centres and allows us to expand into new communities and develop new partnerships.

This year, we integrated a process for both centres to train their staff, volunteers (and former iSisters graduates!) to take over the teaching of the iSisters workshops. Both centres now have the capacity and resources to continue to run technology workshops for their clients independent of iSisters.

Comments from our Community Partner:

*Programs like the iSisters computer training course is one of the most effective ways to help women to escape the cycle of poverty and homelessness, as they invariably move from this course to more learning opportunities leading to employment and independence.*

*Sue Garvey,  
Executive Director,  
Cornerstone Women's Shelter*

Comments from our learners:

*I find this program very valuable because it's something that you need to have in today's world.*

*Caro,  
student*

*I am content with the program; it gave me a good understanding of technology.*

*Sarah,  
student*

*I feel more confident working with computers.  
The course was informative and interesting.*

*Jamila,  
student*

## More About our Programs

### **iSisters' Program Phases and Process – Building Capacity and Sustainability**

We establish formal multi-year partnerships with community organizations supporting women in need. Each partnership has a different story; however, there are common elements for partner selection:

- meetings with the potential partner agency to learn about each other
- assessment of the partner's history and capacity
- evaluation of alignment of organizations (mission, goals, values)
- review of available funds to support the new program
- presentation from the partner to the iSisters' Board of Directors
- Board votes on the initiation of the new partnership
- partnership agreement is finalized and signed by both parties

### **Setting up a Partnership**

Setting up a partnership, after approval from the iSisters' Board, involves the signing of a partnership agreement written by iSisters and with input from the partner. Then a number of steps are taken:

- meetings with executive staff to determine scope and goals for partnership
- meetings with front-line staff who will be involved with the goal of iSisters learning more about the current programs and services at the partner agency and the partner learning more about iSisters
- an outline of program goals, logistics and details is established
- space for the new learning centre is secured by the partner
- hardware and funds are acquired by iSisters to run the program

# Program Phases

The community-based programs have three phases, each phase lasting about one year:

## **1. Design program and acquire resources (hardware and monetary)**

The first phase involves building the learning centre and designing the learning program in collaboration with the community partner. A customized program is designed based on the needs of the learner unique to that community partner.

## **2. Implement the program**

The program is implemented, evaluated, and refined. Typically, iSisters spends a year on site delivering the program with the partner, managing required changes, and mentoring the partner and participants.

## **3. Support sustainability with the program partner**

In the third phase, iSisters works with staff at the partner agency to complete knowledge transfer and to prepare the partner to deliver learning programs independently of iSisters.

The goal of iSisters' programs is that the partner agency is independently running the learning program two to three years after beginning phase one.

Community partners, such as OCISO, St. Joe's, Tewegan Transition House and Operation Come Home, are not charged for the products and services provided by iSisters. Through corporate and community partnerships, iSisters is able to provide the program (including desktop or laptop computer labs and on-site teaching) at no charge to the partner or learners. All technical requirements are set up, with the support of iSisters, at the beginning of the project.

# Our Strategic Plan Review

*By Pat den Boer  
Chair, Board of Directors*

This past year the Board and operations team invested significant energy in updating our strategic direction. The development of our Strategic Plan was extremely comprehensive and included the input from operations and our Board of Directors. There is an overwhelming consensus that our organizational purpose remains strong.

This new strategic plan will ground iSisters by helping it to focus on what it does best: extending essential technology skills we are giving women who would not normally have access to computers and the Internet, the tools to improve their skills, enhance their self-esteem and grow to full potential. In many ways our new priorities build on our previous plan:

- To build a stronger image in the community— making it easier for us to open doors with our partners, our supporters and our very generous funders.
- To build stronger and more innovative partnerships so that we map our objectives and work more closely to the goal of making our programs sustainable in our partners' hands.
- To build a strong resource base to sustain our future.

In the coming months, the Board — together with our operations team — will be demonstrating our values by focusing on four key priorities: increasing awareness for iSisters; providing relevant programs to women in need through continued innovative program and product development; sustaining and recruiting new contributors and supporters; and, strengthening our organization for optimum effectiveness in an austere environment. Research clearly shows that educated women build stronger communities, and iSisters is proud to be part of that community mobilization.





# Developing Our Core Values

*By Joanne Lincoln  
Director of Human Resources,  
Board of Directors*

It is often easier to establish what needs to get done in an organization (for instance, developing a strategic and operational plan) than to define how that work gets done (having a set of pre-determined norms to help make decisions). In the spring of 2011 the iSisters Board decided that having a set of core values or principles to help anchor decisions, guide behaviour, and establish standards for acceptable conduct were as important as a written strategic plan at this stage of the organization's evolution.

Given today's complex environment, having a core set of values to guide decisions and shape behaviour can make the difference between surviving and thriving. Research builds a compelling proposition for identifying, defining and managing by values and the impact it can have on an organization's culture.

In the summer of 2011, the Board of Directors and Executive Director for iSisters worked together to identify the core values they believe are enduring and critical to the organization. We also needed to define those values and provide examples of behaviours that would result if we were "living those values".

Our values and value statements are:

***At iSisters Technology Mentoring Inc., we are passionate and committed to:***

## **Being Learner Focussed**

As an organization, we focus on our learners when making operational and strategic decisions. We believe in the importance of continuous development and growth of our students, our staff, our volunteers and our Board. We strive for all involved in iSisters to meet their full potential.

## **Being Respectful**

We encourage diversity within the organization. We value others' opinions through healthy, transparent discussions. We treat each other with dignity and compassion.

**Excellence**

Achieving outstanding results in our governance, our programs, our operations and in all our relationships.

**Being Community Oriented**

We make a difference. Through relationships we seek to understand and meet the evolving needs of partners and learners. Community engagement and support are integral to our success.

**Being Accountable**

We take ownership for our behaviours, decisions and actions. We make decisions and operate in a manner reflective of our goals and values.





## Who's the Teacher?

*By Tim Birch-Jones*

*Tim and two graduates of the Mobile Lab, Andrea and Sabrina*

The iSisters Mobile Lab was started in the summer of 2011. Its purpose is to teach young at-risk women digital media technology skills. As the Mobile Lab instructor, my task is to take a set of laptops out to a variety of locations in the city – the idea is to make access to the learning as easy as possible for those who want to participate. In a series of four, three-hour intensive classes, participants learn how to use graphic design software, build web sites, and edit videos. Call it a digital boot camp if you like.

One year later, iSisters has delivered ten separate Mobile Lab sessions to young women at Operation Come Home, a support centre for homeless youth, and at Tewegan Transition House, a transition home for Aboriginal women.

When I first started teaching the Mobile Lab, I was worried the curriculum and tools might be intimidating to the learners. And, I was nervous. In my professional life, I develop and manage eLearning and communications projects for corporate and government clients, so teaching street youth and women in transition was entirely new to me.

But after the first few classes, I realized two things:

- a) the tools were anything but intimidating to these young women; and
- b) I was learning as much as they were.

To see the participants so fearless about learning technology was wonderful to me. Their creativity is something else as well, and I have so enjoyed watching them dive in and create funky graphics, videos, and web sites. Make no mistake, though, what we teach would be considered hard to learn by many – I know a lot of people with rich educational and professional backgrounds that struggle to learn these tools.

But the students do learn the tools, and sometimes faster than I can keep up with. One of my first students, Jade, was so quick to complete her first assignment that I had to make up another one just for her so that she would have something to do for the remaining hour. In the next class, we were working on video editing and not even half-way through Jade called me over to show me her music video – a moving piece on the work that Operation Come

Home does. The video knocked me over, and we quickly put it up on Operation Come Home's web site. I gave her the rest of the class off.

At each graduation, we share the web sites and videos that the students have created in the Lab with the partner centre staff and sponsors (a shout out to Accenture, Alcatel-Lucent, the City of Ottawa, the Community Foundation of Ottawa, and TELUS). And while it's great to see what they've accomplished in such a short time, it's really about something more than that. Many of these students have not had success in the traditional classroom, so succeeding in the Mobile Lab environment is a small but important win for them at a time in their life when there may not be a lot of wins.

For me, graduation is also a time to thank the students for all they've taught me. In every class they display professionalism and commitment by showing up and working hard and being respectful; they teach me also about being positive and pushing through when life is hard, and about the importance of accepting who we are and embracing that, even when others may not. That's what I've learned, and I'm really thankful to them for that.

Comment from a graduate:

*While I was taking the iSisters 2.0 web training program, I learned a few things I can take with me into the future. For example, website building. It is very helpful to know how to build a functional website. When starting or owning a business it is always good to have an easy to find functional website for people to access. I also found it very useful to learn how to make video/slideshows because it is helpful for office type jobs where paper and ink are just too much, or simply inadequate for that type of presentation. I had fun taking this program.*

*Hope,  
student at Operation Come Home*

# Spotlight on Volunteers

*By Jolynn Sommervill*



David Nguyen (photo) is the founder and President of Begin 2 Believe, an Ottawa based, volunteer, not-for-profit organization that organizes charitable volleyball and dodgeball events. The events have raised over \$40,000 for local charities since 2008.

“My first taste of volunteering was in high school. That was definitely the hook” says David. Later, David organized his first charity event when working for the Ottawa Hospital Foundation. “While I was working at the hospital, I met a lot of low-income people who were ill or had family members in hospital. Being sick is expensive. So, I decided to do something about it. I enjoy organizing and I knew

enough people who would help me run or participate in a fun sporting event. I thought that the funds we would raise could make a difference for some of those families. That was the beginning”.

“I’m not sure how much time I devote to Begin 2 Believe. It’s a lot. Every day I do something. I am always monitoring interest, promoting and selling the events. Begin 2 Believe started out with many of my family members and friends working with me. Many of those people are still with us and we have a lot of new volunteers all with their own story who have contributed so much to the organization. Volunteering is a way of giving back to the community but you get so much more from the experience; self-development, networking and friendships”.

In 2010, Begin 2 Believe was awarded with the United Way Community Builder Award, an annual award that honours Ottawa’s outstanding volunteers. “The United Way award was really important to me. It inspired me to keep going and it helped me realize that what we were doing was really making a difference in the community”.

Begin 2 Believe selected iSisters as one of their charities of choice for their beach volleyball tournament in 2009. "My parents came to Canada from Vietnam in the 1970s, so I know personally how important the mandate of iSisters is."

The money that Begin 2 Believe has raised through their volleyball and dodgeball events has gone to the Ottawa Hospital, The Canadian Liver Association, World Vision, the Ottawa Food Bank and iSisters. We thank David and all of his Begin 2 Believe partners for the time and energy they devote to our community!



*The iSisters Begin 2 Believe Volleyball Tournament in 2011*

## The Team

### Board of Directors

**Patricia den Boer**  
Chair of the Board

**Linda Milton-Perreault**  
Director, Secretary

**Melynda Layton**  
Director

**Diana Vidal**  
Director, Volunteer Management

**Joanne Lincoln**  
Director, Human Resources

**Carolyn Scott**  
Director, Treasurer

**Arlene Hall**  
Director

**Cathy Lewis**  
Director and Founder

### Staff / Contractors / Contributors

Executive Director  
**Jolynn Sommervill**  
[jsommervill@isisters.org](mailto:jsommervill@isisters.org)

Technology Instructors  
**Zahide Yilbas**, Program Manager  
**Bernarda Jurela**, OCISO  
**Tim Birch-Jones**, Mobile Lab  
**Lesley Paterson**, Cornerstone  
**Larysa Kayuda**, IWSO, St. Joe's  
**Gwen Gibson**, IWSO  
**Jeff Cogan**, Mobile Lab

Bookkeeper  
**Eileen Legros CB**,  
**Freedom Financial Services**

Graphic Design  
**Andrew Young**  
[www.andrewyoung.ca](http://www.andrewyoung.ca)

Video  
**Graham Law and Associates**

Photography  
**Bonnie Findley**  
**Zoe Law**

## Support from the Community



Alcatel·Lucent



Services/Donations



**BEGIN 2 BELIEVE**



**OTTAWA BROWNCOATS**



GrahamLaw  
613.866.0615  
graham@glaw.com



**WWW.ANDREWYOUNG.CA**



**CONSENSUS MEDIA**



## **Community Partners**

**Ottawa Community Immigrant Services  
Organization, Immigrant Women's Program**

**Operation Come Home**

**Tewegan Transition House  
for Aboriginal Women**

**Cornerstone Women's Centre**

**Immigrant Women's Services Organization**

**St. Joe's Women's Centre**

# iSisters Technology Mentoring Inc.

## Financial Information

### May 1, 2011 through April 30, 2012

---

#### SUMMARIZED STATEMENT OF OPERATIONS

	2011-2012	2010-2011
<b>REVENUE</b>		
DONATIONS	823.03	8,202.51
PROGRAM/GRANTS	123,462.53	106,590.00
<b>TOTAL REVENUE</b>	<b>124,285.56</b>	<b>114,792.51</b>
 <b>EXPENSES</b>		
GRANTS AND PROGRAMS	98,877.81	157,215.95
OPERATING EXPENSES	29,127.80	16,216.28
<b>TOTAL EXPENSES</b>	<b>128,005.61</b>	<b>173,432.23</b>
 <b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>(3,720.05)</b>	<b>(58,639.72)</b>

---

#### SUMMARIZED BALANCE SHEET

<b>ASSETS</b>		
CASH	42,542.13	51,135.67
<b>TOTAL ASSETS</b>	<b>42,542.13</b>	<b>51,135.67</b>
 <b>LIABILITIES AND EQUITY</b>		
CURRENT LIABILITIES PAYABLE	(7,036.65)	(2,154.14)
 <b>EQUITY</b>		
RETAINED EARNINGS	53,298.83	111,929.53
NET INCOME	(3,720.05)	(58,639.72)
 <b>TOTAL LIABILITIES AND EQUITY</b>	<b>(42,542.13)</b>	<b>(51,135.67)</b>

---

