



Care



Connect

Adapt



Reflect



# Annual Report 2021-22



ISISTERS TECHNOLOGY MENTORING INC  
WWW.ISISTERS.ORG

REGISTERED CHARITY: 874302714RR0001

OCTOBER 2022

# iSisters Technology Mentoring

## Mission

We create and deliver technology programs at no cost to learners as we believe in equipping women with the skills and confidence to participate fully in their community.

## Vision

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

## Values

We are passionate and committed to:

- Learner-Focus
- Community Orientation
- Excellence
- Respect
- Accountability



*We believe in education that empowers*

## BOARD OF DIRECTORS

**Claire Toplis**

Chair

**Pat den Boer**

Past Chair

**Cathy Lewis**

Founder

**Jennifer Welsh**

Treasurer

**Saman Raza**

Secretary

**Hannah King**

Legal & Governance

**Sarah D'Angelo**

HR

**Judy Puritt**

Volunteers

**Hatav Shalileh**

At Large

**Michelle Coates Mather**

Communications

**Janet Clarke**

At Large



# Executive Director's Message



FY2021-22 highlighted the incredible strengths and assets of our two staff, six instructors, 15 partners and most of all the resiliency of all our learners as we continued to provide programming during the pandemic. Through it all, our iSisters team, board of directors, funders, volunteers and collaborators, provided unwavering support that kept us energized as we continued to meet our learners' needs and the demands for quality online and in-person programs that our learners have come to trust and respect.

We focussed and adapted our programs to where women could continue to learn in a safe and positive environment despite the pandemic. Online learners were provided with laptops, some participated in evening programming while others attended condensed or expanded sessions. Our instructors provided additional 1:1 time with those women requiring assistance before and after sessions. All in all, we provided instruction to 280 women which is an increase of 117 participants over the previous year. We are so proud of each and every learner's accomplishments in spite of the many challenges they may have faced along the way.

We are pleased to report a number of major successes in the past year: Our virtual 20th Anniversary Celebration and Silent Auction, expansion of our programs to new Indigenous learners, newcomers, immigrant and refugee women. We are focussing on further developing our data management system and reporting functions. We also formed an EDI Committee that is committed to long-term meaningful change.

My heartfelt thank you to our entire Operations Team (instructors, executive assistant, bookkeeper) and our dedicated volunteers for your hard work and commitment to our learners and iSisters. Special thanks to Erin Keeley-Messier our Program Manager for leading our instructors and managing our excellent programs.

What a joy it is to work with our very talented and hard-working Board of Directors who successfully govern iSisters and who support me in my work to confidently continue the progressive work of our organization.

We are so grateful for our dedicated donors who continue to support our work. It is with your vital contributions that we have been able to assist 3640 women since iSisters inception in 2001.

## Chair's Message

As iSisters acclimatizes to a post-pandemic world, we've adapted our operations to address new needs made obvious by the events of the last two years. Ensuring women and gender-diverse people have the opportunity to gain tech skills that will help them improve their circumstances remains our sharp focus. Connecting with additional partners, both old and new, has allowed us to reach more learners. And we've strengthened our program offerings to provide additional supports for those who've been most negatively affected during this time, our women.

This past year, our board members have been more active than ever in advancing the governance of the organization, and for that I want to offer my heartfelt thanks. This group of volunteers has been a delight to work with and I'm proud of the work that we've been able to accomplish on so many different fronts - business continuity; data collection and analysis; and equity, diversity and inclusion, amongst other themes.

Along with our board, I'm grateful for the support of many talented volunteers who have helped move the yardsticks on several of the initiatives above and others. You've allowed us to punch above our weight and prove once again that we can be both small and mighty.

Finally I want to thank both first-time and returning funders who've made the commitment to support us as demand for our work expands. Whether a foundation, a corporation or an individual, your support for us is vital and we hope you'll be pleased about results of our stewardship of your contributions.



# Our Impact



Learners Served



**280**

2021-22

**3640**

since 2001

Community Partners

**15**



Skills Improvement

**93%**



Learner Satisfaction

**98%**



# Learner Stories



**T. needed to look for work, but wasn't confident of her computer skills. Then she heard about "this amazing class from iSisters" and decided to give it a try. After attending the iSisters program, T. knows much more about her laptop and using the internet. Says T., "I can now work on MS Word and Excel spreadsheets, unlike before. I didn't think I could learn online with COVID-19 going on, but I have done so well. I would recommend iSisters to anyone who needs help with technology!" Now T. is confident in applying for jobs and expects to get work soon.**

**R. came to Canada as a refugee from Syria. When she arrived, R. was asked to enter her name on a computer. She was embarrassed and saddened: R. had never used a computer before. Now R. has gained essential computer experience through the iSisters program, and she is confident and equipped to help other women in her community.**

**J. was a busy mother living day to day, cheque to cheque, without the flexibility to plan for her future. She didn't know what to expect from iSisters but thought she would give it a try. She was thrilled by the opportunity to learn about relevant tools, skills, and connections. J. used her experience to start her own business; she is still a busy mother, but she is planning for her and her family's future.**

**A. was a 14 year old student from Kenya. Her mom was in Canada settling in. On her way home from church in Kenya she was gang raped. She is now in Canada with a two-year old working on her high school diploma. She was unable to read due to a reading disability and could not make out words. She is now using assistive technology to access the curriculum. Her confidence has gone way up and she is hoping to obtain her GED. She is very smart and wants to go into nursing.**

**A newcomer to Canada, K. had been working in healthcare and knew nothing about computers. She wanted to get work but struggled without technology skills. "Without you and your organization, I felt very isolated and mentally distressed because everything around me required technology to get in touch." Now, after attending our Career Connections program, K. applying for new positions and is optimistic about her new career. "Before your course, I did not think that I could change my career because most of my experiences are in healthcare and I thought I would have to work in this field until I retired. Now I can say that I know computers well enough to communicate with the rest of the people in our community. Your course will help lots of people to get back on their feet or change their career like me!"**



# Our Supporters



## Individual Supporters

Jeannette Bacon	Judith McVittie
Christopher Barber	Susan Murdock
Amanda Belanger	Luz Osorio Cuadros
Audrey Bufton	Natasha Parriag
Marilyn Burstyn	Emily Patenaude
Dawn Collins	Judy Puritt
Sarah D'Angelo	Diana Reynolds
Judith Dowler	Karen Rioux
Stephanie Edmonds	Hassnaa Salman
Allisen Gaudet	Jacob Samuel
Sylvie Gouin	Hatav Shalileh
Nancy A Hanna	Barbara Steele
John Harding	Lauren Thibodeau
Jane Hext	Mike Tierney
Nancy Ho Woo	Tania Tierney
Greg Hollander	Claire Toplis
Wendy Hopkins	Denyse Toplis
Erin Keeley-Messier	Jennifer L. Torbet
Margarite Keeley	Maryam Tse
Hannah King	Silvana Valentone
Melanie Leach	Alejandro Vernaza
Cathy Lewis	Tracey Vibert
Dyanna Lewis	Jennifer Welsh
Bev MacKillop	Deborah Wilkinson
Richard McKendry	Dr. N. Rod Willis
Ann McSweeney	Leslie Youngson

## Corporations & Foundations

Grey Birch Foundation  
Accenture  
Leacross Foundation  
Trillium Foundation  
Telus Foundation  
Ciena  
Keller Williams Integrity Realty, Brokerage  
City of Ottawa  
Illaqsivik Society  
Ottawa Community Foundation  
Minto Halo Foundation



## In-kind Donations

Ottawa Yacht Tours	town/Citizen
Aperitivo Restaurant	Supply & Demand
Absinthe Restaurant	John Cundell Stables
Jamie Copley Stable	Mill Street Florist
The Body Shop	Giant Tiger
Courtyard By Marriott	Amazon -Lauren Thibodeau
Ottawa Blooms	A&W
Mac Peterson Ice Fishing Experience	Winchester Dental Centre
Julep Salon and Social Club	Bar Lupulus
Bronca	doTerra Collection
The Keg	Norwex
Rival Fitness	Lianne Gulka Artist
Flock Boutique	Metis Hand-crafted Jewellery
Fratelli Restaurant Westboro	

# Statement of Financial Position

Year ended April 30, 2022



<u>ASSETS</u>	<u>2022</u>	<u>2021</u>
<b>CURRENT ASSETS</b>		
Cash	\$ 61,223	\$ 98,375
Short-term investments	102,660	102,160
Accounts receivable	4,060	3,703
Prepaid expenses	<u>2,010</u>	<u>2,049</u>
	169,953	206,287
<b>TANGIBLE CAPITAL ASSETS (note 4)</b>	<u>19,950</u>	<u>-</u>
	<u>\$ 189,903</u>	<u>\$ 206,287</u>
<b><u>LIABILITIES AND NET ASSETS</u></b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities	\$ 24,855	\$ 25,347
Deferred contributions (note 6)	<u>94,872</u>	<u>20,965</u>
	<u>119,727</u>	<u>46,312</u>
<b>NET ASSETS</b>		
Unrestricted	30,176	107,475
Internally restricted (note 5)		
Basic computer skills	-	10,000
New program development	-	2,500
Contingency	<u>40,000</u>	<u>40,000</u>
	<u>70,176</u>	<u>159,975</u>
	<u>\$ 189,903</u>	<u>\$ 206,287</u>



# Statement of Operations & Changes in Net Assets

Year ended April 30, 2022

	<u>2022</u>	<u>2021</u>
<b>Revenue</b>		
Grants	\$ 97,821	\$ 165,740
Donations	24,881	28,460
Government contributions	-	17,033
Exchange loss and other revenue	<u>(945)</u>	<u>85</u>
	<u>121,757</u>	<u>211,318</u>
<b>Expenses</b>		
Programs	122,424	72,977
Administration	82,235	60,368
Professional fees	4,827	4,599
Insurance	<u>2,070</u>	<u>1,476</u>
	<u>211,556</u>	<u>139,420</u>
<b>Excess of revenue over expenses (expenses over revenue)</b>	(89,799)	71,898
<b>Net assets, beginning of year</b>	<u>159,975</u>	<u>88,077</u>
<b>Net assets, end of year</b>	<u>\$ 70,176</u>	<u>\$ 159,975</u>



Ilisaqsvik Society, Clyde River, Nunavut

# Statement of Cashflows

Year ended April 30, 2022

	<u>2022</u>	<u>2021</u>
<b>CASH FLOWS FROM (USED IN)</b>		
<b>OPERATING ACTIVITIES</b>		
Excess of revenue over expenses (expenses over revenue)	\$ (89,799)	\$ 71,898
Items not involving cash:		
Amortization of tangible capital assets	1,814	-
Interest reinvested/accrued	-	(34)
Changes in non-cash working capital components:		
Accounts receivable	(357)	(2,162)
Prepaid expenses	39	(744)
Accounts payable and accrued liabilities	(492)	19,903
Deferred contributions	<u>73,907</u>	<u>2,667</u>
	<u>(14,888)</u>	<u>91,528</u>
<b>INVESTING ACTIVITIES</b>		
Purchase of investments	(500)	(100,000)
Purchase of tangible capital assets	<u>(21,764)</u>	<u>-</u>
	<u>(22,264)</u>	<u>(100,000)</u>
<b>DECREASE IN CASH</b>	(37,152)	(8,472)
<b>CASH, BEGINNING OF YEAR</b>	<u>98,375</u>	<u>106,847</u>
<b>CASH, END OF YEAR</b>	<u>\$ 61,223</u>	<u>\$ 98,375</u>



Ilisaqsivik Society,  
Clyde River, Nunavut

*Helping women embrace technology for  
brighter futures.*



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

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**Registered Charity: 874302714RR0001**