



Annual Report 2022-23

ISISTERS TECHNOLOGY MENTORING INC
WWW.ISISTERS.ORG

REGISTERED CHARITY: 874302714RR0001

Table of Contents



Mission, Vision, Values	3
Board of Directors	4
Outgoing Executive Director's Message	5
Incoming Executive Director's Message	6
Board Chair's Message	6
Our Impact	7
Voices for iSisters	8
Our Partners	9
Our Supporters	10
Statement of Financial Position	11
Statement of Operations & Changes in Net Assets	12
Statement of Cashflows	13



*The **EMPOWERED** woman
is **POWERFUL** beyond
measure and **BEAUTIFUL**
beyond description.*

Mission, Vision & Values



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

iSisters 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 about and committed to:

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

Land Acknowledgement

Here at iSisters, we respectfully acknowledge that we work and live on the unceded and unsundered territory of the Anishinabe Nation. We commit ourselves to learn the truth and be active in the process of reconciliation.

Ondaje iSisters, nidapiitenindaamin kikenindamang eji ondaamitaayaang ashidj abiyaang ondaje ega wiikaad kamiigiwaaniwang iyo kichi Anishinaabewakii. Niwaawiindamaagemin niinawind kidji-kikenindamang tebwewin ashidj kidji-kwayakijichigeyaang kabii-ijiwebag.



Board of Directors



Claire Toplis

Chair

Pat den Boer

Past Chair

Cathy Lewis

Founder

Freda Stolz

Vice Chair

Jennifer Welsh

Treasurer

Bev MacKillop

Secretary

Sarah D'Angelo

Director, HR

Hannah King

Director, Legal & Governance

Hatav Shalileh

Director At Large

Judy Puritt

Director, Volunteers

Janet Clarke

Director at Large

Saman Raza

Director at Large





OUTGOING EXECUTIVE DIRECTOR'S MESSAGE

Ann McSweeney



FY2022-23 was another successful year of growth for iSisters. We increased our operational team to 2 full-time, 1 part-time, 1 contracted bookkeeper and 9 contracted instructors. We provided programs to 378 women in need through 18 partner agencies. An increase of 98 learners. Over 4000 women have participated in our programs since our inception in 2001. We also have connected with potential partners in Kingston, Ontario to expand our reach within the Region.

Women have been provided several means of participating in our programs: in-person, on-line and hybrid learning. We continue to provide laptops to our learners, thanks to capital funding and donations. iSisters provides programs in Arabic, Ukrainian, French and English.

We are thrilled to report our major successes during the past fiscal year: iSisters first Community Consultation and Partner Fair, increased our number of corporate connections, received government funding both federally and provincially, increased our social media presence, and more.

I am honored to have led our wonderful operations staff: Michael Powell (Executive Assistant), Summer Zhang (Bookkeeper), and Erin Keeley-Messier (Program Manager) who has led and mentored our talented and professional contracted instructors to provide state of the art programs for our learners. Kudos to Erin for an incredible year!

Without our dedicated volunteers we would not be able to operate. Their expertise and hard work have assisted us in administration, programming and event organization. You are valued and appreciated.

Our successful fundraising efforts and talented donors have enabled iSisters to grow as an organization and to offer additional programs and workshops and to increase our much-needed infrastructure. We exceeded our fundraising target from \$225,000 to \$332,719 this fiscal year. This allowed us to create a new program – iWisdom for seniors and to serve additional women through computer training and employment mentoring. We are currently running 7 programs and several workshops.

A heart-felt thank you to our volunteer Board of Directors. It has been my honor and privilege to work with you all and in particular, Claire Toplis, Board Chair for her guidance and support.

As this will be my final message before retirement, I personally want to thank the Ottawa Non-Profit Community, Funders, Donors, Partners, Volunteers, Staff and Instructors for your incredible support during the past three years. I am so proud to have led such an incredible and amazing organization.



INCOMING EXECUTIVE DIRECTOR'S MESSAGE

Karyn Steer



Since joining iSisters, as the incoming Executive Director in early August, 2023, it has been a very humbling experience to work alongside so many incredibly talented, passionate and dedicated members of the iSisters community. As I step into this role, I am inspired by the remarkable achievements of our organization and the incredible dedication of our staff, board of directors, instructors and volunteers.

I would like to express my gratitude to Ann, Claire and the whole team, for their unending support during this transition. It's an honour to lead this exceptional organisation, and I'm eager to continue our mission of empowerment and transformation for the low-income women, girls, and gender diverse people we serve. As we reflect on our past year and the remarkable growth under the leadership of our outgoing Executive Director, Ann McSweeney, we look to the future to build upon the impactful growth which has transformed the lives of so many.

In the coming year we will expand our programs to reach even more low-income women, girls, and gender diverse people, exploring new avenues of impact and collaboration. We will tailor our curriculum to align with evolving needs of technology and the job market, ensuring that those we support significantly enhance their employability.

Thank you for your dedication and commitment to iSisters. I look forward to collaborating with our partners, funders, volunteers, contractors, and all members of our community. Together, we will continue to work collaboratively to improve the lives of the women, girls and gender diverse people across our community.



BOARD CHAIR'S MESSAGE

Claire Toplis

With outgoing ED Ann McSweeney announcing her plan to retire about ten months in advance, iSisters and the board had a long period to map out the next transition in leadership, and we're grateful to Ann for allowing us an unhurried process to plan for her replacement.

We also used that time to solidify the strides we have made in working with new partners and reaching new communities. However, even in 2023, it is clear that women and girls encounter lower levels of digital literacy compared to their male counterparts, and that hinders their participation in various online opportunities, whether it is education, employment, or entrepreneurship. In some communities, cultural norms and restrictions continue to limit women's access to digital technologies. Our programs are provided in a safe environment where learners are already receiving services like housing, language training and the like. Here women who would otherwise not have access can learn about technology, continue their studies more effectively, get employability skills and also learn to start their own business.

We're indebted to Ann for her accomplishments during her more than three years at the helm of iSisters. She has tripled the number of women served even as we navigated through and out of a worldwide pandemic. Addressing digital inequity is essential to promoting social inclusion and economic development for women in need, and will undoubtedly continue to figure prominently in our upcoming strategic plan. And that will be the challenge for new ED Karyn Steer, whom we welcome warmly to join with us on the next phase of our journey.

Our Impact



Learners Served

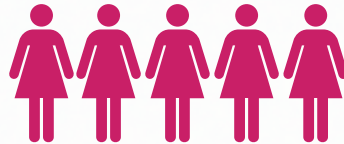
2022-23

378



since 2001

4018



Community Partners

18



Skills Improvement

80%

Learner Satisfaction

95%



Voices for iSisters



My iSisters mentor has had a huge positive impact on my journey, and I will forever be grateful to her and the iSisters program.

Laetitia, iSisters Learner

The support from iSisters has made a significant difference in my life, giving me the confidence to pursue my goals with more passion. Thank you so much for everything you have done for me.

Tofy, iSisters Learner

The iSisters program helped me learn new and very interesting information. The most fun was communicating and meeting new people. We would definitely recommend it to other women

Natalia, iSisters Learner

These programs provide a valuable opportunity for vulnerable women to connect, learn, and grow. Thank you, iSisters, for all that you do to support our community!

Alia Reynolds, St. Joe's Women's Centre

iSisters programs has an impact on their students far beyond teaching digital literacy skills by providing women with the confidence to feel they can succeed at anything they put their mind to.

**Amanda Awwad,
Nepean Housing Corporation**

Our Partners



Our Supporters



Individual Supporters

Omer Aziz	Stephen Lewis	Melissa Shahin
Christopher Barber	Bev MacKillop	Hatav Shalileh
Bwalya Chilangwa	Michelle Coates Mather	Barbara Steele
Janet Clarke	Raven McNeil	Jason Stern
Luz Osorio Cuadros	Ann McSweeney	Lauren Thibodeau
Sarah D'Angelo	Judith McVittie	Tania Tierney
Veronica Dickinson	Karen Mohindra	Claire Toplis
John Harding	Emily Patenaude	Jennifer L. Torbet
Fran Harding	Michael Powell	Maryam Tse
Hannah King	Judy Puritt	Tracey A. Vibert
Mercy Lawluvi	Saman Raza	Jennfier Welsh
Cathy Lewis	Janice Remai	Gary White
Edward Lewis	Jacob Samuel	Carole Wooten

Corporations and Foundations

Accenture	KPMG LLP
Alternia Savings	Keller Williams Integrity Realty
Canadian Women's Foundation	Leacross Foundation
Ciena Corporation	MacKenzie Investments
Employment and Social Development Canada (New Horizons for Seniors Program)	Ministry of Labor, Immigration, Training and Skills Development
Flex Foundation	Minto Foundation – Halo Fund
Johansen-Larsen Foundation	Nokia Corporation
Kaiser and Partners	Ontario Trillium Foundation
	Ottawa Community Foundation

Thank you!

Statement of Financial Position

Year ended April 30, 2023



	<u>2023</u>	<u>2022</u>
<u>ASSETS</u>		
CURRENT ASSETS		
Cash	\$ 46,074	\$ 61,223
Short-term investments (note 6)	103,565	102,660
Accounts receivable	4,712	4,060
Prepaid expenses	<u>2,361</u>	<u>2,010</u>
	156,712	169,953
TANGIBLE CAPITAL ASSETS (note 4)	<u>9,068</u>	<u>19,950</u>
	<u>\$ 165,780</u>	<u>\$ 189,903</u>
<u>LIABILITIES AND NET ASSETS</u>		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 24,133	\$ 24,855
Deferred contributions (note 5)	<u>61,230</u>	<u>74,922</u>
	85,363	99,777
DEFERRED CONTRIBUTIONS RELATED TO TANGIBLE CAPITAL ASSETS (note 4)	<u>9,068</u>	<u>19,950</u>
	<u>94,431</u>	<u>119,727</u>
NET ASSETS		
Unrestricted	31,349	30,176
Contingency - internally restricted	<u>40,000</u>	<u>40,000</u>
	<u>71,349</u>	<u>70,176</u>
	<u>\$ 165,780</u>	<u>\$ 189,903</u>



Statement of Operations & Changes in Net Assets



Year ended April 30, 2023

	<u>2023</u>	<u>2022</u>
Revenue		
Grants	\$ 264,690	\$ 97,821
Donations	24,984	24,881
Exchange loss and other revenue	(453)	(945)
	<u>289,221</u>	<u>121,757</u>
Expenses		
Programs	179,900	122,424
Administration	100,741	82,235
Professional fees	5,183	4,827
Insurance	2,224	2,070
	<u>288,048</u>	<u>211,556</u>
Excess of revenue over expenses (expenses over revenue)	<u>\$ 1,173</u>	<u>\$ (89,799)</u>

	<u>Unrestricted</u>	<u>Contingency - Internally restricted</u>	<u>2023 Total</u>	<u>2022 Total</u>
Balance, beginning of year	\$ 30,176	\$ 40,000	\$ 70,176	159,975
Revenue over expenses (expenses over revenue)	<u>1,173</u>	<u>-</u>	<u>1,173</u>	<u>(89,799)</u>
Balance, end of year	<u>\$ 31,349</u>	<u>\$ 40,000</u>	<u>\$ 71,349</u>	<u>\$ 70,176</u>



Statement of Cashflows

Year ended April 30, 2023



CASH FLOWS FROM (USED IN)	<u>2022</u>	<u>2023</u>
OPERATING ACTIVITIES		
Excess of revenue over expenses (expenses over revenue)	\$ 1,173	\$ (89,799)
Items not involving cash:		
Amortization of deferred contributions related to tangible capital assets	(10,882)	(1,814)
Amortization of tangible capital assets	10,882	1,814
Changes in non-cash working capital components:		
Accounts receivable	(651)	(358)
Prepaid expenses	(351)	39
Accounts payable and accrued liabilities	(723)	(491)
Deferred contributions	<u>(13,692)</u>	<u>53,957</u>
	<u>(14,244)</u>	<u>(36,652)</u>
INVESTING ACTIVITIES		
Purchase of investments	(905)	(500)
Purchase of tangible capital assets	<u>-</u>	<u>(21,764)</u>
	<u>(905)</u>	<u>(22,264)</u>
FINANCING ACTIVITIES		
Deferred contribution received for purchase of tangible capital assets	<u>-</u>	<u>21,764</u>
DECREASE IN CASH	(15,149)	(37,152)
CASH, BEGINNING OF YEAR	<u>61,223</u>	<u>98,375</u>
CASH, END OF YEAR	<u>\$ 46,074</u>	<u>\$ 61,223</u>



*Building brighter futures
for women*



iSistersTM
TECHNOLOGY MENTORING

iSisters Technology Mentoring, Inc.

3781 Strandherd Drive
P.O. Box 34025
Ottawa, ON K2J 5B1

613-565-7337 | www.isisters.org | info@isisters.org

Registered Charity: 874302714RR0001