

iSisters Technology Mentoring

ANNUAL REPORT

2023-24



**OCTOBER
2024**

iSisters Technology Mentoring, Inc.
www.isisters.org

Registered Charity:
874302714RR0001



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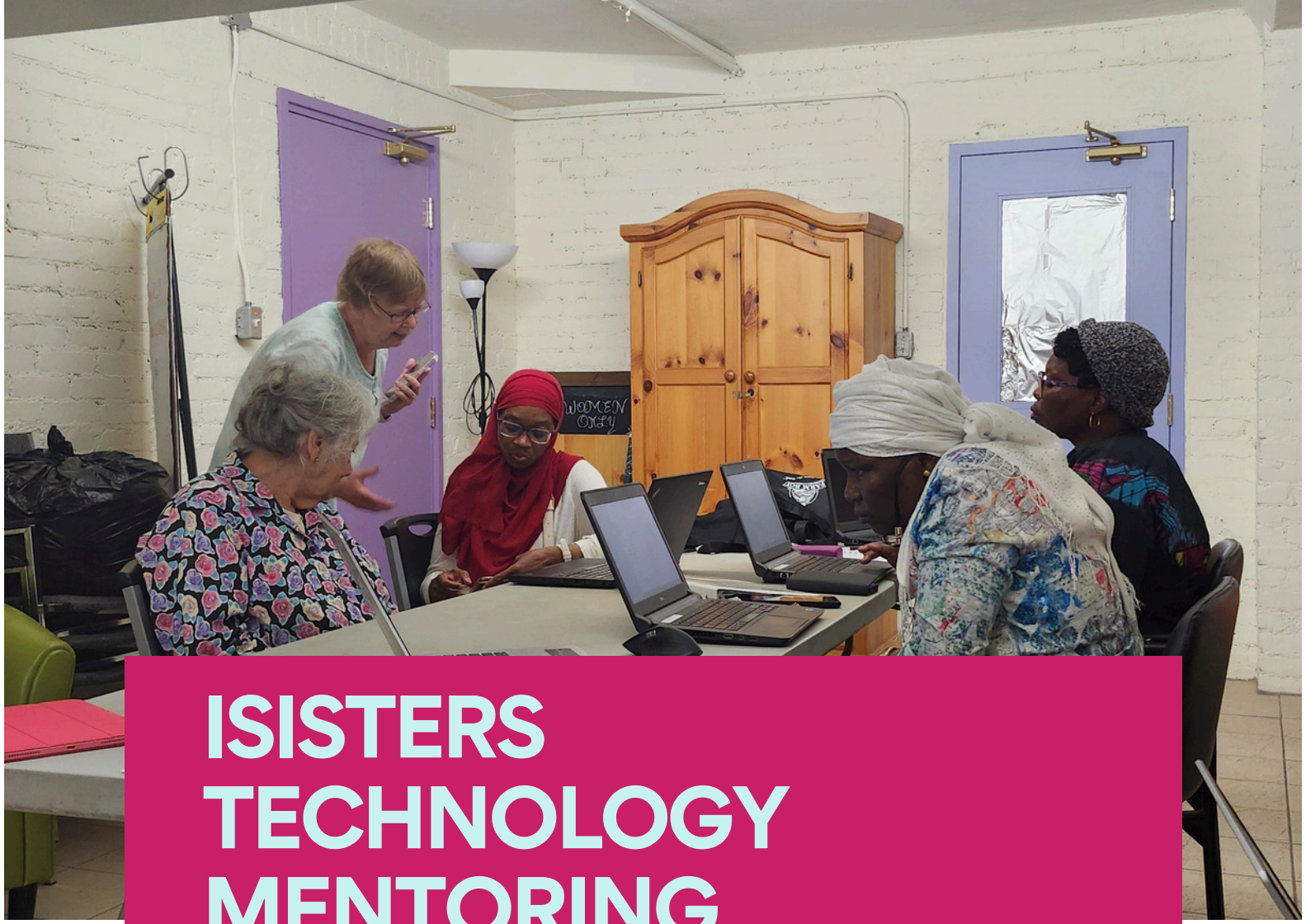
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Resilience



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

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 and committed to:

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

MESSAGE FROM THE CHAIR



**CLAIRE
TOPLIS**
Chair

There is no doubt that this past fiscal year has been a challenging one for iSisters. With our Executive Director stepping down for personal reasons in January, 2024, and iSisters temporarily unable to finance the ED position, I have been acting in the role for much of the past year. We've also decided not to go ahead with the planned Chair transition to Vice-Chair Freda Stolz until we weather this storm.

Post-pandemic, non-profits are struggling, and iSisters is no exception. Costs have gone up, just like for families, making it more expensive to run charitable operations. Those same economic conditions are driving more people to the margins and demand for services like ours is up. All of that translates to immense competition for the charitable funding pie; raising revenue is further complicated as individual donors find donations more difficult to make. But, thank goodness for our supporters, who have helped us keep our head above water at this difficult time.

I would particularly like to thank the Leacross Foundation for answering our call at the start of the summer; your support has been crucial to keep our operations running, and for that we are truly grateful. And to all our supporters, thank you for assisting us to continue this vital work mentoring women, girls and gender diverse people so that they can improve their lives. We are especially pleased that despite cuts to funding this spring, we have been able both to continue to deliver our in-demand programs and develop innovative new material to prepare our learners for the world we now live in.

MESSAGE FROM THE PROGRAM MANAGER



**ERIN
KEELEY-MESSIER**
Program Manager

While much has changed this year for iSisters, much has also remained the same. We continued to deliver our programs successfully to a large number of learners and partners, despite reduced funding - 25 programs, plus our well-respected iMentor 1:1 service, reached 366 learners during 2023-24. We have connected - or reconnected - with partner organizations, as well as built on relationships with our existing partners. And our dedicated team of instructors offered their best each and every session.

While our core programming continues to be the most in-demand, we are expanding our portfolio with new programs to ensure that we are offering our learners the content they want and need. Thanks to funders who are creative and forward-thinking, we are expanding our accessibility programming, as well as moving into the world of AI.

Our learners continue to inspire us every day, with our graduation ceremony in April 2024 providing us the opportunity to showcase their achievements. As ever, they come from a wide range of backgrounds, and a total of 31 different languages were spoken by learners this year. We offered programming officially in 4 (English, French, Ukrainian and Arabic), but as many of our instructors are multilingual, we managed to support a variety of others. Despite the difficulties in the current funding landscape, we have carried on thanks to the tireless efforts of our Chair, the dedication of our instructors and volunteers, the support of our funders, and ultimately the motivation of our learners. Thanks to you all.



WE BELIEVE IN EDUCATION THAT EMPOWERS WOMEN TO SUCCEED.



BOARD OF DIRECTORS

Claire Toplis

Chair

Pat den Boer

Past Chair

Jennifer Welsh

Treasurer

Cathy Lewis

Founder

Fred Stolz

Vice-Chair

Bev MacKillop

Secretary

Hannah King

Legal & Governance

Sarah D'Angelo

HR

Judy Puritt

Volunteers

Aylin Sel Gul

Communications

Janet Clarke

At Large

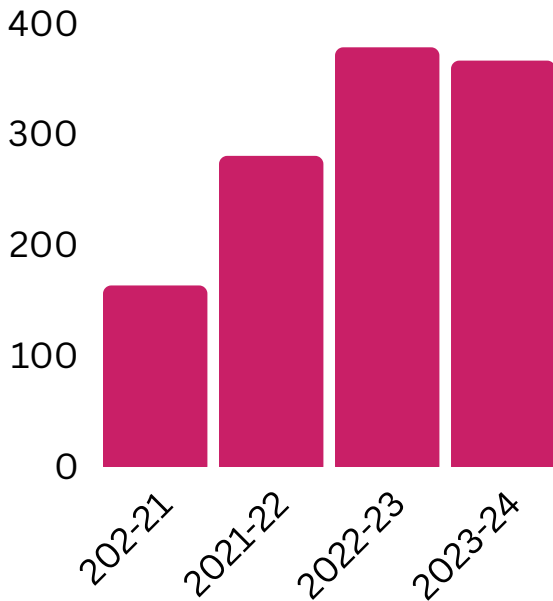
Hatav Shalileh

At Large

Saman Raza

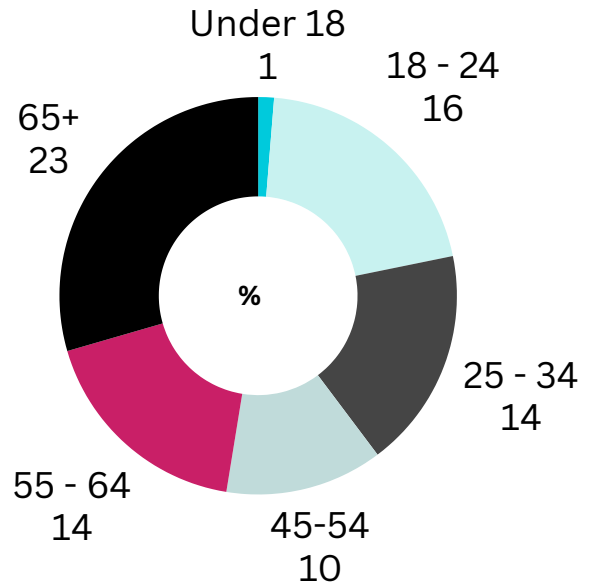
At Large

2023-24 BY THE NUMBERS

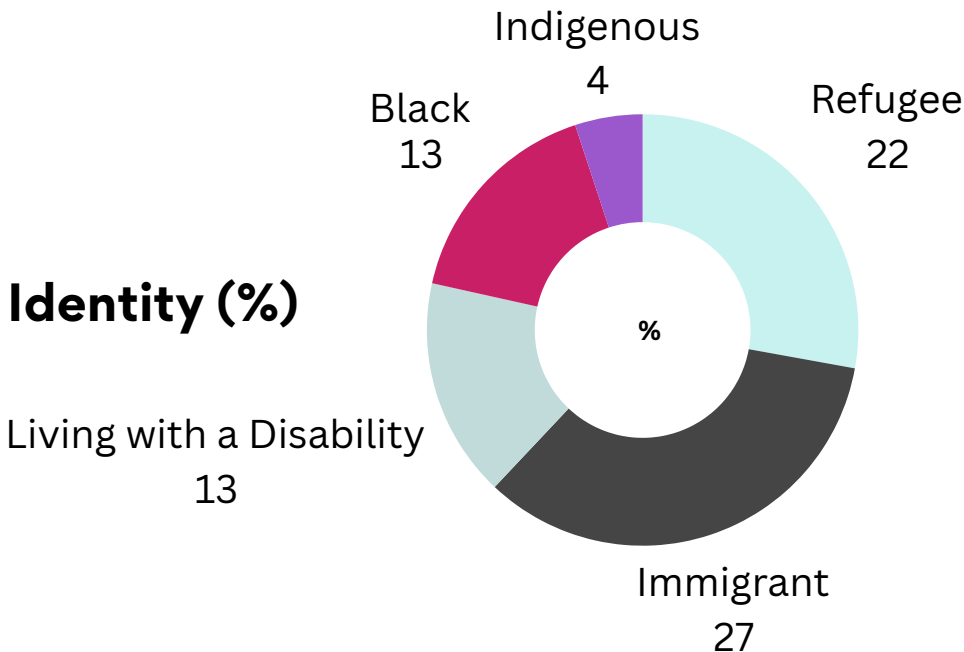


**366 Learners Served
(4400+ since 2001)**

LEARNER PROFILES



Age Group (%)



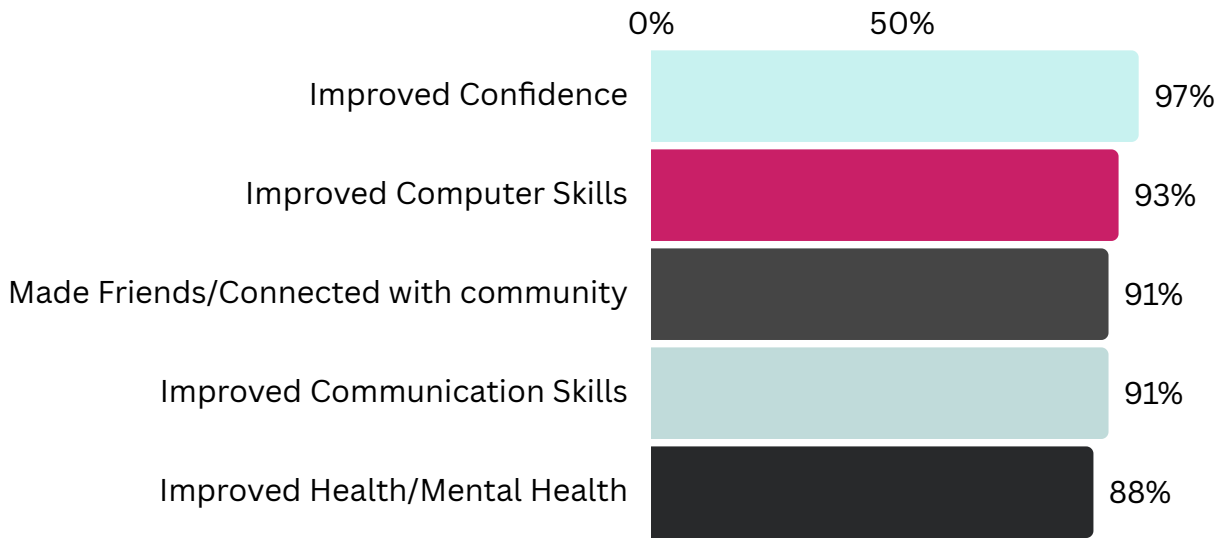
Identity (%)



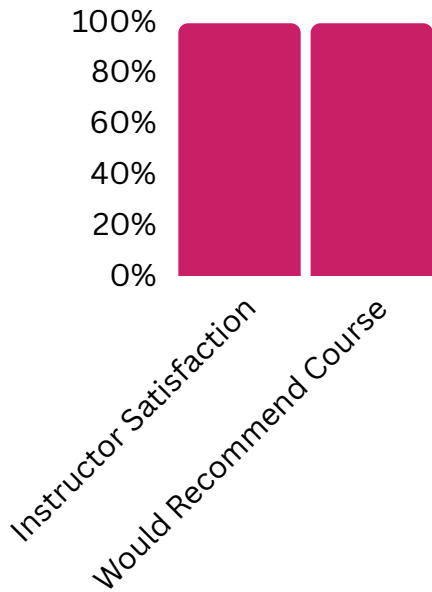
2023-24 BY THE NUMBERS



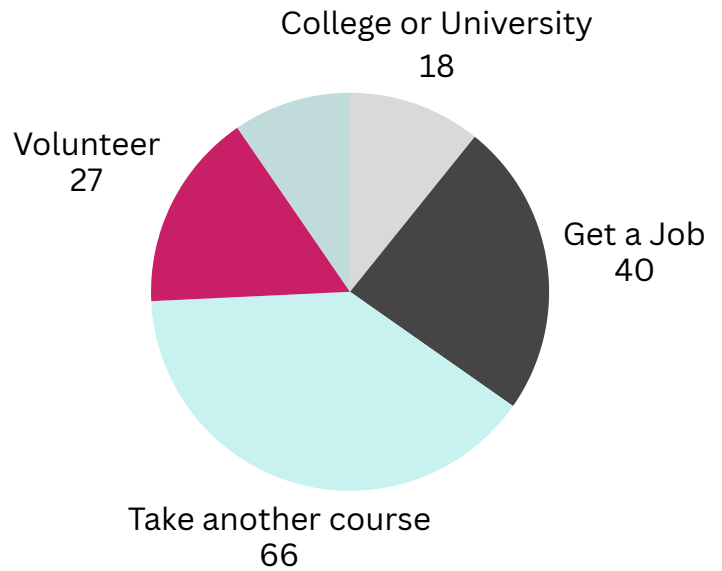
LEARNER OUTCOMES



Outcomes (%)



Program Satisfaction (%)



Intentions Post-Program (%)

2023-24 GRADUATION

APRIL 17, 2024



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Balfour Photography

LEARNER STORY

Meet Nazneen



Nazneen started learning with the New Horizons Basic Computer Skills program in May 2023, which was offered in partnership with Nepean Rideau Osgoode Community Resource Centre. She was an older lady, and no longer able to work due to an injury. She was looking to reskill, was eager to learn. Nazneen was always punctual and completed all homework on time, even doing extra if she missed a class due to a doctor's appointment. After completing the basic program successfully, she carried on to the ICT program in September 2023. Here she showed the same enthusiasm, and her learning grew.

When we started a new program in the same area in December, Nazneen asked if she could join, to consolidate her learning. This was a program for all, not just for seniors. During this program she swiftly advanced to become the instructor's assistant, offering peer support and learning to the other new learners in this course. It was clear how much her confidence and skills had improved, and she was vital to the success of this new group. Nazneen was honoured at iSisters' 2024 Graduation with a special achievement certificate, for how far she had come and her personal growth and development.

Resilience

OUR SUPPORTERS

May 1, 2023 - April 30, 2024



FOUNDATIONS & CORPORATIONS



3P Learning
Accenture
Askari Solutions
Balfour Photography
Cicada Creative
Ciena
City of Ottawa
Gov of Canada Community Services Recovery Fund (CSRF)
Keller Williams Integrity Realty
Leacross Foundation
Nav Canada
Nokia
PCL Construction
Selladore Inc
The Co-operators
TD Bank Group
Warner Brothers Discovery
Wesley Clover Foundation
Willis Thibodeau Consulting Ltd



INDIVIDUAL DONORS



Ronabir Addy
Christopher Barber
Annette Bouzi
Marilyn Burstyn
Janet Clarke
Michelle Coates Mather
Bonnie D'Angelo
Sarah D'Angelo
Mike Dickinson
Marie Fortier
Jia Fu
Cathy Lewis
Mark McPhail
Folashade Odufuwa Oduwole
Luz Osario Cuadros
Emily Patenaude
Judy Puritt
Elaine Rainboth
Karen Ranger
Jacob Samuel
Javier Saravia Benites
Aylin Sel Gul
Carol Sollows
Barbara Steele
Heather Thomson
Michael Tierney
Tania Tierney
Claire Toplis
Denyse Toplis
Jennifer Torbet
Maryam Tse
Sandrine Wandji Tankeu
Jennifer Welsh
Tasnim Yasin



STATEMENT OF FINANCIAL POSITION

YEAR ENDED APRIL 30, 2024

<u>ASSETS</u>	<u>2024</u>	<u>2023</u>
CURRENT ASSETS		
Cash	\$ 54,225	\$ 46,074
Short-term investments (note 6)	2,374	103,565
Accounts receivable	27,898	4,712
Prepaid expenses	<u>3,877</u>	<u>2,361</u>
	88,374	156,712
TANGIBLE CAPITAL ASSETS (note 4)	<u>-</u>	<u>9,068</u>
	<u>\$ 88,374</u>	<u>\$ 165,780</u>
<u>LIABILITIES AND NET ASSETS</u>		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 17,628	\$ 21,019
Government remittances payable	2,640	3,114
Deferred contributions (note 5)	<u>47,499</u>	<u>61,230</u>
	67,767	85,363
DEFERRED CONTRIBUTIONS RELATED TO TANGIBLE CAPITAL ASSETS (note 4)	<u>-</u>	<u>9,068</u>
	<u>67,767</u>	<u>94,431</u>
NET ASSETS		
Unrestricted	607	31,349
Contingency - internally restricted	<u>20,000</u>	<u>40,000</u>
	<u>20,607</u>	<u>71,349</u>
	<u>\$ 88,374</u>	<u>\$ 165,780</u>

Approved by the Board:



..... Chair



..... Treasurer

STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

YEAR ENDED APRIL 30, 2024

	<u>2024</u>	<u>2023</u>
Revenue		
Grants	\$ 226,333	\$ 264,690
Donations	50,827	24,984
Exchange gain (loss) and other revenue	478	(453)
	<u>277,638</u>	<u>289,221</u>
Expenses		
Programs	228,549	179,900
Administration	91,796	100,741
Professional fees	5,197	5,183
Insurance	2,838	2,224
	<u>328,380</u>	<u>288,048</u>
Excess of revenue over expenses (expenses over revenue)	<u>\$ (50,742)</u>	<u>\$ 1,173</u>

	<u>Unrestricted</u>	<u>Contingency - Internally restricted</u>	<u>2024 Total</u>	<u>2023 Total</u>
Balance, beginning of year	\$ 31,349	\$ 40,000	\$ 71,349	70,176
Revenue over expenses (expenses over revenue)	(50,742)	-	(50,742)	1,173
Transfer	<u>20,000</u>	<u>(20,000)</u>	<u>-</u>	<u>-</u>
Balance, end of year	<u>\$ 607</u>	<u>\$ 20,000</u>	<u>\$ 20,607</u>	<u>\$ 71,349</u>

STATEMENT OF CASH FLOWS

YEAR ENDED APRIL 30, 2024

	<u>2024</u>	<u>2023</u>
CASH FLOWS FROM (USED IN)		
OPERATING ACTIVITIES		
Excess of revenue over expenses (expenses over revenue)	\$ (50,742)	\$ 1,173
Items not involving cash:		
Amortization of deferred contributions related to tangible capital assets	(9,068)	(10,882)
Amortization of tangible capital assets	9,068	10,882
Changes in non-cash working capital components:		
Accounts receivable	(23,186)	(651)
Prepaid expenses	(1,516)	(351)
Accounts payable and accrued liabilities	(3,391)	885
Government remittances payable	(474)	(1,608)
Deferred contributions	<u>(13,731)</u>	<u>(13,692)</u>
	<u>(93,040)</u>	<u>(14,244)</u>
INVESTING ACTIVITIES		
Redemption (purchase) of investments	<u>101,191</u>	<u>(905)</u>
INCREASE (DECREASE) IN CASH	8,151	(15,149)
CASH, BEGINNING OF YEAR	<u>46,074</u>	<u>61,223</u>
CASH, END OF YEAR	<u>\$ 54,225</u>	<u>\$ 46,074</u>



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

