



2019 Annual Report

A Year in Review



Centre of Learning & Development

Strong Communities Together

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WHAT'S INSIDE

A Message from Our Director
A Word from Our Chair
Core Programs & Impact
Participant Stories
Statement of Operations
Partners & Friends

Vision

Strong Communities Together.

Mission

Building community, one person at a time.

Strategic Priorities

- Support income generation through skills development.
- Build strong and healthy communities through social networks/support.
- Build geographic partnerships and share resources with other areas in need.
- Address structural inequalities with emphasis on community engagement and development, equity, diversity, and human rights.



A MESSAGE FROM OUR DIRECTOR

We Are Different. The Power of WE!

We are 40 years old and just getting started! The Centre of Learning & Development has been active in the Regent Park Community since 1979 with a high priority focus on creating opportunities for residents to develop skills, enhance knowledge, and build capacity to increase social, economic, and community engagement.

We believe that individuals who have new knowledge, who adopt more tolerant, open and welcoming attitudes toward others, who develop critical thinking skills and become civic-minded can spur positive changes in the broader community. They are also more inclined to help their friends, family members, and neighbours become more responsive, more empowered, and more resilient.

We believe that if more social sector agencies, such as ours, actively plant the seeds for change by investing in individuals through learning initiatives that bring people together to think, plan, and take action on social change, then more grassroots leaders and residents will be working to address poverty, structural inequalities, and systemic barriers, because they know about those problems first-hand and have valuable insights into solutions.

We have created a blueprint for the next five years that will see us bring our model to scale as we grow mutually respectful partnerships and collaborations with organizations and institutions across Toronto. For example, in 2020, we are looking forward to launching the Knowledge for Change Hub (K4C) for training in community-based participatory research. The hub will launch as a collaborative, and includes:

- Centre of Learning & Development
- Centre for Critical Development Studies (CCDS) University of Toronto at Scarborough (UTSC)
- Ontario Council for International Cooperation (OCIC)
- Ontario Institute for Studies in Education (OISE), including the Office of the Vice-Dean of Research, International and Innovation, and Continuing and Professional Learning (CPL)
- Skills for Change

We will work through the K4C to design and conduct educational programs to develop research

capacities for the co-creation of knowledge through collective action by residents, community leaders, community-based researchers, community groups, and academics. And, participants in our Immigrant Women's Integration Program (IWIP) will have more knowledge and tools to engage in research activities that embrace learning and action while strategically building more and more neighbourhood champions.

We have accomplished many goals over the past 40 years, reached many milestones, and supported many individuals in growing to become leaders in their communities and with their families. Still, we are always looking ahead and forging new paths and new initiatives that respond directly to community challenges. The overriding sentiment for us continues to be that our work should both draw upon and strengthen the skills and resources of people in the communities we serve.

We hope that as you read through the pages of this report that you will be encouraged by the success stories of participants, the uniqueness of our approach to programming, and appreciate our commitment to the basic premise that residents ought not just to participate in social change initiatives, but to also champion those efforts.

We (our staff, board of directors, volunteers, and program participants) are constantly reflecting on how we can do things better. We believe that if it isn't broken, we should **fix it anyway!**

We want to say a HUGE thank you to all our supporters, program participants, and staff for your support and encouragement over the years, and for allowing CL&D to be different. Indeed, it does not matter what dreams or ideas we have as an organization; meaningful progress is only possible because you believe there is a place for the work of CL&D.

Tomorrow is a brand new day that has never been touched!

Alfred Jean-Baptiste
Executive Director



A WORD FROM OUR CHAIR

As I come to the end of my tenure on the board of directors of the Centre of Learning and Development (CL&D), I catch myself reflecting back upon the accomplishments of the last 6 years. Our organization has flourished, experiencing a period of significant growth. Our program budget has almost doubled from \$579K in FY2013 to \$1,057k in FY2020. While we had 10 staff members in 2013, we now have 15. Some programs have matured or been spun-off, new ones have started and grown.

The **Youth Empowering Parents** program has developed to the point where it is self-sustaining and no longer requires CL&D's support. Our **Academic Upgrading** program continues to support around 60 adult learners each year who want to improve their reading, writing, numeracy, communications, and digital technology skills. A rough calculation estimates there have been upwards of 1000 classes in **Zumba**, **Women's Yoga** and **Freedom Movement** over the last 6 years.

Our **Immigrant Women Integration Program** (IWIP) has trained over 60 community leaders since 2013. The insights and expertise of Sureya Ibrahim, one of our early graduates and now CL&D's Supervisor of Community Connections, are profiled regularly in the media due to the leadership role she has taken on in the Regent Park community. Now, we are embarking on an exciting initiative to offer the IWIP program in other Toronto neighbourhoods. The pilot project, now under development, will see IWIP evolve to include not just a traditional classroom, but also to incorporate the latest distance learning technology.

Our food handler training program has grown from a single two-day course to a full-fledged social enterprise, **Regent Park Catering Collective** (RPCC). Joined by its sister social enterprise, **Regent Park Sewing Studio** (RPSS), RPCC is looking forward to moving into a new facility. **The CORE** (Centre of Opportunities for Regent Park Enterprises), on track to open in

early 2021, will have a full-scale commercial kitchen and sewing workshop to house our growing social enterprises. This dedicated space, being developed through the continuing support and partnership of The Daniels Corporation and a growing number of private and corporate partners, will allow these social enterprises to continue to grow and provide training and employment in the community.

In keeping with the growth in programming and budgets mentioned above, your CL&D Board of Directors has enhanced an already robust governance structure, thus ensuring the longevity of CL&D and the continued confidence of our past and future donors.

I would like to thank all of our learners for reminding me through your dedication that hard work, given opportunity and the support of a strong community, will always yield success. You have moved me to be the best that I can and to keep learning myself. You are my inspiration.

I would like to thank each and every staff member, paid and volunteer, for all that you do to make CL&D a phenomenal organization. You have made my experience as a board member at CL&D a real pleasure. You all have my respect and gratitude for the work you do everyday.

To my fellow board members, I want to thank you for lending your time and experience to setting a course for CL&D, and Alfred Jean-Baptiste, our Executive Director, for using your experience and wisdom to so excellently deliver us there. We have all grown together as CL&D has grown and I have appreciated your company along the journey. I know I leave CL&D in capable hands. Thank you for your dedication and commitment to **building community, one person at a time.**

**Jennifer Spiess, President/Chair
CL&D Board of Directors**

CORE PROGRAMS & IMPACT



Social Enterprise Incubation

Regent Park Catering Collective (RPCC)

- Revenue generated: \$151,477.15 (150% of the initial target). 15,000 guests served and 354 orders fulfilled.
- 52 people enrolled in the Food Handling training from Toronto Public Health. 75% successfully finished the training and received certification.
- 8 of the trainees joined the RPCC.
- 9 found full-time or part-time jobs.
- 6 caterers pursued further training opportunities.
- 10 pop-up markets were organized, providing the opportunity for RPCC members to showcase their cooking skills, develop their customer service skills, network and earn extra income.

Regent Park Sewing Studio (RPSS)

- Early-stage social enterprise.
- 40 community members trained in basic sewing skills.
- 6 volunteers facilitated the trainings.
- 50+ people trained by group in the past year.

Global Citizenship Course

- 10 participants spent 6 weeks learning about: MMIWG Epidemic, Climate Change Crisis, Voting Rights, Root Causes of Gun Violence, and Art for Social Change & Community Organizing.
- 5 organizational partners enhanced the learning experience: Toronto Council Fire, Jay-U Canada, Native Women's Resource Centre, ACORN Canada, and the Art Gallery Of Ontario.
- 100% of learners left more equipped to identify acts of racism, discrimination, and gender violence in their own lives and communities.



Academic Upgrading

- 20 classroom hours per week.
- 5 hours per month of experiential learning outside of the classroom.
- 5 volunteers provided one on one support.
- 54% of learners were referred out to services with community resources that support learning.
- 57% of learners on an Employment Path.
- 20% of learners on a Post-Secondary Path.
- 53 learners served in total.

Motivational Learning Series

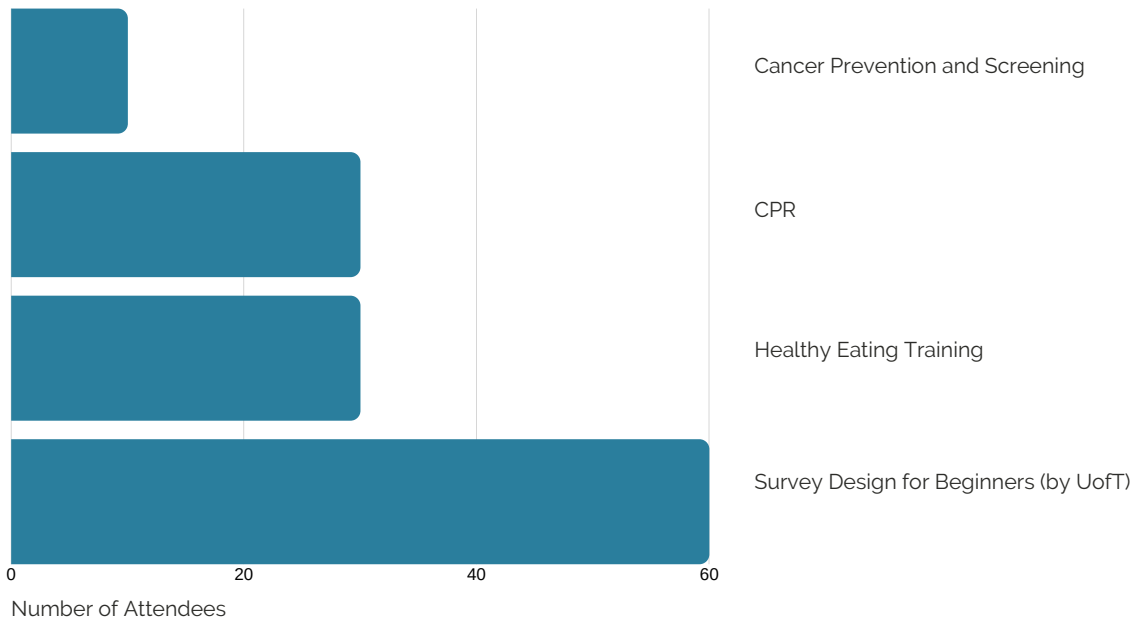
- Creative thinkers and social changemakers share personal journeys through lived experience, career practice, and the cultural arts.
- 100% of participants were motivated to further explore their own creative potential and to engage more regularly in creative arts.

Immigrant Women Integration Program

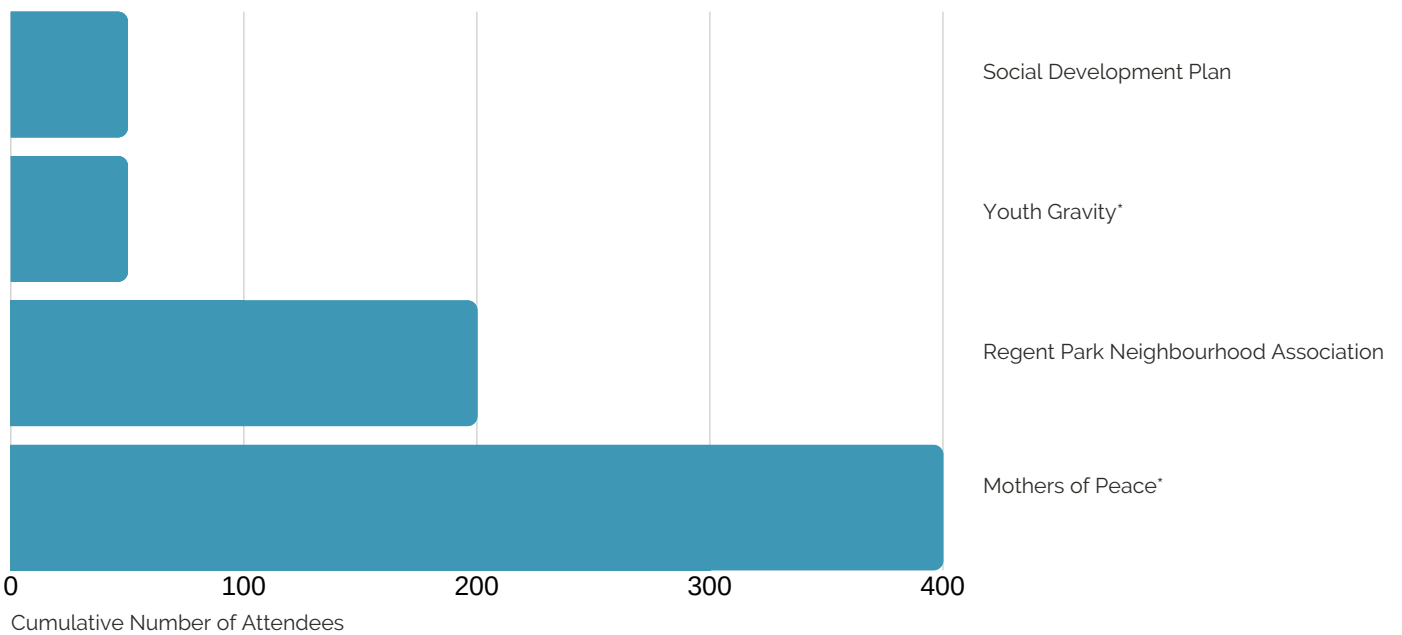
- About 92% of the participants said that the program improved their confidence levels.
- 16 guest facilitators and instructors, including Ryerson Democracy Exchange, Yonge Street Mission, Find Help, CLAD, TransformTO, METRAC, Ryerson Career Centre in collaboration with Spanning the Gaps, St John's Ambulance, CAMH, IWIP alumnae, and CL&D Staff.
- Around 83% of participants said they are now more civically engaged than they were before.
- Trainees collected 721 surveys and 30 interviews through the Community Needs Assessment Module based on Sustainable Living and presented their findings at Toronto City Hall in collaboration with the Environment and Energy Division at the City of Toronto.
- Roughly 75% of participants said they feel more confident in taking leadership roles in their communities.
- Trainees successfully completed 1,600 work placement hours in the following organizations: Working Women's Centre, Dixon Hall, Riverdale Immigrant Women's Centre, Green Thumbs, Toronto Western Hospital, Toronto East Quadrant Local Immigration Partnership, Democratic Exchange, and Christian Resource Centre.
- 2,706 adults between ages of 25-64 were served during the program.

Community Connections/Community Capacity Building

Community Trainings

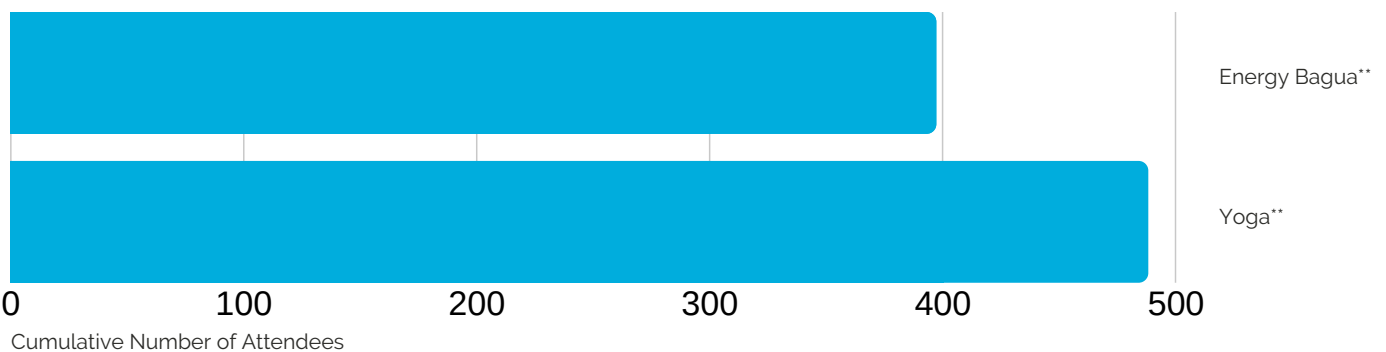


Community Groups and Grassroots Organizations Hosted



*The average number of people per session at Youth Gravity was 6 and Mothers of Peace was 15.

Drop-in Program Participants



**The average number of people per session at Energy Bagua was 10 and Yoga was 15.

PARTICIPANT STORIES

My name is Urfa Butt. I have been a member of the Regent Park Catering Collective for the past five years. As a member, I've had opportunities to make connections with community members, learn new skills, participate in different trainings, and make money to support my family.

A few months ago, I got a chance to serve a community buffet lunch organized by PaintBox Bistro in collaboration with the Regent Park Catering Collective. At the event, I cooked delicious Pakistani cuisine. The event was an opportunity for me to work with PaintBox's chef in a kitchen with a variety of appliances and equipment. It was a great learning experience for me.

The event has also created another big opportunity for me. The owner of PaintBox Bistro offered me a one-month short-term job as Assistant Chef. After a month, the company was satisfied with my performance and extended my employment contract indefinitely. This means a lot for me in terms of getting sustainable income and learn new skills. I am grateful for all support the Regent Park Catering Collective extended to me.



Urfa



Shahla

I am Shahla. I am an immigrant woman. There are more than 3.2 million Shahlas in this country, and we made up 20% of the country's female population.

I just graduated from the Immigrant Women Integration program from the Centre of Learning & Development, a program to provide opportunities to women to build strong social and economic futures. During the 9 months of the program, I re-discovered myself. Of everything I learned from the program, the most important thing was that I got my self-esteem back. It's very hard to live without self-esteem. Before this, I was living with my weaknesses only; I had forgotten all my strengths.

There were eight of us women in the program and we created a very strong bond of sisterhood. The small class size allowed each of us to develop a close and supportive relationship with our trainer. During this period we held each other's hands very tightly. We laughed together, we cried together, and we celebrated together.

Now that I have the knowledge and tools to get a job in the social services and community-based sector, I can develop better relationships with my future clients because I was one of them, and through my own experience, I am able to see things from their perspective. They help put me on this journey, where I believe that one day I can help empower someone else, and then they will empower others.

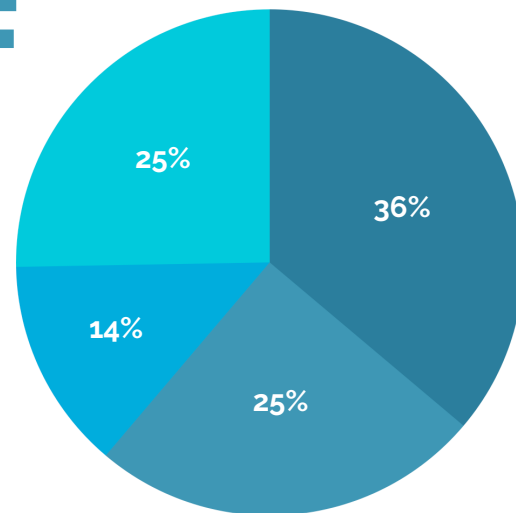
STATEMENT OF OPERATIONS

Fiscal Year Ending March 31, 2019

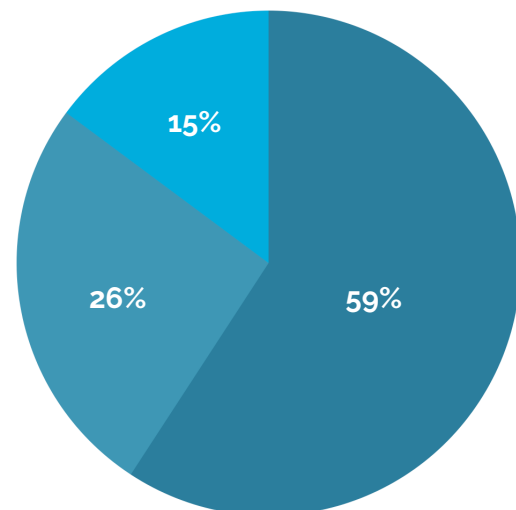
Income	2019	2018
Government	\$341,752	\$369,181
Foundations	\$236,533	\$252,919
Donations	\$127,886	\$41,613
Productive Enterprises & Others	\$238,975	\$178,429
TOTAL	\$945,146	\$842,142

Expenses	2019	2018
Program Expenses	\$490,152	\$469,443
Salaries & Benefits	\$214,801	\$218,915
Admin & Overhead	\$122,896	\$126,747
TOTAL	\$827,849	\$815,105

Transfer to Contingency Fund	\$80,000	0
Excess of Revenue over Expenditure	\$37,297	\$27,037



Income 2019
 ■ Government
 ■ Foundations
 ■ Donations
 ■ Productive Enterprises & Others



Expenses 2019
 ■ Program Expenses
 ■ Salaries & Benefits
 ■ Admin & Overhead

Board of Directors 2019/2020

Jennifer Spiess, Chair	Isabelle Lian
Maryska Bushnell	Adam Blinick
Sepideh Najmzadeh	Alfred Jean-Baptiste,
Suzanne El-Makkawy	Executive Director
Maseeda Majeed	



PARTNERS & FRIENDS

Funders List

\$50,000 to \$99,999

TD Bank
Daniels Corporation

\$10,000 to \$49,999

The Spiess Family Foundation
Fidelity Investments

\$1000 to \$9,999

Powell & Bonnell Company
Danielle Martin
Bill Morneau & Nancy McCain Foundation

Under \$999

Adam Blinick
Siobhan Harrop-Scott
Suzanne Wilcox
Kenneth S Corts and Anna-Marie
Castrodale
Cynthia Quigley
Dana Porter
Eunice Chen-Promotorov
Hydro One: Employees' and Pensioners'
Charity Trust Fund
Mark Kingston
Gloria Alves
Marlene De Genova
Nicolas Del Sorbo
Richard Tattersall
Vic Hepburn

Education Partners



Community Partners



Sustaining Funders



Corporate Partners



Foundation Partners



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