

# ANNUAL REPORT 2018



# WHAT'S INSIDE

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CHAIR OF THE BOARD  
EXECUTIVE DIRECTOR  
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BOARD OF DIRECTORS  
PARTNERS & FRIENDS  
THANK YOU

## 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 WORD FROM THE CHAIR

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Another phenomenal year has passed at CL&D and I remain amazed at the energy and dedication of our staff and volunteers and impressed by the achievements of our learners, trainees and participants.

This past year has seen the continued growth of our Academic Upgrading (AU) and Youth Empowering Parents (YEP) programs. We have started to lay the groundwork to expand our Immigrant Women Integration Program (IWIP) to serve other neighbourhoods where there is demand. Our Social Enterprise Incubators have increased the scope of their business and helped many new and existing trainees to increase their employability and/or entrepreneurial skills.

This year, I am once again impressed by the quality of our learners and their commitment and perseverance in achieving their goals. They have made the effort to attend (some from great distance) and to work hard to see the fruits of their labour. They do this because they have a vision for their future. Maybe it is to find a better job or to go on to higher education. Maybe they want to live more independently or to meet their neighbours. Maybe they want to make changes in their communities. Whatever their vision, we see the fire that burns within them to learn what they need to make that vision a reality.

Our annual graduation in October is a time where we can reflect on and celebrate the achievements of those learners. This year, the graduates of our AU and IWIP programs choose the theme of "Liberation through learning." How apropos! By learning new skills and knowledge, by learning to research and present their ideas, our graduates have lifted the shackles of the status quo. They have enabled themselves to make changes in their own lives and in their communities. They have given themselves the freedom to achieve their own personal visions for the future. Bravo graduates!

I want to thank the many staff members and volunteers whose talent and commitment create a supportive learning environment everyday for our trainees. On behalf of our learners and the board of directors, I would like to thank them for the amazing job they do throughout the year. Thank you for your dedication and commitment to changing communities, one person at a time.

Jennifer Spiess  
President/Chair  
CL&D Board of Directors



# OUR PATH FORWARD

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Our programs have always intentionally focused on building social capital, and the capacity of individuals to effect change. We have had remarkable success with this approach as evidenced by feedback from our 2017-18 IWIP graduates, as well as from agency supervisors. Here's a quick snapshot:

- 100% - trainees who commit to continuing to engage actively in their communities
- 100% - placement supervisors would recommend IWIP training to clients and other agencies
- 1200 - community placement hours completed by trainees at community agencies
- 5 - resident-led groups formed by IWIP trainees
- 100% - trainees reporting exponential increases in self-confidence, self-awareness and self-care
- 80% - trainees who feel that because of IWIP, they have more positive roles in the lives of their families, friends & neighbours

People who are engaged in civic life can have a meaningful impact in their communities and tend to register a higher sense of belonging, and increased social relationships. That's a truism confirmed by community needs assessments conducted by our program participants, and various research reports published by United Way, City of Toronto, Toronto Foundation, and the Ontario Trillium Foundation.

However, very few opportunities exist in communities for residents to gain the critical skills needed to maximize their participation and community engagement. As already confirmed by City of Toronto staff, there is a need for a sustainable, capacity development model for residents that involve ongoing opportunities for involvement, development of leadership skills, and employment opportunities.



As one of the few organizations in Toronto, with a historical focus on building the capacity of residents to maximize their participation and engagement, we are uniquely placed to leverage relationships and partnerships across the city to grow our model. So over with our new mission – **building community, one person at a time**, we have chosen the following four strategic priorities to focus our programs and activities over the next 3 to 5 years:

- 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

We are looking forward to the continued support of our funding partners, agencies, and neighbourhood grassroots organizations to help us grow our model. It is our view that If we consistently present the right opportunities for individuals to develop leadership and civic engagement skills, then more of our program participants and graduates will experience an increased sense of belonging, improved individual well-being, developed social networks, and increased engagement in bringing attention to critical issues facing our city.

A blue ink signature of Alfred Jean-Baptiste.

Alfred Jean-Baptiste  
Executive Director



# CORE PROGRAMS AND IMPACT

## Academic Upgrading

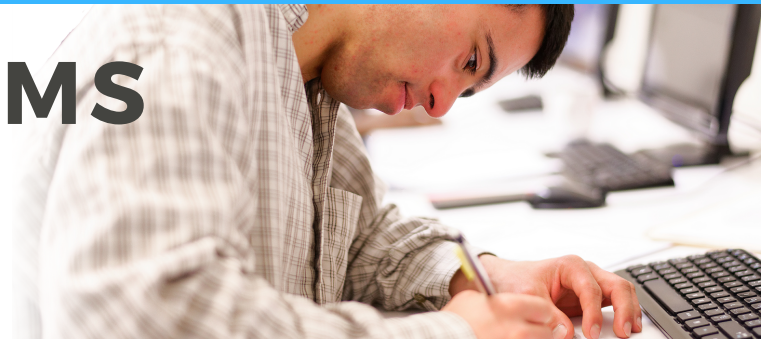
- 20 classroom hours per week
- Based on the Ontario Adult Learning Curriculum Framework
- Funded by Ministry of Advanced Education and Skills Development
- 4 volunteers provide one-on-one support
- 14 learners on post-secondary path

## Youth Empowering Parents

- 25 youth volunteers tutored 25 newcomer adults from the same language background in English, computer skills and financial literacy
- Partnership with Toronto District School Board
- \$12 of societal benefit for every \$1 invested
- 30% of YEP adult graduates enroll in community-based education programs

## Motivational Learning Series

- Creative thinkers and social change makers 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

- 8 months full-time training program for newcomer women living in neighbourhood improvement areas and inner suburbs
- 4 of the 7 trainees have already found employment since completing training in July
- 525 survey respondents from 11 neighbourhoods
- Trainees completed 1,200 hours of placement hours in a community based agency

## Social Enterprise Incubation

### Regent Park Catering Collective

- 50 new residents obtained food handling certificates in 2017-18
- 2018 revenue: \$115,000
- 12,000 guests were served
- 30+ menu items

### Regent Park Sewing Studio

- 36 participants
- More than 700 items sewn and tailored
- Yoga totes, shoulder bags, purses, grocery bags, laptop cases, backpacks, oven mitts, cushion cases, eyeglass holders

## Free Women's Yoga

- 20 participants attended each week
- 25% attendees went on to pursue further physical activity and involvement in the community

## Global Citizenship Course

- 10 participants spent the month of July learning about: the history of systemic oppression in Canada, the #MeToo movement, and activism and community organizing
- 100% of learners left more equipped to identify acts of racism, discrimination and gender violence in their own lives and communities



# OUR STORIES

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## Adriana

Adriana was born and raised in Ibiapina Ceará, Brazil, and came to Canada in 2007 after getting married. She found out about the TD Centre of Learning through a friend and started Academic Upgrading in 2016 because she wanted to finish high school and had dreams to go to college.

She says the CL&D "helped me a lot with reading and writing, gaining more confidence and helping start my life again." While studying at the TD Centre she found out about the Immigrant Women Integration Program (IWIP) and thought it would be a big help for her to learn more about the community and to help herself and her kids too.

Adriana applied for college and didn't get accepted and lost hope but then thought about IWIP and asked Karen, the IWIP Lead, if she could apply. She did all the right things and three weeks after applying, found out that she was accepted in the 2018 - 2019 IWIP cohort. She says, "I feel very good and the training gives me confidence and skills to learn more."



## Zeenat

"My name is Zeenat Jehan and I came from Pakistan to Canada in 2002. I joined CL&D, as a volunteer. Then I learned that there is a sewing class at the center. I had been sewing back home and I found this opportunity to develop my skills further.

I worked with the Sewing Studio team for two years. During this time I have learned essential sewing skills and engaged myself with community members. This helped me to build self confidence and widen my network. Later, I was referred to the George Brown Fashion Exchange for further training. After successfully completing the training I got a chance to work 100 hours as a placement before I got an employment offer in June 2018.

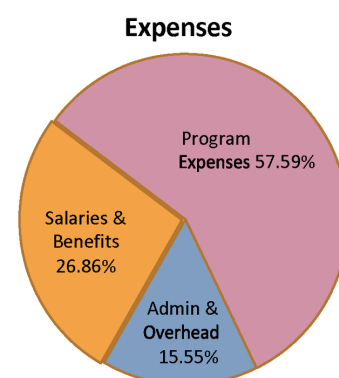
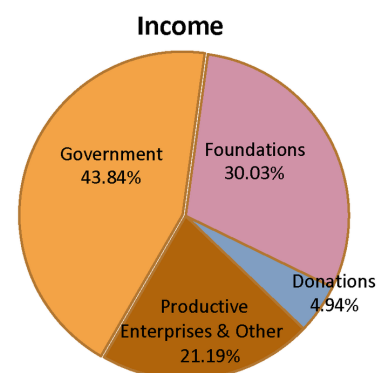
This is my first job in Canada! This has changed my family life as we were mainly dependent on the assistance we got from Ontario Works. For me, the time I spend with the Centre is a stepping stone for my new start up and career. Currently, I can make money to support my family here and two daughters who are studying back home. I am very happy and not worried about my kids any more as I am able to cover their costs."



# STATEMENT OF OPERATIONS

Year ending March 31, 2018

Income	2018	2017
Government	\$ 369,181	\$ 287,064
Foundations	\$ 252,919	\$ 160,123
Donations	\$ 41,613	\$ 85,904
Productive Enterprises & Other	\$ 178,429	\$ 96,616
<b>Total</b>	<b>\$ 842,142</b>	<b>\$ 629,707</b>
<b>Expenses</b>		
Salaries & Benefits	\$ 218,915	\$ 216,161
Program Expenses	\$ 469,443	\$ 319,929
Admin & Overhead	\$ 126,747	\$ 121,143
<b>Total</b>	<b>\$ 815,105</b>	<b>\$ 657,233</b>
Excess of Revenue over Expenditure	\$ 27,038	\$ (27,526)



## BOARD OF DIRECTORS

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 ALFRED JEAN-BAPTISTE, executive director (ex officio)



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\$10,000 to \$49,999:

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## Sustaining Funders



## Corporate Partners



## Foundation Partners



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**To all of you, and to all the donors who wish to remain anonymous, thank you.**