



Annual Report 2022-23



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Community Foundation
for Kingston & Area

Atura Power

Ontario
Trillium
Foundation



Fondation
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Overview

Kingston Literacy & Skills (KL&S) is a non-profit community agency. Through professional staff and dedicated volunteers, we deliver English-language instruction, literacy and skills upgrading, and programming designed to prepare learners for work, further education, and successful independence in our community. Our services are free-of-charge to eligible learners, and we provide support for transportation, childcare, and learning materials to remove barriers to participation. KL&S operates in-person at dedicated agency sites in Kingston and Napanee, Ontario, and provides off-site services at Tipi Moza Indigenous Interim Housing, City of Kingston—Ontario Works, Employment + Education Centre—Brockville, Interval House Napanee, and Quinte Detention Centre.

KL&S is funded through a mix of core and project grant funding as well as by donation. In 2022-23, we operated on funding from the Government of Ontario, the Government of Canada, the City of Kingston, Community Foundation of Kingston and Area, Ontario Trillium Foundation, Atura Power, The Town of Napanee, Community Foundation for Lennox and Addington, and numerous impact grants and private donations. We maintain strong community partnerships to develop and deliver programs that are relevant and have significant local impact. Today, KL&S delivers thousands of hours annually of personalized instruction through the efforts of 26 full time and part time staff, and with support of volunteers. We are governed by a volunteer Board of Directors. Serving Kingston and the surrounding communities since 1977, KL&S is a recognized leader and innovator in the literacy sector.

Mission:

To empower lives through literacy and language

Vision:

Communities where everyone has the skills to achieve their full potential

Message from the Executive Director

At our 2022 Annual General Meeting, I shared a bi-annual report that updated our membership, funders, and community on the various challenges that KL&S had faced through the previous 2 years. While my report was imbued with hope, we were still far from stable. One year on, I am pleased to share that due to significant work of our leadership team, staff, and volunteers Kingston Literacy & Skills is not merely surviving—we are thriving!

I have limited context for what “KL&S used to be like” before January 2021; the disruptions outlined in last year’s report make it challenging for me to clearly understand the “before”. This year provided a unique opportunity to get acquainted with our past during our 45th Anniversary Celebration. On behalf of current staff and learners, I want to express sincere gratitude to the Anniversary Committee for their work in organizing a beautiful event that called us to both reflect on and recommit to the mission of KL&S, recognizing the essential nature of our work and the impact this agency has had on Kingston and the surrounding communities. I walked away from the 45th with a renewed sense of purpose and the desire to move this agency forward with a focus on strategic development, new partnerships, strong workplace culture, and creativity.

While it is important to acknowledge the past 45 years, the success of KL&S in 2022/23 and beyond depends greatly on understanding what our community, staff, and learners need from us today. Year #46 presented new and different needs from our local workforce and learners, shifting immigration priorities, economic trends that continue to show the impact of the pandemic and recession, and new workplace responsibilities to our staff.

While economic and sector priorities shift around us, KL&S is focused on:

- Creative, agile responses to the needs in Kingston and the surrounding areas
- utilizing technology, new strategies in adult learning, and new partnerships to better reach learners and drive outcomes
- expanding into workplaces and new communities to meet underserved needs; and
- listening to the needs of our staff to build a post-pandemic workplace that is inclusive, healthy, positive, and productive

Thank you for being part of this agency and supporting our mission to empower lives through literacy and language as we continue to develop this new chapter in KL&S history.

Christianne Wojcik, M.A., O.C.T.

Executive Director

Statement from Board President

It is a sincere pleasure to bring greetings on behalf of the Kingston Literacy & Skills Board of Directors on the occasion of our 2022- 2023 Annual Report. The past two years coming out of a pandemic has been challenging but I am confident to say KL&S staff have worked tirelessly to ensure the needs of our community were met.

This is my final time as President to speak to each of you and it is a time of sadness for me but also time of great excitement for I foresee greater things happening at our Agency in the months and years to come. I am especially proud of being one of the key leaders in securing Christianne Wojcik, as our Executive Director. Her dynamic and energetic work ethic has placed Kingston Literacy & Skills on the map not locally but nationally. Her vision and ability to engage staff, Board of Directors, and key stakeholders has been amazing.

The Board has been energized over the past year coming out of COVID and are working to recruit new members to ensure there is sustainability for the Board over the next years. I am proud of each member of the Board for their commitment and engagement in making governance changes, providing direction and advice and being just an active Board member. The Board is working on a dynamic Strategic Plan, and I am very excited to see this completed and rolled out in the coming months.

I thank you for your dedication to the Agency and to all those who volunteer to assist learners to be able to better themselves and work towards a career in our community. Great appreciation to all the staff as well who weathered the COVID storm and are truly dedicated to their students.

We celebrated 45 years recently and I cannot imagine where this agency will be at the 50th Anniversary! I am confident even greater things will be happening over the next five years!

Sincerely,

Brian Evoy



Operational Highlights

September 2022:

- Volunteer workspaces renovated on the second floor in Kingston
- Completion of first LINC/LBS Digital Literacy collaboration
- Launch of Art Hive collaboration in Napanee with Interval House
- IRCC Welcome Week for LINC learners with end-of-summer picnic
- Annual Project Monitor by MLITSD
- New CORUS Media marketing campaign launched

October 2022:

- 45th Anniversary Celebration at Memorial Hall
- Certificated participation in Workplace Inclusion Charter project
- New LINC classes piloted for Seniors and part-time CLB 1
- KL&S staff and learners collected and donated 400+ pairs of socks for Sock-tober
- Annual Project Monitor by IRCC

November 2022:

- Remembrance Day collaboration with Kingston School of Art
- Coordinated Services Committee launch in Napanee
- LBS Staff certification in Getting Ahead in a Just Getting By World
- LINC staff attended annual TESL Ontario conference
- ALL KL&S Staff certified in Positive Spaces inclusive training

December 2022:

- First Volunteer Tutor training since 2019!
- Fundraiser and KL&S holiday party at Domino Theatre, net \$2825 in donations
- Santa visited the CNC for story time and KL&S sponsored 19 Tipi Moza residents for the holidays
- \$25,000 annual funding from City of Kingston renewed
- \$122,000 in GICs opened through Bank of Montreal

January 2023:

- Grant awarded by Town of Napanee and Atura Power--\$29,831 over two years
- Additional \$280,000+ awarded for 2023/24 fiscal year from IRCC for LINC program expansion
- KL&S completes \$15,000 Skills for Success project with Literacy Link of Eastern Ontario

February 2023:

- Renewal of IT Managed Services agreement with Zycom Technologies
- Conclusion of three Community Foundation of Kingston and Area grant-funded projects
- Professional Development training in Indigenous ways of knowing

March 2023:

- Napanee lease renewal for 12 months
- Additional \$206,000 in funding awarded by MLITSD for Skills for Success projects in 2023/24
- Permanent land acknowledgement signage added to Kingston and Napanee
- Leadership staff night at Kingston Frontenacs Hockey

April 2023:

- Ontario Works opens Friday office hours at KL&S Kingston
- Grant-funded Getting Ahead project launches in Napanee
- New People and Culture Manager position opens at KL&S to support volunteers and workplace culture
- Awarded \$5200 from Community Foundation for Lennox and Addington to continue projects with Interval House Napanee
- Awarded funding for three Canada Summer Jobs positions in summer 2023
- KL&S Brockville pilot project launched with Employment + Education Centre Brockville

May 2023:

- First OPEN HOUSE since 2019!
- Volunteer Appreciation Week
- Awarded 18-month Ontario Trillium Foundation grant
- New Digital Literacy partnership launched with KEYS through summer 2023
- Year two of Newcomer Sewing Group partnership with ISKA

June 2023:

- ACFOMI launches Friday offices hours for Employment Services at KL&S Kingston
- Staff Retreat held with Pathways to Education
- KL&S celebrated World Refugee Day with Scoops ice cream truck and an art installation partnership with Kingston School of Art
- Opened our new KL&S Patio at Kingston site
- Audit contract awarded to KPMG for next 3 years

July 2023:

- Canada Day celebrations with LINC and LBS learners
- Year two of LINC/LBS Digital Skills partnership
- Annual CMAS and IRCC visits to KL&S Kingston
- Mental Health First Aid Training for staff

August 2023:

- Strategic Planning development by KL&S Board of Directors
- New partnership launched with Agnew Foods for workforce literacy
- Annual Staff Training and Part One—Trauma-Informed Responses training



LBS Overview

Funded by the Government of Ontario through the Ministry of Labour, Training and Skills Development, and part of the Employment Ontario network of services, KL&S LBS programs in Kingston and Napanee provide basic skills instruction to adult learners. Using the Ontario Adult Learning Curriculum Framework (OALCF), LBS programming is based on creating personalized learning plans and achieving skills milestones for adults on one of five goal paths: employment, secondary school completion, post-secondary education, apprenticeship, or independence. Learners work in small groups or through one-to-one instruction with trained staff and/or volunteers.

LBS Kingston

LBS Kingston offers training to adults in Kingston and the surrounding community. The majority of our Learners have been working towards going back to school to finish their Ontario Secondary School Diplomas, SLC College Prep, finding employment, or gaining more independence. On-site at 16 Bath Road, we offer small group and 1-1 learning and in-take on a continuous basis. We are also facilitating Soft Skills Solutions workshops throughout the year. Off-site, we are in our second year of delivering LBS programming to residents at Tipi Moza and are piloting digital skill workshops for clients of Ontario Works.

Our LBS Kingston team is also involved in additional projects beyond the Literacy and Basic Skills program. Our Instructors each piloted new resources developed by Community Literacy Ontario in 2022-23, and we are looking forward to piloting additional resources this fiscal year. In partnership with the Employment + Education Centre--Brockville, we have launched employment-focused LBS-style training for their Employment Services clients under Skills for Success funding. We also look forward to providing workplace training to employees of Agnew Foods, also under Skills for Success Funding. Finally, we have partnered with the City of Kingston to develop pre-ECE training mirroring the pre-PSW training already available in Kingston.

Kingston Challenges:

- Increase in clients who report being unable to afford rent and groceries, and an increase in Learner absences as a result. These clients are aware of and make use of local resources to assist with food security, but are experiencing more difficulty due to the rising cost of living.
- Upcoming transformation of Employment Services in our region. Though this does not affect our LBS program directly, it will have an impact on many of our community partners.

Program Successes and Highlights:

- As of July 2, our total Learners Served has more than doubled year-to-year. We have served more than triple the number of New Learners year-to-date this fiscal than in 2022-23.
- New, flexible scheduling model introduced in April 2022 has made our program more accessible to Learners who work or otherwise have limited time available for training.
- We have been able to provide four C-Pens to Learners who need them through Training Supports.
- Exiting Learners have described our program as “life-changing” and having “opened [their] mind to new experiences.” We were able to connect one of our recent graduates directly with TESOL training, and they are currently on a local LINC program supply-list while they work towards their certification.



Snapshot Details:

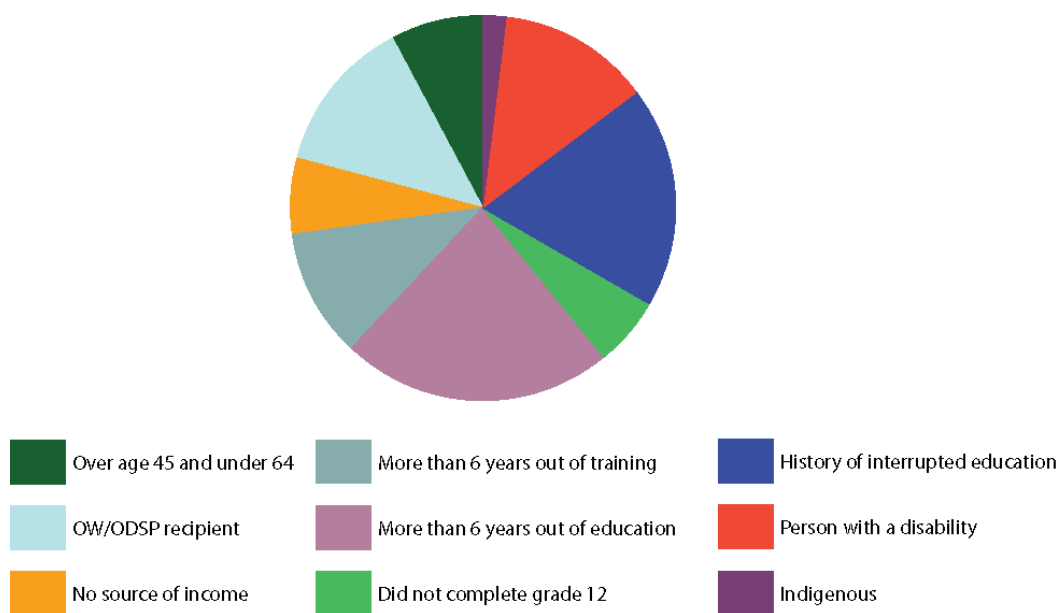
Annual Funding: \$268, 374

Annual Spending on Learner Supports (transportation, childcare): \$3000

Staff: 2 Instructors, 1 Instructor/Pathways Coach, 1 Lead Instructor, 1 Employment Skills Coach (Brockville), Program Manager

	2021-22	2022-23	Year to Date 2023-24
Customer Satisfaction	111% of goal	111% of goal	111% of goal
Service Coordination	127% of goal	164% of goal	114% of goal
Suitability	109% of goal	108% of goal	124% of goal
Learners Progress	162% of goal	158% of goal	122% of goal
Learners Served	37	77	55

2022-2023 Learner Profiles



KL&S Napanee

KL&S Napanee provides a variety of programming, services and supports focused on meeting the needs of rural community learners. Through our LBS service agreement, we provide traditional adult learning opportunities for literacy and basic skills, such as Communications, Math and Digital Literacy. Our services come with a customized learning plan and instruction is offered in both small groups and one-to-one. Our referral partners in the Napanee community include Career Edge, Ontario Works, Interval House, Ongwanada, Morningstar Mission, John Howard Society, Addictions & Mental Health, and the Town of Greater Napanee.

We have also been a long-term provider for the Correctional Literacy Initiative (CLI), offered at Quinte Detention Centre. Our CLI programming focuses on basic skills that will help incarcerated clients re-enter the community and workforce and work towards a healthier independence.

Napanee Challenges:

- Referrals and inter-agency communication was stalled during the pandemic, but we are currently (and effectively) working to rebuild through a new Coordinated Services Committee launched by KL&S Napanee in late 2022.
- Increasing demand in workplace communications for ESL learners who have settled in Napanee due to the housing shortage in Kingston
- Ongoing challenges related to delivering CLI in a detention facility. KL&S Napanee is the only CLI program offered in a detention site, versus a long-term incarceration facility. Consistent engagement of QDC learners is difficult and we are unable to track their progress once released.

Program Successes and Highlights:

Literacy & Basic Skills (LBS)

- We have offered new courses, such as Soft Skills Solutions which has provided many people with the essential skills to find and maintain employment within our community and we piloted a Farm 2 Fork initiative where we created a project garden and tried to build literacy, numeracy and independence skills through gardening.
- Received grant funding to begin running Getting Ahead/Soft Skills and providing a financial incentive to successful participants and grant funding to support art-based skills instruction at Interval House.

Correctional Literacy Initiative (CLI)

- Streamlining programming and making administrative tasks more efficient through various tracking tools and weekly meetings
- Creating and implementing an interagency tracking tool to improve communication between KL&S Napanee and QDC regarding CLI participants

Snapshot Details:

Annual Funding for LBS Napanee: \$124,000

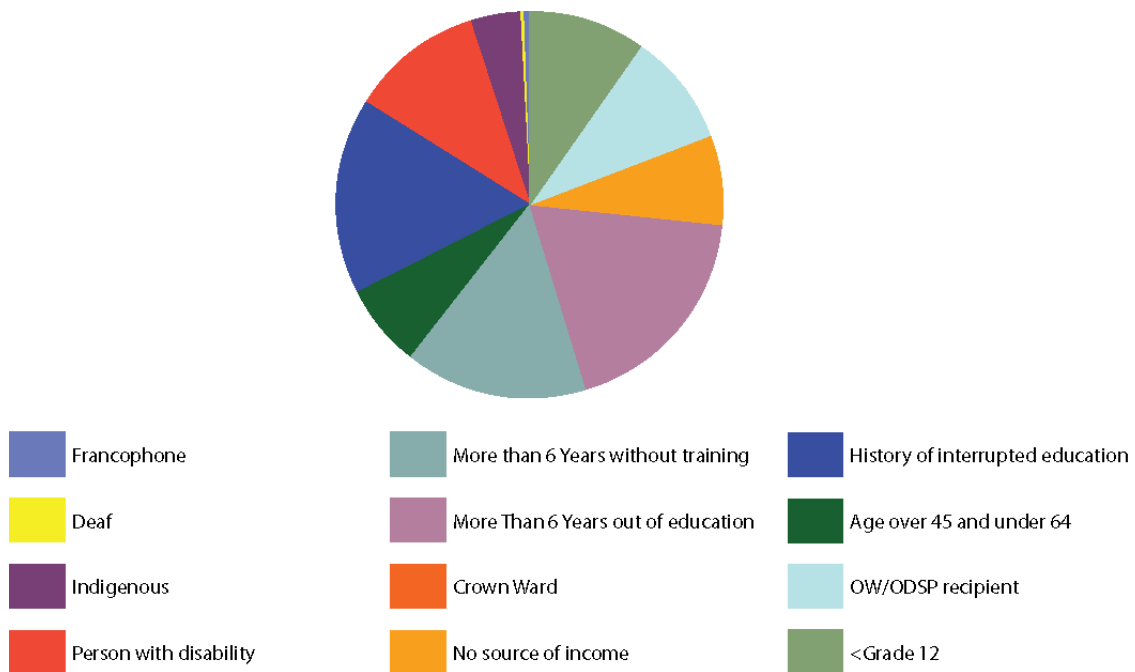
Annual Funding for CLI Napanee: \$114,000

Annual Spending on Learner Supports: \$1000

Staff: 2 Instructors, 1 Program Manager

	2021-22	2022-23	Year to Date 2023-24
Customer Satisfaction	111% of goal	102% of goal	111% of goal
Service Coordination	171% of goal	178% of goal	160% of goal
Suitability	113% of goal	136% of goal	137% of goal
Learners Progress	124% of goal	125% of goal	107% of goal
Learners Served	111	135	61

2022-2023 Learner Profiles



LINC Overview

Funded by Immigration, Refugees and Citizenship Canada (IRCC), our Language Instruction for Newcomers to Canada (LINC) program is free to government and privately-sponsored refugees from around the world. We provide instruction in English language from Foundation to Pre-Intermediate (CLB 4) levels. We focus on listening, speaking, reading, and writing to help build a successful foundation for life in Canada. Learners are assessed through a portfolio-based learning framework. KL&S provides support for transportation, technology, and childcare needs. Classes sizes range from 8-12 learners and are taught by TESL Ontario-certified instructors. Presently, the LINC program includes 6 instructors and support of casual supply staff.

LINC programming is supported by our Care for Newcomer Children (CNC) program for children ages 19 months to 5 years. The CNC offers indoor and outdoor education, early language and numeracy support, social and emotional development programming, and nutritional support. The CNC staff includes a Coordinator and two instructors; 2 of the CNC staff are certified Early Childhood Educators.

Presently, LINC classes are held Monday-Thursday for 5.5 hours daily and include a lunch break. Classes and CNC services run year-round. Intake is continuous, and students are assessed for promotion quarterly. We coordinate services with other local language and settlement services providers including KEYS, ACFOMI, Limestone, Loyola, La Route du Savoir, ISKA, KIP and KCHC.

Challenges of the Past Year:

- Access to reliable school-aged childcare during summer months and school breaks
- Economic pressure to “step out” of language training to go to work
- Significant increase in non-IRCC eligible newcomers (refugee claimants) to Kingston, putting pressure on all ESL providers and settlement services to provide quick, creative support within the limitations of our funding and agreements
- Ongoing “step outs” for medical and maternity leaves, with no ability to hold seats for these learners or engage them remotely, leading to pilot of an online, part-time CLB 1 course
- Significant increase in learners with a “literacy” designation, very little formal education in their home language, leading to pilot of a part-time Literacy course

Program Successes and Highlights:

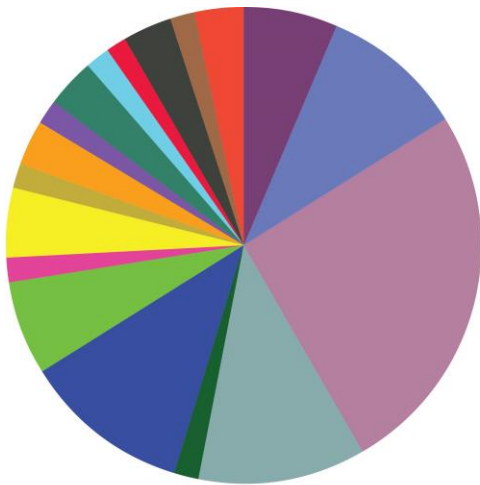
- Engagement of a new People and Culture Manager to better engage new LINC learners from the point of intake, support volunteers, and facilitate LINC program activities
- New LINC volunteer tutoring program with funding support from IRCC for 500+ hours of one-to-one tutoring support for LINC learners
- New 100% online CLB 1 class for “step outs” on medical or maternity leave to provide ongoing, part-time language classes while students are unable to attend in person
- New Foundation schedule of part-time class to minimize fatigue and improve engagement
- New part-time Literacy Support class for 6 hours weekly
- Year Two of summer digital literacy workshops for CLB 3 and CLB 4 classes
- Consistent enrollment levels at or near 100% class capacity for 12 months

Snapshot Details:

	FY 2022-23	FY 2023-24
IRCC Funding	\$878,000	\$948,934
Instructional Days	180 days (5.5 hours/day, 4 days a week, 45 weeks)	187 days (5.5 hours/day, 4 days a week, 46.75 weeks)
Contracted Seats	41 FTE	59 FTE
Total instructional hours	4750	5524
Volunteer Hours	50	500+

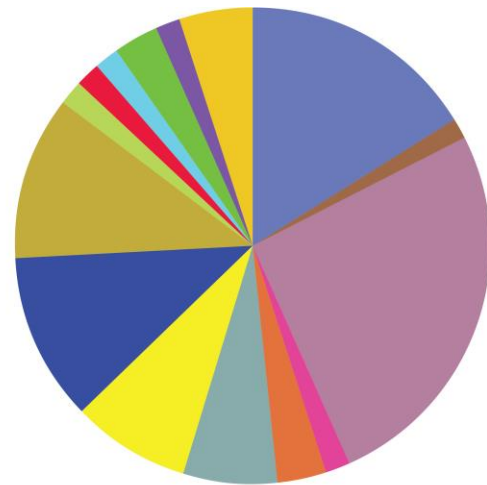
2022-2023 Learner Profiles

First Language



- | | |
|---------|-------------|
| Dari | Turkish |
| Farsi | Tigrinya |
| Chinese | Kurdish |
| Ukraine | Kirundi |
| Pashto | French |
| Spanish | Kinyarwanda |
| Arabic | Punjabi |
| Somali | Mandingo |
| Swahili | Mandarin |

Country of Origin



- | | |
|-------------|--------------------|
| Afghanistan | Congo |
| Cuba | India |
| Yemen | El Salvador |
| Iraq | Burkina Faso |
| Syria | Dominican Republic |
| Sudan | Ethiopia |
| Somalia | China |
| Ukraine | |

Volunteer and Engagement Overview

At KL&S we recognize, acknowledge, and support the vital role of our volunteers in achieving the organization's purpose. Our 20 active volunteers work one-to-one with learners to support their literacy, math, and English language progress. Literacy and Language Volunteers provide weekly tutoring for learners needing extra help outside our regular classes. We also encourage and facilitate engagement from community groups in our LBS and LINC programming. Representatives from support agencies across the region bring valuable information and experiences to our learners through classroom presentations, field trips, and activities.

Volunteers are welcomed and treated as valued and integral members of the organization's human resources team. At KL&S, we adopt a policy framework and administrative procedures defining volunteers' involvement.

Program Highlights

- New volunteer program administration under the leadership of our People and Culture Manager
- New communication technology to get volunteers more involved, strengthen engagement, collect feedback, and make volunteers feel part of the team
- New weekly session reports to set and regularly evaluate goals for volunteer involvement
- 20 new trained volunteers added since summer 2022
- Total volunteer hours accumulated in the first quarter of 2023/24 fiscal year: 205
- Volunteer Appreciation Week reception held on April 27th
- New community engagement presentations since September 2023
 - Kingston Fire Inspector
 - Kingston Police Department
 - Kingston School of Art
 - Kingston Frontenac Public Library
 - Sexual Assault Centre Kingston
 - Immigrant Services for Kingston and Area
 - Kingston Employment and Youth Services
 - ACFO-MI Employment Services
- World Refugee Day was celebrated with different activities, including creating a beautiful window mosaic with the help of Kingston School of Art, and an ice cream party. We ended the day with a picnic for our newcomers.

Looking Ahead

- The Volgistics communication platform will improve communication with our volunteers, including use of text reminders and automated time tracking.
- A re-imagined Volunteer Appreciation quarterly event to recognize volunteer contributions to KL&S.
- Continuous improvements through bi-annual satisfaction surveys.
- A comprehensive engagement calendar of activities to enhance the LBS and LINC programs through guest speakers, special events, and community field trips.



CNC Overview

CNC provides childcare for children from 19 months to 5 years old. Only families that are learning English in the LINC program can bring their children to our program. The CNC program is funded by the Government of Canada through Immigration, Refugees and Citizenship Canada, and in 2022/23 we also received grants from Community Foundation of Kingston and Area through the Regina Rosen First Food program to support the daily provision of snacks and lunch. All CNC staff are certificated and complete CMAS training. We have space for 13 children: 8 preschoolers and 5 toddlers. The CNC program offers:

- Arts and crafts
- Circle time (stories, language)
- Sensory play (water, sand, playdough)
- Gross Motor and Fine motor play
- Dramatic Play (dress up, babies etc.)

Challenges

- Language Barriers make it challenging to communicate program requirements and expectations
- Most new children have not been in any type of childcare program before so adapting to routines can be very difficult
- Providing programming that is age / level appropriate takes extra considerations due to language barriers and experience of child traumatic stress

Highlights

- Children meet new friends and become more confident in themselves and their abilities.
- Relationships with parents get stronger and they can use their new language skills to communicate with us.
- Children and staff are from many different cultures, creating a rich and inclusive environment in which children share and learn

Testimonials

I discovered Kingston Literacy & Skills from a friend at work about 7 months ago. I came here hoping to improve my English. At work I used to just stare at people's faces when they were talking to me and did not understand. Now I can understand people when speaking to me and it has made work a lot easier. My writing has also improved as well.

- **Jose**

When I moved to Canada, I couldn't speak English fluently, so I made the decision to come to Kingston Literacy & Skills and start learning the language. At KL&S everyone is very friendly and helped me a lot to communicate more efficiently and feel more comfortable participating in conversations in English. I would definitely suggest this program to friends.

- **Mouath**

It was a life changing experience. Everyone at Kingston Literacy & Skills was very helpful, supportive, and enc. They helped me reach mt goals. It's an amazing place I will recommend to everyone.

- **Betty**

This facility can offer you a learning experience that will help you get a job and open your mind to what you can do, and how you can succeed. Anyone who's ready to make a change can do it.

- **Joyce**

Grants and Projects

Regina Rosen First Foods Grant--\$1,000 from Community Foundation of Kingston and Area; April 2022-March 2023

- This grant provided food-support funding for the Care for Newcomer Children (CNC) program to purchase Halal food options, fresh fruit and veggies, and more. KL&S is the only CNC program in southern Ontario that provides breakfast and lunch to CNC participants, 4 days per week. Providing daily meals in the CNC removes some burden of food costs from newcomer families, allows our CNC staff to minimize food allergens, and establishes healthy eating habits for our youngest learners.

LBS Support for Tipi Moza Iron Homes--\$17,988 from Community Foundation of Kingston and Area; April 2022-March 2023

- This grant supported expanding Literacy and Basic Skills programming onsite at Tipi Moza Iron Homes in Kingston. Tipi Moza provides housing and support for 19 Indigenous adults transitioning from homelessness to independence. CFKA funding was used for program resources, technology, instructional staff, transportation support, and learner supports. KL&S and Tipi Moza have continued to collaborate post-grant and LBS programming will continue to be offered onsite at Tipi Moza throughout 2023-24.

Emergency Operational Support--\$15,000 from Community Foundation of Kingston and Area; April 2022-March 2023

- The funding from this grant was used to fill gaps created by COVID 19 and disengagement of volunteers. Pre-pandemic, volunteers provided essential one-to-one instruction within the LBS program. Without volunteers, these additional hours needed to be covered by paid staff while the volunteer program was rebuilt. These funds covered the expense of rebuilding our volunteer program.

Getting Ahead--\$29,831 from Atura Power and Town of Greater Napanee; January 2023 to December 2024

- This community grant program provides support for KL&S Napanee to offer the Getting Ahead in a Just Getting By World to 6 cohorts (40 learners) in 2023 and 2024. This funding covers the program costs as well as a bursary of \$260 for each learner who successfully completes training.

Skills for Success Resources Pilot--\$16,000 from Literacy Link of Eastern Ontario and Community Literacy of Ontario; January 2023-March 2023

- In partnership with LLEO and CLO, KL&S LBS Staff piloted resources developed under the provincial Skills for Success program. KL&S staff also engaged with local workforce to develop Workplace Needs Assessment processes to be used in future Skills for Success engagements.

Skills for Success--\$206,000 from Ministry of Labour, Immigration, Training and Skills Development; April 2023 to March 2024

- Through our LBS Kingston contribution agreement with MLITSD, KL&S was awarded Skills for Success funding to carry out three pilot projects in 2023/24. Two projects are focused on Workplace Literacy with Kingston-based employers; a third project is piloting LBS instruction offered for pre-apprenticeship youth in Brockville in partnership with the Employment + Education Centre.

Resilient Communities Fund--\$38,000 from Ontario Trillium Foundation; April 2023 to October 2024

- This funding allows development of a strategic marketing and communication plan for LBS programming, purchase of technology and software, and salary for a part-time Marketing and Communication Coordinator for 12 months to execute the strategic plan. The intended outcome of this project is that LBS engagement and community recognition will surpass pre-pandemic levels and that support recruitment of new learners and volunteers.

Essential Skills through Art Hive--\$5300.00 from Community Foundation for Lennox and Addington; June 2023 to March 2024.

- This funding allows to us expand and continue a pilot project from 2022 using art as the mode to instruct essential skills in reading and math. This project is a collaboration between KL&S Napanee and Interval House Napanee.

Skills for Success Resources Pilot--\$20,000 from Community Literacy of Ontario; April 2023 to March 2024

- In partnership with CLO, KL&S LBS Staff pilot resources developed under the provincial Skills for Success program.

Community Service Worker and Marketing Coordinator—\$14,499 from Canada Summer Jobs; May 2023 to August 2024

- Canada Summer Jobs funding allowed us to hire two Community Service Workers to support LBS programming and one Summer Marketing Coordinator to support development of a social media strategy, print resources, and other marketing initiatives. Students were hired for 9 weeks, for 30 hours/week at local living wage.

Financial Summary

	2023	2022
Revenue:		
Government grants	\$ 1,391,639	\$ 1,185,849
Fundraising and donations	75,630	31,069
Amortization of deferred contribution	65,227	64,035
Professional services	15,269	20,931
Interest income	8,389	160
Insurance recovery	3,013	68,890
Other income	1,200	880
Designated donations	50	300
	1,560,417	1,372,114
Expenses:		
Wages and benefits	\$ 995,703	\$ 833,208
Facilities	270,948	212,322
Amortization of capital assets	65,227	64,035
Professional services	58,860	91,882
Materials and resources	57,075	32,697
Office and general	33,494	22,502
Communication	23,220	19,843
Professional development	9,617	7,865
Insurance	9,367	7,358
Fire replacement costs	3,013	68,890
Childcare, transportation and travel	2,629	1,902
Fundraising	388	229
	1,529,541	1,362,733
Excess of revenue over expenses	\$ 30,876	\$ 9,381

Board of Directors 2022-23

Brian Evoy, President and Chair

Carynne Arnold

Leonore Foster

Badriyya Yusuf

Callum Anderson

Yu Jier Kou

Katie Grove

Robert Hubbard

David de Launay

Janice Minard

Kristen LeMay

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