

Girls Incorporated® of Northern Alberta Society Annual Report 2017



**girls
inc.**

Girls Incorporated®
of Northern Alberta

Girls Incorporated® of Northern Alberta Annual Report 2017

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Introduction

2017 continued to be a challenge as the economic downturn continued and it was a competitive fundraising time. The Golf Tournament revenue was down but it was another successful event. The business sector in RMWB continues to be supportive of events such as the Golf Tournament – despite the challenges they face. We are very appreciative of their continued support.

The demand for programming increased with Girls Inc getting into new schools. We enjoy a very positive relationship with all 3 school boards (FMPSD, FMCS, Northlands). Our Mentoring Program grew in numbers and strength with us delivering mentoring programming in Fort McMurray and Fort McKay. Again many dedicated volunteers turned out weekly to share their time and experiences with the girls.

We continue to have a Strong, Smart & Bold staff of programmers and board members. We strive to increase the number of girls reached and to impact their lives in a positive way.

Presidents Message

During my time on the Board, I have witnessed many changes, met many girls that have participated in our programs, and watched them grow into fine young women who are living their dreams. As a woman, I can't express how proud I am to have played a role in those journeys.

I would like to thank our office staff and programmers. They have been outstanding and have formed relationships and bonds with the girls that will last a lifetime. They have encouraged the program participants to new heights, and created opportunities for the girls to think outside the box and dream big! Thank you all so much for your contribution.

There are some big changes for Girls Inc. of Northern Alberta on the horizon. Last year the Board of Directors was informed that our Executive Director, Ann Dort-MacLean had made the decision to retire in 2018. As much as we wish she would stay, we completely support Ann's decision (but it doesn't mean that we like it!!). I would like to take this time to thank our fearless leader, Executive Director, Ann Dort-MacLean! Ann has shown what can be achieved when you believe in something. As you ride off into the sunset and into retirement, we wish you all the best, and hope to continue seeing you as a volunteer with the organization. Your dedication to the advancement of female youth has been a gift to so many in this region. A legacy that we hope carries on with as much care and influence as you provided over the years. We hope to make you proud. While you may be retiring from your job, you'll never be able to retire from being awesome!!

I must also take a moment to thank our many volunteers that take time out of their lives to help us be the organization we are. Helping with our fundraising, being a part of our board, and even our amazing zombies that help us with our United Way Zombie Run event! Without your commitment we couldn't do what we do, as well as we do it! Thank you for showing up, especially when we need you the most!

Rebuilding the community is far from over, but it will be done, and it will be done because that is what this community does! No matter how hard times are, this community comes together when we need it most. Despite having fewer resources, we have fulfilled our commitment to program delivery and have reached more girls and continue to expand our programs to the outlying communities of this region. We could not do this without the support of our funders, staff and volunteers. Thank you for the support! I'd also like to say we are always looking for volunteers, donations, and board members. So if you have something to offer, please contact our office!

As an organization we have learned that what we do is very important. It's about the power of example to nurture a new generation. It's about creating positive change and enabling opportunity. It's about learning from failure and being brave enough to break the mold. And it's about building foundations under the dreams of young girls, so that they will pay it forward for tomorrow's dreamers. I couldn't be more proud to be a part of it all.

Lana Hill
President - Board of Directors
Girls Inc. of Northern Alberta

Programs

The number of schools which had Girls Incorporated® Programs: 10

The number of communities that had Girls Incorporated® Programs: 6

- **Communities Served:**

- Fort McMurray
- Anzac
- Fort Chipewyan
- Wainwright Military Base
- Fort McKay
- Janvier

- **Friendly PEERsuasion®**

- Holy Trinity High School
- Father Perin School – Janvier
- Wainwright Military Base
- Fort Chipewyan

- **Media Literacy®**

- Walter and Gladys Hill School
- Composite High School
- Fort McMurray Islamic School
- Bill Woodward School – Anzac
- Greely Road School
- Thickwood Heights School
- Wainwright Military Base
-

- **Project BOLD®**

- Walter and Gladys Hill School
- Bill Woodward School - Anzac

- **Staying Strong Mentoring Program**

- Staying Strong (Wednesdays) – Girls Inc. Board Room, Unifor Hall, The HUB
- Staying Strong (Thursdays) – Fort McKay Youth Centre

- **Operation SMART® (Brain STEM Alliance)**

- Weekends at Walter and Gladys Hill School

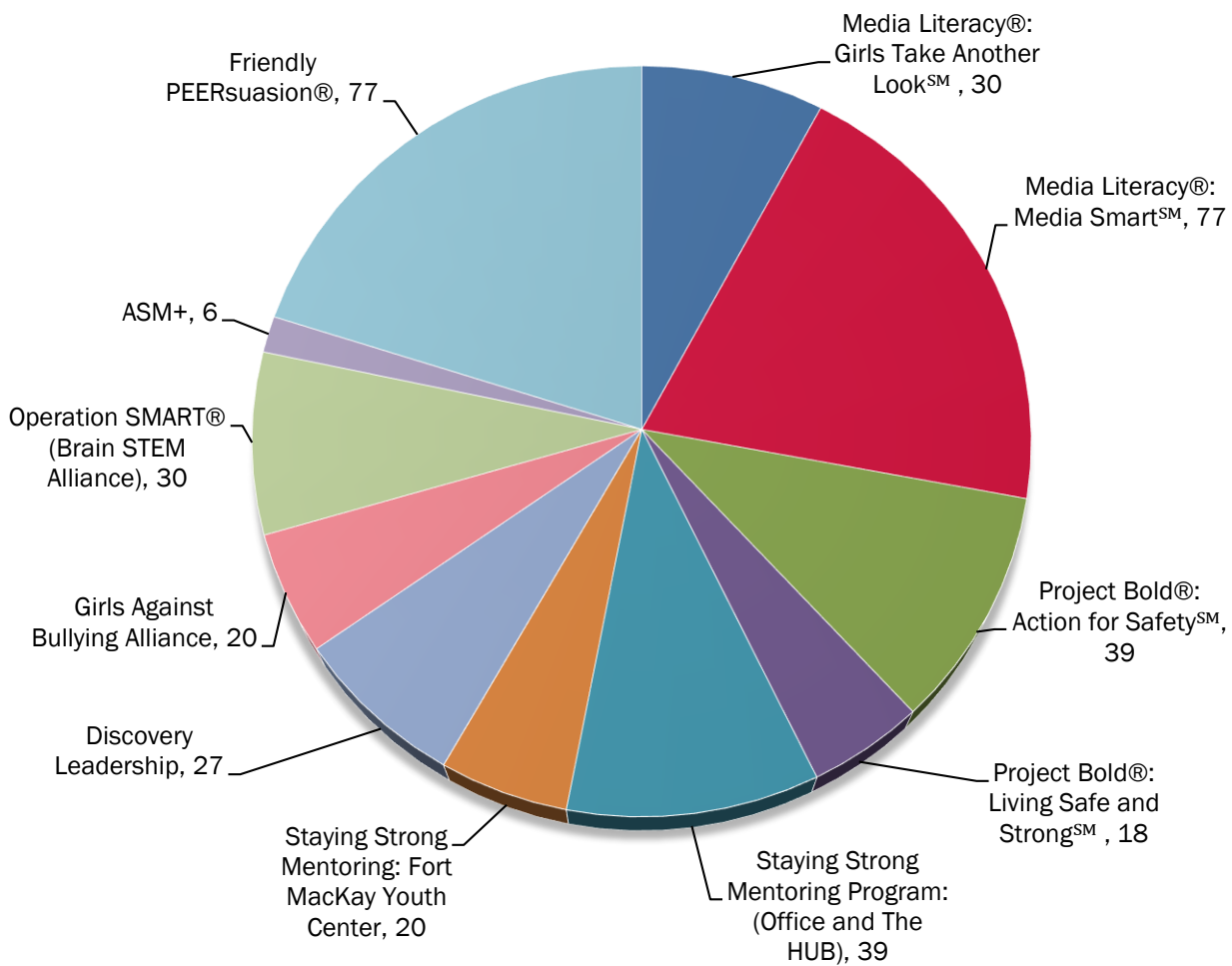
- **Discovery Leadership**

- Anzac Town Hall
- Fort MacKay Youth Centre

- **Additional Programing**

- ASM+ - Walter and Gladys Hill School
- Career Fair – Father Perin
- Careers NextGeneration Workshop
- Go Girls – Big Brothers Big Sisters Partnership
- Aurora Basketball Girls Camp (3 different sessions)

2017 Program Attendance



| Girls Inc. Programs | Students Attended |
|--------------------------------------------------------|-------------------|
| Media Literacy®: Girls Take Another Look SM | 30 |
| Media Literacy®: Media Smart SM | 77 |
| Project Bold®: Action for Safety SM | 39 |
| Project Bold®: Living Safe and Strong SM | 18 |
| Staying Strong Mentoring Program: (Office and The HUB) | 39 |
| Staying Strong Mentoring: Fort MacKay Youth Center | 20 |
| Discovery Leadership | 27 |
| Girls Against Bullying Alliance | 20 |
| Operation SMART® (Brain STEM Alliance) | 30 |
| ASM+ | 6 |
| Friendly PEERsuasion® | 77 |
| Number of Students Attended Girls Inc. Programs | 383 |



Students and Mentors 2017 Girls Inc. Programs

Funders

- United Way of Fort McMurray
- Regional Municipality of Wood Buffalo
- Syncrude Canada (Women of Inspiration Sponsor)
- APEGA - The Association of Professional Engineers and Geologists of Alberta
- Red Cross
- Rotary Club
- Suncor
- Cenovus

Fundraising

The 24th Annual Golf Tournament (2017) was another great success with the business and corporate community continuing to support us. Our hole-sponsors included:

- SMS Equipment
- Nexen
- Wapose
- McMurray Metis
- Unifor 707A
- FMFN
- Canadian Tire
- Birch Mountain Enterprises

A huge thank you to all of our sponsors and businesses who donated great prizes. The Golf Tournament is a fun filled day of good sport, good food, good times and support for Girls Inc.

Girls Inc. does not charge for programming as we do not want finances to be a barrier for participation. Events such as the Golf Tournament help to make this possible even in the lean years.



Girls Inc. 24th Annual Golf Tournament, July 29th 2017 at the Fort McMurray Golf Club

Other Funding sources included:

- The Syncrude Good Neighbour Program (a number of our amazing volunteers work at Syncrude)
- Casino revenue Alberta Gaming
- Cash Raffle

Volunteers

A large group of dedicated committed volunteers help our staff in program delivery.

Our Operation SMART® (Science Program) is organized and delivered by D'Andre Wilson-Ihejirika. D'Andre is an engineer at Suncor and she recruits an amazing number of female engineers from across the region, who help her deliver a fun filled program where girls can explore through hands on activities the many disciplines of engineering. In 2017, the program was delivered on Saturdays out of Walter and Gladys Hill School. The number of girls registered was 30 and there were 15-20 volunteers. This program shows girls the possibilities of science and math as career options.

The Media SmartSM Program and the Friendly PEERsuasion® Programs make use of volunteers, and people come in to share their stories and experiences with the girls. This results in a well-rounded and comprehensive program and a great learning experience.

Our Staying Strong - Mentoring Program uses volunteer mentors. These mentors have been members of the Mayor's Advisory Council on Youth (M.A.C.O.Y.) as well as interested community members. Mentoring has such positive and powerful impact on the lives of young girls. Program delivery is richer and more powerful because of our volunteers – Thank you all 😊

Fundraising Volunteers

Girls Inc. could not be as successful if not for the commitment of our volunteers. Be it the volunteers who manage the Society through the Board, or the countless volunteers who work Casino shifts, help out with the Golf Tournament and our Zombie Run. It is volunteers – working hand in hand with staff that keeps us providing valuable programming for girls within the RMWB.

Networking

Girls Inc. continues to network with many of the other great non-profits throughout the region sharing resources and experience.

- The Mark Amy Treatment Centre offers training opportunities and valuable resource info around substance abuse.
- The “Helping Hands” out of Fort Chipewyan works with Girls Inc. to provide our Friendly PEERsuasion® Program
- The HUB Family Resource Centre provides a venue for our Staying Strong Mentoring Program
- All three School Boards – the Fort McMurray Public School Board, the Catholic School Board, and Northlands School District welcome us into their schools
- NAABA is an ongoing support for Girls Inc.
- The Bouchier Group of Companies – replaced our 2011 Ford Escape with a 2017 Ford Escape. This allows us to travel to outlying areas for program delivery
- Unifor 707A supports Girls Inc. in a number of our activities
- RMWB works with us to run the Zombie Run
- Aurora Basketball (Girls Camp)
- Careers NextGeneration
- Fort McKay – Youth Centre

The Girls Inc. Women of Inspiration Presented by Syncrude



2017 was the 5th year for the Women of Inspiration Program. Each month for 12 months (June through May) a woman is selected by community nomination. The nominees must be women who have broken gender barriers or have accomplished something to better their community. They must be positive role models for girls and young women. They must represent what girls can aspire to be and accomplish. At the end of the 12 months, Girls Inc. hosts a Celebration. All 12 successful nominees are acknowledged at this community celebration event. Our 5th Celebration was held in June 2017 at the Unifor Union Hall. The community came out to celebrate these amazing women. Syncrude Canada has been the title sponsor for this event and continues to support and acknowledge the strong, smart and bold women in our region. Mix 103.7FM and McMurray YMM are media sponsors for this event. To bring the program full circle, there is a scholarship portion where 3 young women each receive a \$3,000 Scholarship to help them work towards their goals and dreams. These we feel are our Women of Inspiration of the future. 2017 Scholarship winners were: Una Walsh, Shruti Shah, and Sara Voyageur.



Sara Voyageur

Una Walsh

Shruti Shah

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of Northern Alberta

Women of Inspiration
Education Award Recipients

2016-2017

Presented by
Syncrude

Our 2016-2017 Women of Inspiration were:

Anefe Hachac
Jude Friesen
Diana Noble
Jina Burn
Cathy Payne
Yvonne Ormson

Melanie Antoine
Vicki Gillingham
Fatima Mian
Kristi Pinkney Hines
Jane Stroud
Mary Gerosa



Girls Inc. 5th Annual Women of Inspiration Celebration Presented by Syncrude Canada
Held on June 10th, 2017 at the Unifor Union Hall

Community Events

One of the most fun-filled community events for Girls Inc. is the Zombie Run which is held either late September or early October as a United Way fundraiser. The response from the community is overwhelming as runners, zombies, and make-up artists volunteer for the day. This scary run brings out over 50 people to help raise money for the United Way Campaign and gives the runners the chance to survive the zombie apocalypse.



Girls Inc. 6th Annual Zombie Run in Support of United Way Fort McMurray, September 30th, 2017.

Board Members

Girls Incorporated® of Northern Alberta Board Members

| Title | Name |
|-----------------|-------------------|
| Board President | Lana Hill |
| Vice President | Lisa Decker |
| Board Secretary | Angela MacDonald |
| Board Treasurer | Nora Kirkpatrick |
| Board Director | Annalee Nutter |
| Board Director | Dale Baggs |
| Board Director | Dean Tabin |
| Board Director | Emilie Giroux |
| Board Director | Kristin Jones |
| Board Director | Maggie Farrington |
| Board Director | Pam Waltho-Young |
| Board Director | Therese Picton |
| Board Director | Amber MacIsaac |
| Board Director | Natalya Barney |
| Board Director | Jessica Jackson |

The Twelve Board Responsibilities

- ❖ Determines the organization's mission and purpose
- ❖ Selects and supports the executive director and reviews her performance annually
- ❖ Engages in strategic planning
- ❖ Advocates for an Equitable Society
- ❖ Develops resources
- ❖ Is knowledgeable about and supports programs and services
- ❖ Selects and orients new trustees
- ❖ Understands the relationship between board and staff
- ❖ Organizes the board so that it operates efficiently
- ❖ Ensures effective fiscal management
- ❖ Ensures sound risk management policies
- ❖ Regularly assesses its own performance

Duties and Responsibilities of the PRESIDENT

- (a) The President shall be the Chairperson of the Board of Directors and as such, shall act as Chairperson for all meetings of the Society, Board and the Executive.
- (b) To be responsible for representing the Society to the public and the media as necessary.
- (c) The President shall be an ex office member of all committees.
- (d) The President shall be responsible for calling an executive meeting to set agendas for meeting of The Society, that being board meetings, executive committees and annual meetings and any extraordinary meetings called by the Board.
- (e) The President will chair all such meetings as named in (d).
- (f) The President, with the assistance of appointed Board Members, shall monitor and take steps to revise, as necessary, The Society By-laws, policy statements and procedures.
- (g) All matters requiring Board action, including all matters which may affect the legal position of The Society, Shall be brought to the attention of the President who shall place these matters before the Board as soon as conveniently possible.
- (h) The President shall ensure that the Executive Committee and the Committee chairpersons and Directors of the Society are knowledgeable about their roles and carry out these duties within the By-laws and policies of The Society.
- (i) The President shall ensure that the minutes of meeting are taken in the Secretary's absence by another person present.
- (j) Upon the President's resignation, the President could be available to the Board for consultation.
- (k) The confidentiality of The Society's clients and business dealings must be respected at all times.

Duties and Responsibilities of the VICE-PRESIDENT

- (a) In the absence of the President, to assume the duties of the President, including presiding at any meetings.
- (b) To be responsible for Board recruitment including the establishment of and monitoring procedure for same.
- (c) To liaise with other committee chairperson and to assist them in recruitment of committee members.
- (d) The confidentiality of the Society's clients and business dealing must be respected at all times.
- (e) To provide overall policy recommendations for Board and committee training and evaluation.
- (f) To be responsible with the President, for representing the Society to the public and the media as necessary.

Duties and Responsibilities of the SECRETARY

- (a) Be responsible for recording the proceedings of all meetings.
- (b) Issue notification of all meetings and provide a copy of the Agenda at the meeting for each member present.
- (c) Keep, or cause to be kept, a book or books wherein shall be recorded:
 - 1) A copy of the Certificate of Incorporation and the Application for Incorporation and of these By-laws and of any amendments thereto.
 - 2) The names, alphabetically arranged, of all persons who are, or have been, Members.
 - 3) The Address of every such person, while such member, as far as can be ascertained.
 - 4) Callings of all persons who are or have been Directors of the Society with several dates at which each or ceased to be such Directors.
- (d) Shall have the duty of attending all meetings, preparing and maintaining custody of the minutes of all proceedings of meetings of the Society and of the Board.
- (e) The confidentiality of the Society's clients and business dealings must be respected at all times.

Duties and Responsibilities of the TREASURER

- (a) To monitor and review with the President all income and expenditures of the Society including:
 - 1) All monies paid to the Society
 - 2) All bank accounts to Society
 - 3) All receipts and disbursements of the Society
 - 4) To review bookkeeping and record keeping undertaken by the Society on a periodic basis and advise the Board on any amendments.
- (b) To present, as requested by the Board, any information from Society accounts.
- (c) To meet with committee chairpersons and assist in the development of budgeting, projection and planning procedures.
- (d) To present annual budget and budget projections to the Executive Committee and the Board of Directors.
- (e) To monitor and review the audited financial statement of the Society.
- (f) To respect the confidentiality of the Society's clients and business dealings at all times.
- (g) To be prepared to speak on behalf of the Society to the public and media as necessary.
- (h) To ensure that the Society is maintained in good standing under the laws of Canada, Alberta and the By-laws of the Society.

Duties and Responsibilities of the MEMBERS AT LARGE

All Board Members and Standing Committee Chairpersons responsibilities shall include:

- (a) That the confidentiality of the Society's clients and business dealings must be respected and maintained at all times.
- (b) To attend monthly Board of director meetings and participate in at least one Committee. A Board Member shall:
 - 1) Express him/herself
 - 2) Be interested
 - 3) Be capable of seeing things in a wide perspective
 - 4) Be willing to learn then mandate of the Girls Inc Society
 - 5) Be flexible
 - 6) Be energetic
 - 7) Be willing to share any knowledge and/or skills that are applicable to specific Board tasks
- (c) Committee Chairpersons act as the liaison between their Committee and the Board.
- (d) Board Members who fail to attend three (3) meetings will be considered inactive and asked to resign unless permission had been granted by the Board of Directors.

Financial Statements

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY

Financial Statements

Year Ended December 31, 2017

(Unaudited - See Notice To Reader)

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY
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Year Ended December 31, 2017
(Unaudited - See Notice To Reader)

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GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY
Statement of Financial Position
December 31, 2017
(Unaudited - See Notice To Reader)

| | 2017 | 2016 |
|---------------------------------------------------------|------------------|-------------------|
| ASSETS | | |
| CURRENT | | |
| Cash | \$ 57,956 | \$ 149,659 |
| CAPITAL ASSETS <i>(Net of accumulated amortization)</i> | <u>5,258</u> | <u>8,723</u> |
| | <u>\$ 63,214</u> | <u>\$ 158,382</u> |
| CURRENT | | |
| Accounts payable | \$ 5,911 | \$ 14,952 |
| | <u>57,303</u> | <u>143,430</u> |
| NET ASSETS | <u>\$ 63,214</u> | <u>\$ 158,382</u> |

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY

Statement of Operations

Year Ended December 31, 2017

(Unaudited - See Notice To Reader)

| | 2017 | 2016 |
|---------------------------|--------------------|------------------|
| INCOME | | |
| Raffle | \$ - | \$ 27,070 |
| Donations and fundraising | 21,054 | 27,195 |
| GST rebate | 1,445 | 2,069 |
| Interest Income | 124 | 62 |
| Casino | - | 46,697 |
| Summer Program | - | 3,460 |
| Grants | 206,436 | 268,292 |
| Golf Tournament | 28,875 | 21,954 |
| | <u>257,934</u> | <u>396,799</u> |
| EXPENSES | | |
| Advertising and promotion | 21,309 | 18,918 |
| Amortization | 3,465 | 5,868 |
| Board Expense | 604 | 705 |
| Insurance | 2,666 | 3,938 |
| Interest and bank charges | 1,869 | 1,177 |
| Memberships | 5,528 | 5,370 |
| Office | 5,016 | 3,444 |
| Professional fees | 2,901 | 5,250 |
| Rental | 26,169 | 23,515 |
| Salaries and wages | 257,597 | 228,148 |
| Scholarship | 4,500 | 15,000 |
| Supplies | 4,463 | 10,956 |
| Telephone | 3,528 | 3,322 |
| Training | 325 | - |
| Vehicle | 4,121 | 2,120 |
| Volunteer | - | 300 |
| | <u>344,061</u> | <u>328,031</u> |
| NET INCOME (LOSS) | <u>\$ (86,127)</u> | <u>\$ 68,768</u> |

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY

Statement of Net Assets

Year Ended December 31, 2017

(Unaudited - See Notice To Reader)

| | 2017 | 2016 |
|--------------------------------|------------|------------|
| NET ASSETS - BEGINNING OF YEAR | \$ 143,430 | \$ 74,662 |
| NET INCOME (LOSS) FOR THE YEAR | (86,127) | 68,768 |
| NET ASSETS - END OF YEAR | \$ 57,303 | \$ 143,430 |