

Girls Inc. of Northern Alberta Annual Report 2022



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Summary

At Girls Inc of Northern Alberta, 2019 was a year of rebirth and transformation, 2020 was a year of thinking outside the box due to changing restrictions, 2021 was a year of action and 2022 was the year to implement changes from what we had learned throughout the pandemic. It was a year of revitalization.

Our impact in 2022 was:

1. Improved sense of community, connections and empowerment among 1961 girls ages 6-18 in Northern Alberta.
2. Strengthening programing quality, keeping intersectionality and diversity of our girls at the forefront, with focusing on creativity, practicality and advocacy approach to better engage girls, their families and community at large.
3. Enhanced organizational capacity due to high demand of our programs, adapting to financial restraints in the post COVID era.

Girls Inc. of Northern Alberta had a successful year in 2022, reaching 1961 girls aged 6-18, 400 more than the previous year, including 24% from rural communities. The organization's implementation of techniques acquired over the past years and a hybrid platform of virtual and in-person programs facilitated this increase, allowing girls from remote areas and busy schedules to join their programs.

The organizational revenue grew from \$572,671 in 2021 to \$636,118 with increase in the expenses due to program growth/increased reach, high inflation rate, staff growth and training to tackle the increasing mental health demands of the girls in our programs. Increase in fundraising expenses reflects carrying out both fundraising events this year in-person and on a bigger scale, which also resulted in growth in fundraising revenue. Additionally, we secured 2 multi-year partnerships, adding to the 2 existing ones. Such positive risk taking and innovation allows us to provide free programming to the girls of Wood Buffalo Region.

As we embark on a new year, we are more determined than ever to make a positive impact on our community. We are committed to creating a sustainable, resilient, and thriving organization by putting our newly established strategic plan into action. We believe that by learning through doing, we can overcome any challenges that come our way.

Our 2023 goal is to break down the barriers that stand in the way of gender equality, empowering girls to be



strong, smart, and bold. We are dedicated to creating a world where every girl can realize her full potential, regardless of her background or circumstances. We believe that with passion, determination, and hard work, we can make a real difference in the lives of girls and young women. So let us work together towards a brighter future, where all girls have the chance to shine.

Sundas Shamshad

Interim Executive Director, Girls Inc. of Northern Alberta

Message From Board President

2022 was a great year for Girls Inc. Of Northern Alberta as we fully transitioned from operating with Covid-19 restrictions. We were able to continue with in-person programs and fundraising events. As a result, we empowered an increased number of girls in this region and beyond.

Our goal in 2022 was to build a sustainable and resilient organization, and we have managed to achieve that by ensuring steady funding that enabled us to keep providing cost-free programs to the girls in the region. We successfully hosted our Women of Inspiration gala as well as golf tournament which helped us raise funds as well as increase awareness regarding the impact we have in the community. In addition to that, we welcomed our new interim Executive Director, Sundas Shamshad, who helped lead the organization with success.

Our success would not have been possible without the contributions of our staff, sponsors, board of directors and volunteers. I would like to thank all our stakeholders for believing in us and helping us reach our goals. We hope to continue to inspire girls to be strong, smart and bold.



Tasneem Rahim

Board President, Girls Inc. of Northern Alberta

Who We Are

Girls Inc. of Northern Alberta the only non-profit organization in the Wood Buffalo region with a mission to inspire all girls to be strong, smart and bold. We envision a world in which all girls value their whole selves, discover their inherent strengths and achieve their goals.

Since 1979, we have been honored to operate on the lands of Treaty 8 territory, the traditional meeting ground, gathering place, traveling route and home of the Cree, Dene and Métis people for thousands of years. We operated as Big Sisters Society when there was a suggestion that we merge with Big Brothers Big Sisters. We advocated that girls go through unique experiences and that there is a strong need for us to continue to provide a safe, inclusive and gender-sensitive learning environment.

That is why we became affiliated with Girls Incorporated (Girls Inc.) in 2004 – in order to empower girls to realize their full potential and become the leaders for the future. Today, we are a part of a strong Girls Inc. in a network spanning more than 1,500 sites in 350 cities across the United States and Canada. Girls Inc. of Northern Alberta remains the **only one in all of Western Canada.**

We are the leading advocate for girls' and women's rights and opportunities. We build the next generation of leaders – or 'game changers' – by working with girls to grow positive relationships, find and use their voice, develop positive self-image/confidence and enhance critical thinking ability.

Every year, Girls Inc. of Northern Alberta equips girls between the ages of 6-18 across the Wood Buffalo region with the knowledge and skills needed to break free from gender stereotypes, create social change, be proud and confident of who they are.

Our Impact & Journey 2022

Our Impact

Girls Inc. provides transformative programs that specifically target the distinctive needs and obstacles faced by girls. These programs are designed to be innovative, intentional, research-driven, preventive, comprehensive, tailored to specific contexts, suitable for different age groups, accessible to all, and capable of bringing about profound changes. Through our efforts, we empower girls to fully realize their potential, cultivate positive connections, express themselves confidently, boost their self-assurance, improve their critical thinking skills, and become advocates for gender equality.

In 2022, there were **1,961 participants in 17 programs held at 6 different communities** across the Wood Buffalo region. **This year we saw an increase of almost 400 participants** joining our programs. Continuing from 2021, our program delivery model remained flexible between virtual, in-person and hybrid, to best meet the needs of the girls.

We set a positive example and are committed to persevering. Our utmost priority is the well-being of the girls we serve. Despite facing unprecedented circumstances, we will persist in creating a secure environment where girls can embrace their true selves, receive support, and uncover their strengths. Our unwavering dedication remains unwavering, as we stand by girls through thick and thin. These values have been the driving force behind our continuous efforts.

With the majority of regular activities resuming in the post-COVID-19 world, there has been a significant demand for in-person programming, including school sessions, workshops, and afterschool programs. However, we acknowledge the importance of catering to the needs of the girls we serve. Therefore, we have also continued offering virtual programs to ensure accessibility and inclusivity.

The outreach ratio to Indigenous communities was 24% in 2022, achieved mostly through kit deliveries and in-person programming. While the figure is slightly lower than 2021, this was largely due to COVID-19 restrictions and high turnovers, Girls Inc had to work on building those trusted relationships again with rural communities partners. In doing so, we have engaged our Indigenous Program Coordinator to continue the work of developing and strengthening these partnerships.

We also hired an Indigenous educator through consultation to help us transform our curriculum to ensure that Indigenous voice is prevalent in our programs emulating the moto "Nothing about us, without us"

As in 2022, we kept in touch with our partner organizations or rather **pro-girl allies**, including school boards, youth centers and corporate partners and continued the work to develop and build new relationships in the name of delivering barrier free programs to the girls in the RMWB.

As an organization we continued to work with the community's needs to bring programming to girls in a safe, inclusive and fun environment. See below for some of the highlights from participants in 2022.

"Coming to Girls Inc. of Tuesdays is one way I can help feel good and lower my stress"

Trisha

“Girls Inc of Northern Alberta has been an excellent program for my daughter Sniti Shah. The encouragement, freshness, new topics keeps my daughter on the move and excited to attend both the sessions. The coach and the staff goes above and beyond their roles and responsibilities to ensure girls of the community grow bold and smart and adhere to their mission statement. Together with me and my wife we Thank You for the opportunity and learning Sniti had through this session”

Harsh (Parent)

Thanks for all the wonderful work you have been doing - I wanted to let you know that you are really getting through to the students. In fact we have one student in our group who is right now struggling to attend school but comes to all of your sessions and is very interested in them. So that's amazing!

Rachel, Teacher NSD61

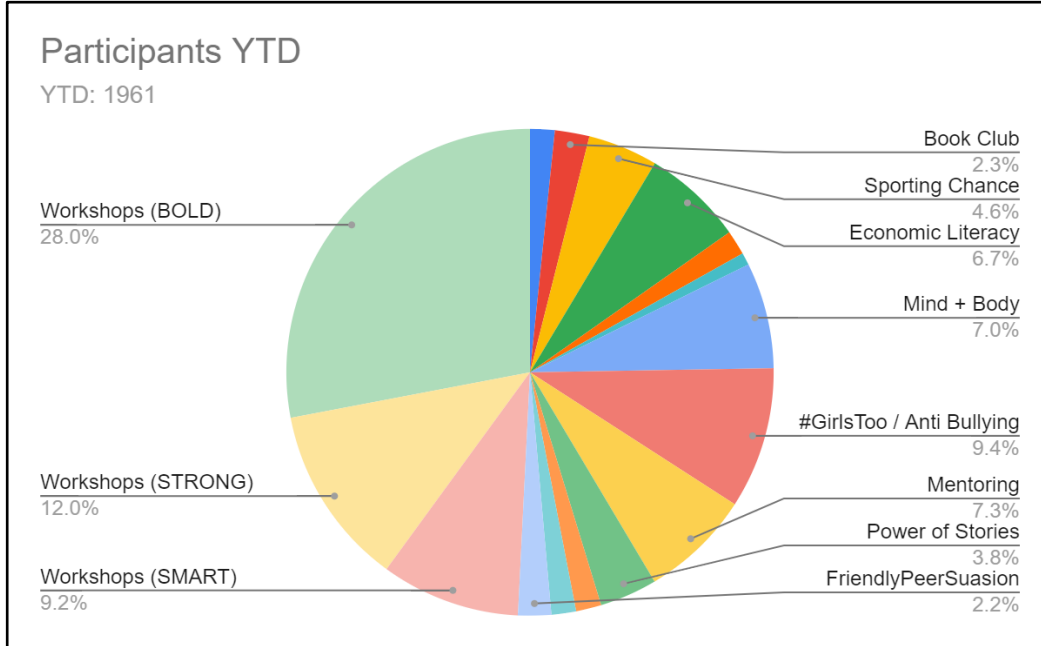
Five Year Growth at a Glance	2022	2021	2020	2019	2018
# of girls served	1961	1566	1575	700	617
% outreach to remote/underserved communities	23.4%	24.2%	31.3%	15.1%	13%
Annual Revenue	\$636,118 ¹	\$572,671	\$540,676 ²	\$493,585	\$292,314
STRONG:	26%	34%	31 %	37%	39%
SMART:	25%	22%	18 %	8%	7%
BOLD	49%	44%	51 %	55%	54%

Girls Served

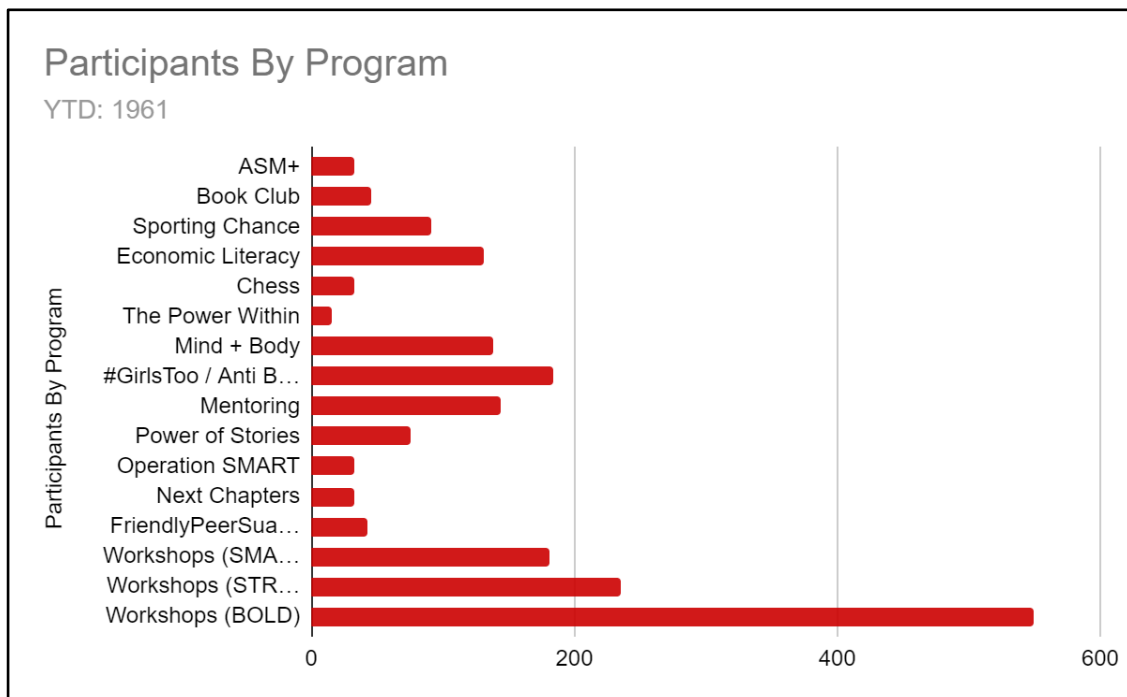
Participants increased significantly from 2021, serving nearly 400 more girls in the Wood Buffalo region. Girls Inc. has utilized practices learned from the previous two years that required organizations to serve their client base virtually. Girls Inc. has used this virtual platform to create a hybrid platform to assist in reaching participants living in remote areas or those with busy schedules.

¹ This is a preliminary number from the draft financial report.

² The figure in the 2020 Annual Report reads \$606,355 due to changes in revenue-expenditures statement presentation.

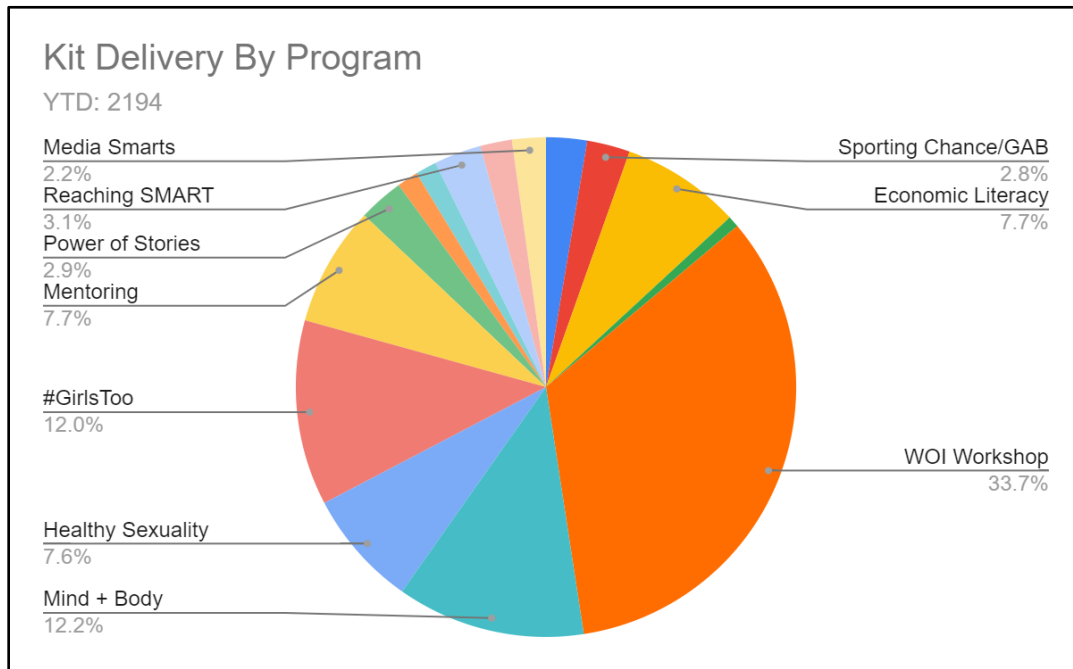


Echoing our mandate, our programs encompass Healthy-Active Living (STRONG), Knowledge Enrichment (SMART) and Informed Life Skills (BOLD), facilitated in a gender-sensitive learning environment, in both in-/after-school settings. Overall, the **STRONG** portion decreased from **34% in 2021 to 26% in 2022** while **SMART** increased from **22% in 2021 to 25% in 2022**. Finally, the **BOLD** portion of programming increased from **44% in 2021 to 49% in 2022**.

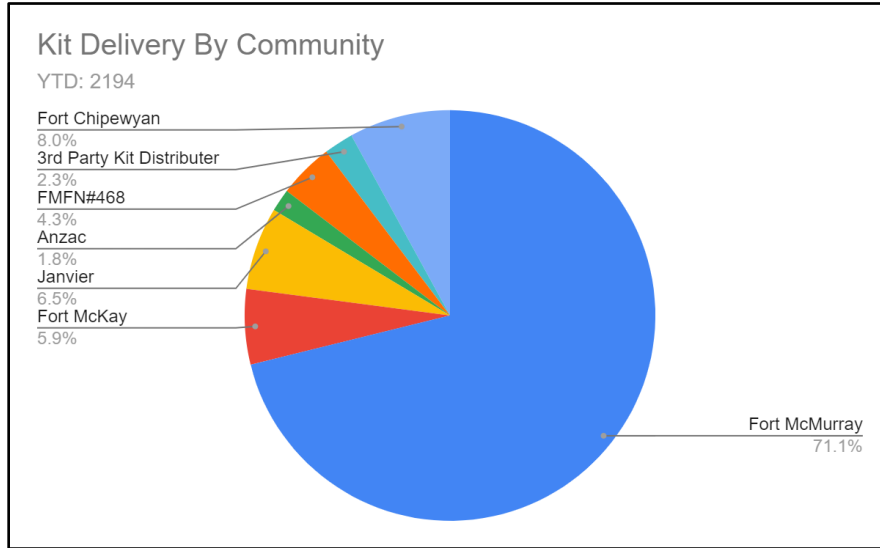


In 2022, our commitment to inclusivity and innovation enabled us to **further enhance the quality of our programs**, effectively addressing the evolving needs and challenges faced by the girls we serve.

Consistent with previous years, we found that workshops remained a powerful and impactful method that strongly resonated with both girls and their parents/caregivers. This was particularly evident when introducing Girls Inc. programming for the first time or extending outreach to Indigenous communities. Alongside the return of familiar faces, we warmly **welcomed numerous new girls in 2022**, along with increased engagement from youth volunteers. We are dedicated to continuous learning and the implementation of effective strategies, as we strive to identify and apply the approaches that yield positive outcomes.



Looking at the kit delivery breakdown by program, it is evident that most kits were with BOLD programs (#GirlsToo, Power of Stories, Mentoring, Media Smarts & the WOI workshop). **This indicates more girls were equipped with – and interested in attaining – skills, tools and knowledge to increase confidence and resilience in their growth and development.**



In 2022, a total of 2194 kits were distributed to 6 different communities across the RMWB. A total of 71% of these kits were delivered within the community of Fort McMurray while the remaining 29% were delivered to rural communities.

Programs: STRONG, SMART & BOLD

STRONG

Friendly PEERsuasion (Ages 9-12 & 13-15)

Girls develop skills to resist pressure to use harmful substances, such as drugs, alcohol, tobacco, and household chemicals.

- Elsie Yanik Catholic School
- Holy Trinity High School

A total of 43 girls participated. The program focused on age-appropriate topics, such as communication and refusal skills, along with the standard curriculum. Peer-to-peer mentoring relationships were formed as a result.

These in person programs allowed for participants to have group discussions, work together in small groups while also discussing sensitive topics, such as drugs and alcohol as a group. It was observed that the majority of participants were interested in the topics surrounding stress and peer pressure. Facilitators also observed that participants showed a better understanding of prescription and over the counter drugs. Survey results from one in-school program showed that **87% of participants agreed that it was important for girls to learn about substance abuse.**

Sporting Chance (Ages 6-18)

Girls increase self-esteem, enhance physical-psychological well-being and promote a healthy lifestyle to the wider public.

- Vista Ridge Ski Hill
- Virtual Challenge

In February of 2022 we introduced a family fun day at the Vista Ridge tubing hill. This event was opened to girls and their families. This event was very popular and registration was filled within a few short hours. In total 46 girls and their families participated in 2 hours of tubing.

After the success and popularity of our virtual challenge in 2021, we continued with a Get Active Challenge in the summer of 2022. This challenge aimed at encouraging girls in the community to stay active over the summer months. **A total of 240 entries were completed over July & August by logging their daily wellness activities including sports, walking, swimming and more.**

While addressing geographical barriers was difficult due to prolonged COVID-19 related travel restrictions to enter rural communities, we were able to offer support where needed through the implementation of our kit deliveries. In collaboration with respective community groups, girls from Janvier, Fort McKay, Fort

Chipewyan, and Fort McMurray First Nation 468 received kits with materials like sunscreen, soccer balls, jump ropes, and yoga mats along with complimentary program informative resources, such as a sun safety handout.



L: Participants tubing during Vista Ridge Family Day Event
R: A look at some of the items included in the Mind + Body summer kits

Girls at Bat (Ages 6-8 and 9-12) - in partnership with Jays Care Foundation

Girls increase their sense of connection, courage, leadership, and love of sport with activities designed to build vital self-esteem, team-building and personal health. Participants gain far more than baseball skills.

- St. Martha’s School baseball field
- MacDonald Island, Nexen Field House

A total of 154 girls participated in our Girls At Bat programs this year. We kicked off the season in May with an in person introductory workshop where participants were exposed to the basics of baseball (catching, batting & running bases) along with fun games to boost confidence and have fun. Following the introductory workshop, we ran an 8 week program from the end of June until August. During the summer months facilitators observed an increase in skills learned and applied to the sessions, as well as an increase in confidence and overall engagement with their peers.

To finish off the summer baseball season, we were able to have the Jays Care team visit us for a final clinic. During this time participants between the ages of 6-14 played games, showed off their skills they learned over the summer months and got a chance to try on the Toronto Blue Jays Home Run Jacket.

Overall, the program’s popularity and high attendance rates affirmed programming needs for girls to be in a safe and inclusive environment where they can try new things, take positive risks, increase self-esteem and enhance their sense of belonging via sport.

Positive testimonials from participants and parents included:

“Thank you so much for the mentors and leaders. We are very appreciative. Katlin was very welcoming to our autistic daughter allowing flexibility and opportunities for her to learn life skills in a safe environment” and “Very fun way to learn a new sport in the comfort of an all girls environment that doesn’t make you ashamed when you mess up. An original Girls Inc. program to feel and be active during the summer!!”.



*Top L: Participant of the 6-8 age group during the Introduction Workshop held on May 7th.
Top R: Summer participants of the 6-8 age group displaying their completion certificate.
Bottom L: Summer participants of the 9+ age group displaying their completion certificate.
Bottom R: GAB girls showing off their muscles!*

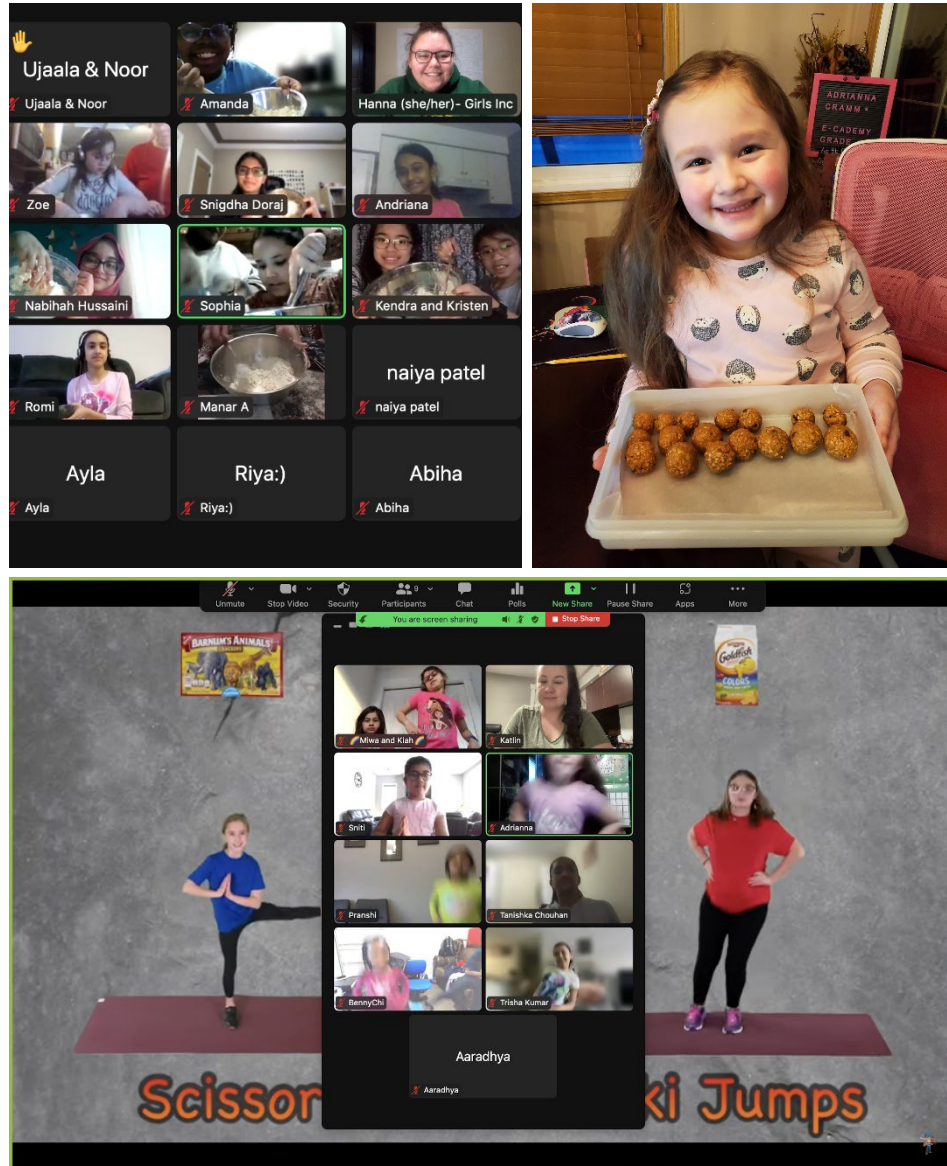
Mind + Body (Ages 6-8 & 9+)

Girls approach wellbeing holistically, particularly in the areas of physical activity, body image, nutrition and stress management. Girls are equipped with appropriate resources, information, tools, skills, and knowledge to complement.

- `Walter & Gladys Hill
- St. Martha's Elementary
- Northland Online School
- Ecole St. Pauls
- Dr. KA Clark Public School

A total of 9 Mind + Body programs were facilitated in 2022 reaching a total of 121 girls. Eight of these were in school programs (one being virtual) while 1 program was after-school hours offered virtually. In addition to the implementation of programs, 266 program kits were delivered to communities across the RMWB including Fort McMurray, Anzac, Fort McKay, Janvier, and Fort Chipewyan.

The program was offered in a multi-session format for girls virtually after-school and gender diverse classes for in-school facilitation. In both formats, participants learned in-depth about the topics of physical activity, nutrition, body image & stress management. The Mind + Body continues to be in high demand within the schools with positive feedback from teachers and counselors stating the importance of this program and an appreciation for the program relating to the health curriculum. Facilitators observed an increase in knowledge surrounding the topics of nutrition and participants eagerness to understand stress and adopt positive ways to manage their own stress.



Top L: Adriana of the virtual Mind + Body program displaying her energy bites made during a session.
 Top R: Movement through Youtube games during the virtual Mind + Body program for ages 6-8.
 Bottom: Mind + Body 9+ group working together to make energy bites during a virtual session.

Healthy Sexuality (Ages 9+)

Healthy Sexuality assists girls in understanding and embracing sexuality with a positive, empowered approach that is built on a foundation of accurate information, cultural sensitivity, and values of inclusiveness and respect. The program approaches 4 topics that are tailored to the appropriate age level - **Healthy Relationships, Sexuality Thumbprint, Sexual Health and Reproduction, and Sex, Media, and Technology.**

- Online / virtual

- Father Perin
- YMCA Eagle Ridge

In 2022 we introduced our Healthy Sexuality program implemented with 45 participants across 3 workshops with a total, two of those virtually with one in person during the summer. These workshops were well received and attended, helping to inform and empower girls across the RMWB. In fact, 89% of participants of the summer workshop stated that they *“feel more prepared for my period/puberty”* after attending the workshop *while* 98% of surveyed participants identified *“that It is important for youth to understand about their bodies.”*

Along with workshops, 166 program kits were delivered to girls in Fort McMurray, Fort Chipewyan, Janvier, Anzac, and Fort McKay. These ‘period packs’ included information about puberty and menstruation along with a branded Girls Inc. kit that included pads, tampons, liners, sanitizers and more.



Top L: A look at our branded period packs used during our Healthy Sexuality workshops and kit deliveries.

SMART

Economic Literacy (Ages 6-8, 9+)

Economic Literacy seeks to empower girls to recognize early on that they can exercise control over their financial future, to promote with girls a sense of economic justice, and to develop skills that girls need to make informed decisions.

- Walter & Gladys Hill Public School
- Holy Trinity Catholic High School
- Christina Gordon Public School

- Walter & Gladys Hill Public School
- Dr. K.A Clark Public School
- Fort McMurray Islamic School
- Online / After school

A total of 154 girls participated in the program, 100 through in-school programming and 31 through virtual after-school programming, and 23 through workshops. A total of 169 kits were delivered throughout the communities of Wood Buffalo including Fort McMurray, Fort Chipewyan, Janvier Fort McKay, and Fort McMurray First Nation #468.

Beyond personal finances, participants learned about how the economy works on an individual, local, and global scale at an age-appropriate level with intertwined mental math practice to enhance cross-curricular learning. Participants gained understanding of the fluidity of our economic systems and the social, economic, political, and demographic impacts to people across the world. We discussed the influence of the global health crisis to Canadians, specifically women and girls, and the importance of economic empowerment in times of intensifying barriers to financial freedom.

With the growing popularity of the Economic Literacy program in schools, participants have also shared positive feedback and during one class survey **94% of participants agreed with the statement: "People should make sure they have enough money for the things they need before buying things that they want."** further solidifying the importance of the program and the success of the sessions.

Taxes Debate

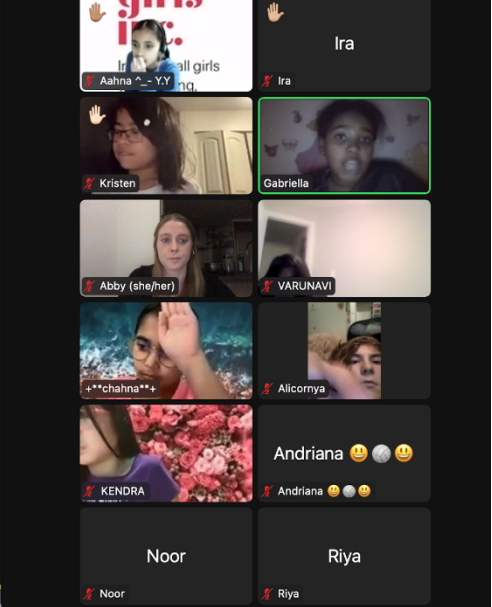
The Anti-Taxes Position
You are advocating for no more taxes! Your goal is to successfully negotiate down taxes as much as possible.

VS

The Pro-Taxes Position
You are advocating to keep taxes or increase them! Your goal is to successfully negotiate more taxes.

What would be different about our lives if we had more taxes?
What would be different if we had less?

Come up with an argument with at least two reasons to back up your claim as to why life would be better from your position perspective. Jot down your ideas in the space below.



Top : Engaging in discussion through Jam Board during Economic Literacy 9+
Bottom: Discussing Taxes during Economic Literacy 9+

Operation SMART (Ages 9+) – in partnership with BrainSTEM Alliance

Through hands-on activities, girls explore, ask questions, persist, and solve problems relating to science, technology, engineering, and mathematics (STEM). Girls develop enthusiasm, skills, and interest in STEM. By interacting with women role models in STEM, girls come to develop interest in STEM and view these careers as exciting and attainable options for themselves.

- Walter & Gladys Hill Public School
- Girls Inc. Office

A total of 33 girls participated in Operation SMART with 30 for our fall program and 3 participants who participated in the *Wiz Prodigy Robotics competition*.

Resuming in person programming for 2022, participants of our fall program explored 8 different areas of interest of STEM topics. Including biology, chemistry, civil engineering, geology, astronomy, and more.

This year 3 girls participated in the *Wiz Prodigy Robotics competition*. Over the course of 12 hours (8 sessions) the girls worked together as a group with minimal facilitator involvement to build and code their space rover. Together they learned about project management, collaboration, and the importance of teamwork.



Top L: Participants working together during the fall 2022 Operation Smart Program

Top R: Participants getting messy and learning during programming.

Bottom L: Energizer games to get excited for the topic of discussion.

Bottom R: Wiz Prodigy Expedition Team working on their space Rovers with coordinators Hanna & Abby (joining in virtually).

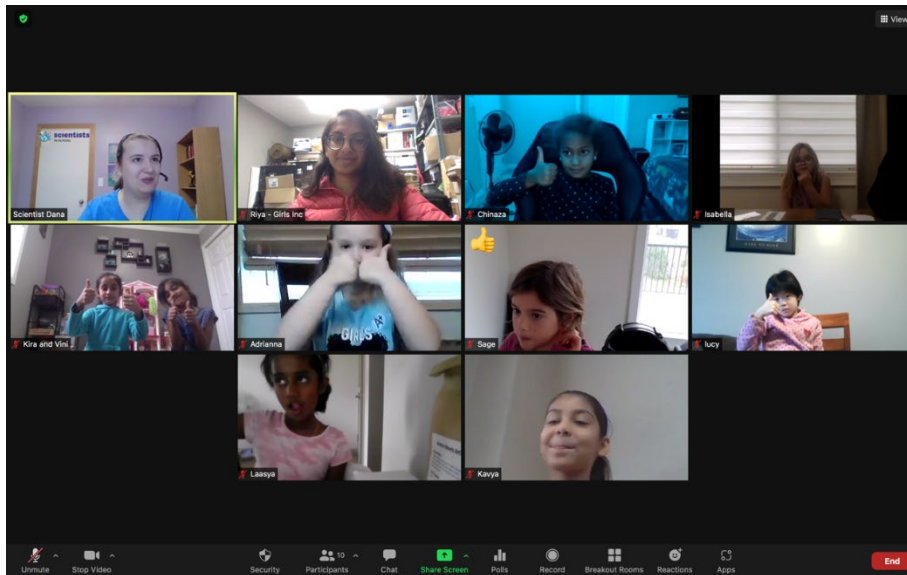
NEW: Operation SMART (Ages 6-8) – in partnership with Scientists In Schools

These virtual workshops open the wonders of science and engineering to everyone, foster environmental stewardship, and encourage children to discover how science is used in their everyday world. They provide rich, engaging and investigative experiences with plentiful opportunities for youth to interact with the ‘visiting’ scientist guiding the workshop.

➤ Online

While our organization has a well-developed and popular Operation SMART program for ages 9+ a goal for 2022 was to introduce this program to ages 6-8. We were able to do this through our partnership with Scientists in Schools who supplied program kits and facilitated the workshops with the support of Program Coordinators. A total of 30 participants attended the ‘no school Friday’ workshops that included topics of “Colour My World” and “Science Meets Art”.

This program continues to grow in popularity and continues to engage young girls in the topics of STEM in a safe, fun environment.



Participants give thumbs up to show excitement during the virtual workshop!

ASM+ (Ages 6-8)

The program is designed to help girls find math in everyday experiences and create awareness about the importance of math skills for future educational choices and career options. It aims to challenge patriarchal discourse around math.

➤ Fort McMurray Tarsands Lions Club

A total of 32 girls ages 6-8 participated in person programming during July. Girls practiced their math skills while learning about Art and the ways in which it involves math, playing games, and creating their own kaleidoscopes.

Participants shared their favorite parts of the program to be the activities involving creating their own artwork and learning about math. During this workshop 100% of the participants strongly agreed with the statements *“Anybody can be good at math.”* and *“Math is important for everyone, no matter their gender.”*



L: Participants creating their own art during summer programming.

R: Participants working on their kaleidoscopes during the summer program.

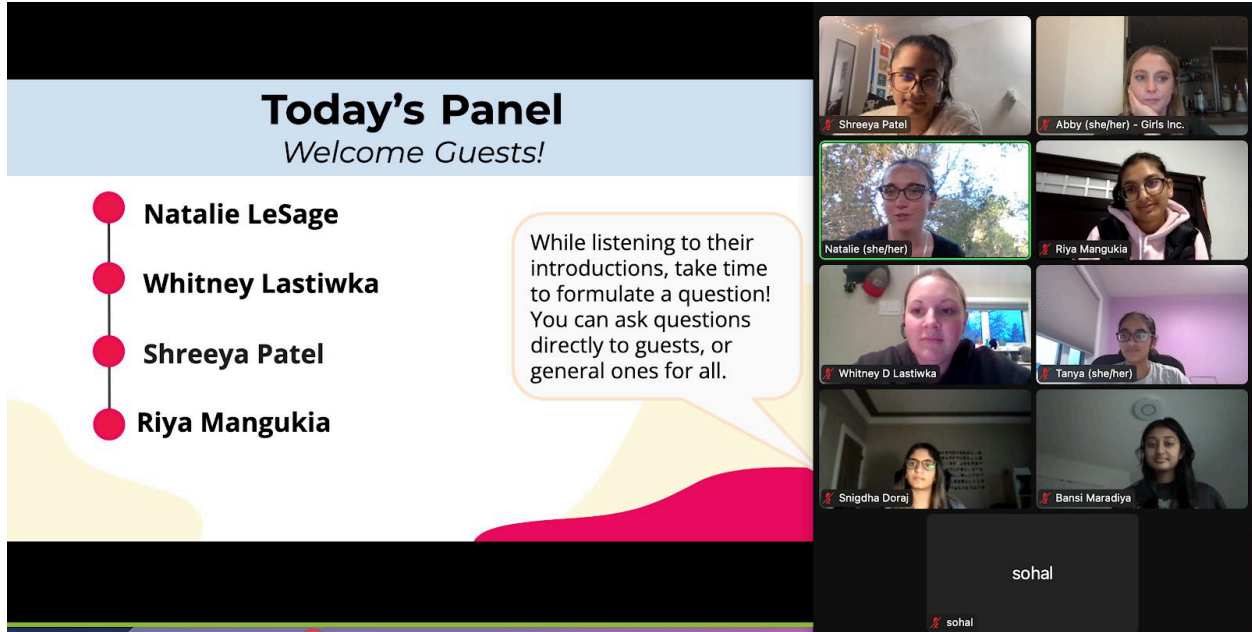
Operation SMART: Next Chapters (Ages 15+)

Next Chapters engages girls in high school by providing them with a space to strengthen their confidence while navigating their post-graduation options through increased understanding of available post-secondary options and paths that best fit their long-term goals. Girls gain access to tools, skills, support systems and experiences needed to navigate their post-graduation journey to develop and use their voice.

- Ecole McTavish Public High School
- Online / After School

A total of 32 girls participated in our second year of Next Chapters programming. A total of 18 participants came from in-school programming at Ecole McTavish High School in the spring season while 14 participants completed our Online afterschool program during the fall season.

This program creates a space for girls to be comfortable exploring post-secondary options while forming meaningful relationships with role models to assist them through the process of exploring the best fit for what, where and how they will get to the next chapter in their life.



Next Chapters participants welcoming guest speakers during the virtual fall program.

Reaching SMART (Ages 9-13)

Through workshops, girls will increase connection to land and culture and explore career possibilities in STEM fields by approaching inquiry based 'big-questions' through a harmonized lens of Indigenous land-based knowledge and Western understanding of STEM.

- Fort McMurray Tarsands Lions Club
- Fort Chipewyan
- Fort McMurray First Nation #468
- Bill Woodward School
- Elsie Fabian School

A total of 128 girls participated in the Reaching Smart Workshops. A total of 4 workshops were held in person totaling 93 participants while 35 of those participants attended virtually.

Building on Operation SMART, Reaching SMART was launched in 2020 to facilitate pop-up workshops for girls in remote Indigenous communities so that they could gain access to STEM-based learning opportunities that they would otherwise be unable to due to various existing barriers.

Throughout 2022, we offered 6 workshops through partnerships with local Indigenous community leaders, all workshops aimed to harmonize the lenses of western STEM and local indigenous land-based knowledge. The virtual workshops included kit delivery with activity instructions and materials to complement the sessions.

Virtual participation from the target communities was limited due to existing layers of barriers, namely lack of access to infrastructure and resources. As revealed through a series of consultations with Indigenous community members and schools, in-person facilitation is preferred for effectiveness and greater impact.

Workshop #1 & #2 -February Sexual Health Awareness: After community consultations with our Indigenous partners and consideration of previous events, we determined a need for a sexual health workshop. Participants learned about menstruating bodies and learned how to honor their bodies during moon time. This workshop to place at Fort Chipewyan and FMFN #468.

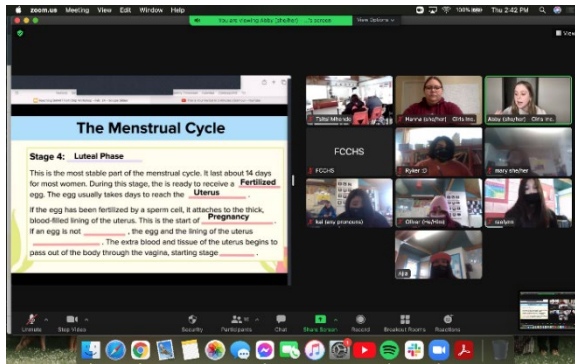
Workshop #3: April Flooding Workshop: This workshop was revitalized from a previous 2021 version for students to do during the school day. In collaboration with NSD61, this workshop was fully virtual during the school day for students.

Workshop #4: July Agriculture Workshop: This workshop tackled local plants as natural foods, medicines etc. through a nature walk led by Claire Antoine followed by a natural dye experiment, cabbage as a pH indicator experiment, and DIY beeswax food wraps.

It was held in person and had two 2-day workshops (Monday-Tuesday and Thursday-Friday) each a total of 8 hours.

Workshop #5: August Drumming Workshop: This workshop explored traditional drumming and the science behind sound with guests Christine and Steph. It was held in person over 4 days (Monday - Thursday) for 4 hours each day totaling 16 over the program.

Workshop #6: December Athabasca River Workshop: This workshop explored the different uses of the Athabasca River and how humans have impacted it. We tied that to how the changes of the river have impacted traditional practices and uses. The kids tested the pH of various household solutions and modeled pH changes within the Athabasca River. It was held in-person over 1 day at Fort McKay with 30 students. Robert Cree joined us for this workshop.



Top L: Participants enjoying the summer weather

Top R: Group work and discussions take place during the Reaching SMART workshop

Bottom L: Icebreakers to warm up for the days discussions and activities

Bottom R: Discussing the Menstrual Cycle with Fort Chipewyan participants.

Book Club (Ages 8-16)

As a core part of our SMART programming, girls will increase literacy and analytical skills while developing a love for reading by exploring a chosen book as a group.

A total of 45 girls participated in Book Club with each participant receiving a kit including the book and swag items. Delivery of Book Club included 2 virtual programs and 2 in person workshops. This year we partnered with the Wood Buffalo Regional Library for one of the in-person workshops aimed at girls ages 13+.

During Book Club, age groups read their respective book's assigned chapters each week then joined together for activities and meaningful discussions around gender equality, including race, privilege, friendship, confidence/self-esteem, friendships, gender roles, and stereotypes.

Book Club continues to grow in popularity and holds a steady attendance rate of 90% or higher. Participants have stated they enjoy the workshop style meetings and continue to look forward to future events.



*L: Participants of the 9-12 virtual book club reading their graphic novel: Be Prepared
R: Group Photo from the December in person book club*

NEW: Chess (Ages 6-8 & 9+) in Partnership with Step the Gap Academy: Girl Boss Chess

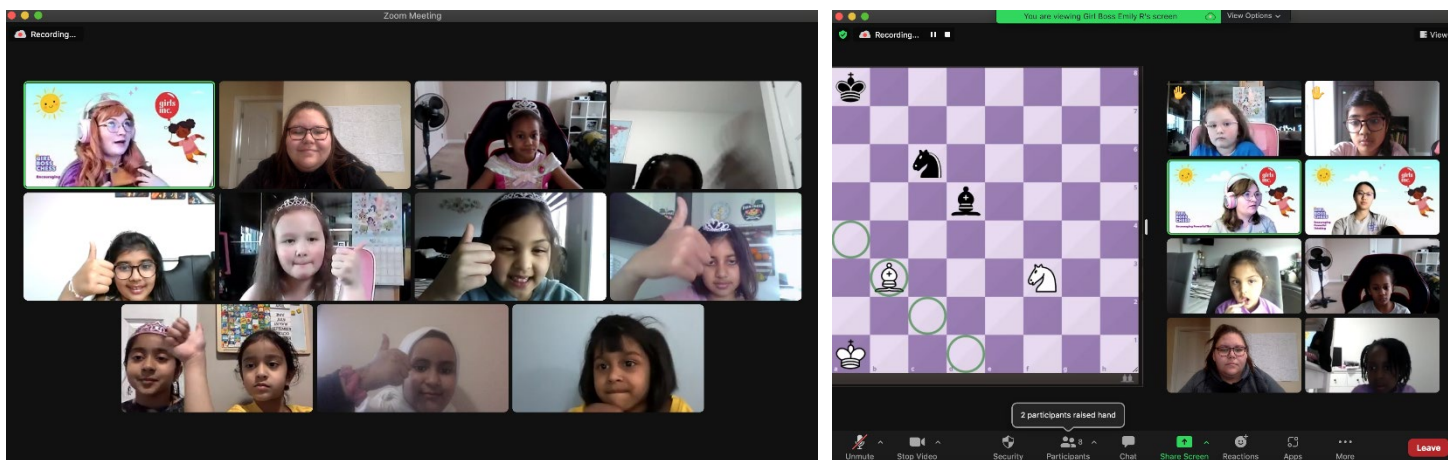
In partnership with schools and organizations that empower girls, we deliver an innovative and engaging learning experience designed to help students calculate risk, prepare for the unexpected, and confidently discover and nurture their inherent strengths.

- Online / after school
- Girls Inc. Office

A total of 32 girls participated in our chess programs in 2022. In the spring of 2022, we introduced a virtual program called *Girl Boss Chess* in partnership with Stem the Gap Academy. This virtual program consisted of 10 participants in the 6-8 age group and 12 girls participating in the 9+ age group.

For the 6-8 age group the 8 sessions focused on using storytelling and teaching the basic skills of chess through interactive and engaging strategies. For the older participants their 8 sessions were designed to teach them how to play chess at a faster pace while working with individuals to meet their learning needs.

Following the ending of our virtual program we worked with local chess master Ico van den Born to host 8 chess sessions during July and August. A total of 10 girls participated weekly in our 1.5 hour sessions where they practiced their skills and developed new strategies for the game.



Top L: Thumbs up for Chess!

Top R: Learning strategies and rules of play during the spring chess sessions for ages 6-8

Bottom: Amaya & Kavya practicing during the summer chess program.

BOLDMedia Literacy (Media Smarts) (Ages 6-8 & 9+)

Girls increase awareness of the scope and power of the media and the effects of media messages on girls and women.

- Online/after-school

In 2022, 44 girls participated in our online after-school program. During the 8 sessions girls discussed the meaning behind advertisements and shared their own thoughts and experiences.

We discussed representation, diversity, and inclusion in media forms like TV, movies, music, etc. As sessions continued, we deepened our understanding of who is involved in the choices made by the media. Each participant received their own kit with worksheets, and all items needed to complete the activities for each session.

Girls Inc. Girls Against Bullying Alliance (ages 6+)

Girls explore the magnitude of bullying, how it affects people, how to deal with it, how to seek help, and the importance of healthy relationships.

- Ecole St.Paul Catholic School
- Father Turcotte Catholic School
- Anzac Community School
- Dr. K.A Clark Public School
- Greely Road Public School
- Sister Mary Phillips Catholic School
- Walter & Gladys Hill Public School
- Elsie Fabian School

In 2022, a total of 225 girls participated in the Girls Against Bullying Alliance program. From this number 91 girls were reached during in school programming while a total of 134 girls completed in school workshops. During the program & workshops participants explored bullying and it's impacts across Canada, healthy relationships, being an active bystander, conflict resolution, emotional regulations, and respecting differences.

The Bullying Alliance program continues to grow in popularity and demand within the schools we partner with. Teachers and Counselors have expressed the need for this program and expressed gratitude for the support our organization brings to students during topics that are hard to navigate while maintaining a safe space to discuss, learn & grow.

Power of Stories (Ages 6-8 & 9-12)

Power of Stories is an intercultural awareness and violence prevention program. It was developed closely with local Cree, Métis, and Dene land-based knowledge holders as well as Indigenous liaison professionals across the Wood Buffalo region to offer true insight into their local experiences living in the region.

Taught through the “Teachings of the Grandmothers”, this program reflects upon the past by examining the legacy of colonialism and residential schools; explores the present and how girls face adversity in their day-to-day lives; and aims to create a future free from gender-based violence through empowerment, education and girls-led voice.

- St. Gabriel School
- Father Perin School
- Northland Online School
- Thickwood Heights Public School

In 2021, 47 girls participated in this program. During those 8 sessions, girls learned how to advocate for change and be leaders in preventing and eliminating inter-generational gender-based violence in their communities by increasing connection to land, culture and Indigenous way of life. They have also learned how to apply Indigenous values to everyday adversity unique to girls by standing up for themselves and using their voice to tell their stories. Many girls participating in the program said they feel closer to the community they live in and can now recognize various forms of violence against Indigenous women and girls, including bullying, physical violence and sexual assault – an important step close to authentic reconciliation.

NEW: Power of Stories / M+B

In 2022 we introduced a new program which brought together the lessons of Mind + Body (with a heavy focus on mental health and wellbeing) and the Power of Stories programs. This program allows girls to focus on the teachings of Power of Stories, but also allow girls the safe space to learn, discuss & build skills around mental health, stress management and overall, wellbeing.

- Online / After School
- Unifor Hall
- Fort McMurray Tarsands Lions Club

Overall, 45 girls participated in the program, 17 of which participated in a virtual after-school program for ages 9+. Another 28 girls ages 6-8 participated in our summer programs.



Top L: Participants working together to create life sized versions of themselves.

Top R: All smiles while participants create their own artwork.

Bottom: Taking a break to practice some yoga during the M+B/ POS summer program.

Girls Inc. Staying Strong Mentoring Program (Ages 6-8 & 9-14)

Girls Inc. Staying Strong Mentoring Program (Ages 6-8 & 9-14)

Mentoring focuses on healthy lifestyles, self-esteem, art, leadership, and anti-bullying through activities facilitated by trained youth and adult mentors with Girls Inc. staff. Mentoring helps to build self-confidence and enhance relationships with family and peers while developing a higher engagement in one's community.

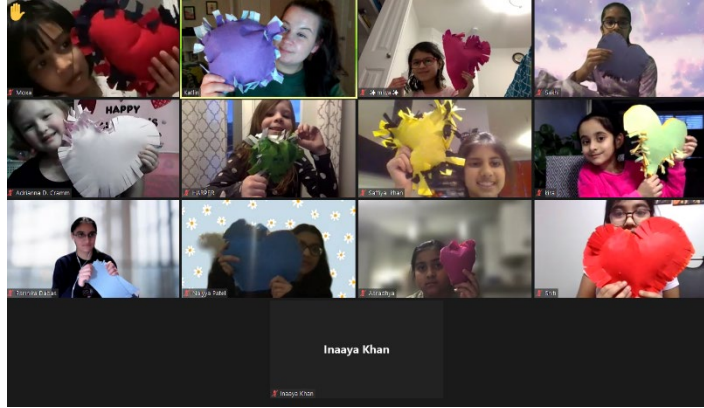
- Online/after-school
- Unifor Hall

In 2022, 144 girls participated both in person and online. Staying Strong Mentoring was facilitated in an after-school multi-session format for both ages 6-8 and 9+ groups throughout the year and as a 'camp style' program during the summer for girls ages 6-8. Girls learned about themselves, each other, and the world around them through stories of current events and related activities to engage them as local and global citizens.

Overall, Mentoring remains a popular program for girls to support one another and increase their self-esteem. Throughout the season we saw girls themselves play a vital role in the upholding of our inclusive space by being kind and taking opportunities to be leaders, proving that the program facilitates self-esteem development and encourages girls to grow as individuals.

“It was super fun for Pranshi to make snowflakes. Thank you for inspiring our kids for making & creating new ideas.”

Parent



Mid R: Happy Halloween! Participants of the 6-8 mentoring program
 Top R: Participants showing their creativity through stuffed felt pillows during the virtual spring program
 Top L: Participants working with Youth Mentors to create their own scratch and sniff art
 Bottom R: Participants working with Snigdha (youth mentor/volunteer) on a recipe for energy balls.
 Bottom L: Participants working with Bansi to create art work.

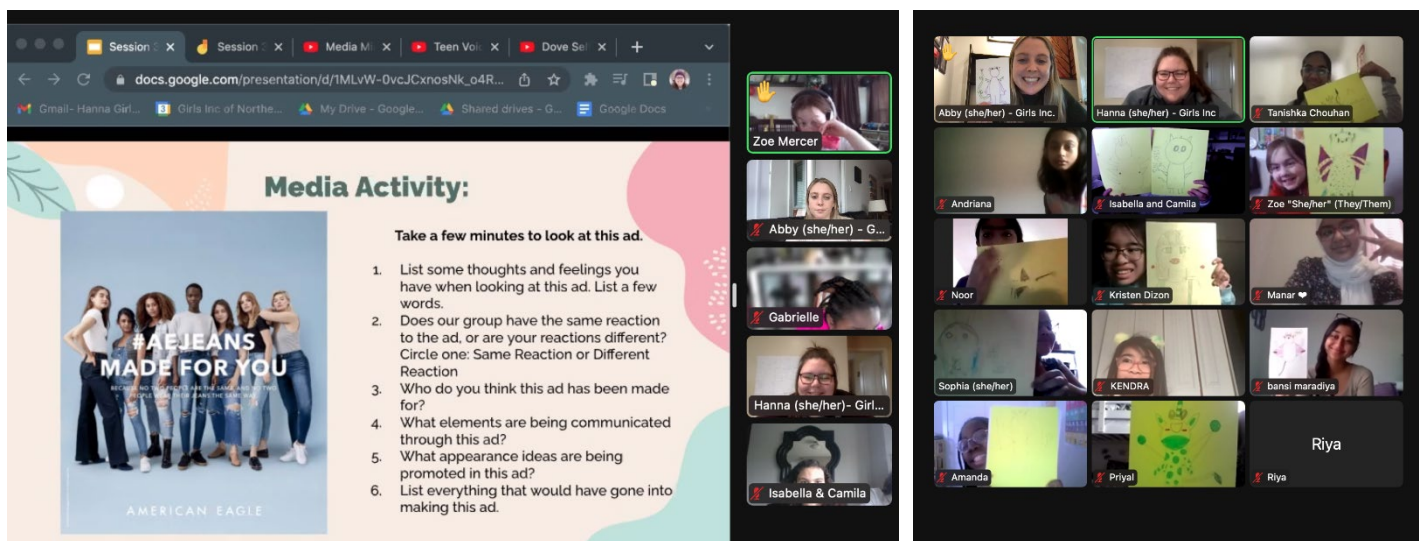
The Power Within (Ages 9-14)

In partnership with Plan International Canada, the Power Within equips girls with the skills, knowledge and resiliency they need to develop strong body confidence and self-esteem. One study found that on days that girls do not feel good about their bodies, 15% stay home, 13% won't give an opinion, 5% will not go to a job interview and 3% will not go to work. source. The Power Within project seeks to tackle the root causes of low self-esteem and body confidence, including beauty ideals and negative body talk.

- Online/after-school

In 2022 we introduced The Power Within Pilot program virtually where 16 girls participated in the program. For 1.5 hours a week for a total of six weeks participants discussed the topics of the program, held discussions and completed related activities.

"I learned about Myths and Facts about self esteem and body confidence, I think it's important because girls need to know the reality about these types of things." - Manar, Participant.



L: Participants of the virtual program working on an activity focused on advertising.

R: Virtual programming allowed participants to attend programming and connect with peers during Covid-19.

#GirlsToo (Ages 9-12 & 13-15)

Building on the #MeToo movement and our flagship programs Project BOLD and Media Literacy, girls create a cultural shift towards breaking the silence around gender-based violence (GBV). Through art, girls express their learning about consent, gender equality and healthy relationships. Girls-led advocacy takes place in Sexual Violence Awareness Month in May as well as 16 Days of Activism against Gender Based Violence between November 25 and December 10.

- Father R. Perin School
- Northland Online School
- Fort McKay Wellness Center

- Greely Road Public School
- Walter & Gladys Hill Public School
- Unifor Hall
- Online

A total of 135 girls participated in the #Girlstoo program in 2022. Of this number 71 participated in summer in person programming, while 31 girls participated in #Girlstoo workshops, and 33 girls completed the program in school. A total of 263 program kits were also distributed to communities across the RMWB including Fort McMurray, Anzac, Janvier, Fort McKay, Fort Chipewyan, and FMFN #468.

In celebration of International Women's Day and the Women of Inspiration Event on March 8th we facilitated a virtual workshop with 3 schools across the RMWB that involved a discussion from our youth panel which consisted of 3 youth from our community, A video from Sarain Fox that focused on the importance of using one's voice and a hands-on activity to finish the workshop. Overall, a total of 720 youth participated in this workshop with a total of 313 identified as girls.

Other workshops included our MMIWG2S workshop in honor of Red Dress Day on May 5th where participants discussed related topics and held discussions in a safe space while creating their own red-dress pin to continue their advocacy on the topic following the workshop. During the spring we held a 2-day workshop at the Fort McKay Wellness Centre that focused on the topics of healthy relationships, personal boundaries, consent and more.

Through art, girls expressed their learning about consent, gender equality and healthy relationships to be displayed in a community exhibit. As part of girls-led advocacy efforts, art pieces created by girls were displayed at MacDonald Island during 16 Days of Activism against GBV for greater public knowledge dissemination.

The #GirlsToo program successfully enhanced participant's understanding around advocacy and effective allyship in terms of combating GBV, learning about healing, while connecting them to community resources and one another. Participants and Parents of the #GirlsToo program continue to voice their appreciation and support of the program.

"Thank you so much Abigail, Amber had loads of fun! She is showing us all her moves of self defense. Thanks, looking for more activities at girls inc"



*Top L: Participants practicing their kicks with coordinators Abby & Hanna.
Right: Group work and activities while discussing our rights as girls.
Bottom L: Youth Panelists discussing questions for the WOI youth event.*

Women of Inspiration Celebration

Girls Inc. of Northern Alberta (Girls Inc.) celebrated six local women, who represented five nominees, at its VOICES: Women of Inspiration Celebration presented by Bouchier on March 19, 2022. The event was attended by over 450 guests, both in-person and online, including volunteers, women in business, and gender equality advocates. Virtual attendees came from across Canada, as well as from faraway places such as Germany and Pakistan.

In addition to honouring these remarkable women, the organization raised nearly \$70,000 in net proceeds, surpassing the \$65,000 raised in 2020 and \$45,000 raised in 2019. Dr. Samantha Clouthier & Dr. Jacinta Sullivan, Elder Lina Gallup, Jillian Martin, Sundas Shamshad, and IJ Uche-Ezeala were each celebrated at the event, joining the 82 other women nominated since the program's launch in 2012 with Syncrude.

The event took place on International Women's Day and featured a unique storytelling session from Anishinaabe artist, activist, and television host Sarain Fox, leaving attendees feeling inspired and even leaving co-hosts speechless, before delivering a powerful performance.



2021-2022 Women of Inspiration Celebration

Scholarships

Women of Inspiration Education Award

Girls Inc. of Northern Alberta and Syncrude annually announce three recipients to the Women of Inspiration Education Award.

These three scholarships recognize young women in Fort McMurray-Wood Buffalo who are breaking barriers and creating change through their post-secondary studies. The women receiving these scholarships are role models for girls in our community. They inspire them to be strong, smart and bold.

Hannah MacDonald, Ella Nelson and Tara Neville were selected by our Women of Inspiration committee of 32 applicants.

Hannah MacDonald was selected for the Barb Jewers Memorial Scholarship. She is pursuing a Bachelor of Arts at the University of Alberta to major in Political Science. She wants to make substantial and lasting change in the world by fixing institutional and systemic challenges and building new ways for the law and society to be more beneficial in helping all of humanity and the environment.

Ella Nelson was selected for the Elsie Yanik Memorial Scholarship and is a Métis woman pursuing Environmental Science at the University of Calgary after switching from Biological Sciences. She hopes to minor in Indigenous Studies to focus more on the land, or a combined degree. Her goal is to bring clean water to Indigenous communities. She says she will start by getting a job in the environmental field, like an environmental scientist or consultant, and continue to work towards creating her own project to implement clean water.

Tara Neville was selected for the Ann Dort-MacLean Scholarship and is pursuing a Master of Counselling at the University of Calgary. She is passionate about positive psychology and animal-assisted therapies and hopes to focus her practice on youth, women and their families. She wants to bring animals and nature into her practice to help clients build bonds and address traumas where talk therapy has been unsuccessful.

Women of Inspiration Education Award

Recipients 2021-2022



**Hannah
MacDonald**



**Tara
Neville**



**Ella
Nelson**

Finning Canada STEM Award

Girls Inc. of Northern Alberta and Finning Canada recognizes two girls for breaking gender stereotypes as they pursue a career in a STEM-related field.

In 2021, the \$1000 scholarship increased to **\$3500** and is awarded to a woman in (or entering) a post-secondary STEM program. Preference is given to a recipient that previously participated in the Girls Inc. of Northern Alberta Operation SMART program and lives within the Regional Municipality of Wood Buffalo.

This year's recipients were Jennifer Lee & Samhita Bhowmik.

Jennifer is currently working towards completing her Bachelor of Science in Nursing at Keyano College. Initially growing up in Fort McMurray, she moved to Calgary for a few years, and it was there that she found her passion for nursing.

Samhita has a passion for solving difficult problems and a desire to build something that improves her community, wherever that may be. She knew she wanted to go into civil engineering because of her love for designing and a love of STEM, wanting to focus on community projects.

Finning Canada STEM Awards



FINNING



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of Northern Alberta

Finning Canada STEM Award Recipients Samhita Bhowmik & Jennifer Lee

Our Advocates

We are proud and grateful to work with our partners who advocate for the rights and opportunities of girls. Together, we continue to create a gender-specific safe space where girls can find sparks, passions and strengths on their own terms and act as agents of change. Without our advocates, we cannot do what we do.

Partners at a Glance

Government			
Government of Canada	Canada Summer Jobs	\$7,708.00	2022
Government of Alberta	CIP Project - Women of Inspiration Event	\$30,000.00	2022
Regional Municipality of Wood Buffalo	#GirlsToo	\$80,000.00	2022
	Reaching SMART	\$27,700.00	2022
Corporation			
Suncor	Staying Strong Mentoring	\$21,000.00	2022-2023
	Women of Inspiration Education Awards	\$9,000.00	2022-2023
Bouchier	Women of Inspiration Series	\$25,000.00	2022-2023
Suncor	Operation SMART (Operation SMART, Reaching SMART, Next Chapters, Book Club)	\$20,000.00	2022
Pembina	Reaching SMART	\$5,000.00	2022
Cummins	Next Chapters	\$6,160.00	2022
Inter Pipeline	Sporting Chance	\$7,500.00	2022
TD Canada Trust	Economic Literacy	\$10,000.00	2022-2023
Finning	Operation SMART	\$8,000.00	2022
	STEM Education Awards	\$7,000.00	2022-2023
Foundation			
Plan International Canada	The Power Within/Be Real Be Me	\$5,250.00	2022
Canadian Tire Jumpstart	Mind+Body	\$5,750.00	2022
	Sporting Chance	\$5,750.00	2022
Canadian Women's Foundation	Mind+Body	\$13,500.00	2022-2023
	Economic Literacy	\$18,500.00	2022-2023
	#GirlsToo	\$8,000.00	2022-2023
Jays Care Foundation	Sporting Chance	\$3,185.00	2022
Careers - The Next Generation	Youth Internship Incentive Program	\$1,800.00	2022
Canadian Red Cross	Power of Stories/Mind+Body	\$28,532.66	2022-2023

Champions for Girls

Champions for Girls recognizes generous philanthropists dedicated to inspiring all girls to be strong, smart and bold. They are corporations, foundations, local businesses and individual donors.

Visionary
\$50,000+



Amplifier
\$20K-\$49.9K



Upholder
\$10K-\$19.9K



Vanguard
\$5K-\$9.9K



Luminary
\$3K-\$4.9K



Jillian Harris Finance

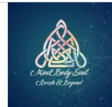
Advocate
\$1K-\$2.9K



The Ally
\$500-\$999



Kritsana Naowakhun



Niki Gill

Bob Prive



Shawn Hill

Community Partners

- School Boards (Fort McMurray Public School Division, Fort McMurray Catholic School Division, Northland School Division No. 61)
- Nistawoyou Friendship Centre
- Janvier Sekweha Youth Centre
- Métis Local #125
- Mikisew Alternate School
- Fort McMurray 468 First Nation
- McMurray Métis
- Athabasca Tribal Council
- Fort McKay Wellness Centre
- Fort McKay Youth Centre
- Anzac Community School
- Métis Local Fort Chipewyan
- Fort Chipewyan Community School
- Omisimâw Wellness
- Waypoints
- Victim Services
- Some Other Solutions
- Juniper Naturopathic Clinic
- YMCA Eagle Ridge
- Northern Trailblazers
- Wood Buffalo Sport Connection
- Canadian Mental Health Association
- NorthReach Society
- Wood Buffalo Food Bank
- Wood Buffalo Regional Library
- Keyano College
- Fort McMurray Boys & Girls Club
- Big Brothers Big Sisters of Wood Buffalo
- The HUB/Early Years Coalition
- Mandla's Foundation
- Centre of Hope
- Salvation Army
- Autism Society
- Special Olympics Wood Buffalo
- BrainSTEM Alliance
- Queens in Code
- MedicalMakers

Fundraising Events

Our programs are free for all, as we believe that finances should not be a barrier for participation. We are grateful for the support and engagement of our community through fundraising events, which make this possible even during lean years.

In 2022, we leveraged the techniques we have developed over the years and offered a combination of virtual and in-person programs to reach girls across the region. This approach allowed girls from remote areas or with busy schedules to join us without any obstacles.

2022 Fundraising Calendar

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Proceeds
Women of Inspiration Gala 2022													\$ 69,325.60
AGLC Cash Calendar (750 tix)													\$ 4,511.98
HomeHardware BBQ (May 21-23)													\$ 1,900.04
28th Annual Golf Tournament (Sep4)													\$ 19,954.79
FORE THE LADIES GOLF and Barrels and Birdies													\$ 8,000.00
Zombie Run/Peer-to-Peer >> 'Run for Cause'	Trial												\$ 4,400.00
Name That Tune: June 1													\$ 800.00

Cash Calendar

We were able to raise an impressive \$4,511.98 through the sale of 385 tickets at \$20 each. Our ticket-raising efforts were aided during our other popular events like the Home Hardware BBQ, Name That Tune, Fore Ladies Classic, and WBCF Golf. We also received incredible support from local businesses like Chocolate and Candlelight, and Surekha's, who helped us spread the word and sell tickets. We are also grateful to our dedicated board members, who went above and beyond by assisting with additional ticket sales.

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- Cash prize draws every weekday in November
- Tickets valid for ALL draws, multiple chances to win
- Only 750 tickets printed
- Draw location - Girls Inc. Office
- 17B-10019 MacDonald Ave, Fort McMurray
- Winners will be notified by phone and/or email

CASH CALENDAR

November 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 \$100	2 \$100	3 \$100	4 \$175	5
6	7 \$100	8 \$100	9 \$100	10 \$100	11 \$175	12
13	14 \$100	15 \$100	16 \$100	17 \$100	18 \$175	19
20	21 \$100	22 \$100	23 \$100	24 \$100	25 \$175	26
27	28 \$100	29 \$100	30 \$600			

Help support #GirlsToo and 16 Days of Activism against Gender Based Violence (Nov. 25-Dec. 10)



Home Hardware BBQ

Girls Inc. successfully secured the coveted May Long weekend with Home Hardware, offering an opportunity to sell hotdogs by donation. Thanks to Home Hardware's generosity, we received a donation of 20 dozen hot dogs and buns, 20 dozen assorted pops, and the use of their BBQ, table, and tent. It's amazing to see local businesses support non-profits like Girls Inc. in raising funds during the summer months!



28th Annual Golf Tournament

Girls Inc. raised \$20,000 to support girls aged 6-18 in Fort McMurray-Wood Buffalo at the 28th Annual Golf Tournament Fore Girls Inc. presented by Imperial. Golfers enjoyed a fun afternoon of golf, food, silent auction, and prizes at Miskanaw Golf Club on September 4. The event's frosh theme brought everyone together for macaroni & cheese, games, and networking while supporting Girls Inc.'s cause. The funds raised will be used to continue offering free, girl-specific programs in the region.



Name That Tune

Thanks to Tavern on Main, Mike Jones, Jessica Payette, and Scotiabank, Name That Tune sold out and successfully raised \$800. The triumphant team secured the grand prize—a trip to Antigua.



Name That Tune 2022 Winners

Run For A Cause

Fort McMurray Marathons Run For A Reason allowed runners to choose a non-profit organization to raise money for. Thanks to many generous individuals, over \$4,000 were raised to help empower girls to be strong, smart, and bold.



Social Media Impact



A comic created by Girls Inc

Girls' Inc. has seen consistent growth across its social media pages over the past year. In particular, Facebook followers increased from 2365 in January 2022 to 3,207 by March 2023. Instagram also experienced a rise in followers, from 859 in January 2022 to 1161 by March 2023. However, Girls' Inc.'s Twitter account saw a slight decrease in followers, dropping from 1624 in January 2022 to 1613 in March 2023. It's possible that this dip is due to Twitter's recent account purge, although the exact reason is unknown.

Volunteers

Girls Inc. of Northern Alberta received invaluable help from a total of 114 volunteers in 2022, including 74 who helped with programming. Their dedication and hard work are deeply appreciated, and we owe much of our success and sustainability to them. Our heartfelt thanks go out to all our amazing volunteers!



Program Youth Volunteer Appreciation celebration 2022

Board of Directors

The Board of Directors for Girls Inc. of Northern Alberta is composed entirely of dedicated volunteers. Board members play an essential role in cultivating donors, organizing fundraising events, coordinating special events, and growing our membership.

- President, Tasneem Rahim
- Vice President, Victoria Brown
- Secretary, Gina Snooks
- Treasurer, Arlene Vanderzwaag
- Director, Annalee Nutter
- Director, Katie Erb
- Director, Jesse Wowk

- Director, Niki Gill
- Director, IJ Uche-Ezeala
- Director, Harsh Shah
- Director, Nicole McMillan

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*Board
of
Directors*

Tasneem Rahim - President

Victoria Brown - Vice President

Gina Snooks - Secretary

Arlene Vanderzwaag - Treasurer

Annalee Nutter - Director

Katie Erb - Director

Jesse Wowk - Director

Niki Gill - Director

IJ Uche-Ezeala - Director

Harsh Shah - Director

Nicole McMillan - Director

Staff

Executive Director: Sundas Shamshad filling the position for maternity leave by Nanase Tonda

Program Director: Katlin Okonkwo

Executive Assistant: Erin Piercey

Communications & Development Lead: Nathalia Cordeau-Hilliard, succeeded to Adam Ophus

Program Coordinator: Abigail Falvey

Program Coordinator – Indigenous Relations: Hanna Alexander

Program Coordinator: Riya Mangukia

Financials

GIRLSINCORPORATED OF NORTHERN ALBERTA SOCIETY

Statement of Financial Position

December 31, 2022

(Unaudited)

	2022	2021
ASSETS		
Current		
Cash <i>(Note 3)</i>	\$ 481,124	\$ 509,564
Restricted cash <i>(Note 3)</i>	4,435	26,333
Accounts receivable	-	38,079
Goods and services tax recoverable	2,076	-
Prepaid expenses	15,997	8,160
	<u>503,632</u>	582,136
TANGIBLE CAPITAL ASSETS <i>(Note 4)</i>	<u>7,231</u>	7,095
	<u>\$ 510,863</u>	<u>\$ 589,231</u>
LIABILITIES AND NET ASSETS		
Current		
Accounts payable and accrued liabilities <i>(Note 5)</i>	\$ 19,000	\$ 7,201
Government remittances payable	-	13,278
Bonuses payable	-	4,319
	<u>19,000</u>	24,798
DEFERRED CONTRIBUTIONS <i>(Notes 6, 11)</i>	<u>97,350</u>	135,832
	<u>116,350</u>	160,630
Net assets	<u>394,513</u>	428,601
	<u>\$ 510,863</u>	<u>\$ 589,231</u>

Draft for discussion purposes only

Financials

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY

Statement of Revenues and Expenditures

Year Ended December 31, 2022

(Unaudited)

	2022	2021
INCOME		
Grants	\$ 390,141	\$ 436,460
Donations and fundraising	209,795	108,000
Alberta Gaming and Liquor Commission	33,400	25,354
GST rebate	2,782	2,857
	<u>636,118</u>	<u>572,671</u>
EXPENSES		
Wages and benefits	418,668	408,109
Programming	85,669	81,164
Advertising and fundraising activities	84,961	33,118
Rental	41,147	32,480
Donations (Note 7)	11,000	-
Training	7,249	3,062
Automotive and travel	7,049	4,362
Accounting and legal	5,500	5,330
Interest and bank charges	4,904	3,013
Office	4,130	3,886
Amortization	3,139	3,564
Telephone	2,393	2,082
Board Expense	969	1,250
	<u>676,778</u>	<u>581,420</u>
DEFICIENCY OF INCOME OVER EXPENSES FROM OPERATIONS	<u>(40,660)</u>	<u>(8,749)</u>
Other income (expenses)		
Government assistance (Note 8)	5,267	225,701
Interest income	1,305	238
	<u>6,572</u>	<u>225,939</u>
EXCESS (DEFICIENCY) OF INCOME OVER EXPENSES	<u>\$ (34,088)</u>	<u>\$ 217,190</u>

	2021 Balance	Deficiency of income over expenses	Contributions	Withdrawals	2022 Balance
General Fund	\$ 421,506	\$ (30,949)	\$ -	\$ (3,275)	\$ 387,282
Tangible Capital Asset Fund	7,095	(3,139)	3,275	-	7,231
	<u>\$ 428,601</u>	<u>\$ (34,088)</u>	<u>\$ 3,275</u>	<u>\$ (3,275)</u>	<u>\$ 394,513</u>
	2020 Balance	Deficiency of income over expenses	Contributions	Withdrawals	2021 Balance
General Fund	\$ 204,648	\$ 220,753	\$ -	\$ (3,895)	\$ 421,506
Tangible Capital Asset Fund	6,763	(3,563)	3,895	-	7,095
	<u>\$ 211,411</u>	<u>\$ 217,190</u>	<u>\$ 3,895</u>	<u>\$ (3,895)</u>	<u>\$ 428,601</u>