



2019 ANNUAL REPORT TO THE COMMUNITY

This Annual Report was designed to help individuals learn more about Empowering Minds and to demonstrate the challenges we faced and the successes we accomplished in 2019.

It was a year of change for Empowering Minds and we could not have succeeded without the support of our amazing community.

Empowering Minds continues to invest in our community's youth - those who will lead us tomorrow.

We hope that you feel inspired and proud to be part of the Empowering Minds 'impact'.

MISSION

Our mission is to provide youth and educators alike with proven and innovative leadership programs that develop the confidence, motivation, and resilience necessary to thrive in today's world.

VALUES

We've established several values that define who we are as a company and as difference makers for the future — our teen leadership programs centre on these same values.

Value Based Leadership

Integrity
Empowerment
Active Citizenship
Self-Awareness

CORE VALUES

Leading by example
Caring for our people and our partners
Building trust and loyalty
Fun and passion in everything we do
Foster integrity and respect
Encourage innovation and entrepreneurialism



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PRESIDENT'S MESSAGE DEANNA WERKLUND

Hello Everyone!

I am excited to share that 2019 was a year of change for Empowering Minds™. The first major change was returning as the President on January 1, 2019. The second major change was Empowering Minds™ returning to its roots and once again offering the powerful and dynamic Teen Leadership Breakthrough program to Calgary and surrounding area youths. That was just the start!

It was a year of restructure and understanding the new landscape of the Alberta Education System. I am happy to share that we built some great new relationships and saw 103 teens graduate from the Teen Leadership Breakthrough classes in 2019! Through our transition, we were fortunate to maintain McKenna Simpson as our Program Manager and Trainer. McKenna continues to thrive in her new role and is growing her knowledge and experience. She has a great rapport with our donors, teachers, and students and her wide scale of abilities is exactly what Empowering Minds needs in a future executive.

Alexis Paproski joined us in February 2019 as our Operations Manager. Alexis worked to further reduce our overhead resulting in additional savings over the year and she proved to be a vital team member when organizing our annual Live and Unsigned event. We are fortunate to have Alexis on our team as she is our 'executor'.

In 2019 we developed and rolled out a pilot 'pre and post' survey for the Teen Leadership Breakthrough Program. We received valuable data directly from the students which validated the need to continue doing surveys moving forward. In 2020, we will continue this through qualitative measurements.

Thanks to our volunteer coordinators, The 6th Annual Live & Unsigned in November was a great success. The goal was to raise \$100k and we actually grossed \$160k. Great work team!! A special thanks to Shannon Knutson who was instrumental in our success. We are very grateful for her ongoing support and event experience!

I also want to take this opportunity to thank our amazing Board of Directors, who supported the changes we were making to ensure the success of the organization. I am also very grateful for the support I have received from my family to help Empowering Minds return to the powerful and impactful organization it once was. Additionally, thank you to the Werklund Foundation Board for electing to continue to support Empowering Minds in 2019 to new heights of success.

As we move into 2020, we see new challenges surfacing with Covid-19. Educators see our program as a great support as students return to school. We have a great team assembled to navigate through these uncharted waters and will continue to work to support leadership growth for Alberta in Youths age 15 - 18!

Sincerely,

Deanna Werklund
President



2019

DONORS, SPONSORS, VOLUNTEERS

Thank you!

Our donors, sponsors, and volunteers are the backbone of our organization. As such, we want to recognize them and thank them for their continued support.

The following people, organizations, and companies helped us achieve our goals this year through cash donations, donated auction items, volunteering their time, and as sponsors of Live & Unsigned.

Empowering Minds greatly values the contributions of everyone who has supported us. We could not do what we do without your support!



Aaron Rigg-Goldblum	Darlene Kokotailo	Kevin Livingstone	Samantha Orthlieb
Aithra Projects	Dave Werklund	Kevin Shade	Sarah Clark
Alex Kotkas	David Choris	Krystee To	Sean Hynes
Alexis Paproski	Dean & Ellen Brawn	Kurtis Leinweber	Selina Novello
All Clean Cleaning	Deanna Werklund	Kyle Rakowski	Seton VIP Theatre
Company	DeDominicis Family	Laura Hambley	Shannon Knutson
Allyson Tolton	Denny Chow	Leaders International	Shawna Girard
Alykhan Bandali	Dentons	Executive Search	Sheila Smith
Alykhan Velji Designs	Diana Johnson	Lindsay Walsh	Sheraton Eau Claire
Andrea Hasanagic Design	Dina Klopp	Lisa Stretko	Shopper's Drug Mart
Angelia Scobie	Distill Coaching/	Lori Werklund	CrossIron Mills
Arista Dalekos	Consulting	Lorraine Werklund	Socialize Event Services
Artables	Don Friesen	Lotus Consulting Inc.	Sonia Williams
Arthur Fopma	Don Friesen	Louise Flora	Spelliscy Riddell Law
Arthur Wong	Dr. Kevin Shade	Lyndsie Barrie	Office
Avreet Jagdev	Dr. Willem Meeuwisse	MacInnis & Associates	Springbank Cheese
Azuridge Hotel	Dustin Bedward	c/o Don MacInnis	Stefan Erasmus
Barre Body Studio	Eight X Shirts	Macoda Ventures Inc	Sunny Ghali
Barry Siebel	Emergenetics Canada	Madhura Joshi	Susan Norman
Beth Lambert	Erin Summers	Marcello D'Egidio	Sydney Kovac
Beverley J. Sprague	Exhibit Studio	Mark Werklund	Sylvia Gray
Bon Ton Meat Market	Fairmont Banff Springs	Mark McLoughlin	The Brawn Family
Brawn Family Foundation	Hotel	Martha Spadafora	Foundation
Brenda Rayment	Felesky Flynn LLC	Master Chocolat	The Calgary Zoo
Brian Evans	Flo Vocal Arts Studio	MBZ Developments	The Cellar
Brian Felesky	Forward Giving	McKenna Simpson	The Manufacturer of TRTL
Brock Health	Frank Kruppe	Michael McGee	The Nobles Management
Administration Ltd.	Frank Vanden Elsen	Michelle Schurr	The Printing House
Brody Mainville	Gary Nissen	Mike & Linda Shaikh	The Prosser Charitable
Bryn Florence	GLOW Program	Minaal Adnan	Foundation
Calgary Arts Academy	Good Life - Beacon Hill	Monica Krestchmer	The Unicorn
Foundation c/o Andrew	Graeme McLean	Morella De Castro	Theater Calgary
Whistle	Grant McLarnon	Mount Royal University	Tiene Energy
Calgary Career Counseling	Gwyneth Gillard	Nathalie Boisvert	Toby Dinter
Center	Heather & Co Designer	National Bank	Troy Shoppe Jewellers
Calgary Foundation	High Country Equestrian	Nelson Halpern	TS Signs
c/o Kevin Alger	Center	Nicole Champagne	Tyler Rimbey
Calgary Sports &	Hillberg & Berk	Nora Ring	Ursula Szulczewski
Entertainment Corp.	Huguett Buyer	Nuvero LLP	Viewpoint Foundation
Calgary Stampede	IAPAM c/o Jeff Russell	c/o Sanjay Naicker	c/o Shereen Coward
Cammore Wine Merchants	Inspiring Self Care	Olds College	Violet Aura Holistic
Canaccord	Jacquie Clarke	Olympia Liquor	Healing
Canmore Wine Merchants	Jadyn Smith	Oragami Owl	VMedi Spa
Capexco	James Gray	Pampered Chef	W. Brett Wilson
Carey Management	Jen Feduchun	Panda Crowfoot	Wendy Cartwright
Carvers Steak House	Jennifer Paterson	Patti DeDominicis	Werklund Foundation
Cathy Whitney	Joani Schoultz	Porterfield Studios	WestCreek Developments
Cayuse Welding Ltd.	John Copithorne	Pubblico Italian Kitchen	WestJet
Ceilis	Auctioneer	Ranchman's Cookhouse	William DeJong
Cherie Lee	John Dumonceaux	& Dancehall	Yellow Raincoat
Chez Dine	John Fluevog Shoes	Randy Kraft	Yvonne Winkler
Chiropratic Center	Joyce Romane	Reflections of Gold	
for Health	Kal Bosch	Reggae Tone Fitness	
Clippers N Suds	Kara Cubbon	Renata Reid	
Colin Glassco	Karla McGee	Rhet Vanden Elsen	
Cory Porterfield	Kathy & Joe Grill	Rob Finot	
Country Hills Golf Club	Kati Paul	Rob Kelly	
Courtney Whitney	Kaylee Thrush	Robert Brawn	
CrossIron Mills Mall	Kelly Brothers	Ronald Salverda	
D Mitchell Construction	Kelly's Nails	Ruth Pogue	



2019 GRANTS

Thank you!

Other sources of funding for Empowering Minds in 2019 included the RBC Foundation grant of \$25,000.00 which directly supported the Teen Leadership Breakthrough program.

And we are endlessly grateful to Werklund and Brawn Foundations for their early contributions to the Shaw Birdies for Kids campaign.



TEEN LEADERSHIP BREAKTHROUGH PROGRAM



The Teen Leadership Breakthrough is a 2.5 day interactive class that empowers youth to advance their leadership skills, discover and actualize their true potential, and create positive change in their lives.

The course is designed for teenagers 15-18 years of age, who are currently in high school. Teens who attend this program complete several processes that challenge them on a range of skills including teamwork, focus, communication, and self-awareness. This ultimately leads to the teen experiencing personal breakthroughs in their family, school, and personal lives.

The teens return to their daily lives more engaged in their success, more enthusiastic about their community and the world, and they are more resilient and empowered to lead.

But don't take our word for it, listen to what our students have to say:



“This weekend was an amazing experience. The Teen Leadership Breakthrough was the most beneficial program I have attended not only for leadership, but it had a large focus on personal development. I learnt a lot of things about myself that I never knew. The main difference I found between this program and other personal development workshops that I have done is at Empowering Minds they help you work with your strengths and weaknesses firsthand by doing activities they choose to put us teens through.

The activities that were most beneficial to me were the bending the metal rod, the letters from your family, the trust exercise, and the block exercise. The metal rod activity I learnt a lot about myself. During this exercise I was really struggling with not being able to bend it and a leader came to me and kept asking me if I was happy, and I was not. I was getting extremely frustrated as I could not bend it and everyone else’s was bent. Then one lady said to me, “if you don’t like your result then change your approach”, and that comment will always reside with me. The time was up and during the break I spent my whole break bending this rod different ways until I was happy with it. Then I went to find a leader right away and then I stopped and realized “Why am I looking to find others to praise me and yet can’t find it in myself?” I am still working through this.

Another extra ordinary thing this program does is letters from your family. These letters made my relationships with my immediate family stronger and saved my relationship with my siblings. Through the trust exercise I learnt how I shut people out and don’t trust them even though I thought was a fairly open person. The block exercise incorporated focus and narrowing down your one major block to your success and looking at what life looks like without that block.

This program by working outside your comfort zone has strengthened many areas in my life and I have even gone back and been on the leadership team as volunteer as I feel super strongly about the differences this program makes on youth leaders of today!”

Selina Novello of Foothills Academy, Class 7211

“I never would have believed that the experiences I had embraced during the Teen Leadership Breakthrough Camp would create such an impact upon me. I am sure when I say that the awakening I felt is truly and absolutely life changing in ways that even a writer like myself may never be able to explain.

Being a graduate of the camp is one of the most honourable accomplishments I have ever experienced throughout my life. I built a family with the other participants; we laughed together, we worked together, we listened to each other, and we cried together. I was taught in only days how to fully portray my passion and enthusiasm. However, in the midst of all this, I cried and felt pain; the pain of letting go and being vulnerable. Doubt was washed away as I fell into the hands of my newfound family, learning to trust myself and others.

I always thought that I was a wise person, but my life will forever be changed because of those lessons. We would close our eyes, imagining our very own safe space, only to wake up with a new revelation each and every time. I discovered a whole new mindset; one wherein I am confident and always sure of myself, no matter the difficulty of a situation. I will not try. I will not hope. I will do what I must, and I know that I am more than good. I know that I am great and powerful as a person who will accomplish anything I set my mind to. I now know that I am strong, I am powerful, I overcome, and I am a leader!”

Sophie St-Pierre of George MacDougall High School, Class 7219

I now know that I am strong,
I am powerful, I overcome,
and I am a leader!



“As a result of the Empowering Minds course, I gained more confidence in myself and that helped me get out of my comfort zone. In the course and ever since I graduated, I have more self respect for myself. As a result of always being hard on myself, I needed to focus on myself to grow and become a better person for myself and others. Public speaking was never uncomfortable for me, but through this course I gained more confidence in myself and now I speak without feeling nervous in front of large groups, because I trust myself.”

Sydney Kovacs of Foothills Academy, Class 7211

“The Empowering Minds Teen Leadership Breakthrough is a powerful program. It taught me a lot about my personality, my limits, my comfort zone, my ability to grow as a person, and so much more. Participating allowed me to reflect on myself and gave me the opportunity to improve certain aspects of my life.

This was a positive and moving experience for me. It was an emotional journey, sometimes tough to overcome, but everything was for the best. All of the challenges and tasks pushed me as a person. They let me explore what I am capable of. There are many lessons I learned in the camp. Some things I learned include gratitude and how to express love, voice projection, enthusiasm, teamwork, channelling my energy into strength, communication, patience, and trust. I also learned how to overcome my fears, which helped me improve my mindset towards life.

After graduating I took what I learned and applied it into my life. I began treating my family with more respect and I expressed my love and thankfulness more. My peers noticed my more positive and enthusiastic attitude and I stopped underestimating myself. I also stopped using powerless words such as “try”, or “won’t”.

This training really helped me realize how wrong I was about myself and my place in the world. I always thought I was limited to my dreams and capabilities. After my experience at Empowering Minds, I decided that I want to do more. That I can do more, and I will do more to make the world a better place. I realized that an unstoppable leader sprung out of me and finally took charge. I wouldn’t have known my true self if it wasn’t for Empowering Minds. I am so grateful for this opportunity and for the people that allowed me to take the course.”

Amreet Gill of Lester B. Pearson, Class 7218



The Empowering Minds Teen Leadership Breakthrough is a powerful program.



> 7208 FFCA & Lester B. Pearson
April 25 – 27, 2019



> 7211 Foothills Academy
October 27 – 29, 2019



> 7218 – Lester B. Pearson
November 21 – 23, 2019



BOARD OF DIRECTORS

Empowering Minds is grateful for the leadership and guidance provided by our Board of Directors. Our team is diverse and comes from a broad range of backgrounds and experiences which come together to enhance our organization.



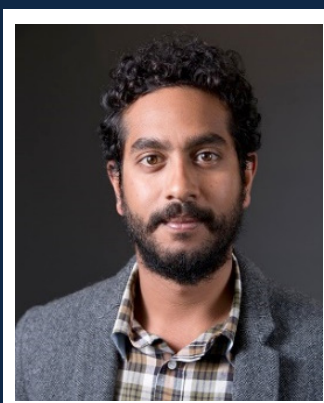
ALEX KOTKAS
2017 – 2019

Skilled Legal background with expertise in arbitration and litigation.



BRODY MAINVILLE
2019

Experienced globally in both the Supplier and Retailer sector.



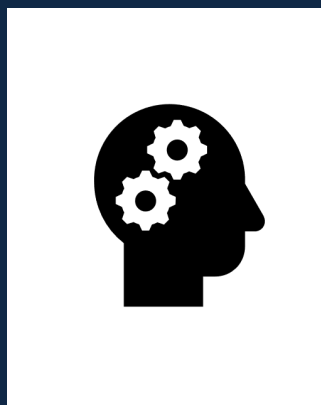
DAVID GHORIS
2019 – 2020

Passionate about Economic Development, Fundraising, Strategy, Innovation and Government Relations.



DEANNA WERKLUND
2019 – 2020

A visionary leader with an entrepreneurial spirit. Founder of Emergenetics Canada (2013) and Empowering Minds (2012).



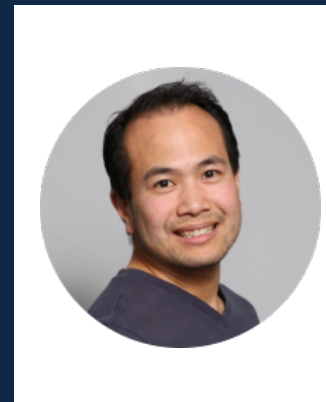
MARK MCLOUGHLIN
2017 – 2019

Well versed in working and collaborating with education and school boards with a background in Strategic Planning.



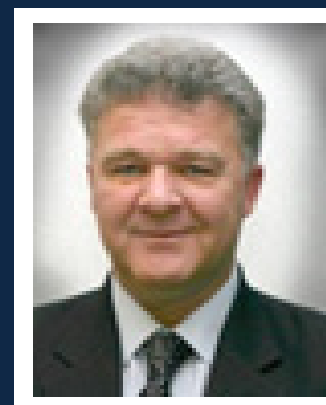
ROB FINOT
2020 –

Over 12 years of experience in Operations, including leadership and management roles. Passionate about team collaboration, team growth, develop opportunities, strategy, and health and safety.



DENNY CHOW
2016 – 2020

Knowledgeable in Financials, Budgeting and overall Fiscal Prudence, and is a Registered chartered Accountant.



MARIUS GHINESCU
2020 –

Excels at bringing clarity to complex technology management issues as well as building effective relationships and high performance teams.



SHANNON KNUTSON
2017 - 2019

Strong business development professional skilled in Negotiation, Investor Relations, Event Management, Media Relations, and Sponsorship.



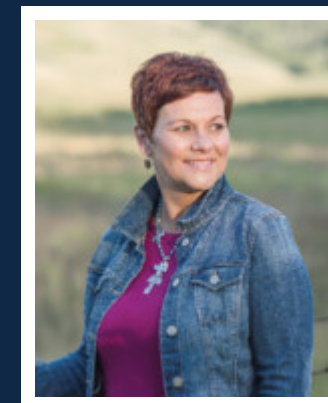
KYLE RAKOWSKI
2019 – 2020

Experienced leader in the energy industry and devoted father and husband. Has degrees in both science and engineering.



PATTI DEDOMINICIS
2017 – 2019

Skilled in Negotiation, Management, Business Development, Team Building, and Project Management.



TRACY AYLESWORTH
2017 - 2019

Over 17 years of event management and production experience including marketing, creative development and sponsorship program development.



LIVE AND UNSIGNED 2019



Live & Unsigned is Empowering Minds’ annual fundraiser and features a Talent Contest, Cocktail Reception, and ‘Silent and Live’ Auctions.

To be part of the show, contestants audition months in advance. The top 20 performers are chosen by our Performance Review Committee and then the final Top 10 are decided by the Kelly Brothers (Kelly Brother Production Company, Calgary, AB.)

Upon arriving at the beautiful Bella Concert Hall, guests get to enjoy the cocktail reception and place their bids for the Silent Auction.

The Talent Contest starts promptly as scheduled and at the show the audience judges and votes for the winners. Audience Members also have the opportunity to participate in a special ‘Live Auction’ while the votes are being tallied.

Following the talent portion of the evening, guests continue to enjoy cocktails and pick up the Silent Auction items they have won.

We had our most successful event ever in 2019!



2019 WINNERS

1st Place
Kat Zell
(won \$1000)

2nd Place
Doell Brothers
(won \$500)

3rd Place
Anika and Ellie Gross
(won \$250)

1 Our host for the evening was Global News’ Linda Olsen. **2** Teen Leadership Breakthrough Alumni giving back and volunteering at Live & Unsigned. **3** Our energetic crowd really got things going. **4** First place went to Kat Zell **5** Second place finishers Doell Brothers **6** Third place went to Anika and Ellie Gross **7** Thanks to our Top 10 for making this such a fantastic evening.





FINANCIAL STATEMENTS

Year Ended December 31, 2019

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January 16, 2020

Calgary Alberta

Dear Board of Directors,

We have been engaged to audit the financial statements of Empowering Minds for the year ended December 31, 2019.

Canadian generally accepted auditing standards require that we communicate at least annually with you regarding all relationships between the company and ourselves that, in our professional judgment, may reasonably be thought to bear on our independence.

In determining which relationships to report, the standards require us to consider relevant rules and related interpretations prescribed by the Chartered Professional Accountants of Alberta and applicable legislation, covering such matters as:

- (a) Holding a financial interest, either directly or indirectly, in a client;
- (b) Holding a position, either directly or indirectly, that gives the right or responsibility to exert significant influence over the financial or accounting policies of a client;
- (c) Personal or business relationships of immediate family, close relatives, partners or retired partners, either directly or indirectly, with a client;
- (d) Economic dependence on a client; and
- (e) Provision of services in addition to the audit engagement.

We are not aware of any relationships between Empowering Minds and ourselves that, in our professional judgment, may reasonably be thought to bear on our independence, that have occurred from February 1, 2019 to January 16, 2020.

Canadian generally accepted standards for audit engagements requires that we confirm our independence to management or persons having oversight responsibility for the financial reporting process in the context of the Rules of Professional Conduct of the Institute of Chartered Accountants of Alberta. Accordingly, we hereby confirm that we are independent with respect to the company within the meaning of the Rules of Professional Conduct of the Institute of Chartered Accountants of Alberta as of January 16, 2020.



INDEPENDENT AUDITOR'S REPORT

To the Members of Empowering Minds

Opinion

We have audited the financial statements of Empowering Minds (the Organization), which comprise the statements of financial position as at December 31, 2019 and December 31, 2018, and the statements of operations, changes in net assets and cash flow for the years then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at December 31, 2019 and December 31, 2018, and the results of its operations and cash flow for the years then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Kahn Hagen Marshall

Professional Corporation
Chartered Professional Accountants

Calgary, Alberta
March 5, 2020



STATEMENT OF FINANCIAL POSITION

For the Year Ended December 31, 2019

	2019	2018
ASSETS		
Current		
Cash	\$ 249,956	\$ 124,442
Accounts receivable	2,500	1,500
GST receivable	912	3,151
Prepays	5,772	7,635
	258,780	136,728
Intangible assets (Note 2)		4,602
	\$ 258,780	\$ 141,332
LIABILITIES AND NET ASSETS		
Current		
Accounts payable and accrued liabilities	\$ 6,731	\$ 16,218
Net assets		4,602
Unrestricted	252,049	125,114
	\$ 258,780	\$ 141,332

See notes to financial statements.

STATEMENT OF OPERATIONS

For the Year Ended December 31, 2019

	2019	2018
REVENUE		
Donations (note 3)	\$ 152,011	268,207
Fundraising	168,995	111,886
Grants	25,000	40,000
Program Fees		5,400
	\$ 346,006	\$ 425,493
EXPENSES		
Programs	\$ 143,795	\$ 367,179
Fundraising (Note 4)	44,753	57,248
Professional Fees	7,017	41,638
General and administrative	11,900	9,477
Rental	7,002	17,003
Amortization of intangible assets	4,604	4,604
	219,071	497,149
EXCESS (deficiency) of revenue over expenses	\$ 126,935	\$ (71,656)

See notes to financial statements.



STATEMENT OF CHANGES IN NET ASSETS

For the Year Ended December 31, 2019

	2018 Balance	Unrestricted	2019 Balance
NET ASSETS (beginning of year)	\$ 196,770	\$ 125,114	\$ 125,114
EXCESS (deficiency) of revenue over expenses	(71,656)	126,935	126,935
NET ASSETS, END OF YEAR	\$ 125,114	\$ 252,049	\$ 252,049

	2017 Balance	Unrestricted	2018 Balance
NET ASSETS (beginning of year)	\$ 64,244	\$ 196,770	\$196,770
EXCESS (deficiency) of revenue over expenses	132,526	(71,656)	(71,656)
NET ASSETS, END OF YEAR	\$196,770	\$125,114	\$125,114

STATEMENT OF CASH FLOW

For the Year Ended December 31, 2019

	2019	2018
ASSETS		
CASH FLOWS FROM OPERATING ACTIVITIES		
Excess (deficiency) of revenue over expenses	\$ 126,935	(71,656)
Item not affecting cash:		
Amortization of intangible assets	4,604	4,604
	131,539	(67,052)
Changes in non-cash working capital (Note 6)	{6,385}	8,587
INCREASE (DECREASE) IN CASH FLOW	125,154	(58,465)
CASH, BEGINNING OF YEAR	124,442	182,907
CASH, END OF YEAR	\$ 249,596	\$ 124,442

See notes to financial statements.



NOTES TO THE FINANCIAL STATEMENTS

NATURE OF OPERATIONS

Empowering Minds (the organization) is a not-for-profit organization incorporated federally under the Canada Not-for-profit Corporations Act on June 14, 2012. As a registered charity, the organization is exempt from the payment of income taxes under Section 149(1) of the Income Tax Act. The organization operates to promote established programs designed to further the development of children, teenagers and their educators through the leadership training in Canada.

1. Summary of significant accounting policies

These financial statements were prepared in accordance with Canadian Accounting Standards for Not-for Profit Organizations (ASNFPO).

(a) Revenue recognition

Empowering Minds follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Restricted investment income is recognized as revenue in the year in which the related expenses are incurred. Unrestricted investment income is recognized as revenue when earned.

Program fees and fundraising revenue are recognized when the amount can be estimated and collection is reasonably assured.

(b) Contributed services

The operations of the organization depend on the contribution of time by volunteers. The fair values of donated services cannot be reasonably determined and are therefore not reflected in these financial statements. Donation of goods and services are recorded when the fair market value is reasonably determinable and when they would otherwise be purchased by the organization.

1. Summary of significant accounting policies (continued)

(c) Cash

Cash is defined as cash on hand and cash on deposit net of cheques issued and outstanding at the year end.

(d) Intangible assets

Intangible assets consist of design, development and launch of the organization's website. Intangible assets are recorded at cost net of accumulated amortization. Intangible assets are amortized on a straight-line basis over a period of 5 years.

(e) GST

GST is recoverable at 50% as a rebate. The unrecoverable portion is recorded as an expense and the rebate reported as receivable.

(f) Net assets

Unrestricted net assets comprise the excess of revenue over expenses accumulated by the organization each year, net of transfers, and are available for general purposes.

(g) Financial instruments

The Organization has a comprehensive risk management framework to monitor, evaluate and manage the principal risks assumed with financial instruments. The risks that arise from transacting financial instruments include credit risk, liquidity risk and market risk. Price risk arises from changes to interest rates, foreign currency exchange rates and market prices. The Organization's financial instruments that are included in the statement of financial position are composed of cash, accounts receivable and accounts payable and accrued liabilities. Unless otherwise noted, it is management's opinion that the Organization is not exposed to significant liquidity and interest rate risk from these financial instruments. The fair market value of these financial instruments approximate their carrying values, unless otherwise noted.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The organization is exposed to credit risk from its members. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts, historical trends and other information. The organization has a significant number of donors and corporate sponsors which minimizes concentration of credit risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The organization is exposed to this risk mainly in respect of its receipt of funds from its donors and corporate sponsors. The organization's approach to liquidity is to plan that it will have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions without incurring unacceptable losses or risk harm to the organization's reputation.

Market risk

- a) Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in interest rates. The organization is not currently exposed to interest rate risk.
- b) Equity price risk is the risk of price changes of securities held in the open market. The Organization does not currently have exposure to equity price risk.
- c) Commodity price risk is the risk of changes in prices of materials purchased for wholesale distribution. The Organization is not currently exposed to commodity price risk.
- d) Currency risk is the risk that variations in exchange rates between the Canadian dollar and a foreign currency will affect the organization's operating financial results. The Organization is currently exposed to currency risk as it deals with a US based company for its program delivery.

(h) Measurement uncertainty

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

2. Intangible assets

	2019	2018
Website costs	\$	\$ 23,020
Accumulated amortization	\$	\$ {18,4162}
	\$	\$ 4,604

3. Economic dependence

During current fiscal year, there was \$NIL donations received (2018 - 56%) from a non-for-profit organization as a primary sponsor of the organization's donor.

4. Fundraising expenses

As required under Section 7(2) of the Charitable Fundraising Regulation in Alberta, the following amounts are disclosed:

	2019	2018
Direct expenses incurred for the purpose of soliciting contributions including grants and donations	\$ 12,238	\$ 11,144

5. Income taxes

The Organization is exempt from income taxes under paragraph 149(1)(f) of the Income Tax Act. Therefore, no provision for income taxes has been made in these financial statements.

6. Changes in non-cash working capital

	2019	2018
Accounts receivable	\$ (1,000)	\$ (1,198)
Amounts payable and accrued liabilities	(9,487)	7,169
Prepays	1,863	2,989
GST payable (receivable)	2,239	(373)
	\$ (6,385)	\$ 8,587





WHY OUR WORK IS IMPORTANT

"Never before in my history of 24 years in education, have I witnessed a program that is so life changing for youth. In a world where anxiety is at an all-time high, along with decreased personal power, the participants are provided the experience and tools to become strong. Strong in character, strong in decision making, strong in collaboration, strong in persistence, and strong in the capacity to make a difference. For others, and for themselves.

Being involved in Empowered Minds is an incredible gift to our students; building their competence and gaining confidence in themselves is what we want all of them to take into adulthood lives. Their success and satisfaction is fuelled and fostered by this program."

Laurie Johnson, Principal, George McDougall High School

"I have been involved in this program in one shape or form since 2006 when the high school of which I was the principal participated in an empirical study on the program's efficacy. While that study showed both short term and continuing benefits to students, the bigger reason for my support of this program is what I have seen it do for individual students and our school community in the years since that first study.

The TLB program helps students find, and build confidence in, their own voice while learning to embrace, and attend to, the voices of others. I have seen strong and positive, but shy and quiet, students become sources of influence. I have seen students who struggled socially find new confidence in themselves and make genuine connections to those they previously would not or could not. I have seen popular but aloof students set aside their ego and reach out to those they learned to see as similar to them rather than different. I have seen many, many students connect with a sense of purpose during or in the weeks and months after the training.

I need to make it clear that no program is a panacea for all the challenges that students face, and the TLB program is not a treatment for youth mental illness or other situations which require the support of trained professionals. However, I have seen it play a large role in helping some students take ownership of their own well-being and seek supports that they previously declined; and I have seen their peers become friends who supported them.

Many students have told me how Empowering Minds changed their perspectives on their roles as leaders. Through an exploration of their own personal fears, weaknesses, strengths, abilities and potential, students who choose to take advantage of the Teen Leadership Breakthrough program become more passionate and compassionate. They become more powerful agents of positive change in their own lives and the lives of others. That is why I support Empowering Minds."

**Kurtis Leinweber, Deputy Superintendent & COO,
Foundations for the Future Charter Academy (FFCA)**

"Deanna Werklund and Empowering Minds changes lives. I have had the honour of accompanying my students, which have now exceeded over 600 in number, through their Empowering Minds' training and graduation.

In a short span of two and a half days, Empowering Minds has helped my students find their voice and the confidence to express themselves. They embrace the power of teamwork and being present for one another. Most importantly, they begin to see themselves as leaders, capable of making a difference in their own lives, the lives of their families, school and community.

I am so grateful to Deanna Werklund for her leadership and vision and seeing our young adults as leaders of tomorrow. Many of them have gone on to do, just that."

Kenneth Chee, Principal, Lester B Pearson



Empowering Minds is a Calgary-based registered charity that provides youth and educators with proven and innovative youth programs that develop the confidence, resiliency and focus necessary to thrive in today's world.



empoweringminds.org



Charitable Business Number:
81232 3707 RR001

