



2020 ANNUAL REPORT TO THE COMMUNITY

This Annual Report was designed to help individuals learn more about Empowering Minds and to outline the challenges and the achievements from 2020.

In March 2020, the world started to 'close' as a result of the COVID-19 Pandemic. This had a major impact on Empowering Minds ability to offer the Teen Leadership Breakthrough Program.

Thank you to our amazing community of supporters and volunteers who have stood-by us this past year which has allowed us to innovate and offer an additional program called the STEP Youth Discovery Program launching in 2021.

Empowering Minds has and continues to invest in our community's youth – tomorrow's leaders, and look forward to 'getting back to normal' in 2021.

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

OUR MISSION

Our mission is to provide youth and educators with proven and innovative outcomes based leadership programming that develops the confidence, motivation, and resiliency necessary to thrive in today's world.

OUR VISION

Our vision is to offer proven and innovative outcomes-based youth leadership training programs now and into the future.

OUR VALUES

Our values as an organization and how we lead the way for our future generations through our leadership programs centre on these values:

Value Based Leadership

Leading with Integrity

Empowerment of Others and Self

Active Citizenship in the Community

Self-Awareness and Insight



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PRESIDENT'S MESSAGE DEANNA WERKLUND

Hello Everyone!

2020 started off as every other year. It looked like it was going to be a promising year and that Empowering Minds (EM) was going to expand its reach and impact more teens than we did the previous year. We had planned for 10 Teen Leadership Breakthrough (TLB) programs, successfully had 2 TLB programs at the beginning of March, and then the COVID-19 Pandemic hit.

Although EM was not able to offer programs as of March 23, 2020, we remained 'open' and continued to support educators and past participants through social media and by telephone, to ensure that we were ready to roll out the TLB program as soon as the restrictions lifted, and to follow up on the many inquiries we have received from the public and schools.

We saw 88 students graduate from the TLB program before the COVID-19 Pandemic lockdown. We were hoping to resume programs and run 6 programs between September and December 2020, but unfortunately the restrictions only got more rigid limiting our ability to offer the program safely.

EM explored the option of offering the TLB program online, especially as Rapport International, the program developer, innovated and converted the adult version of the program to an online format. While exploring this option, conversations with participating teachers and principals identified concerns with an online version of the program. Participating teachers know the program is intense but that students are well supported to ensure their success during the 'in-person' program, as the process can create and release strong feelings and emotions in participants. Regrettably, there is no way to truly confirm how students are managing during a virtual program. As such, it was decided that an online version of the program would not be as safe or effective for students.

As a result of being on hold with offering the TLB program, McKenna Simpson stepped back from the Program Manager role. We are pleased that, despite stepping back from this role, McKenna will remain with us as a trainer which is where her passion lies.

In hindsight, we are so grateful for the EM team's efforts to reduce overhead, operating costs, and moving EM to a remote office setting. This is what has allowed us to keep the funds raised for programming and survive the challenges of 2020.

As a result of the COVID-19 Pandemic, we were unable to proceed with The 6th Annual Live & Unsigned in November safely. We are booked for November 13, 2021 and look forward to making the 2021 event a success with the help of our amazing volunteers. EM was not overly active in fundraising in 2020. As a result of not being able to offer the TLB program, it did not feel 'right' to raise funds during this time.

I 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 through the COVID-19 Pandemic. I also want to thank 3 of our amazing 2020 volunteers, Anne-Marie Brennan - technical writer, Kristin Finot - Social Media Guru, and Shannon Knutson - Live & Unsigned Event Specialist.

Sincerely,



Deanna Werklund
President



2020

DONORS, SPONSORS, VOLUNTEERS

Thank you!

Our donors, sponsors, and volunteers are the backbone of our organization. We want to recognize and thank them for their continued support. The following people, organizations, companies helped us achieve our goal in 2020 through cash donations and volunteering their time.

Empowering Minds greatly values the contribution of its volunteers. We thank you for your time and your contributions to our organization!

Adam MacVicar
Alexis Paproski
Andrea McLeod
Anne-Marie Brennan
Arjuna Kodisinghe
Arthur Fopma
Beth Lambert
Charmaine Warne
Cheryl Morrier
Cindy Klapwyk
Colin Glassco
David Ghoris
David Lambert

Deanna Werklund
Debra Cherniawsky
Denny Chow
Felesky Flynn LLP
Gary Nissen
Gobind Boparai
GrowME Marketing
Henry Dunfield
Jadyn Smith
Kim Mahoney
Kristin Finot
Lana Cooper
Lorraine Werklund
Marius Fhinescu

Mark Werklund
Mark Rees
Martha Spadafora
McKenna Simpson
Mike Ens
Murray Malley
Nelson Halpern
Olds College
Pat Carey
Paul Rossmann
Red Shed Graphic Design
Reginald Lambert
Rob Finot
Robert Alvo

Rosa Golanowski
Shannon Knutson
Stuart Cullum
Susan Layman
Terri-Lynn Gizzas
Terry Kellam
The Prosser Charitable
Foundation
Tim Churchill-Smith
TS Signs Printing & Promo
Tyler Rimbey
W. Brett Wilson
William Dejong

2020

GRANTS

Thank you!

Other sources of funding for Empowering Minds in 2020 included:

- RBC Social Impact Grant - \$25,000
- Cadillac Fairview Grant - \$20,000
- Rogers Foundation Grant - \$50,000
- Birdies for Kids Presented by AltaLink including Chip-In-For Kids (all donations matched) - \$45,634.25

TEEN LEADERSHIP BREAKTHROUGH PROGRAM

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

This 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 empowered to lead.

Due to the pandemic, Empowering Minds was only able to run 2 programs in 2020. We look forward to getting back on track in the fall of 2021 as restrictions lift!

Congratulations to the Teen Leadership Breakthrough Graduates of 2020!



**Class Photo - 7219 George
MacDougall High School -
February 27 - 29, 2020**

**Class Photo - 7220 FFCA-
March 5 - 7, 2020**



2020 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.



DAVID GHORIS
2019 -

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



DEANNA WERKLUND
2019 -

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



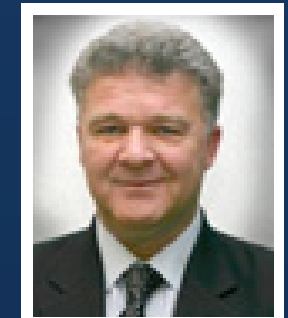
DENNY CHOW
2016 -

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



ROB FINOT
2020 -

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



MARIUS GHINESCU
2020 -

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

LIVE AND UNSIGNED

~~2020~~ *Postponed*



ReadySetBro - formerly known as the Doell Brothers.
Placed 2nd at Live & Unsigned 2019. Photo Credit: J Chu Photography

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

Live & Unsigned was cancelled in 2020 as a result of the COVID-19 Pandemic which was very disappointing for our team, volunteers, organizers, sponsors, and performers.

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.)

Our 2019 first place winner, Kat Zel, went on to be a contestant on Sing for the Shot. Sing for the Shot is like 'Songland' meets 'the Voice' for Canadians. Over the course of several months, artists will workshop, collaborate on and perform an original song with the process culminating with a final showcase where the winner will receive the opportunity to be signed a major management deal! Kat placed 14th - congratulations Kat!

The 2019 second place winners, the Doell Brothers - Tavyn, Auslen, and Kaplan, now known as Ready Set Bro, have officially released their first single Stardust to the public! After Live & Unsigned 2019, Ready Set Bro started working with an artist development company out of Nashville. Congratulations Ready Set Bro!

We hope to see you in November 13, 2021 as it will be the best year yet!

We are looking for all types of talent for 2021! Yo-Yo'ers, Jugglers (hands or feet), Dancers, Singers, Comedians, Illusionists, Ventriloquists, Baton Twirlers, Acrobats, Instrumentalists, Variety Acts, and any Unique Talent! If you know any performers age 13 - 24 who would like to audition, please let us know!

SNEAK PEEK OF 2021 NEW VIRTUAL PROGRAM LAUNCHED

In response to Covid-19, Empowering Minds is excited to announce that in March 2021, we launched our first virtual (online) program called the STEP Youth Discovery Program. This 3-hour virtual or in-person Student/Teacher Emergenetics Program empowers youth to better understand themselves and others in how they think, communicate, and learn.

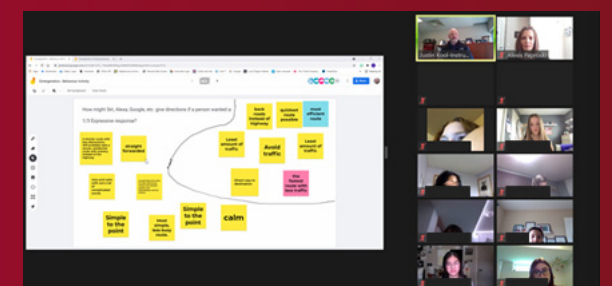
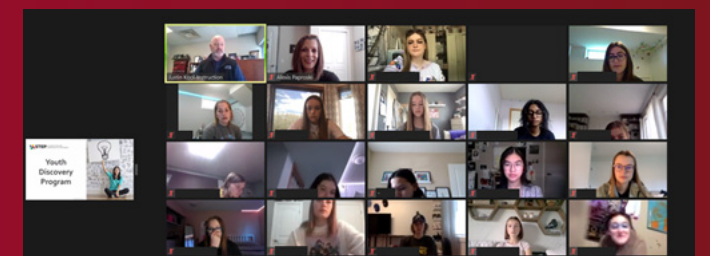
This proven program with a youth Emergenetics Report, is an exciting way to integrate how students prefer to learn and how teachers can facilitate an educational environment that enhances, deepens, and provides authentic learning experiences for all. Based on Emergenetics theory and using positive strengths-based language, STEP honours students through seven distinct thinking and behavior attributes. The result is increased tolerance, motivation, engagement, self-awareness, and an ability to collaborate successfully in cognitively diverse teams. Educators are becoming Facilitator Certified which will create the sustainability for growth within each school and school board. We will be continue to offer this program now and in the future.

We look forward to sharing more on this in 2021!

Virtual STEP Youth Discovery Program with
Lester B. Pearson on May 27, 2021.



Virtual STEP Youth Discovery Program with
George MacDougall High School on May 29, 2021





FINANCIAL STATEMENTS

Year Ended December 31, 2020

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February 2, 2021
Empowering Minds
60 Panatella Rise NW
Calgary Alberta T3K 0W9

Dear Board of Directors,

We have been engaged to audit the financial statements of Empowering Minds for the year ended December 31, 2020.

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
- c)** significant influence over the financial or accounting policies of a client;
- d)** Personal or business relationships of immediate family, close relatives, partners or retired partners,
- e)** either directly or indirectly, with a client;
- f)** Economic dependence on a client; and
- g)** 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 January 16, 2020 to February 2, 2021.

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 February 2, 2021.

This report is intended solely for the use of the audit committee, the board of directors, management, and others within the organization and should not be used for any other purpose.



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, 2020 and December 31, 2019, 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, 2020 and December 31, 2019, 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.

Independent Auditor's Report to the Members of Empowering Minds

- 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 Helen Marshall

Professional Corporation
Chartered Professional Accountants

Calgary, Alberta
March 10, 2021



STATEMENT OF FINANCIAL POSITION

For the Year Ended December 31, 2020

	2020	2019
ASSETS		
Current		
Cash	\$ 297,806	\$ 249,596
Accounts receivable	-	2,500
GST receivable	1,589	912
Prepays	6,246	5,772
	305,641	258,780
LIABILITIES AND NET ASSETS		
Current		
Accounts payable and accrued liabilities	\$ 6,664	\$ 6,731
Net assets		
Unrestricted	298,977	252,049
	\$ 305,641	\$ 258,780

Subsequent event (Note 4)

STATEMENT OF OPERATIONS

For the Year Ended December 31, 2020

	2020	2019
REVENUE		
Donations	\$ 132,134	\$ 152,011
Fundraising	2,027	168,995
Grants	25,000	25,000
	\$ 159,161	\$ 346,006
EXPENSES		
Amortization of intangible assets	-	4,604
Fundraising (Note 2)	153	44,753
General and administrative	6,896	11,900
Professional Fees	7,220	7,017
Rental	-	7,002
Programs	\$ 97,964	\$ 143,795
	112,233	219,071
EXCESS (deficiency) of revenue over expenses	\$ 46,928	\$ 126,935



STATEMENT OF CHANGES IN NET ASSETS

For the Year Ended December 31, 2020

	2019 Balance	Unrestricted	2020 Balance
NET ASSETS (beginning of year)	\$ 125,114	\$ 252,049	\$ 252,049
EXCESS (deficiency) of revenue over expenses	126,935	46,928	46,928
NET ASSETS, END OF YEAR	\$ 252,049	\$ 298,977	\$ 298,977

	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

STATEMENT OF CASH FLOW

For the Year Ended December 31, 2020

	2020	2019
ASSETS		
CASH FLOWS FROM OPERATING ACTIVITIES		
Excess (deficiency) of revenue over expenses	\$ 46,928	\$ 126,935
Item not affecting cash:		
Amortization of intangible assets	-	4,604
	\$ 46,928	\$ 131,539
Changes in non-cash working capital (Note 5)	1,282	(6,385)
INCREASE IN CASH FLOW	48,210	125,154
CASH, BEGINNING OF YEAR	249,596	124,442
CASH, END OF YEAR	\$ 297,806	\$ 249,596



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.

(c) Cash

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

(d) GST

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

(e) 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.

1. Summary of significant accounting policies

(f) 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.

(g) 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. Fundraising expenses

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

	2020	2019
Direct expenses incurred for the purpose of soliciting contributions including grants and donations	\$ -	\$ 12,328

3. 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.

4. Subsequent event

Since the beginning of the 2020 year, the world has been negatively impacted by the novel Coronavirus or COVID-19 pandemic which has resulted in economic uncertainty. The implications of this virus are far reaching. It is impacting the daily operations and economics of institutions and businesses. The measures taken across the globe to try to slow the spread of COVID-19 are impacting both the supply and demand for many goods and services. Although fiscal and monetary policy measures are also being implemented to prop up the economy, this uncertainty may have implications on financial reporting.

The Society has not been able to conduct a lot of programs in 2020 due to COVID-19 closure of schools. The Society is not able to predict or forecast the extent and duration of the school closures, and consequently it is difficult to reliably estimate when schools would reopen.

The Society is currently planning to conduct programs in 2021 and has scheduled 6 classes for fiscal 2021.

5. Changes in non-cash working capital

	2020	2019
Accounts receivable	\$ 2,500	\$ (1,000)
Accounts payable and accrued liabilities	(67)	(9,487)
Prepays	(474)	1,863
GST	(677)	2,239
	\$ 1,282	\$ (6,385)



empoweringminds.org



Charitable Business Number:
81232 3707 RR001

