



2021 ANNUAL REPORT
TO THE COMMUNITY





2021 ANNUAL REPORT *TO THE COMMUNITY*

This Annual Report was designed to help individuals learn more about Empowering Minds and to outline our challenges and achievements in 2021.

The COVID-19 pandemic continued to impact Empowering Minds' ability to offer the Teen Leadership Breakthrough Program due to on-going school restrictions.

Thank you to our amazing community of supporters and volunteers who have stood-by us this past year, thereby allowing us to continue to offer the STEP Youth Discovery Program.

Empowering Minds has and continues to invest in our community's youth – tomorrow's leaders and we look forward to 'getting back to normal' in 2022.

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 innovative, proven, outcomes-based and value-based youth leadership training now and in the future.

OUR VALUES

These are the values that define who we are as an organization and how we wish to lead in the future — our leadership programs centre on these same 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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MESSAGE FROM THE PRESIDENT



HELLO EVERYONE!

We were very optimistic at the start of 2021 and looking forward to getting 'back to normal'. We had four TLB programs booked for the fall and had successfully launched the STEP™ program with Lester B. Pearson, George MacDougall high schools, and a local youth group before the end of June.

I knew we had to do something, so in February I called an 'emergency' meeting of the Board of Directors to explore a potential solution and that is when the decision was made to launch the STEP™ Youth Discovery Program (STEP™). This program meets Empowering Minds' (EM) stringent list of program requirements and it can be delivered in a virtual or in-person environment.

Things started to look more promising as we moved into April, May, and June. We had four TLB programs booked for the fall and had successfully launched the STEP™ program with Lester B. Pearson, George MacDougall high schools, and a local youth group. Clarissa Ghinescu joined our team as a student intern for a month and was increasing our social media presence. We had volunteers working on L&U – the Bella Concert Hall was secured, sponsors and auction items were being confirmed. We even made the decision to hire a Program Manager, Jadyn Smith, in June as we had TLB bookings, wanted to confirm more STEP™ bookings, L&U was underway, and schools were asking about early bookings for January 2022, so it seemed like the right time.

We hit September and pandemic case numbers were up and schools started rescheduling again. The Sr. Operations Manager, Alexis Paproski, continues to wear multiple hats ensuring we are here and ready to go once the schools can move forward. In the meantime, Alexis has focused on growing the STEP™ program. We had educators from fifteen schools attend an Educator STEP™ program in March and November to learn more about the program.

For the second year in a row, we were unable to proceed with L&U safely; however, we are booked for November 12, 2022 and have some great surprises in store for the attendees!

We ran a successful Birdies for Kids Presented by TransAlta campaign. The funds are matched, which maximizes the donations received and somewhat offsets the effect of postponing of our largest fundraiser, Live & Unsigned. EM received funds from the Werklund Foundation, the Prosser Charitable Foundation, the Brawn Family Foundation, the Ted Rogers Foundation, Cadillac Fairview Chinook Mall, and Sponsor Energy. Thank you all for your support!!

I also want to thank our amazing Board of Directors who have supported the changes we made to ensure the success of the organization through the ongoing pandemic.

Sincerely,

Deanna Werklund
President

2021

DONORS, SPONSORS, VOLUNTEERS

Our donors, sponsors, and volunteers are the backbone of our organization. We want to recognize them and thank them for their continued support. The following people, organizations, companies helped us achieve our goal in 2021 through cash donations, donated auction items, volunteering their time, and as sponsors of Live & Unsigned.

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

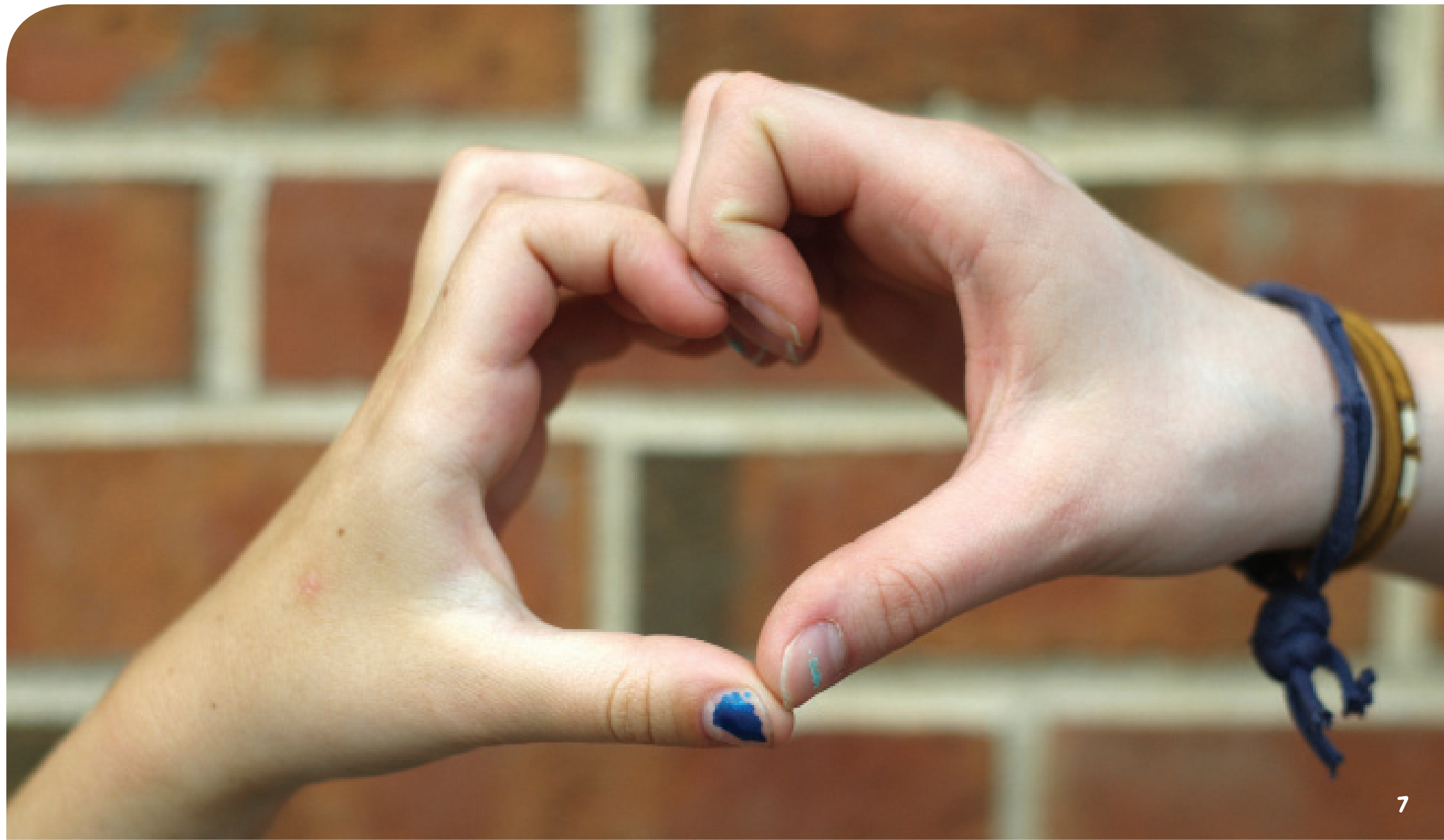
Alexis Paproski	Lisa Strecko
Andrew Wiswell	Lorraine Werklund
Anne-Marie Brennan	Marius Ghinescu
Arthur Fopma	Mark Werklund
Beth Lambert	Martha Spadafora
Bill Andrew	McKenna Simpson
Bill Zubek	Merle Norman Market
Black Mountain Honey	Mall
Bridgit Parise	Miko Photography
Camp Chestermere	Monkey Finger Design
Cindy Klapwyk	Oliver Spence
Clarissa Ghinescu	Origami Owl
Colin Glassco	Patti DeDominicis
David Choris	Rapport Leadership
David Peever	International
David Werklund	Reading Wings
Deanna Werklund	Reg Lambert
Denny Chow	Rob Finot
Emergenetics Canada	Shannon Dean
Gary Nissen	Shannon Knutson
Grant McLarnon	Sponsor Energy
GrowME Marketing	Stuart Cullum
Insight Automation	Tammany Mantle
International	Construction
Jadyn Smith	Management
Justin Kool	The Brawn Family
Kati Thrasher	Foundation
Kim Mahoney	The Prosser Charitable
Kim Wallace	Foundation
Kristin Finot	Troy Shoppe Jewellers
Lauren Gross	Werklund Foundation

THANK YOU!

2021

GRANTS

Other sources of funding for Empowering Minds in 2021 included:





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, no schools were able to attend this program in 2021. We look forward to getting back on track as soon as possible – fingers crossed!

2021

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. We are looking to add to our Board of Directors in 2022. If you are interested, please contact Empowering Minds at info@empoweringminds.org.



DAVID GHORIS
2019 – Current

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



DEANNA WERKLUND
2019 – Current

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



DENNY CHOW
2016 – Current

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



ROB FINOT
2020 - Current

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.



MARIUS GHINESCU
2020 - Current

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



Live & Unsigned is Empowering Minds' annual fundraiser and features a Talent Contest, Cocktail Reception, and 'Silent and Live' Auctions that is held in the fabulous Bella Concert Hall at Mount Royal University.

On September 7, 2021, Live & Unsigned was cancelled for the second year in a row as a result of the Covid-19 Pandemic. This was very disappointing for our team, volunteers, sponsors, and potential performers. The team started planning this event in February and had invested a lot of time for the show and the auctions. Starting early is one of the reasons this event looks like it was put on by a professional event planning company.

We are excited to share that in 2021 we launched the new Live & Unsigned website which is separate from the Empowering Minds website (www.liveandunsigned.org). This new site showcases our Event, Sponsors, and Past Performers as well as provides us with the ability to direct individuals to a professional and focused website for everything related to the event.

We also invite you to follow us on Instagram for event updates at [liveandunsignedyyc](https://www.instagram.com/liveandunsignedyyc)

We hope to see you on November 12, 2022 as it will be the best show yet as everyone will be ready to get out and have some fun in a crowded theatre again!

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, including a youth Emergenetics Report, is based on Emergenetics theory and uses positive strengths-based language. STEP™ honours students through four (4) distinct thinking and three (3) behavior attributes. Learning outcomes include increased tolerance, motivation, engagement, self-awareness, and an ability to collaborate successfully in cognitively diverse teams.

On March 21, we had our first educator's session with twenty (20) educators in attendance from nine (9) different schools/youth organizations. We followed this up with student virtual sessions with Lester B. Pearson and George MacDougall in May where fifty-six (56) students attended. We also had nine (9) youths from a local charity called Locality participate in June. This fall we had educators from another six (6) schools attend and we look forward to continuing to grow this program in 2022!

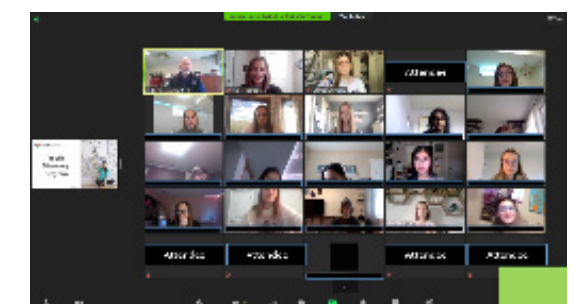
STEP™ YOUTH DISCOVERY VIRTUAL PROGRAM



**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**



2021

FINANCIAL STATEMENTS

Year Ended December 31, 2021



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January 5, 2022

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, 2021.

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 2, 2021 to January 5, 2022.

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 5, 2022.

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.

We look forward to discussing with you the matters addressed in this letter at our upcoming meeting.

Yours truly,

KAHN HALPERN MARSHALL
Professional Corporation
Chartered Professional Accountants

PER:
Nelson Halpern, FCPA, FCA, TEP

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, 2021 and December 31, 2020, 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, 2021 and December 31, 2020, 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.



Professional Corporation
Chartered Professional Accountants

Calgary, Alberta
March 31, 2022

STATEMENT OF FINANCIAL POSITION

For the Year Ended December 31, 2021

	2021	2020
ASSETS		
Current		
Cash	\$ 432,921	\$ 297,806
GST receivable	1,482	1,589
Prepays	7,412	6,246
	\$ 441,815	\$ 305,641
LIABILITIES AND NET ASSETS		
Current		
Accounts payable and accrued liabilities	\$ 6,663	\$ 6,664
Net assets		
Unrestricted	435,152	298,977
	\$ 441,815	\$ 305,641

Subsequent event (Note 5)

STATEMENT OF OPERATIONS

For the Year Ended December 31, 2021

	2021	2020
REVENUE		
Donations	\$ 190,318	\$ 132,134
Fundraising	3,908	2,027
Grants	25,000	25,000
	\$ 219,226	\$ 159,161
EXPENSES		
Fundraising (Note 2)	2050	153
General and administrative	8,281	6,896
Professional Fees	5,210	7,220
Programs	\$ 67,510	\$ 97,964
	83,051	112,233
EXCESS of revenue over expenses	\$ 136,175	\$ 46,928

STATEMENT OF CHANGES IN NET ASSETS

For the Year Ended December 31, 2021

	2020 Balance	Unrestricted	2021 Balance
NET ASSETS beginning of year	\$ 252,049	\$ 298,977	\$ 298,977
EXCESS of revenue over expenses	46,928	136,175	136,175
NET ASSETS, END OF YEAR	\$ 298,977	\$ 435,152	\$ 435,152

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

STATEMENT OF CASH FLOW

For the Year Ended December 31, 2021

	2021	2020
ASSETS		
CASH FLOW FROM OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 136,175	\$ 46,928
Changes in non-cash working capital (Note 4)	(1,060)	1,282
INCREASE IN CASH FLOW	135,115	48,210
CASH, BEGINNING OF YEAR	297,806	249,596
CASH, END OF YEAR	\$ 432,921	\$ 297,806

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 (ASNFPPO).

(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:

Direct expenses incurred for the purpose of soliciting contributions including grants and donations	2021	2020
	\$ 2,050	\$ -

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. Changes in non-cash working capital

	2021	2020
Accounts receivable	\$ -	\$ 2,500
Accounts payable and accrued liabilities	(1)	(67)
Prepays	(1,166)	(474)
GST	107	6,772
	\$ (1,060)	\$ 1,282

5. Subsequent events

- a) 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
- b) The Society has three Teen Leadership Breakthrough programs scheduled for the spring of 2022. The Society has sufficient cash resources to conduct additional programs in the coming year.

empoweringminds.org



Charitable Business Number:
81232 3707 RR001

