



2023/24

ANNUAL REPORT



Valerie Carruthers



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MESSAGE FROM THE BOARD

This year was inspiring for our members and quite eventful. As our board directors co-authored this message, we collectively felt the tides changing within our co-operative!

This past year marked the year that our nonprofit really started to dig down deep to explore what it really means to live out our co-operative identity. The co-op sector is guided by international values and principles for co-operators. With the guidance of well-regarded co-operator Peter Hough, we started to take stock of how our own membership, board, vision, goal-setting and policies work.

We invested time reflecting on our governance structure and how to ensure that our membership remains strong to fuel strong leadership over time. We identified areas to strengthen. In essence, we re-invigorated our co-operative journey; but with the benefit of a seven-year history to guide our future.

The board would like to thank its membership for ensuring that the incoming board was diverse, open to learning and innovative. We prioritized the board as a welcoming space for diverse leaders and change-makers. We continue to explore how we can apply Justice, Equity, Diversity, and Inclusion [JEDI] principles that create new pathways to leadership in our co-operative. We have stretched our imaginations on what is possible.



These directors envisioned an organization that could support its members to address community needs. Strong values, return on investment and innovation were fundamental to this vision.

We want to recognize the significant contribution of departing co-founders as our co-operative reflects on its history and looks forward. They have served since 2015 and most people know that governing a startup is not always easy.

We celebrate these women for planting seeds, nurturing growth, and recognizing when to make room for others to prune and shape the garden so it thrives and bears fruit.



Linda Hickey



Fern Mitchelmore



Elayne Greeley



COMMUNITY INITIATIVES

Addressing Systemic Barriers for Immigrant Women focused on Sustainability of Businesses and/or Employment [New World, New Way]



In September 2021, Collective Interchange embarked on an exciting 3-year project focused on exploring Diversity, equity, Inclusion and belonging (DEIB) initiatives in Employment/Business Services.

Led by Roxana Fazli, this project was a feminist response and recovery from the current impacts of COVID-19 funded by Women and Gender Equality Canada. This past fiscal year was the last year of this project. Collective Interchange continued to work with stakeholders, assessed the capacity of services, raised awareness of barriers faced by immigrant women, designed and delivered pilot projects, and shared knowledge and delivered professional development activities for community stakeholders.

We proudly engaged 35 service organizations and 110 women and gender non-binary individuals from immigrant communities who explored ways to advance inclusive policies and practices for more equitable access to employment and business resources.

Areas explored included diversity in power and decision-making in services, promotion and engagement strategies so services are inclusive of immigrant communities, service accommodations for the intersectional needs of women and non-binary individuals from immigrant communities and so much more.

Addressing Systemic Barriers for Immigrant Women focused on Sustainability of Businesses and/or Employment [New World, New Way] Cont.

The project not only connected immigrants to services, it also increased cross-cultural support networks and created new opportunities for collaboration with services to accelerate systemic change supporting women's equality.

The experience and knowledge of community partners, stakeholders and immigrant women was used to connect and provide support to immigrant women facing challenges navigating the Canadian work environment. This initiative helped support immigrant women to make informed decisions while addressing economic and social systemic barriers with services and programs heightened by the COVID-19 pandemic.

Hackathon

One of our final initiatives connected to this project was a social hackathon. With insight from this multi-year project, we developed case studies capturing lived experiences of our project participants reflecting the gaps and barriers impacting immigrant women and gender non-binary individuals' access to employment/ business services and resources.



This [4-minute video](#) gives our viewers a taste of the collaborative spirit of changemakers in our diverse community. We would like to acknowledge the contributions of everyone who joined us on this transformative journey.



As we approached the conclusion of this project at year-end, our communication team created the following resources to capture the insights gained and support knowledge-sharing from this impactful initiative:

[Introduction to NWNW](#)
[NWNW EVENT](#)
[NWNW Pilot Projects](#)
[NWNW Final Video](#)
[Testimonial Campaign](#)
[TUGTALK Video](#)

Accelerating Inclusion: Achieving 50-30 in the Co-operative Sector



This year, we continued our partnership with the Women's Economic Council (WEC) on this national 3-year initiative funded by Industry, Science and Economic Development (ISED); supporting the federal government's 50 – 30 Challenge goals of diversifying boards and senior leadership. We also collaborated with other partners throughout this past year, most notably the Newfoundland and Labrador Federation of Co-operatives (NLFC), BC Co-op Association, Sunflower Co-operative, Inclusive Horizons and Chanel Grenaway & Associates Inc. This project provided training and support for co-op leaders to strengthen their Diversity, Equity and Inclusion (DEI) practices while also resourcing women from equity-deserving groups with training, mentorship and connection opportunities to better equip them for leadership positions in co-operatives.

Collective Interchange designed and piloted online training with women across Canada in the areas of Governance, Compliance and Risk management, Strategic Planning and Oversight and Financial Literacy. In addition, we helped co-design and pilot a mentorship pilot program with 10 organizations providing mentorship to 33 mentees; creating new opportunities for women and gender non-binary individuals from under-represented groups.



Prosper Circles Communications Partnership



Innovation, Science and
Economic Development Canada

Prosper Circles is a national project led by PARO Canada in partnership with multiple partners across the country. Collective Interchange is a key partner on this project; brought on to support the promotion of the project across Canada.

We have developed and implemented a communication strategy and campaigns distributing engaging multimedia content, building brand and program awareness through social media platforms, and coordinated communications for the Prosper Circle events for diverse women interested in starting or scaling their businesses. Collective Interchange has followed PARO's work for many years. This project builds on PARO's 28+ year history, expanding what is now credited as North America's largest network of Peer Lending Circles for women (over 257 and counting!)

This Prosper Circles project piloted seven (7) Provincial Hubs across Canada, including Ontario, Alberta, British Columbia, Saskatchewan, Manitoba, Newfoundland and Labrador, and Nova Scotia.

This program boasts national peer support, mentoring, networking, strategic connections, and access to credit-readiness support; important tools for small-to-medium enterprise (SME) success. In addition, it offered food-industry and green-economy training; niche areas providing stronger business support for businesses that are already operating.

We partnered with this organization because it offered women entrepreneurs in our province additional resource options to support small business start-up and development. Our past research with immigrant women participating in the Her Own Boss! Project (2019-2021) highlighted the need for additional small business support, particularly for women from under-represented groups.



Latin American Pilot Project



In December 2023, the Newfoundland and Labrador Office of Immigration and Multiculturalism (OIM) funded our pilot project: Exploring Digital Solutions with Community for Settlement Outcomes.

This pilot is dedicated to exploring how digital technology can effectively address the barriers faced by immigrant communities, particularly concerning accessibility to essential services and resources for settlement.

Drawing upon extensive research conducted with immigrant women and their families from 2019 to 2024, we are reminded of the persistent challenges immigrants encounter in accessing connections and resources necessary for settling in our province. Consequently, we initiated collaborative efforts within our co-operative to harness digital capacity in support of immigrant communities.

While numerous immigrant communities share settlement challenges, our members from the Latin American community prompted us to prioritize this diverse community's needs initially, with the intent of extrapolating insights to benefit other immigrant communities.

Recognizing the diverse digital landscape within our community, characterized by varied usage among services, informal groups, and individuals, our project provides stakeholders with an opportunity to co-create digital solutions tailored to strengthen immigrant communities.

Our project will facilitate the development and testing of sustainable digital solutions, guided by a Spanish-speaking team from the targeted immigrant community. While we initially conceptualized a "platform" for community building and settlement resourcing, the final solution will be shaped by the targeted community's input.

We anticipate that this initiative will shed light on our community's current digital capacity for settlement outcomes and equip us with new digital solutions and a playbook to empower communities to better support immigrant settlers as they strive to thrive. We thank our co-operative, partners, and allies in the community for their invaluable in-kind contributions, which have been essential to the realization of our vision.

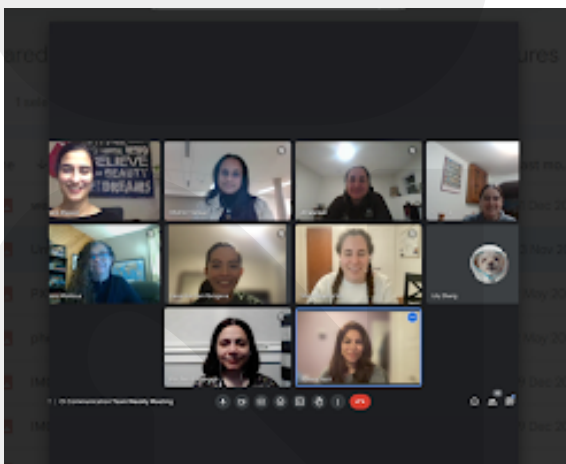
An Inclusive Communications Hub

Collective Interchange's Systemic Change

Since 2021 our co-op has been operating a communications hub to support the needs of our organization and more importantly as an inclusive capacity building opportunity providing new employment development opportunities for women, particularly those who are isolated and face barriers to employment.



This ongoing initiative, which is now part of our infrastructure, demonstrates Concern for Community, putting this 7th co-operative principle into action. The communications team nurtures an inclusive peer-mentorship teamwork structure so women can feel confident collaborating as a team and working together and independently on collective accountabilities.



This year we continued on our mission of developing and presenting a JEDI social media calendar to raise awareness about the factors that impact diverse women in our community and today's world.

The diversity of our team along with their lived experiences has enabled our co-op to add an intersectional and diverse lens to the visuals and contents, which reflect the diversity of worldviews in our community.



An Inclusive Communications Hub

Collective Interchange's Systemic Change

This team, like the rest of our organization, tries to align closely with co-operative values.



Self-help

Members were expected to create a team environment where every member benefitted equitably; meaning helping themselves while also helping others.



Self-responsibility

Members were expected to be responsible and play their part without needing external motivation or incentives.



Democracy

Members were encouraged to use democratic processes so that all individuals had a voice.



Equity

Members were expected to treat all fairly, without any form of discrimination.



Equality

The team was expected to celebrate when members were treated equitably and benefitted based on their level of contribution.



Solidarity

Members were expected to nurture a team unified and supporting one another.

In addition to our great social media content, our organization has increased its visibility and reach in the community significantly in the last year. Many thanks to the Communications team and in particular those members who serve as the core team attending each meeting to ensure consistency over time.



Awards and Nominations

Awards

This year, our co-operative had the pleasure of receiving the first Rosalind Lockyer Award, a new award created in honour of Rosalind Lockyer's contribution to the Women's Economic Council, as a co-founder, past president, director and co-manager. This award was presented by the Women's Economic Council to Collective Interchange for its community economic development work with partners in the province of Newfoundland and Labrador and the rest of Canada. This award was presented to co-founder Valerie Carruthers at the Women's Economic Council Annual General Meeting in June 2023. We are delighted to be the first recipient of this national award!

Nomination

This year, our co-operative was nominated by the Newfoundland and Labrador Federation of Co-operatives for the national Co-operatives and Mutuels Canada (CMC) Justice, Equity, Diversity and Inclusion (JEDI) Award for the co-operative sector in Canada. This is also a new national award created this past year aligned with its commitment to the 50 30 Challenge initiative. At this point, this nomination along with all the other nominations from across Canada will go to a CMC Awards Committee and the recipient of the award will be announced at the 2024 national congress to be held in Halifax on June 14, 2024. Stay tuned!

2023/2024 FINANCIAL SNAPSHOT



STATEMENT OF FINANCIAL POSITION

ASSETS	
Cash	\$ 223,152
Accounts Receivable	\$ 28,262
Prepaid Expenses	\$ 133
TOTAL ASSETS	\$ 251,547
LIABILITIES	
Accounts Payable	\$ 12,561
Due to Members	\$ 46,769
Deferred Income	\$ 111,424
TOTAL LIABILITIES	\$ 170,754
NET ASSETS	
Share Capital	\$2,520
General Fund	\$ 40,213
Restricted funds	\$ 38,060
TOTAL NET ASSETS	\$ 80,793
	\$ 251,547

STATEMENT OF REVENUES AND EXPENDITURES

REVENUES	\$ 275,768
EXPENSES	
Wages & Salaries	\$ 134,265
Legal and Professional Fees	\$ 58,389
Accounting and Administration	\$ 14,425
Materials & Supplies	\$ 7,079
Transportation	\$ 4,789
Rental	\$ 4,402
Advertising and Promotion	\$ 6,099
Office	\$ 4,371
Insurance	\$ 1,493
Interest and bank charges	\$ 116
Meetings and conventions	\$ 100
Licenses and Fees	\$ 183
TOTAL EXPENSES	\$ 235,711
EXCESS OF REVENUES OVER EXPENDITURES	\$ 40,057



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



Innovation, Science and
Economic Development Canada



Funders and Partners



THANK YOU!

2023/2024



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