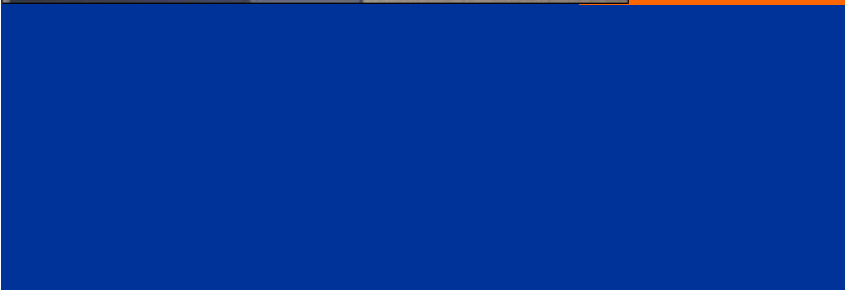




Adult  
Learning Centre  
Serving Georgetown, Milton & Acton

## LITERACY NORTH HALTON

# 2022-2023 ANNUAL REPORT



# Mission

## *Empowering Learners to Reach their Full Potential*

**We provide local, high-quality literacy and essential skills instruction to adults in support of their personal goals for independence, employment, and further education or training, particularly to those most in need.**

We offer a variety of part-time Literacy and Basic Skills programs for adults aged 19+ who require essential skills upgrading in reading, writing, basic math, and basic computer skills for the workplace. In partnership with Sheridan College, we also offer the ACE – Academic and Career Entrance – upgrading program. Adults wishing to pursue college entrance or an apprenticeship, can earn grade 12 equivalency in English, Math, and Science. In addition, GED® test (high school equivalency) preparation is also available.

### **Why is adult literacy so important?**

We often think of literacy as only the ability to read and write with ease. In reality, the modern definition of literacy is much broader. Reading, writing, and numeracy are part of a larger set of essential skills that we use every day at work, at home, and in the community. Literacy includes computer and digital technology skills, oral communication, and more. It involves understanding and being able to use the information required in today's society in order to achieve your goals, reach your potential and navigate more easily in daily life and at work.

*(Metro Toronto Movement for Literacy (<http://mtml.ca/about-literacy/>))*

# Core Programs

### **RSW+ Tutoring Program for Adults**

Our Adult Tutoring Program offers 1:1 and small group tutoring for adults looking to improve their essential reading, writing, or math skills from the basics to the grade 9 level.

- Improve the ability to read and understand workplace and school materials
- Build the skills needed to communicate more effectively in writing
- Improve fundamental numeracy skills
- Online learning opportunities

### **CSW Computer Skills for Work Program**

Essential digital skills for employment in a small, tutor-led, group setting.

- Introduction to computers, Microsoft Windows and Microsoft Office Applications
- Business communication and numeracy skills
- Email, Internet and the web, File Management
- Online learning opportunities

[alnh.ca/programs/](http://alnh.ca/programs/)

### **ACE Program – Sheridan College**

In partnership with Sheridan College, our ACE – Academic and Career Entrance – program helps learners with a goal of college admission, pre-apprenticeship, apprenticeship, or a better job.

- Earn grade 12 equivalency in Math, English, Biology, & Chemistry for admission to Ontario college programs
- Earn an ACE (grade 12 equivalency) Certificate recognized by Ontario colleges

### **GED® Test Preparation**

Prepare to write the GED® test to earn high school equivalency.

- Language Arts – Reading & Writing; Math

### **HSW Healthcare Support Worker Employment**

Build job-ready essential skills for employment in community home care and long-term care sector or prepare for next steps education, training, or apprenticeship in healthcare support occupations.

- Build communication, digital & numeracy skills
- Gain valuable healthcare industry knowledge

# Board of Directors

Literacy North Halton (LNH) is governed by a Board of Directors, which is mandated to ensure the organization fulfills its mission. Acting in this capacity, the Board of Directors is responsible for:

- Upholding Literacy North Halton’s by-laws, policies, and procedures;
- Monitoring the financial and legal affairs of the organization;
- Securing sufficient funds for operation, including overseeing the development and implementation of a fundraising program;
- Reviewing and monitoring applicable government grants;
- Evaluating the delivery and success of all programs and services;
- Supporting the recruitment of staff and volunteers, as required;
- Establishing ad hoc committees to support and promote Literacy North Halton as required;
- Reviewing the long-term strategic plan on a regular basis.

<b>President/Board Chair</b>	Denise Dilbey	Director	Jennifer McAleer
<b>Secretary</b>	Kim Sopinka	Director	Jodie Mandarino
Director	Ami Gopal	Director	Dr. Oladapo Kayode Opasina
Director	Bruce Catoen	Director	Vivian Zhao

*All members who served on the board during the 2022-2023 fiscal year are listed. (April 1/2022- March 31/2023)*

## Literacy North Halton celebrates Trillium grant at Word Play

By **Herb Garbutt** Independent Free Press  
Friday, March 31, 2023

As a couple of dozen Scrabble players searched the boards for the perfect word at Word Play, there were a few that could have summed up the evening – support, skills, upgrade. But there was another word that was important for the evening: grant.

Literacy North Halton (LNH) held the event at the Halton Hills Public Library’s Georgetown branch to celebrate the \$19,000 Ontario Trillium Foundation grant it received to support its local programs.

LNH offers a variety of part-time literacy and basic skill programs for adults 19-and-over who require essential skills upgrading in reading, writing, math and computer skills. It also works with Sheridan College for the Academic and Career Entrance (ACE) upgrading program for adults wishing to pursue college entrance and apprenticeship.

“I appreciate how you empower people in our community. You provide literacy and essential skills training so adults can become independent and employable and fulfill their personal goals,” said Halton Hills Mayor Ann Lawlor, addressing the audience at Word Play. “Literacy North Halton staff and volunteers unlock a brighter future for everyone who comes through their doors.”

The grant allowed the organization to invest in new awareness

materials and effective fundraising strategies. LNH assists approximately 300 people per year, with about half of those registering in the organization’s programs.



“The grant from the Ontario Trillium Foundation was vital for our organization,” said Denise Dilbey, board chair for LNH.

“For over 35 years, Literacy North Halton has been empowering adult learners to reach their full potential.”

LNH executive director Michele Proud squares off with Mike Remes at Wordplay.

In a media release, Wellington-Halton Hills MP Ted Arnott said, “by giving people the tools they need to upgrade and acquire new skills, Literacy North Halton and the Adult Learning Centre support them to achieve their true potential.”

Lawlor said the organization’s efforts are important to helping the town to be stronger and more successful by “helping to ensure that people in our town are not left behind.”

# Board Chair Report

As we reflect upon fiscal 2023 at Literacy North Halton (LNH), it is with great pride and a sense of responsibility that we recount our accomplishments, acknowledge the challenges faced, and envision the opportunities that lie ahead. As the modern workplace demands a different set of skills, we have been agile and responsive. We have broadened our curriculum and developed programs to meet these needs, thereby ensuring that our learners are well-equipped to thrive in the current employment landscape.

Despite the successes we have celebrated, there have also been challenges. The primary among these has been financial. With increasing costs and static funding, we need to be creative in our resource management. We have vigorously pursued grants and donations to supplement our existing funding, ensuring that we continue to deliver quality training. We owe a debt of gratitude to our funders, donors, community partners, and local agencies. The Ontario Trillium Foundation grant has also enabled us to invest in vital resources, helping us advance towards our strategic goals more effectively.

I would like to express my sincere appreciation for our Executive Director, staff members, instructors and volunteer tutors for their dedication, talent, and patience. They are the backbone of our organization, consistently going above and beyond to fulfill our mission. Their hard work, commitment, and passion have truly shaped Literacy North Halton into the strong, community-driven organization it is today.

***“It is possible to fly without motors,  
but not without knowledge and skill.”***  
~Wilbur Wright

Looking ahead, we anticipate further growth and expansion of our programming. Our objective remains steadfast - to equip adult learners with literacy and essential skills, thereby enhancing their lives, supporting their families, and enriching our community. On behalf of the LNH Board of Directors, thank you to our community supporters for their enduring contributions and for being a part of our journey.

*Sincerely,  
Denise Dilbey, Board Chair*

## Financial Overview

LNH emerged from the pandemic in F2023 positioned for a very busy year as demand for programming and services returned to normal levels within a changing labour market. Core operating funding for LBS Service Delivery from the Ministry of Labour, Immigration, Training and Skills Development (MLISTD) remained stable. Funding received from the United Way Halton and Hamilton (UWHH) and their donors was in the second of a three-year commitment through their Feed stream for established local programs.

In the spring, the LNH Board was successful in securing an Ontario Trillium Foundation Resilient Communities Fund grant in support of the strategic goals of financial sustainability and excellence in governance. The funds were invested in building marketing, fundraising and outreach tools, board member training, and culminated in a year end in-person fundraising event. WordPlay, held in partnership with the Halton Hills Public Library, was an enjoyable social evening in celebration of local literacy and learning. Outreach campaigns throughout the year, resulted in increased donations in celebration of Skills for Success Day, #GivingTuesday, and from two private foundations in support of LNH literacy and essential skills programs.

We would also like to acknowledge local financial support for key initiatives. As our pilot funding from the Halton Region Community Investment Fund ends, a generous donation from the 100 Women Who Care Halton Hills will empower adult learners in our job-ready, healthcare support worker essential skills programming. The United Way Halton & Hamilton provided a Local Love in a Global Crisis Fund grant for a modernization of our Halton Hills classrooms, and a small grant from Town of Halton Hills Community Partnership Program was received for the remodel of our Volunteer Tutor Training Program. We thank these organizations for their local investment.



# Empowering adults to reach their full potential.



To fulfill our mission, Literacy North Halton (LNH) has built a network of volunteers, funding agencies, and donors whose contributions make it possible to offer the tuition-free, high-quality training for adult learners in need. Equally important are our partnerships with area employment and social service agencies, employers, and educational institutions.



In April 2022, the LNH team celebrated the \$19,000 Resilient Communities Fund grant they received from the Ontario Trillium Foundation (OTF). The grant provided much needed funding to support the organization as it emerged from the COVID-19 pandemic.

Grant funds allowed the organization to invest in new awareness materials and effective fundraising strategies to continue to meet the growing needs of adult learners in the Halton communities who turn to LNH for literacy and essential skills training, as well as equip board members with skills training and tools to better support the organization.

The power of this investment in LNH will continue to enrich our ability to reach new board members, funders, partners and most importantly learners as LNH moves into the future.

LNH will now serve all of Halton Region, including the cities of Oakville, and Burlington. We are committed, not only to learner success, but also to the economic strength and future of Halton Region.

When we empower individuals to meet their full potential, the entire community benefits.



WordPlay (March 24, 2023) Shan Abbasi, Mississauga Scrabble Club; Denise Dilbey, LNH Board Chair; Michele Proud, LNH E.D; Sarbjeet Saini, Ontario Trillium Foundation Grant Review Team Volunteer; Ann Lawlor, Mayor of Halton Hills.

**Thank you to the  
Ontario Trillium Foundation!**



An agency of the Government of Ontario  
Un organisme du gouvernement de l'Ontario

# Executive Director Report

Demand from within our communities for our local LNH Adult Learning Centre (ALNH) literacy and essentials skills programs and services has returned to pre-pandemic levels. We see greater learner success with in-person training, however we continue to offer hybrid options to improve accessibility and minimize disruptions for learners with unique work and family considerations. Low unemployment rates and the Employment Ontario Transformation will impact demand for local programming.

In April 2022, the provincial government announced the expansion of the Employment Ontario transformation of Employment Services into three additional catchment areas, including Halton Region. "The changes will help unemployed and underemployment people find meaningful careers in the community and support local businesses struggling to find workers." Our ALNH program team works closely with local Employment Services providers to ensure our ALNH programs are available to assist their clients on a path to stable employment. Ontario Works and Ontario Disability Support Program clients may have multiple barriers that impact their ability to commit to learning and often require additional supports.

***"Communication is a skill that you can learn. It's like riding a bicycle or typing. If you're willing to work at it, you can rapidly improve the quality of every part of your life."***

***~Brian Tracy***

In-demand skills continues to be the focus of the recent research and work of the Peel Halton Workforce Development Group. Their F2022-23 Labour Market Plan noted ongoing work on employer identified action items including raising digital skills; challenges relating to recruiting entry-level workers; re-skilling; skilled trades; and youth affected by the pandemic disruption. Top in-demand skills found in job postings were communication and customer service according to their December 2022 Job Demand Report. Surveyed local employers felt that micro-credential type programming could help in closing skills gaps.

In our consultations with community partners, employers, and instructors, we understand that is a need for more soft skills training (ie. communication, time management, problem solving, etc.) to help clients and learners navigate employment readiness. Digital technology skills are a challenge for many learners. Most can navigate the basics on a smart phone but have difficulty when applying digital technology skills in a workplace context. We continue to build a blended approach to learning, incorporating more technology, digital media, and online learning options into our assessment and programming.

Learners provide positive feedback about our ALNH programming and appreciate the efforts of our instructors and volunteer tutors in making their learning experience a positive one. Learners appreciate the welcoming and quiet learning environments, course content, learning materials, and professional delivery. In addition to building literacy and essential skills, learners often comment that their confidence in themselves and in their ability to learn is a significant outcome.

As ALNH strives to offer current, relevant programs and services to those most in need, we would like to acknowledge the additional local financial support from the 100 Women Who Care Halton Hills, the United Way Halton & Hamilton Local Love in a Global Crisis Fund, and the Town of Halton Hills Community Partnership Program.

Providing local opportunities for adults to achieve their goals for independence and financial stability requires a community effort, and we would like to thank all of our local stakeholders who are committed in support of our mission.



*Respectfully,  
Michele Proud*

# Programming

This past year has been another exciting and eventful one for our organization and the LNH Adult Learning Centre (ALNH) staff and programming team have worked together to embrace the many new opportunities that have arisen.

In October, we welcomed a new Program Coordinator - Digital Literacy, Ashley Williams. Ashley literally hit the ground running. We are grateful for her positive energy and enthusiasm to take on coordinating our CSW Computer Skills for Work programming, and also her willingness to share her marketing experience and talent.

The return to full in-person delivery in fall 2022 brought an increase in demand once again for foundational literacy and basic skills (LBS) upgrading as learners worked towards improving their reading, writing and math skills with our dedicated RSW+ volunteer tutors. We recently completed a long-term project updating our RSW+ Adult Tutoring program including common assessment tools and evaluation procedures aligned with updated learner plans and resources for OALCF levels 1-2. A big thank you to the Town of Halton Hills Community Partnership Program grant that allowed us to concurrently remodel our volunteer tutor training workshops and resources.

LBS ACE Sheridan and GED® Test Preparation program learners have been busy working towards a variety of goals this year including Apprenticeship (grade 12 equivalency) and post-secondary entrance to programs such as RPN, ECE, Social Service Worker & IT. Learners are once again enjoying the benefits of in-person classroom support from their dedicated instructors.

***"Every success story is a tale of constant adaptation, revision and change."***

***~Richard Branson***

Halton Region Community Investment funding for our HSW Essential Skills for Healthcare Support Worker Employment program pilot wrapped up in the fall. There has been ongoing demand for this successful new program, and we have been able to continue offering sessions as part of our LBS programming. The generous donation from the Halton Hills chapter of 100 Women Who Care is allowing us to continue to provide the same high-quality training and opportunities for program participants to build their employment portfolio through earning industry recognized certificates.

As Halton Region joins the Employment Ontario transformation, it has become more important than ever to foster strong partnerships with community partners to achieve common goals. We continue to explore new ways of working together to share resources, coordinate services and achieve better outcomes for our clients.

Thank you to everyone who has contributed to helping us to navigate the many changes and opportunities of this past year. You are all part of our success story.

*Alyson Findlay,  
Senior Program Coordinator*

Congratulations to our Computer Skills for Work (CSW) learners and our dedicated volunteer tutors. We assisted many adult learners in increasing their digital literacy and business communication skills with the help of our volunteer tutors who contributed hundreds of hours of engaging and encouraging instruction.

We continue to offer two robust levels of training in our CSW program in our local communities. Our programming encourages learners to successfully navigate from utilizing a computer to gaining employment and obtaining better jobs with their new skills. We have received plenty of positive feedback as our learners improved their confidence in using technology. In winter 2023, we completed tutor training to onboard new volunteer CSW tutors, providing more flexibility for class offerings. We also continued our partnership with Nucleus Independent Living and the local LHIN Regional Learning Centre, running 4 sessions to teach essential job-ready, digital skills to frontline personal support workers employed in Halton and Peel.

Thank you to our staff and volunteers for their dedication to adult learning in Halton. I am looking forward to what the new year holds with the exciting news of our program expansion into the communities of Burlington & Oakville!

*Ashley Williams,  
Program Coordinator, Digital Literacy & Marketing Lead*



# In the News

## Canada's critical 'skills gap' problem



Deena Zaisi  
CTVNews.ca Data Journalist  
Published Oct. 8, 2022 7:00a.m. EDT

The large skills gap in Canada's labour force has only widened during the pandemic, according to a report from the Conference Board of Canada, with experts saying this is a "critical" time when the country must invest to create a more skilled

workforce if it wants to stay competitive globally.

Since the start of the pandemic, Canadian businesses have come to rely more on digital tools and technologies. According to a recent report on "Digital Skills for Today and Tomorrow" by the Conference Board of Canada, in partnership with Future Skills Centre. The Conference Board report projects that over the next 10 years, nine out of 10 jobs will require digital skills.

"We definitely have a labour shortage but we also have a skill shortage because the companies' needs are shifting due to increased automation," Dr. Tricia Williams, director of research, evaluation, and knowledge mobilization at Future Skills Centre, told CTVNews.ca. "So, individuals finding their skills

obsolete would need to upskill or invest in new skills."

But digital skills may not be the only gap the Canadian workforce faces, Williams said. Employers are also reporting critical gaps in social and emotional skills such as collaboration, and problem-solving management.

Another report by The Conference Board of Canada showed that the six skills for which vacancies incur the highest costs are active listening, reading comprehension, speaking, critical thinking, monitoring, and coordination. "So, we need to ensure that we're developing and balancing both these digital and general life skills," Williams said. <https://www.ctvnews.ca/business/canada-s-critical-skills-gap-problem-explained-in-6-charts-1.6100855>

## Skills for Success

Employment & Social Development Canada

Skills for Success provide Canadians with everyday skills needed for work, learning and life. Improving them will help you succeed in today's and tomorrow's workplace.

Skills for Success are skills that help you in a quickly changing world. Everyone benefits from having these skills. They help you to get a job, progress at your current job and change jobs. The skills also help you become an active member of your community and succeed in learning.

**Skills for Success** are the skills needed to participate and thrive in learning, work, and life.

**Skills for Success** include skills that are foundational for building other skills and knowledge and important for effective social interaction. These skills overlap and interact with each other, and with other technical and life skills. They are inclusive and can be adapted to different contexts.

**Skills for Success** are for everyone – employers, workers, governments, training providers and communities. [canada.ca/skillsforsuccess](https://canada.ca/skillsforsuccess)



The Skills for Success model is for all Canadians who need to improve their foundational and transferable skills. The model responds to the needs of the current and future labour market.



# Skills Development

The World Bank - July 21, 2021

Low skills perpetuate poverty and inequality. When done right, skills development can reduce un- and underemployment, increase productivity, and improve standards of living. Helping people develop and update their skills makes economic sense.

Global mega trends such as the rising role of technology, climate change, demographic shifts, urbanization, and the globalization of value chains are changing the nature of work and skills demands. To succeed in the 21st century labor market, one needs a comprehensive skill set composed of:  
Cognitive skills - ie. literacy, numeracy, problem-solving, etc.;  
Socio-emotional skills - ie. teamwork, self-control, grit, etc.;  
Technical skills - ie. task specific tools and technologies;  
Digital skills - ie. ability to access and manage information.

The development of skills can contribute to structural transformation and economic growth by enhancing employability and labor productivity and helping countries to become more competitive.

<https://www.worldbank.org/en/topic/skillsdevelopment#1>



Most countries continue to struggle in delivering on the promise of skills development. There are huge gaps in basic literacy and numeracy of working-age populations, as 750 million people aged 15+ (or 18 percent of the global population) report being unable to read and write, with estimates being nearly twice as large if literacy is measured through direct assessments.

## Skills mismatch ‘discouraging’ newcomers

Saba Aziz  
Global News

Posted November 16, 2022 3:06 pm

When Tanya Raizada immigrated to Canada as a permanent resident this summer, she was hoping that her resume with over a decade of work experience would be good enough to help land her a job in her field. Over a span of three and half months, Raizada applied for 600 positions, out of which she got 20 interview calls, but wasn't given a single job offer.

But as the federal government plans to boost immigration to fill critical labour gaps and offset Canada's aging workforce, experts point to an underlying issue of skills mismatch that could dissuade newcomers. "The mismatch that's happening is when immigrants come here, they're traditionally underemployed and so we end up devaluing the same skills that we appreciated and considered," said Nita Chhinzer, a human resources management expert at the University of Guelph. The problem, according to Chhinzer, arises because employers have "biases" that discount foreign education and international work experience and make assumptions about language skills.

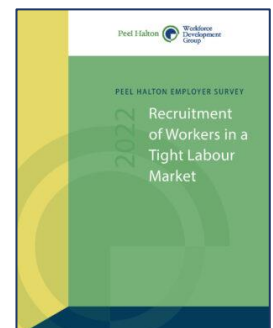
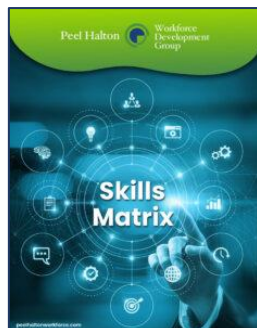
<https://globalnews.ca/news/9282840/canada-immigration-plan-skills-mismatch>



Tanya Raizada quit her Mumbai-based job working as a senior HR manager to move to Toronto in June 2022. *Photo supplied*

Click on the images to access the recent Workforce Report – Skills Matrix, the 2023-2024 Labour Market Report, and 2022 Employer Survey.

Peel Halton  Workforce Development Group



To the Directors of  
Literacy North Halton (o/a Adult Learning Centre)

### **Independent Auditors' Report**

#### **Qualified Opinion**

We have audited the accompanying financial statements of Literacy North Halton (o/a Adult Learning Centre) (the Organization), which comprise the statement of financial position as at March 31, 2023, and the statements of operations, changes in net assets, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of Literacy North Halton (o/a Adult Learning Centre) as at March 31, 2023 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

#### **Basis for Qualified Opinion**

In common with many not-for-profit organizations, Literacy North Halton (o/a Adult Learning Centre) derives revenue from fundraising and donations, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to amounts recorded in the records of Literacy North Halton (o/a Adult Learning Centre North). Therefore, we were not able to determine whether any adjustments might be necessary to revenue and excess of revenues over expenditures, assets, and net assets for the year ended March 31, 2023.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the 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 qualified opinion.

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

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, 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.

### **Auditors' 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 Auditing Standards (CASs), 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.

June 14, 2023  
Burlington, Ontario

*SB Partners LLP*

Chartered Professional Accountants  
Licensed Public Accountants




**Literacy North Halton**  
**(o/a Adult Learning Centre)**  
**Statement of Financial Position**  
**March 31, 2023**

<b>Assets</b>			
	<b>2023</b>		<b>2022</b>
<b>Current assets</b>			
Cash and bank	\$ 154	\$	43,071
Restricted cash - programming and relocation reserve funds	24,921		24,920
Short-term investments	31,185		31,118
Restricted short-term investments - programming reserve fund	5,000		-
Prepays and deposits	2,397		1,822
H.S.T. recoverable	3,413		3,194
	<b>\$ 67,070</b>	\$	<b>104,125</b>

<b>Liabilities</b>			
<b>Current liabilities</b>			
Accounts payable and accrued liabilities	\$ 8,331	\$	8,104
Deferred contributions (Note 5)	2,188		40,808
	<b>\$ 10,519</b>	\$	<b>48,912</b>

<b>Fund Balances</b>			
<b>Unrestricted</b>			
Operating fund	\$ (4,554)	\$	(825)
<b>Internally restricted</b>			
Programming reserve fund	25,941		20,941
Relocation reserve fund	3,979		3,979
Contractual obligations reserve fund	23,097		23,062
Succession planning reserve fund	8,088		8,056
	<b>56,551</b>		<b>55,213</b>
	<b>\$ 67,070</b>	\$	<b>104,125</b>

Approved on Behalf of the Board

  
 Director

\_\_\_\_\_  
 Director

*The accompanying notes are an integral part of the financial statements.*



**Literacy North Halton**  
**(o/a Adult Learning Centre)**  
**Statement of Operations**  
**Year Ended March 31, 2023**

	<b>2023</b>	<b>2022</b>
<b>Revenue</b>		
Provincial funding - Ministry of Labour, Immigration, Training and Skills Development (Note 5)	\$ 247,682	\$ 271,950
Donations and fundraising	66,920	31,138
Regional funding - Halton Region Community Investment Fund	9,614	12,358
Other revenue	3,040	2,530
Municipal funding - Town of Halton Hills Community Partnership Program Grant	2,000	-
Interest and other income	1,248	4,190
Memberships	-	207
	<b>330,504</b>	<b>322,373</b>
<b>Expenditures</b>		
Wages and benefits	212,524	224,625
Rent	32,114	33,860
Office and classroom supplies	9,373	6,902
Professional fees	16,250	13,203
Sheridan contract	12,500	12,500
Resource material	10,959	6,674
Computer expense	7,312	7,860
Outreach	4,471	4,392
Telephone and Internet	4,329	4,347
Insurance	3,663	3,531
Travel	1,770	1,076
Fundraising	13,287	337
Interest and bank charges	614	1,410
	<b>329,166</b>	<b>320,717</b>
<b>Excess of revenue over expenditures for the year</b>	<b>\$ 1,338</b>	<b>\$ 1,656</b>

*The accompanying notes are an integral part of the financial statements.*



**Literacy North Halton**  
**(o/a Adult Learning Centre)**  
**Statement of Changes in Fund Balances**  
**Year Ended March 31, 2023**

	Operating fund	Programming reserve fund	Relocation reserve fund	Contractual obligations reserve fund	Succession planning reserve fund	2023 Total	2022 Total
Fund balances, beginning of year	\$ (825)	\$ 20,941	\$ 3,979	\$ 23,062	\$ 8,056	\$ 55,213	\$ 53,557
Excess (deficiency of) revenues over expenditures for the year	(3,729)	5,000	-	35	32	1,338	1,656
<b>Fund balances, end of year</b>	<b>\$ (4,554)</b>	<b>\$ 25,941</b>	<b>\$ 3,979</b>	<b>\$ 23,097</b>	<b>\$ 8,088</b>	<b>\$ 56,551</b>	<b>\$ 55,213</b>

*The accompanying notes are an integral part of the financial statements.*



# Funders

## Adult Tutoring - Foundational & Digital Literacy Programs funded by:

- Ministry of Labour, Immigration, Training and Skills Development\*
- United Way Halton and Hamilton

## Sheridan College ACE Academic Upgrading Program funded by:

- Ministry of Labour, Immigration, Training and Skills Development\*

## Additional funding in support of programs and services:

- Halton Region Community Investment Fund
- United Way Halton & Hamilton – Local Love in a Global Crisis Fund
- Town of Halton Hills – Community Partnership Program



## Donors and Supporters

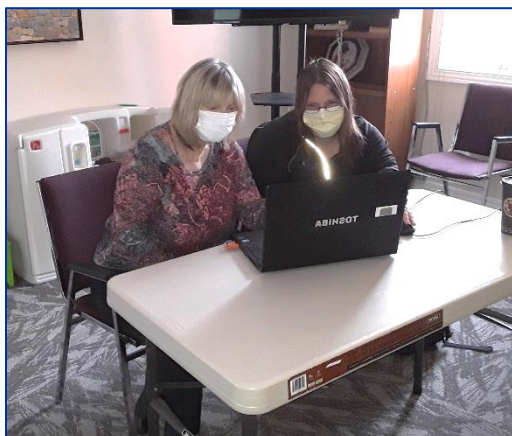
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| • 100 Women Who Care Halton Hills          | • Walter and Penny Sopinka Family Trust                |
| • J.P. Bickell Foundation                  | • Denise Dilbey  |
| • Catherine and Maxwell Meighan Foundation | • Canadian Federation of University Women – Georgetown |
| • Estate of R. J. Dilbey                   | • Chris Rol  |

We are grateful to the many businesses, community organizations and individuals who provided donations, and learning material support. Your contributions are critical to our operation and greatly appreciated.



\* This Employment Ontario program is funded in part by the Government of Canada and the Government of Ontario.

# Volunteers



*Thank you to our dedicated board members and volunteer tutors who have given their valuable time, expertise, and effort to support our programming and adult learners over the past year. They continue to serve our organization in diverse ways.*



# Service Delivery Partners

We collaborate with the following partners to deliver programs and services in the communities North Halton. Their continued support and referrals are greatly appreciated.

- Centre for Skills Development Employment Services
- Centre for Skills Development Immigrant Services
- EO Peel-Halton-Dufferin Adult Learning Network
- Halton Hills Public Libraries
- HCDSB Thomas Merton Adult & Continuing Ed.
- HDSB Gary Allan High School Adult & Continuing Ed.
- Knox Presbyterian Church, Milton
- Links2Care
- Milton Public Libraries
- Mississauga Halton LHIN - Regional Learning Centre
- Nucleus Independent Living
- ODSP (Ontario Disability Support Program)
- Ontario Works - Halton Region
- Sheridan College Continuing & Professional Studies
- STRIDE Supported Training & Rehabilitation
- Town of Halton Hills
- VPI Working Solutions, Georgetown
- WSIB (Workplace Safety and Insurance Board)



## Community Connections

Our community connections provide in-kind or other support for our work.

- Downtown Georgetown BIA
- Georgetown Independent/Acton Free Press
- Milton Canadian Champion
- Sherwood Copy & Print
- Town of Halton Hills
- Your Local Coffee News Inc.

### Proud Members of:

- Chamber of Commerce Halton Hills
- Chamber of Commerce Milton
- Community Literacy Ontario
- Community Development Halton
- Volunteer Halton



***"No other investment yields as great a return as the investment in education. An educated workforce is the foundation of every community and the future of every economy."***

***~Brad Henry***

## *Find Us Online*

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**@adultlearningnorthhalton2997**

## *Contact Us*

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