



سازمان زنان ایرانی انتاریو
Iranian Women's Organization Of Ontario

***We put the
people we serve
first***

الویت ما خدمت به مردم
است

***We focus on
partnerships
and
collaborations***

تمرکز ما بر مشارکت و
همکاری است

***We commit to
transparency
and
accountability***

ما متعهد به شفافیت و
پاسخگویی هستیم

***We listen to
learn and learn
to listen***

ما شنونده هستیم تا
بیاموزیم و می آموزیم
که شنونده خوبی باشیم



Annual General Meeting

گزارش نشست سالیانه

2012-2013

Board of Directors:

Mehrnoosh Aghdasi

Akram Basiji

Pouneh Biazarikari

Niloo Boroun

Halimeh Hamidi

Afkham Mardukhi

Maliknaz Sadooghi

Macy Tatari

Samira Zarghami

Staff

Afsaneh Borzooei,
Sr. Finance & HR
Coordinator

Dr. Noushin Khavarian,
Program and Service
Coordinator

Maha Shamlou,
Office and Volunteer
Administrator

Soudabeh Mofrad,
ESL Teacher

Behnaz Afaghi,
Volunteer Book
Club/Literacy Coordinator

Sedigheh Gandomi,
Volunteer Wellness Coach

IWOO Board Report Annual General Meeting October 27, 2013

**May 2012-April 2013:
A Continued Dialogue**

Dear members, friends and supporters:

The Board of Directors of the Iranian Women's Organization of Ontario-IWOO extends its warmest welcome to you to the 24th. Annual General Meeting.

2012-2013 has been another successful year for IWOO as a viable social service organization providing a full continuum of programs and services to enhance the quality of life for Iranian women, Iranian families and Iranian community. IWOO has continued to strengthen organizationally, financially and within the quality of its wide ranging services. A passionate team of Board, volunteers and staff, with a clear vision and a strong support from the community has continued to redefine excellence in service and successfully provide a range of much needed programs and opportunities to our members and the newcomers to the city.

The commitment to quality service is now so embedded in our organizational culture that it is almost taken for granted. We proudly and collectively have adopted this inspiration as a guiding principle for our work. Once again, during the past year we have increased our capacity in infrastructure, programming and human resources. Our members, supporters, community and collaborating partners have continued guiding us in remaining the course of a strategic and sustainable path in order to remain current and relevant.

Our program streams have included: Moms & Pre-schoolers, Older Adults, Volunteer Development, Mental Health & Wellness, Practical ESL, Health, Dental & Legal Clinics, Leisure Programs and Outings, Social Networking, Cultural and Heritage Celebrations. Our commitment to strengthen our community and increase its capacity has directed us to generously invest in our programs and services. This approach has resulted in a profound endorsement by

Funders

New Horizons for Seniors



Ontario Trillium Foundation



City of Toronto



OLG



participants and the broader community.

Our Board in its unique governance model, has continued to work hard to develop policies and directly assist with program and service provisions. Two of our Board members adopted new roles and responsibilities. Samira Zarghami, was an active member of the Board on events and celebrations, despite being on maternity leave. Afsaneh Borzooei joined IWOO staff after leaving the Board shortly after last AGM.

Our staff and program volunteers forwarded the organization's agenda with diligence, and successfully achieved its benchmarks. We continued to seek innovative strategies to recruit qualified individuals with specific expertise to volunteer and improve the program quality and build additional organizational capacity.

We secured many development opportunities for our volunteers, staff and the broader community. They include IT literacy, effective communication, conflict resolution, and on-going orientation to social service sector. The staff actively took part in strategic program and service development, implementation and evaluation.

We continued to pursue a sustainable approach for the organization's financial and program growth. As well, a consistent effort was made to establish regular communication with various sources of government, corporate and foundation funding. The path to IWOO's future looks very promising.

This year, our sources of funding consisted of membership fees, government grants, income from Bingo, as well as funds generated from a very successful Gala fundraising event. While expanding on our services, we developed a systemic approach to our organizational infrastructure, including a comprehensive accounting and membership system.

Without the support received from our community partners we would have not been able to offer such diverse and enriching programs. They have provided us with staff, material resources and directional support.

Sponsors

Central Montessori School
Heydari Hamilton Law
Firm
Interchange Financial Corp
Iranian Canadian Medical
Association
Farahnaz Jahed
NCK Engineering Ltd
Royal Bank
Safetroniks
Super Parsian
Taheri Exchange

Contributing Members

Mahrokh Ahankhah-Queen
Gallery
Shamsi Amirpour
Behrouz Amouzgar
Dr. Mitra Gholamain
Ava Homa
Nahid Marandi
Takin Nateghi
Mehdi Pourian
Shirin Shahbazi
Shamsi Shrokhi
Meri Yalfani
Hajr Moradi
Peyman Rahmati
Kamyar Yazdani
Behrang Ajam
Zahra Nejati
Maryam Nar

A Brief Account of IWOO Programs & services

- **Intake & Referral Services-** IWOO has consistently provided intake and referral services in the fields of settlement, family issues, violence against woman, immigration, finance, mental health and addiction, housing, education, women's health, and seniors' issues. Our clients have received supportive and clinical counseling through internal & external resources.
- **Settlement & Newcomer Services-** Through a partnership with SAFSS, IWOO is able to offer settlement related services to newcomers on a weekly basis. Information is provided about resources, training, education, housing, health care, laws & responsibilities. Assistance is also available in filling forms and connecting to other social and service organizations. We Serve 140 newcomers and their families each year.
- **Accessible Healthcare-** IWOO has continued setting up regular visits by a Mobile Health Clinics & Mobile Dental Health Clinic in partnership with the Immigrant Women's Health Centre and Toronto Public Health. Cancer and gynecological screening and other gender based testing is offered to women. Oral health examination and basic dental treatment is now available to children free of charge often with Farsi speaking health professionals.
- **Educational Services-** More than 108 workshops were held on Parenting, Family & Youth Issues, Settlement, Mental Health, Family Law, Nutrition, Health & Wellness, Self Esteem, Effective Communication, Health & Safety, Community Engagement, Financial Literacy, and Arts, Craft & Cooking
- **Cultural & Community Programs-** Celebration of significant and national days such as Nowrouz, Chaharshanbeh Souri, Mehregan, Yalda, International Women's Day, Members' Appreciation Luncheon, Annual Gala Fundraiser were organized through hard work and by much enthusiasm and community engagement. Over 4500 community members have enjoyed these events.
- **Mental Health-** Our annual dinner theatre in collaboration with CAMH & Workman Arts at the Rendezvous with Madness Film Festival was a success. 2012 Iranian film was:
Moving UP. The film was screened by over 200 at a Dinner Theatre setting and followed by an expert panel presentation

Partner Agencies

Advent Lutheran Church
Community Resource
Connection Toronto-CRCT
Family Service Toronto
Immigrant Women's
Health Centre
Iranian Canadian Social
Service Providers Network
Iranian Community Print
Media
Macaulay Child
Development Centre
SAFSS
Seneca College
York University
OISE
Thornccliffe
Neighbourhood Office
Toronto Parks, Forestry &
Recreation
Toronto Public Health
Workman Arts-CAMH

Students

Parisa Habibi
Ayda Choupani
Elham Zamani

facilitated by Dr. Nazilla Khanloo and Dr. Mitra Gholamain. Queen Gallery was our artistic sponsor at this event. Participating in this festival is a true opportunity for IWOO and in tune with its mandate in keeping mental health on the forefront of programs and activities to support an inclusive approach to community health.

- **Jane's Walk**-Continued to be a popular civic engagement opportunity where IWOO organized a neighborhood walk in Peanut Plaza and surrounding communities. This annual walk is in celebration of Jane Jacob's contribution to healthy urban life and community activism. IWOO has been one of 200 proud sponsors of Jane's Walk in the past four years.

- **Moms & Pre-school program**- Has been offered on Tuesdays with a focus on raising healthy and competent kids in healthy and nurturing families. The moms and caregivers enjoy networking, socializing and learning about effective parenting. Over 600 women, mothers, caregivers and children have enjoyed these weekly programs.

- **Wellness, Fitness & Nutrition**- Wellness, fitness and nutrition are promoted in all of our adult and children programs. Picnics and regular outings are incorporated in IWOO's weekly activities and are meant to encourage physical health and healthy life styles. A very special stretching component has been added to IWOO's Older Adults program on regular basis.

- **English Conversation**- Weekly English Conversation Classes continue to grow and be a unique hub for learning, networking and socialization. The objective of the program is to support participants with their day-to-day language needs and it is achieving far more. We were fortunate to be able to hire a qualified ESL instructor to teach this program.

- **Literary/Book Club**- Bi-weekly Literary/Book Club sessions are held. Participants enjoy reading, writing, debating and critiquing books and other literary works. This program is growing and has now the capacity of incorporating other forms of arts and literature.

- **Older Adult programs**- 2 older adult programs are offered in the course of the year. Our 4 month long summer program's focus is on leisure and health promotion. In an outdoor setting surrounded by nature we host over 700 older adults and seniors. This program operates from Earl Bales Park. Our indoors program for the remainder of the year is at the Oriole Community Centre and is very popular. 50-75 male and female adults attend the weekly program and enjoy educational

Media sponsors

Shahrvand Publication



Salam Toronto



Shahre ma



Iran Star



ITC TV



workshops, presentations, literary activities, socialization and nutritious refreshments.

- **Trips & Outings-** This year, the focus was placed on day trips and wellness and leisure activities in and out of the city and on program sites. This new strategy has been very successful, more inclusive and cost effective. The goal throughout all activities has been to strengthen friendship and networking opportunities for older adult population. More men and women have joined our programs this year and many lasting friendship have been formed. We can proudly say the IWO's Older Adults Program has made a significant contribution to keep this population socially inclusive and active. Over 350 have participated in our day trips, picnics and outings.

- **Needs Assessment at AGM 2012-** Effat Ghassemi, a seasoned Executive Director of Peel Newcomers Services assisted us with a thorough Needs Assessment. Over 250 participated in this process. The results indicate that our community needs to benefit from more programs addressing Family Violence, Mental Health and Mental Illness, Equitable & Inclusive programming for people of different believes and orientations. They also spoke about the value of having clear short and long term strategic vision and a firm and accommodating program space. We are proud to say that we have started moving on all of these recommendations.

- **Research & Development-** Our partners in academia continue to work with IWO in various research projects. Professors and researchers at York & Toronto Universities and Seneca College continue to conduct research in various fields to identify gaps in services for seniors, newcomer women, and children and youth population. The studies and reports resulted from these projects are aimed to reach officials and decision makers of the country in order to improve the quality of life, community building, problem resolution, and social justice and inclusion. We are grateful to our friends t these institutions and look forward to further development in our relations.

- **Membership-** IWO continued to outreach to community members and significantly increased our membership. A strong membership base confirms a strong position for the organization with the funders, enabling us to showcase community support.

3000 individuals attend
older adult program

80 volunteers attended a 6
weeks training course

80 individuals enjoyed free
health and dental health
services

55 professionals facilitate
at our workshops

108 educational workshops
presented

500 attended educational
workshops and
presentations

24 individuals volunteered in
the office

22 individuals volunteered
at our Annual Gala

208 community
announcements

28 events media advertising

12 electronic newsletter,
E-news

750 receive E-news

140 calls received per
month

75 referrals made for
supportive counseling

500 paid members

- **Re-structuring-** The Board was engaged a facilitated readiness training to familiarize itself with the process of strategic planning. Based on the organization's growth, funders request and human resources needs assessment, IWOO has gone through a re-structuring process. Our new staffing model includes a senior staff to observe HR and Finance, and 2 other staff to coordinate the office administration, volunteer development and placement, and program development and implementation. We continue to coordinate many of our informal and leisure programs by our competent volunteers.

- **Head Office Space Allocation-** We are delighted to call 1761 Sheppard Ave. East our own. Our office is always buzzing with activities and people. We have increased our human and technology capacity, and therefore provide a more comprehensive approach to our interactions with our members and the broader community.

- **Service with a focus on Excellence-** Our biggest accomplishment has been serving you and retaining your trust. I wish to thank you, the community for all of your participation, input, dedication and support. Here at IWOO, we renew our commitment to serving the women, their families and all community members in an inclusive, transparent, and collaborative hub. We are committed to establishing stronger ties with all the available resources to further our mandate in ensuring a happy and fruitful integration for women in our community and to promoting their civic, social, economic advancement with outmost integrity and success.

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**Comments like these are the sources of our
inspirations to serve you:**

- *I had no idea how professional and knowledgeable the IWOO staff are, wow!*
-
- *My family life at best was at a standstill. The love, caring and vibrancies are once again activated through the supportive counseling I & my husband received from IWOO!*
-
- *I honestly feel that all you do here is with a purpose to support the community to happily belong and grow!*
-
- *We want you to start a branch in other parts of the city. The quality of IWOO's senior programs are unmatched!*

Once again, our sincere gratitude is extended to all of you, our volunteers, members, staff, media, community partner agencies and funders.

Respectfully submitted,
Afkham Mardukhi, Presiden
Iranian Women's Organization of Ontario-IWOO

Volunteers are valued members at IWOO and act as the organization's ambassadors at all levels of its functions and operation.

Farah Abbasi	Sedigheh Gandomi	Peiman Rahmati
Sousan Abdulhamidi	Dr. Mitra Gholamain	Shadi Raoufi
Fariba Abedini	Parisa Habibi	Kent Rostami
Behnaz Afaghi	NaghmeH Jounian	Dr. Roya Saati
Behrang Ajam	Bahar Karimi	Nasrin Sabet
Sara Alimardani	Kasra Karimi	Susan Salek
Behrouz Amouzagar	Mona Khateri	Maryam Salman Nasr
Azadeh Ardeshiri	Maryam Khayam	Parvin Samadzadeh
Sara Asim	Farnaz Khoshnevisan	Sarina Sarlak
Behnaz Azad	NilooFar Khosravi	Shamsi Shahrokhi
Fereshteh Bahrami	Fazeleh Madani	Sepideh Shalbafan
Dr. Fariba Bashiri	Nahid Marandi	Mahshid Sheshband
Mina Bavinejad	Behnaz Moein	Sara Shokrollahi
Sonbol Bayani	Beheshteh Moradi	Maryam Siahpoush
Shahin Begi	Hajar Moradi	Fereshteh Toyserkani
Ayda Choupani	Takin Nateghi	Mehri Yalfani
Shokoufeh Dilmaghani	Zahra Nejati	KamYar Yazdani
Nasrin Farahany	Vanitar Norouzi	Arshia Yousefi
Mehrnaz Farazmand	Ana Pad	Shahrzad Yousefi
Mahsa Farboud	Nazanin Parivar	Constance Dilley
Maryam	Mehdi Pourian	Mahboobeh Zaki
Farzanehnejad	Farzaneh Pourkhalil	

Iranian Women's Organization of Ontario

Incorporated under the laws of Ontario

FINANCIAL STATEMENTS

April 30, 2013

Audited

Iranian Women's Organization of Ontario

Incorporated under the laws of Ontario

STATEMENT OF FINANCIAL POSITION

April 30, 2013

	<u>ASSETS</u>	<u>2013</u>	<u>2012</u>
CURRENT			
Cash in bank- regular account		79,137	100,199
Cash in bank - OLGC		909	24,486
Petty cash - OLGC		500	1,150
Petty cash - IWOO		1,200	-
Prepaid expenses		1,000	2,089
		<u>82,746</u>	<u>127,924</u>
 CAPITAL ASSETS (Note 5)		 5,671	 957
		<u>88,417</u>	<u>128,881</u>
 LIABILITIES			
CURRENT			
Accounts payable and accruals		5,015	1,356
Payroll deductions payable		2,045	2,025
Deferred revenue - OTF		-	32,394
		<u>7,060</u>	<u>35,775</u>
 NET ASSETS			
Unrestricted surplus		74,777	67,663
Restricted surplus - OLGC		909	24,486
Invested in capital assets		5,671	957
		<u>81,357</u>	<u>93,106</u>
		<u>88,417</u>	<u>128,881</u>

Approved on behalf of the Board of Directors :

President A. Mani Treasurer M. Sadroghi

See the accompanying notes which are integral to these financial statements.

Iranian Women's Organization of Ontario

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STATEMENT OF CHANGES IN NET ASSETS

YEAR ENDED APRIL 30, 2013

	<u>2013</u>	<u>2012</u>
UNRESTRICTED SURPLUS		
Balance beginning of year	67,663	50,429
NET SURPLUS (DEFICIT)	11,828	16,833
Transfer of Capital assets addition to Capital Assets as below	(5,551)	
Transfer of depreciation expense to Capital Assets	837	401
Balance end of year	<u>74,777</u>	<u>67,663</u>
 RESTRICTED SURPLUS (DEFICIT) -OLGC		
Balance beginning of year	24,486	20,598
NET SURPLUS (DEFICIT)	(23,577)	3,888
Balance end of year	<u>909</u>	<u>24,486</u>
 CAPITAL ASSETS		
Balance beginning of year	957	1,358
Add : investment in Capital Assets	5,551	0
Less: Depreciation expense	(837)	(401)
Balance end of year	<u>5,671</u>	<u>957</u>

See the accompanying notes which are integral to these financial statements.

Iranian Women's Organization of Ontario

Incorporated under the laws of Ontario

STATEMENT OF OPERATIONS**YEAR ENDED APRIL 30, 2013**

	<u>2013</u>	<u>2012</u>
REVENUES		
City of Toronto - Community Service Partnerships Program	31,015	31,015
Government - Fees and Grants (provincial - OLGC)	6,713	14,501
Foundations - Ontario Trillium Foundation	32,394	23,206
Other Agencies - CRCT	-	6,800
Membership fees	4,820	4,170
User fees - Cultural and National events	1,175	11,595
Fundraising, Donations and Bequests - Cultural and National events	35,005	28,620
Other receipts and other sources	11,640	8,988
	<u>122,762</u>	<u>128,895</u>
EXPENSES		
Promotion and publicity -IWO	2,949	5,756
Promotion and publicity -OTF	940	-
Fundraising expenses - IWO	22,446	15,704
Other expenditures - CSP	-	216
Other expenditures - OLGC	155	54
Other expenditures - IWO	495	-
Program expenses - OLGC	4,444	4,769
Program expenses - OTF	116	-
Program expenses - IWO	-	10,836
Program expenses from CSP	5,349	10,108
Honorarium and volunteers' expenses - CSP	-	1,056
Honorarium and volunteers' expenses - OTF	6,084	2,541
Office and administrative expenses - CSP	-	982
Office and administrative expenses - OLGC	5,069	2,890
Office and administrative expenses - IWO	1,909	-
Office equipment purchased -IWO	5,551	-
Office equipment - transfer to capital assets account	(5,551)	-
Purchased services - CSP	1,500	1,243
Purchased services - IWO	3,366	5,672
Purchased services - OLGC	-	1,500
Building Occupancy - CSP	-	4,247
Building Occupancy - OTF	79	-
Building Occupancy - IWO	4,954	4,971
Salaries and benefits -OTF	25,175	20,665
Salaries and benefits -OLGC	24,409	1,400
Salaries and benefits - CSP	24,166	13,163
Salaries and benefits - IWO	69	-
Depreciation of capital assets	837	401
	<u>134,511</u>	<u>108,174</u>
NET SURPLUS (DEFICIT)	<u>(11,749)</u>	<u>20,721</u>
NET SURPLUS (DEFICIT) CONSISTS OF:		
UNRESTRICTED SURPLUS (DEFICIT)	11,828	16,833
RESTRICTED SURPLUS (DEFICIT) - OLGC	(23,577)	3,888
	<u>(11,749)</u>	<u>20,721</u>

See the accompanying notes which are integral to these financial statements.

Iranian Women's Organization of Ontario

Incorporated under the laws of Ontario

NOTES TO FINANCIAL STATEMENTS

April 30, 2013

1.NATURE OF ORGANIZATION

The organization commenced its operations in May 1988 as an unincorporated organization. It was incorporated as a non-profit corporation without share capital on March 1, 1989 in Ontario, and as such is exempt from income taxes.

2.SIGNIFICANT ACCOUNTING POLICIES

The financial statements are presented in accordance with Canadian accounting standards for non-profit organizations.

Revenue Recognition:

These financial statements are prepared on an accrual basis. Unrestricted revenue is recorded as received. Restricted revenues are recorded based on the agreement with the funders.

Fund Accounting

Net assets have been separated to reflect investment in capital assets, unrestricted funds and restricted funds.

Accounting Estimates:

Preparation of the financial statements in conformity with the Canadian accounting standards for non-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimated.

Donated Services:

Some services are donated and their value have not been recorded in these financial statements.

Capital Assets

Capital assets are depreciated on a diminishing balance . Depreciation is provided based on the estimated useful lives of the assets. The depreciation rates used are as follows:

Furniture and equipment	Declining balance - 20%
Computer hardware and software	Declining balance - 30%

Financial Instruments

The organization's financial instruments consists of cash and term deposits, receivables and payables and accruals. It is management's opinion that the corporation is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair value of these financial instruments approximate their carrying value due to their immediate or short term maturity.

Iranian Women's Organization of Ontario

Incorporated under the laws of Ontario

NOTES TO FINANCIAL STATEMENTS

April 30, 2013

3. TRANSACTIONS WITH THE DIRECTORS

The organization is governed by the Board of Directors who serve without remuneration.

4. PRIOR YEAR'S AMOUNTS

Certain prior year amounts have been reclassified and adjusted to conform with current year's presentation.

5. CAPITAL ASSETS

	Cost	Accumulated Depreciation	Net book value	
			2013	2012
Furniture and equipment	8,562	3,524	5,038	53
Computer hardware and software	6,473	5,840	633	904
	15,035	9,364	5,671	957