

# Annual Report 2023



IMPAKT  
FOUNDATION  
FOR  
SOCIAL  
CHANGE





# A YEAR IN REVIEW

Over the past year, the Impakt Foundation for Social Change (IF) has undergone significant transformations, pivotal among them being a change in our executive leadership and a shift in our strategic direction.

Our newly appointed Executive Director, Fatemeh Alhosseini, is no stranger to the Impakt family. From the onset, Fatemeh has been an integral part of our journey, first as a Board Director and later as a Co-chair. Upon assuming her new role, Fatemeh embarked on an exhaustive research journey to listen to various stakeholders, understanding their perspectives and experiences. This encompassed focus groups with refugees from diverse backgrounds, interviews with leaders of organizations that support newcomers, discussions with decision-makers in the business sector, corporations, and policymakers.

The findings, while insightful, underscored a key point: The challenge of newcomer employment is multifaceted. Addressing only one dimension, while ignoring the complex web of interconnected factors, will not lead to meaningful results. The fragmented support system in Canada often leaves newcomers feeling overwhelmed and mistrustful of support organizations, slowing their integration process.

Drawing from its findings, IF recognizes the importance of offering wrap-around support. However, we knew our expertise alone would be insufficient. This realization prompted us to deepen our collaborations. By sharing our research with our partners, we initiated a more profound, purpose-driven, and transformative collaborations. Together, we embarked on the creation of holistic programs, combining resources from various organizations, aiming to offer comprehensive, wrap-around supports.

Furthermore, to bridge the trust gap with refugees, we took a new approach by welcoming several newly arrived refugees into our team of staff. These individuals, having first hand experience of life in shelters, serve as our "cultural ambassadors." Their role is invaluable in communicating Impakt's mission to other newcomers, fostering trust, and establishing supportive community networks.





## FAMILY TRAILS

Impakt Foundation for Social Change is partnered with **Tails Youth Initiative** and **Human-Nature Counselling Society** to pilot a nature-based mental health certification program for job seeking newcomers and their families in Canada.

The Family Trails program has stood out as an exemplary model in addressing the multifaceted challenges faced by newcomers in Canada. By emphasizing the well-being and mental health of immigrant families as the keystone for successful integration into Canadian society, the program exceeded all anticipated outcomes. Informed by meticulous research, the Family Trails program pivoted its focus onto the mental well-being of the entire family unit.

A prominent leader in newcomer support aptly emphasized the significance of addressing mental health, reflecting a paradigm shift in integration strategies. In its pilot phase, the program diligently served 6 Afghan families, encompassing a total of 26 participants.

The resounding success of our program springs from a heart of collaboration. Alongside our three cornerstone partners, we've intertwined with the local community, garnering invaluable support from organic farmers and other community stakeholders.

At the heart of the Impakt Foundation's ethos is the commitment to curate effective collaborations, aiming to provide all-encompassing support for newcomers preparing for a fulfilling life and gainful employment in Canada.



“What brings me joy these days is that I feel like I have a family where I can share, and find friends. We now have our own What’s app group and we get together when we need support.”

“We don’t have an identity here. We are NOBODY! However, through building this community we are building our identity through participation.”

“Please continue this program for every newcomer as soon as possible!”

**HealthBridge:** RMHC-Impakt Newcomer Integration Initiative: We are excited to announce our partnership with Ronald McDonald House Charities (RMHC) to launch a unique program tailored for internationally trained doctors and healthcare professionals. This program, set to pilot in mid-November 2023, is an initiative to bridge the gap between the experts and the Canadian healthcare system. We are optimistic about its success and the prospect of scaling it further in the subsequent year.

**ConstructHope:** Blue Door & Impakt's Newcomers in construction Initiative: Recognizing the demand in the construction sector, we've forged a partnership with Blue Door to roll out a specialized program for newcomers with skills and interest in construction. Building on the success of our ongoing pilot program with Blue Door in the construction sector, we are advocating for a greater allocation of seats for our newcomer clients next year.

**NewcomerPrenuer:** Empowering Newcomer Innovators with Futurepreneur and Impakt: Based on our recent research, many of newcomers had their own business back home and they are willing to continue what they know best, our collaboration with Futurepreneur seeks to design a program exclusively for newcomer entrepreneurs. We aim to provide them with essential tools, resources, and mentorship.

**Common Thread:** DesignWith and Impakt together aim to create social change through employment. The program is open to participants who have no sewing experience as well as those with sewing experience. All participants will undergo in-person training with our partner employers. Training will be delivered by industry experts and instructors. Upon completion of the program we work to help participants gain employment with the skills they perfected through Common Thread.



RONALD McDONALD HOUSE CHARITIES®





# CULTURAL AMBASSADOR PROGRAM

The Cultural Ambassador Program, a cornerstone of Impakt's community engagement strategy, employs individuals from targeted demographics as ambassadors. These ambassadors, acting as community liaisons, share relatable stories and positive experiences to actively involve potential participants.

Beyond its primary goal, the program offers a dual benefit by providing participants with valuable Canadian work experience. This not only enhances their personal development but also significantly boosts their employability, addressing barriers newcomers often face in accessing meaningful employment.

Additionally, the program strategically contributes to Impakt's growth by fostering deeper connections within the newcomer community. The ambassadors, through their trusted roles, facilitate a more profound connection between Impakt and potential clients, expanding the organization's client base.

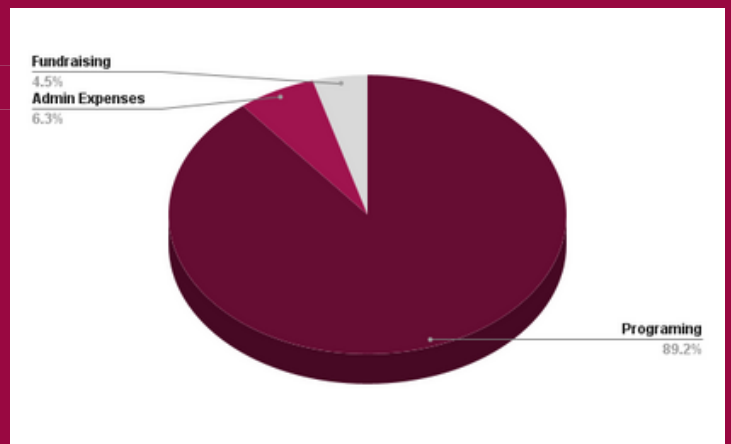
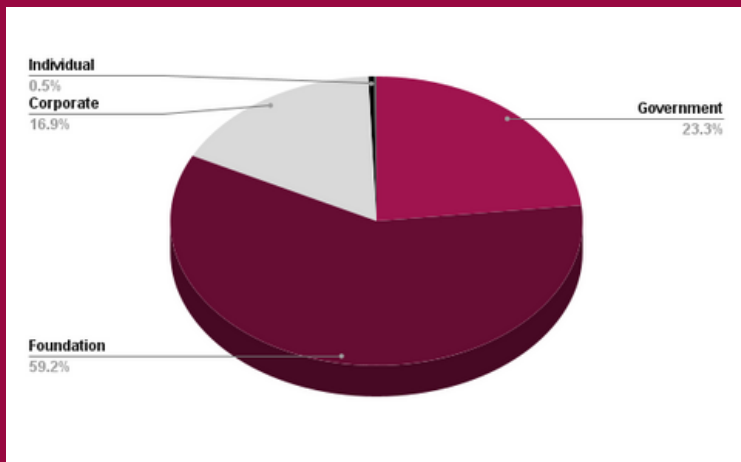
The program, thus, becomes a mutually beneficial initiative—enriching individuals, fostering inclusivity, and contributing to Impakt's sustainable growth within the diverse and vibrant newcomer community.



# 2023 FINANCIALS

Impakt Foundation for Social Change

REVENUE	JAN - DEC. 2023	JAN - DEC. 2022 (PY)
Government	68,774.50	50,000.00
Corporate	50,000.00	100,000.00
Foundations	175,000.00	3891.30
Individual Giving	1355.24	292.73
Interest Revenue	531.50	
<b>Total Income</b>	<b>\$295,661.24</b>	<b>\$154,184.03</b>
<b>GROSS INCOME</b>	<b>\$295,661.24</b>	<b>\$154,184.03</b>
<b>EXPENSES</b>		
Programing	223,018.90	146,812.14
General Administrative Expenses	15,812.97	12,819.38
Fundraising	11,141.18	18,809.37
<b>Total Expenses</b>	<b>\$249,973.05</b>	<b>\$178,441.72</b>
<b>OTHER INCOME</b>		
Wage Grant		13,889.00
<b>Total Other Income</b>	<b>\$0.00</b>	<b>\$13,889.00</b>
Excess	<b>\$45,688.19</b>	<b>\$ -10,368.69</b>





# OUR TEAM

## Board of Directors

PAUL KLEIN  
RONA GHANBARI  
REM LANGAN  
ISIDORA ROSKIC  
JON PACKER  
CLAUDIA GARCIA MAYNE  
NILUKA KOTTEGODA  
JASH KALYANI

## Impakt Staff

FATEMEH ALHOSSEINI, EXECUTIVE DIRECTOR  
JOSH KLEIN, COMMUNICATION COODINATOR  
JOHN ALVES, FUNDRAISING ADVISOR  
RAHEL GETTU, PROGRAM VOLUNTEER  
MONICA BAGAYA, PROGRAM COORDINATOR  
ANATOLE KADDU, CULTURAL AMBASSADOR





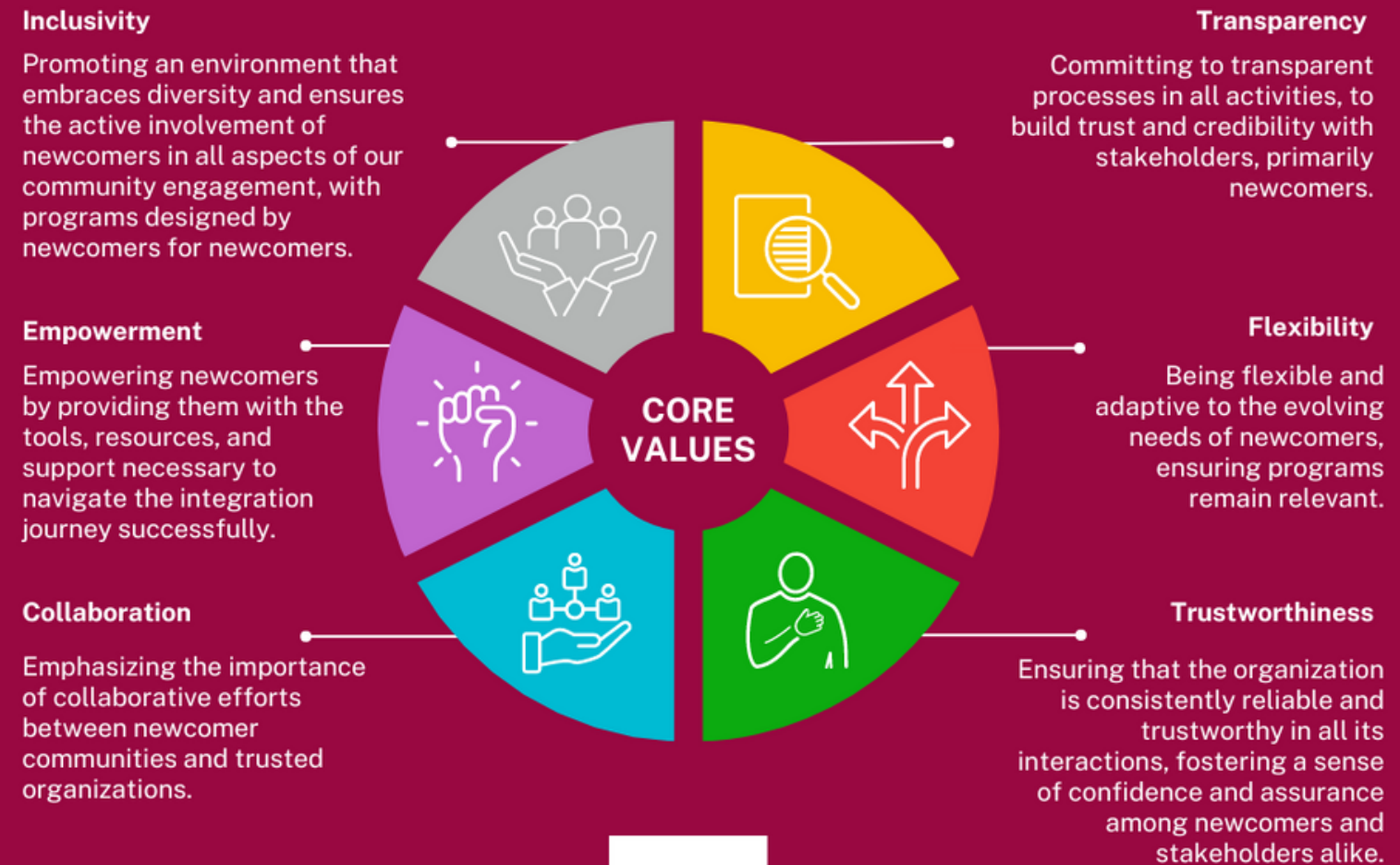
# 2024 Theory of Change

## Vision Statement

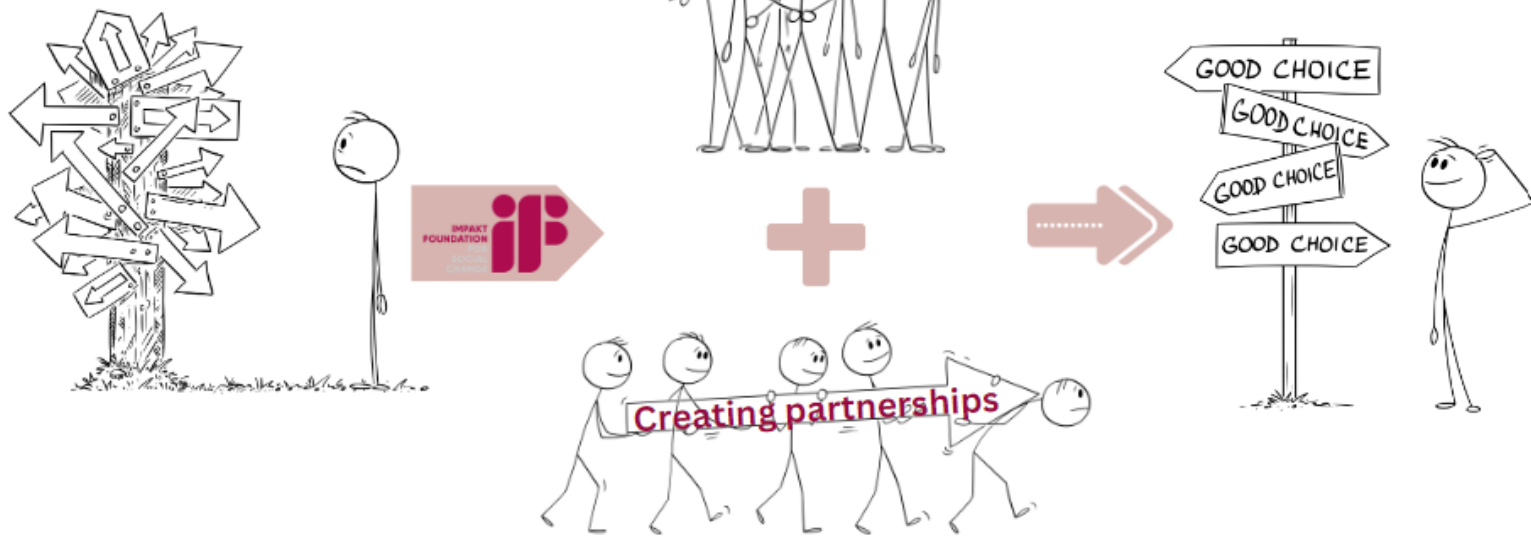
We envision a diverse, inclusive Canada where newcomers are empowered and actively involved in every community.

## Mission Statement

Creating collaborative connections between newcomer communities and trusted organizations, with a shared mission to simplify the integration journey into Canada, fostering pathways to meaningful opportunities and success.



## Newcomers' lived experience



## Integrated Services and Support Programs

In a concerted effort, we aim to engage with a diverse array of organizations, ranging from newcomer-specific entities to broader community organizations. Together, we will collaboratively design and implement innovative and holistic services and support programs tailored to the specific needs of various newcomer groups. These encompass orientation programs, language training, job placement services, cultural integration workshops, mental health support, and legal assistance.

## Community Building and Belonging Initiatives

Through initiatives such as "family trails" and the "family of friends" program, in partnership with other organizations, Impakt strives to organize events, mental health support activities, nature-based and art-based integration activities, social gatherings, and networking opportunities. The goal is to foster a profound sense of belonging and inclusion among newcomers, ensuring the establishment of social connections and support networks to alleviate feelings of isolation and loneliness.

## Establishment of a Collaborative Newcomer Integration Hub

Building on the success achieved in the past year, the next steps involve establishing a physical hub. This hub will serve as a welcoming and accessible space, bringing together government agencies, educational institutions, employers, settlement agencies, and various community organizations. Additionally, it will incorporate communal spaces designed specifically for community-building activities. The hub aims to provide newcomers with a centralized location to access a wide range of services, resources, and holistic support, fostering a sense of community and belonging.





**Thank you for your support!**

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