



# Innovate & Elevate

TRANSFORMING LIVES  
THROUGH COLLABORATION

ANNUAL REPORT 2022-2023





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JVS Toronto operates on the traditional territory of the Mississaugas of the Credit, the Anishinabeg, the Chippewa, the Haudenosaunee and the Wendat peoples, and we pay our respects to the traditions of those who walked upon it for before us. We wish to honour their Elders past, present and emerging, and express our gratitude for the opportunity to work and serve in this territory.



# A Message from Our Leadership

The journey to finding a job is not just about individual success; it's about fostering a thriving community and creating lasting change.

As we reflect upon the past year, we're reminded that the pursuit of employment resonates far beyond individual lives. The job market's ups and downs have a ripple effect on our economy, shape the fabric of our society, and influence the overall well-being of our communities. This understanding continues to guide JVS Toronto's commitment to effecting positive change, empowering individuals to forge paths towards brighter futures.

In 2022, JVS Toronto celebrated 75 years of dedicated service, reflecting on our remarkable journey and the road that stretches ahead. Amidst pressing global issues, such as a worldwide pandemic, a mental health crisis and refugee crises affecting our communities, we embarked on several significant transitions – unveiling a new Strategic Plan and redefining our Vision and Mission.

Driven by community needs, we adapt to rapid technological changes and the dynamic job market, creating opportunities and building bridges between job seekers and employers. Collectively, we create inclusive workplaces that celebrate diversity, allowing people to reach their highest potential.

Together, we've worked through a remarkable year of transition, with a new beginning as CEO and a final year as Chair of the Board of Directors. It's been a privilege working together during this pivotal period, steering the organization towards an even brighter future.

Celebrating 75 years reflects the strong relationships built over decades of community service. It's a testament to the collective effort of the public sector, stakeholders, and networks that make the work we do possible.

In the past year, JVS Toronto:

- Collaborated with over **383 community partners**, addressing barriers our clients face beyond the job search – building a foundation for a successful journey.
- Collaborated with **4,652 employers**, bridging the gap between job seekers' skills and the demands of the workforce, fostering environments where our clients can thrive.
- Participated in **12 networks**, collaborating on research and sharing best practices, ensuring our services are effective and that we reduce gaps in our quest to empower lives.

**“It's a testament to the collective effort of the public sector, stakeholders, and networks that make the work we do possible.”**

- Engaged with **176 donors and funders** who enable us to continue to have a profound impact on the people and communities we serve.

JVS Toronto works internationally, across Canada, and locally in a number of neighbourhoods in Toronto and York Region, empowering individuals to realize their employment potential.

Within the pages of this Annual Report, you'll learn of how JVS Toronto embodies community and collaboration, paving the way to transform lives. You'll read inspiring stories of individuals becoming empowered, overcoming challenges and achieving self-sufficiency.

Thank you for your continued support.



*Allison Steinberg*  
**Allison Steinberg**  
Chief Executive Officer



*Avi Pollock*  
**Avi Pollock**  
Chair, Board of Directors



## OUR HERITAGE

JVS Toronto was founded in 1947 by a group of Jewish business leaders to provide employment and vocational services to Holocaust survivors and veterans of the Second World War. Building on our success in serving the Jewish community and its values of helping others, we expanded our outreach to serve the broader community.

For over 75 years, JVS Toronto has impacted the lives of thousands of individuals by helping them plan their careers, find meaningful employment, and build sustainable livelihoods.

*Top Photo: JVS Toronto's Founder Max Enkin (centre) testing Holocaust survivors at Bergen Belsen Displaced Persons Camp, 1947. Known as The Tailor Project, if individuals could sew a button hole, they were identified as tailors and permitted to enter Canada as skilled labourers. Ontario Jewish Archives, Blankenstein Family Heritage Centre.*





# Our Vision & Mission

Our new Vision and Mission statements will serve as guiding principles for the continued growth and development of our organization. These fundamental statements capture the essence of our purpose and provide a clear direction as we strive to create a positive and lasting impact.

## VISION

To be a leading employment services provider spearheading innovation in local communities and across the country.

## MISSION

JVS Toronto empowers people from diverse backgrounds and communities to achieve their employment potential and partners with employers to develop a strong and inclusive workforce.

**16,617**  
individuals  
were served at  
JVS Toronto last  
year.

**86%**  
of individuals served  
gained employment  
or returned to school  
and/or training.



# Our Values

Our values are the foundation of our organization, shaping our decisions and actions as we serve our clients and partners.

## EXCELLENCE

We are dedicated to realizing our organization's potential, actively pursuing opportunities for improvement to deliver unparalleled quality of service and become leaders in our field.

## INTEGRITY

Ethical conduct is at the heart of our service delivery. Our work is based on the highest standards, emphasizing transparency in communication with both those we serve and collaborate with.

## RESPECT

Recognizing the diverse needs of each individual, we tailor our services to provide relevant and personalized support. We treat everyone with dignity and compassion, fostering an environment where all feel valued and heard.

## COLLABORATION

We work effectively with our donors, volunteers, government, businesses and the community to build an inclusive workforce in an environment of trust and shared values.

**11,143**  
workshop  
attendees.



# Working with Fardeen

## Bridging The Gap

### Youth Services

Fardeen had always been passionate about technology. It was a spark that ignited during high school when he volunteered at the computer lab, helping fellow students troubleshoot tech issues. As his graduation was fast approaching, he set his sights on a career in the retail tech industry.

The reality of the job market hit Fardeen hard. The unemployment rate for young job seekers in Ontario, aged 15-24, increased to 5.5% in 2023 (Statistics Canada). In an industry where demands were rising, employers sought more than just entry-level skills. Fardeen faced rejection after rejection, battling feelings of frustration and self-doubt.

Fardeen turned to JVS Toronto's **Youth Job Connection (YJC)** program for support. The two-month program offered him more than just job search assistance and pre-employment training; it provided him with a network of people who believed in his potential.

His employment specialist recognized the importance of not only providing job support, but also nurturing a relationship that could keep youth, like Fardeen, engaged. She encouraged his perseverance, knowing that youth often feel disconnected from community services. Her mission was to bridge that gap to provide hope and crucial support.

In time, Fardeen's persistence paid off. His employment specialist took action, establishing a connection with



the Regional Manager at a particular Staples location that had captured Fardeen's interest. This effort led to an interview for a trainee position. His contributions had a noticeable impact on the store's bottom line and Staples offered him a permanent position.

Collaboration with employers is a core element of JVS Toronto's approach, providing young talents like Fardeen with valuable on-the-job experience. Today, Fardeen thrives at Staples, poised for a bright future in the field he is truly passionate about.

Fardeen's story goes beyond securing a job; it's a story of hope for young people at the early stages of their careers. It reminds us that with unwavering support, perseverance, and strong community connections, dreams can become reality. His journey exemplifies the power of believing in oneself and staying connected to local supports, paving the way for future success.



## Storytellers

Tim Greenwood, Employment Counsellor, Youth Reach

My work syncs well with my passion and interest in storytelling. Every young person I work with has a story about where they would like their futures to lead. My job is to help them discover the choices that will make their destination more achievable. Through resume and interview preparation, I help them tell their story.

The young people I work with are the heroes and heroines of their own stories. My own energy and enthusiasm is constantly renewed by their resiliency, determination, and the ways they challenge me to grow and learn.

Frustrations and occasional heartbreaks, as well as the successes, are all part of these unfolding stories and are what truly keep me going.

**"I was struggling to get a job after I graduated. JVS Toronto taught me how to write a resume and ace an interview. I will continue to get help from JVS Toronto as I work towards my target; a career in IT."**

- Fardeen



# 624

**individuals participated in specialized programs for vulnerable youth.**



# 89%

**of youth served gained employment or returned to school and/or training.**



# Working with Yaryna

## Up to the Challenge

Newcomer Services

Yaryna's life held great promise. As a young doctor, wife, and mother of two, she had just completed her medical education and was ready to start her own practice. However, the war in Ukraine interrupted her promising future. In just 24 hours, she left her home for Canada with her children, while her husband had to stay behind.

As a newcomer, Yaryna faced numerous challenges. Language barriers and the lack of Canadian work experience stood as obstacles in her journey to rebuild her career. These struggles were compounded by the weight of her family's safety back home. Her dream of practicing medicine felt distant, as she wasn't licensed to practice in Canada.

JVS Toronto became Yaryna's beacon of hope. Through **ISAGE (International Skills Applied for Geriatrics)** – a bridge training program for newcomers – she found a way to combine her expertise with Canadian standards. The program offers a unique blend of academic learning at George Brown, hands-on experience, and mentorship from industry professionals. Balancing full-time work and childcare, Yaryna began studying the field of Geriatrics.

Yet, Yaryna's journey wasn't solely about acquiring skills; it was about finding a supportive community. Group sessions offered her a space to build her English proficiency while forging connections with others on



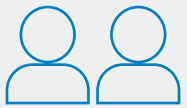
a similar path. The support she received gave her confidence and eased the weight of starting anew. JVS Toronto's commitment to fostering collaborative partnerships can be demonstrated through the ISAGE Steering Committee. Comprised of representatives from George Brown College, employers, social service agencies, and industry professionals who act as advisors, the committee ensures that these programs benefit from the community expertise and resources. This collaboration enhances the effectiveness of these programs in assisting clients rebuild their careers. Yaryna's journey exemplifies resilience. After successfully completing the program, she is now working as a Recreation Assistant at the Ukrainian Canadian Healthcare Organization, caring for seniors and contributing to her community.



## Not Just a Job

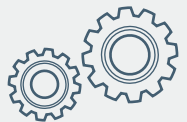
Farnaz Raofi, Manager,  
ISAGE (International Skills Applied  
for Geriatrics) & READY (Recruitment  
for Equity, Accessibility and Diversity)

Over the years, I have had the privilege of connecting with individuals who are embarking on new journeys in their careers; whether they are entering a different industry, or starting a fresh chapter in their lives. Witnessing the resilience, determination, and courage that newcomers demonstrate fills me with inspiration. The ability to contribute to their growth and see them flourish in their new endeavours is not just a job for me; it's a meaningful and rewarding calling. At JVS Toronto, we believe that fostering a sense of belonging and community for newcomers benefits not only them, but all of society as a whole.



216

internationally trained  
professionals participated  
in bridge training  
programs.



4,651

employers in 45  
different sectors or  
industries worked with  
JVS Toronto.

**“Your help and support have been so important to me. Besides learning new information, being around people made it easier for me to get through my first difficult months in Canada.”**

- Yaryna



# Working with Desmond

## The Importance of a Goal

### Career Exploration & Counselling

Embarking on a career change is a daunting challenge that resonates with many. There is often the fear of uncertainty, feelings of self-doubt, and a lack of direction. Despite having a well-established career, Desmond had spent years in a job that left him feeling increasingly unsatisfied. He yearned for change, seeking a path to employment that he would find fulfilling and meaningful.

In June 2022, the Financial Post reported, “Many Canadians are taking chances on new career opportunities amid what has come to be known as the ‘Great Resignation.’ According to a recent survey by ADP Canada Co., roughly 24% of Canadian workers have changed jobs recently.”

Recognizing the crucial link between career satisfaction and overall wellness, Desmond sought help from a health practitioner, who then referred him to JVS Toronto for Career Exploration and Counselling. This referral highlighted the importance of JVS Toronto’s expertise in the community and the power of cross-sector collaboration in providing comprehensive, wraparound support.

From the very first session, Desmond whole-heartedly committed himself to the process. Amidst a multitude of potential career choices, he discovered a calling that resonated with him – teaching at an elementary school. With newfound clarity, Desmond set his



sights on a Master’s program in Child Studies at the University of Toronto. Simultaneously, he embarked on a quest to find the right volunteer opportunity for valuable experience working with children – a pivotal step toward his dream job saying, “Now I have a goal to work towards.”

Desmond’s journey embodies our mission at JVS Toronto – to create pathways, inspire hope, and guide dreams to realization. It underscores the profound effect work can have on a person’s happiness and well-being, reminding us that it’s never too late to pursue a purposeful career. It also showcases the power of collaboration between JVS Toronto and professionals across sectors, providing individuals with the comprehensive support needed for success.



## Knowing Ourselves

Yvonne Rodney,  
Career Counsellor

I’ve had the privilege of helping clients through pivotal moments in their lives. One of the things I enjoy witnessing is that “Aha!” moment when they discover the path to self-awareness. We delve into questions like, “What brings meaning to your life?” “What are your passions?” and “Who are you at your core?” These questions empower people to evaluate whether their chosen field aligns with their authentic selves. It’s a reminder that we often focus on careers without considering our true selves, leading to dissatisfaction.

Armed with this self-knowledge, my clients gain the freedom to explore and adapt in their professional lives, rooted in what truly matters to them. I feel like I’ve done my job when they are able to identify exactly who they are.

In this journey, I recognize that everyone faces challenges, whether it’s related to mental health, self-confidence, or age-related concerns. While I can’t solve every issue my clients face, my goal is to infuse our interactions with positivity, helping them focus on honing their strengths rather than dwelling on their weaknesses.



59,892

services or supports  
were accessed at  
JVS Toronto.



2,240

community referrals  
were made to ensure  
individuals were  
connected with the  
right services.

**“I was referred to JVS Toronto at a time when I was looking for guidance. This process helped me find alignment with who I am as a person and the way I will direct my career path over the next 3-5 years and beyond.”**

- Desmond



# Working with Eduardo

## Benefits Without Borders

### Pre-Arrival Mentorship

Eduardo's career in Supply Chain and Procurement back in Brazil stood as a testament to his skill, yet political instability and high crime rates cast a shadow over the country. Seeking a safer environment to raise their family, Eduardo and his wife set their sights on Canada – a land of opportunities where the threat of violence didn't cloud their daily lives.

To prepare for their new life, Eduardo enrolled in JVS Toronto's **Canada InfoNet**, a pre-arrival program designed for professionals like him. This program offers one-on-one coaching, mentorship, and online employment search tools which clients can utilize even before arriving in Canada.

Mentorship emerged as a guiding light for Eduardo, leading him to Valerii, a seasoned professional at Canadian Pacific Railway. Valerii's mentorship not only provided insights into Canadian workplace norms, but also helped Eduardo expand his professional network, and even line up a job interview ahead of his arrival.

With his newfound knowledge and connections, Eduardo swiftly secured a role as a Purchasing Assistant with the Toronto Transit Company, a mere two months after landing in Canada. Today, his journey has evolved, and he proudly serves as a Procurement Manager.



JVS Toronto's dedication to inclusivity shines through partnerships with immigration service providers, where mentoring empowers newcomers. Through this collaborative approach, knowledge is passed down, empowering individuals to navigate their own paths and extend that guidance to others.

Our services reach people all across the world. In the last year, Canada InfoNet clients came from 101 different countries. Eduardo's story comes full circle as he, inspired by his own experience, became a mentor himself. His mentoring role is a beacon of support, offering valuable insights to fellow newcomers as they navigate their way in a new country.



## Long Journey Home

Lucy Sun, Employment Counsellor/  
Mentoring Coach

I'm proud of the positive impact my work has on newcomers immigrating to Canada. In addition to providing a wealth of resources and information, I help individuals identify their skill sets, align them with the Canadian labour market, and enhance their job search strategies. Witnessing their progress and accomplishments is truly heartening.

I'm particularly motivated by their eagerness to learn and their heartfelt expressions of gratitude. One client recently conveyed, "I wanted to reach out and express my profound appreciation for the time you dedicated to our meeting, as well as the invaluable information you generously shared. Your expertise and willingness to impart your knowledge have greatly enriched my experience."

These words of gratitude remind me of the importance of the work I do and the difference it makes in the lives of those I assist. It's truly rewarding to contribute to their journeys and help them find their rightful place in Canada.

**"Being a mentor provides me with the certainty that I am doing a good deed... that will make lives better. It's a small cost to myself, but the benefits it can bring to someone else are huge." - Eduardo**



**1,657**

**individuals received occupation-specific job search support and/or mentoring prior to arriving in Canada.**



**230**

**mentors dedicated their time to helping new Canadians.**



# Working with Judy

## A Whole New World

### Disability Services

Judy yearned for greater independence and personal growth. She found her path within JVS Toronto's **Developing Work Connections (DWC)** program – a pre-employment initiative that equips adults who have developmental disabilities with skills for meaningful integration into the community.

Debilitating anxiety cast shadows over Judy's aspirations. Her journey into DWC coincided with the shift to virtual workshops due to COVID-19 lockdowns. With the guidance of JVS Toronto staff at the **AI Green Resource Centre** for disability employment and inclusion services, she began forging connections with counsellors and peers in these online workshops.

Adults with disabilities are disproportionately represented in this country's unemployment rates. In Canada, there are an estimated 1.9 million individuals with disabilities, aged 15-64, who are not in school or employed. 852,000 of those individuals have the potential to work, yet only 60% are employed (Statistics Canada). Without meaningful employment or volunteer opportunities, adults living with disabilities face increased isolation.

As DWC transitioned back to in-person workshops, Judy's newfound confidence wavered. The prospect of public transit induced a paralyzing anxiety. Recognizing her struggle, our dedicated Disability Services team devised a plan. A counsellor became her companion, embarking on the one-and-a-half-



hour journey each way. Over time, Judy's confidence grew, and the barriers of anxiety gradually lessened, allowing her to navigate the city independently.

Her moment of empowerment came during a morning commute when Judy found herself on an unfamiliar route. Summoning her courage, she engaged in a conversation with the bus driver to ensure she was on the right path.

Her newfound skills and enhanced confidence have transformed her from a hesitant virtual participant to a confident traveller within the city. Thanks to the collective efforts of our dedicated Disability Services team, she now engages in meaningful volunteer opportunities in the community at organizations like Dress for Success, Evergreen Brickworks, and The Salvation Army.



## Showcasing Potential

### Suellen Festa, Community Participation Support Worker

"Thank you for taking me volunteering!" "I'm really enjoying my summer job!" "I can't wait to learn new things!"

These are a few examples of what participants in Developing Work Connections have told us.

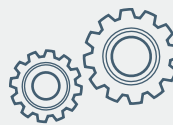
Comments like these, and seeing our participants proudly fulfill their goals and find meaningful purpose in volunteering or employment, makes it all worth it. The impact of the work we do is important to me as it proudly highlights the inherent value, strengths, and talents that individuals with disabilities possess, and shows their dynamic personalities to the greater community.

Helping our participants find and engage in volunteering and work opportunities wouldn't be possible without the power of collaboration. The Disability Services team at JVS Toronto works alongside not-for-profits, donors, and employers to provide meaningful opportunities that build our participants' potential, and ensures that we are able to provide the support they need to achieve their personal and professional goals.



161

individuals were served through specialized employment and inclusion programs for people with a variety of disabilities.



135

employers partnered with our Disability Services programs.

**"The DWC Program has helped me to become independent using the TTC. I have become more outgoing and am willing to try new things."**

- Judy



# Working with Visual Elements

## The Gift of Opportunity

Employer Services

“Break the mold and make a better one” isn’t just Visual Element’s tagline – it embodies their ethos of cultivating a workplace that not only values diversity but actively seeks it out.

Visual Elements, a manufacturer of custom retail merchandising products, set out to provide stable, supportive employment to those overcoming barriers. They turned to JVS Toronto’s **Employer Services** division, sparking a purpose-driven collaboration. Visual Elements participated in a job fair focused on Ukrainian refugees, providing interview opportunities to newcomers navigating language and cultural challenges, with assistance from our interpreters.

JVS Toronto’s commitment to fostering connections is underscored by a series of in-person and virtual hiring events hosted annually. Our employment specialists equip participants with the tools for success. For employers like Visual Elements, these events offer a platform to interact with candidates spanning diverse industries.

Central to Visual Elements’ philosophy is to recruit candidates from diverse backgrounds and skill sets, thus ensuring equal opportunities for all individuals regardless of their employment challenges. The support Visual Elements provides extends beyond the recruitment phase. Personalized accommodations and tailored training programs empower employees,



equipping them with the necessary skills, assistance, and knowledge to excel in their roles.

Since August 2022, JVS Toronto continues to collaborate with Visual Elements to identify diverse candidates for their hiring needs, saying that, “We are grateful to be a part of your mission and look forward to our continued partnership.”

Visual Elements’ dedication to inclusivity and commitment to supporting individuals facing employment barriers has already led 10 JVS Toronto candidates to opportunities for achieve self-sufficiency and a place to grow.

“Our ability to build our team is attributed to JVS Toronto and its dedicated staff. They do tremendous work bridging the gap between individuals facing employment barriers and employers.”

- Visual Elements



## Changing Lives

Asad Shaheer,  
Workforce Specialist

I wear several hats in my role. I build relationships with various stakeholders such as clients, employers, and community partners. I handle sales, marketing, outreach, job development, and job search support. The hat that I enjoy wearing the most is making a tangible difference in the lives of our clients.

I recently assisted a newcomer with finding meaningful and sustainable work in his field. He said, “I think I would have probably gone back if I hadn’t found a job. And it’s all thanks to your guidance and support every step of the way.”

An employer that I worked with to help them find candidates for their hiring needs said, “It is rare to find others who are as passionate about helping people, who have faced barriers, find job opportunities as we are! We appreciate all the fantastic work you do.”

The sense of purpose in my work gets deeper and deeper when I get these life changing testimonials and they make me fall in love with my role all over again. I am grateful to be part of these success stories.





# Working with Masha

## Long Road to Hope

Jewish Community Services

In 2015, Masha and her family embarked on a new chapter when they immigrated to Canada from Israel. When Masha gave birth to her third child, the time and travel requirements of a career in Pharmaceutical and Food Ingredient Sales was no longer going to work for her young family.

Masha began her job search journey at JVS Toronto with the **EMETemployment** program where she worked with an employment specialist to create a new resume and LinkedIn profile that would help her change careers. She was successfully employed in a medical aesthetics devices company when COVID-19 hit. Hers was one of the 2 million jobs lost in Canada that year.

Unemployed and in lockdown with three children, Masha returned to JVS Toronto for help.

Fuelled by the desire for a new start and a new career challenge, Masha actively participated in workshops, one-on-one counselling, and explored new career paths. Though some doors didn't open immediately, her perseverance endured, and with the help of her employment specialist, Masha made the decision to pursue post-secondary education. She enrolled in Immigration and Citizenship Law at Queen's University.

To ease the financial burden brought on by the pandemic, Masha accessed funding to support her



education through a COVID relief program funded by UJA Federation of Greater Toronto. Without this support, this mother of three would not have been able to return to school.

JVS Toronto's collaborative relationships with diverse service providers across the GTA enables people in need to access a variety of vital supports through referrals within a diverse network of organizations.

Today, Masha is a Regulated Canadian Immigration Consultant and CEO of her own company. This role allows her to support her fellow newcomers and she is thrilled to have built a new and fulfilling career.



## Better Together

Karin Lewis,  
Employment Counsellor

For me, 2023 marks 30 years that I've been working at JVS Toronto; it has been deeply fulfilling serving a wide range of clients. In recent years, I have also represented JVS Toronto in a joint partnership with Jewish Family & Child (JF&CS), offering individualized employment and career services to Jewish clients. It has been a unique privilege to work with Jewish community partners to provide collaborative wraparound services for clients as they work toward self-sufficiency while confronting challenges such as poverty, mental illness, and family violence.

As economic and social circumstances have changed in recent years, it has been most remarkable to me to witness the endless compassion and commitment shown by Toronto's Jewish organizations to ensure that the most vulnerable of our community members' needs are met.

I feel privileged, as an Employment Counsellor, as JVS Toronto staff, and as a member of the Jewish community, to be part of this work.

**"Working with JVS Toronto was the most pleasant experience I have had since we moved to Ontario. I was lucky to have a great counsellor. I am grateful to her and JVS Toronto for your dedication and assistance in my journey." - Masha**



**986**

**individuals were served  
in Jewish community  
funded programs.**



**1,237**

**employers actively  
worked with  
EMETemployment.**



# Thank you for your generous support

## Our Funders

- FEDERAL**  
Immigration, Refugees and  
Citizenship Canada  
Service Canada
- PROVINCIAL**  
Ministry of Labour,  
Immigration, Training and  
Skills Development  
Ministry of Children,  
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Services
- MUNICIPAL**  
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## Our Donors

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Kopman  
Karen and Sydney  
Goldenberg  
Lianne Vineberg  
Linda Martin  
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Greengarten  
Robert Gauthier  
Robert Skolnik and Judi  
Swartz

- Stephen Price  
William and Helene  
Skolnik
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David McCulloch  
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Corporation  
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Deenna Sigel  
Dennis and Caryl  
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- Donna and Lonny  
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Goldlist  
Elise Berg  
Elizabeth Porter  
Ellen Sue Mesbur  
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Eisen  
Elyse Snyder  
Engelite Charitable  
Foundation  
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Esther Moldofsky  
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<sup>z"l</sup> identifies those who have passed away and means "of blessed memory" in Hebrew.  
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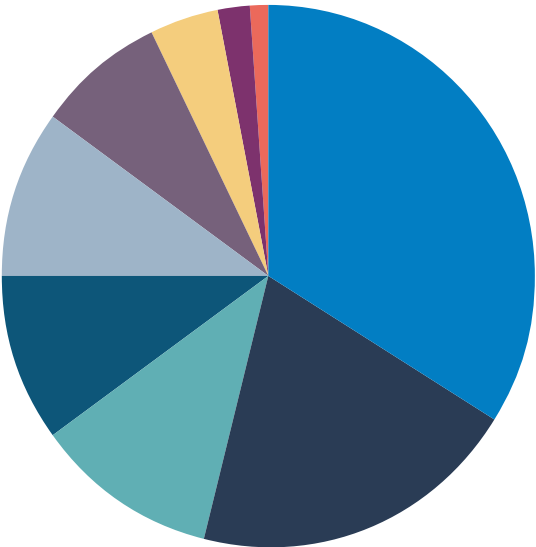
# Financial Summary

REVENUE	2023	2022
Federal, Provincial and Municipal Grants	15,614,963	14,835,808
Fees For Service and Other	871,883	956,929
UJA Federation	415,580	500,521
United Way Greater Toronto	571,985	623,924
Donations Recognized per the deferred contribution method	511,092	128,309
<b>Total</b>	<b>\$17,985,503</b>	<b>\$17,045,491</b>
Total Donations Received in Fiscal Year	485,788	151,872

EXPENSES	2023	2022
Employment and Career Services	361,373	487,125
Disability Services	1,659,392	1,644,680
Newcomer Services	3,411,553	2,949,798
Employment Centres	5,847,418	5,969,818
Youth Services	1,784,899	1,804,891
Assessment and Education Services	676,961	830,871
Training and Other Services	1,350,120	980,607
Administration	1,921,891	1,936,257
Amortization and Other	249,492	297,269
<b>Total</b>	<b>\$17,263,099</b>	<b>\$16,901,315</b>
Net Surplus/(Deficit)	722,404	144,176

## How we spent our revenue

- 34% Employment Centres
- 20% Newcomer Services
- 11% Administration
- 10% Youth Services
- 10% Disability Services
- 8% Training and Other Services
- 4% Assessment and Education Services
- 2% Employment and Career Services
- 1% Amortization and Other



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\* Resigned January 2023

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employees  
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Toronto.

426  
individuals  
volunteered.



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