

Times Change Women's Employment Service

2024

Impact Report

2025





ABOUT US

Times Change Women's Employment Service is a non-profit organization in Toronto that has inspired and supported women in achieving their career goals since 1974. In an era where the labour market is constantly evolving, we remain at the forefront of specialized guidance and employment services for women.

Vision

Times Change strives for the economic and social equality of all women. We believe every woman should have the opportunity to thrive in her chosen career, and we work tirelessly to break down the barriers that have historically impeded gender equality.

Mission

Times Change helps empower unemployed women find sustainable and meaningful employment to support themselves and their families.

Our Story

Times Change was founded in 1974 during a period of significant social and economic transformation, especially regarding women's roles in the workforce.

The organization was created by a group of women who recognized the need for services that assist women in navigating the job market, which was still predominantly male-oriented at that time.

Since then, Times Change has been at the forefront of understanding today's job market and providing women with the tools, knowledge, and confidence to flourish within it. Our programs and services are tailored to address the demands of the modern labour market, ensuring that women are equipped with the skills to secure employment and excel in their chosen fields.

Our Strategic Plan

STRATEGY 1

Continue to provide innovative client-centered programming aligned with the changing needs of the labour market.

STRATEGY 3

Strengthen our communication with stakeholders and advocate on behalf of women's employment equity.

STRATEGY 2

Secure and diversify our revenue to maximize our impact and ensure agency stability.

STRATEGY 4

Develop an adaptable infrastructure and HR model that ensures our long-term sustainability.

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President's Report



Board President

Gaeby Abrahams

This past year at Times Change was defined by transformation – not change for its own sake, but change that has allowed us to grow our impact, deepen our support, and expand access to the women who need us most.

From the province-wide shift in Employment Ontario funding to our own internal changes in staffing, space, and service delivery, 2024–2025 was a year of meaningful evolution. Each of these transformations opened up new opportunities to better respond to the realities of today's workforce and support women in navigating their career journeys. Throughout it all, Times Change remained grounded in our mission: to guide women toward sustainable and fulfilling careers by seamlessly blending counselling, workshops, training, and online resources.

The Employment Ontario transformation marked a milestone not just for service providers, but for the women we serve. With fewer restrictions and expanded eligibility, more women than ever were able to access our programs – and, for the first time, receive longer-term support even after entering the workforce. Times Change rose to meet this opportunity with agility and care, continuing to offer client-centred services while adapting to new systems and expectations.

This spirit of transformation extended into many of our other offerings, too. New initiatives and partnerships launched this year – including ElevateHer, a mentorship and sponsorship program supporting women in the workplace; a new program with George Brown College that helps hairstyling graduates secure placements; and the Career Closet, funded by Wells Fargo, which provides workplace attire to women preparing for employment. These programs have strengthened our ability to offer holistic, practical, and timely support for women at different stages of their employment journeys.

President's Report Cont'd

Our longstanding community and corporate partners, including, Wells Fargo, TELUS, and PAY IT FWD, deepened their support in creative and meaningful ways—TELUS through opportunities to host networking events, Wells Fargo by supporting programs such as Career Closet and Let's Get Digital, and PAY IT FWD through contributions to our website photography and new logo. Their continued involvement has enabled us to offer more networking opportunities, hands-on training, and essential infrastructure for success.

In honour of our 50th anniversary, we also reimagined our visual identity and moved into a new space designed with intention. Our new logo reflects the strength, resilience, and forward motion at the heart of Times Change, while our new home offers a warm, accessible environment that better supports both clients and staff. These changes are more than symbolic – they have a tangible impact on how women experience our services and how we show up for them, every day.

As we celebrate the transformations of the past year, we carry forward the values that have guided Times Change for five decades: community, empowerment, and unwavering support. As a past client myself, I know how deeply those values are felt – and how life-changing this kind of support can be. On behalf of the Board of Directors, thank you – to our staff, funders, partners, and clients – for your trust, your collaboration, and your commitment to building brighter futures for women.

The stories and accomplishments in the pages that follow reflect these transformations in action. Times Change is stronger than ever – and ready for whatever comes next.



Gaeby Abrahams

Board President

Times Change Women's Employment Service

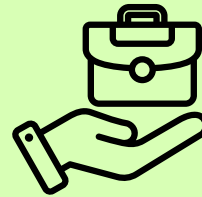


Impact at a Glance



979

Number of women helped by
Times Change



67

Women supported into
work or education



167

Number of clients who
found employment



658

Number of clients who
benefited from employment
counselling



94%

Client Service Satisfaction

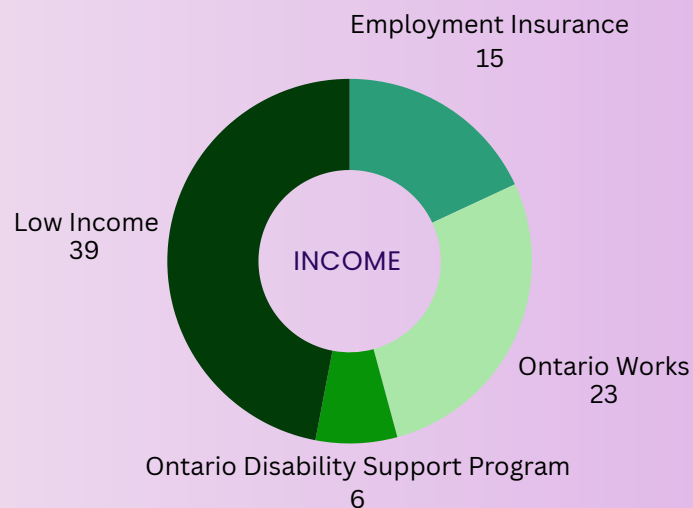
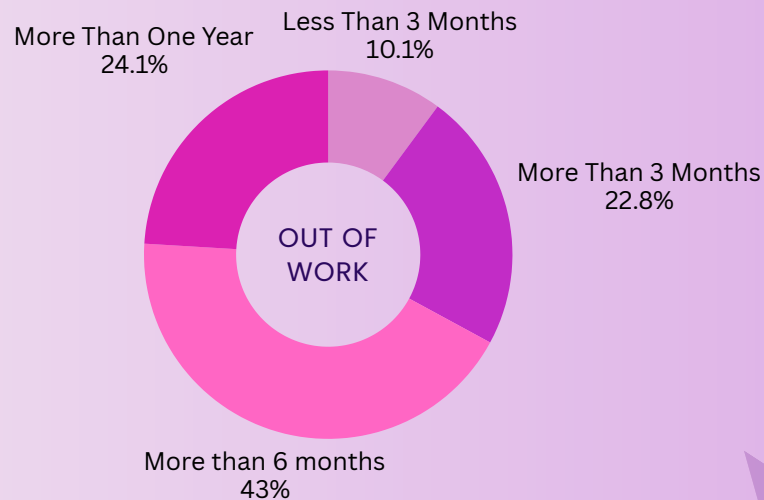
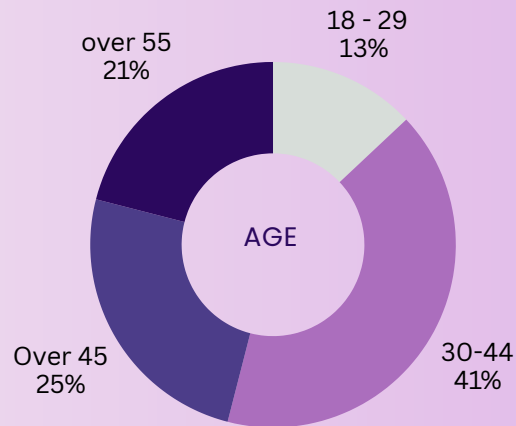
Meet Our Clients



17% Clients are Newcomers



Racialized Clients 24%



Programs & Services

Getting Started Orientation

The Times Change Getting Started Orientation is an introductory session designed to welcome new clients to our comprehensive career development and employment support services. This orientation provides essential information to help you make the most of the resources and programs offered at Times Change. As an in-person orientation, clients can view Times Change and see it as a bright, modern space designed to inspire and uplift, in a safe and supportive community



Career Exploration for Women (CEW)

For women looking for individual support only, our paid service, the Career Exploration for Women identifies skills, interests, and goals to develop a personalized career path. CEW also includes interactive tools from our Career Planning Workbook for Women, providing a clear, step-by-step approach to self-assessment and action planning.

Employment Workshops

Our workshops introduce clients to current job search strategies, including networking, resume writing, and interview coaching. It is designed for women who know the type of work they are seeking and have the skills and experience to succeed. Clients can participate in hiring fairs, career panels, LinkedIn/Indeed.ca information sessions and self-care workshops.

"The workshop was really helpful for me to develop my resume. It allowed me an opportunity to re-think the previous resume that I had wrote before - now I know what I can fix and develop on."

-Anonymous

Programs & Services

Job Matching & Placement

The Job Development Team assists clients who experience barriers to employment. We provide job placement opportunities by helping local employers find qualified candidates. Job developers at Times Change average 25 active employers monthly. An integral part of our success involves partnering with companies to hold job fairs and networking events for clients.



Areas Our Clients Are Placed

- Municipality
- Non-Profit
- Restaurant/Hospitality
- Retail
- Telecommunications
- Transportation
- Law Firms
- Mental Health Services
- Medical/Dental Services
- Industrial Equipment
- Insurance

Career Closet

As part of our commitment to empowering women in their employment journey, Times Change launched the Career Closet—an initiative that provides clients with gently used, high-quality business attire, accessories, and essential hygiene products. Clients can browse the collection and choose outfits that reflect their personal style, helping them feel confident and prepared for interviews and professional opportunities. The Career Closet is already making a difference—reducing barriers and building confidence, one outfit at a time.

Employment Essentials – Job Readiness for Women on Ontario Works

Employment Essentials is a tailored program designed to help women on Ontario Works prepare for and secure employment, pursue education or training, gain work experience, and access support services. The 12-week core program focuses on career exploration, job and life skills, and digital literacy. Based on individual needs, life stabilization supports are also available. After completing the core program, participants receive six months of post-program support, including employment counselling, job development, and continued life skills support.



Programs & Services

Caring Connection – Preparation for Integrated Employment Services

Caring Connection is a short-term, supportive program for women facing personal or social barriers. It helps build stability and confidence through weekly check-ins with Coordinators, referrals to community resources, and life-skills workshops covering career confidence, financial literacy, self-care, and goal setting. Participants can also join peer support groups for shared encouragement. After completing the program, clients are encouraged to transition to Integrated Employment Services, including employment counselling and job search support.

ElevateHer

ElevateHer is a WAGE-funded initiative led by Times Change Women's Employment Service. The program works with organizations in the Toronto GTA to reduce workplace barriers and create leadership pathways for women; especially those from equity-deserving backgrounds. Through a co-piloted mentorship and sponsorship model, ElevateHer helps build inclusive, equitable workplaces and increases women's representation in leadership positions. The program also offers a mentorship and sponsorship toolkit based on research, lived experience, and evidence-informed practices.



George Brown Hairstyling Placement Program

Launched in January 2025, this exciting new program supports women in George Brown's hairstyling program who may be facing barriers to employment by providing two-month placement opportunities. In partnership with Times Change, it helps students gain hands-on experience, build confidence, and kickstart their careers in the hairstyling industry.

Individual Resume Help

This service offers a 45-minute resume and/or cover letter review by expert resume advisors

Programs & Services

Tech Loan Program

As Times Change's programs and services became remote, women found themselves without access to reliable technology to participate in a productive job search. In response, Times Change created the Tech Loan program to facilitate access to upgraded and current mobile technology, such as laptops and cellphones with SIM cards, for clients and staff to use throughout the pandemic. Through this program, clients have access to laptops equipped with additional MS training software so they can continue their job search, attend school, and access Times Change services.

Computer Workshops

Our instructor-led workshops have been adapted to an online format to help clients learn relevant skills for the workforce. We have been able to assist some women outside the GTA due to this new online format. With monthly workshops in Microsoft Office as well as Internet-based job search workshops, clients can learn, refresh and upgrade their skills. Women are also given an instructional guide for future reference and have the option to complete a final assignment to reinforce learning. We now have 80 Workshops offered online and many of these are new and more advanced than before.

Self-Directed Individual Computer Support

The computer lab at Times Change provides clients with a learning environment for relevant job-essential computer skills. Up-to-date programs include Microsoft Office and specialized software relating to desktop design, web development and small business accounting. Comprehensive computer-based tutorials, keyboarding and skills-testing programs are also available. Staff and volunteers offer support, and individual appointments can be made for help with computer basics, mobile application use and formatting resumes.



Over 335 women accessed our Digital Training Centre, with more than 200 earning certificates to boost their credibility and employability.

Let's Get Digital

This Course functions as an intensive 'boot camp' training program, starting with a comprehensive assessment to ensure participants are job-ready and dedicated to achieving their maximum potential. With a clearly defined job goal, participants and job developers work together, investing 36 hours of training to ensure successful graduation. Upon completion, participants are seamlessly connected with employers seeking candidates with digital skills.

Both instructors surpassed any and all expectations, their patience, kindness and knowledge were fantastic!

-Katerina



Programs & Services

Better Jobs Ontario

Clients who have experienced a layoff may be eligible for financial support for further education and skills training through this provincially funded program. This initiative aims to assist displaced workers in acquiring the necessary skills to re-enter the workforce and secure stable employment.

Workforce Training Programs

Our Workforce Training Program provides educational counselling to clients to discover the right program for their career goals. Through extensive research and action planning, women identify which educational programs suit their specific needs as well as possible funding or loan opportunities. As a result, women create their own training pathways, including those for in-demand careers.

"Wonderful call with Diana, I feel much calmer about approaching going back to school. I have already been recommending Times Change to all my girlfriends. Thank you for the amazing work you do to empower women!"

-Kathleen





Thriving Through Change

Times Change and WCG Navigating Ontario's Employment Transformation



Over the past year, Ontario's employment services sector has undergone a major transformation with Employment Ontario implementing the new Integrated Employment Services (IES) model. In Toronto, this transition—led by new Service System Manager WCG Services—aims to streamline services, improve outcomes, and better support individuals with complex employment needs. As a long-standing women's employment service rooted in community, Times Change embraced the shift not with hesitation, but with purpose. While many worked to adjust, we saw the change as an opportunity to lead—with clarity, compassion, and confidence.



We knew that success would depend not just on adapting systems, but on empowering people. Our team mobilized early with strategy sessions, collaborative planning, and intensive training. “We planned really well,” says Katie Didyk, Communications Specialist. “We made sure that we were at as many meetings and as many trainings and as many consultations about the transformation as possible, so that we weren't just rolling with the transformation, but we were getting ahead of the transformation.” Thanks to this proactive approach, we were fully prepared for the March 1 launch, with many IES practices already in place—ensuring a smooth transition and uninterrupted support for the women we serve.



Our New Logo

Times Change Branding Reimagined



Times
Change



Times
Change



For over 50 years, Times Change Women's Employment Service has been growing, adapting, and evolving—shaped by the changing needs of our clients and the world around us. This new chapter reflects that ongoing journey.

Our refreshed brand and new logo are more than just a visual update. They represent our continued commitment to empowering women, honouring our legacy while embracing the future.

Rooted in the powerful symbolism of the women's suffrage movement, our original logo proudly featured purple for dignity and justice, and green for hope and growth. Our new design reimagines those same bold colors while capturing who we are today. It symbolizes movement, resilience, and the unique path each woman takes. It speaks to the strength, support, and sense of direction found at Times Change; a place where women rise, grow, and embrace change.

We carry our history with pride as we move forward—stronger, bolder, and more committed than ever.

From Vision to Design

At Times Change, our creative journey wouldn't be the same without the brilliant minds behind PAY IT FWD—a global community of designers who generously donate their time and talent to non-profits like ours.

Their impact has been nothing short of transformational. From helping us reimagine our website to be more client- and donor-focused, to capturing beautiful marketing visuals that bring our mission to life, their contributions have helped us communicate who we are—clearly, creatively, and confidently. This year, they connected us with Kemie Guadia, who turned our logo inspiration into a bold and beautiful new identity. Her thoughtful design captured exactly what we envisioned—if not more.



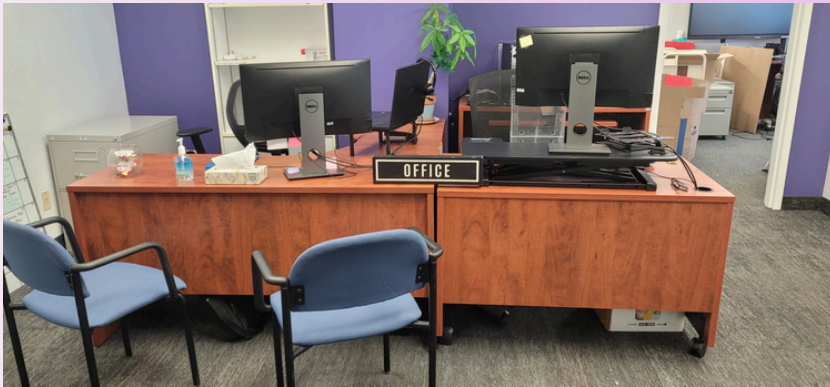
Working with PAY IT FWD has not only brought our ideas to life—it's shown us what's possible when creativity meets community.



Times Change Relocation

Creating a Space to Serve Women Better

This past year was full of big shifts, and through it all, our team moved forward with heart, flexibility, and a strong commitment to the people we serve. Behind the scenes, this transition took months of thoughtful planning, countless checklists, and more than a few over-the-weekend shifts to make sure every detail was in place. From early prep to those last-minute changes, it was truly a team effort — all to ensure that our clients experienced a seamless move with no disruption to the care and support they rely on.



On March 18th, we officially opened the doors to our beautiful new space at 2 Carlton Street, Suite 701 — just a few floors down from our previous location, but a big step forward in how we serve our community. With more natural light, a brighter, more open layout, and individual counselling rooms, this space allows us to offer even more comfort, privacy, and connection. It's not just a change of scenery — it's a space that reflects the warmth and care we bring to our work every day.

We're proud of the space we've created, and even more excited for all the possibilities it opens up for our clients, our team, and the work ahead.



Community Partnerships

Ontario Trillium Foundation

Last fall, we were proud to host a special recognition event in honour of the generous support from the Ontario Trillium Foundation, which made it possible for us to upgrade our Digital Training Centre with brand-new smartboards.

Ontario
Trillium
Foundation



Fondation
Trillium
de l'Ontario

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

We were thrilled to welcome MPP Kristyn Wong-Tam, who shared inspiring remarks and reaffirmed the province's commitment to employment as a key priority. With one of our employment counsellors, Karen Hoffman-Zak as our wonderful MC, the event brought together staff, supporters, and clients in a vibrant hybrid gathering that showcased how this new technology is already transforming the learning experience.



In addition to enhancing our classrooms, the Ontario Trillium Foundation has played a vital role in supporting one of our signature programs—our Career Advancement and Motivation Program. Thanks to their funding, this essential program continues to empower women in our community, helping them stay motivated, build confidence, and move toward the success they envision for themselves. With their support, our spaces—and our services—are evolving to reflect the future we're building: one where women are equipped, empowered, and ready to lead.

Community Partnerships

Zonta Club of Toronto

Thanks to the unwavering support and generous funding from the Zonta Women of Toronto, Times Change was inspired to transform the Zonta Career Clothing Boutique into the Career Closet—a new and enhanced program now fully integrated into our employment services. Along with their ongoing clothing drives, Zonta has also generously provided knitted winter attire like hats and scarves, which we happily distribute to clients to help them stay warm during the colder months. Recently, we hosted several successful clothing drive, receiving contributions from various companies like Onyx, BMO, and RBC.

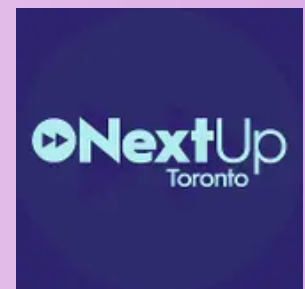


As the Career Closet continues to grow alongside Times Change, we are excited to strengthen this program and deepen our impact, helping women across the Greater Toronto Area access professional attire and confidence as they step into new opportunities. We are truly grateful for these meaningful partnerships that make this work possible.



NextUp Toronto

Last summer, Times Change partnered with NextUp Toronto to host a career mentorship event for newcomer women in the GTA. The event offered newcomer women essential support and practical advice to help them confidently navigate the Canadian job market. We're grateful to everyone who helped make this important resource possible.



Community Partnerships

George Brown College: Building Community, One Placement at a Time



Over the years, Times Change has been fortunate to build a meaningful and growing partnership with George Brown College. From speaking engagements and alumni events to student placements, this relationship has brought more than just skilled candidates—it's brought passionate, dedicated individuals who have contributed their time and talent to help move our mission forward. This was the first year that we hired the largest group of students we've ever had!

Student placements at Times Change are deeply integrated into our work. They support with intake, participate in outreach visits, and gain valuable insight by observing and assisting in roles like employment counselling, facilitation, and service coordination. We proudly welcome students from Career Development, Social Service, Community Work, and Counselling programs. Many of these students have gone on to build lasting careers with us—leaving a meaningful mark on our organization and the women we serve.

This year, we were especially excited to expand our partnership with the launch of a hairstyling placement program—supporting women students as they take meaningful steps toward a career in hairstyling. George Brown has not only helped strengthen our team but has also nurtured a new generation of community-minded professionals. We're so proud of how far this partnership has come—and even more excited for where it's going.

Corporate Partnerships

Wells Fargo



This year, our partnership with Wells Fargo grew even more with the launch of the Career Closet—a program that’s about so much more than just clothes. It’s about helping women feel confident and ready to step into new job opportunities. By providing free professional attire and a welcoming space to find the perfect outfit, we’re removing barriers and lifting spirits. With ongoing clothing drives and hands-on support, the Career Closet is a heartfelt way we’re helping women prepare for success, thanks to Wells Fargo’s generous support.



Special thanks to Wells Fargo for funding our Let’s Get Digital program. Your generous support has been instrumental in helping women build essential digital skills, boost confidence, and adapt to today’s fast-changing, tech-driven world.

Building on that success, our “Rock the Mock” workshop—also proudly supported by Wells Fargo—offered an exclusive opportunity for Let’s Get Digital graduates to refine their interview skills and prepare for real-world success with eager corporate volunteers from Wells Fargo.

Indeed.ca

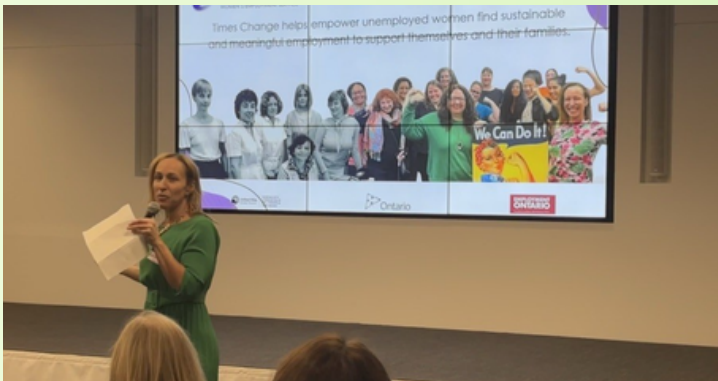


Our partnership with Indeed.ca has been nothing short of incredible. From hands-on workshops and generous donations to invaluable tech support, they’ve been a true champion of Times Change’s growth and sustainability. We’re so grateful for their ongoing commitment—not just to our organization, but to the women we serve. Together, we’re empowering clients to reach their career goals and build brighter futures.

Corporate Partnerships

Telus

This year, we had the pleasure of partnering with TELUS—an organization that shares our “go get ‘em” spirit and commitment to creating meaningful opportunities for women. Together, we hosted Empowerment Through Alliance, a vibrant roundtable and networking event at TELUS’ beautiful York Street space in Toronto. Designed to inspire and equip, the event brought nearly 40 women together to gain insights, build professional connections, and develop practical career skills. TELUS team members led engaging discussions, offering real-world advice and a genuine glimpse into their workplace culture. The energy in the room was uplifting, with participants making LinkedIn connections and even sharing resumes on the spot—a true celebration of collaboration and empowerment.



Fantastic event. Well organized by Times Change and Telus. Had really important conversations at my table about our shared experiences and was able to connect with many people. Great main speaker!"

-Event Attendee



Building on the success of that event, TELUS further deepened the partnership by inviting Times Change to their International Women’s Day Accelerate Action Networking Event. Our ElevateHer Program Assistant, Busra Boğazlıyan, proudly attended to share insights about our new program and connect with professionals passionate about advancing opportunities for women. Events like these are a powerful reminder of what can happen when purpose-driven organizations come together. We’re grateful for partnerships like this that help us expand our impact, grow our network, and continue moving our mission forward—supporting women on their paths to career growth and economic independence.

Corporate Partnerships

Morningstar



We're so grateful to Morningstar Sustainalytics for their support in helping our clients strengthen their interview skills through a hands-on mock interview workshop. Their team generously shared time and expertise, giving participants a chance to build confidence and receive valuable feedback. It's moments like these—and partners like you—that help our clients truly shine.



RBC

Times Change was honoured to take part in the RBC Advancement of Women in Leadership event in support of United Way Greater Toronto. Our ElevateHer Program Coordinator, Horia Sardarzada, joined a powerful panel discussion on advancing women in the workforce, mentorship, and breaking down systemic barriers. It was a meaningful opportunity to highlight the impact of ElevateHer and share strategies for creating more equitable workplaces.



We're also grateful to RBC for organizing a clothing drive in support of our new Career Closet program—their donations helped stock our boutique with stylish, professional outfits for our clients to browse and wear with confidence.



Corporate Partnerships

TD Mindpower and the AI² Impact Awards



In December, Times Change had the incredible opportunity to participate in TD Bank's Analytics, Insights & Artificial Intelligence (AI²) Impact Awards, an event that celebrates innovation, collaboration, and meaningful community impact.

We were honored to be selected as one of the featured nonprofit partners through TD Mindpower, an initiative where TD volunteers lend their data and analytics expertise to support social good. Through this partnership, a dedicated team of TD volunteers worked closely with us to assess our internal data needs and develop customized data-needs documents—tools that will continue to support our growth and service delivery long into the future.



At the event, Times Change was proudly represented by Katie Didyk and Song Sha, who spoke on a panel to share Times Change's story and the impact of our collaboration with TD. It was a meaningful moment to spotlight the importance of nonprofit-corporate partnerships and how they can drive sustainable, community-based outcomes.

We are thrilled to share that our project was recognized with the Greatest Community Impact Award—a testament to the collective effort, innovation, and dedication of everyone involved. In addition to this recognition, TD generously donated \$1,000 to Times Change in support of our mission. Your valuable knowledge and contributions have been truly inspiring, and we're excited to share and amplify this impact even further.

Corporate Partnerships

BMO



Times Change was proud to partner with BMO this past year in a truly meaningful way. As part of their Women in Tech and Operations event, our very own Horia Sardarzada had the opportunity to share the ElevateHer program with senior leaders across the organization—sparking new connections and inspiring future collaboration. In the spirit of giving, BMO also donated beautifully assembled holiday care packages, including hygiene and snack kits, which were a perfect way to support and uplift our clients during the season. We're so grateful for BMO's generosity and commitment to empowering women in our community.



BMO also took part in inspiring career panels—focusing on Human Resources and careers in the insurance industry. Their team members shared valuable advice, personal stories, and professional guidance, giving our clients practical tools and confidence as they navigate their own career paths. The panel was expertly moderated by our Job Developer, Meg Mathur, whose thoughtful questions and warm presence helped make the conversation both engaging and impactful.

We're so grateful for BMO's continued partnership and their commitment to supporting women with knowledge, opportunity, and heart.

TalentMinded

We're so grateful to TalentMinded for their ongoing support in hosting the Women in Tech Sales Bootcamp workshops with us. Led by CEO Kim Benedict, their commitment to inclusive hiring continues to open doors for women pursuing careers in tech sales with leading brands. Kim's passion and experience, combined with TalentMinded's innovative approach, have inspired many women to explore this exciting, high-demand field. We truly appreciate this wonderful partnership—thank you, TalentMinded!





Full Hearts, Full Calendar: International Women's Day



Telus International Women's Day Accelerate Action Networking Event

Our ElevateHer Program Assistant, Busra Boğazlıyan, represented Times Change by sharing insights about our new program and connecting with passionate professionals advancing opportunities for women. In the spirit of supporting women's growth, our Intake Coordinator and aspiring photographer, Alicia, was given the wonderful opportunity to capture the event through her lens—showcasing the energy and spirit of the day!



Photographed by our Intake Coordinator, Alicia Edmunds

International Women's Day with Metrolinx

Busra Boğazlıyan attended Metrolinx's 3rd Annual IWD Networking Breakfast—a warm and inspiring gathering that celebrated women's leadership and progress toward gender equity. The morning offered a chance to connect with fellow women leaders and changemakers—all while enjoying some delicious coffee and breakfast refreshments.

North York Women's Centre International Women's Day Event



Our George Brown placement student, Helita Khalid, proudly represented Times Change at the North York Women's Centre International Women's Day event. It was a wonderful day of connection, learning, and sharing resources with service users and community partners. Hosting a table gave us the chance to share our services and build meaningful connections with attendees.

Full Hearts, Full Calendar: International Women's Day

Melmira Boutique IWD Incentive to Times Change

Melmira[™]

A true friend in the mission of equity and opportunity for women, Melmira Boutique marked International Women's Day with a generous initiative—donating a portion of each sale to Times Change. Since 1992, they've redefined personalized service through one-on-one fittings that inspire confidence. We're grateful for their support in helping empower women through our shared values.

Dell Technologies International Women's Day event



Meg Mathur and Busra Boğazlıyan, on behalf of Times Change, were delighted to join Dell Technologies for their International Women's Day event. It was a pleasure to celebrate with such an inspiring community, share stories, and connect with individuals who are passionate about advancing opportunities for women. We're especially grateful for the generous donations of business clothing in support of our new Career Closet program—thank you, Dell Technologies!



Times Change In the Community

Toronto's Annual Newcomer Day



York Region & RBC Insurance Job Fair with Fred Victor & Dixon Hall



Rogers Communication & Dhyana Cleaning Hiring Event with Fred Victor & Dixon Hall



The Neighborhood Group National Day of Remembrance & Action to Stop Violence Against Women



Connecting in a Digital World



Cornelia Radu
4 reviews

★★★★★ 4 weeks ago

Attending the CAMP career program with Times Change has been life transforming for me. I was blown away by the step by step, inspiring practical content, and the supportive, Values and Vision driven coaching provided by Shari. The amazing community of women was a key element on our journey transitioning from fears and doubts to clarity and confidence. The best gift at the end of our program ...our group continues to get together, support and empower each other. I also see incredible benefits from attending high quality workshops, and working with educational and employment counsellors, one on one. I would highly recommend Times Change to any woman of any age who wants to get clarity and confidence pursuing a meaningful career aligned with their strengths, gifts, values.



Taiwo Odidi
Local Guide · 47 reviews · 13 photos

★★★★★ 2 months ago

Times change has been of utmost importance to my journey here in Canada . As a new immigrant they helped me sharpen my skills in computer science and prompted me to forge a new career path for myself . Am proud of the woman am becoming . Thanks you Katie

Social Media Engagement



Instagram Followers

Last Year

71

This Year

113



LinkedIn Followers

Last Year

1097

This Year

1390



Facebook Followers

Last Year

63

This Year

102



Twitter (X) Followers

Last Year

1085

This Year

1075

Website Engagement



19,000

New Users



23,000

Homepage Views



109,000

Total Page Views



15,000

Organically Searched Times
Change

Meet Alicia

Giving back: from Times Change client to Client Support Worker



When Alicia accepted a job as Times Change's Client Support Worker, it was more than just a way to pay the bills – it was a way to give back some of the support she had received as a former Times Change client and survivor of domestic abuse.

"I'm so honoured that I get to hear the stories of women coming to Times Change every day," said Alicia. "It's a true privilege to be able to share my own experience to give them some hope and confidence."

That hope and confidence were something Alicia herself lacked when she got laid off from a corporate job as an executive assistant just before the pandemic.

"It was a very scary time," she shares. "It was the first time in my career that I'd ever had trouble finding work. I kept applying for roles and not getting any responses, which really made me feel like there was something wrong with me. It was a real hit to my self-esteem and confidence."

After several months without finding work, Alicia found a program that helped her upgrade her Microsoft Office skills. It was from that program that she learned about Times Change, where she joined a workshop to help her identify her path forward and worked with a career counselor to prepare for interviews, which were a real challenge.

"I was blown away by the workshop and the personal support that I received," Alicia notes with a smile.

The experience was so powerful that she chose to apply for an open position at Times Change and ultimately was offered and accepted the part-time role – despite having a full time offer from another organization. "It just felt right."

Client Story Cont'd

Giving back: from Times Change client to Client Support Worker

Women helping women is a bedrock principle for Alicia. After leaving an abusive relationship – with just the clothes on her back and two small daughters – many years ago, she received support from other women that helped her get back on her feet.

“I know what it’s like to be a scared woman in this world, not knowing where to turn, not knowing where to find resources,” Alicia said. “So many wonderful women supported and guided me through that experience; now I want to give back to women in that same way. I’m so proud to bring the same compassion and understanding to my work today.”

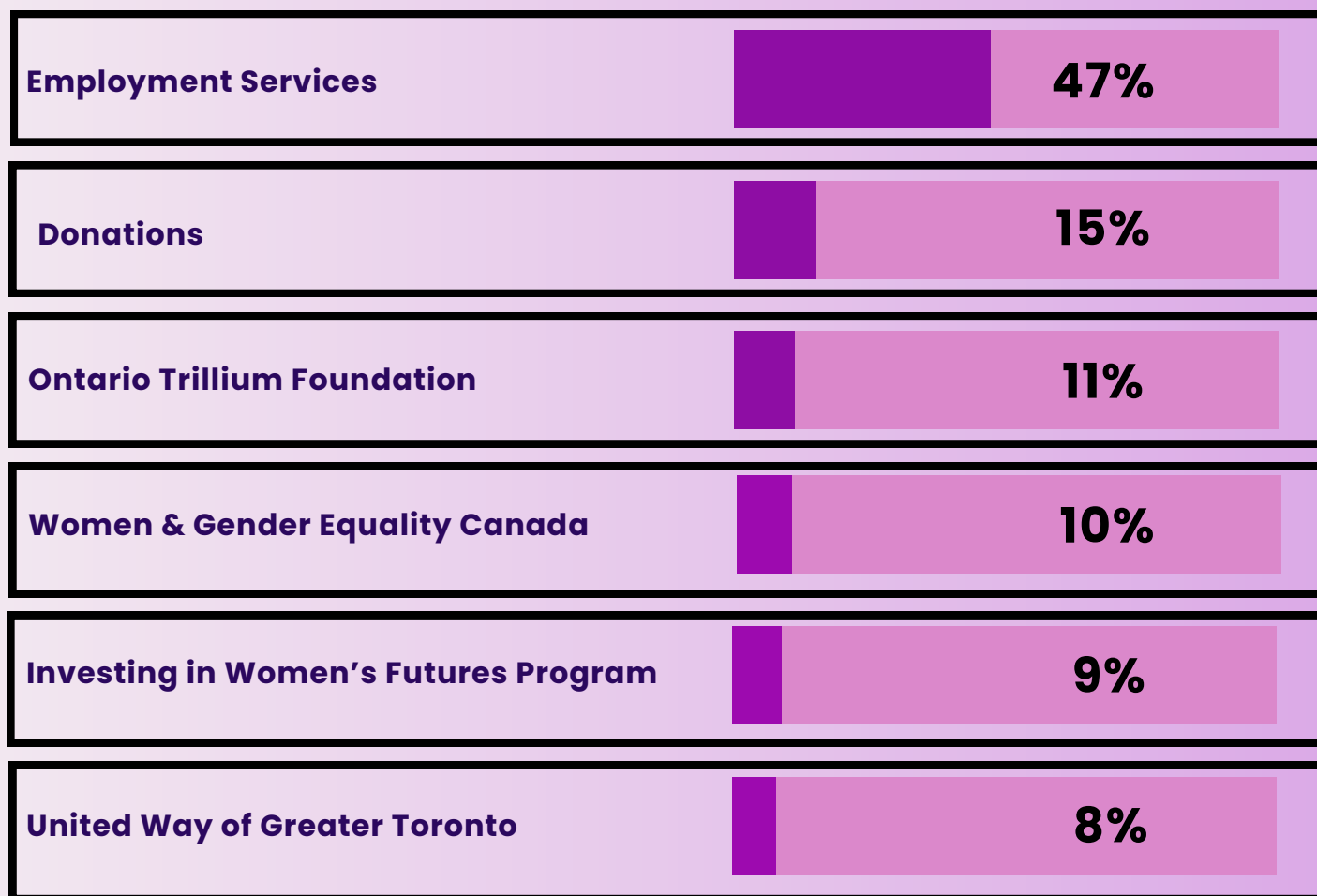
Alicia also shares the organization’s commitment to encouraging ongoing learning and growth. In addition to her recent training and coaching at Times Change, she previously chose to study business administration at George Brown – an experience that she found incredibly rewarding.

“Personal and professional development are essential,” she said. Being able to support this effort and the individuals at Times Change is “a blessing.”



Funding Sources

April 1st, 2024 to March 31st, 2025



Treasurer's Report

Times Change Women's Employment Service

April 1st, 2024 to March 31st, 2025

2024-2025 Highlights

The Ministry of Labour, Immigration, Training and Skills Development –Employment Services provided us with a grant of **\$765,010** for Employment Services.

The Ministry of Children, Community and Social Services – Office of Women's Social and Economic Opportunity contributed **\$157,500** for the Investing in Women's Futures Project.

The United Way of Greater Toronto contributed **\$141,556** for educational counselling services.

Women and Gender Equality Canada contributed **\$178,384** for the ElevateHER program.

Other Grants of **\$190,939** included amounts from the Ontario Works Caring Connection Program (**\$45,000**), Ontario Trillium Foundation (**\$63,659**), Toronto Employment and Social Services Employment Essentials Program (**\$51,405**), Investing in Neighbourhoods (**\$10,808**), and Service Canada (**\$20,068**).

Donations of **\$261,370** comprised Individual donations and fundraising activities (**\$34,277**), Foundation and Corporate donations (**\$81,880**), and a realised donation from John Whichester provided to Times Change a few years ago (**\$134,700**). We also raised \$10,513 for our 50th anniversary activities.

Membership fees totalled **\$520** and sales of the Career Planning Workbook for Women and other products totalled **\$2,687**.

Times Change remains in a very strong financial position, and I would like to thank all our funders, donors, members, clients, volunteers, staff members and the Board of Directors for their efforts in contributing to the success of Times Change. They have all assisted in ensuring Times Change achieves its mandate of supporting women in their search for meaningful employment.

Ruth Woolmer
Treasurer, Board of Directors
Times Change Employment Service

**Times Change Women's
Employment Service Inc.**

Financial Statements

March 31, 2025



Independent Auditor's Report

To the Members of

Times Change Women's Employment Service Inc.

Qualified Opinion

We have audited the financial statements of **Times Change Women's Employment Service Inc.** (the Organization), which comprise the statement of financial position as at **March 31, 2025** and **2024**, the statements of operations, changes in net assets and cash flows for the years then ended and a summary of significant accounting policies and other explanatory information.

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2025 and 2024, and its financial performance 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, the Organization derives revenue from donations, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Organization. Therefore, we were not able to determine whether any adjustments might be necessary to the donation and fundraising revenue, excess of revenues over expenses, and cash flows from operations for the years ended March 31, 2025 and 2024, current assets as at March 31, 2025 and 2024, and changes in net assets as at April 1 and March 31 for both the 2025 and 2024 years. Our audit opinion on the financial statements for the year ended March 31, 2024 was modified accordingly because of the possible effects of this limitation in scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's 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 the 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.

Times Change Women's Employment Service Inc.

Independent Auditor's Report

Page 2

Auditor's 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 generally accepted auditing standards, 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.

Clarkson Rouble LLP

Mississauga, Ontario
May 29, 2025

Clarkson Rouble LLP
Chartered Professional Accountants
Licensed Public Accountants



Times Change Women's Employment Service Inc.

Statement of Financial Position

As at March 31

	2025	2024
Assets		
Current		
Cash	\$ 315,715	\$ 279,010
Short term investments (Note 2)	513,699	496,213
Accounts receivable	-	48,170
Sales taxes receivable	17,253	11,615
Prepaid expenses and deposits	19,602	19,394
	\$ 866,269	\$ 854,402

Liabilities

Current		
Accounts payable and accruals	\$ 117,429	\$ 89,048
Deferred contributions (Note 3)	35,191	186,050
	152,620	275,098

Net Assets

Replacement reserve	19,479	19,479
Career Planning Workbook reserve	6,106	6,106
Contingency reserve	337,963	337,963
Unrestricted net assets	350,101	215,756
	713,649	579,304
	\$ 866,269	\$ 854,402

See accompanying notes to the financial statements

On behalf of the Board:

Director

Director

Times Change Women's Employment Service Inc.

Statement of Operations Year Ended March 31

	General	I.W.F.	2025 Total	2024 Total
Revenue				
Ministry of Labour, Training and Skills Development - Employment Services	\$ 765,010	\$ -	\$ 765,010	\$ 608,958
United Way	141,556	-	141,556	148,556
Women's Issues, Ontario (IWF)	-	157,500	157,500	157,500
Women and Gender Equality	178,384	-	178,384	162,532
Fee for service	9,200	-	9,200	14,150
Rebates and other income	7,940	-	7,940	8,055
Sale of books and product	2,687	-	2,687	5,477
Other grants	190,939	-	190,939	310,230
Donations	261,370	-	261,370	66,997
Interest income	19,108	-	19,108	18,945
Memberships	520	-	520	370
	1,576,714	157,500	1,734,214	1,501,770
Expenses				
Salaries and benefits	1,096,106	114,293	1,210,399	1,103,185
Rent	140,943	32,050	172,993	172,524
Employment support	55,362	1,185	56,547	51,095
Materials and supplies	1,123	8,542	9,665	10,696
Telephone and postage	7,279	-	7,279	9,159
Promotion and advertising	2,592	-	2,592	2,962
Computer maintenance and supplies	2,768	-	2,768	2,145
Equipment and maintenance	495	-	495	502
Minor equipment purchases	14,981	-	14,981	27,255
Professional fees	105,466	-	105,466	87,693
Insurance	6,467	-	6,467	6,165
Travel	36	1,430	1,466	750
Office and general	6,825	-	6,825	-
Professional development	1,926	-	1,926	3,201
	1,442,369	157,500	1,599,869	1,477,332
Excess of revenue over expenses	\$ 134,345	\$ -	\$ 134,345	\$ 24,438

See accompanying notes to the financial statements

Times Change Women's Employment Service Inc.

Statement of Changes in Net Assets Year Ended March 31

	Replacement Reserve (a)	Career Planning Workbook Reserve (b)	Contingency Reserve (c)	Unrestricted	2025 Total Net Assets	2024 Total Net Assets
Balance, beginning of year	\$ 19,479	\$ 6,106	\$ 337,963	\$ 215,756	\$ 579,304	\$ 554,866
Excess of revenue over expenses	-	-	-	134,345	134,345	24,438
Balance, end of year	\$ 19,479	\$ 6,106	\$ 337,963	\$ 350,101	\$ 713,649	\$ 579,304

See accompanying notes to the financial statements

- (a) A replacement reserve is maintained to cover the costs required to replace a full time employee for up to 17 weeks due to illness or injury. The reserve only includes the gross salary and mandatory employment related costs.
- (b) A Career Planning Workbook reserve is maintained in order to have the necessary funds to draw upon to update the workbook when necessary.
- (c) A contingency fund has been set up to cover unforeseen operating costs or loss of anticipated funding.

Times Change Women's Employment Service Inc.

Statement of Cash Flows Year Ended March 31

	2025	2024
Operating activities		
Excess of revenue over expenses	\$ 134,345	\$ 24,438
Net change in working capital items		
Operating working capital		
Account receivable	48,170	(33,027)
Sales taxes receivable	(5,638)	9,873
Prepaid expenses and deposits	(208)	(32)
Accounts payable and accruals	28,381	753
Deferred contributions	(150,859)	40,891
Increase from operating activities	54,191	42,896
Increase in cash	54,191	42,896
Cash and short term investments, beginning of year	775,223	732,327
Cash and short term investments, end of year	\$ 829,414	\$ 775,223
Represented by:		
Cash	\$ 315,715	\$ 279,010
Short term investments	513,699	496,213
	\$ 829,414	\$ 775,223

See accompanying notes to the financial statements

Times Change Women's Employment Service Inc.

Notes to Financial Statements

March 31, 2025

Times Change Women's Employment Service Inc. contributes to the economic and social equality of women in Toronto by helping them to obtain satisfying ways to earn their living. Times Change Women's Employment Service Inc. was incorporated without share capital by letters patent in the Province of Ontario on September 3, 1975 and is a registered charity under the Income Tax Act.

1. Summary of significant accounting policies

These financial statements have been prepared by management in accordance with Canadian generally accepted accounting principles for not-for-profit organizations. Outlined below are those policies considered to be particularly significant:

a) Cash and cash equivalents

Cash and cash equivalents consist of cash on hand and balances with financial institutions.

b) Revenue recognition

The Organization follows the deferral method of accounting for contributions. Restricted contributions are recognized in the year in which the related expenses are incurred. Unrestricted contributions are recognized when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

c) Investments

Portfolio investments are initially recognized at fair value on the date of acquisition and subsequently re-measured at fair value at each reporting date. Unrealized gains and losses arising from the change in fair value of these investments are included in the statement of operations.

d) Capital assets

Capital assets are recorded as expenses in the year of purchase.

Times Change Women's Employment Service Inc.

Notes to Financial Statements

March 31, 2025

1. Summary of significant accounting policies (continued)

e) Contributed material and services

Donated materials and capital assets are recognized in the accounts when the fair market value of the materials is readily determinable and has been receipted by the Organization.

Volunteers contribute many hours per year to assist Times Change Women's Employment Services Inc. in carrying out its mandate. Because of the difficulty in determining their fair value, contributed services are not recognized in the financial statements.

f) Financial Instruments

The Organization initially measures its financial assets and liabilities at fair value adjusted by, in the case of a financial instrument that will not be measured subsequently at fair value, the amount of transaction costs directly attributable to the instrument. The Organization subsequently measures all its financial assets and liabilities at amortized cost, with the exception of cash and investments which are measured at fair value without adjustment for transaction costs that would be incurred on the disposal and changes in fair value are recognized in income in the period incurred.

Financial assets measured at cost include accounts receivable. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

2. Investments

The variable income bears a yield to maturity of 4.25% and matures July 2025. The accrued interest to year end is included in investment income on the statement of operations.

Returns on investments are subject to risk factors specific to general economic conditions. The market value represents the maximum exposure to market/credit risk.

Times Change Women's Employment Service Inc.

Notes to Financial Statements

March 31, 2025

3. Deferred contributions

Deferred contributions represent unspent externally restricted grants received by the Organization related to activities of the subsequent period or specific projects which extend beyond the current fiscal period.

	2025	2024
Balance, beginning of year	\$ 186,050	\$ 145,159
Less: amount recognized as revenue in the year	(186,050)	(10,459)
Add: amounts received related to next year	35,191	51,350
Balance, end of year	<u>\$ 35,191</u>	<u>\$ 186,050</u>

4. Commitments and contingencies

The Organization entered into a new operating lease for its premises in Toronto commencing April 1, 2025 with an end date of March 31, 2030. Future estimate minimum payments, by year and in aggregate, under non-cancelable leases with initial or remaining terms of one year or more, consisted of the following at March 31, 2025.

2026	\$ 122,103
2027	138,004
2028	144,209
2029	144,209
2030	144,209
	<u>\$ 692,734</u>

5. Pension

In prior years, the organization started making contributions to the Ontario Public Service Employees' Union Pension Plan (OPSEU). The plan specifies the amount of the retirement benefit plan to be received by the employees based on length of service and pensionable pay. However, the plan is accounted for as a defined contribution plan as insufficient information is available to account for the plan as a defined benefit plan. The organization is only one of a number of employers that participates in the plan and the financial information provided to the organization on the basis of the contractual agreements is usually insufficient to reliably measure the organization's proportionate share in the plan assets and liabilities in accordance with defined benefit accounting requirements.

The amount contributed to the plan for the year was \$17,767 (2024 - \$16,954). The contributions were made for current service and these have been recognized in expenses. 41

Times Change Women's Employment Service Inc.

Notes to Financial Statements

March 31, 2025

6. Financial instruments risk exposure

The Organization is exposed to various risks through its financial instruments. The following analysis provides a measure of the Organization's risk exposure and concentrations at the statement of financial position date.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Organization's main credit risks relate to accounts receivable, however the risk is limited due to the nature of its accounts receivable. Contributions are not recorded in receivables unless collection is reasonably assured. The Organization has not had issues with these collections over the past several years. The allowance for doubtful accounts is \$Nil (2024 - \$Nil). There has been no change in the risk exposure from the prior year.

Liquidity risk

Liquidity risk is the risk that the Organization will encounter difficulty in meeting obligations associated with financial liabilities. The Organization is exposed to this risk mainly in respect of its accounts payable. The Organization expects to meet these obligations as they come due through sufficient cash flow from operations. The Organization has not had issues with meeting obligations in the past several years. The Organization adjusts its budget annually in accordance with funding available. There has been no change in the risk exposure from the prior year.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The exposure of the Organization to interest rate risk arises from its interest bearing investments. The Organization has no interest bearing liabilities. The primary object of the Organization with respect to its investments is to ensure the security of principal amounts invested and provide for a high degree of liquidity, while achieving satisfactory investment return. As such, the Organization regularly monitors interest rates to determine the appropriate investment decision to be taken.



Meet Our Team

The Collective

Diana Bahr	Educational Counsellor/Manager
Katie Didyk	Communications Specialist/Manager
Karen Hoffmann-Zak	Employment Counsellor/Manager
Shiva Maleki	Employment Counsellor/Manager
Meg Mathur	Employer Service Consultant/Manager
Kary McIntosh	Computer Support Specialist/Manager
Song Sha	IT Specialist/Manager
Lydia Stouten	Employment Counsellor/Manager
Christine Sweeton	Operations Specialist/Manager
Leandra Ward	Employer Service Consultant/Manager

Staff

Kayla Alvarado	Program Coordinator
Denise Mailoux Alves	Employment Counsellor
Victoria Aspiotis	Job Development Assistant
Busra Bogazliyan	Program Assistant
Caitlin Droney	Computer, Intake & Admin Support
Alicia Edmunds	Intake & Retention Coordinator
Nilam Keshwala	IT Systems Technician
Alina Lariviere	Administrative Coordinator
Neda Moosavi	Employment Counsellor
Adriana Nijhar	Intake and Outreach Coordinator
Horia Sardarzada	Program Coordinator
Katie Yumol	Employment Counsellor



Board of Directors

President	Gaeby Abrahams
Vice-President	Riannon John
Treasurer	Ruth Woolmer
Secretary	Hai Yen Nguyen
Board Member	Mandie Abrams
Board Member	Jeahnnette Cavaliere
Board Member	Ria N. Madan
Board Member	Anna Trichilo
Board Member	Dianne (Ziezold) Wendling

Volunteers

Mojdeh Akhavan
Noreen Kenny
Shital Maher
Irene Mak
Caley Savage
Julia Wendling





Members

Gaeby Abrahams

Mandie Abrams

Cathy Arnold

J Lamore

Emira Becukic

Tamia Baez

Pat Bird

Dianne Wendling

Jessica Budd

Linda Briskin

Jeahnette Cavaliere

Elisa Cerquozzi

Teresa Cowan

Karen Direkze

Linda Green

Krystal Germiquet

Margot Haldenby

Sherry Heenan

Tazeen Haque

Rebecca Hazell

Riannon John

Helita Khalid

Holly Kirkconnell

Patricia King

Alexandra Karascony

Inna Kravets

Ana Lopez

David Maleve

Marta McIlroy

Michelle Martin

Maria Martinez-Gastaneta

Ria Madan

Zuleyka Mora

Lillian Mizutani

Jagruthi Nagla

Hai Yen Nguyen

Arlene Pastores

Phyu Phyu Toe

Amanda Taplin Milberry

Anna Trichilo

Sandra Spencer

Maureen Spencer

Rozie Soloman

Ummu Shamte

Jennifer Walker

Sandra Wayne

Eunice Waweru

Mercy Waiganjo

Barbara Wilson

Ruth Woolmer

Tiffanie Wight

Debbie Yuen



Resilience. Change.
Growth. Collabora
aboration. Times Change Women's
Refresh. Transformation.
Resilience. Change.
Growth. Collabora
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Times Change Women's Employment Service

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 @CareersWomen

 @TimesChangeWomensEmploymentService

 @tcwomen

