



IMPACT REPORT

Together Through Change



2025-2026

TIMES CHANGE WOMEN'S EMPLOYMENT SERVICE

Women supporting women achieve their career goals since 1974



ABOUT US

OUR STORY

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 employment services for women.

OUR 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.

OUR MISSION

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

OUR STRATEGIC PLAN

Strategy 1

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

Strategy 2

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

Strategy 3

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.

Table of Contents

Year in Review

President's Report	4
Celebrating 50 Years	6
Impact at a Glance	7
◦ Digital Impact	8
Times Change in the Community	9
Our Funding Sources	11

Programs & Services for Clients

Getting Started workshop	15
Career Advancement & Mentorship Program (CAMP)	15
Employment Counselling	16
Caring Connections Program	16
Workforce Training Program	17
Job Blueprint Series	17
Let's Get Digital	18
Resume & Interview Program	18
Career Closet	19
Digital Training Centre	19

Meet Our Team

Collective Members	23
Staff Members	23
Members of the Board	24
Volunteers	24
Our Members	25
2025-2026 Donors	26

Programs & Services for Employers

Job Development Team	12
◦ Alterna Success Story	
ElevateHer	14

Corporate & Community Partnerships

Wells Fargo	20
Zonta Club of Toronto	20
Corporate Partners that Share their Expertise	21
Career Closet	21

Volunteer Spotlight

Career Closet Volunteers	22
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Financial Statements

Treasurer's Report	27
Financial Statements	28
Audit Report	29

Connect & Partner

Stay Connected. Make an Impact.	39
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President's Report

Together through change

When Times Change staff were asked to describe 2025–2026, three words came up again and again: change, transition, and collaboration.

That feels exactly right. While the previous year was about preparing for change – especially the transformation of Employment Ontario – this year was about living through it. Times Change was in it, alongside the rest of the employment services sector, learning in real time what the new model would mean for clients, staff, partners, and the organization as a whole.

Change in the Sector

The new employment service delivery model brought significant change across Ontario. Providers saw an immediate and dramatic increase in client volume, while also serving more people facing complex barriers to employment, including housing instability, food insecurity, domestic violence, disability, chronic underemployment, and legal challenges.

At the same time, funding for many of the wraparound programs clients rely on was reduced across the province. Service providers were also navigating new systems, more documentation and reporting, and a labour market shaped by economic uncertainty, financial insecurity, and the growing impact of AI. For women, who continue to be overrepresented in precarious work, these pressures were especially acute.

Transition at Times Change

For Times Change, this year required adaptation on many fronts.

Through Caring Connection, we offered personalized support to help clients address life stabilization needs before beginning their job search, including referrals to housing, legal, mental health, food, and other essential resources.

We expanded our life skills workshops, with topics such as self-care during a job search, confidence, resilience, intimate partner violence, and burnout. Our resume and interview program, which once served eight women per month, grew to nearly 50 participants at its peak, helping more women enter a difficult labour market with confidence and stronger tools.

We also introduced more group-based employment supports alongside one-on-one counselling. Blueprint, launched in March, is a four-part online, trauma-informed workshop series that helps women build clarity, confidence, and intention around their employment goals, while also creating space for reflection and peer support.

This was not only a year of program change. It was a year of organizational transition. We said goodbye to valued colleagues whose contributions helped shape Times Change over many years, while welcoming new team members and creating new roles to meet the demands of the transformed employment services system.

The team also continued to learn, advocate, and adapt – strengthening skills, participating in sector conversations, and showing up for clients and for each other during a demanding year.

President's Report Cont'd

Collaborating to Succeed

If change and transition defined the year, collaboration is what carried us through it. As client needs became more complex, partnerships became even more essential. Community organizations helped women access critical supports related to housing, legal matters, settlement, clothing, income assistance, and more. Together with partners such as Street Haven, Elizabeth Fry, OCASI, Dress for Success, and many others, we were able to respond more fully to the realities women were facing.

We are also grateful to the funders who continued to invest in women's economic stability. Employment Ontario supported our integrated employment services and enhanced client assessments. The Ontario Trillium Foundation supported additional cohorts of CAMP and an updated curriculum focused on in-demand careers. Women and Gender Equality Canada continued its support of ElevateHer, our employer-focused initiative promoting mentorship and sponsorship opportunities for women. United Way remained a steadfast supporter of our Digital Training Centre and Workforce Training Program, while also helping connect Times Change with corporate partners and volunteers. Corporate partners brought employment opportunities, practical learning, and direct connections to clients through hiring events, career panels, financial literacy workshops, technical expertise, mentoring, and skills training. Volunteers strengthened our Resume & Interview Program, supported digital skills training, assisted in the computer centre, and helped organize the Career Closet. In a year defined by uncertainty, collaboration was more than a strategy. It was our strength.

Looking back, and looking ahead

Times Change was in the thick of it this year. We lived through changes we had previously only been able to anticipate, and we adapted in ways both planned and unexpected in order to keep showing up for the women we serve.

In June 2025, we also celebrated Times Change's 50th anniversary. For 50 years, this organization has helped women navigate periods of uncertainty and possibility. This year reminded us that change is rarely easy. But when we come together with compassion, resilience, and purpose, meaningful impact remains possible.



Board President
Gaeby Abrahams

A handwritten signature in black ink that reads "Gaeby Abrahams". The signature is written in a cursive, flowing style.

Gaeby Abrahams
Board President

Times Change Women's Employment Service

50th Anniversary

Celebrating 50 Years of Times Change



When women connect around a collective vision for our future, times change. Watch how we've been creating change over the past 50 years.

On June 13, 2025 we celebrated our 50th year with the launch of our our mini documentary showcasing the past five decades that Times Change has been supporting women to achieve their career goals.

Our local MPP Kristyn Wong-Tam presented us with a special letter of recognition and spoke of their support and work advancing gender equity. Adam Chaleff, who represented and spoke on behalf of Mayor Olivia Chow's Office, shared his personal memories of his late mother, Roni Chaleff, who was a Collective member of 11 years at Times Change.



Here's to 50 more successful years. Thank you for being part of our community.

Impact at a Glance

63% increase compared to last year (1,594 vs. 979 in 2024/2025)

1,594

women helped by Times Change



380

workshops were held over the past year



4,340

workshop attendees



754

clients who received employment counselling



90%

Client satisfaction rate




“

When I found Times Change I was looking for courses that would help me to find a job, but I found much more... I found a team that supported me and even believed in me more than I did myself.

- Francy

”

Digital Impact: 2025-2026



21,000
new visitors discovered
Times Change online



74,000
website views generated

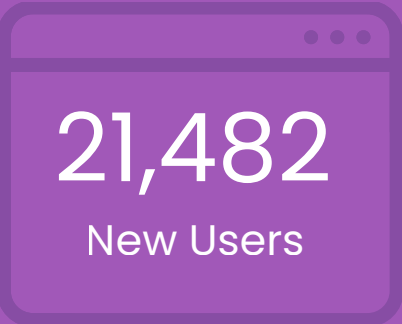


22,000
active users engaged
with website content


22.1%
increase in
website users




“
Times Change is a game-changer for me. I feel like they really advocate for women to succeed.
”
- May Bruce



21,482
New Users



21,980
Total users



3,976
Returning users

Times Change in the Community

April - December, 2025

April

April 1st
The beginning of the **Employment Ontario transformation**

June

June 13th
Times Change celebrates its **50th Year Anniversary**



June 25th
Times Change hosts its **Annual General Meeting**

August

August 19th
Refining Your Resume with Morningstar Sustainalytics



August 23th
Times Change hosts **BMO Days of Caring Career Panel**

October

October
Times Change says goodbye to **Katie Didyk**, Collective member of 19 years



October
OCASI Challenge

December

December 11th
Times Change hosts **Your Financial Wellbeing: What You Need to Know About Banking in Canada (Scotiabank)**

May

May 25th
Shiva's Retirement: Times Change says goodbye to Collective member of 13 years



May 28th
Times Change celebrates **Toronto Newcomer Day**

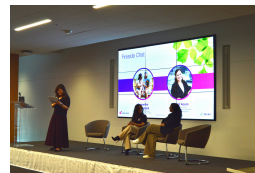
July

July
Times Change says **farewell to Karen**, Collective member of 9 years



Sept

September 12th
Unity Health OW/ODSP and Free/Low-Cost Services



September 24th
TELUS and Times Change: **Career Confidence: Navigating Growth, Burnout & Networking**

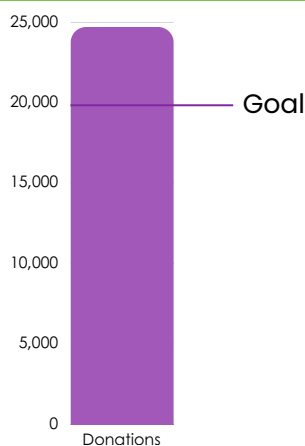
November

November 4th
Hosted **Ecoline and Times Change's: Career Confidence Through Connection**



November 13th
TD Bank & Times Change: **Financial Planning for your Children's Future**

Annual Holiday Campaign Success



Times Change exceeded its 2025 Holiday Campaign goal of \$20,000, **raising \$24,700 in donations.**

Times Change in the Community

January – March, 2026

January

January 22nd

Times Change and **TD Financial Literacy: How to Build Wealth**

February

February 23rd

Times Change hosts **Mock with Meridian**



February 26th

Breaking into CyberSecurity: A Conversation with Shubra Bedi



February was a particularly snowy month in Toronto, with heavy snowfall making it difficult for clients to reach Times Change.

March

March 8th

Times Change attends the **International Women's Day Rally** in Toronto



March 23rd

Presentation to Toronto 211

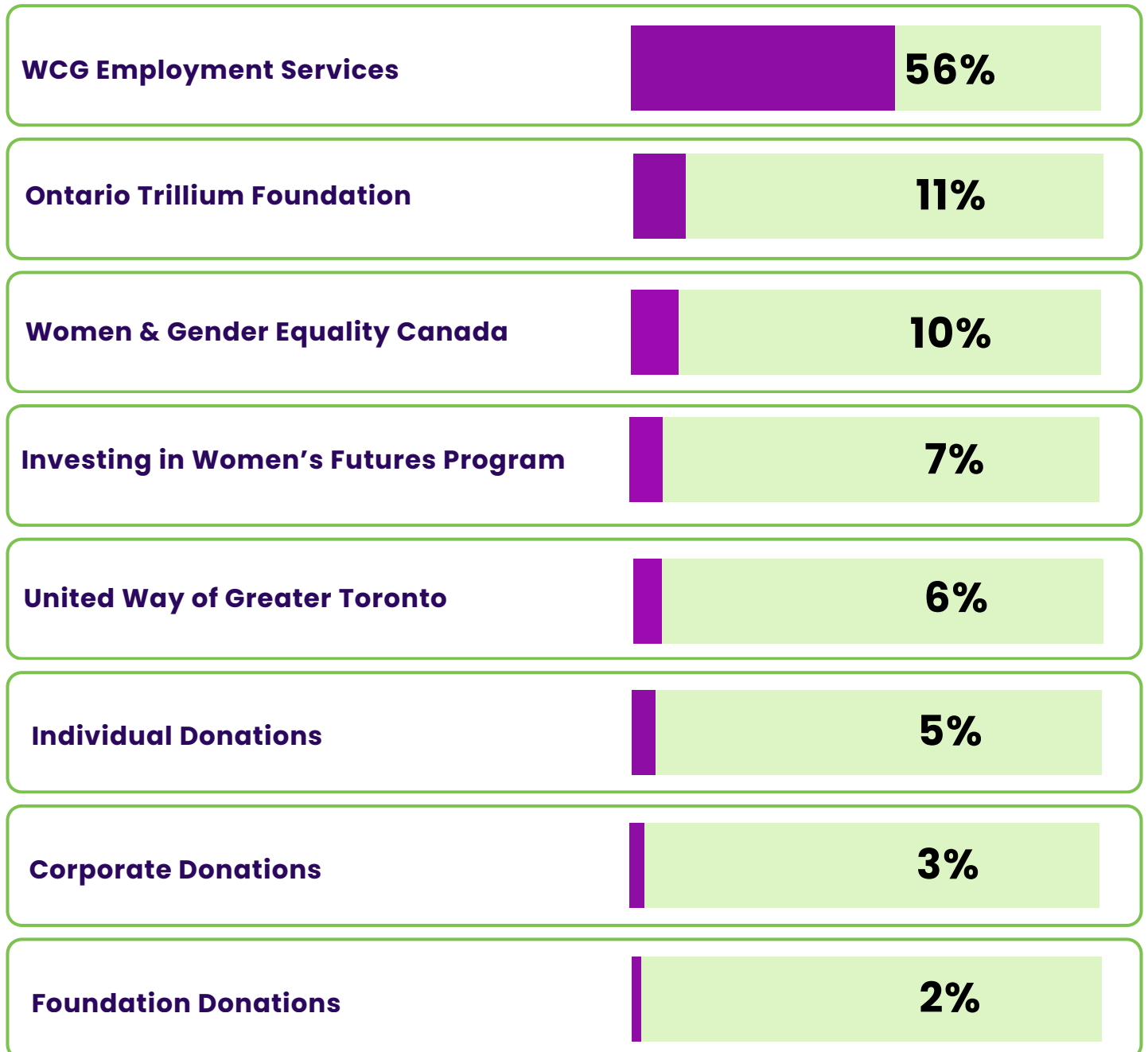


March 31st

Times Change hosts **Inside Healthcare Hiring with Sinai Health**

Our Funding Sources

2025-2026



EMPLOYER SERVICES

EMPLOYER SERVICES TEAM

By implementing a community-based outreach strategy and working closely with employers, our dedicated team of employer services consultants create employment opportunities for our clients and support employers by finding the best candidates for their team.

By the Numbers

Our employment service consultants partnered with **35 local employers** which generated **25 Brokered Incentive Agreements** for our employers.

Impact

25 clients gained permanent, sustainable employment through this employer funding program.

ALTERNA SUCCESS STORY

alterna savings

Meaningful partnerships begin with a simple conversation. Creating and fostering connections is at the heart of how our Employer Services Consultant team build employer relationships that benefit our clients as much as employers. This past year their efforts led to a successful partnership with Alterna Savings.

As part of an employer outreach strategy, two members of the team set out to visit Alterna Savings, a cooperative credit union with a branch down the street from our offices with the objective of seeking an exploratory meeting with the branch manager to introduce our services.

The Branch Manager, Velma Jagroop, immediately resonated with their passion to help women re-enter the workforce.

"We are helping to reintegrate women into the workforce, enabling them to gain independence, and contributing to the development of future leaders.

- Velma Jagroop

Velma's experience as a child from a widowed mother and new immigrant to Canada shaped her commitment to helping other women overcome barriers of access to succeeding in the workforce. This led to a mutually beneficial partnership to create pathways to meaningful employment for women. The impact was immediate. **Over the past year, Alterna has hired seven Times Change clients (and counting)**, demonstrating how taking the time to create meaningful connections benefits everyone.

Ms. Jagroop expressed that partnering with Times Change has benefitted the HR department by freeing up their time screening candidates. When asked what she would say to other employers about partnering with Times Change, she exclaimed:

"What are you waiting for? It's women helping women. It's a great team of women to work with, and they are very supportive of what you / your company need.

- Velma Jagroop



Velma Jagroop, Branch Manager of Alterna Savings.

EMPLOYER SERVICES



For our clients who gained meaningful employment at Alterna, this partnership offered more than a job – it provided a community of support. The pathway to their employment, supported by Times Change, equipped them with the skills and confidence they need to thrive. Alterna’s mission-aligned values and supportive environment are well suited for their professional growth and long-term career success.

“My experience at Alterna has been both rewarding and motivating, and I am grateful for the opportunity to continue growing professionally while contributing to a supportive team environment.”

– Mana

Through this partnership, clients working at Alterna reported developing their empathy and skills necessary for exceptional customer service. In addition, Alterna’s human resources department benefits from the support Times Change provides, and everyone involved benefits from building women up, and building community.

Times Change Team:

Meg Mathur, Employer Service Consultant/
Manager

Leandra Ward, Employer Service Consultant/
Manager

Neda Moosavi, Educational Counsellor/ Manager

Lydia Stouten, Employment Counsellor/ Manager

Victoria Aspiotis, Job Development Assistant

Alicia Edmunds, Intake Coordinator – with thanks for taking photos

Alterna Savings Team:

Velma Jagroop, Branch Manager



“Times Change made a positive impact by updating the job roles, supporting the resume sessions, feedback sessions and interview preparation sessions.”

– Savi



Alterna Savings and Times Change celebrate their collective success and partnership.

Ask how we can help advise you.



Alterna Savings and Credit Union Limited operates as Alterna Savings. Alterna Savings is a credit union operating in Ontario. For information on deposit insurance, please ask for a brochure at the credit union or visit the FSRA’s website at <https://www.fsrao.ca>.

EMPLOYER SERVICES

ELEVATEHER



ElevateHer is a systemic change initiative to address workplace barriers that limit the advancement of equity-deserving women into leadership and decision-making roles. By engaging employers to adopt and test equity-informed mentorship and sponsorship practices, the program supports more inclusive workplace systems and pathways for career progression. ElevateHer is funded by Women and Gender Equality Canada.

By the Numbers

- 7 sector conferences and employer engagement events attended
- 17 employers committed to testing or implementing equity-informed mentorship and sponsorship initiatives

Timeline of ElevateHer

- January 2025**
Launch of employer engagement strategy focused on building awareness of mentorship and sponsorship as tools to advance women's career progression
- April 2025**
ElevateHer Employer Toolkit is completed
- May 2025**
Official program launch
- August 2025**
Employers began testing and implementing ElevateHer's mentorship and sponsorship models within their organizations
- March 2026**
17 employer commitments secured, exceeding Year 1 target of 15 employers



Impact

- **Strengthened national visibility and credibility through partnership with Mentor Canada**, including representation on the Advisory Council and promotion.
- **Expanded awareness of ElevateHer** and increased access to employers and mentorship networks across Canada.
- **Established the ElevateHer Advisory Council**, bringing together employers, women leaders, subject matter experts, and representatives from equity-deserving communities to guide program implementation.

“Thanuja, Senior Manager, People & Culture at CCDI, called ElevateHer a "gold mine," noting that its employer-capacity-building approach to workplace equity sets it apart from many mentorship programs.”



PROGRAMS & SERVICES

GETTING STARTED WORKSHOP

Our Getting Started Workshop is the first step for clients to access the wide range of our free job search and employment counselling services. This in-person orientation is offered every Thursday at our offices between 1:00 and 2:30 PM.



50 workshops



584 participants

I learned so much from this workshop. Many things I had no idea existed. I feel encouraged, supported, and excited to find a job and work on my long-term career

- Anonymous

CAREER ADVANCEMENT AND MOTIVATION PROGRAM (CAMP)

Our popular Career Advancement & Motivation Program (CAMP) is a structured career exploration program for women who are considering a career change or re-entering the workforce after a pause. Participants have the option to register for the 4-week or 8-week program.

By the Numbers

131 women enrolled between eight cohorts

98% of participants clarified their needs, skills, and values related to employment

86% identified 3-4 occupations to research in high-demand sectors

90% of participants developed an action plan to achieve their career goals



This program has helped me to understand myself better but most importantly it has allowed me to finally feel hope about my future and the future of my career.

- Maeve J.

PROGRAMS & SERVICES

EMPLOYMENT COUNSELLING

Workshop Title	# of total Workshops	# of average attendees
Job Search	15	300
Interviews	14	165
Resume	11	200
Better Jobs Ontario	10	50
Blue Print	8	250
Group Counselling Sessions	54	355
Total	112	1,350

Through individual and group coaching, our employment counsellors provide guidance with resumes, cover letters, interview preparation, networking, and job search strategies. They also design and facilitate a range of workshops that help clients build their skills and confidence to help them achieve their career goals.

My counsellor, Neda, really helped guide those conversations. She suggested possible paths and encouraged me to explore them without pressure.

- Anellie Samson

CARING CONNECTIONS PROGRAM

The Caring Connections Program was a short-term pre-employment program for women facing barriers to employment. The program provided personalized support to overcome challenges, explore career options, and prepare for future employment. It helped build stability and confidence through weekly check-ins with Coordinators, referrals to community resources, and life-skills workshops focused on career advancement. Although this program has successfully concluded, it guided clients to seamlessly transition to Integrated Employment Services.

By the Numbers

383 workshop attendees throughout the year

150 participants

20 skills workshops hosted throughout the year

This program is needed and so useful for women like me who need more guidance to move forward in life. It has been so eye opening and I have learned so much. I am excited now to step back in to the work force and give back to the community.

- Johanna

This valuable program is no longer funded by the government – and to bring it back we are seeking grants and corporate partners.

PROGRAMS & SERVICES

WORKFORCE TRAINING PROGRAM

The Workforce Training Program offers one-on-one educational counselling to help women navigate their career goals and return to school. With the help of our educational counsellor, clients can identify the educational programs that best suit their needs while building confidence and hope throughout their education journey.

By the Numbers

113 women were empowered to advance their education and careers

56 women were connected to integrated employment services to support their next steps

Impact

39 women enrolled in further education

29 women obtained employment at 12 months following program completion

“It was great that she gave me more options for schools and other than the ones that I searched for. And also, to learn about financial options I didn't know about.

- Anonymous

JOB SEARCH BLUEPRINT SERIES – NEW

The Job Search Blueprint Series is a virtual workshop series for women to help them bring clarity and confidence to their job search. This four-part series is practical and interactive for clients. Sessions include guided reflections, simple exercises, and goal setting. Clients are welcome to listen, use the chat, write quietly, or simply observe the workshop. This program gives clients the chance to slow down, reorganize, and move forward in their employment journey with confidence and intention.

By the Numbers

9 weekly sessions from February–March 2026

116 unique individuals participated across all sessions

274 total attendee-visits across all workshops

The series attracts job seekers at all stages, from those just starting out to those actively applying and those rebooting their search.

PROGRAMS & SERVICES

LET'S GET DIGITAL PROGRAM

Let's Get Digital is a free 4-week program designed to help women build their digital literacy skills. Participants gain hands-on experience with essential professional tools and technologies. This program helps women strengthen their qualifications and expand their employment opportunities.

By the Numbers

20% increase in Let's Get Digital certification rate compared to last year

204 women earned certificates in Microsoft Office and Sage 50 accounting software

"I am thankful for programs like this that are specifically catered to my age group. It provided me with a safe and welcoming space to learn."

- Anonymous

"I now feel confident in tackling most basic computer challenges and have become more skilled in troubleshooting and accessing information online to be able to self-teach."

- Anonymous

Impact

118 women earned certificates to strengthen their qualifications and employment opportunities

51% of women enrolled in further education, with more expected to follow

All graduates pursued additional training and/or job opportunities after program completion.



RESUME & INTERVIEW PROGRAM



The Resume & Interview Program represents an expansion and rebranding of the Resume Clinic Program to provide clients with more comprehensive support with their job search. A hallmark of the program are the experienced volunteers who provide individualized feedback on resumes as well as strategies for tailoring applications to specific job postings. The program also provides the opportunity for clients to experience mock interviews to build confidence and strengthen their interview skills.

Impact

375% increase in attendance from October 2025

35-50 monthly appointments generated following the rebrand

"The support I received with resume tailoring, LinkedIn, certifications, and networking strategies helped me feel more confident."

- Nandini

PROGRAMS & SERVICES



CAREER CLOSET

As part of its commitment to supporting clients in their employment journey, the Career Closet offers a complimentary service where clients can access gently used, high-quality clothing for interviews and new job opportunities. Clients can drop in at any time to browse and select professional attire. All items are provided free of charge through generous community donations, helping to remove barriers and build confidence as clients prepare for employment.

150 women shopped at the Career Closet from 2025-2026

10 Corporate & Community Partners

“Places like this can and do make a great impact one person at a time.”

– Jean



DIGITAL TRAINING CENTRE

The Digital Training Centre is a welcoming and safe space where women can work on their job search and access free resources and support. The centre is equipped with eight computers with Microsoft Office, free internet, printers, and a scanner. Whether developing digital skills, or navigating the job search process, the centre is open on weekdays and clients can either drop-in or book computer time.

Impact

139 women were connected to comprehensive employment and wraparound services

By the Numbers

320 women utilized the Digital Training Centre to develop their digital/occupational skills

204 women earned certificates in Microsoft Office and Sage 50 accounting software



Corporate & Community Partnerships

There are many ways Times Change benefits from the philanthropic commitment of our partners, whether funding our programs and services, volunteering their professional expertise, or hosting clothing drives. Times Change is grateful to having such a caring community of partners who contribute in many ways.



Wells Fargo

This past year, our valued partnership with Wells Fargo saw continued investment in our Let's Get Digital Program. Thanks to their philanthropic commitment to generating pathways and connecting women to economic and financial mobility, this past year their funding enabled 45 women to participate in the Let's Get Digital Program and develop the essential in-demand workplace digital literacy skills they need to succeed in today's workforce. Thanks to Wells Fargo, 27 women achieved employment and/or training outcomes at 3 and 6 months post-program completion. 90% of all program participants reported increasing their confidence.

To Wells Fargo - thank you so much for your support. Times Change is an excellent organization and such a help to women like me. I previously felt intimidated when faced with a new computer program/process at work. I now realize I can learn anything if I put my mind to it. The program has helped me gain skills, see new possibilities and given me confidence in my abilities.

Jennifer, Let's Get Digital Participant

Wells Fargo's investment in Times Change directly impacts the women we serve during a time that growing global economic and political instability, paired with the uncertain impacts of AI, are directly affecting the local labour market, especially for women, who continue to represent the majority of workers in precarious roles.

Zonta Club of Toronto

This past year saw our longstanding valued partnership with Zonta continue with their financial support of our Digital Training Centre, which provides women with a safe place to work on their job search and access free wi-fi, printers, scanner and phones. In addition to this valuable contribution, Zonta host clothing drives that keep the Career Closet with clothes throughout the year. They also joined us at the International Women's Day Rally on Saturday, March 8th to call for gender equality and advance women's rights.

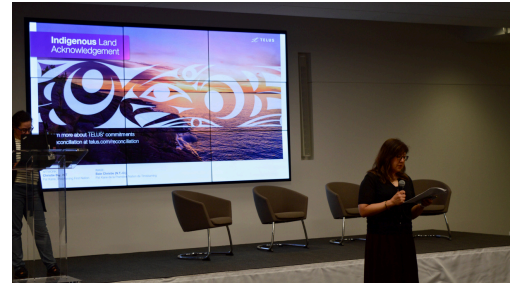


Corporate & Community Partnerships

Corporate Partners Share their Expertise & Create Employment Pathways

The corporate partners we collaborate with to deliver industry events, workshops and panels provide women with valuable career guidance, as well as the chance to explore potential employment pathways through networking and advice from industry experts who deliver career panels, resume & interview practice, and networking. This past year we are thankful to the following companies who partnered with us to deliver a range of impactful events that contributed to inspiring, empowering and connecting women to opportunities year-round:

- BMO Days of Impact Career Panel
- EcoOnline Career Confidence Through Connection
- Meridian contributed their expertise during a Mock Interview Day for our clients and donated \$1,000 through their Good Neighbour Program in support of our Resume & Interview Program
- Sinai Health: Inside Healthcare Hiring
- TELUS: Roundtable & Networking



Our In Office Clothing Boutique: Career Closet

The Career Closet, exists to empower women on their employment journey by providing free, high-quality, gently used, or new professional clothing in a welcoming, dignified environment. Our boutique helps clients present themselves with confidence, supports their participation in interviews and workplace opportunities, and integrates seamlessly with our broader employment services. By combining community donations, thoughtful curation and merchandising, Career Closet connects women to career success through free clothing.



This past year we are grateful to the following corporate partners for filling our closet with clothes so our clients can fill theirs:

Agnico Eagle, Barre3, BMO, Dell Canada, Ernst & Young, IG Wealth Management, McCarthy Tétrault, Morningstar, Onex, P&G

VOLUNTEER SPOTLIGHT

Introducing Jean and Nita who volunteer their time maintaining the Career Closet.



“Volunteering has allowed me to work in a different environment, become more confident, and allowed me to feel useful. Places like this can and do make a great impact one person at a time. - Jean”

Jean's experience highlights the positive impact volunteering has in building meaningful connections and creating opportunities.

Jean is one of our clients, and a dedicated volunteer. After undergoing knee replacement surgery, Jean began looking for work suitable for managing her arthritis. This brought her to Times Change, where she offered to volunteer her merchandiser skills to give back. In addition to the workshops and job board, it's the community of support that she gets from interacting with other job seekers, and from the interactions and pep talks she gets from the team that keeps her motivated and filled with positive vibes while navigating her job search process.

Every Friday Jean comes in to refresh the Career Closet so that it is well stocked and organized, like any clothing boutique a woman would like to shop.



Nita McCown, member of the Zonta Club of Toronto, has been a longstanding volunteer and supporter of Times Change. In addition to organizing clothing drives throughout the year, and recruiting volunteers to pitch in, she personally drops off donations at our offices.

She also organized Zonta to march with us at the International Women's Day Rally on Saturday, March 8th.



Nita was awarded a King Charles Commemorative Medal for her dedication to improving the lives of women. Through the Zonta Club of Toronto, in addition to leading fundraising efforts for Times Change, she supports women's shelters and the Women's College Sexual Assault Centre. She also knits hundreds of hats to raise awareness against Gender-Based Violence.

Meet Our Team

Collective Members - 2025/2026

Diana Bahr	Educational Counsellor/Manager
Katie Didyk	Communications Specialist/Manager
Karen Hoffman-Zak	Employment Counsellor/Manager
Shiva Maleki	Employment Counsellor/Manager
Meg Mathur	Employer Consultant/Manager
Kary McIntosh	Computer Support Specialist/Manager
Horia Sardarzada	Program Specialist/Manager
Song Sha	IT Specialist/Manager
Alison Stewart	Communications Specialist/Manager
Lydia Stouten	Employment Counsellor/Manager
Christine Sweeton	Operations Specialist/Manager
Leandra Ward	Employer Consultant/Manager
Jenya Zukershtein	Employment Counsellor/Manager

This year of transition includes the departure of three longstanding Collective members: Katie Didyk, Shiva Maleki, and Karen Hoffman-Zak. We are grateful for their contributions and the meaningful impact they've had on both Times Change and the clients they've served over their many years of service. Their dedication, care, and unwavering support have truly shaped the community.

Staff Members - 2025/2026

Kayla Alvarado	Program Coordinator, Caring Connections
Victoria Aspiotis	Job Development Assistant
Busra Bogazliyan	Program Assistant, ElevateHer
Taylor DeLaurentis	Program Coordinator, CAMP
Caitlin Droney	Intake Coordinator
Alicia Edmunds	Intake & Retention Coordinator
Neda Moosavi	Employment Counsellor
Nilam Keshwala	IT Technician
Denise Mailloux-Alves	Employment Counsellor
Isabella Mauti	Administrative Coordinator
Hafsa Mehmood	Program Coordinator, Caring Connections
Adriana Nijhar	Marketing & Outreach Coordinator
Elizabeth Ochola	Retention Coordinator
Katie Yumol	Employment Counsellor

2025-2026 Board Members

Members of the Board

President	Gaeby Abrahams
Vice President	Ria N. Madan
Treasurer	Ruth Woolmer
Secretary	Hai Yen Nguyen
Director	Jeahnette Cavaliere
Director	Kathryn Christie
Director	Cammy Fung
Director	Riannon John
Director	Anna Trichilo
Director	Dianne (Ziezold) Wendling

Volunteers

Noreen Kenny
Caley Savage
Julia Wendling
Kirti Mani
Amanda Palmer
Jean
Nita McGown



Members of Times Change

Our members are the driving force behind our mission

Since 1974, Times Change has been a collective and member-supported charity dedicated to advancing feminist ideals. Our members help shape our priorities, inform our advocacy, and strengthen our impact.

By becoming a member, you become part of our collective voice as we strive to achieve economic and social equality for women.

Become a member for as little as \$10 a year.

Gabrielle Abrahams
Emira Becukic
Linda Briskin
Jessica Budd
Elisa Cerquozzi
Kathryn Christie
Karen Direkze
Linda Green
Margot Haldenby
Sherry Heenan

Riannon John
Alexandra Karacsony
Ana Lopez
Maria Martinez-Gastaneta
Caitlin McBride
Marta McIlroy
Lillian Mizutani
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Julia Wendling
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Ruth Woolmer
Fareeda Yasmeen



2025-2026 Donors

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Jeahnette Cavaliere and Dianne Wendling

It is with immense gratitude that we would like to thank all of our donors. We would also like to thank **Dianne (Ziezold) Wendling** for the incredible financial generosity of her and her husband Jeff. In addition to their financial donations, Dianne has been an active volunteer over the past seven years, from supporting the intake team, sharing her HR expertise by providing clients with resume help, being a Director on the Board, as well as actively networking and fundraising on our behalf.

We would also like to extend our immense gratitude to **Jeahnette Cavaliere** for her commitment to promoting an inclusive culture of work and philanthropy. She has been a member of our Board since 2024 and has been incredibly supportive of Times Change through volunteering her time and through her longtime employer Wells Fargo, who has been one of our major donors over the past three years.

TREASURER'S REPORT



April 1st, 2025 to March 31st, 2026

2025-2026 Highlights

The Ministry of Labour, Immigration, Training and Skills Development – Employment Services, through WCG, provided us with a grant of \$1,216,715 which included \$9,922 of performance-based funding, the latter being a new system for us this year.

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 and the United Way of Greater Toronto contributed \$141,556 for educational counselling and digital literacy services.

Women and Gender Equality Canada continued their support via a contribution of \$215,130 for the ElevateHER program.

Other Grants of \$281,998 included amounts from the Ontario Trillium Foundation (\$242,891), Toronto Employment and Social Services Employment Essentials Program (\$18,199) and Service Canada (\$20,908).

A strong showing in donations (\$91,920) comprised Individual donations and Fundraising activities (\$37,442) and Foundation and Corporate donations (\$54,478).

Membership fees totaled \$735 and sales of the Career Planning Workbook for Women and other products totaled \$2,380. We also completed fee for service activities, including a partnership with Geroge Brown College Hair Styling for \$19,100.

Times Change remains in a robust financial position. 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 Services Inc.**

Financial Statements

March 31, 2026



Clarkson Rouble LLP
Chartered Professional Accountants

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, 2026** and **2025**, 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, 2026 and 2025, 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, 2026 and 2025, current assets as at March 31, 2026 and 2025, and changes in net assets as at April 1 and March 31 for both the 2026 and 2025 years. Our audit opinion on the financial statements for the year ended March 31, 2025 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 28, 2026

Clarkson Rouble LLP
Chartered Professional Accountants
Licensed Public Accountants



Times Change Women's Employment Service Inc.

Statement of Financial Position As at March 31

	2026	2025
Assets		
Current		
Cash	\$ 489,032	\$ 315,715
Short term investments (Note 2)	506,849	513,699
Accounts receivable	41,683	-
Sales taxes receivable	13,365	17,253
Prepaid expenses and deposits	21,226	19,602
	\$ 1,072,155	\$ 866,269

Liabilities

Current		
Accounts payable and accruals	\$ 167,555	\$ 117,429
Deferred contributions (Note 3)	-	35,191
	167,555	152,620

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	541,052	350,101
	904,600	713,649
	\$ 1,072,155	\$ 866,269

See accompanying notes to the financial statements

On behalf of the Board:

Signed by:

Gaeby Abrahams

B1472844C32046C...

Director

Signed by:

Ruth Woodmer

9AA6703E29CE4ED...

Director

Times Change Women's Employment Service Inc.

Statement of Operations Year Ended March 31

	General	I.W.F.	2026 Total	2025 Total
Revenue				
Ministry of Labour, Training and Skills Development - Employment Services	\$ 1,216,715	\$ -	\$ 1,216,715	\$ 765,010
United Way	141,556	-	141,556	141,556
Women's Issues, Ontario (IWF)	-	157,500	157,500	157,500
Women and Gender Equality	215,130	-	215,130	178,384
Fee for service	19,100	-	19,100	9,200
Rebates and other income	7,640	-	7,640	7,940
Sale of books and product	2,380	-	2,380	2,687
Other grants	281,997	-	281,997	190,939
Donations	91,920	-	91,920	261,370
Interest income	13,340	-	13,340	19,108
Memberships	735	-	735	520
	1,990,513	157,500	2,148,013	1,734,214
Expenses				
Salaries and benefits	1,401,231	110,983	1,512,214	1,210,399
Rent	81,586	39,830	121,416	172,993
Employment support	110,067	1,000	111,067	56,547
Materials and supplies	10,189	5,356	15,545	9,665
Telephone and postage	3,830	-	3,830	7,279
Promotion and advertising	12,858	-	12,858	2,592
Computer maintenance and supplies	6,973	-	6,973	2,768
Equipment and maintenance	-	-	-	495
Minor equipment purchases	1,455	-	1,455	14,981
Professional fees	145,010	-	145,010	105,466
Insurance	12,460	-	12,460	6,467
Travel	1,433	-	1,433	1,466
Office and general	3,721	-	3,721	6,825
Professional development	9,080	-	9,080	1,926
	1,799,893	157,169	1,957,062	1,599,869
Excess of revenue over expenses	\$ 190,620	\$ 331	\$ 190,951	\$ 134,345

See accompanying notes to the financial statements

Times Change Women's Employment Service Inc.

**Statement of Changes in Net Assets
Year Ended March 31**

	(a)	(b)	(c)	2026 Total Net Assets	2025 Total Net Assets
	Replacement Reserve	Career Planning Workbook Reserve	Contingency Reserve	Unrestricted	
Balance, beginning of year	\$ 19,479	\$ 6,106	\$ 337,963	\$ 350,101	\$ 579,304
Excess of revenue over expenses	-	-	-	190,951	134,345
Balance, end of year	\$ 19,479	\$ 6,106	\$ 337,963	\$ 541,052	\$ 713,649

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

	2026	2025
Operating activities		
Excess of revenue over expenses	\$ 190,951	\$ 134,345
Net change in working capital items		
Operating working capital		
Account receivable	(41,683)	48,170
Sales taxes receivable	3,888	(5,638)
Prepaid expenses and deposits	(1,624)	(208)
Accounts payable and accruals	50,126	28,381
Deferred contributions	(35,191)	(150,859)
Increase from operating activities	166,467	54,191
Increase in cash	166,467	54,191
Cash and short term investments, beginning of year	829,414	775,223
Cash and short term investments, end of year	\$ 995,881	\$ 829,414
Represented by:		
Cash	\$ 489,032	\$ 315,715
Short term investments	506,849	513,699
	\$ 995,881	\$ 829,414

See accompanying notes to the financial statements

Times Change Women's Employment Service Inc.

Notes to Financial Statements

March 31, 2026

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, 2026

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 received 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 2.00% and matures July 2026. 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, 2026

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.

	2026	2025
Balance, beginning of year	\$ 35,191	\$ 186,050
Less: amount recognized as revenue in the year	(35,191)	(186,050)
Add: amounts received related to next year	-	35,191
Balance, end of year	\$ -	\$ 35,191

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, 2026.

2027	\$ 138,004
2028	144,209
2029	144,209
2030	144,209
	\$ 570,631

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 \$17,382 (2025 - \$17,767). The contributions were made for current service and these have been recognized in expenses.

Times Change Women's Employment Service Inc.

Notes to Financial Statements

March 31, 2026

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 (2025 - \$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.

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Join our corporate partners, donors, and members who help us break down the barriers women face gaining employment.

Donate

100% of your donation supports free programs and services that help women find employment.



timeschange.org/donate/

Become a Member

Join our collective goal of achieving economic and social equality for women.



timeschange.org/become-a-member/

Corporate Partners

There are many ways your industry expertise helps us connect women to opportunities.



timeschange.org/become-a-corporate-partner/

Employer Partners

Our Employer Service Consultants connect employers to qualified, job-ready candidates.



recruitment@timeschange.org



Canada



Ontario



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Canada



Charitable Registration Number: BN 11926486RR0001

📍 2 Carlton St. Suite 701, Toronto, M5B 1J3

🌐 www.timeschange.org

✉ women@timeschange.org

☎ (416) 927-1900