



IAN MARTIN

Stewardship Council Annual Report FY 2021



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Purpose and Mission

" Purpose-driven organizations bound by values are stronger than profit-driven organizations bound by rules."

Alexander Den Heijer

Ian Martin's mission is to connect people in meaningful work - but we know there are very real barriers that people face when looking for and securing meaningful work.

The Ian Martin Stewardship Council works to ensure we maintain accountability, so that more people can have equitable access to meaningful work.

We are committed to ensuring Ian Martin is a force for positive change today and in the future.

Financial Review

We gave \$158,970!

Ian Martin employees have done an amazing job this year giving to some amazing causes! Thank you to everyone who donated and volunteered!

\$11,237

Employee
Giving

\$7,285

IMG
Matching

\$140,448

Company
Funds

Designed to Give



We are proud of the contributions Ian Martin employees have made to worthwhile organizations around the world. Beyond volunteering 370 hours, here are some of the highlights from 2021:



You generously gave:

- \$3,495.87 to UNICEF for India - to increase access to oxygen/testing
- \$1,115.34 to the Indian Residential School Survivors Society
- \$605.00 to the North Halton Kitten Rescue
- \$568.55 to the SickKids Foundation
- Plus more than **65** other charities!!



Stewardship in Bangalore



Even while suffering through the hardships of COVID-19, our employees in India purposefully gave their time and funds!

Why we exist: We exist to build long term relationships with many new organizations for better growth and to leverage our skills to help others.

Noteworthy volunteering project:

Angel's orphanage - We have donated one month's grocery to the kids.



Helping the needy - We had identified 5 families who were really in need of support during the second wave of COVID. We donated ration kits for the families.

Bcorp Week with Vidya Poshak (Coach connect program) - We connected with 30 students and provided 1:1 coaching on career planning.



738
Borrowers in
47 Countries



\$7,050 of loans
from Ian Martin
Group's funds

KIVA MICRO LOAN PROGRAM

Overall, since the launch of our partnership with Kiva, Ian Martin Group has funded **\$100,175** - 2x the impact of our initial deposit!

12,957 borrowers have been reached in **84** countries!

THIS YEAR

86% of borrowers were female entrepreneurs

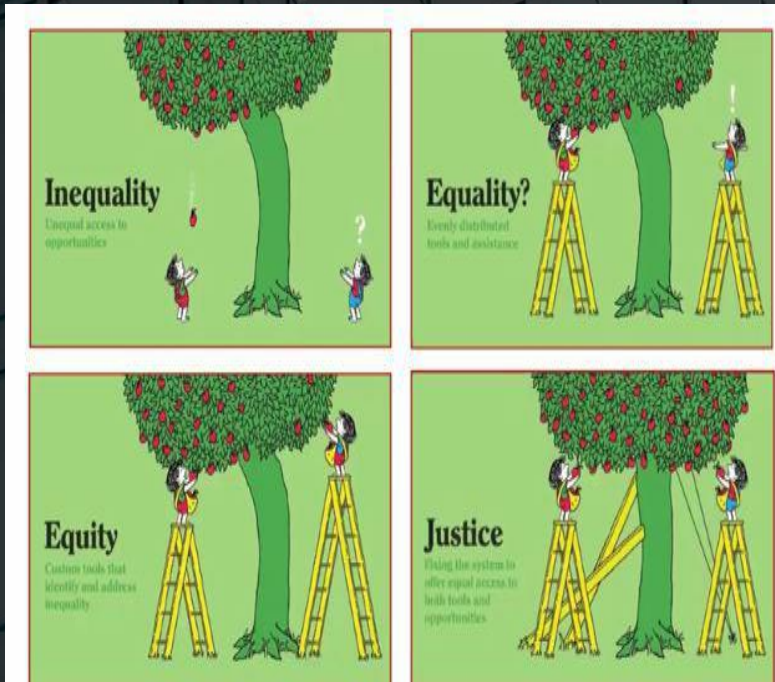
39% of loans supported agriculture work

25% of loans were to borrowers in Kenya

JEDI at Ian Martin

What is JEDI; what does it stand for; and why is it important?

JEDI is an acronym that stands for Justice, Equity, Diversity, and Inclusion. JEDI is a practice that strives through action and collaboration to make communities more diverse, inclusive, equitable, and ultimately just.



JEDI Initiatives at Ian Martin

So far at Ian Martin, we have 7 groups working in tandem to tackle issues from a JEDI lens with the hopes of creating just systems within our organization and our community.

Fairness

Work/Life
Balance

Diversity

Decision
Making

Voice

Parental
Leave

Belonging

What can you do?

Look out for our posts on Teams! We are running workshops, GDMs, and posting about webinars and training materials constantly. This is all for you, we heard you and we are listening.

Give us your feedback! Let us know if the initiatives, events, and communications that we putting out are impactful, are you learning? Is it helpful?

If you are passionate about this work, reach out. We are always looking for new faces and voices who have different perspectives of making an impactful difference.



\$104,000



9 Nonprofits

Ian Martin Meaningful Work Foundation 2021 Grants

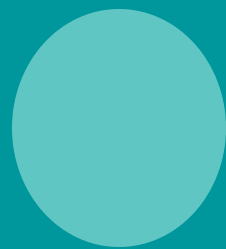
Ian Martin's mission is to connect people in meaningful work. And we know that COVID-19 has created even more obstacles for people looking to secure meaningful work.

With Ian Martin's Stewardship Council and our Meaningful Work Foundation, we are so proud to be able to do our part to help bring the dignity of employment to those who might not otherwise be provided such opportunities.

This year, Ian Martin is giving grants to nine organizations in three countries, totalling more than \$104,000!

This is our most significant contribution to date! We are super happy to be partnering with a wide range of non-profit organizations that provide access to basic needs, skills training, and/or employment opportunities.

Across Canada, in Uganda and in Guatemala, these charities are helping individuals—including single parents, BIPOC youth, intellectually disabled people, former inmates, as well as newcomers, for instance – with life-transforming opportunities. Together, we are breaking down barriers to employment.



2021 Recipients



The MWF funds will cover tuition for one program participant to complete their final year of studies at Sheridan College in the field of Human Resources for one year. In addition, the funds will cover basic needs for other single parents studying including transportation and childcare.



The MWF funds will create 20 spaces for the Frontburners Youth Kitchen/Catering Careers program, an 8-week culinary training program for BIPOC youth facing barriers to employment.

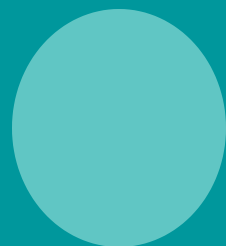


The MWF funds will support the Reside program, allowing 40 people experiencing barriers to employment with trades training opportunities. This will support the construction of three units of affordable housing, and provide homes for at least 10 Indigenous women and children at risk of homelessness in Winnipeg.



Options Mississauga provides innovative employment strategies to individuals who have an intellectual disability. Our grant will allow the organization to purchase an industrial shredder which will create multiple job opportunities for intellectually disabled adults.





2021 Recipients



The MWF funds will support their Leg Up program by providing work experience, life and skills training, and meaningful job opportunities for newcomers to Canada, youth, and other individuals facing barriers to employment.



The MWF program will support the employment search efforts of those leaving prison and reintegrating back into the community.



Lil E Coffee Café is in downtown Calgary. Most of their workforce is made up of individuals who have intellectual and developmental disabilities. The bulk of their current staff have never had employment despite endless efforts. The funds granted will allow Lil E to hire more staff and provide dignity in the form of a purposeful job to those who struggle to attain one.



ACTS exists to partner with communities to deliver the life-giving benefits of clean water, including hygiene and sanitation, in Uganda. The grant received will go to the Nyakigyera Project which, among other things, will offer a soap-making workshop for community members, supporting them to register as a cooperative through which they can sell their soap for income.



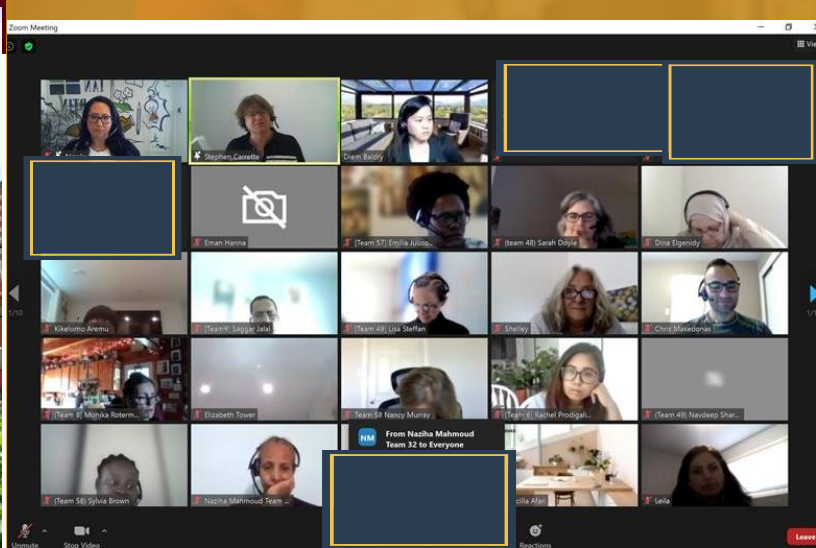
The Precious Products Women Co-op will teach mothers to create their own all-surface disinfectants and guide them through understanding the techniques to develop sales and negotiation skills, allowing them to support their families financially and create self-sufficiency.





B-Corp Week!!! 2021

Connecting in
new and
meaningful ways



HELLO TO OUR NEW STEWARDSHIP COUNCIL

We are so excited to present to you the members of our Stewardship Council for FY21/22! So excited for what's to come this year!



Diem Baldry
Chair



Sydney Weston
Incoming Co-Chair
/ Volunteer Lead



Kelsey DeGraaf
Incoming Co-Chair
/ Communications
Lead



Kate Masson
Advisor



Scott Fairley
Secretary



Carolyn Bensilman
Partnership Liaison



Lindsay Thompson
Better Business
Lead



Priyanka Shetty
India Chair



Yogendra Tarkar
Incoming India Chair



Ted Clarke
Incoming Volunteer



Rustann Steele-Yeo
Incoming
Partnership Liaison



Vanessa Sevigny-Champagne
Incoming Better Business



Ayesha Khan
Incoming Better
Business / Secretary



Jennifer Kennedy
Incoming
Communications



What it felt like to be on Stewardship Council

VOICE
GRATITUDE
Growth
POSITIVE
ENERGY
EXCITEMENT
TOTAL
HAPPINESS



Jillian Goltz
Chair



Sophia Sephali
Bangalore Chair



Sandra Zielinski
Communications Lead



Haroon Alvi
Secretary



Shantel Sinclair
Better Business Lead

Most Memorable Moments

Meaningful Volunteer Program (MVP) Grant process
Stewardship kick-off at Yonge Street Mission
Meaningful Work Foundation Grant process
B Corp Conference in Los Angeles
Angel's Orphanage
Old Age Home
Ashraya School
Vidya Poshak
IMG Coach Connect
Stewardship Monthly meetings