

# FY20 Stewardship Council Annual Report





Purpose & Mission

Finance

Meaningful Work Foundation

Stewardship in Bangalore

BCorp Week

Council

August 1 2019 - July 31 2020

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13	14	15	16	17	18
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# 01

## Purpose & Mission

We are the Stewards of connecting our company and community.  
We see a world with each and every person pursuing meaningful work.  
We break down barriers to employment.  
We take initiatives in working towards the goal of making the world a better place, and hold ourselves accountable to being a Certified B-Corp Organization.



Business for Good

# Total IMG Giving!



## Including:

- Employee Giving!

\$14,958



- IMG Matching!

\$12,327



- Company Funds!

\$50,400



**FY2020**



# Kiva Micro Loan Program



**100% Funded**

Total loan: \$2,675

## Adama T's Female Farmers Group

 Masaprr Village, , Sierra Leone / Agriculture

A loan helped to pay for improved seeds, organic inputs, and a tractor rental, which will allow these farmers to escape subsistence by farming a larger area with a higher yield.

### Adama T's Female Farmers Group's story

Adama (first from right), the featured borrower of Adama T's Female Farmers Group, would like to sincerely thank all of the Kiva lenders for their first loan. The loan enabled the group's members to break free from the local lenders, who were charging them nearly 100% interest. As a result of that loan, all group members have fully recovered their businesses, have repaid the first loan, and are successfully farming again.

The group is now seeking a second loan to expand further. The profits will be used to ensure that all members' children go to school. Profits will also be used to create a support fund for young female farmers to help them get their start in business.

Your Donations  
=  
Impact 

# 2019 Ian Martin Meaningful Volunteer Program Highlights

Last Year, we announced the two winners of Ian Martin’s annual Meaningful Work Volunteer Program, Jessica Meaney and Chris Kennett.

Ian Martin’s Meaningful Work Volunteer Program offers up to \$10,000 for Ian Martin contractors to take an international volunteer trip of their choice to make the world a better place. In 2019 we awarded two contractor volunteer trips, both of which took place this past October. Jessica Meaney headed to Cambodia to participate in a Habitat for Humanity Global Village project, and Chris Kennett headed to Peru with Calgary-based Light Up The World to provide solar photovoltaic systems in rural communities without access to electricity.



“ Meaningful work means working for something beyond yourself and providing benefit for others. By helping to build this home, we were literally building the foundation for these families to experience meaningful work themselves – they are now able to have a safe home, enabling them to have better opportunities to help their families and their communities. ”

- Jessica Meaney



“ The most meaningful part for me was the fit for purpose of the installation. The solarphotaic system is designed to last 15 years or more. When we were done and you see that every room had lighting and the school was able to bring in laptops and projectors for education, it was really a fit for their needs. I’m happy that the children will get so many years of benefit from our work. ”

- Chris Kennett



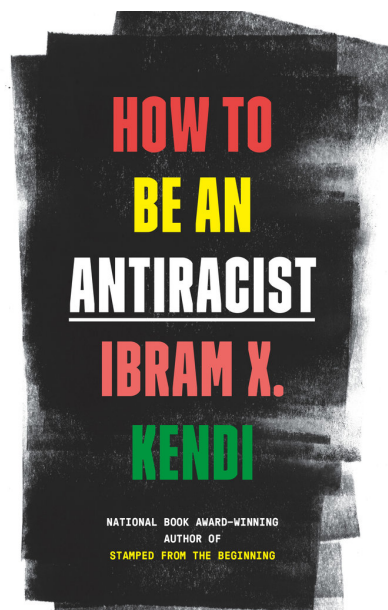


“ Through its recruiting and hiring services for engineering, technology and other industries, Ian Martin Group has a mission to connect people in meaningful work and to help companies “hire better.” As a 2019 Best For The World: Workers honoree, the Certified B Corporation based in Oakville, Ontario, stands out for encouraging employees to act as stewards — of their applicants’ careers, their clients’ projects, their communities, and their surrounding environment.

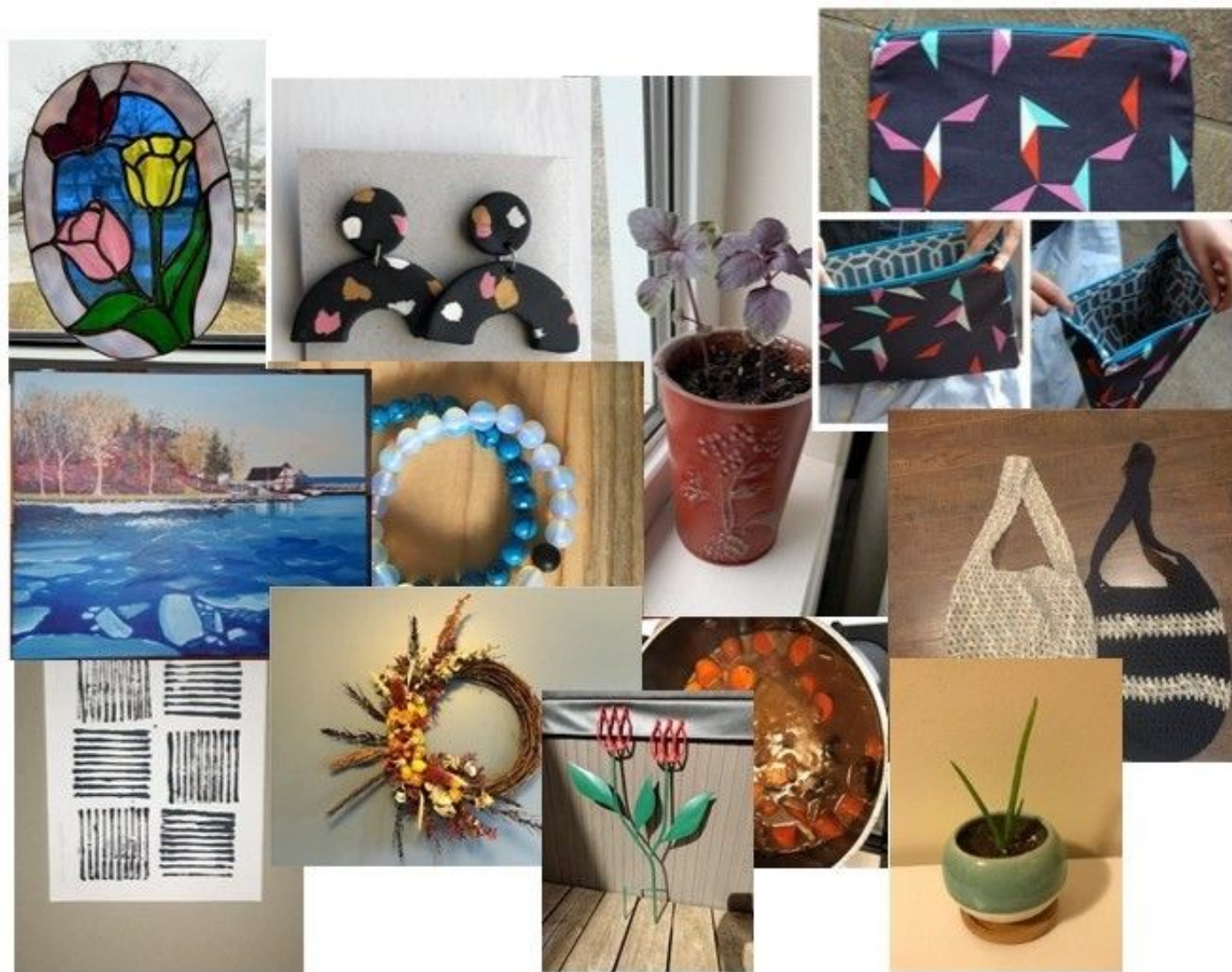
- B The Change

### Book Club!

This year, various Ian Martin employees came together and started How To Be An Anti-Racist Reading Group! With a thirst for love and change they read *How To Be An Antiracist* by Ibram X.Kendi. Throughout reading the book they engaged in discussions and many learning opportunities focusing on openness and vulnerability!



## The Caring Through Creativity Auction



**The Ian Martin Meaningful Work Foundation** exists to break down barriers to meaningful employment for more people. We partner with organizations who are business-aligned and are looking for more than just donations - we are seeking true partnership through thought exchange, volunteer opportunities, and mentorship.

There's no doubt about it - we're living in difficult times, and everyone is feeling it. But the socio-economic impacts of COVID-19 are hitting our society's most vulnerable people the hardest, and businesses have a role to play to help. That's why the Ian Martin Meaningful Work Foundation is holding our values and mission strong and funding 8 community organizations in 2020 that not only are breaking down barriers to employment, but are pivoting their missions to life-saving initiatives in this time of great need.

We are beyond delighted to introduce our 6 grant recipients for 2020: Yonge Street Mission, Canadian Council for Aboriginal Business, Citizens Foundation Canada, Home Suite Hope, Jake's House, and Spectrum Works. These organizations join our roster of ongoing multiyear partnerships with Plan International Canada and Windmill Microlending. From providing equitable access to basic needs, education, and employment opportunities, these 8 organizations are transforming their communities in immensely impactful ways and we could not be more proud to partner with them!



In a given year, there are at least 35,000-40,000 youth experiencing homelessness in Canada. Yonge Street Mission (established in 1896) is a vibrant, local development agency which is leading an inspiring movement that goes beyond meeting immediate needs by offering holistic programs and a pathway that can transform the lives of people living with poverty in Toronto, including street-involved youth, families in need, and adults overcoming multi-generational poverty.



The Canadian Council for Aboriginal Business (CCAB) is a national non-profit organization whose mission is to foster sustainable business relations between First Nations, Inuit, and Métis people and Canadian Business. Through striving to achieve this mission, the CCAB also aims to grow a diverse and prosperous Indigenous business community.





Children, and especially young girls, are among the world's most vulnerable populations. TCF Canada is committed to deliver quality education to children and offers a model for how education systems with similar challenges can achieve inclusive and equitable quality education for all.



In the Halton region of Ontario, single parents spend approximately 45% of their income on shelter alone. Single parents face extreme barriers to employment that enables them to achieve financial stability and independence. Home Suite Hope unites a network of vital support services for single parents and their children to encourage and support them as they journey from poverty to stability.



Jake's House was established to provide meaningful support to families living with Autism across Canada. By spending quality time together, individuals with autism and mentors share meaningful experiences and build relationships, thereby fostering an increased sense of inclusion, confidence, and improved social experiences.



A staggering 86% of adults with Autism are unemployed. Established in 2017, the annual Spectrum Works job fair, which takes place in Toronto, Richmond, B.C. and Montreal, aims to break down barriers for people with autism spectrum disorder (ASD) in order to give them the chance to find meaningful work.



# 08

## Stewardship In Bangalore

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"Volunteering has given us an opportunity to change people's lives, including our own."

Farhaz Pasha

### Why We Exist

Our goal is to build long-term relationships with new organizations to aid in their sustainability. We leverage our skills and talents to volunteer our time in non-profits by helping them build and sustain their capacity to successfully achieve their missions.

### How We Do It

Volunteering provides a great learning and rewarding experience by playing a role in someone else's life and helping people who may not be able to help themselves.

### What We Did

Belgaum Flood Relief Project  
Angel's Orphanage  
Belaku Vriddhashrama (Women's Old Age Home)  
BCorp Week - Bangalore Coach Connect for Vidya Poshak



**Belgaum Flood Relief Project:** donated monthly groceries and clothing

20 families  
100 people



5000 donated

**Belaku Vriddhashrama:** bought groceries and fruits

1 child sponsored

3200 fundraised

**Angel's Orphanage:** donated 8000 rupees to sponsor one child's school fee



29 students coached



**Vidya Poshak:**  
BCorp Week - IMG Coach Connect: 21 volunteers provided a total of 53 hours of 1:1 coaching to help students with career planning

Business

for Good



09

# Virtual BCorp Week North America & Bangalore

7 Organizations helped

73 Volunteers

235 Volunteer Hours

## How We Helped



## Who We Helped



THE GLOBE PROGRAM



## BCorp Week

Every year we take a break from business to do good in our communities through meaningful, hard work. It's a chance for us to honour our status as a Certified B Corporation, and celebrate our efforts toward making business a force for good for our communities and for our planet.

However, on March 16, 2020 the restrictions due to COVID-19 required our Volunteer Team to pivot quickly to allow for socially distanced opportunities.

Here's a video to show you some of the highlights:



Business

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Shantel Sinclair



Haroon Alvi



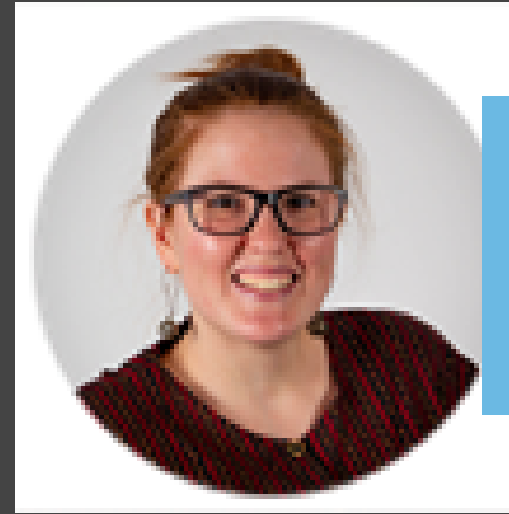
Sandra Zielinski

“ I am most looking forward to working with such an amazing group of individuals, and being a part of a team that helps to connect those around us in meaningful work. ”

“ I joined Stewardship to make a notable change. ”



Kelsey DeGraaf



Lindsay Thomson

“ I'm looking forward to working and learning with this amazing group of people to bring new opportunities for good for both Ian Martin and the greater community. ”





Kate Masson



Scott Fairley



Jillian Goltz



Sydney Weston

“ Looking forward to causing a surge in non-monetary contributions by capitalizing on the internal assets we already have – the year is unprecedented but this team is ready! ”

“ I'm so excited to be on the Stewardship Council this year, in particular this globally challenging year, to creatively be a part of giving our time, talents and resources to making the world a better place, to honour the legacy and the impact IMG has had with it's Stewardship in the past, and to continue beam the Stewardship light bright enough for the future to see its glow. ”



Kirsten Riebel



Priyanka Shetty

“ We are more isolated than ever due to the pandemic but there are still ways to stay connected and make a difference in our community. I am looking forward to creating/explore a lot more virtual opportunities and making donations to non-profit organizations. ”





“ What I’m most looking forward to about Stewardship this year is the opportunity for our council to make meaningful partnerships with our communities by using our heads, our hearts and our hands. ”

Diem Baldry



“ Stewardship generates a tremendous ripple effect of positive impact on individual lives and organizations who serve people in need. I look forward to shining a light on the good works that IMG supports financially and through volunteer hours and together we can turn ripples into waves. ”

Carolyn Benslimane

“ What I am looking for this year is to help one another in whatever way possible with the current situation showing more love, care and being affectionate so I would say: ”

“As you grow older, you will discover that you have two hands — one for helping yourself, the other for helping others.”



Sophia Shefali

“ Being a part of Stewardship Council this year, I am looking forward to making an impact outside of our regular day to day business activities. I believe we can all make an impact outside of the confines of our job description, and being a part of a company like Ian Martin, we are gifted with the opportunity to do so. “Connecting People in Meaningful Work” echoes off the walls of Ian Martin, as we strive to deliver this to our clients. I believe that Stewardship Council provides us with the platform to find meaningful work as well— and to me this is truly special. ”



Chanvir Khatkar