

Working with Purpose

Your Stewardship Council Annual Report



RAISE **FY2023**

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FY2022 Stewardship at a Glance



\$280,000

funded towards grants volunteer programs,
and charity events



\$4,300

in employee donations -supporting over
30 non-profit organizations



683+ Hours

volunteered by employees across 15
different charity events



13 Orgs

Supported via our Meaningful Work
Foundation Grants



Support

for three contractors and two internal employees
with our meaningful Work Volunteer Program

B-Corp Week Events!

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

For B-Corp Week on June 19th - 23rd, our employees collectively volunteered 77 hours in the following events:

- We personalized water bottles for students for Loving Arms
- We put together bookshelves that were repurposed to side tables at the Furniture Bank
- We prepped the community garden at Home Suite Hope's Blueberry Fields
- We used satellite imagery to remotely trace roads into the Open Street Map for Missing Maps
- We gave blood with the Canadian Blood Services



Your 2023 Meaningful Work Foundation Grant Recipients

Every year, the Foundation distributes 10% of Raise's annual profits to charitable organizations that break down barriers to employment.

This year, we are giving close to \$200,000 to Canadian charities who are doing great work across Canada, Guatemala, Uganda, and Pakistan. They are helping survivors of domestic violence, youth at risk, individuals affected by substance use disorder, adults with intellectual disabilities, Indigenous women, farmers in Uganda, communities in Guatemala, newcomers to Canada, underserved children in Pakistan, and pregnant and parenting youth.

We are establishing meaningful partnerships with these charities, as we work together to bring meaningful change to people's lives.

Options Mississauga Print and Office Services (1) With the grant funds, Options Mississauga Print and Office Services aims to develop their garden project, create employment opportunities for intellectually disabled individuals, and provide valuable training and skill-building experiences.



Michael House Pregnancy and Parenting Support Services

(2) The funds will cover the costs of qualified instructors for resume writing and interview skills development, as well as childcare services during the classes. The goal is to empower single mothers, enabling them to access meaningful employment and achieve financial stability.

Loving Arms Association (3) The grant funds will be utilized to improve the lives of underprivileged families in rural Guatemala through the construction of a chicken coop and provision of poultry equipment (feeders, drinkers, brooders, and vaccinations).

Raising the Roof/Chez Toit (4) The grant awarded to Raising the Roof will be used towards covering trainee wages, training materials, and supervisor salaries for their Reside Program which renovates vacant properties into affordable housing.

Fresh Start Recover Centre (5) This financial support will help sustain the employment of qualified counsellors who play a crucial role in assisting individuals affected by substance use disorder. In addition, the grant will contribute to the acquisition of necessary program materials to enhance the effectiveness of the recovery programs provided by the organization.





Youth Employment Services (6) These funds will be allocated towards wrap-around supports for disadvantaged youth, ensuring they have access to essential resources such as food, hygiene items, clothing vouchers, Wi-Fi support, laptops, and mental health services.

Nisa Homes (7) This grant will be invested in their life-skills program and mental health program to support women and children facing intimate partner violence, homelessness, poverty, and forced resettlement.

Furniture Bank (8) The funds provided by Raise will go towards trade training, mentorship, and comprehensive support services for individuals from equity-deserving backgrounds.



The Citizens Foundation of Canada (9) This funding will be used towards the Classroom Support Funds to cover expenses of running five classrooms to provide education for 150 students and employment for five women teachers, for underprivileged children in Pakistan.

Making Changes Association (10) This grant will allow immigrant and Indigenous women in the Calgary area to complete technology training, and obtain gainful employment in IT.

African Community Technical Services (11) ACTS will use our grant to support the development of training curriculum for entrepreneurial initiatives, deliver training to community-based organizations, provide seed funding for start-ups, and offer ongoing technical support.



The Raw Carrot Soup Enterprise (12) The funds allocated to The Raw Carrot Soup Enterprise will support their product development initiative, including research and development with a consumer-packaged marketing company, salaries for kitchen staff to test and develop new products, development and testing of packaging materials, and product promotion and launch.

Junio Achievement (JA) of Central Ontario (13) This funding will cover the expenses of running a program that focuses on financial literacy, entrepreneurship, and work readiness for a group of 20 high school students.

Our B Lab Partnership

We are a part of the movement of businesses transforming the global economy to benefit all people, communities, and the planet. We are the only large scale contingent staffing firm in North America that is a B Corporation.

We provided \$100,000 USD to B Lab this year, the non-profit that stewards the B Corporation standard and movement. With this money, we are helping to shift our global economic system from helping only the few to benefiting all, from concentrating wealth and power to ensuring equity, from extraction to regeneration, and from prioritizing individualism to embracing interdependence.

Our Current Long-Term Partners - Plan International and Windmill Microlending

Beyond our annual grant recipients, the Stewardship Council is currently supporting Plan International and Windmill Microlending in multiyear partnerships. This year, we provided each with \$15,000.

Our monies to Plan International, a development and humanitarian organization, are going to their efforts in New Delhi.

Windmill Microlending is a charity that offers microloans to help skilled immigrants and refugees continue their careers in Canada. Windmill is Canada's largest microlending program for immigrants and refugees.

Meaningful Work Volunteer Program

The Raise Meaningful Work Volunteer Program (MVP) was created to allow contractors and employees to pursue meaningful work either locally or abroad. The selected winner of the program receives up to \$10,000 to fund their experience with a Canadian charity. This year we have selected three contractors and two employees to use their skills and expertise to break down barriers and help others.

- **Femi-Collins Adeyemi** is a Regional Security Inspector with Enbridge. Femi volunteered with the Canadian charity, **Heart for Africa**, for two weeks in July. He used his experience and skills in security, risk management and asset protection to help this charity's orphanage. Located in the rural area of Eswatini, South Africa, the Heart for Africa runs an orphanage that cares for about 360 children who are all under the age of 11 on a 1,000-hectare farm.
- **Parker Galesloot** just completed a 12-month co-op placement with Enbridge as a Sustained Business Optimization Student. Parker will be going to Peru for 10 days with the charity, **Light Up the World**, to help with their international solar power project. Light Up the World is a Canadian charity and development organization dedicated to powering opportunity by providing access to energy and life-changing technologies.



- **Lara Malak** is a registered dietician who worked as a COVID case manager with Ontario's Ministry of Health for 16 months. She is travelling to Guatemala for two weeks in October with the **Heart & Hands Foundation** to install fuel-efficient vented stoves. Currently families are still using open air stoves, which can cause eye diseases as well as deforestation. Heart & Hands Foundation is a Canadian charity that creates sustainable programs in health and wellness, infrastructure, and education to enhance the quality of life of the Mayan people in Guatemala.
- **Shannon Mitchell** is a Raise employee on the Finance team and has over seven years of volunteer experience with the **Loving Arms Association**. In 2024, she will travel to Guatemala to build and maintain the school structure, aid in food distribution and help run camps for the youth.
- **Srila Mundlur** is a Raise employee on the Contractor Success team. Combining her love for volunteering and animals, she is heading to Thailand in January 2024 to aid in a diving and coral reef protection project run by Projects Abroad. She will carry out underwater surveys, coral propagation as well as take part in land-based initiatives within the community.



Stewardship in Canada

Home Suite Hope - Blueberry Fields

Volunteered at the Blueberry Fields to help winterize Home Suite Hope's community garden which feeds local families who are enrolled in Home Suite Hope's on-the-road-to-employment program.



YES Resume Clinic

Conducted a virtual resume clinic to review resumes with youth Employment Services.

November Fundraiser

Employees raised over \$2,000 to support The Distress Centres of Greater Toronto and the Centre for Addiction and Mental Health (CAMH). Both organizations play a crucial role in providing emotional support and crisis intervention for those with mental illness.

ONE NIGHT - Raising the Roof

Employees raised over \$300 to support Raising the Roof's new fundraising event "ONE NIGHT", to help prevent and end homelessness in Canada. Employees slept in their cars for one night to experience what hundreds of homeless Canadians experience each night.



Home Base Softball Tournament - Raising the Roof

Raise's Do Good Team participated in the "Home Base Softball Tournament" and raised over \$1,600 to renovate five single family houses into 10 units of affordable housing in Sudbury Ontario. Sudbury Reside Project has a double impact, preventing homelessness not only by the creation of new units of affordable housing, but also by connecting people who are at risk of homelessness with construction careers.



YES Donor & Volunteer Appreciation Breakfast

Attended an event to meet donors and entrepreneurs who started their own small business with the support of YES. Trianna, received the award for entrepreneurship. With YES' programs and support, she was able to start her own cleaning service. Chris was recognized and received the YES award of empowerment. He spoke about how moving back to Canada came with hardship, some of which was difficult to overcome. But with the help from YES, he overcame many of those obstacles. Marquyse won the award of apprenticeship. He found that the education he received in Barbados was not acknowledged here in Canada. When he moved to Ontario, he found it difficult to find employment. With the help from YES, he was able to find an apprenticeship that he is passionate about.



Stewardship in India

Despite the move to work 100% remotely, our team in India has remained committed to giving back to communities in Bangalore.

This year, we:

- Volunteered at the Kidwai Cancer Institute and sponsored mammography tests for 50 underprivileged women, visited the children's ward and donated some gifts.
- Volunteered at Angels Orphanage in Bangalore, celebrated children's day and donated funds to help with essential groceries and hearty lunches.
- Partnered with the Nithya Haridhyarna Foundation to plant 72 trees in schools in Makali, Bangalore on World Environment Day.
- Partnered with the Parivarthanum Foundation to distribute sports shoes to students with physical disabilities.
- Distributed sanitary pads and grocery kits to families residing in the Devarachikkanahalli slum.
- Distributed student uniform accessories at the Government School Hombegowda Nagar and Shantinagar.
- Provided financial assistance for annual academic school fees for children and administrative staff.



Stewardship in Ghana

Despite the Ghana team being only two years old, the stewardship team hit the ground running and organized the following stewardship events throughout the year:

ReadCamp22

- Partnered with a local nonprofit “Mother of all Nations Foundation” to read to children in their literacy program and donated 200 books.

Time with the orphans

- Engaged with orphans at the Osu Children’s Home and donated clothing, toys, shoes, and food.

Menstrual Hygiene Program

- Organized a menstrual hygiene training program for 150 girls in Accra and Tamale, Ghana.
- Raised \$440 to purchase 150 reusable and 150 disposable menstrual pads.





Our PAR Engagement

Having been in the recruitment industry for over 65 years, we identified a large gap in opportunity for Indigenous peoples in our line of work. Working with two internal Indigenous consultants, as well as consultations with several Indigenous nations across Canada, we have worked over the last two years to build out an experiential training and employment program to train and employ Indigenous recruiters at our company. We currently now have two full-time, trained and amazing recruiters as part of the first year of this program.



Habitat for Humanity Team Build Event October 2022

Last Fall we had 26 volunteers sign up to assist in building seven single dwelling homes for members of the Saugeen First Nations community with Grey Bruce Habitat for Humanity.

Link to Habitat for Humanity Team Build Event October 2022:

<https://youtu.be/hk92SnF1cG0>

Jerry Asp, the co-founder of the Global Indigenous Development Trust provided two virtual talks to our company. The first was about Indigenous employment, and the second was on Canada's Truth and Reconciliation Commission to honour September 30th.

Jerry is an Elder from the Tahltan Nation, former Chief and founder of the Tahltan Nation Development Corporation. He is also a founding member of the National Indian Businessman's Association (1981) (now the Canadian Council for Aboriginal Business) as well as the Canadian Aboriginal Minerals Association (CAMA) (1991-November 2013) where he served as Vice President.



Raise's Mission

Our 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 employment. The important work listed herein is about being accountable to the communities in which we live and do business, and to the world, so that more people can have equitable access to meaningful work.

Together, we can use hiring as a force for good in the world.

As the only staffing partner in North America that is a Certified B Corporation and PAR Committed with the Canadian Council for Aboriginal Business, we're changing the way staffing is done - to benefit everyone.

Certified



**This company meets the
highest standards of social
and environmental impact**

Corporation

About Raise Group of Companies

Raise brings more than 65 years of experience to staffing services. We have offices across Canada and the US, as well as in India, Ghana, and Philippines to serve English and French-speaking markets around the world. We provide contractor recruitment and management, permanent placement, direct sourcing, and Employer of Record (EOR) payroll services to our valued clients around the world.



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