



# The Learning Enrichment Foundation



# Annual Report 2025

# Letter from the Board Chair and Executive Director

One cannot comment on the last year without commenting on the divisive changes that have and are occurring across the world. For LEF, with staff and clients from across the globe, the daily news is more than shifting geopolitics, it is family and friends living, literally, under attack. Here at home, in Canada, it is about digesting new and urgent policy frameworks and priorities that are actively being created to insulate us from the disjointed and destructive actions to the south of us. For us all, this time is unsettling to the core. On some days it is hard to focus and concentrate on the day to day that still needs doing.

LEF is in many ways an oasis of sanity and care in a world going mad. Our values speak and resonate more clearly than ever. Our programs in many ways are more relevant than ever. Our community is, without a doubt, stronger than ever. LEF's role is, fundamentally, to cultivate hope, recognizing that hope is closely linked to the ability to exercise meaningful choice. While choice exists in principle for all, LEF's work is directed toward supporting individuals and families to identify, access, and act upon their own opportunities. This work is grounded in humility, attentive listening, and the intentional creation of conditions for empowerment—ensuring that people are able to express themselves, are taken seriously, and are fully heard.

Through this process, individuals develop a genuine sense of belonging, understanding themselves as contributors to something larger than themselves. That sense of belonging becomes the catalyst for purposeful action and entrepreneurship. This has been the story of LEF over the past 45 years,



and in particular this last year. The resilience, voice, action and hope that has emerged over the past year emanates from every page of this report.

This is the story of our community (the former City of York, in particular Mount Dennis and Weston) which is taking control of its future in small but steady ways, for the betterment of all and not just the few.

So, amidst the vitriol that surrounds us, with you all, we celebrate. We celebrate the foundation that is being laid as we speak, for a future we can be proud of.

Peter Frampton  
**Executive Director**

Alex Kroon  
**Board Chair**



# Our Values



## Humility

The patience and the calmness to listen, appreciate, and understand the value each person brings to our community.



## Empowerment

When people feel heard, they feel like they can speak and express their own stories, dreams, and goals.



## Belonging

We all need to belong to something that is bigger than just us. We strive to make our places and spaces safe, comfortable, and welcoming.



## Enterprising

We are made up of the community, individuals, families, staff, and volunteers who create new opportunities every day.



## Tenacity

Our staff and volunteers are stewards of creating an environment where ideas can thrive, and mistakes can be made.

# Our Priorities

## 1. Learning to walk with Indigenous Peoples in the spirit of Truth and Reconciliation

By learning from and walking with Indigenous communities, we support deepening the knowledge of the world and establishing and maintaining respectful relationships with all Peoples, all Nations, and with our shared Mother, the Earth.

## 2. Placemaking and Belonging

We create spaces and places where all Peoples, all Nations can feel a growing sense of belonging in relationship to an expanding understanding of 'community'.

## 3. Sharing our Knowledge

In sharing our wholistic understanding of LEF's journey and posture of optimism in relationship to our values of humility, empowerment, belonging, and tenacious enterprise, we strive to further develop spaces that encourage storytelling and knowledge sharing.

## 4. A Resilient Economy

Strengthening the web of relations is necessary for a truly resilient economy and society. Being connected and understanding our impacts on each other is critical to our economic well being.

## Board of Directors

Kathy Conteh (Vice-Chair)  
Lynn Eakin (Vice-Chair)  
Alex Kroon (Chair)  
Denis Brind'Amour (Secretary/Treasurer)

Laura Albanese  
David Baker  
Bob Churchill  
Bobby Dhungana  
Rod Lewis

Karen Pitre  
Mike Stacey

# From resilience to resolve

Moving from 2024 to 2025 has been like moving from a place of creating and inspiring resilience to a place of steady resolve. LEF strives against confusing global circumstances, toward grounded clarity, with confidence in its relevance and hope in its impact.

In 2024, our theme was “steady as she goes,” which in sailing terms is a reassuring command that means keep going on the current course. It signals calm and confidence, indicating we know where we are and where we are going.

This year, we are as determined and tenacious, having arrived at a brightly resolute state of operations, yet we remain fluid and committed to adjust so long as we can serve our community. This year’s report illustrates LEF’s accomplishments, confirming its strength and commitment.

## Who is LEF?

From the very beginning, we recognized that any influence we produce can only be measured by the lives we help to empower. That empowerment only happens when people feel a sense of belonging, and to inspire a sense of belonging, we established safe spaces in these communities.

Our spaces are the physical manifestation of LEF’s Mission and Values. Our child care centres, for example, are the foundation for serving families, while our “Town Square” - in the heart of LEF’s headquarters - is an intentional gathering place for people to collaborate, celebrate and unite. It’s in these spaces that we share knowledge and create experiences for our community to learn, to connect, and to empower each other to thrive to our fullest potential.

To date, LEF has served thousands of individuals and families across 30 communities in Toronto across many languages. We are by nature entrepreneurial and so seek solutions that build on strengths over identifying gaps and deficiencies. We prioritize the needs of our communities and are tenacious in finding solutions to those needs. Yes, there are challenges. It’s not always easy. But we see ourselves as stewards of the communities we serve, and as stewards, it is our commitment to work with members of our communities to address these challenges.

# Children & Families



## A Year of Change, Learning and Growth

2025 was filled with change, learning, and growth for the Children and Families Department. Through new initiatives, partnerships, and leadership transitions, we have continued to strengthen our commitment to children, families, and educators across our programs.

## Supporting Our Team Through Change

Throughout 2025, we continued our work alongside the Union. While this process is ongoing, it marks a significant shift in how we continue to support and collaborate with our team members.

A commitment to *fairness, transparency, and equity* has been foundational within our organization and this transition represents an important step in strengthening relationships with our educators as we maintain a supportive and respectful workplace culture.



# Celebrating Early Childhood Educators



Child Care Worker and Early Childhood Educator Appreciation Day remains a highlight of our year. This special day provides an opportunity to recognize and celebrate the dedication, care, and professionalism of our teams who work each day to guide and shape future generations.

In 2025, under the theme Care Counts, LEF reimagined how we express our appreciation to educators and child care professionals. The event was designed not only to acknowledge the vital role they play in early learning and child care, but also to emphasize the importance of self-care as foundational to caring for others.

Educators were invited to join colleagues for a celebratory drop-in gathering featuring games, prizes, music, light refreshments, and wellness-focused activities. The day served as a meaningful opportunity to honour the commitment, knowledge, and passion demonstrated across our organization, while fostering connection and well-being among staff.

## Global Learning and Inspiration

2025 also presented us with an impactful learning opportunity through our visit to New Zealand. The experience broadened our understanding of their early years framework, *Te Whāriki*, and allowed us to see firsthand the integration of Indigenous perspectives within curriculum and practice.

This experience was both inspiring and affirming, strengthening our commitment to honouring Indigenous ways of knowing within our own programs and educational approaches.

## Land-Based Learning and Community Engagement

On May 14, 2025, local community and visitors came together to rebuild the Wiigiwaam located behind LEF's Silverthorn Early Learning Earth Centre after it was damaged by heavy snowfall the previous winter.





Our ongoing efforts to integrate land-based learning and seasonal pedagogy into our programs continue to grow. Building capacity takes time, and we remain committed to creating spaces where educators and children can connect with the land, develop gratitude, and foster a deep sense of care and respect for the natural world.

## Professional Learning and Educator Development

Supporting the ongoing growth of our teams remains a key priority for the Children and Families Department. In 2025, multiple workshops were offered to everyone in our department. These learning opportunities provided participants with valuable opportunities for professional dialogue, reflection, and deeper engagement with their pedagogical values and approaches. Additionally, these sessions created valuable opportunities for collaboration, and mutual support, reinforcing our commitment to leadership development and the well-being of our teams.



# Client Engagement



## Belonging Opportunity Community

In 2025, Client Engagement connected with more than 3,000 individuals seeking support across a diverse range of services, including employment and newcomer services, skills and language training, youth and seniors programs, and accessing other resources such as housing, food banks, health and wellness, and other wrap around supports.

Throughout the year, we remained intentional in fostering belonging and placemaking, adapting our approaches to meet the increasingly complex realities faced by our communities. By strengthening collaboration and centering holistic, client-focused practices, we delivered seamless support that empowered individuals to navigate challenges, access opportunities, and thrive.



LEF Connected  
with more than  
**3,000 individuals**  
in 2025

## Newcomer Supports

In 2025, the Newcomer Support Team continued to ensure newcomers felt welcomed, supported, and connected through culturally responsive services, personalized guidance, and community-based referrals. In alignment with IRCC's Needs and Assets Assessment and Referral Services transformation initiative, the team developed an internal assessment tool to strengthen consistency, emphasize client strengths, and support seamless access to programs and resources. Throughout the year, the team focused on empowering newcomers by recognizing their skills and aspirations, fostering inclusive spaces, and helping individuals build social connections, access essential supports, and deepen their sense of belonging within the community.

**Over 800 walk-in  
clients supported**

# Language Training Program

## Language Instruction for Newcomers to Canada (LINC) & Care for Newcomer Children (CNC)

Language Instruction for Newcomers to Canada (LINC) & Care for Newcomer Children (CNC)

Throughout 2025, the Language Instruction for Newcomers to Canada (LINC) and Care for Newcomer Children (CNC) programs continued to create welcoming learning environments that supported newcomer families through language learning, childcare, and community connection. Beyond the classroom, participants were encouraged to build confidence, strengthen relationships, and deepen their sense of belonging within our community.

Through partnerships, cultural experiences, and volunteered activities, learners practiced language skills in meaningful and interactive ways. Conversation circles with University of Toronto students supported communication and confidence-building, while community events and recreational activities created opportunities for connection, cultural exchange, and personal growth.

Seasonal celebrations and enrichment programs, including Conversation Circles, Art & Craft, Computer Essentials, English Lab, Sewing Club, and wellness activities, supported ongoing language development while fostering inclusion, creativity, and community engagement.

Humber River Canoe Experience supported by the ParticipACTION Challenge grant. Students participated in a canoe trip, many for the first time, building connections to each other, to the land, and confidence outside the classroom.



# Employment & Skills

In 2025, LEF's Employment Services team successfully adopted the new Integrated Employment Services model, marking a major milestone in our evolution. Despite the scale of this transition, the team continued to deliver high-quality, client-centered support to 424 individuals seeking employment.

Throughout the year, the employment team delivered holistic, integrated support, working closely with LEF and other training programs to ensure clients had seamless access to skills development and employment pathways. Beyond job search assistance, staff provided essential wraparound supports—including transportation, work-appropriate clothing, and required certifications—removing barriers and empowering clients to succeed. Together, these accomplishments reflect a year of meaningful impact, strong collaboration, and a shared dedication to helping job seekers build sustainable futures.



## Ability Work Experience

The AWE program supported 55 participants through targeted pre-employment workshops that strengthened participants' job-search skills, workplace communication, wellness strategies, and understanding of labour-market expectations. Participants also received individualized 1:1 coaching to refine goals and address personal barriers, along with practical supports such as emergency assistance, accommodations, start-up items, clothing, and essential certifications. Overall, participants gained clearer awareness of their transferable skills and reported increased confidence, moving from isolation toward becoming motivated job seekers equipped with the tools and resilience needed for meaningful employment.

"When I joined the program I felt some lack of direction but I was ready to learn. I learned about workplace culture, technical skills, professional skills, after three months of my placement what has really stuck with me is the confidence, support, inspiration, and network I found here at LEF."

- Marta, AWE Grad 2025

# Launch Your Career

In 2025, Launch Your Career continued to thrive, and support 47 youth in building skills, confidence, and employment readiness. This year we had the opportunity to work with youth who had arrived in Canada within the past six months. Many of these young individuals brought strong educational backgrounds and valuable skills; however, they faced challenges in understanding how to begin their career pathways in a new country. They encountered multiple barriers like limited local work experience, unfamiliarity with the Canadian job market, and lack of professional networks.



The Launch Your Career program has had a significant impact by providing participants with their first industry work experience and helping them take initial steps toward building sustainable careers. By working closely with both participants and employers, the program successfully bridges the gap between talent and opportunity, ensuring that youth are given a fair chance to demonstrate their abilities, build confidence, and integrate into the Canadian workforce.

As the program progressed, it evolved into a unified support system. Participants began to rely on one another for encouragement, guidance, and sharing resources. This “found family” dynamic not only reduced reliance on external social supports but also strengthened peer networks, enhanced workforce inclusion, and fostered a strong sense of belonging and shared accountability.



***We followed ‘Launch Your Career’s’ second cohort on their journey, watch the episodes here!***



# Skills Training

## Alternative Careers in Health Promotion and Education program (ACiHPE)

The ACiHPE program demonstrated strong outcomes, supporting internationally trained medical professionals in transitioning into non-practitioner healthcare roles within Ontario. Graduates secured positions like Clinical Assistants, First Aid & CPR Instructors, Thanatology and Community Coordinators, PSWs, and Pediatric Observer-ship placements at SickKids. These outcomes highlight the strength of the bridge training model in transforming global expertise into workforce-ready skills.'

One of the many success stories from the ACiHPE program:

Remaining committed to rebuilding her medical career in Canada, a participant in the ACiHPE program balanced the demands of parenting while rebuilding a professional career in a new country. Through the program, she deepened her understanding of the Canadian healthcare system, expanded her professional network, and steadily progressed through the licensing pathway. Her journey reflected persistence and resilience as she completed key exams, engaged actively in program activities, and continued strengthening her readiness for practice in Canada. Ultimately, her dedication led to a successful residency match, illustrating both her determination and the value of targeted support programs like ACiHPE in helping internationally trained professionals integrate into the Canadian healthcare system.



"It is a life jacket because when you come to the country, it is not easy to adapt to the Canadian Health Sector. I strongly recommend this program to international medical graduates. It will give you more options and support."

- Steve, ACiHPE graduate



Watch the full testimonial!

# Early Childhood Assistant Training

In 2025, the Flanagan Foundation supported a cohort of the ECA Training Program, an investment that produced lasting outcomes for 11 women and their families. Beyond individual impact, this initiative also strengthened a workforce that is essential to community wellbeing.

The cohort demonstrated exceptional success across key measures:

- 100% program completion
- 11 participants graduated from LEF's ECA program
- 10 graduates secured employment in the child care sector



Building on this success, a new version of LEF's ECA Training Program was launched in 2025 with support from the Ontario Bridge Training Program. The Early Childhood Assistant (ECA) Training for Internationally Trained Educators is designed to support internationally trained professionals in transitioning into early learning roles.

The first cohort of this enhanced program also achieved strong results:

- 14 participants graduated
- 12 secured employment prior to graduation

"I came to Canada in 2023, it was so hard to find a job and get into the system because I only had a certificate from Nigeria. When I started this training I learned a lot of things about communication even with my own children. It has helped me empathize with people, I have a passion for working with children and the placement through this program was just a dream come true for me it was exactly what I wanted to do."

*Bukola | ECA Graduate*



# Warehouse Essential Skills

In 2025, WES launched a new one-week training program designed to equip participants with the skills and certifications needed to thrive in the warehousing and logistics sector. The program provided hands-on training and certification on three lift trucks, alongside comprehensive instruction in industry-required safety standards.

Through strong partnerships with the *City of Toronto*, *North York Harvest Food Bank*, and *Covenant House*, WES trained and certified 42 participants, supporting each individual on their path toward employment.

These collaborations strengthened our reach and ensured that participants facing barriers had access to high-quality training and employment supports. In addition to serving job seekers, WES expanded its certification and re-certification services to more employers across the sector, contributing to broader workforce development and helping organizations maintain safe, well-trained teams. This year marked a significant step forward in building responsive, employer-aligned training that opens doors for participants and strengthens the sector as a whole.



## Bicycle Assembly and Maintenance (BAM)

With generous support from the Peter Gilgan Foundation and collaboration with Bike Collective Training Canada BAM delivered one cohort with 6 participants graduating and 4 securing employment in bike shops immediately after graduation!

“The BAM course was nothing short of amazing. There were only six of us in the class, and the shop had around 100 bikes that we could work on. That gave us hands-on experience with all kinds of different systems and problems. The instructor, Darren Duke, was incredible. His knowledge and the way he taught us - there’s no way I could’ve afforded that kind of education elsewhere. He had so many unique tools too, things I’d never even seen before. It made the whole experience even more engaging. I came out of it with real skills. I can now confidently say, ‘I know how to fix bikes!’ That’s a lot to be able to say, and I’m proud of that.”

Helen, 2025 BAM Graduate

Additionally, BAM supported broader community impact initiatives:

- In partnerships with *Element Fleet Management* and *Duke Heights BIA* we supported the assembly for 135 bicycles that were donated to local children
- We partnered with *Point A* to provide bike tuneups for workplaces, *Toronto Community Housing* and the *Mount Dennis BIA Chalk My Walk* event to provide bike repair clinics for residents and community members.

As a member of *Bike Collective Training Canada* we're building a national pipeline that empowers people of all backgrounds to find purpose, develop skills, and contribute to sustainable, vibrant cycling communities across Canada. In 2025 we continued to advocate for formal recognition of Bicycle Mechanics as an occupation in Canada.



"Each bike is more than a gift - these are our way of building communities and connection. Thank You Chi Meegwetch for the bike! It means so much to us as a family to have been given the opportunity for our daughter to receive a bike! She had to make her own customizations and cannot wait to get riding soon!"

- Debbie upon receiving one of the 135 donated bikes

# Community Well-Being and Leadership

In 2025, LEF expanded its community-focused work through new and evolving initiatives that centred safety, belonging, and collective care. Across families, seniors, youth, and neighbourhood partners, this work strengthened relationships and created spaces where community voices could lead.

## Family Well-Being Program

LEF launched the Family Well-being Program as a new initiative to support parents and caregivers of youth facing increased stress, safety concerns, and systemic barriers in the York South-Weston area. The program focuses on strengthening family connections, early intervention, and culturally sensitive support by fostering strong, ongoing relationships with families. This is achieved through regular workshops, community events, and consistent access to team members, ensuring families remain engaged, connected, and supported. A highlight was the parenting in a new culture workshop:

Our Family Well-Being Team in partnership with *Early Childhood Development initiative* hosted a workshop on parenting in a new culture. Parents shared experiences, exchanged resources, and spoke openly about youth and technology, parenting skills, addiction awareness, and mental health. Families stayed longer than planned to connect, share a meal, and continue the discussion which was a reminder that when the right space is created, community grows naturally.

This new initiative reflects LEF's commitment to supporting families not only in moments of crisis, but in building long-term resilience and stability.



# City-Wide Safety Tables

City-Wide Safety Tables represented an exciting new initiative at LEF this year, as we became the anchor agency for Toronto's West District as part of the City of Toronto's Community Crisis Response Program (CCRP). City-Wide Safety Tables operate across West, Central, and East Toronto, with each region supported by a designated anchor agency to ensure the work remains locally grounded and community-led. In its role as the West anchor, LEF convenes partners, supports resident-led safety networks, and strengthens collaboration among communities, service providers, and City partners to advance coordinated, preventative approaches to community safety.

## 10th Annual City-Wide Safety Table Forum

The 10th Annual City-Wide Safety Table Forum brought together over 120 residents, community groups, service providers, and safety partners. For the first time, the forum was divided into three regional gatherings: *East, Central, and West*. The West Forum focused on elevating civic engagement and showcasing the meaningful work of local safety networks and resident-led initiatives. Key discussions highlighted collaboration, increasing youth agency, strengthening capacity across networks, and recognizing residents as essential leaders in building long-term, sustainable community safety.

## Seniors' Voices on Safety

Throughout 2025, LEF also hosted culturally grounded safety conversations with seniors, including Spanish-speaking and Somali senior groups. These gatherings created welcoming spaces for dialogue in participants' first languages and highlighted safety concerns ranging from transportation and infrastructure to culturally responsive supports. The strong enthusiasm for continued engagement reinforced the importance of listening to senior voices and investing in community-led solutions.



# Community and Placemaking



Community and Placemaking is proud to steward both our physical and digital spaces, ensuring they are *safe, welcoming, affordable,* and flexible for both our internal and external stakeholders. We know our spaces are more than buildings and digital spaces, they are places where our rapidly growing neighborhood can **connect, create, and collaborate.** Through this work, we proudly advance *belonging and empowerment,* two of LEF's core values.

Throughout 2025 we worked closely with Client Engagement to expand programs and partnerships, with Children and Families and Finance to provide support and create automated systems, all while continuing to diligently collaborate with the broader community in taking action against rapid gentrification. In 2025 we also engaged in meaningful partnerships with nonprofit organizations, community leaders, and government agencies to celebrate the remarkable resilience of our community.



LEF hosted over **130** community events in 2025.



Through these collaborations, we hosted *more than 130 events with upward of 1500 attendees* including the *Mount Dennis People's Summit.* We supported Client Engagement with two *youth job fairs* and the launch of the *Family Well-Being Program.*

At the heart of Placemaking is a deep commitment to *listening, organizing, and taking action.* This dedication is reflected in the *Mount Dennis for All Community Action Plan,* a groundbreaking, first-of-its-kind, community-led social, economic, and anti-displacement strategy designed to create meaningful, lasting local impact. *This work stands as a testament to the power of leadership, collective vision, and the voice of community*

# Our Buildings



In 2025, through the stewardship of safe and affordable housing across our three Weston Road properties, we continued to provide individuals and families with the housing stability they need to actively contribute to their community's social and economic well-being.



Looking ahead, we are filled with excitement for the transformation of these properties into **The Quilt**, 14-story mixed-use affordable housing project that will deliver 149 affordable residential units alongside 30,000 square feet of vibrant community space. The Quilt is more than housing, it brings together a welcoming streetscape, community space, and affordable retail, all shaped by 40 years of community vision and input. It will be a welcoming place where our rapidly growing neighborhood can connect, create, and collaborate.

As we move into 2026, we are inspired by what lies ahead and to furthering action-oriented community resilience. Through our newly formed Animation Committee, we will ensure that our spaces at 116 Industry Street and Mary and Martha remain vibrant, collaborative, and reflective of LEF's values. Our work will continue to be grounded in openness, curiosity, and a shared commitment to finding "yes" wherever possible.

By strengthening our IT infrastructure, enhancing responsive systems, and continuing to improve our communication tools including our newsletter and website, we are laying the groundwork for even greater impact. Community and Placemaking is honored to continue to steward spaces where people belong, where they feel seen and heard.

# Communications and Marketing

Aligned with this year's theme of resolve, the Communications and Marketing department remained focused and steady in its efforts. In May 2024, LEF launched its website and employment portal, and throughout 2025 we continued to fine-tune and strengthen these platforms.

LEF's vision was to increase enrolment in childcare programs, improve accessibility to programs and services, create an attractive aesthetic, represent LEF's values, and improve internal and external communications. In line with this vision and our theme, we were able to achieve our goals and recorded the highest number of visitors to the childcare centres' pages. Throughout the year, the website recorded *118,921 total users, of which 118,200 were new users. Of these, 60.8% were female between the ages of 18–35. A total of 9,397 forms were submitted to enrol in LEF's programs, representing a 94.8% increase.*



Moving forward, and in consideration of the changing global climate in technology and communication, including the onset of artificial intelligence and

increasing barriers to community access and connection, we have been conducting surveys to better understand current community needs. We are working on creating automated workflows and systems to improve internal coordination and increase resources for direct community interaction, and we are hopeful to celebrate increased connection and engagement in next year's reflection.

## Technology Services

Tech Services had another productive and collaborative year, supporting departments across the organization and ensuring that families, clients and staff received timely and reliable assistance. *Through the LEF Childcare Parent Portal, 1,780 parents registered their children, and our childcare locations received 5,499 wait-list requests representing 2,026 children. Our automated "Contact Us" system continued to play an important role in helping families navigate registrations, wait lists, and invoices, with 247 inquiries successfully addressed.*



Across Client Engagement, *1,530 clients created profiles using the self-service Welcome Form*, giving the CE team more time to focus on direct client support. The fourth version of the form was launched in 2025, improving usability and efficiency.

Tech Services also supported internal operations by processing *104 automated onboarding requests*, along with *258 additional onboardings for LINC*. Our ticketing system remained a key support channel, *resolving 1,456 tickets*, while the LEF Parent Portal processed *12,671 Square transactions*, ensuring smooth and secure payment experiences. This year also marked a significant step forward in modernizing LEF's network infrastructure, giving the organization a more reliable and efficient technology foundation for day-to-day operations.

Tech Services remains committed to strengthening systems, improving user experiences, and supporting every department across LEF. We will continue to enhance our tools, streamline processes, and provide dependable technical support to help the organization achieve its goals in the year ahead.



# People & Culture

## Patience, Trust, Integrity, and Resilience.

What a year for LEF, our People and Culture team of 6, and our greatest asset, our employees. LEF ended the year *464 employees strong*. We continue to celebrate their successes and provide support in all stages of life; from landing a new job with us, celebrating key milestones in their careers, supporting team members through tough situations, and sending them on their way into a new stage of life like retirement.

2025 saw 34 service anniversaries which are rewarded with a gift card of their choice so they can celebrate in their own style. 25 of them have been with us over 10 years now!

Milestone Years of Service	Number of Employees
5 years	9
10 years	11
15 years	7
20 years	1
25 years	3
30 years	3

Orientation for our newly hired employees is a key element in setting team members up for success. We held 23 orientation sessions and welcomed 136 new and returning employees to the LEF family. Orientation doesn't just stop after the first week, we also bring new hires back together with colleagues from across the organization for LEF's 'Our Culture, Our Direction' program to enable rich discussions and a better understanding of our walk with Indigenous Peoples, our key priorities, our lived values and culture.



We held 23 orientation sessions and welcomed 136 new and returning employees to the LEF family.

We had four employees celebrate a huge step forward into their retirement years with great support from our pension benefit. In 2022 LEF transitioned to a defined benefit retirement plan through the work of the Ontario Not for Profit Network (ONN), who were able to engage OPTrust to support our sector with OPTrust Select pension plan; this is transferrable between participating partners. OPTrust celebrated their 17th consecutive year of being fully funded in 2025! This provides comfort to our retirees in knowing they have a strong pension plan on which they can rely.

Congratulations to our 2025 retirees:

Retiree	Department	Years of Service
Osamudiamen Aras Egharevba	Children and Families	23
Nasrin Kabir	Children and Families	4
Shahira Abdel-Nour	Children and Families	26

Health & Safety is a priority to keep our teams as safe as possible. We provide support through a dedicated resource who looks after leaves, return to work plans, policies, joint Health and Safety committees and awareness days.

We continued to move forward and updated key policies in 2025 to maintain compliance with new Employment Standards, the Occupational Health and Safety Act, and Human Rights laws. We also revised our policy on Diversity, Equity and Inclusion.

Our walk with our new union partner CUPE local 5575 finds us in the process of navigating the bargaining of our first collective agreement and hiring a Labour Relations Specialist to support both bargaining and day-to-day education for and with our management team to set ourselves up for success post ratification.



# Financials

OUR FINANCIAL STEWARDSHIP ENABLES US TO INVEST IN PROGRAMS AND SERVICES THAT CREATE LASTING IMPACT IN OUR COMMUNITY.

## CONDENSED STATEMENT OF FINANCIAL POSITION

December 31

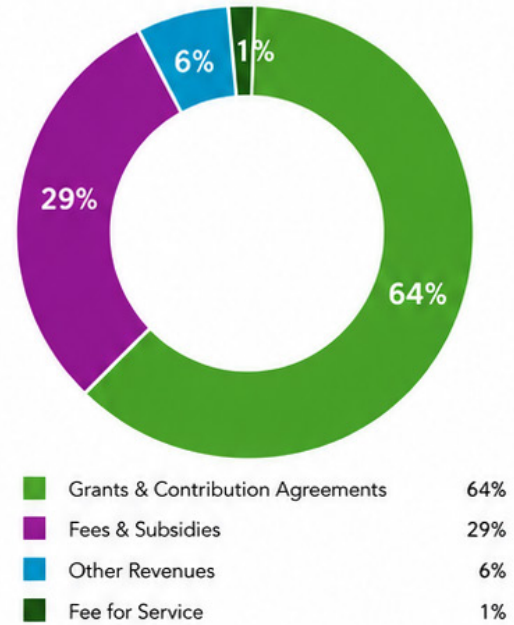
	2025	2024
<b>ASSETS</b>		
Current Assets	4,099,693	4,448,090
Property and Equipment	10,659,462	10,491,538
<b>Total Assets</b>	<b>14,759,155</b>	<b>14,939,628</b>
<b>LIABILITIES AND NET ASSETS</b>		
Accounts Payable and Accrued Liabilities	4,090,552	6,828,475
Deferred Contributions	6,948,599	6,609,757
Loan Payable	2,260,000	1,207,571
Net Assets	1,460,004	293,825
<b>Total Liabilities and Net Assets</b>	<b>14,759,155</b>	<b>14,939,628</b>

## CONDENSED STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

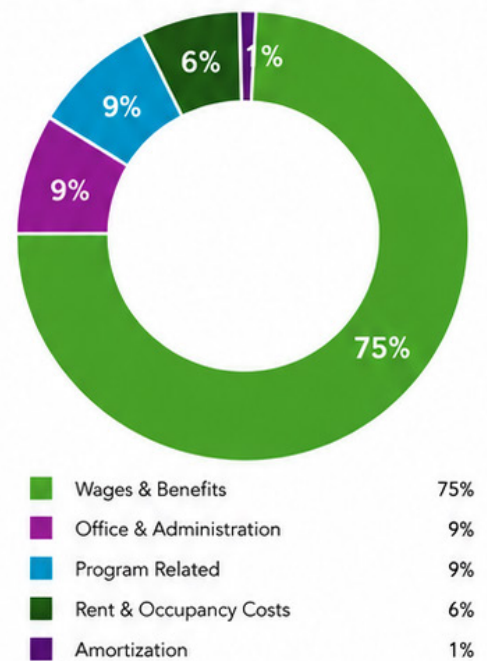
2025 2024

	2025	2024
<b>REVENUES</b>		
Grants & Contribution Agreements	25,453,482	20,694,508
Fees & Subsidies	11,493,342	12,067,399
Other Revenues	2,426,365	1,762,517
Fee for Service	166,017	694,900
<b>Total Revenues</b>	<b>39,539,206</b>	<b>35,219,324</b>
<b>EXPENDITURES</b>		
Wages & Benefits	28,666,233	28,068,706
Office & Administration	3,589,392	3,736,473
Program Related	3,510,884	3,360,414
Rent & Occupancy Costs	2,338,422	1,567,632
Amortization	268,096	279,426
<b>Total Expenditures</b>	<b>38,373,027</b>	<b>37,012,651</b>
Excess (deficiency) of Revenues over Expenditures	1,166,179	(1,793,327)
Net Assets, beginning of year	293,825	2,087,152
<b>Net Assets, end of year</b>	<b>1,460,004</b>	<b>293,825</b>

## 2025 REVENUE



## 2025 EXPENDITURES



Audited financial statements are available upon request.

# Funders



This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

Funded by:



Immigration, Refugees  
and Citizenship Canada

Financé par :

Immigration, Réfugiés  
et Citoyenneté Canada

Funded in part by  
the Government  
of Canada



The Flanagan Foundation

# Donors



## Corporate Donors

Devoy Academy of Irish  
Dance  
MLSE Foundation

## Individual Donors

Alex Kroon  
Bobby Dhungana  
Caroline Larocque  
Christine Chea  
Colene Davie  
Dawn Hook  
Denis Brind'Amour  
Elisa Martinez-Reyes  
Elizabeth McBain  
George Henry  
Ilana Kotin  
Iryna Golubyeva

Karen Pitre  
Kathy Conteh  
Kushank Ahuja  
Larry Schwartz  
Lawrence Schwartz  
Linda Brewster  
Lynn Eakin  
Maria Gonzalez  
Matthew Ferguson  
Peter Frampton  
Robert Walter-Joseph  
Simon DeNure  
Tessa Israelson



# The Learning Enrichment Foundation

## Contact Info

☎ 416.769.0830

✉ info@lefca.org

📍 116 Industry Street  
Toronto, ON M6M 4L8

## Visit us online

Website: [lefca.org](http://lefca.org)



Charitable # 119241859RR0001