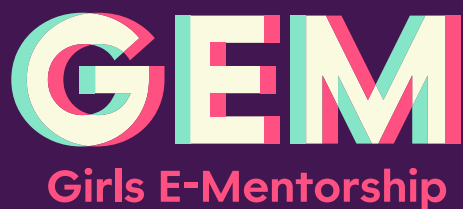
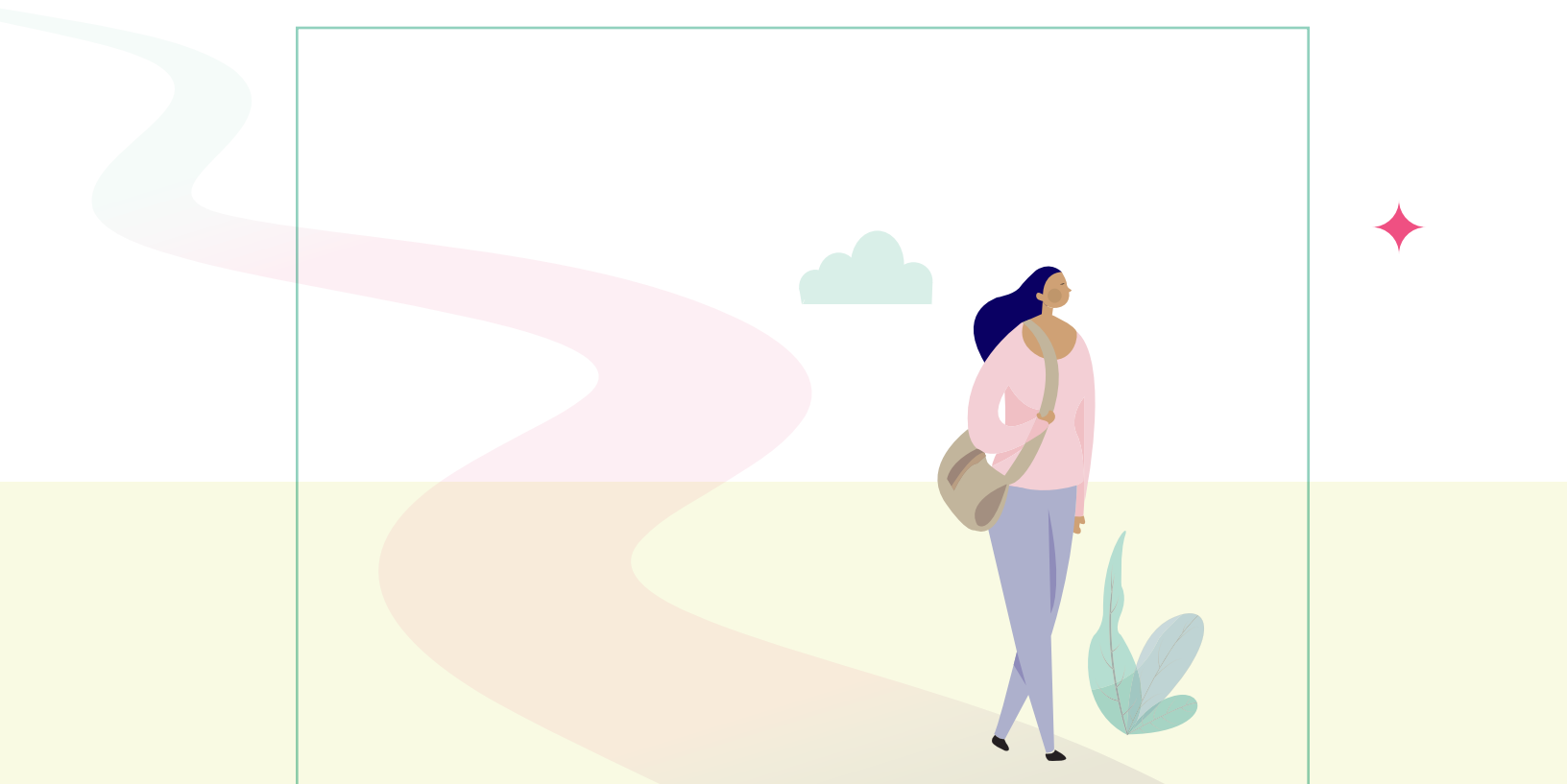


JOURNEYS OF POSSIBILITY



ANNUAL REPORT | 2024 – 2025





At Girls E-Mentorship (GEM), we believe every girl deserves the opportunity to create her own future — regardless of the barriers she faces.

TABLE OF CONTENTS

Message from GEM Board Chair & Executive Director	2
Executive Summary	4
The GEM Approach: Empowering Girls, Building Futures	6
Who Walks With Us: Our Mentees & Mentors	8

OUR IMPACT

Creating Confidence: Inspiring Purpose & Voice	10
Breaking Barriers: Supporting Transitions to Post-Secondary Education	12
Discovering Direction: Unlocking Career Pathways	14

Mapping the Road Ahead	16
The Journey Continues	17
Join the Journey	18
Our Board of Directors	19
Our Generous Donors	20
Financial Statements	22
Appendix: Our Evaluation Methods	24

MESSAGE FROM EXECUTIVE DIRECTOR & BOARD CHAIR

Dear GEM Community,

We're honoured to share GEM's 2024–2025 Annual Report — a reflection of a year defined by renewal, resilience, and possibility. With new leadership guiding both the Board and the organization, our focus has been on strengthening GEM's foundation — ensuring that every program, partnership, and connection positions us to uplift even more girls who continue to face deep social, economic and cultural barriers in the years to come.

This year, hundreds of young women sought to join the GEM journey, and over 260 were welcomed into our program — each thoughtfully paired with a mentor ready to guide, challenge, and champion her growth. The outcomes speak volumes: 95% of GEM mentees pursue post-secondary education, and 90% gain access to opportunities once beyond their reach. Yet behind every number is a story — of courage taking root, of friendships formed, and of a community where mentors, mentees, and alumnae rise together.

We are building upon a strong foundation to explore new program locations in regions where we know there is interest and enthusiasm for all that GEM can offer to more youth. As we look ahead to next year and our goals of further defining our regional expansion opportunities and deepening our alumnae programming to support our mentees with networking and skill development opportunities for a longer timeframe, our vision remains clear: to nurture a generation of confident, connected, and capable young women ready to lead.

To our mentors, donors, partners and staff — thank you. Your belief in GEM fuels every story of transformation. Together, we're turning potential into possibility.

With Gratitude,



Sarah Morgenstern
Executive Director



Mary Lee
Board Chair



TO OUR MENTORS, DONORS,
PARTNERS, AND STAFF —

THANK YOU

**Your belief in GEM fuels every story
of transformation**

TOGETHER, WE'RE TURNING
POTENTIAL INTO POSSIBILITY

Executive Summary

2024-2025 IMPACT AT A GLANCE

Behind every number are stories of transformation for GEM girls.



2,400

Mentorship hours logged



47

Scholarships awarded (\$111,500)



82%

Feel more prepared for life after high school



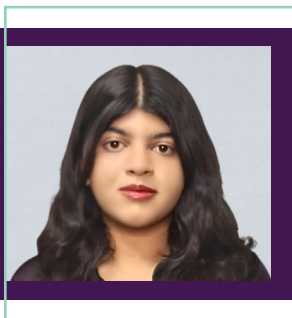
69%

Graduating mentees pursuing STEM



97%

of Grade 12 mentees transitioning to post-secondary education next year



“Because of GEM, I now believe that I can take on the world with confidence, courage, and purpose.”

— Hiba Mulji, GEM Mentee

Powered by Donors and Partners like You



Experiential Learning

5 GEMinars
13 Enrichments



Evidence-Based Innovation

GEM Toolkit
Annual Program Evaluation



Removing Barriers

\$111,500 in scholarships
30+ application fees waived

This past year, hundreds of girls across the Greater Toronto and Hamilton Area began their GEM journey — stepping forward with hope, curiosity, and courage.

Thanks to your investment, 260 young women facing barriers embarked on a transformational nine-month experience that built confidence, expanded career horizons, and helped them take bold steps toward post-secondary success.

The Challenge Ahead

Hundreds of girls are still waiting for support.

Each year, the number of girls reaching for GEM grows — but our capacity hasn't caught up.

In just three years, demand for GEM has nearly tripled, and every year, hundreds of bright, determined girls are turned away — not because they lack potential, but because we lack mentors and resources.

For every 1 mentee we reach, 2 are still waiting.

With your help, we can close that gap. Every mentor, partner, and dollar opens doors that were once closed for a girl facing social, economic, and cultural barriers in the pursuit of her dreams.



Join the Journey

Mentor | Light the path for a girl ready to rise.

Partner | Bring opportunity to classrooms and communities.

Donate | Fuel transformation — from self-doubt to self-belief — with every contribution.

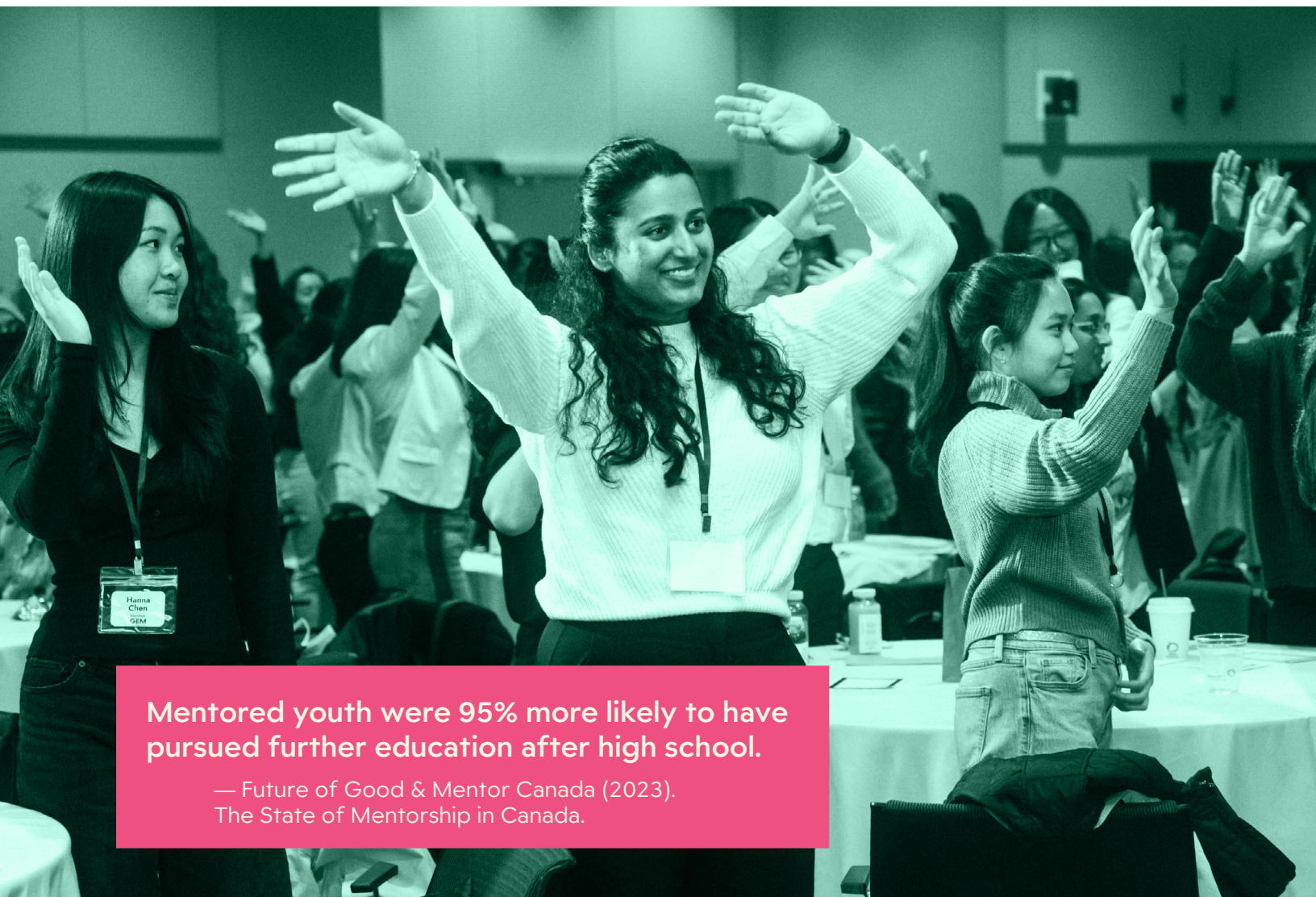
Your mentorship, partnership, or donation can help ensure every girl who reaches for GEM finds the guidance and opportunity she deserves.

The GEM Approach

Empowering Girls, Building Futures

GEM is a Canadian charity that empowers high school girls through mentorship, skill-building, and access to opportunity. Grounded in our values of equity, empowerment, connection, and growth, GEM's approach is evidence-based and results-driven. By combining one-to-one mentorship with career workshops and scholarships, we open pathways that help girls not only imagine a brighter future but actively pursue it.

Our vision is a world where every girl facing barriers has the confidence, knowledge, and support to shape her own path.



Mentored youth were 95% more likely to have pursued further education after high school.

— Future of Good & Mentor Canada (2023).
The State of Mentorship in Canada.

“Before GEM, I honestly felt lost and stressed about my future. The GEM Toolkit helped me feel in control of something that used to scare me — it made post-secondary feel a lot less scary and a lot more possible.”

— Beheshta, 2024–25 Mentee and Scholarship Recipient

How the Program Works

Each fall, hundreds of high school girls from across the Greater Toronto and Hamilton Area (GTHA) join GEM’s nine-month mentorship program. Each mentee is matched with a professional woman who provides one-on-one guidance, helping her build confidence, set goals, and explore career pathways.

The GEM Journey Map



Pre-Program June - August

Application, interviews, orientation sessions and evidence-based mentor matching

Mentorship Phase September - May

1:1 mentorship pairing, career exploration, leadership, networking and hands-on enrichment workshops



GEMinars

Large-scale networking events co-hosted with corporate partners, featuring women leaders from diverse industries.



1:1 Mentorship

Personalized guidance, encouragement, and career exploration through regular mentor meetings.



Enrichment Workshops

Hands-on sessions held in workplaces, exposing mentees to real-world environments and skill-building experiences.



Alumnae Engagement

Continuing opportunities for growth, internships, peer mentorship, and leadership.

Alumnae Network June & beyond

GEM Alumnae Council, internships and peer mentorship



Who Walks With Us

From Barriers to Possibility



Across Canada, young women continue to face systemic barriers that limit their economic and social mobility. Gender remains a powerful determinant of opportunity — and for girls from racialized, immigrant, and low-income families, those inequities are magnified.

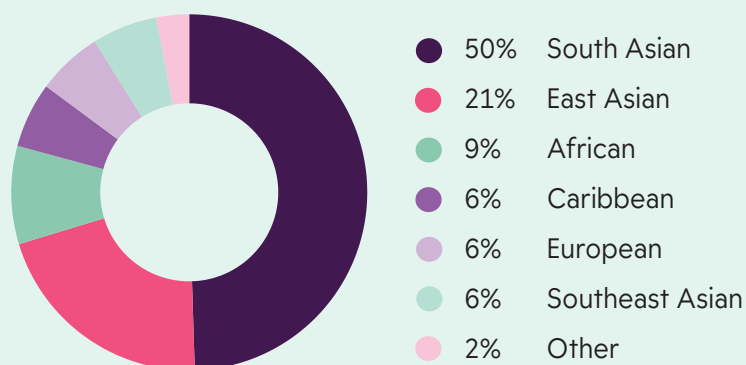
Youth unemployment and underemployment are at their highest levels in over a decade. According to Toronto's *2025 Youth Employment Postcard Report*, nearly 60% of young people cite discrimination as a barrier to finding work, while 77% point to a lack of qualifications or experience. For young women, these challenges intersect with entrenched gender gaps:

- Women in Canada earn 87¢ for every dollar earned by men.
- Girls experience a \$3/hour wage gap even in summer jobs.
- Visible minority newcomer women face more barriers to workforce entry than any other group.
- Gender stereotypes, microaggressions, and a lack of women role models continue to shape career choices.
- Women remain underrepresented in STEM, despite being the majority of post-secondary graduates.

GEM exists to close these gaps. We help girls move from uncertainty to confidence, from isolation to belonging, and from potential to possibility.

Our Mentees at a Glance

This year 260 girls aged 15-18 representing 24 municipalities across the Greater Toronto and Hamilton Area joined GEM's mentorship program.



90% come from immigrant families

51% were born in Canada to parents born elsewhere

88% are in their final years of high school

43% reported experiencing social pressure to pursue a certain job or career

38% reported experiencing gender discrimination

Why Mentorship Matters

At intake, only 30% of GEM mentees strongly agreed that “there are adults I can ask for help if I need it.” And just 9% felt that their identity was positively represented in education or media. Over half reported low self-confidence (56%) and mental health challenges (51%) such as anxiety or depression.



Through mentorship, workshops, and scholarships, girls gain trusted guidance, representation, and a roadmap to the futures they deserve.

Our Mentors

Our volunteer mentors are the heart of our programming — carefully selected guiding lights who illuminate new possibilities and pathways for their mentees.

- ✓ Have at least 5 years of professional experience in their industry
- ✓ Are passionate about elevating and guiding the next generation of women
- ✓ Come from a variety of industries, backgrounds, and lived experiences

“As a GEM mentor in my third year, I keep coming back because it’s rewarding to help my mentees build their skills and confidence. But it’s really about being part of a community of accomplished women who believe that personal growth happens only when you help others grow. Seeing former mentees give back and help new mentees—that’s the best part of the experience.”

— Vicki Chan, government sector

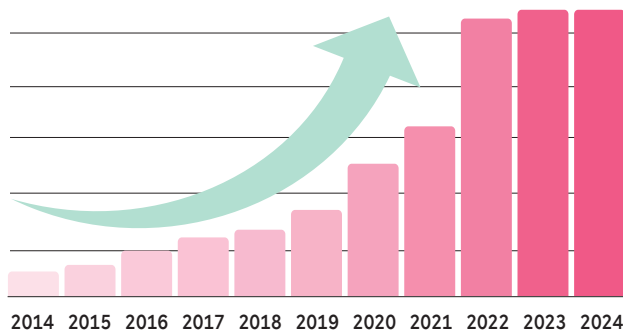


OUR IMPACT

A Decade of Growth

Over the past decade, GEM's impact has grown from a grassroots initiative into a movement of possibility. In just the last four years, our reach has expanded from 154 mentees matched with mentors in 2021–22 to 260 in 2024–25 — a 69% increase in annual program capacity.

Since 2014, 1,587 girls have graduated from the GEM program, each carrying forward the lessons and confidence gained through mentorship.



Hundreds of our alumnae now serve as mentors, leaders, and changemakers across Canada, creating a ripple effect that continues to open doors for the next generation.

1,587 program graduates since 2014

over \$500,000 in scholarships awarded since 2020

2024-2025 GEM Program Year



100% of mentees participated in skills training and career exploration activities

97% of Grade 12 mentees are transitioning to post-secondary education after high school

91% of mentees said their mentor provided a supportive environment for them to learn and grow

87% of mentees said their mentor was knowledgeable, sharing useful and relevant guidance

Creating Confidence

Inspiring Purpose and Voice



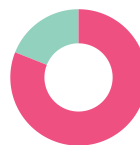
Upon completing the program, mentees showed measurable growth in social-emotional learning.

- 73% said they have a sense of purpose
- 71% said they have stress-coping strategies
- 74% said they believe in their own abilities



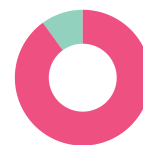
80%

said they felt more confident in themselves



82%

said they felt more prepared for life after high school



90%

said GEM provided opportunities they otherwise would not have experienced

Hiba's GEM Journey: From Self-Doubt to Self-Belief

When Hiba Mulji moved from Pakistan to Canada in 2019, she faced the challenge of adapting to a new culture and finding her place.

“Things here were very different — people cared about different things, and I was unsure where I was supposed to fit in,” she recalls. In high school, she noticed how few spaces truly supported young people’s voices and growth — until she discovered GEM.

At the time, Hiba struggled with self-doubt and a fear of failure. “I constantly doubted myself and my ability to succeed,” she says. Through GEM’s mentorship program, she was paired with Kelly, a senior accountant who became a pivotal figure in her development.

“My mentor pushed me to become a better version of myself,” Hiba says. “She encouraged me to stay curious, do my research, and explore every opportunity — especially as I transitioned to university.” Kelly’s warmth helped Hiba see failure as part of growth and gave her the confidence to face fears, including public speaking. When she delivered an unscripted speech at the GEM × KPMG event, Hiba spoke from the heart and discovered a new passion.



That moment sparked her next chapter: *Hiba Speaks*, a social platform where she now shares messages of confidence and resilience.

“Because of GEM, I now believe that I can take on the world with confidence, courage, and purpose.”

— Hiba Mulji, GEM Mentee

Breaking Barriers

Supporting Transitions



For many GEM mentees, the dream of higher education can feel out of reach.

Rising tuition fees, application costs, and limited access to financial support often make post-secondary pathways seem impossible — especially for girls from low-income, newcomer, or first-generation families.

In May 2025, 47 scholarships totaling \$111,500 were awarded to exceptional mentees who demonstrated resilience, leadership, and academic promise — including six \$5,000 awards and several STEM-focused bursaries supporting girls pursuing careers in under-represented fields.

This year, GEM directly reduced those barriers by covering 30 supplemental and 13 OUAC/Ivey Business School application fees, supporting girls to overcome financial barriers standing in the way of their future.

47 scholarships

totaling \$111,500



The impact is clear.

These milestones are more than statistics — they represent dreams realized and futures unlocked, powered by donors who believe that every girl deserves the chance to define her own future.



73%

of Grade 12 mentees were admitted to their top-choice post-secondary programs.



50%

received additional scholarships or bursaries to help fund their studies.

Breaking Barriers

Supporting Transitions

Makayla's GEM Journey: From Possibility to Purpose

Growing up in Scarborough as the daughter of hardworking Filipino immigrant parents, Makayla rarely saw women who looked like her represented in business.

“Before joining GEM, I didn’t have many connections to professionals in my desired career path,” she recalls. “I wanted to grow my skills, network, and confidence — and to see what was possible for someone like me.”

Now a first-year Management Co-op student at the University of Toronto Scarborough, Makayla describes her GEM experience as empowering. During her final year of high school, GEM supported her university applications — covering fees through partner universities and providing a scholarship that eased the financial stress of starting post-secondary life. Her mentor, a business development professional, guided her through networking, personal branding, and goal setting. “Her guidance helped me advocate for who I am and what I bring to the table.”

A defining moment came when Makayla was selected to speak at GEM’s Charity & Awareness event, sharing her story with donors and supporters.

Because of GEM, Makayla says she now believes she can aspire to great things — and inspire other girls and women to do the same.

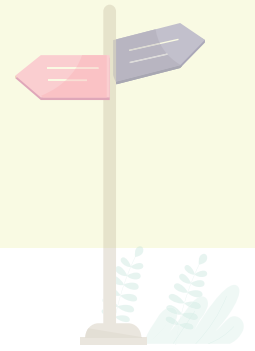


“Standing in front of all those people reminded me that hard work and dedication lead to opportunity.”

- Makayla Valisno, GEM Mentee

Discovering Direction

Unlocking Career Pathways



Every GEM journey is also a journey of discovery.

Through mentorship and real-world exposure, girls gain both the confidence to imagine themselves in new spaces and the skills to get there. By the end of the program:

83% developed leadership qualities and teamwork abilities

73% felt better prepared for the workforce

82% felt the program helped them progress towards their goals

For many mentees, mentorship becomes a turning point — the moment when possibility becomes direction.



84%

of mentees could identify the skills needed to reach their goals.

Experiential Learning

This year we held thirteen partner-led sessions at organizations such as Burgundy Asset Management, CBC, Ivey Business School, and SickKids, which gave mentees hands-on exposure to different career paths.



“Working with GEM over the past few years has been both inspiring and deeply meaningful. Their unwavering commitment to helping young women discover their strengths and pursue bold futures reflects the very heart of what drives our philanthropy at Nicola Wealth —

creating opportunity and confidence for the next generation. It’s been a privilege to stand alongside GEM since 2021 as they continue to grow their impact and open new doors of possibility for girls.”

— Teresa Virani, Executive Director, Philanthropy, Nicola Wealth

“Learning from my mentor helped me realize what I don’t want to do. It opened my eyes to new possibilities — I discovered a path that actually fits me.”

— Inioluwa, 2024–25 Cohort Mentee and Scholarship Recipient

GEMinars

Hosted in partnership with UPS, Sephora, Google, HP, and RBC, our GEMinar Series this year equipped mentees with the tools, confidence, and connections to envision and pursue their futures. Each session offered a space for learning, leadership development, and networking with accomplished women across diverse industries.

Presented in partnership with RBC, our final GEMinar of the 2024–25 program year brought mentees and mentors together at the RBC WaterPark Place Auditorium to celebrate the completion of their nine-month journey.



RBC leaders Hanan Rafih, Mili Jain, and Kimberly Chinyenze shared insights on charting meaningful career paths, while keynote speaker Nadia Ladak, co-founder of Marlow, inspired attendees with her entrepreneurial story. Interactive activities, networking, and scholarship awards made the day both empowering and unforgettable.



Mapping the Road Ahead



GEM's commitment to mentorship innovation and continuous improvement remained strong this year.

- **Piloted the GEM Toolkit**, a research-informed social-emotional learning curriculum designed to equip mentees with critical knowledge and skills for academic success and personal well-being.
- **Introduced an enhanced matching process**, incorporating a detailed questionnaire and evidence-based criteria to enable more personalized, rewarding mentee-mentor pairs.
- **Advanced GEM's evaluation and learning agenda**, applying insights from the Adolescent Mentorship Competency Assessment (AMCA) to improve mentee outcomes and mentor training resources. (see Appendix for further details)
- **Launched a youth participatory action research project** with mentees and alumnae to identify and understand the mentorship needs and interests of young women living in the Hamilton region.

Priorities Ahead

Rising youth unemployment and growing obstacles to education underscore the urgent need to expand GEM's reach and impact.

Moving forward, the following priorities guide our commitment to increasing access to mentorship and development opportunities for young women:

Program Expansion

Scale the mentorship program to engage a greater number of participants across different regions, reaching more girls who face barriers and have limited access to mentorship.

Alumnae Network and Programming

Expand programming for GEM's growing alumnae network to maintain meaningful connections, create continued access to mentorship and development opportunities and foster direct pipelines to employment.



MESSAGE FROM GEM'S ALUMNAE COUNCIL

The Journey Continues

Dear GEM Community,

The 2024–2025 year marked a strong second chapter for the Alumnae Council. Building on lessons from our inaugural year, we focused on programming that fostered connection, skill-building, and mentorship. We hosted three flagship events: a Paint & Sip night that served as a much-needed de-stressor and community touchpoint; a Design Thinking Workshop delivered in partnership with Norton Rose Fulbright, enabling alumni to earn a recognized certification to showcase on resumes and in job searches; and an Alumnae Soirée at Amsterdam Brewhouse, where alumnae and mentors gathered for a high-energy summer networking event.

Across these initiatives, we engaged over 150 alumnae, creating tangible opportunities to expand networks, access mentorship, and advance careers beyond the program. We also strengthened our operational foundation, improving event planning, outreach, and follow-up, so each GEM event delivers more value than the last.

Looking ahead, we aim to scale participation to reach 200+ alumnae, deepen partnerships, and continue curating experiences that celebrate our community and support alumnae at every stage of their professional journey.

The GEM Alumnae Council



TOP ROW (L to R)

ANUJA SUBEDI

COMMUNICATIONS COORDINATOR

DANIELA KUNTZEVITSKY

TREASURER

SHAMRITA SARAVANAKUMAR

VICE CHAIR

BOTTOM ROW (L to R)

ARSHDEEP KAUR

SECRETARY

JESSICA LU

EDI OFFICER

Chanel x GEM Alumnae workshop

CHANEL Toronto hosted GEM for an immersive alumnae workshop — complete with career masterclasses, headshots, and fireside chats. Big thanks to the Chanel team for making the day unforgettable!

“Hearing from a brand that stands firmly with women empowerment left me dreaming bigger and feeling like I could take on new challenges that can come my way. The day was truly a dream experience!”

— Elaine Dimabuyu, GEM Mentee 2024-2025 cohort



Join the Journey



Every year, hundreds of girls reach for GEM
— but too many have to wait.

Last year, nearly 700 applied for mentorship. Only 260 were accepted — not for lack of potential, but because we didn't have enough mentors, partners, or resources. Right now, there are girls ready to learn, ready to lead — still waiting for someone to say yes, you belong here.

**At GEM, transformation happens one relationship at a time.
But we can't do it alone. Here's how you can help:**

- Mentor** | Light the path for a girl ready to rise.
- Partner** | Bring opportunity to classrooms and communities.
- Donate** | Fuel transformation — from self-doubt to self-belief — with every contribution.

Your support doesn't just fund a program — it changes a life.
It turns fear into confidence, and “maybe someday” into “I can.”

Take the next step with us.



Our Board of Directors 2024 - 2025



Mary Lee
BOARD CHAIR



Christine Andrew
COMMUNICATIONS
CHAIR



Cameron Bossert
TREASURER



Peggy Doe
MENTOR CHAIR



Ryan Kenny
FUNDRAISING
CHAIR



Ashley Payette
SECRETARY



Leila Rafi
GOVERNANCE CHAIR



Sona Shah
MENTEE CHAIR



Ayesha Singh
HR CHAIR



Rochelle De Goias-Jackman
FOUNDER AND CHAIR EMERITUS

Our Generous Donors

We gratefully acknowledge the generosity and commitment of our donors, whose support makes our work possible.

\$100,000 +

RBC Foundation | The Slight Family Foundation | The UPS Foundation

\$50,000 - 99,999

Chanel Canada | The Petman Foundation

\$25,000 - 49,999

Sephora Canada Impact Fund

\$10,000 - 24,999

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Economic Investment Trust Ltd.
E-L Financial Corporation Ltd.
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Enterprise Holdings Foundation
Honda Canada Foundation
HP Canada
Kiwanis Club of Toronto Foundation
Mars Wrigley Canada



McLean Smits Family Foundation
Northleaf Capital Partners
The Allen and Milli Gould Family Foundation
The Canadian Red Cross Society
The Fulcrum Investment Co. Ltd.
The Throop Family Foundation
United Corporations Limited
WM Fleischer Charitable Foundation



“By fostering confidence and connection, GEM is helping the next generation of leaders unlock their potential and create brighter futures. At Milli, we are proud to support GEM — an organization that embodies the true power of women supporting women.”

– Heather Winslade, Executive Director, the Allen and Milli Gould Family Foundation

\$5,000 - 9,999

Cameron Bossert

Eleva Imports Ltd.
Frederick and Douglas Dickson Memorial Foundation
Mark & Michele Hornick
Imbromingo Family Giving
Ninepoint Partners
Park Property Management Inc.
The Gordon and Lorraine Gibson Family Foundation

\$1 - 4,999

Joanna Agnello

Sogol Ahmari
Stela Akman
Awa Amaku
Srinivasagopalan Anand

Christine Andrew

Anonymous (14)
Maryam Ansari
Jessica Arakgi
Alexandra Arias
Karen Beckermann
Armando Benitez
Claire Blessing
Hilary Borndahl
Aikam Brar
Sofia Burt
Alisa Buttar
Anne-Sarah Cadieux

CAF Canada

Devan Carroll

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Rajwinder Kaur
Barlin Kaur
Avineet Kaur
Andrea Kausel,
Theodora Kempe
Melissa Kosterman

Melissa Krishna

Sandeep Lal
Kim Lapointe
Cristin Lazier

Davide Lazzari

Mary Lee

Lisa Lee
Eve Lewis
Allison Litzinger
Karine Locke
Jen Love
Yang Lu
Ryan Lumbers
Sheila MacNicol
Kristine Magnaye
Cheryl Mahabir
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Ashley Manners
Chelsea Martin
Laura Maxwell
Vereen Mcdonald
Amanda McKee
Alaine McNab
Catherine Mcnamee
Nicole Methven

Marcellina Mian

Myles Mindham
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Sabrina Mohan
Paul Morassutti
Sarah Morgenstern
Sophia Nettleton
Miriam Ngungkpan
Demetra Nikolopoulos
Isabel Nkrumah



Ruth Nkrumah

Joanna Ogunleye
Victoria Olguin Zepeda
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Evelyn Tsang

Dana Turculet

Abhishek Verma

Priya Vora

Anqi Wang

Elizabeth Warnica

Erin Wilkinson
Jeannette Wiltse
Rowena Wong
Derek Woo
Elva Xu
Shirley Yilin Ren

Financial Statements

GIRLS E-MENTORSHIP STATEMENT OF FINANCIAL POSITION

AS AT JUNE 30, 2025

	2025	2024
ASSETS		
Current assets		
Cash	\$ 978,236	\$ 573,963
Guaranteed investment certificate	-	653,094
Accounts receivable	146	1,699
HST rebate recoverable	33,250	12,394
Prepaid expenses	<u>4,270</u>	<u>4,270</u>
	<u>\$ 1,015,902</u>	<u>\$ 1,245,420</u>
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$ 50,246	\$ 57,326
Deferred contributions (note 3)	<u>-</u>	<u>125,000</u>
	<u>50,246</u>	<u>182,326</u>
Net assets		
Designated (note 4)	250,000	236,590
Unrestricted	<u>715,656</u>	<u>826,504</u>
	<u>965,656</u>	<u>1,063,094</u>
	<u>\$ 1,015,902</u>	<u>\$ 1,245,420</u>

Financial Statements

GIRLS E-MENTORSHIP STATEMENT OF OPERATIONS

FOR THE YEAR ENDED JUNE 30, 2025

	2025	2024
REVENUE		
Contributions (note 5)	\$ 799,384	\$ 971,571
Interest and other	<u>27,590</u>	<u>31,309</u>
	<u>826,974</u>	<u>1,002,880</u>
EXPENSES		
Program		
Personnel	\$ 469,411	\$ 537,080
Scholarship awards	111,500	158,000
Program and events	<u>67,946</u>	<u>70,000</u>
Total program expenses	<u>648,857</u>	<u>765,080</u>
Administrative		
Personnel	117,605	147,481
Professional fees	77,839	58,499
Occupancy	43,178	21,202
Office and general	<u>36,933</u>	<u>27,937</u>
Total administrative expenses	<u>275,555</u>	<u>255,119</u>
	<u>924,412</u>	<u>1,020,199</u>
DEFICIENCY OF REVENUE OVER EXPENSES FOR THE YEAR	(97,438)	(17,319)
Net assets, beginning of year	<u>1,063,094</u>	<u>1,080,413</u>
NET ASSETS, END OF YEAR	<u>\$ 965,656</u>	<u>\$ 1,063,094</u>

APPENDIX

Evaluation of the GEM Mentorship Program

At GEM, we are committed to a learning culture and evidence-based practices. We employ a full-time Program Evaluation and Research Lead to measure the social impact of our mentorship program on teen girls and continuously identify opportunities to enhance program activities and materials in accordance with the evolving needs and experiences of our beneficiaries.

Our framework incorporates both process and outcomes evaluation, enabling us to demonstrate measurable outcomes

among mentees while assessing operational effectiveness and informing responsive program improvements. Evaluation methods include participant surveys, focus groups, and the Adolescent Mentorship Competency Assessment (AMCA), a custom tool GEM developed in partnership with Dr. Michael Shier at the University of Toronto's Factor-Inwentash Faculty of Social Work. The AMCA measures mentees' abilities across five domains of social and emotional learning (SEL) and informs GEM's wider research agenda and mentorship innovation.

GEM's Evaluation Framework

Mission

During important transitions between education and employment, GEM supports young women to envision their full potential and take effective action toward their goals. Our mentorship program engages young women facing

socio-economic barriers. Through personalized guidance, experiential learning opportunities, and financial support, mentees face reduced barriers to post-secondary education and develop critical knowledge and skills to succeed in their education and employment experiences.

Outcomes Evaluation

Intended Program Outcomes	Data Sources	Reporting
<ul style="list-style-type: none">Mentees develop greater social-emotional learning skillsMentees receive personalized guidance, learning opportunities, and financial support to increase their access to post-secondary education and employmentMentees develop greater confidence in themselves and their abilitiesMentees gain increased career knowledge and skillsMentees expand their personal and professional networks	<ul style="list-style-type: none">Pre-program surveyAdolescent Mentorship Competency Assessment (AMCA) surveyPost-program surveyFocus groups	<ul style="list-style-type: none">Annual Evaluation Report

Process Evaluation

Objectives	Data Sources	Reporting
<ul style="list-style-type: none">Socio-demographic characteristics of the participants align with target populationParticipants report satisfaction with their one-to-one mentoring relationships and experiencesParticipants report satisfaction with program resources and the GEM Toolkit curriculum materialsMentees report the program components are relevant to their interests and goalsMentees report limited barriers to full participation in the programParticipants were supported by program staff to overcome challenges they encounteredIdentify opportunities to enhance the program experience for future participants	<ul style="list-style-type: none">Application surveysMatching QuestionnairesPre-program surveyMid-program surveyPost-program surveyFocus groups	<ul style="list-style-type: none">Mentee Aggregate ReportMid-Program ReportAnnual Evaluation Report



“GEM and my mentor were the main factors in helping me decide which path I wanted to pursue in post-secondary. It gave me a lot more confidence to pursue engineering because I didn’t have a lot of people in my life familiar with the field but my mentor was able to connect me with people who were. I was able to really learn about the profession which increased my passion for pursuing engineering.”

– Hanna Chen, GEM 2024-2025 Mentee



Girls E-Mentorship (GEM)

The Centre for Social Innovation – Spadina

192 Spadina Avenue

Unit 203

Toronto, ON M5T 2C2

416 477 7284

info@girlsementorship.com

www.girlsementorship.com

[@girlsementorship](https://www.instagram.com/girlsementorship)

