

Annual Report

2016 - 2017



KL&S
Kingston Literacy & Skills

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Our Mission

“To empower lives through literacy and language”

Our Vision

“Communities where everyone has the skills to achieve their full potential”

Message From The President and Executive Director

It's been another busy and successful year at Kingston Literacy & Skills. As we take time to reflect, several themes come to mind, including continued change, continued collaboration and strategic growth.

We undertook a highly collaborative strategic planning process. We engaged KL&S board members, staff, funders, volunteers, community partners and individuals accessing our services. The result is an exciting new strategic plan for 2017-2020 that lays out a bold vision for the future.

We acknowledge that the strength of KL&S resides in its ability to provide a learning environment that accommodates any age, nationality or gender. This past year we have taken steps to further support our students in their learning journey with a new IT infrastructure, computer lab and classroom resources to better prepare our students for the digital era.

Our Language Instruction for Newcomers to Canada (LINC) experienced a 72% increase in learners as a result of the Syrian Refugee Resettlement Initiative. To accommodate this demand, classroom instruction was expanded to full day (mornings, afternoons), as well as evenings and weekends.

Our Literacy & Basic Skills (LBS) program experienced a similar increase in learners as a result of various community partner initiatives for enhanced service delivery. A key focus is the development of an on-line delivery platform of literacy supports to ensure accessibility in the rural communities served by KL&S.

Our Family Literacy program experienced an increase in service delivery for the Reading and Parents Program (RAPP), Baby Music Circle and Toddler Music Times. Our Early Literacy program experienced an increase in service delivery through various initiatives to include "Come Walk In My Moccasins", "Story Walks", "Let's Read!",

"Side By Side Training", and "Communities of Practice".

This past year as a result of the feedback received at the strategic planning consultations, KL&S began the extensive process of a complete rebranding to include a new logo, revamped website and promotional materials of the services provided.

This past year, KL&S recorded a 13.2% increase in revenues with expenses remaining consistent with historical reporting.

This past year the Board of Directors expanded its membership with the addition of James Bonham-Carter from the Limestone District School Board, and Lorraine Hudson, a Communications Specialist. KL&S welcomes anyone interested in literacy to be a member of our Board.

Moving forward in 2017-2018, the 40th anniversary of the organization, the growth of KL&S will continue with new program initiatives, new strategic partnerships, and a new vision. Of course, all of our accomplishments and successes over the past year would not be possible without the dedicated support of our board, staff, and volunteers.

Thank you all, for your commitment and tireless effort of "Re-Writing Lives" and supporting our students to realize their potential.



Laura Niles
President



Chuck Dowdall
Executive Director



Literacy & Basic Skills (LBS) Kingston

The LBS program, in partnership with Ontario Works and St Lawrence College, coordinated a monthly series of Panel Presentations. Each month a different group of community service providers presented information about their programs. Topics covered included financial management, programs for women, youth services and record suspensions and supports for people who have been in conflict with the law.

The Davies Charitable Foundation provided generous funding which enabled a series of Lifeworks workshops focusing on such key topics as: goal setting, stress management, financial literacy and basic nutrition on a budget. A number of employers and educators provided meaningful background for different careers, including cooking and PSW work. The workshops were offered mainly at ReStart.

A Word From Our Students:

“ I came to KL&S as a last resort, not realizing it should have been my first choice. I so underestimated the results I achieved. Staff were great, lessons were learned at my own speed, teachers were knowledgeable and even after seeking help from my MPP and MP's offices, doors were opened to me which were never even mentioned before.”

JD - exit survey



“I will always be thankful for the LBS staff and program.” **KS - exit survey**

“The small classes and one-to-one teaching helped me understand my work a lot better.”

Anonymous - exit survey

The **LBS Kingston North** class co-located with Kingston Community Health Centres (KCHC) resulting in students learning and making use of the many services offered at this site.

Literacy & Basic Skills (LBS) Napanee

This site is a small environment with two instructors teaching math, English and computer. Student goal paths, such as: employment, apprenticeship, further education and/or independence either met or exceeded their targets. Customer satisfaction reached 100% and learner progress was at 90%.

LBS Napanee worked with community partners to develop workshops and hands-on learning experiences to prepare clients and learners to work in the food industry. The workshops ran for one day a week for six weeks, with each week having a focus on new skills linked to food preparation and increased knowledge of the restaurant sector.

After class time learners then applied their new skills in the kitchen of a local mission to prepare and serve the community lunch. Some days as many as 60 people enjoyed their hard work and cooking talents. Some learners transitioned to credit programs, some continued their learning at KL&S Napanee and some found employment.

The Coordinator continues to provide weekly educational assessments and training in Amherstview for Prince Edward Lennox & Addington Social Services (PELASS).



Language Instruction for Newcomers to Canada (LINC)

Many Syrian refugees families were welcomed to Kingston Literacy & Skills. With demand surpassing supply, classes were expanded and offered in both morning and afternoon so childcare could be shared with more than a few families.

Mohammad Al Homs arrived in Canada with no English in 2015. His shy demeanor, his positive attitude, his working relationship with his colleagues, his eagerness to learn, his efforts to communicate and his trustworthiness do not display his memories of 39 days of torture in Syria. Mohammad has been offered full time employment, but continuing his English is also a priority, so managing classes for five days and working for 3 days will have to suffice for now.



Hussein Maree has been attending LINC classes since April 2016, virtually not able to speak or write a word of English. With determination and excellent attendance, he has progressed through several levels and is grateful to have a job at a local coffee shop. "I started here with zero English. I never learned a language this way. I lived in Lebanon before coming to Canada and experienced discrimination. I thought that I would be looked at as a refugee when I moved to Canada, but I have not experienced discrimination.



Alem Hagous escaped with her three daughters from the war in Eritrea to Canada one and a half years ago. She had no English and no education in her own country, however she can speak three languages. Never having attended a school, she did not know how to hold a pencil and had no concept how to form letters. Over a short time, she has gained confidence, works part time, helps other students with translation and she is making steady progress in the LINC Literacy class.



From LINC students - "The LINC program is very important to me now that I can speak English and feel more comfortable when I go to the bank, go shopping and travel. I can write and express my opinion, and most importantly, I have a job now where I practice my English with my co-workers and customers."





Care for Newcomer Children (CNC)

Family Literacy presented weekly workshops about emergent curriculum and reflective teaching with the CNC program. Observing the children's interest and incorporating them in the classroom allowed for the children to direct play and be the teachers.

CNC staff conducted assessments and observations to ensure that the children's development was progressing in a positive way and to ensure that children are growing to meet their milestones. Emphasis by staff and volunteers was placed on school readiness, social skills, literacy and creative activities.

Volunteers brought diversity, music and languages to the children's room enhancing social play.





Early Literacy

The Indigenous Family Literacy Circle, co-facilitated by Susan Ramsay, Early Literacy Specialist, Hastings-Frontenac-Lennox & Addington (HFL&A) and Aboriginal Healthy Babies worker, Sarah Brown, prepared a monthly e-newsletter called **Come Walk in My Moccasins**.

The goal is to increase awareness, sensitivity and appreciation for Indigenous culture, language and peoples.

This newsletter reached out to parents, childcare providers, early childhood educators and professionals who work with children.



Story Walks took place in the great outdoors in parks or nature trails. Parent and children follow the story on consecutive signs, read each page and complete the suggested activity. Story walks provide fun physical and literacy activities in natural settings.



Let's Read! is a project of the KFL&A Children's Literacy Committee, chaired by Deb Nesbitt-Munroe. Over 230 children's board books were distributed to newborn babies, toddlers and their parents through the Sharbot Lake Medicine Team, Loyalist Family Medical Team in Amherstview and Kingston Community Health Care Centres (KCHC).

Side by Side Training was provided by Susan Ramsay to support childcare staff as they incorporate the Ontario Ministry of Education's *How Does Learning Happen?* pedagogy into their programs.



Communities of Practice for professionals and home daycare providers in Kingston and Napanee was facilitated by KL&S' early literacy specialists. Opportunities in making connections and trusting relationships encourage the teachers to have deep conversations about children's theories which are then linked to teachers' pedagogical ideas that help children expand their theories and learnings.



Family Literacy

Reading and Parents Program (RAPP)

Anne Jackson, Family Literacy Co-ordinator, prepared and delivered RAPP packs to families who took part in the school readiness programs at Better Beginnings for Kingston Children (BBKC) and Kids Connecting.



Baby Music Circle and Toddler Music Times

Two baby music circles were offered in Napanee (17 parents and 17 children attended); three toddler music times were offered in Napanee, Amherstview and Flinton (32 parents and 36 toddlers attended). All participants learned new songs, rhymes and finger plays and parents could see how music helps their young children's language development. All babies and toddlers were given board books to keep.



These interactive programs for parents or caregivers and their babies or toddlers were funded by the Barry Roantree Memorial Fund. Monthly support to the Napanee Food for You Food for Two Program (28 parents and 28 babies) run through Public Health was also made possible through this funding. Pregnant women and new mothers learned songs, rhymes and stories to share with their babies, and were given a new book each month to build their baby's home library.



*Children are made readers on the laps of their parents -
Emilie Buchwald.*



**2016 Bob Johnson Award Winners
with Mr. and Mrs. Bob Johnson Sr.**



**22nd Annual Grate Groan-Up
Spelling Bee Winners**



United Way Day of Caring Volunteers



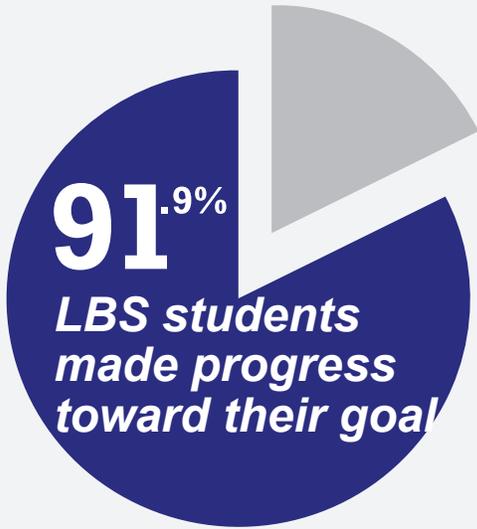
**Grate Groan-Up Spelling Bee Photo
Contest Winners**



KL&S Staff and Friends



FAST FACTS



LBS student choice of goal paths:

	Kingston	Napanee
Employment	26%	52%
Apprenticeship	4%	20%
Secondary School	54%	7%
Post Secondary	4%	9%
Independence	12%	31%



138 adult students completed at least one Milestone Task to indicate progress



166 adult literacy students accessed training



582 RAPP packs delivered to families who took part in the school readiness programs at Better Beginnings for Kingston Children and Kids Connecting



*Refugees made up
72% of the total LINC
student population*



*62% of LINC students
progressed to at least
one skill level*



*LINC student gender
63% female
and 37% male*

Languages spoken:

Arabic

Mandarin

Spanish

Urdu

Russian

Bengali

French

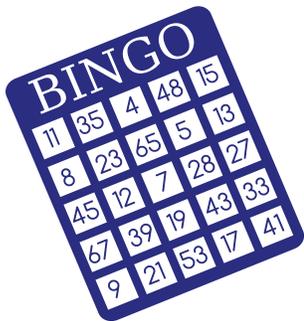
Hindi

Persian-Farsi

Polish

Cantonese

Slavic



*40 charity bingos raised more than
\$12,000 through the support of Spirit
Community Bingo Centre*



Bonnie Livingstone, Board Member and Bill McCormick, Volunteer.

Kingston Literacy & Skills Financial Summary

	March 31, 2016	March 31, 2017
Revenue:		
Ministry of Advanced Education and Skills Development	\$ 325,113	\$ 320,984
Ministry of Children & Youth Services	\$ 141,512	\$ 144,000
Immigration, Refugees and Citizenship Canada	\$ 481,408	\$ 614,964
City of Kingston	\$ 25,000	\$ 25,000
United Way Serving KFL&A	\$ 41,402	\$ 41,000
Human Resources and Skills Development Canada	\$ 3,102	\$ 3,436
Prince Edward Lennox & Addington Social Services Foundations	\$ 840	\$ 480
	\$ 6,739	\$ 12,063
Fundraising and Donations	\$ 32,261	\$ 32,577
Professional Services	\$ 1,170	\$ 1,880
Interest Income	\$ 2,224	\$ 1,680
Resource Sales	\$ 4,180	\$ 2,910
Bob Johnson Award	\$ -	\$ 4,166
Amortization of Deferred Contributions	\$ 37,327	\$ 42,504
Total Revenue	\$ 1,102,278	\$ 1,247,644
Operating Expenses:		
Amortization	\$ 37,616	\$ 42,504
Childcare, Transportation and Travel	\$ 10,964	\$ 13,092
Communication	\$ 9,313	\$ 12,055
Facilities	\$ 191,925	\$ 183,426
Fundraising	\$ 3,432	\$ 3,475
Insurance	\$ 6,350	\$ 6,030
Materials and Resources	\$ 12,665	\$ 27,611
Office and General	\$ 19,783	\$ 19,372
Professional Development	\$ 8,599	\$ 15,897
Professional Services	\$ 14,872	\$ 29,694
Wages and Benefits	\$ 774,779	\$ 889,075
Total Expenses	\$ 1,090,298	\$ 1,242,231
Excess Revenue	\$ 11,979	\$ 5,413

Auditors - Collins Blay, LLP



2016 - 2017 Board of Directors



Back row: left-right

James Bonham-Carter, Leonore Foster, Laura Niles, Lester Webb, Lynne Gutoskie

Front row: left-right

Louise Chatterton Luchuk, Bonnie Livingstone, Arlene Cronin

Absent: Laura Kinderman, Blair Hicks, Lorraine Hudson

Donor Recognition

Advocates of KL&S (donations of \$1500 or more)

Davies Charitable Foundation

Barry Roantree Memorial Golf Tournament

Supporters of KL&S (donations of \$500 or more)

Bonnie Livingstone

Arlene Cronin

KL&S

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