

**(A.C.C.E.S.) Accessible Community
Counselling and Employment Services**

Financial Statements

For the Year Ended March 31, 2024

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of (A.C.C.E.S.) Accessible Community Counselling and Employment Services

Opinion

We have audited the financial statements of (A.C.C.E.S.) Accessible Community Counselling and Employment Services (the "Organization"), which comprise the statement of financial position as at March 31, 2024 and the statements of revenue, expenses and changes in net assets, and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2024, and results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.



Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

RSM Canada LLP

Chartered Professional Accountants
Licensed Public Accountants
June 28, 2024
Toronto, Ontario

(A.C.C.E.S.) Accessible Community Counselling and Employment Services
Statement of Financial Position
As at March 31, 2024

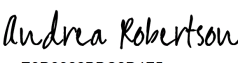
	2024	2023
Assets		
Current		
Cash and cash equivalents (Note 2)	\$ 3,148,565	\$ 465,884
Contributions receivable	1,635,923	1,500,258
HST recoverable	1,008,865	252,590
Prepaid expenses	1,580,443	1,077,078
	7,373,796	3,295,810
Tangible capital assets (Note 3)	1,216,380	884,675
	\$ 8,590,176	\$ 4,180,485

Liabilities

Current		
Accounts payable and accrued liabilities	\$ 1,954,208	\$ 1,058,251
Deferred contributions (Note 4)	4,126,715	619,607
Deferred contributions - capital assets (Note 5)	75,426	171,578
	6,156,349	1,849,436
Net assets	2,433,827	2,331,049
	\$ 8,590,176	\$ 4,180,485

Commitments and contingencies (Note 6)
Economic dependence (Note 8)

Approved by the Board

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 Director

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 Director

(A.C.C.E.S.) Accessible Community Counselling and Employment Services
Statement of Revenue, Expenses and Changes in Net Assets
Year Ended March 31, 2024

	2024	2023
Revenue (Schedule 1)	\$ 34,670,249	\$ 29,456,362
Expenses		
Salaries and benefits	21,799,065	18,726,931
Program delivery services	4,974,317	3,705,370
Training supports and subsidies	2,231,557	2,170,692
Building occupancy	1,997,624	2,096,914
Office supplies and resource material	1,552,745	822,286
Amortization of tangible capital assets	590,198	521,012
Office equipment rental and repair	306,211	364,309
Consulting and other purchased services	202,260	295,848
Staff development	215,085	127,867
Telephone	159,428	111,404
Professional fees	134,074	99,555
Promotion and publicity	104,283	93,982
Bank charges and interest	111,029	93,844
Insurance	93,121	77,608
Transportation	87,054	49,347
Licenses and dues	9,420	13,845
	34,567,471	29,370,814
Excess of revenue over expenses	102,778	85,548
Net assets, beginning of year	2,331,049	2,245,501
Net assets, end of year	\$ 2,433,827	\$ 2,331,049

(A.C.C.E.S.) Accessible Community Counselling and Employment Services
Statement of Cash Flows
Year Ended March 31, 2024

	2024	2023
Cash provided by (used for)		
Operations		
Cash received from funding sources	\$ 37,945,540	\$ 28,545,386
Cash paid for salaries and benefits	(21,799,065)	(18,726,931)
Cash paid for building occupancy	(1,997,624)	(2,096,914)
Cash paid for direct programs and administration	(10,561,202)	(8,348,578)
Investment income received - operating	16,935	4,315
	3,604,584	(622,722)
Investing		
Purchase of tangible capital assets	(921,903)	(361,298)
Net change in cash and cash equivalents	2,682,681	(984,020)
Cash and cash equivalents, beginning of year	465,884	1,449,904
Cash and cash equivalents, end of year	\$ 3,148,565	\$ 465,884

PURPOSE OF THE ORGANIZATION

(A.C.C.E.S.) Accessible Community Counselling and Employment Services (the "Organization") operates centres in the greater Toronto area that provide career counselling and employment services to individuals from diverse backgrounds who are facing barriers to employment. The Organization is incorporated under the Corporations Act (Ontario) as a non-profit organization without share capital. A.C.C.E.S. is a registered charity within the meaning of the Income Tax Act (Canada) and is exempt from income taxes.

1. SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. Outlined below are those policies considered particularly significant for the Organization.

Revenue Recognition

The Organization follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or become receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Restricted contributions for the purchase of capital assets are deferred and recognized as revenue on the same basis as the amortization expense related to the acquired capital assets.

Revenues other than contributions are recognized when they are earned and collectibility is reasonably assured.

Tangible Capital Assets

Tangible capital assets are recorded at cost less accumulated amortization. When conditions indicate a capital asset's value is impaired, it will be written down to its fair value or replacement cost, with the write-down recorded as an expense. Write-downs will not be reversed. Amortization is provided on a straight-line basis over the estimated useful lives of the assets, as follows:

Computer hardware	3 years
Computer software	1 year
Furniture and fixtures	5 years
Office equipment	5 years
Leasehold improvements	5 years

Contributed Services

The Organization does not record the amounts for voluntary contributed services in these financial statements.

(A.C.C.E.S.) Accessible Community Counselling and Employment Services
Notes to Financial Statements
March 31, 2024

1. SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

Financial Instruments

The Organization initially measures its financial assets and liabilities at fair value. The Organization subsequently measures its financial assets and financial liabilities at amortized cost using the straight-line method.

Financial assets measured at amortized cost include cash and cash equivalents and contributions receivable. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

Financial assets measured at cost or amortized cost are tested for impairment when there are indicators of impairment. The amount of a write-down, if any, is recognized in the excess of revenue over expenses. Reversals of impairment are recorded to the extent that the value has increased, up to the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in excess of revenue over expenses.

Use of Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the statement of financial position date and the reported amounts of revenues and expenditures for the year then ended. Estimates are used when accounting for amortization, expense allocations and accrued liabilities. Actual results could differ from management's best estimates as additional information becomes available in the future.

2. CASH AND CASH EQUIVALENTS

Cash and cash equivalents include guaranteed investment certificates ("GICs") which are cashable at any time and have an original term to maturity up to one year. The GICs mature between April 2024 and March 2025, and bear interest between 4.93% and 5.15% per annum. Cash and cash equivalents are comprised of:

	2024	2023
Cash on hand and bank balances	\$ 785,345	\$ 122,270
Guaranteed investment certificates	2,363,220	343,614
	\$ 3,148,565	\$ 465,884

(A.C.C.E.S.) Accessible Community Counselling and Employment Services
Notes to Financial Statements
March 31, 2024

3. TANGIBLE CAPITAL ASSETS

	Cost	Accumulated Amortization	Net 2024	Net 2023
Computer hardware	\$ 1,517,640	\$ 1,158,801	\$ 358,839	\$ 302,450
Computer software	296,110	296,110	-	69,744
Furniture and fixtures	864,567	648,621	215,946	132,065
Office equipment	401,223	219,845	181,378	152,717
Leasehold improvements	2,059,629	1,599,412	460,217	227,699
	\$ 5,139,169	\$ 3,922,789	\$ 1,216,380	\$ 884,675

4. DEFERRED CONTRIBUTIONS

Deferred contributions consist of funding received in the current fiscal year for which the related expenditures have not been made. It is anticipated that these funds will be utilized in the subsequent period.

	2024	2023
Balance, beginning of year	\$ 619,607	\$ 1,140,788
Contributions received	38,081,205	28,684,284
Contributions recognized as revenue	(34,574,097)	(29,205,465)
Balance, end of year	\$ 4,126,715	\$ 619,607

Balance at year end consists of:

	2024	2023
Humber College	\$ 2,331,915	\$ -
Sheridan College	1,171,037	-
Corporate donors and partners	623,763	285,233
Government of Ontario	-	334,374
Balance, end of year	\$ 4,126,715	\$ 619,607

5. DEFERRED CONTRIBUTIONS - CAPITAL ASSETS

Deferred contributions related to capital assets represent restricted contributions with which capital assets were purchased. Changes in the deferred contributions balance are as follows:

	2024	2023
Balance, beginning of year	\$ 171,578	\$ 290,111
Less: amounts amortized to revenue	(96,152)	(118,533)
Balance, end of year	\$ 75,426	\$ 171,578

6. COMMITMENTS AND CONTINGENCIES

Based on the operating leases in force for premises, the estimated aggregate future minimum payments, including common areas charges and HST, are as follows :

2025	\$ 2,019,123
2026	1,445,596
2027	1,475,974
2028	388,912
2029	158,923
<hr/>	
\$ 5,488,528	

Due to the nature of its operations, the Organization is periodically subject to lawsuits in which the Organization is a defendant. With respect to claims and possible claims and possible claims at March 31, 2024, management believes the Organization has valid defences and/or appropriate insurance coverage in place. In the event any claims are successful, management believes that such claims are not expected to have a material adverse effect on the Organization's financial position and results of operations.

7. FINANCIAL RISK MANAGEMENT

Credit Risk

Credit risk arises from the potential that a counterparty will fail to perform its obligations. The Organization is subject to credit risk related to its cash and cash equivalents and contributions receivable. Credit risk with respect to cash and cash equivalents is limited due to the types of instruments held by the Organization, and cash is held at a high credit quality financial institution in Canada. The Organization manages risk related to contributions receivable through proactive collection policies.

8. ECONOMIC DEPENDENCE

The Organization relies on funding from the federal and provincial governments.

The Organization is contingently liable for all or a portion of grants received should it not use the grant funds as set out in the terms of the respective agreements. The amount of any such repayments are not currently anticipated or determinable. In the event of repayment of a grant, the repayment will be recorded in the statement of revenue, expenses and changes in net assets.

(A.C.C.E.S.) Accessible Community Counselling and Employment Services
Schedule 1 - Revenue
Year Ended March 31, 2024

	2024	2023
Contributions		
Immigration, Refugees and Citizenship Canada	\$ 8,912,236	\$ 7,805,833
Ministry of Labour, Training and Skills Development - Ontario Bridge Training	8,474,908	6,794,136
Ministry of Labour, Training and Skills Development - Employment Ontario	6,608,134	7,206,319
WCG Services	3,819,852	2,995,516
Employment and Social Development Canada	1,883,596	1,471,291
Corporate grants	676,406	530,507
Humber College	600,135	-
City of Toronto	541,906	509,302
Upskill Canada	395,470	-
Sheridan College	300,975	-
United Way of Greater Toronto	248,883	309,853
Amortization of deferred contributions - capital assets (Note 5)	96,152	118,533
Ministry of Labour, Training and Skills Development - Asylum Claimant	59,870	-
Region of Peel	27,376	-
	32,645,899	27,741,290
Other Revenue		
Sponsorships and donations	1,123,004	1,020,294
Other	899,502	693,052
Nevada Lottery (net)	1,844	1,726
	\$ 34,670,249	\$ 29,456,362