



THE EXCEL EMPOWERMENT CENTRE

ANNUAL REPORT

YEAR 2023



MEETING WOMEN WHERE THEY ARE AT

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MESSAGE FROM EXECUTIVE DIRECTOR



Rebecca Deng, Executive Director

In August 2019, The Excel Empowerment Centre Inc. (TEEC) embarked on a mission that resonates deeply with my journey and the collective aspirations of our community: to empower women and girls in Canada and South Sudan.

This mission is not just professional endeavor, but a shared commitment among all of us – our supporters, donors, staff, and volunteers. It's a powerful reflection of our shared experiences and dedication to affect change.

The year 2023 marked a period of renewed vigour and progress in our mission. We remain steadfast in our goal to empower women and girls affected by war by equipping them with the essential skills needed for success. Our efforts are focused on fostering self-reliance, promoting overall wellness, and helping these women secure meaningful knowledge and employment opportunities.

In Canada, TEEC continues to provide crucial support to refugees and immigrants from war-torn regions across Africa and the Middle

East. These individuals, much like myself, often face significant challenges, including language barriers and the complexities of cultural

adjustment upon arriving in their new home. Our Centre in Winnipeg offers diverse programs to facilitate their social and economic integration. These include literacy classes, employment and life skills training, health and wellness workshops, financial literacy education, and youth summer programs. Each of these initiatives is designed to meet newcomers' unique needs and provide them with the tools necessary for successful integration into Canadian society.

Our commitment to empowerment extends beyond Canada. Our work has yielded significant results in South Sudan, particularly in Bor, Jonglei State. Through our 'EmpowerHer' initiative, two cohorts of women and girls have graduated from a six-month tailoring class, and our English language programs are ongoing. These programs are not just about skill acquisition; they represent a critical step toward economic independence and social empowerment.

Additionally, we conduct health and wellness workshops that address vital issues such as visible disease awareness, mental health and hygiene practices. Our support also extends to families displaced by conflict in North Sudan, we provide essential resources, including

food, shelter, hygiene items, and agricultural training through our demonstrative garden. These efforts are not just about survival, but about fostering resilience and self-sufficiency in the face of adversity, and they are making a real difference in the lives of these communities.

During my recent visit to South Sudan in December, I had the profound privilege of witnessing our volunteers and staff's dedication and hard work. We undertook efforts to improve our facilities, culminating in a significant and profoundly moving graduation ceremony on January 12th, 2024. This event was not only a celebration of the accomplishments of the women and girls who completed our programs but also a testament to the unwavering support of our donors, whose contributions have been instrumental since the inception of our Centre.

As Executive Director, I am filled with immense pride in the achievements of those we serve. Their resilience and determination are a constant source of inspiration. I am equally grateful for the generosity of our donors. Your support is the lifeblood of our mission, enabling us to make a profound and lasting impact on the lives of women and girls both here in Canada and abroad in South Sudan. Your contributions are not just financial, but a testament to your belief in our cause, and we couldn't do this without you. Together, we are not just transforming individual lives; we are building stronger, more resilient communities across borders.

TEEC Winnipeg □



In Winnipeg, we operate with the support of volunteers, generous donors, Staff, various organizations, and governmental entities at all levels. In 2023, the organization successfully implemented several programs that have positively impacted the lives of its beneficiaries in Canada and South Sudan, reflecting its commitment to empowering marginalized war-affected women, girls and promoting sustainable community development. □

LITERACY SKILLS DEVELOPMENT TRAINING

We focused on expanding the beginner-adult English programs and personalized tutoring specifically tailored for immigrants, refugee women, and girls. These initiatives were designed to help parents in need of support to overcome linguistic barriers and integrate into local communities effectively. The program includes a comprehensive curriculum covering essential vocabulary, grammar, pronunciation, and practical communication skills necessary for daily interactions and workplace success. Additionally, cultural orientation and resume preparation workshops are provided to deepen participants' understanding of societal norms and facilitate employment opportunities. The program is structured with interactive lessons and individualized tutoring, creating a supportive environment that builds confidence and encourages active engagement. Through these efforts, participants benefit by improving their language proficiency, boosting their confidence, and strengthening their social connections. Ultimately, the Literacy Skills Development Training empowers immigrant and refugee women to navigate and thrive in their new surroundings.



"I am grateful for Excel Empowerment Centre's English program. With newfound language skills, and my children enrolled in the TEEC program, I secured employment. Thank you for empowering immigrant women like me, enabling us to provide for our families and thrive in our new home" - Consolata



WOMENS' SEWING PROGRAMME



The Sewing and Tailoring programs have facilitated meaningful connections and strong networks of support among women participants. With grant support from The Winnipeg Foundation, partnership with MCC, the Winnipeg Foundation, anonymous donors, and contributions through Canada Helps including our friends who donated sewing material, women were able to sew over 636 dignity kits and 800 comforters. Some of these items were distributed to Internally Displaced Persons (IDPs) women, and girls in South Sudan making a significant positive impact. Beyond practical contributions, the initiative has fostered a sense of community among immigrant women, encouraging ongoing support for each other's well-being. The popularity of the tailoring program has increased, attracting many participants eager to enroll in training sessions. Our Sewing and Tailoring initiative exemplifies how community support, collaboration, and skill-building can lead to tangible contributions and a strengthened unity among participants.



Shared Prosperity

Through our ongoing collaboration with Harvest Manitoba and the First Lutheran Church, our volunteers are dedicated to upholding the fundamental human right to food security within our community. By sourcing and distributing essential food items, we aim to alleviate the burden of food insecurity faced by vulnerable individuals and families. Our efforts extend beyond mere provision to include advocacy for the recognition and fulfillment of the right to an adequate standard of living for all. The primary demographic is comprised of low-income immigrants and refugee women who often are faced with systemic barriers hindering their access to nutritious food and other necessities. These individuals grapple with multiple challenges such as limited job opportunities, mental health and depression, lack of housing, and relying on social assistance and food banks. □



Children and Youth Diversity Day Camps

Young newcomers participated in community activities designed to steer them away from potentially unsafe activities.

These activities were aimed at creating a positive environment, alleviating the trauma of post-war experiences, and providing them with resources and tools to become valuable members of their communities, regardless of their circumstances. The activities provided opportunities to explore, play, and enjoy fresh air, which helped improve their mood and attention. In today's digital age, we stress the importance of balancing indoor and outdoor activities to promote physical activity and overall development. The success of our summer program is due to the dedication of our staff and volunteers, who tirelessly support and mentor the youth, empowering them to maximize their recreational and academic opportunities. □



CHILDMINDING PROGRAM

The Childminding Program is instrumental in supporting immigrant women with young children who don't have daycare service. Last year, 17 children from age 0-5 years enrolled at the program providing a nurturing environment while their mothers attend English classes or work, doctor appointments. Drop-ins were also accommodated, supporting mothers during errands. This flexibility is crucial as many immigrant women balance family and work in a new country to adjust with language learning and job search. The program not only ensured children's safety but also facilitated mothers' pursuit of educational skills and future goals. Throughout the year, children participated in enriching activities like painting, outdoor play, and language development through nursery rhymes and group interactions. These activities promoted social skills and preparedness for formal education, enhancing overall development. The program's success extended beyond childcare, serving as a lifeline bridge for immigrant women striving for brighter futures. Childminding Program exemplified its commitment to empowering women by providing a supportive space where children could learn, grow, and thrive, reinforcing the community's fabric.





YMCA- “Stress Relief and Mental Health”

The Women's Fitness Class at YMCA facilitated through community outreach wellness checks, has been a highly successful program for our female members. Scheduled conveniently after work hours, it provides a dedicated space for women to engage in physical activity in a supportive environment. One standout feature is the childcare services offered during class, allowing mothers to participate without concern for their children's well-being. Led by experienced instructors who were women allow women from diverse social and religious background to actively participate in the program with a sense of safety and trust.

The class includes a dynamic warm-up followed by a variety of exercises like yoga, Zumba, strength training, and flexibility movements. It promotes camaraderie among participants, fostering motivation and mutual support. The instructors tailored workouts to accommodate diverse fitness levels and individual needs, ensuring sessions are challenging yet accessible.

This holistic approach to fitness not only enhances physical well-being but also addresses the practical challenges faced by mothers, enabling them to prioritize their health while their children are taking care in a safe environment setting supervised by trained YMCA staff.





WORLD REFUGEE DAY- “Reflection”

The World Refugee Day event marked a significant achievement as our first major in-person project post-pandemic, drawing over 400 attendees supported by 40 volunteers, 23 service providers, and key partners MANSO and the City of Winnipeg. Held strategically for accessibility, the event featured a diverse food menu accommodating all dietary preferences and included cultural dances and personal stories that resonated deeply with attendees. Looking forward for another year, we aim to increase participation, particularly from indigenous communities, fostering mutual understanding and reconciliation. Plans include integrating indigenous storytellers and involving schools to educate on global issues and resilience in the face of conflict. The event highlighted refugee resilience and the importance of compassion and solidarity, creating a safe, inclusive space that exemplified community-driven initiatives in promoting harmony across diverse backgrounds. Moving forward, we are committed to expanding our support for refugees and marginalized groups, guided by our values of empathy, inclusivity, and social justice through continued collaboration with partners and volunteers.



TEEC's Programs in SOUTH SUDAN



EmpowerHer Bor initiatives have profoundly impacted women and girls in South Sudan offering free English literacy classes to war-affected women and school dropout girls in the region. Spanning four levels from basic alphabet recognition to advanced grammar and oral communication, the curriculum not only enhances communication skills but also fosters critical thinking and creativity, predominantly benefiting women and girls. The program empowers participants to advocate for their rights independently and reduces their reliance on translation services. Additionally, activities also increased their employability, catalyzing community development and advancing gender equality in the region. By making English education locally accessible, previously limited to distant and costly options, TEEC fills a significant educational void and enriches the lives of its beneficiaries. □



Mobile Clinic

We established a mobile clinic to provide emergency assistance to internally displaced persons (IDPs) upon their arrival at our centre. The clinic became a crucial resource for many local women, girls, and children, as well as those who were internally displaced. TEEC contracted a local doctor to respond firsthand to the patients' conditions, conduct malaria and pneumonia tests, provide medication, and offer referrals for chronic illnesses to regional hospitals. The clinic provides services to IDPs and single mothers free of charge, averaging 30-40 women patients and over 80 children monthly and is the only one responding to the need in the region. The presence of the clinic led to improvements in the health of women and children who sought help for various infections. □



Advocacy and Awareness

In Bor Jonglei, our Centre team partnered with local leaders to lead campaigns against gender-based and intimate violence, as well as mental health issues affecting women in the region. The local religious and block leaders mobilized members, and TEEC facilitated and delivered information to raise awareness on issues affecting women and girls, including early child marriage. The training was successful in bringing together leaders and members from different levels within the communities.



TAILORING PROGRAM- "Stitching Together Strength and Independence"



Our tailoring training program in Bor, Jonglei State, has empowered 60 resilient women and girls through a six-months intensive course. Divided into morning and afternoon groups, the program provided comprehensive skills in tailoring and literacy, catering to diverse counties within Jonglei State. Participants received breakfast, lunch, and learning materials. The training covered sewing techniques, machine operation, and material cutting, culminating in real-life projects and graduation. The impact of the program is significant, equipping women and girls with marketable skills for income generation and economic independence. By graduating 60 women, TEEC not only bolstered individual livelihoods but also contributed to community development in Bor. The provision of necessary equipment and materials ensured practical learning is fostering confidence and proficiency in tailoring among participants. Overall, TEEC's initiative underscores its commitment to empowering women and girls through practical training, fostering self-reliance, and advancing economic opportunities in Jonglei State and surrounding areas.



IDPs (Internally Displaced People)



UNHCR distribution of non-food items



We demonstrate a strong commitment to humanitarian aid through its Emergency Food Supply for IDPs program, focusing on refugees, immigrants, and internally displaced persons (IDPs) in South Sudan. The initiative aims to address a broad spectrum of IDP needs, offering immediate food relief, transitional support, and long-term development assistance. In 2023, TEEC provided shelter to the 14 families 133 individuals, primarily from war zones in Sudan, addressing challenges such as food insecurity and health concerns through collaboration with RRC (Relief and Rehabilitation Commission), and WFP (World Food Program) provided with non-food items.

Central to our approach is Trauma Healing, guided by UN principles on Internal Displacement. Upon arrival, IDPs receive vital counseling aimed at supporting their emotional and psychological well-being, alongside practical aid. This integrated approach not only alleviates immediate hardships but also empowers IDPs to rebuild their lives with dignity and resilience. TEEC's initiative exemplifies a compassionate response to IDP challenges, embodying its core values of providing hope and fostering sustainable recovery among displaced persons.

APPRECIATIONS.

This report is dedicated to our esteemed TEEC partners and the donors, our well-wishers, and the generous supporters whose unwavering commitment has been instrumental in the success of our programs. Special gratitude goes to our key anonymous donor for the exceptional contribution alongside other individuals' donors.

Your continuous support may often go unnoticed by the beneficiaries of our programs, but it brings smiles to their faces and instills hope in their hearts. Your generosity enables TEEC to deliver vital services and rebuild lives for the women and girls in Bor and beyond. Thank you.

We extend our deepest appreciation to The Winnipeg Foundation for their support through various initiatives, starting from Community Grant, Literacy for Life, Nourishing Potential, Be the Change grant through David Newman, Youth in Philanthropy, Camps and Summer Program. Manitoba Council for International Cooperation (MCIC) solidarity fund and our Canadian partners have also played a crucial role in supporting our programs.

We would like to acknowledge the following key funders and partners for their unweaves support for invaluable contributions:

- anonymous donor
- Jasmine Foundation
- The Winnipeg Foundation
- Canadian Women's Foundation
- Government of Canada/Youths Canada Summer Jobs
- David Cohen/Jewish Foundation
- Province of Manitoba/ Urban Green Team, Youth Skills Development,
- Arts, Culture and Sport/Community Celebration
- Tropicana Community Services / SBCCI
- Canadian Women's Foundation
- Donations through Canada Helps
- Inweave/ Make Way
- Pastor Michael and the entire First Lutheran Church, are very supportive
- St. George
- Big thanks to Jack Goodman, our Payroll and accountant we wouldn't be archived TEEC activities with you. I have no words to express my appreciation but only God will bless • Our friends who reposed positively during online emergency fundraising for the IDPS

Your partnership and support have enabled TEEC to inspire and empower women, girls, and children, particularly those in dire need, to realize their full potential as productive, responsible, and caring members of both Canadian and South Sudanese communities. Together, we are making a profound impact on lives and communities. Thank you for your continued trust and collaboration.

ROAD MAP TOWARDS EMPOWER HER

1. **Expand Educational Programs:** Increase the reach and scope of literacy and skills development programs to reach more marginalized women, girls, and children.
2. **Enhance Health Initiatives:** Strengthen mobile clinic operations and health outreach to provide comprehensive medical care and support to IDPs, Women & Girls, and vulnerable populations.
3. **Enhance Health Initiatives:** Strengthen Wellness workshops, and educational awareness to gain understanding of cultural adaption on how changes impact war-affected newcomers, Culture shock new culture and your home.
4. **Sustain Food Security Efforts:** Continue and expand partnerships with organizations like Harvest Manitoba to ensure sustained access to nutritious food for low-income immigrants and refugees.
5. **Scale Tailoring and Sewing Programs:** Expand the tailoring training program to accommodate more participants, enhancing economic opportunities and community support networks.
6. **Youth Engagement Programs:** Develop year-round youth programs that promote leadership, skills development, and community engagement beyond summer activities.
7. **Trauma-Informed Care:** Further integrate trauma healing practices into all TEEC programs to support emotional and psychological well-being effectively.
8. **Partnership Strengthening:** Foster deeper collaborations with local, national, and international partners to leverage resources and expertise for greater impact.
9. **Advocacy and Awareness:** Increase advocacy efforts to raise awareness about the challenges faced by war-affected populations and promote policy changes for systemic support.
10. **Sustainable Funding Strategies:** Diversify funding sources and develop sustainable fundraising strategies to ensure long-term program stability and growth.
11. **Monitoring and Evaluation:** Implement robust monitoring and evaluation frameworks to assess program effectiveness, identify areas for improvement, and measure long-term outcomes.
12. **Agriculture strengthening to grow green vegetables:** sustainable pilot plantation program, involving Irish Potatoes, Onions, Kale, and Tomatoes which is an efficient method to grow vegetables.
13. **intend to start small poultry: Mass opportunities to train women** hybrid breed between English and traditional chickens is the best for South Sudan's warm weather, chick thrive well, one old chick would take about four to five months to fully mature and start laying the eggs. A mature chick would lay about 20 to 25 eggs a month. According to TEEC research in South Sudan

Review Engagement Financial Statement of Operations
For the Year Ended December 31, 2023

	2023	2022
REVENUES		
Donations	\$ 281,075	\$ 192,448
Grants	143,351	136,187
Provincial government grants	71,259	36,680
Federal government grants	6,686	35,243
Services	3,150	-
Rental revenue	-	1,456
Fundraising	5,895	1,760
	511,416	403,774
EXPENSES		
Advertising	1,631	2,491
Amortization of tangible assets	2,636	1,363
Donations	172,289	103,608
Equipment	1,387	5,175
Insurance	1,575	-
Interest and bank charges	2,122	2,163
Memberships and licenses	1,308	-
Office expenses	27,246	10,474
Other	-	20,077
Professional fees	8,700	1,644
Program	27,101	23,294
Salaries and wages	255,797	253,167
Training	550	-
Travel, meeting & staff support	1,911	-
Vehicle	6,287	7,643
	510,540	431,099
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	\$ 876	\$(27,325)



TEEC

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