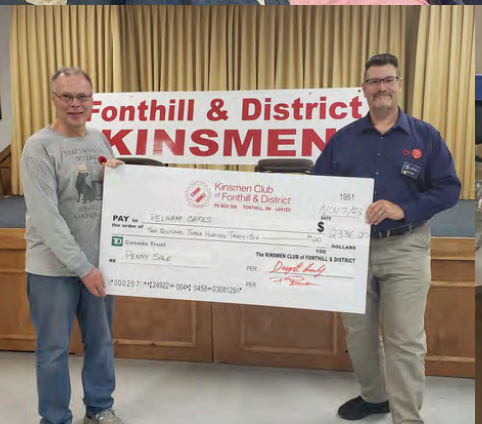
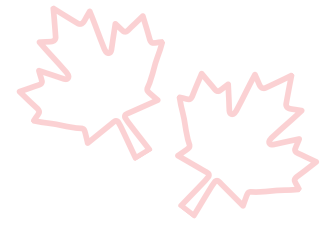




Serving the Community's Greatest Need in 2023/2024



KIN CANADA HIGHLIGHTS BY THE NUMBERS 2023-2024



381,199

TOTAL SERVICE HOURS*

\$23,187,375

TOTAL SERVICE DOLLARS*

\$63,000

DONATIONS TO HREF

53

BURSARY RECIPIENTS

Congratulations Kin Canada on achieving
99% Service Reporting this year!

1,325

UNITS OF BLOOD
DONATED

\$566,244

DONATIONS TO CYSTIC
FIBROSIS CANADA

*% of Clubs reporting: 99%

KIN CANADA AT A GLANCE

4,712

TOTAL MEMBERS



208

KINSMEN CLUBS



110

KINETTE CLUBS

49

KIN CLUBS



1

CAMPUS CLUB

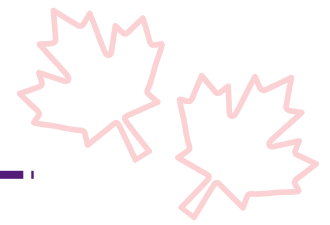
We are thrilled about positive membership growth in our Association this year! Well done to all Kin Canada clubs and members for making this possible!

Congratulations to everyone who received the well-deserved honour of Kin Canada Life Membership this year!

- Paul Zinn**, Lucknow & District Kinsmen Club, D1
- Darryl Van Moorsel**, Greater London Kinsmen Club, D1
- Daniel Haines**, Tillsonburg Kinsmen Club, D1
- Tyler Brady**, Clinton & District Kinsmen Club, D1
- Roger Howson**, Stratford Kinsmen Club, D1
- Tammie Corbett**, Thunder Bay Fort City Kinette Club, D2
- John Brodack**, Thunder Bay Hill City Kinsmen Club, D2
- Becky McGregor-Dyck**, Dauphin Kin Club, D2
- Jaylene Kormish**, Lashburn Kinette Club, D3
- Wendy-Lou Leipert**, Lashburn Kinette Club, D3
- Don Kammer**, Rosetown Kinsmen Club, D3
- Glenn McNally**, Rosetown Kinsmen Club, D3
- Pete Uhryn**, Rosetown Kinsmen Club, D3
- Steve Smith**, Martensville & District Kinsmen Club, D3
- Tasha Cyr**, Shellbrook Kinette Club, D3

- Lyndsay L'Heureux**, Jansen & District Kinette Club, D3
- Melodie Rostie**, Watrous Kinette Club, D3
- Lawrence Pacholek**, Camrose Kinsmen Club, D4
- Susan Dickson**, Edmonton Kinette Club, D4
- Angela Jenkins**, Edmonton Kinette Club, D4
- Wendy Neufeld**, Wetaskiwin Kinette Club, D4
- Cameron Kemp**, Medicine Hat Kinsmen Club, D4
- Kyla Nannette Mandrusiak**, St. Albert Kinette Club, D4
- Sukh Parmar**, Kelowna Kinsmen Club, D5
- David Laughlin Stewart**, Kelowna Kinsmen Club, D5
- Claude Legault**, Cornwall Kinsmen Club, D6
- John Rickett**, Dartmouth Kin Club, D7
- Ronald Bruce Jones**, New Glasgow Kinsmen Club, D7
- Irene McNeil**, Sutton Kinette Club, D8

NATIONAL PRESIDENT'S ADDRESS



Amanda Naughton-Gale

This year as Kin Canada's National President has blessed me with meeting incredible people, working and hearing about amazing projects, seeing innovation in clubs, and admiring the many ways that Kin invested in their communities to impact the lives of fellow Canadians in 2023/24.

Serving as an ambassador of our Association and the work we do to Serve the Community's Greatest Need, I had the privilege of visiting many communities and clubs across the country.

It was an honour to celebrate the Kinsmen Club of Winnipeg's 100th anniversary, attend PNP Cameron Kemp's Life Night, work Telemiracle, and experience events with fellow Kin in Boissevain, Gladstone, Regina Queen City, Dauphin, St. Albert...and almost Flin Flon (a storm got in the way).

This year, I also enjoyed a District 6 tour, as well as time in District 2 at our Fall Leadership Conference (Dauphin), a Spring Zone (Brandon), and District Convention (Brandon). I was pleased to attend the first-ever D7 Super Zone in Gander, and was warmly welcomed at District 3 and 8 Conventions in Madge Lake and Timmins.

Thank you to every fellow Kin who hosted, welcomed, and included me in your Kin activities. You have made my year one to remember! I have sold 50/50 tickets, slung beer, been in parades, toured your communities, delivered socks, spoken to public officials, answered phones, networked with sponsors and charity partners, and had more encounters with fish than I would have predicted. I have had such great experiences, and fantastic conversations about Kin Canada and our future, and I certainly made some new friends along the way. I loved every minute of it and am forever grateful for your hospitality and kindness.

Another role of the National President is to serve as Chair and as a member of the National Board of Directors (NBoD). As we have emerged from the other side of some major trials for Kin Canada, a focus of the board has been considering what our Association looks like in the changed environment of the nonprofit world. It was my goal this year to ensure the NBoD lay the foundation work and set the stage for our ability to adapt and make changes to Kin Canada as an organization - so that we can continue to grow and remain relevant in our communities.

There is one thing for certain: the social and economic impact of our Association is difficult to measure, however, the millions of dollars and thousands of hours we as a collective have invested in our communities, makes an incredible impact. If that were to go away, what would happen to the quality of life for Canadians?

As the chair of the NBoD, I set the following goals to accomplish, which if achieved, would ensure that the foundation was prepared for our future as an organization.

1. Hire an Executive Director
2. Become accredited by Imagine Canada
3. Increase the communication of the NBoD to the membership
4. Re-focus the NBoD's efforts in their governance role

I am happy to report that we have made noteworthy progress in many of these goals. The NBoD hired Randy Sidhu as our Executive Director in November 2023. Kin Canada became accredited by Imagine Canada in June 2024. The return of Inside the Boardroom and video messages has helped keep members informed of what the Board is discussing. There is, however, still work to be done on this goal. Lastly, the NBoD has refocused its efforts on governance, long-term planning, and visionary work with a re-focus on the Strategic Plan and the future of Kin Canada.

Though these goals may not seem groundbreaking, I feel that they have been successful in ensuring the path that we have been going on for 104 years continues. I hope that this year has helped to lay the groundwork for Kin Canada to evolve, grow, and Intensify.

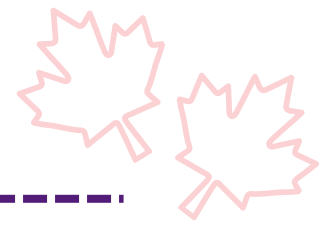
Yours in Kin,



Amanda Naughton-Gale
National President
2023-2024



BOARD OF DIRECTORS UPDATE



It was another busy year for our National Board of Directors (NBoD) as they worked to advance our Association. We thank all our NBoD members for their time, talents, leadership, dedication, and passion for Kin.

Key highlights of board and work group activities in 2023/24 are outlined below:

Management Committee

- Increased communication to members
- Maintained accountability of NBoD goals
- Monitored working group and committee progress
- Reviewed National Director (ND) responsibilities, processes, and procedures

Human Resources Committee

- Recruited and hired the Executive Director (ED)
- Onboarded the ED
- Assessed and adjusted ED performance evaluation processes
- Established a 365-stakeholder review process for ED evaluation
- Determined ED Key Performance Indicators (KPIs)

Succession, Credentials and Elections Committee

- Reviewed core competencies gaps on NBoD
- Recruited for and filled a 1-year term ND vacancy
- Improved Accredited Delegate (AD) and AD Transfer Forms
- Updated Chapters 3, 4, and 6 of the National Policies & Procedures of the Association
- Recruited for and filled a 2-year term ND vacancy
- Managed the Elections & Credentials process for the 2024 Annual General Meeting

Finance Committee

Monthly review of financial statements

Assisted with the development of the 2024/25 national budget

Complete proposed budget consultations with members

Approved Kin Canada's audited 2023/24 financial statements

Implemented requirements of Imagine Canada accreditation re: statutory filings and regular review of Investment Policy

Education and Evaluation Committee

Developed an evaluation tool for meeting efficiency and effectiveness

Created a schedule for NBoD education and professional development

Encouraged use of relevant Charity Village ongoing education opportunities

Led an exercise to explore visionary thinking

Governance Committee

Review committee Terms of Reference

Improved readability of National Policies and Procedures of the Association

Added "Definition" sections to all updated policies to improve clarity

Incorporated gender-neutral language into updated policies

Established a new Conflict of Interest Policy and Procedure (under legal review)

Revised Chapter 10: Not in Good Standing, Chapter 11: Conduct of Character, Community Standing and Complaint Resolution (under legal review)

Revised Chapter 9: Life Membership application process (effective July 1, 2024)

Revised Chapter 17: Governance Policies

Strategic Planning Committee

Led the completion of the Imagine Canada accreditation process

Reviewed the Strategic Plan in collaboration with the ED

Oversaw the update of Key Performance Indicators (KPIs) and the Operational Action Plan Liaised with the Operating Model Review Working Group (OMG)

Reviewed and actioned OMG recommendations

Revenue Generation Working Group

Explored revenue generation and member savings opportunities (on-going)
Generated revenue from advertisements in Kinnections newsletter
Identified and posted grant and sponsorship opportunities available to clubs
Explored a 50/50 Online Raffle pilot project

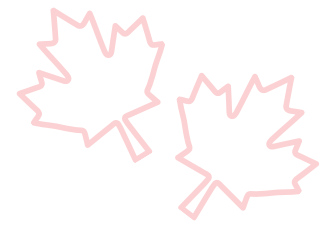
Operations Model Review Working Group (OMG)

Consulted members through surveys, presentations, and focus groups
Conducted an external survey to gather data across Canadian communities
Compiled feedback and data
Submitted recommendations to NBoD for review and action

2023/24 National Board of Directors



OPERATIONS UPDATE



RANDY SIDHU - EXECUTIVE DIRECTOR

I was brought on as Kin Canada's Executive Director and the newest member of HQ staff in November 2023, so I have had 8 months to get my shoes wet, and to fully understand what an incredible association we have. From the 4700+ committed volunteer-members and the 350+ clubs across the nation, it is great to see how much of an impact all of you are making in your respective communities. As someone with a background in community building, I am amazed at the sheer efforts and passion from our membership base. I cannot stress enough how honoured I am to be a part of a Canada-wide association that is making a significant difference coast-to-coast. Thank you to our members - for all your hard work, dedication and for making Kin Canada the best national service organization in the country!

Something I wanted to do immediately upon joining Kin Canada was connecting with many of our past and current leaders. I have had great conversations with those young and old, life members and those more recent, and those in between. Most understood the challenge that a new ED has when joining such a storied, established organization. Some of our leaders defined the ED role as that of "drinking from a fire hose," with a lot of layers to peel back and the complexities in place. I understood that completely heading into this role, and I relish taking on a task with such a steep learning curve. During these discussions, it was evident that there are some significant challenges that exist within the association, but also opportunities that we can benefit from and continue to "Innovate, Invest, and Impact." I hope to have conversations with more of our leaders and other members of the association as we continue forward, as there is still much to discover about Kin Canada.

There are certain aspects that we can control, and some we cannot. Over the years, our membership composition has shifted considerably. Much of that has to do with the significant overall changes within the volunteering landscape, as well as the makeup of Canada itself. The greatest needs of communities also continue to evolve. There are great opportunities to adapt and change with the times so that Kin Canada and our clubs continue to stay relevant now and in the future.

I also noticed early on of some of the gaps and areas of improvement needed across our association. One that truly stood out was that of "Education." I feel as though you can never have enough education or learning experiences, both professionally and personally. I also felt that we as an association were not providing the foundational training and overall education for leadership roles. As we desire for new leaders to emerge from within, we must provide them with the supports needed to fulfill those roles.

The Governor training program is a prime example of what we need to do more of. I was fortunate enough to join the Vice Governors in January 2024 for their weekend Governor training session. Besides the valuable opportunity to connect in-person and bond as a team, the learning experience was one that should be replicated amongst other leadership roles. So shortly after Governor training, we formed an “Education Working Group” for the association, and one of the first tasks was to establish “boot camps” for each position within our district leadership teams, so that they would receive the baseline training needed for their respective roles. All the boot camps were completed by mid-July, with room to improve based on attendee feedback. The hope is that we can expand the boot camp program by providing a similar training experience at the club level as well, providing this opportunity to club executives (or even those members who are considering taking on a leadership role down the line and would like to know what that entails). A special thank you to past D1 Governor Karen Coutts and Past National President Erin Thomson, who both sit on the Education Working Group and were instrumental in establishing the boot camps. And thank you to all our boot camp trainers for your efforts on material preparation and delivery.

Outside of education, HQ has been extremely busy with numerous projects and process improvements, while managing the day-to-day administration side of the national body. Such highlights include:

***Strategic Plan Revamp:** A significant revamp of the strategic plan was undertaken in 2024 on how to operationalize and execute the plan, which runs until 2026. We have now identified primary and secondary operational activities for each of the 14 strategic priorities and will look to implement those activities over the next 2 years.

***OMG Recommendations:** The Operating Model Review Working Group (OMG) has identified 16 operational recommendations for staff to consider for improving the overall operations of the association. Staff believe all 16 recommendations have merit. Some are short-term / quick wins which have been completed, while others are in progress but have medium-term timeframes.

***2024 Census:** In Spring 2024, a “census” was issued to members asking specific questions relating to demographics, education, interests, skill sets and communication preferences. With that data, staff will collect, analyze, and produce a research report that will give us more insights into our membership base. The hope is that we will also be able to locate untapped talent and utilize member skill sets to assist staff with the execution of key projects.

***iMIS Upgrade:** The database upgrade went live in Spring 2024, which will elevate the user experience for members and staff. The upgrade creates opportunities to improve process automation as well as ease and efficiency in information gathering. It also allows for the revamp of iKin.ca and kincanada.ca.

***Membership Growth:** For the first time in a decade, and just the third time in the last 40 years, Kin Canada has achieved year-to-year growth. Building from last year in stabilizing membership counts, the association grew 2.1% in the 23/24 Kin year. Congratulations to our clubs in focusing on both recruitment and retention, as we are anticipating a change in trajectory with our membership numbers in the years ahead.

***Imagine Canada:** After years of continuous effort, Kin Canada has finally received accreditation from Imagine Canada, the most recognized non-profit standards program in the country. This validation requires a certain level of transparency and accountability through best practices, ensuring our strength in governance and operations within the association.

Of course, the above accomplishments would have been possible without our amazing staff – Melanie DiCarlo, Jennifer Haug, Melina Hayward, Lindsay Irvine, Krista Nicol, and Carmen Preston. I was fortunate to have a team like this in place from the moment I got here, and I want to thank them for all their support during (and after) the transition. Staff have gone through significant changes over the years, so I appreciate their patience and all the adjustments they have had to make since I arrived. I have seen them make great strides and going above and beyond for the benefit of the association, so I want to thank our staff for their efforts. We also have two summer students that are assisting us with marketing and communication projects, and both Kelsey Todd and Mariya Joy have been great supports at HQ.

Part of the responsibility of staff is striving to support our clubs. Not all our clubs will reach out or need the help of “National,” and that is perfectly fine. So long as member clubs continue serving their community’s greatest need, that is what matters at the end of the day. However, we at HQ will be here whenever our clubs need support or assistance from us.

Outside of our staff, I would like to thank our outgoing Governors and district leadership teams. Though I only had a chance to collaborate with you for a short while, it was truly a pleasure and I have been impressed with the leadership we have at the district level. This includes our incoming Governors and district teams, whom I look forward to working with in the 24/25 Kin year. I would also like to thank our outgoing National Service Director, Sheila Laverty for all her hard work on the service end, and to welcome Gord Patterson, our incoming National Service Director. Lastly, I would like to thank the NBOD, for their time and commitment, and for their faith in me leading the association forward. Working alongside National President Amanda Naughton-Gale and her positive leadership presence has been a pleasure, and I look forward to continuing that with National Vice President Marley Hanishewsky when she takes the helm as National President.

I appreciate the opportunity to represent Kin Canada as Executive Director. Those that know me well understand that I am not much of a talker. My approach has always been to listen, learn and execute. More of a doer, I like to see results and not just talk about them. While you may not agree with every decision I have, or may have to make as Executive Director, I can assure you that each major decision will be sought with input and thought out diligently as what is best for Kin Canada as an organization. My hope is that the results you see over the next 12 months will speak for itself, including the vision that I have for the association, and for the longevity and future of Kin Canada.

I am truly looking forward to the 24/25 Kin year and working with all of you to make this an unforgettable time for the association.

Yours in Kin,



Randy Sidhu
Executive Director
Kin Canada



Kin Canada Operations consistently operates with our Association's Mission, Vision, Values and Strategic Priorities in mind:

- MISSION** Volunteer members impacting Canadian communities through service, leadership, fellowship, and personal development.
- VISION** To be Canada's National Service Organization
- VALUES** Excellence **P**ride **I**ntegrity **I**nclusiveness **C**ompassion



INNOVATE



INVEST



IMPACT

NATIONAL SERVICE DIRECTOR UPDATE



As the 2023-2024 Kin year comes to a close, it is time reflect on our accomplishments, celebrate the impact we have had on Canadian communities and recognize an anniversary 60 years in the making. As Kin, we share an incredible passion to Serve the Community's Greatest Need, and I continue to be in awe of the dedication Kin members demonstrate in support local communities and our district and national partners.

Over the past year, I have followed the work Kin Canada clubs with your posts on Facebook and it has been exciting to share in your successes as you ensured those in your communities had access to vital services, experienced new recreational and family-oriented facilities and events, and shared in the joy of Kin Kindness not only in February but throughout the year.

Whether your projects were large or small, produced huge fundraising dollars or were immeasurable in impact yet fulfilled a vital need, all of your efforts impacted the life of someone in your community. As members of Kin Canada, we can be extremely proud of our impact on the Cystic Fibrosis community. We can hold our heads high for the 60+ years of dedication and the \$50 million we have raised for CF Canada.

As members of Kin Canada, we are extremely fortunate to have a dedicated National Service Network to support clubs in serving communities from coast to coast. I would like to acknowledge all our District Service Directors, National Projects Coordinator Lindsay Irvine, Hal Rogers Endowment Fund Outgoing Chair Wendy Rolfe and Colleen Wake who believed in the importance of the Kin Canada Bursaries, Kin Canada Foundation Chair Ryan Malley, Outgoing Kin-CF Liaison Lisa Burechails, and representatives from Canadian Blood Services and Cystic Fibrosis Canada. It has been a pleasure to work with each of these passionate individuals as they share knowledge and service ideas and act as a sounding board for Kin Canada service initiatives and support resources.

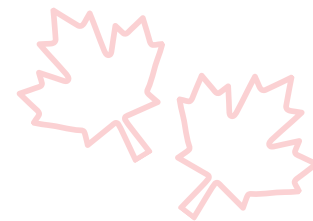
As we move forward to the new Kin year, the words of Nelson Mandela reflect in impact of Kin Canada on our communities as well as the impact on each of us. "What counts in life is not the mere fact that we have lived. It is what difference we have made in the lives of others that will determine the significance of the life we have lived."

Sheila Laverty
National Service Director
2021-2024



Thank you, fellow Kin for another incredible year of Kin Service to Canadian communities!

KIN CANADA BURSARIES UPDATE



WENDY ROLFE - HREF CO-CHAIR

The 2023-24 Kin year was the second year using the online application process for Kin Canada Bursaries. We continue to show great progress in this area and have seen a very strong upsurge in numbers. Across the country, clubs and members were instrumental in helping to get the word out to potential applicants, through sharing social media posts. This year we received 839 applications from students (27% increase), which resulted in 236 club endorsed applications (10% increase). In addition to more applications, a small, but significant change to one of the questions on the application form meant that the quality of applications we received was higher, with much less repetition in answers.

For the first time, we saw a large increase in amount of interest earned in the prior year, which is considered in our calculation of net income to determine the number of bursaries awarded. This large upswing meant that we were able to provide 103 bursaries to needy students across Canada.

Toward the end of the Kin year, we, unfortunately, lost one of our Co-Chairs, Colleen Wake, who lost her battle with cancer. As a passionate advocate for the Kin Canada Bursary program, Colleen understood that access to education changes lives. Her dedication and commitment to the bursary program was immense and we thank her for all her contributions over the past three years.

Going forward into the new Kin year, the Board of Trustees will be focused on continuing to build awareness of the program, both to students and within our clubs, as well as looking at options to modernize the look of the Kin Canada Bursary brand. We will be including some membership consultation as part of the process.

On behalf of the Hal Rogers Endowment Fund Board of Trustees, we would like to thank all of the members and Clubs who continue to support the Kin Canada Bursary program and the students we serve.

Yours in Kin,

Wendy Rolfe

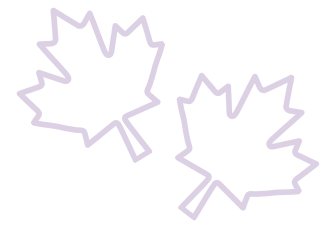
Co-Chair

Hal Rogers Endowment Fund



Thank you, fellow Kin for making the Kin Canada Bursaries program possible with your time and financial support!

2023-2024 KIN CANADA BURSARIES RECIPIENT STORY



CEANNA FISCHER

“The financial assistance from the Kin Canada Bursary will significantly contribute to my educational journey towards a degree in Kinesiology and my ultimate goal of becoming a licensed Physical Therapist. This support will alleviate the burden of educational expenses, allowing me to fully concentrate on my studies. It also provides me with the means to acquire essential resources such as textbooks, educational materials, and technology, enhancing my academic growth and understanding of the field.

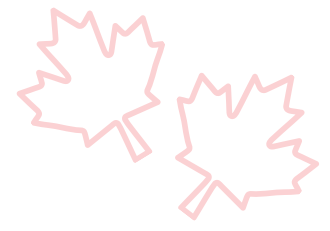
In addition to academics, the bursary enables me to actively engage in workshops, conferences and internships that are vital for my professional development. These opportunities will not only enhance my understanding of Kinesiology but also provide practical experience in the field.

Receiving this bursary validates my hard work and aspirations. It not only eases the financial strain on my family but also reinforces my commitment to achieving academic excellence and making a positive impact in the field of Kinesiology. I am genuinely passionate about promoting health and wellness and believe that with this support I can help make a difference.

Thank you for awarding me with the Kin Canada Bursary. I am deeply grateful for this opportunity and look forward to utilizing this support to achieve my educational and career goals.”



HAL & ELSPETH ROGERS NATIONAL SERVICE AWARD



Congratulations to the following clubs who won the Hal and Elspeth Service Award at their District levels and proceeded to the national competition for consideration. We thank all the clubs who took time to share their impressive club projects and impact stories this year!

Listowel Kinsmen and Kinette Clubs (D1) - Kin Cares Youth Group

Tyler Scaffer and Jill Fowler of the **Listowel Kinsmen and Kinette Clubs**, started the Kin Cares Youth Group, offering a vital platform for growth, engagement and mentorship to 46 students in the area.



Stonewall Kinette Club (D2) - Month of KINdness



The **Stonewall Kinette Club** turned KINdness Day into KINdness Month! To make everyone in the community feel appreciated, they hid crocheted worms in local stores, handed out thank you cards and gift cards and brought smiles to people's faces.

Maidstone Kin Club (D3) - Wildfire Evacuees Project

2023 was a record year for Alberta wildfires, displacing 38,000 Albertans across 48 communities.

The **Maidstone Kin Club**, along with many different clubs and members, helped displaced families during Kin's National Convention weekend. Members worked for hours gathering donations and preparing age specific bags for children ages 0-18 filled with toys, games and activities.



Saskatoon and District Kinette Club (D3) - Friends of Elmwood



The **Saskatoon and District Kinette Club** put in over 120 hours hosting events and spending time with their friends at the Elmwood Residences.

Foothills Kinette Club (D4) - Ronald McDonald House Family Brunch

With \$600 and 70 service hours, the **Foothills Kinette Club** was able to prepare and serve a delicious brunch to the families in need at the Ronald McDonald House.



NATIONAL SERVICE AWARD WINNER

Kinsmen Club of Tilbury (D1) - Easter Egg Hunt!



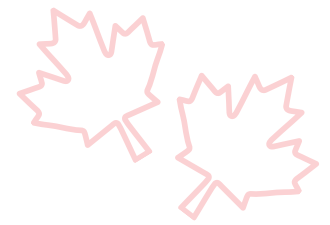
Tilbury's modern Easter egg hunt began about 40 years ago, initially organized by the **Tilbury Kinsmen** in collaboration with the Chamber of Commerce. In 2000, the Kinsmen took over full responsibility for the event, which they continued to host and grow each year, recognizing its value to the community. Despite challenges like weather and the COVID-19 pandemic, the event thrived, adapting with drive-through versions and seeing record participation numbers.

The event garnered significant community involvement, with over 100% of Kinsmen members participating from planning, to cleanup, and additional help from volunteers and other local clubs. Promotion occurred through social media, school email blasts, radio, and digital signage, attracting up to 750 children and their families. The Easter egg hunt was organized into four age groups, each with a chance to win prizes such as bikes, gift baskets, and surprise bags.

The event's preparation involved multiple phases, from securing donations and purchasing supplies, to involving the community in activities like candy bag assembly at a local retirement home and park cleanup by school children. The dedication and effort of the volunteers, who collectively contributed around 600 hours, ensured the event's success. This beloved community tradition not only provided joy to children but also strengthened community bonds and inspired new members to join the Kinsmen.

Congratulations, Kinsmen Club of Tilbury!

KINDNESS IN ACTION



2024 KIN KINDNESS DAY

Our annual Kin Kindness Day in February 2024 was full of fun, fellowship and smiles for our members. Over 150 Kin Canada clubs and countless Kin individual members across Canada spent the day making a difference in their community.

We saw clubs hosting free swimming and skating events, making meals for those in need, handing out gift cards, thanking first responders, and so much more!

In addition to brightening others' days and serving local needs, our national KINDness initiative aims to create an opportunity for Kin Canada clubs to thank their communities for their ongoing support of events, fundraisers, and service projects.

"How do we change the world?
One random act of kindness at a time."
- *Morgan Freeman*



SERVICE HIGHLIGHTS FROM COAST TO COAST



In 2024, Kin Canada Clubs across the country were highly active in their communities and worked hard to *Serve the Community's Greatest Need* through a variety of creative service projects and fundraisers. Below are some highlights from the 2023-24 Kin year.

The Stampede City Kinettes partnered with Silvera for Seniors to provide a Seniors' Bus for their community.



The Marystown Kinette Club donated 197 hand-knit hats for babies at the Hospital in Grand Falls.

The Kinsmen Club of Lindsay hosted a Toy Mountain Gift Drive at Canadian tire, receiving plenty of toys and bicycles.





The Kinette Club of Fort Erie helped give 135 students free prom and graduation outfits with the help of donations from their local community and volunteers.

The Kinsmen Club of Victoria organized and facilitated parking for 7 different Cirque Du Soleil shows, raising more than \$2,800 in donations.



The Swift Current Kinettes dropped off some much-needed groceries to help fill the shelves at the Salvation Army Food Bank.

The Kinsmen Club of Drayton teamed up with the Shriners to get a young boy in their community a much needed mobility aid.



The Carmen Kinettes served a delicious breakfast to those participating in the local Boyne Book It Fun Run!

The Yorkton Kinettes had the honour of supplying jerseys to their Lady Gridder's Football team.





The Kinsmen and Kinette Clubs of Kitchener-Waterloo collected 217 pounds of food and donated \$501, which translates into 1,172 meals for those in need at the Food Bank!

The St. Brioux Kin Club was busy answering phones and raising funds for Telemiracle.



The Kinette Club of Lethbridge decorated Smile Cookies at Tim Hortons and raised money for the Family Centre in Lethbridge.

The Kinsmen Club of Kingston handed out 20 \$100 gift cards to some very lucky No Frills customers.



The Bobcaygeon Kinette Club ran a Kinette Food Booth at their local curling club for the Bobcaygeon Fair!

The Kinsmen Club of Notre Dame was able to gift a very special girl with Autism Spectrum Disorder a crucial learning device and software.





The Brandon Kinsmen Club donated enough socks, underwear and personal hygiene products to make 600 kits for those in need in their community.

The Kin Club of Cranbrook and Mr. and Mrs. Easter Bunny went out on the town delivering goodies!



The Miramichi Kinsmen Club held the 32nd Annual Seniors Supper, serving over 400 meals! \$265 dollars in cash was collected along with 2 truck loads of food items for the food bank.

KIN CANADA >

financial statements

>YEAR ENDED JUNE 30, 2024

KIN CANADA >

financial statements

>YEAR ENDED JUNE 30, 2024

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Chartered Professional Accountants

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INDEPENDENT AUDITOR'S REPORT

To the Members of Kin Canada:

Opinion

We have audited the financial statements of Kin Canada, the "Association", which comprise the statement of financial position as at June 30, 2024, and the statements of operations and changes in fund balances, 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 Association as at June 30, 2024, and the 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 Association 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 these 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 Association'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 Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association'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 Association'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 Association'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 Association 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.

Waterloo, Ontario
August 13, 2024


LICENSED PUBLIC ACCOUNTANTS
CHARTERED PROFESSIONAL ACCOUNTANT

statement of financial position

>JUNE 30, 2024

	General Fund	Hal Rogers Endowment Fund	National Disaster Fund	2024	2023
<i>assets</i>					
current					
Cash	\$ 377,595	\$ 278,420	\$ 40,230	\$ 696,245	\$ 560,295
Building reserve	-	-	-	-	7,759
Legal reserve	45,000	-	-	45,000	45,000
Other investments (Note 3)	-	1,053,766	150,000	1,203,766	1,112,917
Accounts receivable	49,261	-	-	49,261	37,708
Inventory	25,940	-	-	25,940	26,656
Prepaid expenses	<u>150,155</u>	<u>-</u>	<u>-</u>	<u>150,155</u>	<u>168,150</u>
	647,951	1,332,186	190,230	2,170,367	1,958,485
non-current					
Capital assets (Note 4)	<u>48,039</u>	<u>-</u>	<u>-</u>	<u>48,039</u>	<u>22,167</u>
	<u>\$ 695,990</u>	<u>\$ 1,332,186</u>	<u>\$ 190,230</u>	<u>\$ 2,218,406</u>	<u>\$ 1,980,652</u>
<i>liabilities</i>					
current					
Accounts payable and accrued liabilities	\$ 51,943	\$ -	\$ -	\$ 51,943	\$ 60,626
Government remittances payable	8,955	-	-	8,955	5,540
Deferred revenue (Note 5)	<u>211,610</u>	<u>-</u>	<u>-</u>	<u>211,610</u>	<u>206,985</u>
	<u>272,508</u>	<u>-</u>	<u>-</u>	<u>272,508</u>	<u>273,151</u>
commitments (Note 6)					
<i>net assets</i>					
Unappropriated	423,482	-	-	423,482	290,411
Appropriated	<u>-</u>	<u>1,332,186</u>	<u>190,230</u>	<u>1,522,416</u>	<u>1,417,090</u>
	<u>423,482</u>	<u>1,332,186</u>	<u>190,230</u>	<u>1,945,898</u>	<u>1,707,501</u>
	<u>\$ 695,990</u>	<u>\$ 1,332,186</u>	<u>\$ 190,230</u>	<u>\$ 2,218,406</u>	<u>\$ 1,980,652</u>

Approved on behalf of the board:

Director_____
Director

statement of operations and changes in fund balances

>YEAR ENDED JUNE 30, 2024

	General Fund	Hal Rogers Endowment Fund	National Disaster Fund	2024 total	2023 total
revenue					
Dues and assessments	\$ 930,437	\$ -	\$ -	\$ 930,437	\$ 809,475
Non-dues revenue	88,890	-	-	88,890	63,645
Other income	1,435	-	-	1,435	5,728
Contributions and interest	-	<u>160,051</u>	<u>9,276</u>	<u>169,327</u>	<u>210,611</u>
	<u>1,020,762</u>	<u>160,051</u>	<u>9,276</u>	<u>1,190,089</u>	<u>1,089,459</u>
expenses					
Disbursements	-	64,001	-	64,001	129,838
National convention	69,206	-	-	69,206	86,161
Education and training	15,648	-	-	15,648	(3,850)
Club materials	-	-	-	-	151
Committee	2,050	-	-	2,050	2,678
Kin sales cost of goods sold	62,230	-	-	62,230	40,163
Marketing and website	2,455	-	-	2,455	1,643
Board and governance	13,587	-	-	13,587	11,552
Staffing costs	388,843	-	-	388,843	335,854
Professional fees	22,165	-	-	22,165	15,536
Office administration and supplies	43,125	-	-	43,125	48,309
Building maintenance - operational and repairs	42,291	-	-	42,291	116,480
Amortization	6,383	-	-	6,383	8,100
Liability and D&O insurance	210,854	-	-	210,854	194,312
Debt write off	8,854	-	-	8,854	24,464
Loss on disposal of asset	-	-	-	-	<u>12,708</u>
	<u>887,691</u>	<u>64,001</u>	<u>-</u>	<u>951,692</u>	<u>1,024,099</u>
excess of revenue over expenses for year					
	133,071	96,050	9,276	238,397	65,360
balance, beginning of year	<u>290,411</u>	<u>1,236,136</u>	<u>180,954</u>	<u>1,707,501</u>	<u>1,642,141</u>
balance, end of year	<u>\$ 423,482</u>	<u>\$ 1,332,186</u>	<u>\$ 190,230</u>	<u>\$ 1,945,898</u>	<u>\$ 1,707,501</u>

statement of cash flows

>YEAR ENDED JUNE 30, 2024

	2024	2023
operating activities		
Excess of revenue over expenses for year	\$ 238,397	\$ 65,360
Adjustments for:		
Amortization	<u>6,383</u>	<u>8,100</u>
	<u>244,780</u>	<u>73,460</u>
Changes in non-cash working capital:		
Accounts receivable	(11,553)	39,529
Inventory	716	1,372
Prepaid expenses	17,995	(20,886)
Deferred revenue	4,626	(20,258)
Accounts payable and accrued liabilities	(8,683)	12,509
Government remittances payable	<u>3,415</u>	<u>5,540</u>
	<u>6,516</u>	<u>17,806</u>
	<u>251,296</u>	<u>91,266</u>
investing activities		
Net change in capital assets	(32,256)	12,708
Net increase in other investments	<u>(90,849)</u>	<u>(36,580)</u>
	<u>(123,105)</u>	<u>(23,872)</u>
Increase in cash	128,191	67,394
Cash balance, beginning of year	<u>613,054</u>	<u>545,660</u>
cash balance, end of year	<u>\$ 741,245</u>	<u>\$ 613,054</u>
Cash balance is represented by:		
Cash	\$ 696,245	\$ 560,295
Building reserve	-	7,759
Legal reserve	<u>45,000</u>	<u>45,000</u>
	<u>\$ 741,245</u>	<u>\$ 613,054</u>

notes to financial statements

>JUNE 30, 2024

1. purpose of organization

The mission of Kin Canada, the "Association" is to promote and direct service work through fellowship amongst its members. The Association operates in Cambridge, Ontario and it is incorporated under the Canada Corporations Act as a not-for-profit organization.

2. significant accounting policies

Basis of Accounting - These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Fund Accounting - The Association maintains accounts in accordance with the principles of fund accounting. Fund balances of the Association are classified for accounting and reporting purposes into the following funds to be used according to the directions of the donor or as determined by the Association.

The General Fund is used for general income and expenses.

The Hal Rogers fund is a charitable trust, established for educational purposes.

The National Disaster Fund was established to provide funding for natural disasters that may occur within Canadian communities.

Recognition of Income - Dues and assessments revenue includes membership dues and insurance income from the Association's members. The unearned portion of dues is included in deferred revenue.

Non-dues revenue includes interest income, Hal Rogers endowment fund (HREF) allocation and new member registration income.

Interest income is recognized when earned.

HREF allocation is the income received from the Hal Rogers endowment fund to cover staff time, postage, websites, etc., that is used to promote and run the bursary program of the charitable trust for the Hal Rogers Endowment Fund. Revenue is recognized based on the bursary program expenses.

New member registration income is recognized when a new member is added to the club roster. The fee is to cover the cost of the welcome package that the new member receives when they join the Association.

Contributions and interest includes income from investments and contribution by members to Hal Rogers and Disaster fund. Revenue is recognized when the contributions are received.

Reserves - The Association maintains reserves for unforeseen situations. The legal reserve was established to cover unforeseen legal costs.

notes to financial statements

>JUNE 30, 2024

Financial Instruments

Initial measurement - The Association initially measures its financial assets and liabilities originated or exchanged in arm's length transactions at fair value. Financial assets and liabilities originated or exchanged in related party transactions are initially measured at cost.

The cost of a financial instrument in a related party transaction depends on whether the instrument has repayment terms. If it does, the cost is determined using its undiscounted cash flows, excluding interest and dividend payments, less any impairment losses previously recognized by the transferor. Otherwise, the cost is determined using the consideration transferred or received by the Association in the transaction.

Subsequent measurement - The Association subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in net income, in the period incurred.

Financial assets measured at amortized cost include cash, legal reserve and accounts receivable.

The Association's financial assets measured at fair value include other investments.

Impairment - Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is not greater than 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 net income.

Transaction costs - The Association recognizes its transaction costs in excess of revenue over expenses in the period incurred. However, financial instruments that will not be subsequently measured at fair value are adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption.

Capital Assets and Amortization - Capital assets acquired prior to 1980 are carried on the statement of financial position at a nominal value of \$1. Purchased capital assets acquired after 1979 are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution. Amortization is provided in the accounts using the following methods and annual rates:

Computer equipment	Straight line	3 - 5 years
Computer software	Straight line	10 years
Furniture and fixtures	Straight line	3 - 20 years

Contributed Materials and Services - Volunteers contribute their time to assist the Association in carrying out its activities. Because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

notes to financial statements

>JUNE 30, 2024

Disclosure and Use of Estimates - The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. These estimates are reviewed periodically and, as adjustments become necessary, they are reported in earnings in the period in which they become known.

Estimates are used when accounting for certain items such as revenues, useful lives of capital assets and asset impairments.

Inventory - Inventory is recorded at the lower of cost and net realizable value, determined on a first-in, first-out basis.

3. other investments

	2024	2023
Guaranteed investment certificate	\$ 766,339	\$ 673,985
Common shares	368,961	362,594
American depository receipts	64,282	71,291
Foreign securities	<u>4,184</u>	<u>5,047</u>
	<u>\$ 1,203,766</u>	<u>\$ 1,112,917</u>

4. capital assets

	cost	accumulated amortization	net 2024	net 2023
Computer equipment	\$ 44,839	\$ 40,341	\$ 4,498	\$ 3,029
Computer software	70,265	29,016	41,249	16,201
Furniture and fixtures	<u>8,226</u>	<u>5,934</u>	<u>2,292</u>	<u>2,937</u>
	<u>\$ 123,330</u>	<u>\$ 75,291</u>	<u>\$ 48,039</u>	<u>\$ 22,167</u>

5. deferred revenue

Deferred revenue represents restricted operating funding and contributions received in the current year that are related to subsequent years. Changes in the deferred contributions are as follows:

	2024	2023
Balance, beginning of year	\$ 206,985	\$ 227,244
Amounts received during the year	1,033,077	868,566
Amounts recognized as revenue in the year	<u>(1,028,452)</u>	<u>(888,825)</u>
Balance, end of year	<u>\$ 211,610</u>	<u>\$ 206,985</u>

notes to financial statements

>JUNE 30, 2024

6. commitments

The Association is obligated under a rental agreement for the premises from which it operates. This lease expires in 2028 and the future minimum lease payments under this contract are as follows:

2025	\$ 25,000
2026	\$ 25,000
2027	\$ 25,000
2028	\$ 18,750

The Association is also required to pay termination fees to the City of Cambridge under the land lease termination agreement. The required payments are as follows:

2025	\$ 25,000
2026	\$ 20,000

7. financial instruments

Risk Management - The significant risk to which the Association is exposed are credit risk, currency risk, interest rate risk, liquidity risk and market risk. There has been no change to the risk exposures from the prior year.

Credit Risk - The Association is exposed to credit risk in the event of non-performance by counterparties in connection with its accounts receivable and investments. Accounts receivable arise primarily from sales. The investments are primarily comprised of investments in public markets and instruments issued by large financial institutions. The maximum exposure to credit risk is the carrying value of accounts receivable and investments on the statement of financial position.

Currency Risk - The Association realizes approximately 15% of its investments in foreign currency. As at June 30, 2024, investment of \$175,462 (2023 - \$177,543) is denominated in US dollars.

Interest Rate Risk - The Association manages its portfolio of investments based on its cash flow needs and with a view of optimising its interest and investment income.

Liquidity Risk - Liquidity risk is the risk that the Association will not be able to meet its obligations associated with financial liabilities. Cash flow from operations provides a substantial portion of the Association's cash requirements. The Association is exposed to this risk mainly in respect of its accounts payable.

Market Risk - The Association's investments in publicly-traded securities expose the Association to price risks as equity and fixed income (within the mutual funds) investments are subject to price changes in an open market. Market risk is the risk of loss arising from adverse changes in market rates and prices, such as interest rates, equity market fluctuations and other relevant market rate or price changes. Market risk is directly influenced by the volatility and liquidity in the markets in which the underlying assets are traded.

A special thank you to all Deputy Governors, Club Executives, and all Kin Canada Club members who keep our Association running smoothly at the local and regional levels while Serving the Community's Greatest Need!

LEADERSHIP, COMMITTEES & WORKING GROUPS

NATIONAL BOARD OF DIRECTORS (NBOD)

Amanda Naughton-Gale, National President
Marley Hanishewsky, National Vice President
Cameron Kemp, Past National President
Lee Burry, National Director
Marty Makins, National Director
Ryan McClinchey, National Director

Patrick Bowers, National Director
Deb Flagg, National Director
Al MacQuarrie, National Director
Lonny Wiebe, National Director
Byron Stepp, National Director

KIN CANADA OPERATIONS STAFF

Randy Sidhu, Executive Director
Carmen Preston, Operations Manager
Melina Hayward, Membership Services Coordinator
Melanie DiCarlo, Risk Management Coordinator

Krista Nicol, Communications Coordinator
Jenn Haug, Administrative Support
Lindsay Irvine, Projects Coordinator

DISTRICT GOVERNERS

Carol Van Rooy, D1
Shawn Holroyd, D1
Teresa Roberts, D2

Paula Sundquist, D3
Lucia Cutting, D4
Gary Lynch, D4

Kelly Woywitka, D5
Ed Newbery, D6

Vicki Andrews, D7
Lucie Boissonneault, D8

NATIONAL AWARDS COMMITTEE (NARC)

Melaine DiCarlo **Bill McFadden** **Teresa Roberts** **Brian "Coop" Cooper**

EDUCATION WORKING GROUP

Erin Thomson **Karen Coutts** **Randy Sidhu** **Carmen Preston**

GOVERNOR TRAINING TEAM

Erin Thomson **Darryl “Dutch” Van Moorsel** **Kathleen Kalberg** **Mitch Freeman**

NATIONAL SERVICE NETWORK

Sheila Laverty, National Service Director (2021-2024)
Lindsay Irvine, National Projects Coordinator
Colleen Wake, Kin Canada Bursaries Co-Chair
Wendy Rolfe, Kin Canada Bursaries Co-Chair
Lisa Burechalis, Kin-CF Liaison
Ryan Malley, Kin Canada Foundation Chair
Danielle Leguard, Canadian Blood Services

Mike Austin, D1 Service Director
Frank Mailloux, D1 Service Director
Tim McKay, D2 Service Director
Corinne Mathews, D3 Service Director
Sean Parlee, D4 Service Director
Stacey Berry, D5 Service Director
Brian Hastings, D7 Service Director
Sheri Beaudin, D8 Service Director

REVENUE GENERATION WORKING GROUP

Bill Roskar **Dan Haverland** **Brenna Ekstrand** **Byron Stepp**
Ryan McClinchey **Al MacQuarrie**

HREF BOARD OF TRUSTEES

Wendy Rolfe, Co-Chair **Brenda Dineen**, Vice Chair **Kyla Flagg**, Secretary
Colleen Wake, Co-Chair **Chantelle McAlpine**, Treasurer **Dustin Bisson**, Trustee

