

# Better Beginnings, Bigger Impact

2018 - 2021 Impact Report

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## Message from the President & CEO

At LIFT, we support social purpose organizations (SPOs) across Canada to deliver greater impact on a larger scale and help marginalized and vulnerable populations in more significant numbers.

In 2018, with the support of Immigration, Refugees and Citizenship Canada (IRCC), LIFT selected ten SPOs who are making a real difference in the lives of newcomers to participate in *Better Beginnings, Bigger Impact*. LIFT worked alongside dedicated team members within each organization to identify gaps and help them strengthen operations, diversify and grow revenue, enhance accountability through stronger measurement practices, and improve investment readiness.

The stories and data in this report are a testament to the achievements of the participating SPOs. Today, each of the ten organizations have increased their organizational capacity and effectiveness, leading to greater reach and impact on the lives of Canadian newcomers.

Despite the global pandemic that has intensified social and economic inequalities for newcomers, the SPOs continue to drive innovative programs across the sector. Through a combination of agility, resilience, and shared purpose, each organization has found new ways to maintain service delivery to ensure newcomers and their families are served without barriers.

We would like to thank IRCC for their commitment to supporting Canadian newcomers and for selecting LIFT as a partner in scaling meaningful impact across Canada.

We'd also like to thank our other investors and dedicated partners for their continued contributions, which have proven to be truly transformative to the SPOs in our portfolio.

And to our broader LIFT community: thank you for your ongoing support. Together, there is much we can accomplish to build a truly inclusive Canada where all communities and people thrive.



**Bruce Dewar**  
President & CEO

**88%**

of SPOs reported an increase in the number of clients served

**83%**

of SPO clients felt that services offered met their needs and helped them adjust to life in Canada



*Helping newcomer-serving organizations expand capacity, reach, and impact*

## Better Beginnings, Bigger Impact

In 2018, with the support of Immigration, Refugees and Citizenship Canada, LIFT launched *Better Beginnings, Bigger Impact* (BBBI) to help ten social purpose organizations (SPOs) expand their capacity and reach to deliver real change in the lives of Canadian newcomers.

The challenges faced by newcomers are multifaceted. From getting foreign credentials assessed to learning and understanding a new language, culture, and workplace communication styles, newcomers have much to absorb to create a sense of belonging and become financially self-sufficient in Canada.

LIFT sought SPOs helping individuals overcome barriers specific to the newcomer experience, integrating newcomers into Canadian life, and supporting individuals to build a cohesive and diverse society. Core service areas included language skills, employment assistance, community connections, and needs assessments for smooth integration.

The BBBI project was seen as a game changer by each of the SPOs on their growth journey, leading to meaningful impact for newcomers to Canada. LIFT deployed its proven model of capacity building, coaching, and strategic partner network supports, through a cohort approach, to enhance the SPOs' capabilities.

With organizations from across the country, there was diversity of knowledge and experience. LIFT's cohort approach provided a platform for strategic discussions between SPOs, as well as opportunities for service collaboration and partnerships, while building connections that will continue well beyond the life of the project.

As a result, the participating SPOs are reaching, supporting, and benefiting more new Canadians which has resulted in:

- ✓ **better settlement outcomes;**
- ✓ **better newcomer employment readiness;**
- ✓ **higher levels of labour market attachment;**
- ✓ **higher levels of language acquisition; and**
- ✓ **stronger community connections and sense of belonging.**

Delivering programming  
and services to over

**20,000**

newcomers by 2021

**10x more newcomers served**

**Windmill Microlending**  
Calgary, Alberta

**+2 new satellite offices opened**

**Association for New Canadians**  
St. John's, Newfoundland and Labrador

**Global Gathering Place**  
Saskatoon, Saskatchewan

**3.4x more volunteers recruited**

**5x increase in revenue**

**New Brunswick  
Multicultural Council**  
Fredericton, New Brunswick

**+5 new partnerships signed**

**Immigrant and Refugee Community  
Organization of Manitoba**  
Winnipeg, Manitoba

**Immigrant Employment  
Council of British Columbia**  
Vancouver, British Columbia

**Now serving 5 provinces, with 64 delivery partners**

**+2 new regions served**

**Immigrants Working Centre**  
Hamilton, Ontario

**WIL Employment Connections**  
London, Ontario

**43% increase in clients served**

**42% increase in clients employed**

**Mennonite New Life Centre of Toronto**  
Toronto, Ontario

**Furniture Bank**  
Toronto, Ontario

**2nd social enterprise launched**

# Impact at a Glance

## *Supporting Social Purpose Organizations*

As a result of LIFT's BBBI project, each of the ten organizations have now increased their capacity, organizational effectiveness, and investment readiness leading to greater reach and impact.



## Supporting and Benefitting More New Canadians

Over the course of LIFT's BBBI project, most of the SPOs grew the total number of newcomers served, scaled into new communities across Canada, and deepened their impact on client lives.

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### Improved Settlement Outcomes

The goal of many BBBI SPO programs is to familiarize newcomers with Canadian society and its systems, build knowledge and confidence in navigating those systems, and support independence.



*of SPOs' clients felt that the services offered met their needs and helped them adjust to life in Canada.*

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### Improved Employment Outcomes

The goal of BBBI SPO employment programs is not just that clients find work, but that they secure meaningful roles that are commensurate with their qualifications and skills.



*increase in SPOs' client employment outcomes. **This is remarkable given the global pandemic that led to significant job losses in Canada over the past year.***

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### Improved Language Outcomes

BBBI SPOs have delivered considerable impact in advancing newcomers' English language skills. Across those SPOs delivering language services:



*of SPOs' clients reported an increase in their English language abilities and an increase in their confidence level.*

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### Improved Community Connections Outcomes

The goal of many BBBI SPO programs is to enhance their newcomer clients' sense of belonging to the local community as well as to the province and Canada.



*of SPOs' clients felt a sense of belonging and/or a connection to their community to access services.*



It's important that the world knows that LIFT prepares the non-profit sector to deliver better outcomes. The outcomes are the result of all these organizations working towards a common goal: for Canada to operate better and integrate the much-needed new population into the country.”

**Ines Rios**

*former Executive Director,  
Immigrants Working Centre*

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# Key Insights

LIFT's adoption of a cohort approach to enhance SPO capacity and improve outcomes has been a catalyst for key insights that can be applied to the broader social sector. Although the SPOs in the project predominantly identify as settlement organizations, the insights are relevant to any organization seeking to increase its impact and reach.



## **The Power of Peer-to-Peer Learning**

When provided with the right apparatus and setting, SPOs are open to sharing knowledge and solutions creating tremendous value and efficiency. The BBBI cohort amplified capacity building by drawing on shared experiences and making the take-up of new solutions more tangible. Opportunities for joint programming, leading to greater impact and reduced duplication, need to be fostered.



## **Develop an Innovative Mindset**

Creative and dynamic innovation requires flexibility and the willingness to learn from experimentation, in addition to flexible funding that encourages and enables innovation. To create lasting systemic change, SPOs need to embrace change and test out new approaches that can result in significant improvements for clients.



## **Change Can Be Messy**

Organizational change is rarely a straight line. Creating a culture of change is essential to an SPO's long-term sustainability; it ensures the organization is flexible, nimble, and resilient. Getting to transformational impact requires ongoing change management to better prepare an SPO's leadership and staff for future uncertainty or challenges ahead.



## **Invest Across the Organization for Exponential Impact**

Building an SPO's capacity requires an organization-wide approach whereby investments in multiple areas leads to exponential results. The COVID-19 pandemic has emphasized the need for SPOs to invest across the organization in capacity and team building efforts, to emerge stronger and more resilient.



## **Measurement Matters**

Implementing a robust impact measurement system is essential to an SPO's long-term sustainability and effectiveness. Strong metrics are critical to stay accountable, increase investment readiness, drive strategy and the effective allocation of resources; to enable teams to rally around shared outcomes.



Location: St. John's, NL

## Stronger Foundations Boost Impact and Investment Readiness

The **Association for New Canadians (ANC)** is a non-profit, community-based organization dedicated to the provision of settlement, inclusion, and integration services for newcomers to Newfoundland and Labrador.

### The Opportunity

Strengthen ANC's organizational capacity and infrastructure to deliver meaningful settlement outcomes for its clients while building its public profile and community impact.

### The Plan

Build a robust impact measurement system to bolster ANC's ability to measure and communicate its impact in creating a welcoming place for immigrants to settle and establish communities in the province.

Refine internal organizational efficiencies and governance norms, while working to establish ANC's vision and strategic direction for piloting a social enterprise business plan.

### The Impact

**2.2x** the number of newcomers served, from 931 in 2018 to 2,008 in 2021.

**+81%** increase in annual revenue from \$3.8M in 2018, to nearly \$7M in 2021.

**+2** new satellite offices opened in Clarenceville and St. Anthony in 2021, to address gaps in client outreach and service delivery.

As ANC continues to strengthen its capacity for scale, **new investment is already occurring**. ANC successfully attracted first-time funding from Future Skills to expand its social enterprise cluster, as well as support the launch of a new program to build career pathways for immigrant professionals.

The SPO also secured renewed funding for its social enterprise, *Global Eats*, and attracted interest from the Royal Bank of Canada to further invest in the skills-building of its team.

**“LIFT was the ultimate disruptor - you helped us to critically analyze our systems and process and supported us in exploring new directions aligned with our strategic priorities. With LIFT support, our foundation is solid. It has changed how we do business.”**

*Megan Morris, Executive Director, Association for New Canadians*

# FURNITURE BANK

Location: Toronto, ON

## Setting a Course for National Impact

**Furniture Bank** is a registered charity and social enterprise which redistributes gently-used furniture and housewares to families and individuals experiencing furniture poverty. Furniture Bank also operates Leg Up, a program providing work experience, life and skills training, and job opportunities to individuals facing barriers to employment.

### The Opportunity

Perfect Furniture Bank's operating model, enabling it to become a Centre of Excellence. Assist in bringing together a network of Furniture Banks across Canada.

### The Plan

Bolster Furniture Bank's efforts to build and nurture a network of Furniture Banks in order to serve more immigrants and newcomers. Build internal capacity to support change management, communications, and expansion.

Develop a robust impact measurement framework to clearly articulate Furniture Bank's impact on clients, the community and the environment.

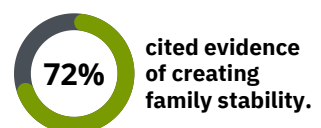
### The Impact

**+82%** increase in annual revenue, from \$2.2M in 2014 to over \$4M in 2020.

**\$2.3M** secured through a national partnership with IKEA.

Furniture Bank has now developed and refined an 'exportable' business model and anchored its leadership role through the development of the Furniture Bank Hub and Learning Centre in a national network of Furniture Banks. In 2019, the organization launched its newest Support Service social enterprise in Barrie, Ontario, as a pilot for national expansion.

Over the course of the BBBI project, Furniture Bank **increased the number of newcomers served each year by 20%**. Through working with social agencies that refer clients, the organization is now able to demonstrate its significant impact on client lives:



**“We have the best performing version of Furniture Bank we have ever had, due in part to LIFT's coaching and supports.”**

*Dan Kershaw, Executive Director, Furniture Bank*



## The Global Gathering Place

Location: Saskatoon, SK

### Aligned for Stronger Client Outcomes

The **Global Gathering Place (GGP)** is a non-profit drop-in centre helping newcomers adapt to life in Canada by offering support and skill development, including English language training, life skills, settlement advice, individual client support, mental health counselling, and a variety of supplemental programs for immigrants and refugees.

#### The Opportunity

Reshape GGP into a stronger, more sustainable organization as it continues to help newcomers in Saskatoon across a broad range of settlement programs and offerings.

#### The Plan

Build organizational capacity to enable GGP to increase its impact. Improve organizational effectiveness, develop human resource capacity, and create a strategy to diversify funding. Build a comprehensive impact measurement framework to articulate GGP's impact and increase GGP's public profile with a new marketing and communications strategy.

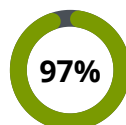
#### The Impact

**+51%** increase in annual revenue, from \$2.4M in 2017 to over \$3.6M in 2020.

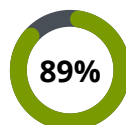
**+46%** increase in newcomers reached, from 3,300 in 2017 to 4,811 in 2019.

**3.4x** the number of volunteers recruited from 110 in 2018 to 373 in 2019.

The data shows GGP is attracting more people, becoming even more rooted in the community, and is a hub for newcomers that supports social inclusion:



97% of clients stated that the supports they received from GGP helps them accomplish their goals.



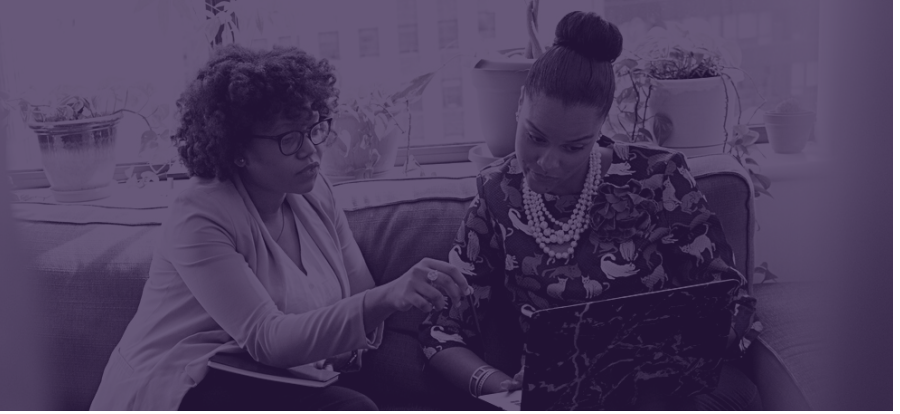
89% reported feeling a greater sense of confidence.



80% stated feeling a greater sense of belonging.

**“LIFT has forced us to find the time to do more strategic thinking that will be necessary to take our operations to the next level. We have tools, ideas and contacts that we did not have before. We are inspired and emboldened to think bigger.”**

*Belma Podrug, Executive Director, Global Gathering Place*



## Accelerating Systems Change in Immigrant Employment

The **Immigrant Employment Council of BC (IEC-BC)** works to ensure Canada's economy is maximizing available immigrant talent by providing employers with the solutions, tools, and resources they need to attract, hire, and retain qualified immigrant talent.

### The Opportunity

Enable IEC-BC to scale its reach and establish strategic partnerships as it continues integrating immigrants into the labour market in ways that build British Columbia's economy.

### The Plan

Diversify revenue streams, in particular exploring social enterprise opportunities.

Develop a clear and distinct brand identity with an accompanying marketing and communications strategy to broaden its public profile and reach. Develop a more effective impact measurement framework to clearly articulate IEC-BC's impact.

### The Impact

**1,343**

newcomers assisted to find meaningful employment in 2020, up from 1,040 in 2017.

**+169%**

increase in funding, from \$1.3M in 2018 to \$3.5M in 2021.

IEC-BC has **created one of the largest networks of settlement service providers** in the country, now providing services in five provinces, with 129 employers and 64 delivery partners across Canada.

As of 2020, IEC-BC has inked **over 130 partnerships** in support of its programs *ASCEND*, *BC Jobs Connect*, *FAST*, and *Mentor Connect* - including partnerships with BBBI cohort members GGP, NBMC, and ANC. In 2021, IEC-BC secured new funding from Future Skills Centre to expand its *FAST* program beyond its initial sectors of skilled trades, IT, and biotech to now include accounting, finance, culinary arts, and the long-term care sector.

**“LIFT was critical in setting the stage for transformational change for our organization. We had the vision, but LIFT gave us the clarity of strategy and execution where the rubber hits the road.”**

*Patrick MacKenzie, CEO, Immigrant Employment Council of BC*

## Maturing the Organization for Greater Impact

The **Immigrant and Refugee Community Organization of Manitoba (IRCOM)** is the “receiving family” for those who have no one in Canada to receive them. IRCOM strives to empower immigrant and refugee families to integrate into the wider community through affordable transitional housing and holistic, wrap-around programs and services.

### The Opportunity

Strengthen and refine IRCOM’s unique wrap-around model to support the needs of immigrant and refugee families in Canada.

### The Plan

Focus on funding and developing strategic partnerships. Enhance organizational processes, information technology (IT), and profile building.

Develop a robust impact measurement framework to clearly demonstrate its impact in the community.

### The Impact

**+24%** increase in revenue, from \$3.1M in 2017 to nearly \$4M in 2021.

**+5** new partnerships signed to ensure responsive service delivery during COVID-19.

Investment in IT infrastructure has dramatically improved IRCOM's efficiency, communications, and client responsiveness. During the pandemic IRCOM launched new programs to meet emerging needs, including an interpreter and first Language Team, food security, and IT Lending Library.

IRCOM's strong, insightful responses are leading to **positive settlement outcomes** and the SPO's wrap around housing model is proving successful:



**“The partnership with LIFT reminded us about the importance of turning inward and stewarding the well-being of our own organization. Too often, non profits put everything they can to service delivery, “the front of house” and just make do with inadequate infrastructure and insufficient core capabilities. LIFT helped us invest in ourselves.”**

*Dorota Blumczynska, former Executive Director, Immigrant and Refugee Community Organization of Manitoba*

## Harnessing the Potential, Ready for Growth

**Immigrants Working Centre (IWC)** provides a range of services to newcomers in Hamilton. Offered in 16 languages, IWC's services are designed to support the settlement and advancement of immigrants and refugees in the areas of employment, education, skills training, and the growth and development of their children aged six and under.

### The Opportunity

Strengthen IWC's service offerings by more effectively integrating skills development, language learning and work readiness into programming to better help Hamilton newcomers find meaningful employment.

### The Plan

Build IWC's capacity by developing a new strategic plan, refined impact measurement framework, renewed marketing and communications strategy and the underpinnings of a revenue diversification strategy. Enhance governance and human resource capacity.

### The Impact

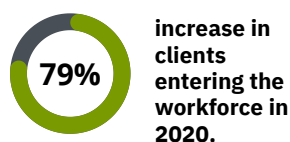
**+45%** increase in the number of clients served, from 3,095 in 2017 to 4,500 in 2019.

**7.7x** the number of program participants attained work-ready certifications in 2020.

**\$1.5M** secured through 2 new provincial funding partnerships that will help close to 130 newcomers secure meaningful work.

IWC has demonstrated that it is a nimble and resilient organization. When COVID-19 hit, the organization **launched five new programs** to meet emerging client needs. In 2020, IWC **scaled into two new regions**, actively receiving client referrals from Halton and Peel.

IWC's enhanced organizational capacity is leading to significant change in the lives of newcomers:



**“Our team grew stronger. We have more clarity in why we are here and what we need to do to be in alignment with our mission and vision. Everything is much more clear, we have good forward momentum with strategy and intentionality that we haven't had before.”**

*Ines Rios, former Executive Director, Immigrants Working Centre*



Location: **Toronto, ON**

## Impact Driven

The **Mennonite New Life Centre of Toronto (MNLCT)** is a diverse community-based agency that helps newcomers live, work, learn and play in Canada. The Centre helps newcomers integrate into Canadian life through a variety of holistic programs and services.

### The Opportunity

Position MNLCT to provide innovative wrap-around services that deliver comprehensive and impactful social and economic integration outcomes for newcomers.

### The Plan

Refine MNLCT's Theory of Change and develop a robust impact measurement system that helps MNLCT articulate its impact.

Develop stronger marketing and communications to help the organization tell their story to their beneficiaries and beyond.

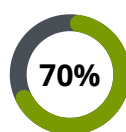
Strengthen MNLCT's internal organizational effectiveness and efficiencies.

### The Impact

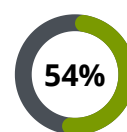
MNLCT has **developed an organization-wide framework of client-centred data** that speaks to service delivery performance and newcomers' success in their integration journeys. The organization has also **increased stakeholder engagement** through the strategic use of impact data in a range of communications.

When COVID-19 hit, MNLCT pivoted to remote service delivery to provide seamless support to their clients. MNLCT also launched a new mobile app and #AskMNLCT webinars, allowing more newcomers to be served province-wide.

Over the course of the project, MNLCT saw a **32% increase in revenue**, from \$2.4M in 2018 to over \$3M in 2021. As a result of the new measurement framework, MNLCT can clearly articulate the impact of their service innovations:



of clients reported receiving services that met their needs in 2021, up from 56% in 2018.



of clients secured meaningful employment in 2021, up from 38% in 2019.

“Our partnership with LIFT has meant an opportunity for MNLCT to put on our strategic and operational thinking-caps on a regular basis. Our work together means that we can focus our learning and development to better address the needs of our clients and participants and to create innovative and timely responses to opportunities in our sector.”

*Shelly D'Mello, Executive Director, Mennonite New Life Centre of Toronto*



## Building Thriving Communities: A Beacon for Inclusive Growth

The **New Brunswick Multicultural Council (NBMC)** is a not-for-profit, umbrella organization that supports immigrant-serving agencies and multicultural and ethno-cultural associations in the province of New Brunswick.

### The Opportunity

Build NBMC's capacity to reach or exceed federal and provincial targets for newcomer integration. Elevate the impact of the organization and its member agencies by creating awareness and support for newcomer contributions across New Brunswick.

### The Plan

Align and refine NBMC's strategic imperatives. Build a robust impact measurement framework that clearly links NBMC's umbrella mandate to the province's strategic objectives.

Strengthen the nimbleness and responsiveness of NBMC's governance structure, enhance organizational efficiencies, and develop an impactful communications strategy to amplify the organization's voice in the province.

### The Impact

**5x** increase in annual revenue, from \$603K in 2017 to nearly \$3M in 2021.

**89%** of NBMC Skills Launch program participants are working and/or returning to school.

Increased capacity and stronger governance has positioned NBMC to significantly raise the profile on immigration challenges and opportunities, renew and extend key programs, tackle issues of systemic racism, and expand the reach of its work on equity of access to public services.

NBMC's range of new partnerships and extended programs includes new agreements with the Government of New Brunswick, the launch and expansion of NBMC's *Rural Settlement Network* to strengthen the quality and reach of settlement services and improve retention across the province, as well as an agreement to expand NBMC's *Head Start to Employment* and *Skills Launch Immigrant and Refugee Employability Project* for youth and adults.

**“LIFT helped create engagement and shared ownership and we were able to bring our members along on that journey. From one project in three communities, we now have three projects across ten communities.”**

*Ginette Gautreau, Executive Director, New Brunswick Multicultural Council*

## Aligned for Exponential Growth

**WIL Employment Connections (WIL)** is a non-profit community organization providing a full range of employment programs and services that are specifically tailored to meet the needs of immigrants and newcomers to Canada. The organization also assists employers seeking to recruit and retain qualified immigrant talent.

### The Opportunity

Reposition WIL as a more cohesive entity, enabling the organization to achieve greater impact in terms of newcomer employment in Southwestern Ontario.

### The Plan

Improve organizational efficiencies and alignment, enhance the organization's governance and human resources, and explore revenue generation ideas.

Develop a comprehensive impact measurement framework and a more cohesive marketing and communication strategy to help WIL tell its story and improve social impact.

### The Impact

**+20%** increase in newcomers served, from 1,541 in 2017 to over 1,848 in 2020.

**+43%** increase in the number of clients employed, from 650 in 2018 to 931 in 2020.

**281** employers supported in their recruitment needs in 2021.

WIL has **successfully attracted greater resources to the organization** by investing in its capacity. The organization has increased its annual revenue from \$3.5M in 2017 to over \$4.2M in 2021, with this increased revenue coming from a range of sources.

When COVID-19 hit, WIL was able to react quickly and thoughtfully. Within 24-hours, the team pivoted to deliver all services to clients remotely. WIL was also able to leverage and scale existing online training to ensure staff had access to the tools to serve their clients.

“The collaboration with LIFT gives a lens and a capacity to look at both the staff level, the management level and what are those key pieces that if enhanced, or better supported, or better strengthened could really drive that impact moving forward.”

*Jennifer Hollis, Executive Director, WIL Employment Connections*



Location: Calgary, AB

## Helping Newcomers Secure Meaningful Employment

**Windmill Microlending** supports newcomers equipped with professional skills and experience but facing significant barriers to employment, by providing microloans to help reach their economic potential and contribute to Canada's economic and social success.

### The Opportunity

Support Windmill's goals to grow the organization to a nationwide presence, increase its loan volume and enhance its public profile.

### The Plan

Support Windmill in building a strong foundation to manage growth and navigate change. Develop a national communications and government relations strategy to increase brand recognition and enhance Windmill's ability to begin influencing policy.

Develop an accessible impact measurement framework that allows the organization to improve performance measurement as well as measure and share its social impact.

### The Impact

**10x** more clients served annually, from 488 in 2017 to 4,880 in 2019.

**+105%** increase in the number of loans disbursed to newcomers annually, from 488 in 2017 to 1,028 in 2021.

**+80%** increase in revenue, from \$3M in 2017 to over \$5.5M in 2020.

**\$3M** of new investment secured to support Windmill's Community Bond Program and ongoing newcomer loan work.

During the Windmill-LIFT partnership, the organization scaled its reach into all provinces and territories across Canada. Windmill has significantly expanded its loan book from **\$5.4M to \$16.25M**. This capacity growth has resulted in remarkable outcomes that are transforming newcomers' lives and contributing tangible benefits to the Canadian economy. Following a Windmill loan, **unemployment rates dropped from 41% to 7%** and average **client incomes increased 3.4 times**.

**“The name *LIFT* is a visual description of what the organization does for SPOs and we certainly feel that. Windmill has been lifted with the help of *LIFT*.”**

*Claudia Hepburn, CEO, Windmill Microlending*

# Our Partners

A key element of LIFT's model is our partner network, which complements the expertise of the LIFT team by providing low and pro bono services. SPOs in our portfolio gain exposure to high-quality professional services they would not otherwise have the opportunity to utilize. Our partners provide essential support for financial and strategic planning, organizational structure, information technology, evaluation, governance, communication and other professional services.



## funding partner

The *Better Beginnings, Bigger Impact* (BBBI) project is funded in part by Immigration, Refugees and Citizenship Canada.



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada

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## pro bono partners

The following private sector organizations engaged with the SPOs throughout the project:

Hyphen  
Communications



**MNP**

*Blakes*

N | A | T | I | O | N | A | L  
Trusted Partner. Bold Thinking.™



McKinsey  
& Company

G. Vergilio and Associates

T O R Q U E  
STRATEGIES

 **FULCRUM**  
CAPITAL PARTNERS





We transform  
good social  
purpose  
organizations  
into great  
investments.

## **LIFT Impact Partners**

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