



new wisdom

2018-2019
ANNUAL REPORT



CROSSROADS
INTERNATIONAL



Crossroads International
is a leading Canadian
volunteer cooperation
agency advancing equality
for women and girls
and eradicating poverty
in some of the world's
poorest countries in Africa
and South America.

/ VISION /

One world where poverty is eliminated, equality prevails and the rights of women and girls are fulfilled.

/ MISSION /

Crossroads International works to create a more equitable and sustainable world by engaging and strengthening individuals, organizations and communities through mutual learning, solidarity and collective action.



Collaborating for change

It has been a year of transformation and growth at Crossroads. And in my final year as board chair, I am reflecting on the age of change. *Fridays for Future* school strike for climate is the most recent youth-led movement to amplify voices of millions of young people globally to demand action from their parents, their communities, their governments to ensure their future. But we know well from past movements *March for Our Lives*, *Idle No More*, and the unprecedented awareness raised through the *#MeToo* movement, it will take more than the clarion call to action to effect real change. Older generations need to listen, to share their wisdom and their power.

In Africa, 60% of the population is under the age of 25. Crossroads International is working with local partners to unleash the potential of the next generation. This past year, we piloted programs to bring an end to child marriage in Burkina Faso and halt the practice of female genital mutilation of girls in Tanzania. And we continue to invest in girls’

empowerment programs with local partners in five countries. In 2019 we are launching a new program to build resilience among subsistence farmers devastated by a changing climate. We will also launch My Voice My Health a youth-led program that will ultimately engage 30,000 adolescent youth in one of poorest regions in Senegal. The program will empower youth to assert their rights and improve their access to quality health services. And as you will read Canadians, Ghanaians, Swazi, Burkinabe and many more people, young and old are stepping up in solidarity — as volunteers, fundraisers, and activists to increase youth and women’s leadership and their economic prospects.

None of this would be possible without the voice, the skills and resources of our supporters. Thank you to Global Affairs Canada and the Ministère des Relations internationales et de la Francophonie du Québec for their partnership and to you, our partners, donors and volunteers who are collaborating for change.

Almost two decades ago, Crossroads refocused its efforts to empower women and girls. It was a bold choice — sustained through government changes and significant socio-cultural upheaval.

In my work overseas, I have seen ground-breaking economic programs elevate women increasing their incomes and amplifying their voices, only to bear witness to these same women beaten in their homes. I listened and I learned. We intensified our work in communities with men and women and with traditional and religious leaders. Together we built the mutual respect and equality we sought. It is this kind of holistic approach that drew me to Crossroads. Crossroads’ leadership has never been more needed. A worsening climate crisis, growing inequality and assaults on women’s rights globally calls for boldness on our part. This is not business as usual. I look forward to galvanizing a team — partners, donors, volunteers and staff — willing to be the vanguard for a world transformed, an inclusive world where unprecedented numbers of women and girls can live a life free from violence and in communities that are free from poverty.



Susan Watts

Susan Watts
Chair, Board of Directors



Heather Shapter

Heather Shapter
Executive Director

Equality Matters

Poverty is not a single fact or condition, but rather a collection of them. Limited access to education and resources and gender inequality deepen poverty and increase women's and girls' risks of sexual abuse and violence.

These factors, combined with a changing climate that is exacerbating food insecurity, are increasing the vulnerability of the world's poorest. But women, girls and young people everywhere are hungry for change.



Girls' Empowerment Club Member / Ghana

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Crossroads International is leveraging ideas, expertise and resources to overcome poverty and support women to assert their rights.

With our partners, we are piloting innovative programs to advance:



ECONOMIC EMPOWERMENT

To strengthen collective enterprises and small businesses led by women and youth



RIGHTS OF WOMEN & GIRLS

To support women and girls to assert their human rights and live free from violence



WOMEN'S LEADERSHIP

To empower women and girls to participate in decision making in their homes, communities and countries

The Change We Make with You

Together with our partners, volunteers and donors we are fostering change around the world. With your support:

WE PILOT

38 **girls at risk** of female genital mutilation **saved from cutting** in Tanzania pilot project

105 **boys** engaged in **promoting positive masculinity** pilot program in Togo and Ghana

18 court watch volunteers **observed** 280 **court cases** over 6 months to make recommendations to **address serious** and **persistent issues** in girls' and women's **access to justice** in Ghana

WE SCALE

2,850 **girls at risk** joined **Girls' Empowerment Clubs** in Burkina Faso, eSwatini, Togo, Ghana and Tanzania

WE COLLABORATE

36 **partners engaged** in 8 countries across **Canada, Africa and South America**

99 **volunteers** aged 18 to 65 **shared their expertise** contributing more than 40,000 work hours valued at \$1,149,200

132,000 **Canadians** directly **engaged in international development issues** in person and online through Crossroads

WE STRENGTHEN

37,000 direct beneficiaries including 24,000 **women** and **girls improved their lives**

250,000 **people reached** through **economic** and **rights-based programs**

1,564 **donors supporting** 16 **innovative programs** to end violence, reduce poverty and advance rights

"Our Club is called 'Nabonswendé Diabo Club'. I participated in 24 sessions where we talked about child marriage, excision, and many themes related to a girl's life. Now I know how to talk to my parents, so I do not get married too early, I also know how to influence social actions to save lives. I changed my life, but I liked the club a lot because our mentors gave us a lot of advice. I want this club to keep happening in my village and other villages."

MIREILLE, 11
GIRLS' EMPOWERMENT CLUB MEMBER
BURKINA FASO



Building New Wisdom

A delegation of women soap producers from partner UNFCS (Union Nationale des Femmes Coopératrices du Sénégal) first visited the Green Beaver Company's factory in Hawkesbury, Ontario in 2016. The Green Beaver team shared formulas and production techniques. When the women returned to Senegal, the results of their placement were immediate. They refined current products and piloted new formulations securing new markets for their soap with astringent properties in local pharmacies. "The partnership has been beneficial in terms of revenue as well as economic efficiency and motivation," says Thioro Fall, coordinator of the UNFCS.

Senegalese women soap producers are scaling up production thanks to an innovative partnership with Green Beaver – a global leader in personal care products.



 Babacar Samb / Crossroads International

This year, Green Beaver's Research and Development Director Christine Leduc and Co-founder and CEO Alain Ménard, travelled to Senegal to meet with producers and assess the progress of the cooperatives. Right away Christine rolled up her sleeves to work with the women to solve some challenges in viscosity in their formulations.

Encouraged by younger members' appetite for diversification and innovation, Alain and Christine shared new products including body butters, lotions and hair pomade using local ingredients from shea butter to cocoa butter and bees wax. "Young women are very motivated and excited to make new products and earn an additional income," said Christine.

After visiting Canada, the soap producers improved their skills in marketing, stock, and raw material management. This placement enabled the Canadian volunteers to better understand the context and challenges facing Senegalese producers.

As a woman in a mostly male dominated field, Christine wants more women to start a career in science. With the producers, she hopes to increase the co-ops' capacity by empowering and training a young woman who showed interest and potential as a head formulator as well as a quality control team to support all the cooperatives. To date, more than 5,500 Senegalese women grew their income by 10% through upgraded soap production techniques. Mutual learning is at the heart of this collaboration. The volunteers also took advantage of the older members' knowledge of medicinal plants, to discover the benefits of several local ingredients to use for Green Beaver's own care products.

"It is important for young people to have hope, to know that even under difficult circumstances, it is possible to make good quality cosmetics thanks to the richness of their local ingredients."

—
CHRISTINE LEDUC
RESEARCH AND DEVELOPMENT DIRECTOR
THE GREEN BEAVER COMPANY
CANADA



Fostering Tomorrow's Leaders

Crossroads International's unique partnership with Coady International Institute in Antigonish, Nova Scotia has been supporting the development of emerging women leaders since 2011. This three-week program leverages community-based and citizen-driven development education to advance community self-reliance, global security, social justice and democratic participation.

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In 2018, Julie Nixon, Country Director for Crossroads partner Swaziland Fair Trade (SWIFT), attended the Learning Organizations and Change program. The program could not have been a better fit. SWIFT advocates sustainable development through training, trade linkages and advocacy for fair trade with a specific emphasis on women. SWIFT is a member-based organization whose mission is to sustainably improve the socio-economic prospects of communities and producers in eSwatini.

"It was so relevant to what I do. It's changed my entire thought process around the training that we deliver. We're going to be changing the way we deliver training from now on," said Julie. In this program Julie worked alongside 14 students from 12 different nationalities to create a virtual organization and spearhead a project to teach others how to place people at the forefront of their organizations to strengthen and unite them under a common vision that is attainable. Julie was one of five emerging leaders who attended Coady this year with Crossroads' support. Since 2011, Crossroads has supported the development of 19 leaders like Julie to attend the Coady program.



Young women and men from around the world are building their leadership skills at the Coady International Institute.

"It was without a doubt the richest learning experience I've ever had in my whole life. We literally built an organization from the ground up."

—
JULIE NIXON
COUNTRY DIRECTOR, SWIFT
ESWATINI

/ KAREN TAKACS WOMEN'S LEADERSHIP FUND /

Strengthening Her Voice in the Community



The Karen Takacs Women's Leadership Fund provides financial support to African partner organizations that advance leadership and equality for women and girls.

In Burkina Faso, women remain largely under-represented in politics. In 2018, RESACIFROAT (Reseau d'Appui à la Citoyenneté des Femmes Rurales d'Afrique de l'Ouest et du Tchad) was awarded the Karen Takacs Women's Leadership Fund grant to improve women's participation in local governance in the rural areas of four municipalities in the Kénédougou province.

Maminata Traore, a councillor with the Orodara municipal government, is one of the women who has stepped forward. Maminata is participating in trainings and is determined to improve her public

speaking and leadership skills to strengthen her ability to speak at meetings and present women's concerns before the municipal council.

The project engages women through public outreach campaigns and radio programs, to raise awareness in the four municipalities and provides training in leadership for women. Already women and young people are getting involved. The number of women and youth interested in the training surpassed expectations and a waiting list has been drawn up. "I would like to see more women involved in political parties because with greater numbers we can ensure our voices are heard," said Maminata. RESACIFROAT expects the project will increase participation of rural women during the next election cycle by 25% so women can have more than a seat at the table, they can speak out and take part in the decision making in their communities.

"There are so few women on the municipal council that often a woman alone with no support is afraid of misspeaking and being mocked by her male colleagues."

MAMINATA TRAORE
CITY COUNCILLOR IN ORODARA
BURKINA FASO



/ JUSTICE LEAGUE /

Navigating Justice

Working with judicial actors, we are helping develop a more responsive justice system for gender-based violence.

Women and children survivors of sexual abuse and gender-based violence are often left without access to services and denied justice.

Since 2014, Crossroads has partnered with the Kilimanjaro Women Information Exchange and Community Organization (KWIECO) to reduce violence against girls and women, defend their rights, offer psychosocial support and shelter to survivors in Tanzania.

In 2017, Crossroads launched a volunteer exchange to increase access to justice for survivors. The program aimed to engage judicial actors in creating a more gender responsive justice system.

Crossroaders Steven Clark, Crown Attorney Cidalia Faria, Police Victim Assistance Programs Manager Patricia Wilson, Police Officer David Coffey, Defense Counsel Nadir Sachak bring decades of experience working to help survivors of gender-based violence navigate the justice system. In

Canada, the creation of Domestic Violence Courts, the Integrated Domestic Violence Court (IDVC) in Toronto — the first of its kind in Canada — and a number of other services have improved access to justice for victims. It is the lessons learned here that the volunteers wanted to share. Over the last two years, the team put their careers on pause to volunteer for a few weeks to support the KWIECO team. Through a series of short-term volunteer placements, they are working with counterparts in Tanzania to learn about the local system while sharing their experience creating gender sensitive processes and practices. “In spite of underfunding, social barriers, and cultural challenges, the commitment of our Tanzanian counterparts in fighting the plague of gender-based violence was remarkable to witness. Although they have so many challenges, incremental steps have been taken to address the very real tragedy of GBV,” says Crossroader Nadir Sachak. These include provision of counselling and court preparation for victims; sensitizing police on best practices in response and victim protection; medical service provision; as well as training court employees, lawyers and magistrates. Their hope is to strengthen the Tanzanian justice system so that women and children could at last see justice being served.

“Before the Access to Justice team got here, Moshi had many obstacles in the fight against gender-based violence, there was no interconnection between social workers and judges as they have different roles. But things seem to have changed now.”

—
MOHAMED SEIF
 MOSHI SOCIAL WELFARE OFFICER
 TANZANIA

Canadian volunteers and Tanzanian counterparts share experiences and challenges in making justice system more responsive to survivors of gender-based violence.



/ LOOKING FORWARD /

Know Your Rights

My Voice, My Health educates and empowers children and youth in Senegal.

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Led by young people, for young people, with young people, the program will help reduce stigma and put power in the hands of those most affected.



Kédougou, Senegal, treasured for its gold, copper and marble, is home to many extractive industries, yet it remains one of the poorest, most isolated and marginalized regions in the country.

With huge fluctuations in its transitory population, child trafficking and forced prostitution are flourishing. More than half the population is under the age of 17.

Crossroads International is launching My Voice, My Health in 2019 in collaboration with Action Aid Senegal, and local partners APROFES (Association Pour la Promotion de la Femme Sénégalaise) and CONAFE (Coalition Nationale des Associations et ONG en Faveur de l'Enfance) and with generous support from Global Affairs Canada and individual donors.

This youth-led program will ensure children and adolescents learn about their rights and will provide them with information and tools they need to protect themselves from violence, abuse, forced marriage and female genital mutilation.

Over the next five years the project will support and encourage 30,000 youth to learn about their rights and to access vital health services to prevent unplanned pregnancy and the spread of sexually transmitted diseases including HIV. The awareness and advocacy campaign will also create linkages with government so young Senegalese can bring concerns forward to influence public policy and funding for health services that respond to needs of women and girls. As part of the program, 37 girls' empowerment clubs will be created in schools and new gender sensitive health program approaches will be introduced in youth centres and health clinics.

"Together, let's dare to take up the challenge of promoting the reproductive and sexual health rights of women and young people!"

BINAT SARR
PRESIDENT, APROFES
SENEGAL

Drop by Drop

Women farmers are building resilience in the face of climate change.

Rural women produce up to 80% of the food in Africa. Yet, women often do not own land and usually operate smaller plots of land with lower value crops and lower yields. Legal and cultural practices that limit women's access and control over land and resources persist and often women have little decision-making power. Climate change exacerbates these issues: diminished access to water, in particular, is among the most serious threats. In Niayes region of Senegal, years of insufficient rainwater along with the over exploitation of water has decreased the level of groundwater available threatening the agricultural production of 1,500 women subsistence farmers.

In 2019, Crossroads with local partner RESOPP (Réseau des Organisations Paysannes et Pastorales du Sénégal) launched a ground-breaking project providing direct support to women farmers to increase their access to productive resources such as water, land and crops, increasing their economic power and food security.

Through series of trainings, the project is introducing drought resistant, nutritionally dense crops with shorter production times, a drip irrigation system and solar powered water pumps on 10 small garden perimeters,



The farmers will diversify their activities to tackle the impacts of climate change on market garden production volumes and, consequently increase their income and reduce their poverty level.

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with a new storage and credit system exclusively managed by women cooperative members. This project will directly benefit 1,500 women an estimated 22,000 community and family members. Ultimately, the women farmers of Pambal and Cherif Lô will be equipped and trained to resist the effects of climate change in their community.

“Women’s access to and efficient use of water is the best response to the effects of climate change.”

ABLAYE NDOUR
HEAD OF AGRICULTURE, RESOPP
SENEGAL



Crossroader and current Program Officer Tina Mbachu (left) with WOW co-founders Gigi Noble and Lizzie Schulz and Crossroads long-time supporter Shanan Spencer-Brown.

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/ YOUNG CHANGEMAKERS /

Women of the World in Action

At 17, Toronto high school students Lizzie Schulz and Gigi Noble made a bold decision to empower girls like them to learn about their rights, only these are girls they've never met a world away in Africa.

What started as a community service project at York School became the Women of the World event. The criteria? An initiative that encompassed creativity, action or service — these young women chose all three. With a clever play on Sunday brunch, they transformed tradition to raise funds

Think teens are self-absorbed selfie takers? Think again. This new generation has been taking notes on the state of the world and is taking action for change.

to empower thousands of girls in some of the most vulnerable countries in the world. The event showcased some tremendous talent in music, handicraft and dance and this year the students got boys involved. "We realized how important it is to involve men in this conversation. It is equally as important for males to be educated ... to create a united front fighting for change," said Gigi.

"Initially, Gigi and I didn't think that W.O.W. would have a significant impact on the girls in these empowerment programs, but we learned that regardless of the [size] of the action, it is still an impact."

LIZZIE SCHULZ, 17
CO-FOUNDER, WOW
CANADA

The event gave students and parents perspective on girls' rights and sparked conversations on Crossroads' Girls' Empowerment Programs in Burkina Faso, eSwatini, Togo, Ghana and Tanzania. These clubs support girls in realizing their potential, empower those who have experienced abuse and those at risk to live free from violence. Girls develop the courage and determination necessary to build a brighter future for themselves and their community. "This year the event raised \$5,000 to sponsor many more girls," said Gigi.

Walking for Women's Rights in Tanzania

For Libby Wildman, Toronto-based business-woman and long-time Crossroads supporter, teaching her three kids about giving back is a priority. When she and her son, 17-year-old Robbie Kemp-Welch heard about Crossroads' 60th anniversary Charity Challenge trek in Tanzania, they researched women's rights issues affecting the country and decided to get involved.

"Being taken out of your comfort zone and witnessing what's going on is so impactful you want to take action. Change starts when you feel seed of activism and passion," shared Libby who thinks that this kind of initiative can spark seeds of change in the next generation, starting with her son.

Robbie decided to completely disconnect, leaving his phone behind so he could focus on the experience discovering a new country and culture and engaging with the people he met. For Robbie and Libby, it was the visit to the Kilimanjaro Women Information Exchange and Community Organization (KWIECO) that moved them most. Here they learned about the weight of some cultural norms on girls. Female genital mutilation, violence against women and children and teenage pregnancies have dire consequences for girls. For the youngest trekker, it inspired him to try to use his business school education to create a business that can also help the less fortunate.

The 60th anniversary Charity Challenge raised close to \$150,000 thanks to the generosity of trekkers' friends, families and networks.



Robbie and Libby embarked on a life-changing mother and son trek to take a stand for women, raise funds and meet with local partners.

"Seeing people happy with so little inspired me to try and take a road less travelled where I can hopefully make a real impact on people around the world."

ROBBIE KEMP-WELCH, 17
TREKKER
CANADA



Courtesy of Rick Lane, Lesotho 1971



The Lane clan at Crossroads' office in Toronto. From left to right: Rick Lane, Jim Lane, Wendy Boles, Carolyn Lane and Rob Lane.

Generations of Changemakers

Wisdom gained in
lives well-lived inspires
a next generation of
changemakers.

Alan and Corinne (Corky) Lane were among a small group of Canadians inspired by African American civil rights activist Reverend Dr. James Robinson to create Canadian Crossroads International in 1958. More than 60 years later, their leadership and vision can still be felt in the organization's work today.

Building bridges of friendship and collaboration with Africans was just part of Crossroads success, according to Dr. Lane. "Aside from the projects which touched the Africans greatly, the experience of the Crossroaders invariably altered them. They returned with a different outlook on life. Every Crossroader who came back influenced other Crossroaders to come," Dr. Lane recounted in a 2007 interview.

Three of their own children would be among the hundreds they inspired to become Crossroaders and their experiences changed them and shaped their future. "The national selection weekend happened in our house. I have memories of these reams of folders and resumes all over the living room. I was about 14 or 15 at the time and picking up some of these and thinking, wow I am never going to be a Crossroader, because they



Alan and Corinne Lane

**“You will leave
Africa, but Africa
will never leave
you.”**

DR. ALAN LANE
CO-FOUNDER, CROSSROADS INTERNATIONAL
CANADA

were just so impressive,” recalled Richard Lane in a recent interview with the three Crossroader brothers. A few years later in 1971, Rick volunteered to support a community in Lesotho. A year later, his twin brother Rob visited the same village and later became a Crossroader in Japan while their sister Carolyn volunteered in China with another organization.

“There are a great many people who had opportunities through Crossroads and through that experience had great impact in their own right. So, there is a tremendous ripple effect,” said Rob.

Rob became a general surgeon like his father and went on medical missions to Tanzania, Rhodesia (now Zimbabwe) and Angola. Jim, the youngest of the seven Lane children and godson of James Robinson, went to Singapore in 1984. “They clearly saw that individuals make a difference,” said Jim of his late parents. “When I came back, I looked for an opportunity to leverage in the same way that my parents did to create something that could grow and affect many other people.” He became a lawyer and co-founded Doctors Without Borders in Canada.

While Dr Alan Lane died in 2011 and Corky Lane passed away in April 2019, their wisdom, their actions and values live on in Crossroads’ volunteers, partners and communities working to create One World.

ONE WORLD LEGACY CIRCLE

One World Legacy Circle honours Crossroads International supporters who have included a legacy gift in their estate plans.



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Norine B. Baron
Charles Brown
Darlene Bessey, Ken
Pontikes & Zoë Pontikes
Joan E. Fair
Patsy George
Richard Lane
Daphne Loukidelis
Janek Jagiellowicz &
Dorothy McCabe
Donna McGee
Chantal Ouellet
Agnès van’t Bosch

REALIZED

Anonymous (2)
The Estate of Phyllis Jane Bloch
The Estate of Alan and Corinne Lane
The Estate of Randy A. Pepper

Our Volunteers

Volunteers are the heart of Crossroads, working with local partners to pilot new approaches and increase their capacity and their impact. This year, volunteers helped pilot programs to end female genital mutilation; engage boys in advancing girls' rights; and increase incomes of cooperative farmers and entrepreneurs.

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North-South Crossroaders

BOLIVIA

Win Ki Lucia Lam
Vladimir Ilich Lopez Flores
Victor Raul Valle Alvarez
Alain Aime
Andrea Ospina Herrera

BURKINA FASO

Maminata Fofona
Mamoudou Dotia Amadou
Cheidie Gaudens Médard
Zoundji
Camille Nadia Staes-Lévesque
Bilakani Sabi

ESWATINI (SWAZILAND)

Tsitsi Ettienne
Johanne Truchon
Senga Wamwenga
Kathleen Rose Hope
Beverley Rodrigues
Asia Clarke

GHANA

Mecha Clarke
Sherry Peters
John Alan Griffin
Nadia Shian Charles
Sierra Nallo
Claire Thompson
Nana Ama Pabi

Bentil Opoku
Jessica Opoku-Amoah
Robert Trudel
Daniel T. Thompson
Regina Thompson
Nana-Maanua Duncan
Twimasi Amponsah
William Fortin
Kari Erica Lois Henry
Randell Adjei
Anthony Gebrehiwot

SENEGAL

Alain Ménard
Christine Leduc
Hélène Pedneault
Fatou Seck
Antony Marcoux-Gagnon
Mohaddeseh Abbas Zadeh
Moussa Wade
Andrea Serrano Diaz
Ismaila Ndiaye
Djibril Dioum
Khady Dia

TANZANIA

Polliana Mendonca
Magalie Menard
Atinuke Shakira Chineme
Robert Trudel
Andrea Mae Potive
Brian Touray
Ashima Chopra
Joseph Bovard
Cidalia Faria
Jessyca Greenwood
Patricia Wilson

TOGO

Souleymane Gueye
Fernand Roy
Cheidie Gaudens Médard
Zoundji
Magalie Laliberté
Bilakani Sabi
Inès Dominique Nelly Ngando
Moukala
Djima Salawou
Amevi Toglo
KariAnne V Sauvé
Kwami Kouyiétipan Tchansi

South-North Crossroaders

BOLIVIA

Jose Manuel Maldonado
Alcocer

BURKINA FASO

Suzane Ouoba Tankoana
Tiguiry Yameogo Ouedrago
Assita Francelline Sawdogo

ESWATINI (SWAZILAND)

Julie Lynn Nixon
Zelda Nompumelelo Nhlabatsi

GHANA

Mohammed Salis Tahir
Gloria Kankam

SENEGAL

Arona Diop
Ramatoulaye Ly

TANZANIA

Elizabeth Maro Minde
Honorata Raymond Nasuwa
Leonida Simon Kanyuma

TOGO

Kossiwa Tsipoaka
Adjoa Akakpo

South-South Crossroaders

Grace Afrifa
Vida Mensah
Gbenahin Epse Adjetey-Bahun
Amivi

E-Volunteers

Camille Nadia Staes-Lévesque
Randell Adjei
Anthony Gebrehiwot
KariAnne V Sauvé
Amevi Toglo



Sierra Nallo /
Crossroads International

“We’re sharing what we know with them and we’re also learning what they know so that we can help each other. I think mentorship is a reciprocal relationship so we’re teaching, but we’re also learning as well. It has been one of the greatest experiences I’ve had in my life.”

—
ANTHONY GEBREHIWOT
(GHANA 2018, 2019)

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La Colombe
Agence Nationale du Volontariat du Togo (ANVT)

Our Financial Statement

/ STATEMENT OF FINANCIAL POSITION /

ASSETS	2019	2018
Cash and cash equivalents	\$729,984	\$853,624
Investments	\$3,574,240	\$2,872,465
Other current assets	\$278,231	\$245,608
Capital assets	\$59,868	\$36,594
TOTAL	\$4,642,323	\$4,008,291

LIABILITIES & NET ASSETS	2019	2018
Current liabilities	\$2,381,164	\$1,585,043
Net assets	\$2,261,159	\$2,423,248
TOTAL	\$4,642,323	\$4,008,291

/ STATEMENT OF OPERATIONS /

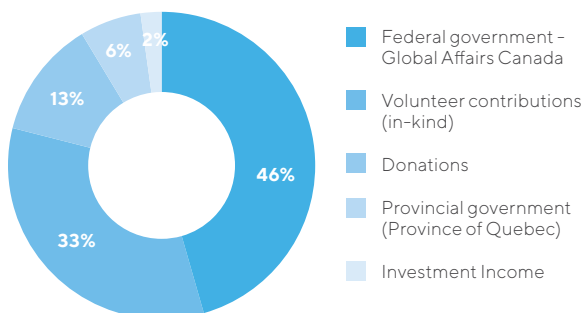
REVENUE	2019	2018
Federal government – Global Affairs Canada	\$2,631,390	\$3,296,771
Provincial government (Province of Quebec)	\$363,554	\$251,385
Volunteer contributions (in-kind)	\$1,929,972	\$2,567,377
Donations*	\$723,162	\$763,756
Investment income	\$126,160	\$108,547
TOTAL REVENUE	\$5,774,238	\$6,987,836

EXPENSES	2019	2018
Program: International Public engagement Volunteer contributions (in-kind)	\$2,559,179 241,021 1,929,972	\$2,985,784 345,486 2,567,377
Administration, governance and overhead	\$793,907	\$763,842
Fundraising	\$253,032	\$308,116
TOTAL EXPENSES	\$5,777,111	\$6,970,605
Surplus (deficit)	(\$2,873)	\$17,231

*Crossroads International raised \$1,109,847 in donations from valued individual donors, foundations and other non-government supporters. For the year, \$723,162 from current and deferred donations was expended on programs and \$869,280 has been deferred for future program delivery. The deferred amount includes current and past contributions. Audited financial statements for Crossroads International are available on our website www.cintl.org or upon request at 1-877-967-1611.

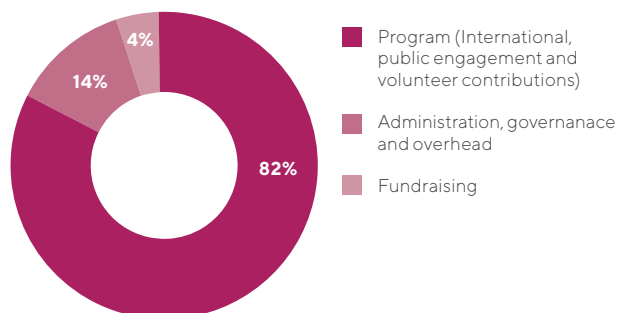
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Frédéric Giguère / Crossroads International
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