NLOWE

NEWFOUNDLAND & LABRADOR ORGANIZATION OF
WOMEN ENTREPRENEURS

2022 ANNUAL REPORT

and 2023 Newsletter

NLOWE

NEWFOUNDLAND & LABRADOR ORGANIZATION OF WOMEN ENTREPRENEURS

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Who We Are

Your goal is to succeed in business, ours is to make sure you do!

NLOWE is a non-profit organization established in 1997. NLOWE provides professional development, training and business support to women entrepreneurs in Newfoundland and Labrador. NLOWE has been advocating to reduce barriers to women's entrepreneurship and building capacity to increase the number of women-owned and women-led businesses for more than twenty-five years. NLOWE has regional business advisors who support and guide women to reach their business goals.

We stay ahead of economic trends to encourage business development in key growth sectors and offer training opportunities to help you take advantage of changes in the economy.

NLOWE's regional staff of business advisors specializing in start-ups and growth will travel to you. Thanks to the financial support of the Atlantic Canada Opportunities Agency (ACOA), Women and Gender Equality Canada, and the Government of Newfoundland and Labrador, many of our programs and services are available to women in business at no or low cost.

MANDATE

The mandate of NLOWE is to provide approved programs and services that connect and support women within Newfoundland and Labrador to start, grow and advance their businesses.

VISION

NLOWE's vision is that women who own businesses in Newfoundland and Labrador are successful.

MISSION

By 2023, through increased community outreach with strategic messaging to all stakeholders, NLOWE will increase the number of women entrepreneurs availing of NLOWE's program and service offerings.

Through our events, training, and networking opportunities, women are making meaningful connections throughout the entrepreneurial community. NLOWE is helping women to be inspired, informed and connected in the following ways:

Online and in-person professional development, training and business support.

A community of peers with whom to connect and build your business network.

A member-only portal containing an extensive collection of business development and professional development webinars.

A free digital entrepreneurial resource library for women entrepreneurs to access the information, resources, and tools needed to start and grow their businesses.

NLOWE's Mentorship Program - a network of mentors who provide advice and share leadership with other women looking to enhance their leadership skills and business growth.

The annual Entrepreneur of the Year Awards, since 1998, have recognized women entrepreneurs whose successful businesses contribute to the provincial economy and to their communities.

Annual conference with prominent keynote speakers that inspire and educate;

Mastermind groups- a facilitated peer mentoring program where members draw on the experiences and wisdom of their peers on business challenges and opportunities.

Print and digital publication of The Advisor - a quarterly magazine distributed across North America. It reflects the organization's community by showcasing women entrepreneurs by telling their stories.

Providing access to national leaders and their experiences has been a priority to NLOWE. The organization has proudly hosted events featuring world-renowned guests.

Chair's Message

CAROLINE WATTON

As Board Chair, I am delighted to report that the 2023 year is off to a great start with events taking place throughout the province, including our International Women's Day breakfast which was held in St. John's with keynote speaker Jennifer Botterill. What an inspiring morning and how wonderful to see so many people in attendance. We also recently held our Annual NLOWE Conference at the St. John's Convention Centre. This two-day event was full of exciting workshops, networking sessions, a trade show and keynote speakers, Jenn Harper and Patricia Lovett-Reid. We are looking forward to what the rest of the year will bring!

I am happy to say that 2022 was NLOWE's 25th Anniversary year and it was full of exciting, entrepreneurial programming and events. While we were challenged early in the year to continue in an online format, as the year progressed, we were able to return to an in-person format. We are pleased to be able to offer services both virtually and in person to ensure all Newfoundland and Labrador has access to NLOWE programs.

This past November, we hosted our annual Entrepreneur of the Year Awards Gala at the St. John's Convention Centre. With an exceptional group of award winners and tremendous support from sponsors and funders, it was an evening full of inspiration and connection.

I would like to send a big thank you the NLOWE Board and staff for all their work and dedication in 2022. I would also like to recognize you, our NLOWE members all over the Province. We continue to be inspired by your energy and creativity. Hearing stories of your successes and challenges are what help us understand how to better support you.

Caroline WATTON

"2022 was NLOWE's 25th Anniversary year and it was full of exciting, entrepreneurial programming and events.

CEO's Message

JENNIFER BESSELL

2022 was certainly a year of celebration for NLOWE. After the long-awaited return to an in-person format, our staff eagerly resumed programming and initiated new activities throughout the regions of the province. Additionally, 2022 marked NLOWE's 25th Anniversary which brought together NLOWE members, women in business, community partners and champions at various events throughout the year.

For over 25 years we have been helping women start, grow, and advance in business by providing business advisory services, networking opportunities, mentorship programming, educational programming, export services and an awards program that celebrates the tremendous successes in our community each and every year.

In 2022, NLOWE added a very important opportunity to our slate of services for our partners. As a loan fund partner of the Women's Enterprise Organization of Canada's Women Entrepreneur Loan Fund (WELF), NLOWE is now able to facilitate the process for women entrepreneurs receiving loans up to 50K. We work with our clients to assist with the loan fund application and provide advisory services throughout the life of the loan agreement.

We are proud of our NLOWE membership, which has now exceeded 500 members throughout the province and beyond. This collective represents like-minded people who want to be a part of the entrepreneurial space and to support women in business.

We know that women-owned businesses are an important and growing part of the Canadian economy, and women are making significant contributions to innovation, exports, and job creation. As of 2020, there were an estimated 1.5 million women entrepreneurs in Canada, representing 28% of all self-employed individuals in the country. (Source: Statistics Canada) That number is trending up. In our province, NLOWE recognizes the ever-growing number of women business owners, and we know the vast sectors where these businesses are developing.

With new industry development, more opportunities are presenting themselves for women in business in throughout Newfoundland and Labrador. In mining, ocean sciences, oil and gas, wind energy, technology, and tourism we see tremendous opportunities for women entrepreneurs to align their entrepreneurial pursuits in key areas of economic growth.

Thank you to the NLOWE Board of Directors for your steadfast support and efforts on behalf of women entrepreneurs in NL. To the NLOWE staff team, I express my deepest gratitude for all you do to help women in NL not only succeed but also thrive. I am fortunate to be surrounded by such dedication and commitment.

JENNIFER BESSELL

Board of Directors

CAROLINE WATTON
BOARD CHAIR

A business lawyer, Caroline specializes in a wide range of corporate transactions including reorganization, mergers and acquisitions, commercial leasing, corporate governance and shareholder matters. Caroline is a partner with McInnes Cooper.

DENISE GOODYEAR
PAST CHAIR

With a career spanning more than 20 years in marketing and communications Denise strives to help other women entrepreneurs gain the tools and knowledge they need to succeed in business. Denise is president of Intuitive Media.

CHARLENE BROPHY
VICE CHAIR/AVALON DIRECTOR

Charlene Brophy is President and CEO of FONEMED. For 20 years, she's guided the company through stellar growth and led the development of Fonemed's Health Management Platform, embracing technology as a means of providing scalable, sustainable, and accessible care.

SHELLEY HODGE
LABRADOR DIRECTOR

Since opening Shelley Hodge Interiors Inc. in 2004, she has become an accredited event designer with IWed Global and recipient of the WPIC Wedding Awards. In 2017, was a Wedding Floral Designer of the Year finalist and is certified by the Wedding Planners Institute of Canada.

LUANNE DOMINIX
EASTERN DIRECTOR

A graduate from Dalhousie University with a Bachelor of Environmental Design Studies (Architecture) and a Master of Business Administration from MUN, Luanne is the assistant director of Canadian Training Institute.

PEGGY BARTLETT
CENTRAL DIRECTOR

Peggy is passionate in working to advance issues of female equality, women in business and sustainable business growth. She believes that mentorship, community engagement and sound business practices lay a strong foundation for growth and success. Peggy is president of Bartlett Enterprises Inc.

SHARON EVANS
WESTERN DIRECTOR

Sharon Evans, Owner and Operator of Seva Meditation is an energetic, dynamic all-inclusive type of person who passionately believes in equality for all human beings. Blessed to have been born a woman, and surrounded by other women supporting and encouraging them to embrace their greatness!

WENDY TAYLOR
AT-LARGE DIRECTOR

Recently retired from the federal government with more than 35 years of service Wendy Taylor has vast experience in public procurement and the Build Canada Innovation Program. Wendy is also the recipient of the National Managers' Community NL Region Managers Award.

JACQUI WINTER
AT-LARGE DIRECTOR

Jacqui's experience in HR management spans more than 25 years and across many sectors. In 2019 Jacqui received NLOWE's Entrepreneur of the Year - Momentum and was named Top 50 CEO in 2020 in Atlantic Canada.

JENNIFER BESSELL
CHIEF EXECUTIVE OFFICER

An accomplished executive in both professional associations and charitable organizations, Jennifer has held senior roles with the Canadian Bar Association, The Association for New Canadians locally and the Boys and Girls Clubs of Canada nationally.

NLOWE Staff

JENNIFER BESSELL
CHIEF EXECUTIVE OFFICER

CAROLYN WAKEHAM
DIRECTOR OF PROGRAMMING & EVALUATION

KRISTA HAZLIE
DIRECTOR OF ADMINISTRATION & SPECIAL PROJECTS

JUDY RASKE
OFFICE MANAGER

JANICE SHEPPARD
FINANCE CONSULTANT

SARAH FLYNN
PROGRAM COORDINATOR

BUSINESS START-UP ADVISORS

KATIE PREDHAM
AVALON REGION

LINDSAY MERCER
CENTRAL / EASTERN REGION

ASHLEY POMEROY
WESTERN REGION

BETTY MORRIS
LABRADOR REGION

BUSINESS GROWTH ADVISORS

DENISE CORNICK
AVALON REGION

PAULA FLOOD
EASTERN REGION

BETSY SAUNDERS
CENTRAL REGION

CARLA MAY
WESTERN / LABRADOR REGION

DEBORAH YOUDEN
EXPORT CONSULTANT

Business Start-Up & Business Growth Activity

JANUARY 1, 2022 – DECEMBER 31, 2022

START-UP		GROWTH	
2301 COUNSELLING SESSIONS		**1351** COUNSELLING SESSIONS	**89** JOBS CREATED
210 NEW CLIENTS		**117** NEW CLIENTS	
1099 EXISTING CLIENTS		**320** EXISTING CLIENTS	**47** NEW BUSINESSES STARTED

57 2022 NLOWE Events

2000+ PARTICIPANTS

437 PARTICIPANTS	1201 PARTICIPANTS	113 PARTICIPANTS	308 PARTICIPANTS	23 PARTICIPANTS	75 PARTICIPANTS
14 NETWORKING EVENTS	31 TRAINING SESSIONS	10 PASSPORT FOR GROWTH SESSIONS	1 ENTREPRENEUR OF THE YEAR AWARD GALA	1 GATEWAY TO TRADE COHORT	1 INTERNATIONAL WOMEN'S DAY GUEST SPEAKER

NLOWE MEMBERSHIP

500
ACTIVE MEMBERS

MASTERMIND PROGRAM

9
GROUPS

69
PARTICIPANTS

WHAT OUR MEMBERS ARE SAYING...

"I don't know where else a woman could turn to in this province and have the support, motivation, ability to laugh, and top-notch education/ knowledge opportunities other than being a member of NLOWE! Thank you so much for your dedication.

"If someone asks me the best thing I have ever done for my business, it is easy to answer. I joined NLOWE. Without question, my membership has been the supportive, nurturing, and positive step I have ever taken.

"NLOWE is important to women entrepreneurs across this province. NLOWE is there to help you, guide you, teach you and prepare you to make sure you have all the tools that you need in your toolbox to make your business successful.

NLOWE

2022 ANNUAL CONFERENCE

Women are Shaping the Future of Business

Virtual Conference | April 26 - May 12, 2022

SUPPORTED BY

Newfoundland Labrador

Canada

KEYNOTE Speaker

ZITA COBB

Zita is a Canadian businesswoman and social entrepreneur. In 2006, she established Shorefast, a Canadian social enterprise, with her brothers Anthony and Alan Cobb on Fogo Island, Newfoundland.

"Reimagining Communities Reimagining The Economy"

100+
ATTENDEES

WORKSHOP PRESENTERS

SUSAN HOLLETT
HOLLETT & SONS INC.

JENNY SMITH
RAY AGENCY

COURTNEY WELLS
RAY AGENCY

MEGHAN FELT
MCINNES COOPER

WANDA CUFF YOUNG
WORK GLOBAL CANADA

CINDY O'DRISCOLL
PROCUREMENT CANADA

SUSAN O'LEARY
SOUL WELLBEING

Closing KEYNOTE

TINA VARUGHESE

Named one of Canada's Top 10 Notable Speakers by Ignite Magazine, Tina cleverly tackles hot button topics, like diversity and inclusion, in today's racially complex climate. By carefully weaving personal stories with touching humour, she disarms attendees as she breaks down barriers to foster an inclusive and uplifting space leaving attendees inspired to think, behave, act and communicate with positive intention and purpose.

"The Human Side of Unconscious Bias"

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A HEALTHIER TOMORROW

MARATHON GOLD

cenovus ENERGY

HR Project Partners
HUMAN RESOURCES SERVICES

CBDC

FORTIS INC.

CATALYST
HEALTH SOLUTIONS Inc.

2022 International Women's Day

VIRTUAL FIRESIDE CHAT

TARAH WHEELER

Tarah Wheeler is an information security researcher and social scientist. She is CEO of Red Queen Technologies, a security firm. She is a New America international security fellow, a cybersecurity fellow at the Harvard Kennedy School's Belfer Center for Science and International Affairs, and a Fulbright scholar in cybersecurity. Twitter: @tarah

90+ ATTENDEES

THE YEAR AWARDS
business
25W
WOMEN ENTREPRENEURS

ct Award

NLOWE 2022

ENTREPRENEUR OF THE YEAR AWARDS

Celebrating women in business

308

ATTENDEES

KATHIE HICKS
SPIRIT OF NEWFOUNDLAND

Entrepreneurial Excellence Award
Sponsored by RBC
(Royal Bank of Canada)

ASHLEY NOSEWORTHY
EDGEWISE ENVIRONMENTAL

Trailblazer Award
Sponsored by Cox & Palmer

KASTINE COLEMAN
TIGHT LOOPS TIGHT LINES

Trendsetter Award
Sponsored by BDC
(Business Development
Bank of Canada)

JANICE RYAN
RUDYS COURIER

Momentum Award
Sponsored by McInnes Cooper

GALA SPONSORS

SUPPORTED BY

JUNE TAVENOR
CATALYST HEALTH

Economic Impact Award
Sponsored by Hebron Project

JESSICA CHAPMAN
ETHREE CONSULTING

Mentor Award
Sponsored by HR Project Partners

CONSTANZA SAFATLE
NEWBORNLANDER

Young Entrepreneur Award
Sponsored by College of the North Atlantic

HILDA BROOMFIELD-LETEMPLIER
PRESSURE PIPE PROCUREMENT & MANAGEMENT SERVICES LIMITED

Leadership Award
Sponsored by Fonemed

ATLANTIC CANADIAN WOMEN IN GROWTH PARTNERSHIP | PARTENARIAT POUR LA CROISSANCE DES FEMMES DU CANADA ATLANTIQUE

Advancing the economic power of women entrepreneurs in Atlantic Canada

Faire progresser le pouvoir économique des femmes entrepreneures du Canada atlantique

The Atlantic Canadian Women in Growth Partnership (ACWGP) was a project among four Atlantic women's business organizations:

- Newfoundland and Labrador Organization of Women Entrepreneurs (NLOWE) which also acted as the project lead.
- Centre for Women in Business (CWB) in Nova Scotia
- Prince Edward Island Business Women's Association (PEIBWA)
- Women in Business New Brunswick (WBNB)

It was a three-year project funded by the Atlantic Canada Opportunities Agency (ACOA) through the Federal Government Women's Entrepreneurship Strategy Ecosystem Fund to address gaps and build capacity in the entrepreneurship ecosystem for women. As part of the this project NLOWE ran a series of programs which included Mentorship for WIN, Business Beginnings and Social Media Bootcamps. As well as an Indigenous website: Women of the Land NL.

MENTORSHIP FOR WIN

WOMEN | IMMIGRANTS | NEWCOMERS

30 PARTICIPANTS

3 COHORTS

The WIN program was designed especially for newcomer and immigrant women to deepen their understanding of the business culture in the province. The 6-month program also included women from other under-represented industry sectors and women in rural areas of the province.

WIN participants were matched with a mentor to discuss their business or business idea for three 1-hour sessions and participated in seven live and online confidence and cultural capacity-building sessions with their peers and led by an experienced business coach.

BUSINESS BEGINNINGS

2 COHORTS

Business Beginnings is an NLOWE Start-Up program. Aspiring women entrepreneurs from all over the province participated in the live and online 12-week program. Through a combination of presentations, case studies, and homework activities, participants gained the basis of a practical toolkit that will provide them with the necessary tools required to successfully launch their businesses. One of the 2022 cohorts was a collaboration with NLOWE and MusicNL. The cohort included 12 female MusicNL members who were interested in starting a business in the music industry or seeking foundational business skills to help them succeed in the business.

In fall 2022, Business Beginnings was reinvented by updating the curriculum and delivery of the program which included an online learning system, self directed lessons, video content and a live weekly online group class which allowed time for break-out sessions, questions and sharing updates on their entrepreneurial journey.

> "I know so many people who could benefit from this program. Like myself, they have a false sense of things and this program hits home to help unravel the falsehoods that we sometimes believe.
>
> I can honestly say that the Mentorship for the WIN program was exactly what I needed at the perfect time! After the first session, I had the confidence to raise my rates and to start contacting people across the province to get the word out about my services. I now feel like I have more clarity on what goals to focus on first... I have a clearer roadmap, if you will.

> "It was an accepting, wonderful environment where I got plenty of feedback and suggestions on how to further improve my message!
>
> I would absolutely recommend it, because it really helped improve my confidence and gave me a great place to start! I know how to begin my journey properly and have the resources to succeed.

54
PARTICIPANTS

SOCIAL MEDIA BOOTCAMPS

6 COHORTS

The social media bootcamps consisted of two four-week online programs, one Beginner and one Intermediate. Each week, participants reviewed a video and completed exercises on their own schedule to prepare for the live online session with the facilitator.

> I loved the beginner boot camp course. It really helped me find a clear path to posting on social media and ways to do it efficiently. One of the best courses I've taken with NLOWE. Can't wait for the intermediate to start.
>
> It was another valuable course provided by NLOWE with lots of information to apply now to help with business growth!

Pan Atlantic Events

184
PARTICIPANTS

ATLANTIC WOMEN IN BUSINESS WEBINAR SERIES

FEB 2022
Rural Women Entrepreneurs Leading the Way in Tourism

APRIL 2022
Women Entrepreneurs Leading the Way in Exports & International Trade

271
PARTICIPANTS

CELEBRATING OUR ENTREPRENEURIAL JOURNEY

As the ACWGPP drew to a close, the team brought together as many women from under-represented groups who are either considering entrepreneurship or are entrepreneurs. We wanted to provide an opportunity to gather online, listen to an inspirational speaker and share the experiences of a panel of women like themselves.

The event was held February 15, 2023 and was entitled "Diverse women succeeding in Atlantic Canada. Atlantic Canadian Women in Growth Partnership".

The guest speaker was Manjit Minhas who was interviewed by NLOWE CEO, Jennifer Bessell. Immediately following Manjit's Interview, we hosted a panel featuring four Atlantic Canadian Women Entrepreneurs. These women had all participated in programs supported by the ACWGP over the last 3 years. The panelists were:

NB **JENNA WHITE**
Jenna's Nut-Free Dessertery

PEI **SARAH BENNETTO O'BRIEN**
The Handpie Company

NL **KRISTÝNA ADAMOVÁ**
Newfoundland Floral Design

NS **JOYCE ADOM**
https://simplygonatural.com/

WOMEN OF THE LAND NL

14 INDIGENOUS WOMEN

Partnership of NLOWE and Empowering Indigenous Women for Stronger Communities (EIWFSC).

In September 2022, indigenous artisans and elders, NLOWE and EIWFSC came together to collaborate on a marketing platform, create content, workshop the group logo, photograph their products and meet with the web designer. From the workshop and "Women of the Land Newfoundland and Labrador" was created with a pilot group of **14** indigenous women.

WomenoftheLandnl.ca was launched in early December 2022 and NLOWE promoted the website and individual artisans through social and traditional media.

WOMEN OF THE LAND NL

The Indigenous women of this province have come together time and time again in the comfort of their dwellings, especially "out on the land," to create, reflect, and ground themselves surrounded by the lands and waters they proudly call home.

Regardless of cultural affiliation, this is something that is commonly shared amongst all nations. The 'tent-like" shape seen in the logo reflects where we as women have always found our creative energy and where most of us have our humble beginnings as artists and craftspeople.

From the kitchen table to a bough laden tent, Indigenous women have always sought the comforts of these familiar spaces to help intertwine their busy lives with their art and culture.

Upon closer inspection, the tent is made up of symbols related to the nations across the province. The Inuit, Innu, and the Mik'maq have distinct symbols with cultural importance, often found in art, clothing, and other mediums, past and present.

During the creation of this logo, it was very important to have each nation's symbol recognizable on its own, but also looking for the similarities between them to help connect the symbols into the form of which they are now.

Both Innu and Mik'maq symbols share very similar aspects, like the double curve, and make up the roof of the tent. In the middle, Inuit tattoo markings blend with the V-like shape of the Innu's double curve to show the relationship between the Innu and the Inuit, and their shared territory of Labrador.

The symbols come together and show that we are all connected as Indigenous peoples. This plays such an important part in the development of our culture & identities, that we need to continue to support, uplift, and love each other.

For we are women of the land, and this is our home.

MONIKA RUMBOLT
WOMEN OF THE LAND
LOGO DESIGNER

Women's Enterprise Organizations of Canada

Women Entrepreneurship Loan Fund (WELF)

NLOWE NAMED LOAN FUND PARTNER FOR NEWFOUNDLAND AND LABRADOR

In August of 2022, the Honourable Mary Ng, Minister of International Trade, Export Promotion, Small Business and Economic Development announced that the Women's Enterprise Organization of Canada (WEOC) will provide loans of up to $50,000 to women entrepreneurs through the Women Entrepreneurship Loan Fund.

NLOWE is a loan fund partner of WEOC and will work with women entrepreneurs at every stage of the application process and deliver top-quality wraparound business support, including helping applicants with the development of viable business plans and providing advisory services, training and loan aftercare.

Congratulations

On November 16, 2022 Jennifer Bessell, NLOWE CEO, was appointed Board Chair of the Women's Enterprise Organization of Canada (WEOC).

NLOWE Membership

Advertising & Media	4%
Tourism & Hospitality	9%
Business & Professional Services	25%
Finance & Insurance	3%
Health Care	8%
Personal Services & Care	7%
Retail & Speciality Retail	12%
Agriculture	1%
Manufacturing, Production & Wholesale	6%
Transportation	1%
Construction	4%
Other	20%

The Advisor

54 Published Articles

8000 Printed Copies

67K+ Online Views

Editorial Team

Claire Wilkshire, Copy Editor
Layout & Creative Director, Krista Hazlie
Editor-in-Chief, Jennifer Bessell

Contributing Writers

- Sheri Wicks, McInnes Cooper
- Nicole Deveau, Grant Thornton
- Anna Cook, Cox & Palmer
- Kathryn Taylor Musseau, Kathryn Taylor Media
- Olivia Crane, Amplified Social
- Mireille Sampson, User - Friendly Website Design
- Edwina Bateman, AVAIL HR Training Solutions
- Judit Lovas, Judit Lovas Coaching and Consulting
- Lora Johnson, Grant Thornton
- Meghan King, McInnes Cooper
- Kayla Walters, Good Cheer Design
- Janine Taylor-Cutting, Valley Consulting and Therapy
- Carolyn R. Parsons, Cabochon Manuscript Services
- James Lanning, Keen Payroll
- Natalie Decker, Decker Consulting - Occupational Health Safety and Wellness
- Jackie McCann Scott, Lupin Consulting
- Kaylyn Anthony, Cox & Palmer
- Meghan Felt, McInnes Cooper
- Ian Murdoch, Global Affairs Canada
- Siobhan Donovan, Cox & Palmer
- Beth McGrath, McInnes Cooper
- Lilia Forte and Melissa Pike, Entrepreneurship Training Program MUN School of Graduate Studies

Financial Statements

Newfoundland and Labrador Organization of Women Entrepreneurs Inc.
Statement of Operations

For the year ended September 30	2022	2021
Revenue		
Special projects and other (Schedule 1)	$ 523,905	$ 763,753
ACOA funding	555,183	517,381
IPGS funding	474,320	468,602
Memberships	54,199	54,835
Corporate sponsorships	43,500	39,500
Programs and conference	41,041	22,380
	1,692,148	1,866,451
Expenses		
Advertising and memberships	44,570	30,835
Amortization of capital assets	6,515	7,344
Bank charges	8,342	7,138
Board expenses	5,588	3,675
Business advisor's travel	31,609	23,651
Conference, awards and events	105,382	59,652
Equipment lease	3,911	4,337
Insurance	3,092	2,955
Moving expenses	5,118	-
Office	17,771	16,539
Postage and courier	8,520	9,261
Professional fees	39,760	64,133
Rent & occupancy	94,178	99,304
Special projects and other (Schedule 1)	464,727	666,120
Staff development	-	6,996
Telecommunications	59,690	63,372
Travel	12,225	4,294
Wages and benefits	759,430	749,709
	1,670,428	1,819,315
Excess of revenues over expenses	$ 21,720	$ 47,136

Newfoundland and Labrador Organization of Women Entrepreneurs Inc.
Schedule 1 - Special Projects and Other

For the year ended September 30	2022	2021
Revenue		
ACWGP funding (Note 6)	$ **178,335**	$ 382,233
Other government funding	**322,131**	347,209
ACWGP administration fee	**12,437**	27,136
Advertising	**4,275**	3,700
Export programming fees	**1,050**	3,150
Miscellaneous	**5,677**	325
	523,905	763,753
Expenses		
ACWGP (Note 6)	**178,335**	382,233
Export Strategy	**65,172**	102,670
IET Partnership	**84,645**	103,676
Women and Gender Equality Canada	**136,388**	77,307
Amortization of special projects	**187**	234
	464,727	666,120
Excess of revenue over expenses	$ **59,178**	$ 97,633

NLQWE
HOLE SPONSOR

LU Designs Inc
Labrador's largest card collection
Sealskin Furniture
Local Artists
Custom Upholstery
British Imports
Gifts for all occasions
Our Vision
Wellness - Empowerment - Hope

NLQWE
Helping Women in Business
Start
Grow
Advance

NLOWE
Women
Business

NLOWE
Celebrating
25 Years
1997-2022

NLOWE

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WOMEN ENTREPRENEURS

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