

ADULT LEARNING CENTRES HALTON



Annual Report 2025-2026

ALNH.CA
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Literacy North Halton, 72 Mill Street, Suite 206,
Halton Hills, ON L7G 2C9

40 YEARS
1986-2026

ADULT
LEARNING
CENTRES
HALTON



This Employment Ontario program is funded in part by the Government of Canada and the Government of Ontario.



Get SET Skills, Education and Training

The EO Service Promise is to:

- Deliver the highest quality of services and supports to help individuals and employers meet career or hiring goals;
- Provide opportunities for individuals to improve their skills through education and training;
- Ensure that individuals get the help they need at every Employment Ontario office; and
- Work with employers and communities to build the highly skilled and educated workforce Ontario needs to be competitive.



United Way
Halton & Hamilton

Improving Lives Locally

Literacy North Halton, operating as Adult Learning Centres Halton, is a United Way Halton & Hamilton Supported Agency.

Donors and Supporters

Bob Boutillier

St. Alban the Martyr Anglican Church

Denise Dilbey

Kevin Campbell

Shiny Mathew

Dave Turner

Sean Zou

Royal Canadian Legion 120 Ladies Auxiliary

Joanne Gilewski

Susan Tupling



Literacy North Halton is a non-profit, registered charity 107782609-RR0001, funded in part by the Ministry of Labour Immigration, Training and Skills Development, and is a United Way Halton and Hamilton supported agency.

-
-  **5 Halton Communities**
 -  **6 Literacy and Essential Skills Programs**
 -  **40 Volunteer Tutors, and Instructors/Trainers**
 -  **68 Program Sessions**
 -  **590 Adult Clients**

Mission

Empowering Learners to Reach Their Full Potential

We provide local, high-quality literacy and essential skills instruction to adults in support of their personal goals for independence, employment, and further education or training, particularly to those most in need.

Programs

Our ALNH programs focus on communication, reading, writing, numeracy, digital literacy, and employability skills through various small group classes and one-to one support.

Basic Literacy & Academic Upgrading

- RSW+ Adult Tutoring: One-to-one and volunteer tutor-led, small group sessions focusing on foundational literacy skills – communication, reading, writing and numeracy – up to grade 8 level.
- ACE Academic and Career Entrance: A partnership program with Sheridan College, offering grade 12 equivalency credits in English, Math, and Sciences for adults planning for college entrance or apprenticeship.
- CAEC Test Prep: The Canadian Adult Education Credential Test is a high-quality, high-school equivalency credential which replaces the GED® Test. LNH provides test preparation support in reading, writing, and mathematics.

Job-ready & Essential Workplace Skills

- CSW Computer Skills for Work: Volunteer tutor-led, small group sessions covering digital literacy, foundational computer skills, and business communication and numeracy.
- HSW Essential Skills for Healthcare Support Worker Employment: Instructor-led sessions providing essential job-ready skills and in-demand industry certifications for support jobs in community homecare and long-term care.
- SWS Skills for Work Success: Trainer-led sessions focusing on employability soft skills and foundational career planning for next level, stable employment.

[**ALNH.ca/programs**](https://alnh.ca/programs)



Meet our Board of Directors

Denise Dilbey, Chair

Shiny Mathew, Treasurer

Bruce Catoen

Jodie Mandarino

Vivian Zhao

Scott MacKenzie

Emeka Onuoha

Natasha Nguyen

Sean Zou - Sean is a financial services leader with 19 years of international experience with two of the world's largest financial institutions. Sean holds an Executive MBA from the Rotman School of Management at the University of Toronto, a Master of Finance, a Bachelor of Computer Science and the Osgoode Certificate in Regulatory Compliance and Legal Risk Management.

Sean is deeply committed to community impact and lifelong learning. As an immigrant who understands firsthand how access to learning can open doors, he feels a deep personal connection to ALNH's mission of empowering adults to build the skills that change their lives. He resides in Oakville with his two sons. Sean enjoys travel, playing racquet sports and cooking.

Anah Mustapha - As a librarian, Anah is committed to creating welcoming and inclusive spaces where people can connect, explore new ideas, and express their creativity. She believes in the power of lifelong learning to enrich lives and strengthen communities. Grounded in the understanding that literacy is essential to personal growth and opportunity, Anah works to ensure that everyone has access to meaningful experiences that inspire curiosity, foster connection, and support a strong sense of belonging.

Our ALNH Community Partners

Centre for Skills Development
- Employment Services
- Immigrant Services
Sheridan College - Faculty CAPS
VPI Inc. Working Solutions, Georgetown
HCDSB Thomas Merton - Adult & Cont. Ed.
HDSB Gary Allan Learning Centres
YMCA Hamilton Burlington
STRIDE - Supported Training/Mental Health & Addiction
Halton Hills Public Libraries
Milton Public Library
Burlington Public Library
Oakville Public Library
Halton Region, Services for Seniors
Acclaim Health - Home & Community Care
Nucleus Independent Living / Mississauga
Halton LHIN Regional Learning Centre
Simcoe Muskoka WDB - Soft Skills Solutions®

Literacy North Halton is a member of:

Peel-Halton-Dufferin Adult Learning Network
Community Literacy Ontario
Community Development Halton & Volunteer Halton
Halton Hills Chamber of Commerce
Milton Chamber of Commerce

Report from the Board Chair

On behalf of the Board of Directors, it is my privilege to present the Chair's Report for the 2025-2026 fiscal year. This past year has been one of growth, resilience, and thoughtful planning as we continued supporting adult learners through economic uncertainty, rising living costs and changing employment needs.

Supporting Adult Learners in Halton

Our organization has remained focused on providing accessible local literacy and essential skills programming that empowers adult learners to achieve greater independence, confidence and opportunity. We are pleased that demand for programming remained strong and adult learners continued to benefit from services that support literacy, digital literacy, employment readiness, and lifelong learning.

Strengthening the Organization for the Future

Throughout the year, our Board worked closely with our Executive Director and staff to support the ongoing delivery of programs and services in our local Halton communities, while navigating increasing operational costs and limited resources.

The Board also dedicated considerable time to strengthening governance, reviewing strategic priorities, succession planning, organizational branding, and long-term financial sustainability. Important work was undertaken to modernize systems, review bylaws and policies, strengthen fundraising capacity and improve community outreach and donor engagement. The implementation of a donor management system marked an important step forward in supporting future fundraising and communication initiatives.



Scrabble® for Literacy
2025

Thank You to Our Community

As we look ahead, we continue to position our organization for growth and sustainability through strategic and succession planning, expanded community partnerships, enhanced fundraising and increased public awareness.

Our success is only possible because of the dedication, compassion, and professionalism of our people. I would like to extend our sincere appreciation to our Executive Director for her leadership, guidance, and tireless efforts throughout the year. I also wish to express heartfelt thanks to our incredible staff and volunteers whose care, commitment and daily contributions make a meaningful difference in the lives of our adult learners and the communities we serve.

I would also like to recognize and thank our funding partners and supporters, including the United Way of Halton & Hamilton, whose continued support strengthens our programs and community impact. We are grateful for all donors, community partners and volunteers who continue to believe in and support our mission.

Finally, I would like to thank my fellow Board Directors for their leadership, governance, volunteer service, and ongoing dedication to the organization. Their commitment, insight, and support continue to help guide us toward a strong and sustainable future.

Sincerely,

Denise Dilbey

Chair, Board of Directors

Literacy North Halton

Report from the Executive Director

Rising unemployment, economic uncertainty, tariffs, and instability in key sectors have created growing concerns around layoffs and job security, and we are seeing these pressures reflected in the people coming through our doors. Employers across the region continue to report difficulty filling entry-level roles due to concerns around job readiness, communication, reliability, and soft skills. Changes within Ontario's employment services system have impacted long-standing referral pathways, making coordination more complex for both service providers and individuals facing multiple barriers to employment and learning.

Our impact within Halton remains strong. This year our ALNH staff were proud to connect with 590 clients through 252 information sessions delivered in our local communities.

Get SET: A New Name

In November, the Employment Ontario Literacy and Basic Skills program was rebranded as Get SET (Skills, Education and Training). The new name reflects the important role community-based literacy and essential skills programs play in helping adults transition to employment, education, apprenticeship, and greater independence.

Stronger Community Connections

Across Halton, we expanded outreach efforts and strengthened relationships with employment service providers, libraries, newcomer organizations, and community agencies. By increasing outreach in newcomer and priority neighbourhoods, we've made it easier for residents to connect with supports when they need them most. Our focus remains on meeting people where they are and helping them take the next step forward with confidence.

Responsive Programming

Demand for our job-ready and workplace skills programming continues to grow. Short-term training in digital literacy, workplace communication, and essential soft skills is helping adults build confidence, earn industry-recognized certifications, and prepare for employment opportunities.

We remain committed to balancing foundational literacy supports with practical, job-focused training while ensuring equitable access for individuals furthest from the labour market. We also continue to invest in updated technology, digital learning platforms, and flexible hybrid programming that supports learners balancing work, caregiving responsibilities, and other life pressures.

Evolving Learner Needs

Across the region, we are seeing increased demand from newcomers, particularly women with international education seeking short-term upskilling opportunities to re-enter the workforce. Many learners are navigating financial instability, caregiving responsibilities, and employment uncertainty alongside their training.

Learner feedback remains overwhelmingly positive, with 99% of survey respondents reporting a positive experience. Learners consistently highlight the welcoming environment, one-to-one support, and encouragement they receive from program staff, instructors and volunteer tutors, along with increased confidence in their skills and ability to move forward.

As we look ahead, our focus remains clear: strengthening partnerships, rebuilding referral pathways, and continuing to provide accessible, responsive, and high-quality learning opportunities that reflect both community needs and labour market realities in Halton.

Michele Proud
Executive Director

From the Desks of our Program Coordination Team

Alyson Findlay – Sr. Program Coordinator

As we celebrate our 40th anniversary, we also mark our 20th year offering the ACE Sheridan Program and our 5th year offering our HSW Essential Skills for Healthcare Support Worker Program. Our newest program, CAEC Test Preparation, continues to build momentum with several learners completing their courses and now ready to book their tests. Across all programs, learners continued to build confidence and pursue meaningful next steps in education, training, and employment. These achievements reflect our ongoing commitment to providing high-quality employment preparation and academic upgrading for local adults.

Ashley Williams – Program Coordinator Digital Literacy

ALNH Digital literacy programming continued to grow this year, with more learners than ever taking part in our CSW Program, and Northstar Digital Literacy™ independent skills building and certification opportunities. Overall participation increased by 21%, with more learners getting involved and building confidence with everyday tech skills. Our programs in south Halton experienced steady growth, especially in Burlington where participation increased significantly and more learners were reached each session. While there were some challenges such as volunteer tutor turnover, learner attendance consistency, and occasional facility disruptions, the program remained flexible and focused on helping learners build practical digital skills they can use in work, learning, and everyday life.

“The experience was really great. The tutor was really patient and helped me to understand the concept in an easy way out. The material prepared too was in a simple and easy steps to understand. Thank you.” – CSW Learner

“This program is very good for the people who wants to improve their career and skills. I am very happy with my instructors and environment. The material I learned is very helpful for me. I feel better confidence then before.”- CSW Learner

Hiba Khaddaj – Program Coordinator Literacy

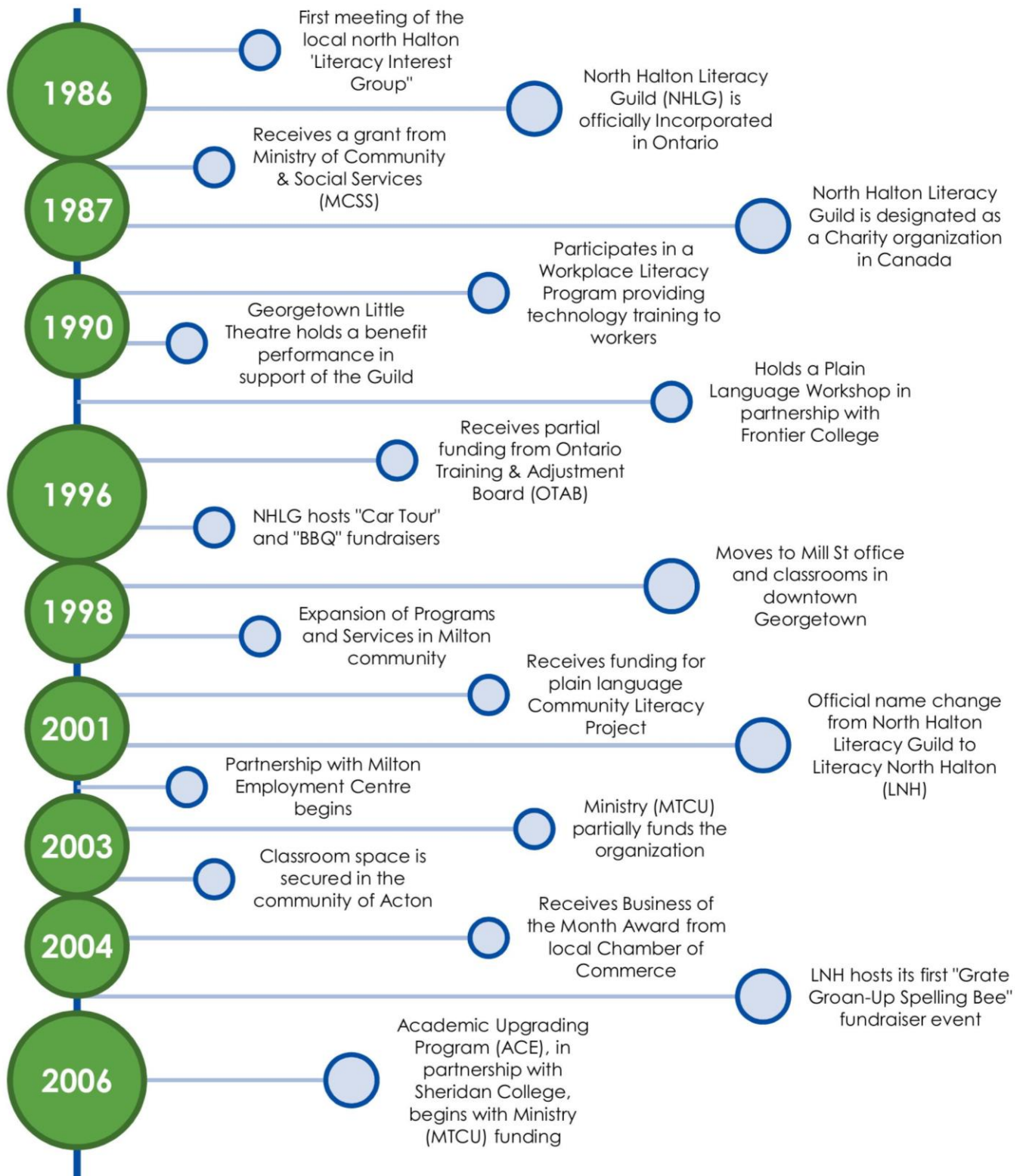
ALNH RSW+ Adult Tutoring programming continued to support learners in all Halton communities this year, with consistently strong feedback from participants. We worked with a diverse group of adults, including an increasing number of internationally educated professionals looking to strengthen their reading and writing skills to better support work and everyday life in Canada. Learners appreciated the supportive, flexible, one-on-one approach, which helped them build confidence and make steady progress toward their personal and employment goals.

“It was very impressive for me to see the change. When I arrived to the program, I couldn’t write a single sentence in English, and now I can write my emails.” – RSW+ Learner

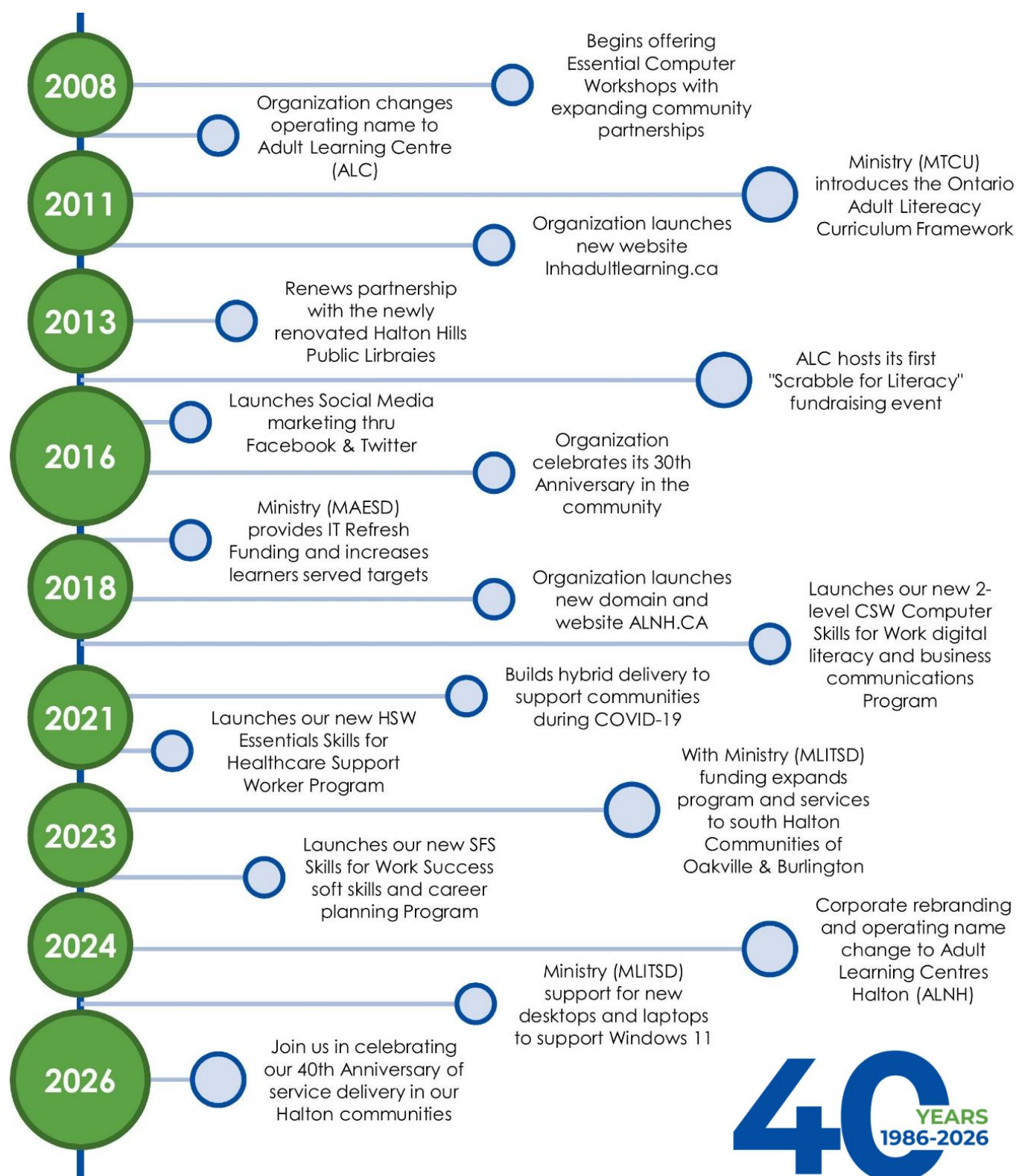
“It was a great experience being a tutor at Adult Learning Centres Halton. The study material provided and the guidance from the program coordinator truly made it very smooth and interesting.” – RSW+ Volunteer Tutor

Karen came to Adult Learning Centres Halton facing significant literacy challenges that affected her confidence and employment opportunities. After enrolling in the RSW+ Adult Tutoring program at Adult Learning Centres Halton, she showed exceptional dedication, attending every session and travelling long distances to participate. With the support of a dedicated volunteer tutor, she strengthened her reading and writing skills, built her vocabulary, developed a love of reading, and gained confidence in her abilities. One of her proudest moments was independently completing an online form for the first time. Karen now feels more capable and motivated as she continues her journey toward employment.

Celebrating 40 Years In



Our Local Communities





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To the Directors of
Literacy North Halton (o/a Adult Learning Centres Halton)

Independent Auditors' Report

Qualified Opinion

We have audited the accompanying financial statements of Literacy North Halton (o/a Adult Learning Centres Halton) (the Organization), which comprise the statement of financial position as at March 31, 2026, and the statements of operations, changes in net assets, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of Literacy North Halton (o/a Adult Learning Centres Halton) as at March 31, 2026 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many not-for-profit organizations, Literacy North Halton (o/a Adult Learning Centres Halton) derives revenue from fundraising and donations, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to amounts recorded in the records of Literacy North Halton (o/a Adult Learning Centres Halton). Therefore, we were not able to determine whether any adjustments might be necessary to revenue and excess of revenues over expenditures, and cash flows from operations for the years ended March 31, 2026 and March 31, 2025, current assets as at March 31, 2026 and March 31, 2025, and net assets at April 1 and March 31 for both the 2025 and 2026 years. Our audit opinion on the financial statements for the years ended March 31, 2026 and March 31, 2025 were modified accordingly because of the possible effects of this limitation in scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

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Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian Auditing Standards (CASs), we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

June 12, 2026
Burlington, Ontario

SB Partners LLP

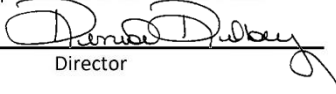
Chartered Professional Accountants
Licensed Public Accountants

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Literacy North Halton
(o/a Adult Learning Centres Halton)
Statement of Financial Position
March 31, 2026

Assets		2026	2025
Current assets			
Cash and bank	\$	299	\$ 6,068
Restricted cash - programming and relocation reserve funds		23,729	24,921
Short-term investments (Note 3)		35,328	34,170
Restricted short-term investments - programming reserve fund		5,455	5,455
Prepays and deposits		4,977	2,563
H.S.T. recoverable		7,867	4,809
Due to restricted fund - programming and relocation reserve funds		1,191	-
	\$	78,846	\$ 77,986
Liabilities			
Current liabilities			
Accounts payable and accrued liabilities (Note 4)	\$	15,041	\$ 9,018
Due from unrestricted fund		1,191	-
	\$	16,232	\$ 9,018
Fund Balances			
Unrestricted			
Operating fund	\$	(3,087)	\$ 4,424
Internally restricted			
Programming reserve fund		26,396	26,396
Relocation reserve fund		3,979	3,979
Contractual obligations reserve fund		26,115	25,354
Succession planning reserve fund		9,211	8,815
		62,614	68,968
	\$	78,846	\$ 77,986

Approved on Behalf of the Board


 Director

Director

The accompanying notes are an integral part of the financial statements.

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Literacy North Halton
(o/a Adult Learning Centres Halton)

Statement of Operations

Year Ended March 31, 2026

	2026	2025
Revenue		
Provincial funding - Ministry of Labour, Immigration, Training and Skills Development (Note 5)	\$ 411,458	\$ 377,357
Donations and fundraising	49,880	50,197
Organizational Needs Assessment- Peel-Halton-Dufferin Learning Network	-	14,000
Interest and other	8,436	11,599
	469,774	453,153
Expenditures		
Wages and benefits	291,535	297,359
Rent	47,586	47,353
Professional fees	29,635	20,902
Computer expense	45,960	17,609
Resource material	14,825	15,160
Sheridan contract	12,500	12,500
Office and classroom supplies	8,135	10,378
Outreach	8,514	9,458
Telephone and Internet	5,127	5,098
Insurance	4,282	4,546
Travel	3,642	4,056
Fundraising	2,936	2,730
Interest and bank charges	1,451	750
	476,128	447,899
Excess (deficiency) of revenues over expenditures for the year	\$ (6,354)	\$ 5,254

The accompanying notes are an integral part of the financial statements.

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Literacy North Halton
(o/a Adult Learning Centres Halton)
Statement of Changes in Fund Balances
Year Ended March 31, 2026

	Operating fund	Programming reserve fund	Relocation reserve fund	Contractual obligations reserve fund	Succession planning reserve fund	2026 Total	2025 Total
Fund balances, beginning of year	\$ 4,424	\$ 26,396	\$ 3,979	\$ 25,354	\$ 8,815	\$ 68,968	\$ 63,714
Excess (deficiency) of revenues over expenditures for the year	(7,511)	-	-	761	396	(6,354)	5,254
Fund balances, end of year	\$ (3,087)	\$ 26,396	\$ 3,979	\$ 26,115	\$ 9,211	\$ 62,614	\$ 68,968

The accompanying notes are an integral part of the financial statements.

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Find us Online

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@adultlearningnorthhalton2997

Contact Us

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