



*Women Building Futures
Work Proud*

A woman construction worker is the central focus of the image. She is wearing a yellow hard hat, safety glasses, a blue long-sleeved shirt, a red and yellow high-visibility safety vest, and dark work pants. She is holding a shovel and is in the process of digging or leveling a large pile of dark soil. In the background, there are yellow construction vehicles, including what appears to be a bulldozer and an excavator, under a bright, cloudy sky. The overall scene is a construction site.

2012 REPORT TO THE COMMUNITY





Kolby Nepoose (L) and Rene Jones (R), WBF graduates and first year apprentice Crane Operators with Mammoet.

Cover photo: Elaine Guy, 2012 Heavy Equipment Operator graduate, employed by the Town of Stony Plain.

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“Together, Women Building Futures and Mammoet, apprenticing the Crane Operators of Tomorrow.”

Mammoet Canada Western Ltd.

Women Building Futures (WBF), a leader in trades training for women, has extensive experience recruiting women into the heavy industrial workforce at a consistent employment placement rate of 90 per cent.

WBF empowers women to succeed in non-traditional careers, inspires positive economic change for women and forever transforms the face of industry in Canada.





**WE CONTINUED BUILDING OUR BENCH STRENGTH
TO ENSURE WE HAVE THE NECESSARY COMPETENCIES
AND LEADERSHIP TO TRANSITION TO OUR NEXT PHASE.**

MESSAGE FROM THE BOARD CHAIR AND CEO

Women Building Futures (WBF) is an organization that continues to grow and evolve, year over year. In 2012, we continued to deliver programs and services that made it possible for 108 women to enter lucrative careers in construction as heavy equipment operators, ready-mix operators and apprentice welders, boilermakers, crane operators, carpenters, millwrights, electricians, plumbers, pipefitters and more. At the same time, we continued building our capacity to graduate more women, into more trades, into more geographies.

We continued building our bench strength to ensure we have the necessary competencies and leadership to transition to our next phase; and that everyone on the WBF team has the opportunity to contribute fully and where they have the most passion. We developed a new business model that will broaden sources of revenue and enhance net contributions, thereby increasing our reach and ability to serve more women; and help sustain our organization over the long term. We are proud of our team's unwavering commitment and ability to deliver quality programs while building a stronger organization for the future. Ultimately, this will result in WBF delivering more qualified workers into the Alberta and Canadian workforce; and increasing financial prosperity for more women and families.

2012 marked the completion of the WBF *2010-2012 Strategic Plan*.

There were several impressive milestones:

- Over 8,000 women were contacted.
- Over 3,900 women participated in the WBF Career Decision Making Workshop, of which over 1,400 were Aboriginal women.
- 279 students graduated (96% graduation rate), of which 56 were Aboriginal women.
- Over 170 employers employed Women Building Futures graduates.

Increasing the participation of Aboriginal women remained a key strategic priority. Aboriginal women comprised 27 per cent of our 2012 graduates compared to 19 per cent two years ago. We visited 35 Aboriginal communities to meet with Chiefs, Band Councils, Settlement Councils, human resources development professionals and women living in these communities. We also had the opportunity to visit Cambridge Bay, Nunavut. Over the past two years, the number of Aboriginal women who connected with WBF to learn about career opportunities in construction increased by 74 per cent.

Also in 2012, WBF published *SHE WORKS: An Employer's Guide to Best Practices for Hiring and Retaining Tradeswomen*, resulting from a publication partnership between the Construction Owners Association of Alberta (COAA) and WBF. The target audience for this publication and accompanying workshop are human resources professionals and those who hire, supervise or work directly with tradeswomen. The Guide supports the delivery of a WBF workshop designed to increase understanding of workplace best practices that support the success of female workers.

In 2013, Women Building Futures will continue building its bench strength and the partnerships needed to increase the number of women entering construction. We will continue to move forward our vision of being "valued for empowering women to succeed in non-traditional careers, inspiring positive economic change for women and forever transforming the face of industry in Canada".

Thank you, everyone, for believing in our dream and working with us to make it possible.

JudyLynn Archer
CEO and President

Sharon Bell
Chair, Board of Directors

"This program was worth a million. The transformation in my spirit, confidence and overall ability surprised me."

2012 WBF graduate

2012 OUTCOMES AND KEY INDICATORS

GOAL 1: INCREASE AWARENESS, READINESS & EMPLOYMENT OPPORTUNITIES FOR WOMEN

Key Performance Measures	2011	2012
Contacts Made	2655	2952
Information Session Participants	1284	1531
Career Decision Making Workshop Participants	810	1012
Program Applications Received	184	358
Students	101	110
Graduates	99	108

HIGHLIGHTS

AWARENESS

The 2012 fiscal year saw marked growth in Women Building Futures' scope of influence. Nearly 3,000 contacts with women were made, along with large increases in Information Session attendees (19%) and Career Decision Making Workshop attendees (25%).

A major brand awareness campaign was launched in January 2012 based on a new advertising campaign. This two-pronged campaign featured the themes – *Mary's got a new mixer* and *Suzy always wanted to be a homemaker*. The Mary campaign, comprised of radio, print and online advertising was used primarily in rural areas and Aboriginal communities. The Suzy campaign targeted the urban market through radio, print, online and transit advertising in Edmonton and Calgary.

Both campaign executions drove traffic to the WBF website, resulting in an increase in program applications.

WBF has steadily improved its web presence. Since 2011, total visits increased by 166 per cent; unique visitors increased by 187 per cent; page views increased by 103 per cent; and new visitors increased by 9 per cent.

In the spring of 2012, WBF made a concerted effort to increase its Facebook presence. This effort resulted in an average 4 per cent increase in 'Likes' weekly. The average weekly total reach was 284,637 with an increase of 9.73 per cent weekly; and a weekly average of 77 people talking about the page, an increase of 50.98 per cent weekly.

READINESS

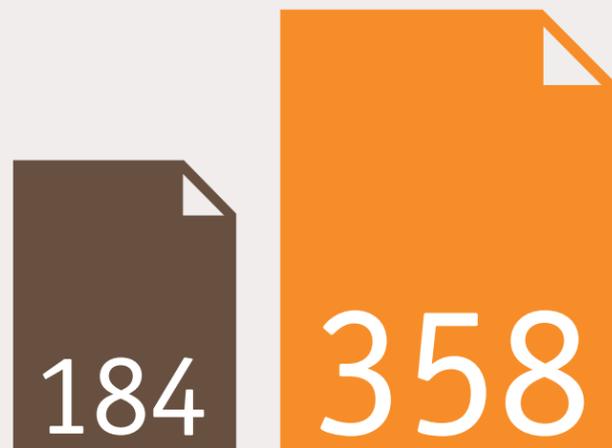
Our rigorous assessment protocol remains central to our success. To increase access and create new efficiencies, we brought our application process online in 2012 which contributed to growth in contacts, registrants and participants and, most importantly, made the process more streamlined.

The new application process, along with the addition of new classes and a strategic marketing approach, created a 51 per cent increase in the number of applications from 2011 to 2012.

PROGRAMMING

WBF had a stellar year in programming with the largest number of students in our history. With seven new programs being offered, WBF is beginning to realize its vision of offering a wider variety of programs to an increasing number of students. New short programs offered in 2012 included Electrical Basics and Welding Basics, WBF Workplace Culture Preparedness, a new WBF Math Boot Camp, and Safety Certification classes.

PROGRAM APPLICATIONS RECEIVED



2,952

contacts were made in 2012

STUDENTS

101
UP TO
110

GRADUATES

99
UP TO
108

WBF has steadily improved its web presence. Since 2011, total visits increased by 166 per cent.

"WBF IS A REMARKABLE ORGANIZATION THAT CONTINUES TO PROVIDE GREAT OPPORTUNITIES FOR WOMEN INTERESTED IN THE TRADES AND FOR THE COMPANIES THAT EMPLOY THEM."

Ryan Timmermans
Edmonton Regional Director - CLAC, A Union That Works

Suzy always wanted to be a homemaker

GOAL 1: INCREASE AWARENESS, READINESS & EMPLOYMENT OPPORTUNITIES FOR WOMEN (CONTINUED)

PROGRAMMING

Key Performance Measures	2011		2012	
	Students	Graduates	Students	Graduates
Journeywoman Start	76	72	72	71
Heavy Equipment Operator	16	16	16	16
Lafarge Ready-Mix	10	10	10	9
Short Programs (4)	-	-	12	12
Total	101	99	110	108
Graduates hired within six months		91%		91%

AVERAGE STARTING HOURLY WAGE BEFORE / AFTER THE PROGRAM



The employment placement rate of graduates was sustained at 91 per cent. WBF continued its partnership with Lafarge Canada Inc. to deliver the WBF Lafarge Ready-Mix Driver Training Program. Throughout the year, WBF developed the capacity to deliver programs to meet the needs of women and Alberta's construction, mining and earth-moving industries. WBF delivered its Workplace Culture Preparedness workshops off-site in Grande Prairie, Alberta and in Cambridge Bay, Nunavut.

WITH SEVEN NEW PROGRAMS BEING OFFERED, WBF IS BEGINNING TO REALIZE ITS VISION OF OFFERING A WIDER VARIETY OF PROGRAMS TO AN INCREASING NUMBER OF STUDENTS.

There are a lot of Suzys and Jessies out there looking for the opportunity to succeed.

THE STORY BEHIND THE AD

In 2012, WBF ran a new advertising campaign as part of its overall brand awareness effort. The *Suzy always wanted to be a homemaker* message was featured on transit shelters, transit interiors and radio spots in Edmonton, Calgary and Fort McMurray, and in print advertising in rural communities.

Suzy is actually Jessie Parragh (2009 Journeywoman Start graduate), who came to WBF after getting her Culinary Arts Diploma at NAIT and working as a Sous Chef for a few years. She was drawn to WBF because she really wanted to work in carpentry, and as a child had always enjoyed working with her father on household building projects.

Jessie is now a registered second year apprentice carpenter working for Put It Up Construction in Edmonton. She completed her first year of technical training at NAIT in 2012, posting an average of over 80 per cent. Jessie states that the training she received at WBF really helped prepare her for trade school, and she has earned the respect of her peers for her hard work and dedication.

There are a lot of Suzys and Jessies out there looking for the opportunity to succeed. WBF aims to provide them with that opportunity.



GOAL 2: INCREASE PARTICIPATION OF ABORIGINAL WOMEN IN WBF PROGRAMS

Key Performance Measures	2011	2012
Face-to-face connections made with Aboriginal communities and organizations	58	54
Information Session Participants	560	583
Career Decision Making Workshop Participants	281	393
Program Applications Received	61	83
Aboriginal Students	28	29
Aboriginal Graduates	27	29

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HIGHLIGHTS

Throughout the year, WBF continued to build upon and maintain the strong relationships formed through its Aboriginal Engagement Strategy. Fifty-four presentations and meetings with Aboriginal organizations and communities were held. WBF contributed and participated in 12 Aboriginal career fairs, seven conferences, and community events.

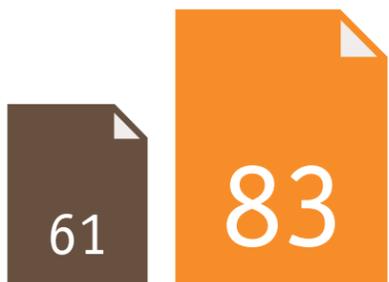
Aboriginal women continue to make up a large percentage of women participating in Information Sessions (38%) and Career Decision Making Workshops (39%).

In 2012, WBF experienced a 40 per cent increase in the number of Aboriginal women participating in Career Decision Making

Workshops, which corresponds to a similar increase of 36 per cent in Aboriginal student applications over 2011.

2012 also marked two important new relationships for WBF in the delivery of programs for Aboriginal women to prepare them for a career in the trades. The Kitikmeot Inuit Association and their partners brought WBF to Cambridge Bay to deliver a one-week skills-preparatory workshop for 13 women from five communities in the region. A second partnership was developed with Alexis First Nation to bring WBF programs to women in their community.

APPLICATIONS RECEIVED



CAREER DECISION MAKING WORKSHOP PARTICIPANTS

393

112 MORE THAN IN 2011

"I HAVE DEFINITELY LEARNED SOME VERY VALUABLE SKILLS TO SET ME ON THE RIGHT TRACK FOR A BETTER FUTURE!"

Journeywoman Start graduate, 2012



WBF is proud to serve Aboriginal communities and provide Aboriginal women with an opportunity for a career in the trades.

Photo: Courtesy of NAIT

SUCCESS STORIES

Meet Roberta Third year apprentice electrician

Roberta came to WBF after hearing a radio advertisement. At the time, she was the primary caregiver to her aging parent and her own young family – and was looking for a better way to support them.

Roberta proved to be an outstanding student. Her first job was working on the construction of the new WBF Suncor Energy Training Centre as an electrical apprentice with Mogo Electric. She is now a third year apprentice electrician with Auburn Rentals.

In 2012, Roberta won two awards, the Evraz Inc. NA Canada Apprenticeship Bursary and a Shell Canada Trades Bursary, and was chosen to participate in NAIT's television advertising campaign. She has quickly become an excellent role model for Aboriginal women in construction.

Roberta has continued to speak to WBF classes on strategies to being a successful tradeswoman.

GOAL 3: PROVIDE WORKFORCE SOLUTIONS FOR EMPLOYERS

Key Performance Measures	2011	2012
New Employers hiring WBF Graduates	35	38
Total Employers employing WBF Graduates	134	172

HIGHLIGHTS

The number of employers and industry associations joining forces with WBF continued to grow. Support was provided in many forms including financial sponsorships and donations, in-kind donations of instructor time, work experience opportunities, site visits, guest speakers, tools and equipment for WBF shops, and more.

As a Premier Sponsor of the WBF Opportunities for Women in Construction Awareness Program, CLAC (Christian Labour Association of Canada) played a vital role again in 2012 in getting the message out that “construction is a career option of choice for women” to almost 3,000 women throughout Alberta.

The number of new employers hiring WBF graduates has also steadily increased; in 2012, there was a 28 per cent increase in the total number of employers hiring WBF graduates.

2012 also marked the design of four new ways for employers to tap into WBF’s expertise:

- Recruitment – involves the attraction and assessment of employees for employers
- Recruitment and Training – involves the attraction, assessment and training of employees for employers
- Employee Hiring Privilege – involves the provision of access for employers to WBF graduates (who have not already signed employment agreements with other employers)
- Training for Employers on Best Practices for Hiring and Retaining Tradeswomen – a workshop on best practices that supports the success of tradeswomen
- Workplace Culture Awareness – a workshop for new female trades and operator recruits.

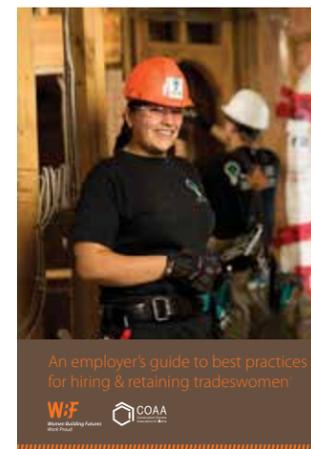
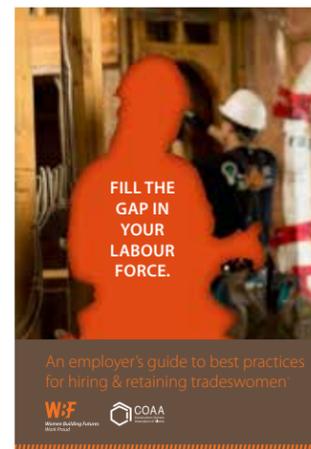
Imperial Oil Limited was the first company in 2012 to tap into WBF’s new recruitment service by contracting WBF to recruit, assess and train 16 women as heavy haul truck operators. Five companies have committed considerable resources to make this training opportunity happen – Imperial Oil Limited, Emeco, Finning

Canada, Mammoet Canada Western Ltd. and Lehigh Hanson. WBF initiated a two-month targeted advertising campaign designed to piggyback on the WBF brand awareness coverage, reach a new demographic, and drive traffic to the WBF website. The campaign resulted in 6,348 visits to the program webpage and over 125 program applications. Forty per cent of all program applicants received by WBF during this time indicated their program of choice as being the WBF Imperial Oil Heavy Equipment Operator Program. The Program will conclude in early 2013.

Mammoet Canada Western Ltd. continued their partnership to hire WBF graduates into crane operator apprenticeship positions.

Lafarge Canada Inc. also renewed their partnership with WBF to recruit and train more ready-mix drivers. Nine women completed the program in 2012, with six of them being hired and retained by Lafarge.

Each year, more and more employers are joining forces with WBF to recruit more women.



SUCCESS STORIES

Meet Sheila Heavy Equipment Operator

Sheila is a 5’1” dynamo who came to Canada from the Philippines in 2008 to work as a nanny in Fort McMurray. The family she worked for was so taken with her talents and work ethic that they recommended and supported her in coming to WBF’s HEO program.

A quiet and focused student, Sheila was intent on learning every detail and skill offered. Her skills in operating equipment developed so quickly that she earned the praise of her instructors.

After graduation, Sheila returned to Fort McMurray and began her career as a heavy equipment operator with **BFI Constructors**. She started on the dewatering crew and within two weeks completed the necessary skills to acquire the Mine Drive Form, allowing her to drive the duty vehicle on site when needed. In addition, her foreman has already done a work appraisal in which he praised her work ethic and affirmed to all concerned that she was the type of motivated and enthusiastic worker the company needs. Sheila went from earning minimum wage as a nanny to earning \$30 per hour.

“Women are more than capable of doing the work. Anybody that’s ignoring half of the workforce is doing themselves a disfavoured.”

Ron Genereux
Vice President, Project Services,
Major Projects, Suncor Energy

WBF provides trades training that meets the needs of women and industry.

GOAL 4: ADVANCE ORGANIZATIONAL & FINANCIAL SUSTAINABILITY

Key Performance Measures	2011	2012
Per cent of operating revenue from sponsorships, student awards, fee for services and donations	67%*	64%
Organizational Sustainability Fund	\$232,000	\$232,000
Capital Asset Replacement Reserve	\$35,000	—
Building mortgage outstanding	\$259,528	\$229,600
Housing unit average annual capacity	80%	81%

* Correction to 2011 report

HIGHLIGHTS

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2012 marked the beginning of WBF's evolution from an early stage organization, where growth was driven by creativity and opportunity, to an organization that is enabled by efficient processes and where growth is driven by focused direction. WBF continued building its bench strength to ensure it has the necessary competencies and leadership to transition to the next phase; and that everyone on the WBF team has the opportunity to contribute fully and where they have the most passion.

WBF also developed a new business model to broaden sources of revenue and enhance net contributions, thereby increasing the reach and ability to serve more women and help sustain the organization over the long term. These new strategies supplement, rather than replace WBF's existing services; and are all grounded in the basic tenet that WBF is expert at finding, assessing and preparing women for non-traditional apprenticeships and occupations, and at a consistent high rate of success.

Overall, WBF believes that this transition will reap dividends in the years ahead. WBF is positioning itself as a strategic workforce development partner for industry and place of success for women.

Staff continued to integrate safety as a vital part of the organizational culture and work toward the Certificate of Recognition through the Alberta Construction Safety Association. For the third year in a row, there were no lost time accidents.

WE ARE POSITIONING WBF AS A STRATEGIC WORKFORCE DEVELOPMENT PARTNER FOR INDUSTRY AND PLACE OF SUCCESS FOR WOMEN.

SUCCESS STORIES

Meet Erin Third year apprentice welder

Erin was just finishing maternity leave when she decided she wanted to start a career in the trades. She had heard about WBF from a family member and decided to attend an Information Session and Career Decision Making Workshop.

Her father and brother are both welders and she was interested in welding too. The work experience portion of the Journeywoman Start program worked well for her in that the employer that provided the work experience opportunity decided to hire her. Erin graduated in 2010 and is now in her third year of her apprenticeship working for **International Brotherhood of Boilermakers Local 146**.

Erin was happy to see that WBF included academic upgrading in the programs as well as hands-on training in various trades. She was glad to learn a little about each trade because she uses several different trades on the job site.

Erin's goal is to become a Journeyman Welder, something that makes her father very proud. It's been a big change, and she feels like she is on a really good path, not only for her but for her child.



2012 PARTNERS, SPONSORS, FUNDERS, DONORS

John Ferguson, Board Chair, Suncor Energy, with three 2012 Journeywoman Start graduates (left to right) Debbie Tweedle, Joleena Kortlever and Sara Schmidt.

Photo courtesy Venture Publishing Inc.



"It was a pleasure to visit Women Building Futures to see first-hand the impact of the organization on everyone involved. The program helps women succeed, giving them the opportunity to build better futures for themselves and their families while transforming the face of industry in Canada."

John Ferguson, Board Chair, Suncor Energy

CORPORATE SPONSORS

STUDENT AWARDS AND TRAINING FACILITY

PREMIER

Suncor Energy Inc. ***

PLATINUM

Acklands Grainger *

SILVER

CIBC
Enbridge

BRONZE

Union 52
Benevolent Society

OPPORTUNITIES FOR WOMEN IN CONSTRUCTION AWARENESS PROGRAM

PREMIER

CLAC *

PLATINUM

Canadian Natural Resources Limited
Cenovus Energy Inc. *
Imperial Oil Resources Ventures Limited
Lafarge Canada Inc.
Mammoet Canada Western Ltd. **

GOLD

Imperial Oil Foundation
Total E&P Canada Ltd. *

** Each represents
a three-year
commitment to WBF.*

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ASSOCIATIONS AND FOUNDATIONS

Canadian Women's Foundation

The Prosser Charitable Foundation

GOVERNMENT PARTNERS

Alberta Aboriginal Relations

Alberta Culture and Community Spirit

Alberta Enterprise and Advanced Education

Alberta Human Services

City of Edmonton, Family and Community Support Services

Status of Women Canada

DONORS

ATB Financial Community Power	Erika Earle	Russ & Lynn Lashuk	Suncor Energy Inc.
Rennel Barrie	Zonia Ewanchuk	Laureate Gamma Chapter of Beta Sigma Phi	Tamara Teawen
Sharon Bell	Fluor Constructors Canada Ltd.	Shuiquiany Liao	Tatyana Thachook
Victor Bohuslowski	Lenora Forseth	Connie Loveday	The Prestwich Fund at Edmonton Community Foundation
Shawna Boreen	Joyce Georgopolis	Kelty Macleod	The Teach a Man to Fish Fund at Edmonton Community Foundation
Arnold & Lillian Bradley	Gail Gibbs	John Mader	Collin Tsui
BC Hydro Employees' Community Services Fund (HYDRECS)	Alustaur Goodfellow	Joon Moon	United Way Alberta Capital Region, Donor Designated Program
Bruce Brockmann	William & Pauline Guzak	Dan Mueller	United Way of Calgary, Donor Choice Program
Bill & Helen Chrapko	Elmer & Laureen Haack	Susan Nibourg	Elizabeth Wolanski
Kathleen Cimino	Barbara Hagensen	Patti Nordin	Eva Wyszowski
Paul Coates	Sonia Hawreliak	Simon Nottingham	Orasia Yereniuk
Marguerite Cole	Zonia Hawryluk	Natalie Pilatzke	We thank those individuals who directed their United Way donation to Women Building Futures.
Bud Conroy	Kristine Huff	Georgette Saraceni	
Iris Cummings	Anne Klok	Nellie Seniw	
Anna Dawyd	Bernie Knierim	John Steidl	
Mary & William Dymianiw	Sandeep Kumor	Doug Stephens	

TRAINING AND WORKFORCE DEVELOPMENT PARTNERS

5 Blue Process Equipment Inc.	City of Edmonton	IBEW (International Brotherhood of Electrical Workers)	Pidherney's Trucking Ltd.
A&A Trenching	CLAC (Christian Labour Association of Canada)	Imperial Oil Limited	Praxair
ACE Vegetation Service	Clark Builders	Independent Electric & Controls Ltd.	Predator Plumbing & Heating Ltd.
Acklands Grainger Inc.	Cleanit Greenit Composting System Inc.	International Brotherhood of Boilermakers Local 146	Put It Up Construction
Acorn Welding Ltd.	CMR Fabricators Ltd.	International Brotherhood of Electrical Workers Local 424	Pyramid Corporation
Action Electrical	CNRL (Canadian National Resources Ltd.)	Jackal Electric Inc.	QSI Interiors Ltd.
Alberta Enterprise and Advanced Education, Alberta Apprenticeship and Industry Training	Coltek Energy Services Ltd.	Jasper Constructors	Rapid Transit Mix
Alberta Beach - Public Works	Comfort Heating Inc.	Jasper Tank Manufacturing Ltd.	Rotating Right Inc.
Alberta Construction Safety Association	Commercial Industries Ltd.	Jetco Mechanical Ltd.	Safety Coordination Services
Alberta Modulars Inc.	Construction Owners Association of Alberta	JLE Electrical Ltd.	Sheet Metal Workers' International Association Local Union No.8
Alberta Ready-Mix Concrete Association	Cormode & Dickson	JV Driver Projects Inc.	Shell Canada Limited
Alberta Roadbuilders & Heavy Construction Association	Cox Mechanical Ltd.	KMC Mining Corporation	Sinclair Supply Ltd.
Alliance Excavating Ltd.	Creative Electric Co. Ltd.	Kingdom Kats Ltd.	SK Welding Ltd.
Alpine Heating Ltd.	Dawson Wallace	Kitnuna Projects Inc.	Solus Energy Services
Alta Fab Structures	Delnor Construction Ltd.	Krawford Construction Inc.	Spanky's Transit Mix Inc.
Always Plumbing & Heating	Diavik Diamond Mines Ltd.	L.A.Brayer Industries Ltd.	Spectrum Safety Services
Aramark Services	Diesel Tech Truck Repair Ltd.	Lafarge Canada Inc.	Steelcraft Inc.
Arpi's North	Done-Rite-Here Homes	Ledcor Industrial Projects Ltd.	Stel-Marr Concrete Ltd.
Arrkann Trailer & RV Centre	Ecco Heating Products Ltd.	Lehigh Hanson Materials Limited	Suncor Energy Inc.
Artistic Stairs	Emeco	MacEwan University	Sureway Construction Management Ltd.
As Per Safety and Rescue	Finning Canada	Mammoet Canada Western Ltd.	Swamp Cats Ltd.
Aspen Custom Trailers	Fillmore Construction Management Inc.	Manderley Turfgrass	System One Manufacturing Inc.
Auburn Rentals	Fort McKay First Nations	Mantels Plus More Custom Woodworking Ltd.	T&T Trucking Ltd.
BAC Trailer Ltd.	Frontier Valve International Ltd.	Merit Contractors Association	T.Leonard Electric Ltd.
BFI Constructors	Fuller Austin Inc.	Milron Metal Fabricators Inc.	Talisman Energy Inc.
Blacktop Paving Inc.	Gateway Mechanical Services	Milton-West Construction Ltd.	Teck Coal Limited
Border Paving Ltd.	Peterson Walker Chartered Accountants	Mogo Electric	Territorial Electric Ltd.
Boucher Contracting Ltd.	Get Wired Electrical Services Ltd.	Motion Machinery Ltd.	The Home Program
Bradken Limited	Gennaro Transport Training Ltd.	Muth Electrical Management Inc.	The Neck
Brytex Building Systems Inc.	Golosky Trucking & Contracting Ltd.	NAIT	Truck Evolution
CDN. Power Pac	Rob Graham	National Oilwell Varco	United Association of Plumbers and Pipefitters Local Union 488
Canem Systems Ltd.	Graham Construction	Nordic Mechanical Services Ltd.	University of Alberta
Cargill Value Added Meats	Greg's Contracting Services Ltd.	Olds College	UPS
Carillion Canada	High Velocity Equipment Training Ltd.	Omniletric Electrical Services	Waiward Steel Fabricators Ltd.
Casey's Woodwork Ltd. (Lethbridge)	Hyduke Energy Services Ltd.	Paradise Mechanical Services	Weiss-Johnson Heating, Air-Conditioning and Sheet Metal
Central Energy Services	IBBL (International Brotherhood of Boilermakers)	PCL Constructors Inc.	Western Canada Fire & First Aid Inc.
Cenovus Energy Inc.		Peterson Walker LLP Chartered Accountants	Western Truck Body Manufacturing
Cessco Fabrication and Engineering Ltd.		Phoenix Industrial Ltd.	Whitemud Ironworks Ltd.
Chandos Construction Ltd.			WorleyParsonsCord Ltd.
			Ye Olde Plumber Ltd.

Only the primary listings of the companies and organizations we work with have been listed; not their subsidiaries and departments.

Many thanks to Kitikmeot Corporation for introducing the WBF team to the people and community of Cambridge Bay. To make the workshop possible, Kitikmeot Corporation partnered with Air Tindi, Aqsaqniq Airways, Sabina Gold and Silver Corp., Xstrata Canada, MMG Ltd., Kitikmeot Inuit Association, Nunavut Arctic College, Government of Canada and Government of Nunavut.



We made history by being the first women in Nunavut to attend this one-week course. Workshop participant

Women from Kugluktuk, Kugaaruk, Gjoa Haven, Taloyoak and Cambridge Bay, Nunavut attended the workshop.

**WOMEN BUILDING FUTURES SOCIETY
STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2012**

	December 31 2012	December 31 2011	January 1 2011
ASSETS			
CURRENT ASSETS			
Cash and short-term investments	\$ 1,237,809	\$ 1,111,361	\$ 846,241
Short-term investment	110,000	0	0
Accounts receivable	136,700	70,262	116,257
Prepaid expenses	13,044	22,692	37,265
	1,497,553	1,204,315	999,763
RESTRICTED CASH	267,000	267,000	232,000
PROPERTY AND EQUIPMENT	9,226,453	9,712,732	10,160,345
	\$10,991,006	\$11,184,047	\$11,392,108
LIABILITIES AND NET ASSETS			
CURRENT LIABILITIES			
Accounts payable and accrued liabilities	\$ 151,774	\$ 186,914	\$ 202,251
Deferred contributions related to operations	652,304	606,235	454,774
Deferred revenue	430,522	168,415	150,144
Callable debt obligations	475,284	511,528	547,258
	1,709,884	1,473,092	1,354,427
DEFERRED CONTRIBUTIONS RELATED TO PROPERTY AND EQUIPMENT	8,000,496	8,418,734	8,817,900
	9,710,380	9,891,826	10,172,327
NET ASSETS			
Invested in property and equipment	750,673	782,470	795,187
Internally restricted	267,000	267,000	232,000
Unrestricted	262,953	242,751	192,594
	1,280,626	1,292,221	1,219,781
	\$10,991,006	\$11,184,047	\$11,392,108

**WOMEN BUILDING FUTURES SOCIETY
STATEMENT OF OPERATIONS
YEAR ENDED DECEMBER 31, 2012**

	2012	2011
REVENUE		
Tuition fees	\$1,282,864	\$1,216,339
Grants	875,654	563,654
Sponsorships	535,761	439,488
Student accommodations	251,176	242,416
Fee for service	111,839	42,556
Donations	64,792	31,372
Interest	8,536	10,687
Casino	0	9,874
	3,130,622	2,556,386
EXPENSES		
Salaries and benefits	1,387,423	1,010,320
Program awareness and communications	591,897	266,386
Program costs	439,668	472,649
Occupancy	306,010	303,534
Professional services	153,066	184,987
Family and Community Support Services	111,524	108,276
Administrative	56,736	37,150
Building supplies	11,497	4,529
	3,057,821	2,387,831
REVENUE OVER EXPENSES BEFORE AMORTIZATION		
	72,801	168,555
Amortization of deferred contributions related to property and equipment	418,238	420,861
Amortization of property and equipment	(502,634)	(516,976)
	(84,396)	(96,115)
REVENUE (UNDER) OVER EXPENSES	\$ (11,595)	\$ 72,440

BOARD OF DIRECTORS

JudyLynn Archer
President and CEO
Women Building Futures

Sharon Bell (Chair)
Consultant and Instructor

Shawna Boreen
(Vice-Chair/Secretary)
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Consultant

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Clark Builders

John Young (Director)
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