

CANADIAN WORKER CO-OPERATIVE FEDERATION
Financial Statements
Year Ended August 31, 2024

CANADIAN WORKER CO-OPERATIVE FEDERATION

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Year Ended August 31, 2024

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INDEPENDENT AUDITORS' REPORT

To the Members of Canadian Worker Co-operative Federation

Opinion

We have audited the financial statements of Canadian Worker Co-operative Federation (the Federation), which comprise the statement of financial position as at August 31, 2024, and the statements of revenues and expenditures, general reserve and cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Federation as at August 31, 2024, and the results of its operations and cash flow for the year then ended in accordance with Canadian Accounting Standards for Not-for-Profit Organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian 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 Federation in accordance with 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 opinion.

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

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, 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 Federation'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 Federation or to cease operations, or has no realistic alternative but to do so.

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

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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 auditors' 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 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, 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 Federation'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 Federation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' 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 auditors' report. However, future events or conditions may cause the Federation 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.

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.

Bishop & Company

CHARTERED PROFESSIONAL ACCOUNTANTS

Wolfville, NS
November 12, 2024

CANADIAN WORKER CO-OPERATIVE FEDERATION

Statement of Financial Position

August 31, 2024

	Federation Operations 2024	Tenacity Works Fund 2024	Total 2024	Total 2023
ASSETS				
CURRENT				
Cash	\$ 392,395	\$ 59,126	\$ 451,521	\$ 906,433
Marketable securities (Note 4)	300,000	-	300,000	-
Accounts receivable (Note 5)	22,456	4,425	26,881	25,303
Harmonized sales tax recoverable	5,729	-	5,729	578
Prepaid expenses	2,969	-	2,969	2,477
Interfund balances (Note 6)	7,433	(7,433)	-	-
	730,982	56,118	787,100	934,791
LONG TERM INVESTMENTS (Note 7)	20,261	87,844	108,105	108,694
LOAN RECEIVABLE (Note 8)	-	35,821	35,821	35,821
RESTRICTED CASH (Note 9)	6,979,721	-	6,979,721	7,462,928
LOANS TO WORKER CO-OPERATIVES (Note 10)	-	102,174	102,174	-
	\$ 7,730,964	\$ 281,957	\$ 8,012,921	\$ 8,542,234
LIABILITIES AND MEMBERS' EQUITY				
CURRENT				
Accounts payable and accrued liabilities	\$ 47,841	\$ 22,371	\$ 70,212	\$ 60,192
Deferred income (Note 12)	150	-	150	50,059
Current portion of long term debt (Note 13)	-	-	-	30,000
	47,991	22,371	70,362	140,251
TRUST FUNDS PAYABLE (Note 14)	6,979,721	-	6,979,721	7,462,928
	7,027,712	22,371	7,050,083	7,603,179
MEMBERS' EQUITY - General reserve (Note 15)	703,252	259,586	962,838	939,055
	\$ 7,730,964	\$ 281,957	\$ 8,012,921	\$ 8,542,234
COMMITMENTS (Note 18)				
ON BEHALF OF THE BOARD				
_____	Director	_____	Director	

See accompanying notes to financial statements

CANADIAN WORKER CO-OPERATIVE FEDERATION

Statement of Revenues and Expenditures

Year Ended August 31, 2024

	Federation Operations 2024	Tenacity Works Fund 2024	Total 2024	Total 2023
REVENUE				
Annual general meeting	\$ 78,927	\$ -	\$ 78,927	\$ 37,133
Dues (Note 20)	34,954	-	34,954	36,398
Fee for service	-	9,000	9,000	-
Investment income (Note 21)	553,196	7,797	560,993	502,974
RRSP and TFSA fees	195,603	-	195,603	190,924
Other income (Note 22)	36,940	-	36,940	67,732
	<u>899,620</u>	<u>16,797</u>	<u>916,417</u>	<u>835,161</u>
EXPENSES				
Annual general meeting	78,405	-	78,405	31,010
Bad debts	1,638	-	1,638	9,143
Board and committee	37,098	10,500	47,598	20,465
Bookkeeping	21,213	864	22,077	17,853
Dues and insurance	13,600	-	13,600	14,134
Government relations	20,600	-	20,600	16,372
Interest and bank charges	1,665	172	1,837	3,652
Office and communications	26,047	5,682	31,729	25,694
Professional and consulting fees	14,360	-	14,360	11,410
RRSP Program	171,394	-	171,394	152,934
Rental	4,800	-	4,800	4,900
Salaries and independent contractors (Note 23)	228,852	8,452	237,304	216,926
Special projects (Note 24)	60,232	-	60,232	88,701
TFSA Program	13,878	-	13,878	13,480
Technical assistance grants	58,331	-	58,331	26,295
Travel	8,028	-	8,028	6,971
	<u>760,141</u>	<u>25,670</u>	<u>785,811</u>	<u>659,940</u>
INCOME (LOSS) FROM OPERATIONS	<u>139,479</u>	<u>(8,873)</u>	<u>130,606</u>	<u>175,221</u>
Recovery (loss) on write-down of loans to Worker Co-operatives	-	(106,184)	(106,184)	737
Loss from CCIF Limited Partnership	-	(639)	(639)	(1,311)
	<u>-</u>	<u>(106,823)</u>	<u>(106,823)</u>	<u>(574)</u>
NET INCOME (LOSS)	<u>\$ 139,479</u>	<u>\$ (115,696)</u>	<u>\$ 23,783</u>	<u>\$ 174,647</u>

See accompanying notes to financial statements

CANADIAN WORKER CO-OPERATIVE FEDERATION

Statement of General Reserve

Year Ended August 31, 2024

	Federation Operations 2024	Tenacity Works Fund 2024	Total 2024	Total 2023
GENERAL RESERVE - BEGINNING OF YEAR	\$ 563,773	\$ 375,282	\$ 939,055	\$ 764,408
Net income (loss)	139,479	(115,696)	23,783	174,647
GENERAL RESERVE - END OF YEAR	\$ 703,252	\$ 259,586	\$ 962,838	\$ 939,055

See accompanying notes to financial statements

CANADIAN WORKER CO-OPERATIVE FEDERATION**Statement of Cash Flow****Year Ended August 31, 2024**

	2024	2023
OPERATING ACTIVITIES		
Cash receipts from operations	\$ 302,249	\$ 301,921
Cash paid to suppliers and employees	(878,991)	(641,417)
Interest received	560,992	502,974
Interest paid	(1,836)	(3,651)
Harmonized sales tax	(5,152)	(2,754)
	<u>(22,738)</u>	<u>157,073</u>
INVESTING ACTIVITIES		
Repayment of CEBA loan	(30,000)	-
Change in Trust Funds payable	(483,207)	997,914
Change in restricted cash / investments	483,207	(997,914)
Net change in loans to Worker Co-operatives	(102,174)	5,751
	<u>(132,174)</u>	<u>5,751</u>
INCREASE (DECREASE) IN CASH FLOW	(154,912)	162,824
Cash - beginning of year	<u>906,433</u>	<u>743,609</u>
CASH - END OF YEAR	\$ 751,521	\$ 906,433
CASH CONSISTS OF:		
Cash	\$ 451,521	\$ 906,433
Marketable securities (Note 4)	<u>300,000</u>	<u>-</u>
	<u>\$ 751,521</u>	<u>\$ 906,433</u>

See accompanying notes to financial statements

CANADIAN WORKER CO-OPERATIVE FEDERATION

Notes to Financial Statements

Year Ended August 31, 2024

1. NATURE OF OPERATIONS

The Federation, incorporated under the Canada Co-operatives Act, is a Not-for-Profit co-operative whose objective is to work for the development and expansion of employee owned businesses organized according to co-operative principles.

The Federation is exempted from income tax under Section 149(1)(l) of the Canadian Income Tax Act which deals with Not-for-Profit Organizations.

The Federation Operations manages the operations of the Federation, provides service for funding received in the form of service contracts, and manages the RRSP and TFSA contributions of employees and investors of member co-operatives and other organizations.

The Tenacity Works Fund manages capital held by the Canadian Worker Co-operative Federation to provide funding capital to member co-operatives in the form of term loans. In 2023 the mandate of the Fund was expanded to include CEBA take-out loans (*Note 10*).

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian Accounting Standards for Not-for-Profit Organizations (ASNPO).

Cash and cash equivalents

Cash and cash equivalents include cash on hand and balances with banks.

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, investments in equity instruments that are quoted in an active market are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are subsequently reported at amortized cost, and tested for impairment when there are indicators of impairment.

Transaction costs on the acquisition, sale, or issue of financial instruments which are subsequently reported at fair value are expensed when incurred. Transaction costs on the acquisition, sale, or issue of financial instruments which are subsequently reported at amortized cost are amortized over the expected life of the instrument.

Financial assets measured at amortized cost include cash, marketable securities, accounts receivable, long term investments in widely held co-operatives, loans receivable, restricted cash and investments, and loans to worker co-operatives.

Financial liabilities measured at amortized cost include the accounts payable, trust funds payable and long term debt.

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CANADIAN WORKER CO-OPERATIVE FEDERATION

Notes to Financial Statements

Year Ended August 31, 2024

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Investment in CCIF Limited Partnership

The investment in CCIF Limited Partnership is accounted for using the equity method. The investment is initially recorded at cost and is adjusted thereafter to include additional cash investments to August 31 and the Fund's pro rata share of the earnings (losses) of the Limited Partnership to June 30. Earnings between July 1 and August 31 are not significant. The investment is tested for impairment on an annual basis and when there are indicators of impairment the carrying value of the investment will be reduced accordingly.

Revenue recognition

- a) The value of donated materials and services are not recorded in these financial statements. Cash donations are recognized in the year received.
- b) Funds received under various grant programs are recognized as income in the period in which they are utilized for approved grant purposes. Unused funds are reflected on the balance sheet as deferred income.
- c) The Federation follows the deferral method of accounting for contributions.
- d) Revenue from Federation programs are recognized as services are performed and ultimate collection is reasonably assured.
- e) Investment income is recognized as revenue in the year in which it is earned.

Allocation of expenses

The Federation allocates certain salaries and wages proportionately on the basis of the time spent to the various projects listed on the Statement of Revenues and Expenditures for which funding has been specifically provided. The allocation of the salaries and wages does not exceed the revenue received and/or receivable for each project. Similarly, salaries and wages are allocated to the Tenacity Works Fund in proportion to the time spent. The basis of allocation is applied consistently each year.

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CANADIAN WORKER CO-OPERATIVE FEDERATION

Notes to Financial Statements

Year Ended August 31, 2024

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Measurement uncertainty

The preparation of financial statements in conformity with Canadian Accounting Standards for Not-for-Profit Organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period.

Most notable, the Tenacity Works Fund extends loans to qualifying co-operative businesses. The Fund's management has estimated the allowance for loan impairment based upon six criteria as follows:

1. whether the Co-op has achieved its revenue and expense projections,
2. if revenue and expense projections are not met, review of a financial plan demonstrating potential to repay,
3. level of security vis a vis other creditors,
4. commitment level of members to achieve success,
5. payment history, and
6. length of term until full payment is due.

Significant changes in these factors could result in a material impairment of the loans to worker co-operatives.

Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

3. FINANCIAL INSTRUMENTS

The Federation is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Federation's risk exposure and concentration as of August 31, 2024.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Federation is exposed to credit risk from customers. In order to reduce its credit risk, the Federation reviews a new customer's credit history before extending credit and conducts regular reviews of its existing customers' credit performance. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts, historical trends and other information. The Federation has a significant number of customers which minimizes concentration of credit risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Federation is exposed to this risk mainly in respect of its receipt of funds from its member and other related sources, long term debt, obligations under capital leases, contributions to the pension plan, and accounts payable.

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CANADIAN WORKER CO-OPERATIVE FEDERATION

Notes to Financial Statements

Year Ended August 31, 2024

3. FINANCIAL INSTRUMENTS *(continued)*

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The Federation is mainly exposed to interest rate risk.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the Federation manages exposure through its normal operating and financing activities. The Federation is exposed to interest rate risk primarily through its floating interest rate bank indebtedness and credit facilities.

Unless otherwise noted, it is management's opinion that the Federation is not exposed to significant other price risks arising from these financial instruments.

4. MARKETABLE SECURITIES

	<u>2024</u>	<u>2023</u>
One-year guaranteed investment certificate (GIC) bearing interest at 4.6% and maturing July 24, 2025.	\$ 200,000	\$ -
Two-year guaranteed investment certificate (GIC) bearing interest at 4.35% and maturing July 24, 2026.	<u>100,000</u>	<u>-</u>
	<u>\$ 300,000</u>	<u>\$ -</u>

5. ACCOUNTS RECEIVABLE

	<u>2024</u>	<u>2023</u>
Accounts receivable	\$ 33,044	\$ 34,318
Interest receivable	1,145	600
Allowance for doubtful accounts	<u>(7,308)</u>	<u>(9,615)</u>
	<u>\$ 26,881</u>	<u>\$ 25,303</u>

6. INTERFUND BALANCES

Interfund balances are non-interest bearing, unsecured and have no set terms of repayment.

CANADIAN WORKER CO-OPERATIVE FEDERATION

Notes to Financial Statements

Year Ended August 31, 2024

7. LONG TERM INVESTMENTS

	<u>2024</u>	<u>2023</u>
Alberta Community and Co-operative Association	\$ 50	\$ 50
British Columbia Co-operative Association	10	10
Canadian Co-operative Investment Fund	100	100
CCIF Limited Partnership, accounted for using the equity method (<i>Note 18</i>)	86,894	87,533
Membership Shares Co-operators Group	1	1
Co-operative Management Education Co-operative	100	100
Co-operators Group Class D Shares	20,000	20,000
Connect First Credit Union	950	900
	<u>\$ 108,105</u>	<u>\$ 108,694</u>

The investment in the CCIF Limited Partnership is subject to a Limited Partnership Agreement dated December 8, 2017. Under this Agreement, the Partners are obligated to contribute to the capital of the Partnership in response to Capital Calls.

8. LOAN RECEIVABLE

	<u>2024</u>	<u>2023</u>
CCIF Limited Partnership loan receivable bearing interest at 4% per annum, repayable at the sole and absolute option of the CCIF Limited Partnership. The loan is unsecured, matures on December 8, 2027, and can be extended by mutual consent of the Federation and CCIF Fund Management (<i>Note 18</i>).	\$ 35,821	\$ 35,821
Amounts receivable within one year	-	-
	<u>\$ 35,821</u>	<u>\$ 35,821</u>

9. RESTRICTED CASH

Restricted cash represents amounts held in trust for RRSP and TFSA deposits, the Mark Goldblatt Fund, deposits for the Federation of Worker Co-ops of British Columbia (FWCBC), and deposits for the Ontario Worker Co-op Federation (OWCF) (*Note 14*).

CANADIAN WORKER CO-OPERATIVE FEDERATION

Notes to Financial Statements

Year Ended August 31, 2024

10. LOANS TO WORKER CO-OPERATIVES

	<u>2024</u>	<u>2023</u>
CEBA take-out loans	\$ 166,859	\$ -
Term loans	-	-
Allowance for loan impairment	<u>(64,684)</u>	-
	<u>\$ 102,175</u>	<u>\$ -</u>

Pursuant to the terms of the HRDC Pilot Project, loans are extended to qualifying co-operative businesses. Term loans bear interest at varying rates and are repayable in blended monthly installments over a five year term. There is a registered security agreement covering each loan.

The Federation's Board of Directors (the Board) adjusted the risk parameters for the CEBA take-out loans as compared to the term loans. The CEBA take-out loans were placed in early 2024, and the Board made the decisions in lieu of the Investment Committee, which required temporarily changing the investment policy. The allowance for the CEBA take-out loans is determined using the same methodology as the term loans, as described in *Note 2*.

11. CREDIT FACILITY

The bank operating loan with Valley Credit Union is limited to \$20,000, bears interest at prime plus 1.75% and is secured by a General Security Agreement on the funds held in deposit at the Credit Union. At the balance sheet date, there are no advances on the credit facility.

12. DEFERRED INCOME

	Opening balance	Contributions received	Revenue recognized	Ending balance
JEDDI Conversion Project	\$ 8,759	\$ -	\$ 8,759	\$ -
Conference sponsorship	41,250	-	41,250	-
Member dues	50	150	50	150
	<u>\$ 50,059</u>	<u>\$ 150</u>	<u>\$ 50,059</u>	<u>\$ 150</u>

13. LONG TERM DEBT

	<u>2024</u>	<u>2023</u>
Connect First Credit Union Ltd. Canadian Emergency Business Account (CEBA) term loan. Loan was repaid during the year.	\$ -	\$ 30,000
	-	30,000
Amounts payable within one year	-	<u>(30,000)</u>
	<u>\$ -</u>	<u>\$ -</u>

CANADIAN WORKER CO-OPERATIVE FEDERATION

Notes to Financial Statements

Year Ended August 31, 2024

14. TRUST FUNDS PAYABLE

	<u>2024</u>	<u>2023</u>
RRSP deposits	\$ 6,702,395	\$ 7,103,283
TFSA deposits	247,258	332,077
Mark Goldblatt Fund	25,000	25,000
FWCBC deposits	2,568	2,568
OWCF deposits	2,500	-
	<u>\$ 6,979,721</u>	<u>\$ 7,462,928</u>

The RRSP and TFSA deposits represent uninvested cash held on behalf of account holders.

The Mark Goldblatt Fund is a bequest received during 2016 which is restricted for use in a cultural project.

The FWCBC funds are being held in trust by the Federation until such time as the BC organization resumes operations.

The OWCF funds are being held in trust by the Federation to be used for the benefit of Ontario worker co-operatives.

15. GENERAL RESERVE

Pursuant to the Federation's Articles of Association, any surplus of the Federation is to be retained as a reserve and used only for the objects for which the Federation is established. No part of the reserve shall be payable to, or otherwise be available for, the personal benefit of any member of the Federation.

During the 2021 fiscal year, the Board passed a revised motion whereby the Federation Operations General Reserve be maintained with sufficient balance to cover, at a minimum, one year's budgeted core operating expenses.

On September 18, 2023 the Board passed a motion to increase the operating reserve by 50%.

On January 23, 2024 the Board passed a motion to increase the General Reserve by 25%.

On August 27, 2024 the Board passed a motion to allocate \$75,000 from the Federation to the Fund, if required.

16. SHARE CAPITAL

Pursuant to the Federation's Articles of Association there is no legal share capital. The relationship among the members is that of a membership bond with rights and attendant limitations from time to time embodied in the bylaws of the Federation.

17. RETIREMENT PLAN

The Federation contributes to a defined contribution employer-matched retirement benefit group RRSP-TFSA plan. Contributions made to the plan and expensed in the current year total \$9,095 (2023 - \$7,529).

CANADIAN WORKER CO-OPERATIVE FEDERATION

Notes to Financial Statements

Year Ended August 31, 2024

18. COMMITMENTS

In addition to the \$107,462 invested in and the \$35,821 loaned to the CCIF Limited Partnership, and subject to certain conditions, the Federation has made additional investment pledges from the Tenacity Works Fund totaling \$106,717 to the Canadian Co-op Investment Fund (CCIF).

The Federation has a lease with respect to its office premises which expires in December 2024. The future minimum lease payments (including HST) as at August 31, 2024 are \$2,562.

The Federation has a service agreement with respect to its investment administration services which expires in December 2026. The future minimum service fees (including GST) as at August 31, 2024 are \$49,613.

The Federation has committed \$12,000 for racial justice grants and an additional \$5,000 for BIPOC bursaries in 2025. The funding is to be paid out by general operating revenues, with \$5,000 committed by Vancity Credit Union. During the year the Federation paid out \$13,500.

The Federation has committed to provide Le Réseau de la coopération du travail du Québec with 10% of the Co-operators loyalty payment, with a minimum of \$7,500 per year, provided certain conditions are met.

The Federation has entered into numerous contracts with service providers in relation to the "Worker Co-op Academy Program", which include commitments amounting to \$21,430. At year end, the outstanding obligation related to these contracts was \$11,465.

CANADIAN WORKER CO-OPERATIVE FEDERATION

Notes to Financial Statements

Year Ended August 31, 2024

19. RELATED PARTY TRANSACTIONS

Payments to member Co-operatives, Developer members, members of the Board of Directors or businesses owned by employees for contracts awarded:

	<u>2024</u>	<u>2023</u>
Big Idea Consulting	\$ -	\$ 3,500
CanTrust Hosting Co-operative	384	384
Chris Nichols	1,745	100
Evan Proven	1,745	600
Hullabaloo Publishing (Prairie Dog)	-	1,004
Jared Blustein	79	900
Jessica Provencher	1,745	700
Joy Emmanuel	-	800
Juliet Kego	2,500	700
Just Us! Coffee Roasters Co-op	320	469
Kelly Storie	1,824	500
La Siembra Co-operative	-	525
Leslie Brown	1,881	100
Lynn Hannley	300	-
Marty Frost	-	4,500
Nasreen Omar	2,400	800
Reba Plummer	2,538	600
Réseau de la coopération du travail du Québec	20,343	14,645
Rhythm Communications	13,260	21,680
Sun Certified Builders Cooperative Limited	2,000	-
Tara Williams	714	-
The Communitas Group	1,500	1,000
Urbane Cyclist	-	468

The Federation regularly engages in transactions with its members, who are considered related parties. Most of these transactions are undertaken in the normal course of operations, are reflected at the exchange amount, and are not disclosed separately. Other payments for contracts awarded to member Co-operatives, Developer members, members of the Board of Directors, and businesses owned by employees are disclosed above. The Board of Directors has procedures in place to ensure that any relationship for contracts awarded to a member is equitable, legal, and financially responsible to both the Federation and the member co-operative.

20. DUES

	<u>2024</u>	<u>2023</u>
Regular	\$ 26,254	\$ 27,198
Associate	7,200	7,700
Regional Federation	1,500	1,500
	<u>\$ 34,954</u>	<u>\$ 36,398</u>

CANADIAN WORKER CO-OPERATIVE FEDERATION

Notes to Financial Statements

Year Ended August 31, 2024

21. INVESTMENT INCOME

	<u>2024</u>	<u>2023</u>
Investment income - Federation		
Interest	\$ 419,187	\$ 362,119
Loyalty payment Co-operators	133,009	136,165
Dividends Co-operators Class D shares	1,000	1,000
	<u>553,196</u>	<u>499,284</u>
Investment income - Fund		
Investment loan interest	5,882	258
CCIF interest	967	1,720
Interest	948	1,712
	<u>7,797</u>	<u>3,690</u>
	<u>\$ 560,993</u>	<u>\$ 502,974</u>

22. OTHER INCOME

	<u>2024</u>	<u>2023</u>
Donations	\$ 17,355	\$ 17,204
JEDDI business conversion project	8,759	41,229
Fee for service contracts	8,499	6,325
Finders fees	2,045	1,896
Miscellaneous	282	1,078
	<u>\$ 36,940</u>	<u>\$ 67,732</u>

The Federation has undertaken a project titled "Justice, Equity, Diversity, Decolonization, and Inclusion (JEDDI) Social Acquisition" which ended March 31, 2024. Employment and Social Development Canada provided \$49,988 of total funding for the project.

23. ALLOCATION OF SALARIES AND INDEPENDENT CONTRACTORS

As described in *Note 2*, salaries and wages are allocated proportionately on the basis of time spent.

	<u>2024</u>	<u>2023</u>
Total salaries and wages	\$ 384,323	\$ 348,758
Allocation to projects	(147,019)	(131,832)
	<u>\$ 237,304</u>	<u>\$ 216,926</u>

CANADIAN WORKER CO-OPERATIVE FEDERATION

Notes to Financial Statements

Year Ended August 31, 2024

24. SPECIAL PROJECTS

The special project expenses are comprised of the following:

	<u>2024</u>	<u>2023</u>
JEDDI business conversion project	\$ 18,757	\$ 41,229
Marketing (finders) fees	14,343	14,645
Racial Justice Grants & Bursaries	13,500	12,500
Worker Co-op Academy	9,965	15,786
Webinars	1,552	600
Member Engagement	1,115	2,941
Arts and culture grant expense	1,000	1,000
	<u>\$ 60,232</u>	<u>\$ 88,701</u>
