

STRATEGIC DIRECTION

MANDATE

PARO is primarily focused on delivering programs to enhance enterprise development and to provide for the development and support of peer lending circles.

Growing Women's Companies

Encourage greater participation of Women in the economy

Diversify economies and Scale-up companies

Connect Women to Business Ecosystems

Accessing New Growth Opportunities

Expand & strengthen PARO's unique and dynamic Hubs

Strengthening linkages with Federal and Provincial programs

Providing Growth Grants

Expanding Access to Export Markets

Expand supports & make linkages for Women's companies

Provide education & events to support Women in Exportation

Identify challenges & supports they need to Export



OUR VALUES
 Cooperation Ownership Integrity Responsibility
 Simplification Peer Support

#Proud PARO Women

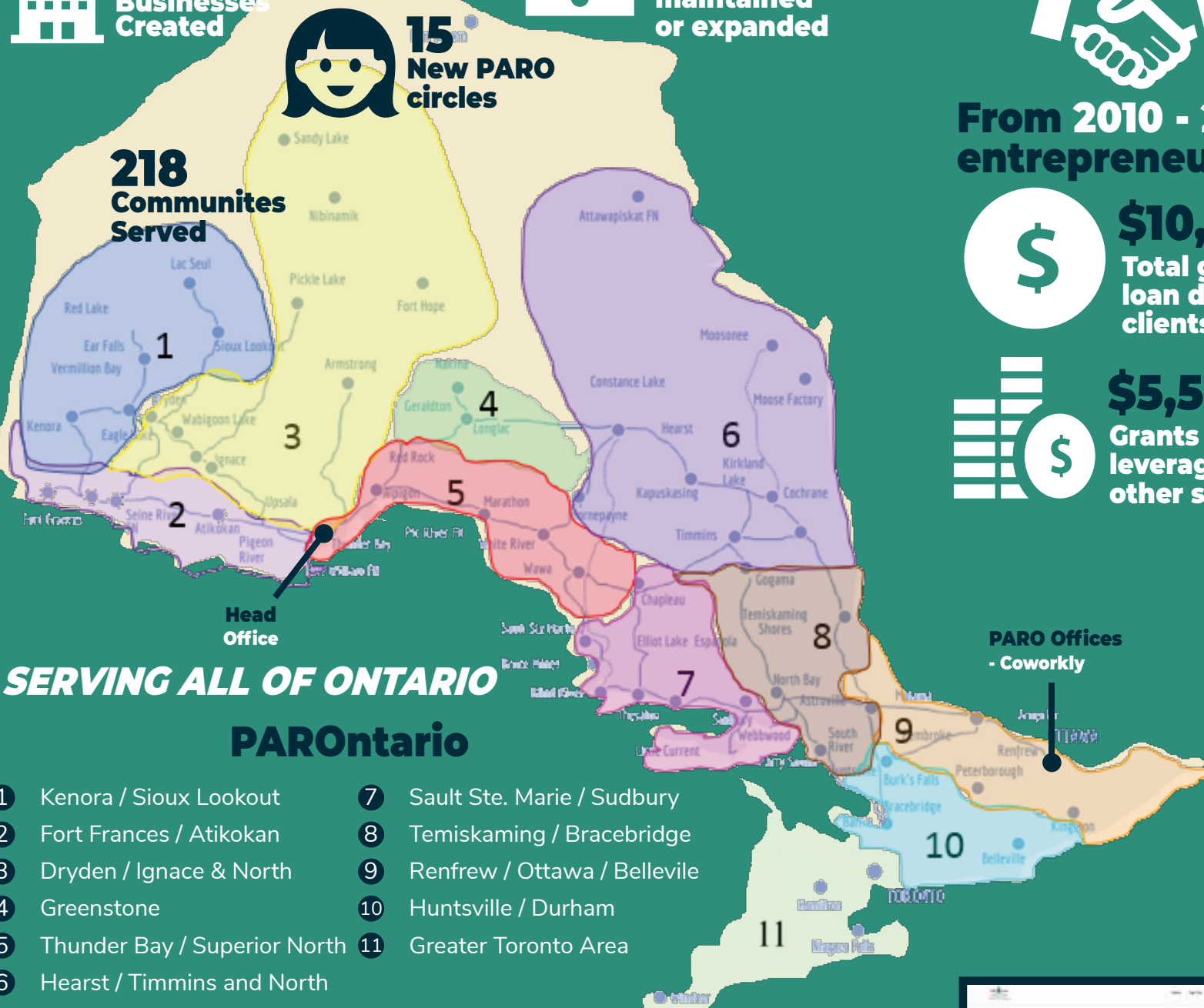
HOW WE MADE AN IMPACT

796 Businesses Created

1525 Businesses maintained or expanded

2642 Jobs created or maintained

200+ Circles



- SERVING ALL OF ONTARIO PAROntario**
- 1 Kenora / Sioux Lookout
 - 2 Fort Frances / Atikokan
 - 3 Dryden / Ignace & North
 - 4 Greenstone
 - 5 Thunder Bay / Superior North
 - 6 Hearst / Timmins and North
 - 7 Sault Ste. Marie / Sudbury
 - 8 Temiskaming / Bracebridge
 - 9 Renfrew / Ottawa / Belleville
 - 10 Huntsville / Durham
 - 11 Greater Toronto Area

From 2010 - 2022, we helped entrepreneurs access:

\$10,463,072 Total grant and loan dollars to clients

\$5,516,134 Grants and loans leveraged from other sources

\$4,946,938 Grants and loans from PARO Programs



New PARO Tech! PARO B2B Database

This year, PARO launched our Women's Vendor Database, an online directory that connects women to opportunities for larger contract in industry, to diverse buyers and sellers, and to each other.

myPAROPath

PARO's online client portal makes accessing all PARO programs and services easy. myPAROPath is a customizable tool used by PARO women everywhere to access information, various applications, their business plan and to communicate with their business counsellor!



PARO Prosper BIZCamps and Prosper Circles

In October 2022, PARO launched our Prosper BIZCamp series to support women entrepreneurs in submitting their applications for the Women's Loan Fund. In partnership with the Women's Enterprise Organizations of Canada (WEOC), PARO has embarked on this endeavour to support our clients in accessing up to \$50K in loan dollars, complimented by a non-repayment portion of up to \$1,500. To support the success of our clients, PARO has also launched PARO Prosper Circles! Women who participate in a peer support network are 7x more likely to be successful. With many shared advantages of PARO's Peer Lending Circles, Prosper Circle Members will join a BIZNetwork of 200+ Circles and tap into countless years of experience with other businesswomen and sector experts. To learn more about this opportunity, visit us at <https://paro.ca/weoc-loan-fund> or contact your business counsellor!



2022 Award Winners

Mooka'am Kwe: Indigenous Women Leader Awards



Kim Parker

Food Security Structures Canada
Indigenous Women Leader Award. This award celebrates successful, accomplished, and committed Indigenous business women.

Rising Star Award



Susan Keast

Resources Ink
A Rising Star is a current woman leader or an aspiring future leader who is starting out in business, managing her own business, and quickly rising through the ranks.

Trailblazer Award



Amanda Cora

Thrive Tours
The recipient is a woman who is demonstrating that there is a space and a place for women in male-dominated fields or has successfully challenged a world of work or industry typically occupied by males.

Unshakeable Business of the Year Award



Victoria Watts & Paula

Pasta Tavola Inc.

This award recognizes a woman's business with a successful and notable track record for 3 years or more. A woman who has established a business, taken financial risks, managed the business successfully, and given back to the community.

Newcomer Award



Maria Ojeda

Proyar Cleaning

The Newcomer Entrepreneur Award recognizes the business success of a woman entrepreneur born outside of Canada and now calls Ontario home.

Fearless Business of the Year Award

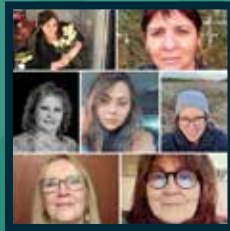


Nicole Blais

Goshenite Seniors Services INC.

This award recognizes a woman's business, with a successful and notable track record for less than 3 years and giving back to the community.

Circle of the Year Award



Gemstones II
Gemstones II Circle

This Award recognizes a Peer Lending Circle's effort to "Give Back" to each other, to PARO, and to their community.

PARO SupportHER of the Year Award



Alison Kirkland

Women's Enterprise Organizations of Canada (WEOC)

This Award recognizes a PARO supporter who has had a positive impact/supported women in their community.

Letter from the CEO & President

As the years go on, things keep getting better and better at PARO Centre for Women's Enterprise! 2022 was no exception; phenomenal growth for the organization led to the design and development of top-notch programming and other supports for a record number of women entrepreneurs across Ontario. As is always true for PARO, some of our best work is born from the fantastic partnerships we hold across Canada. This year, in partnership with the Women's Enterprise Organizations of Canada (WEOC), PARO has embarked on a unique endeavour to support our clients in applying to the Women's Load Fund. This fund supports our clients in accessing up to \$50,000 in loan dollars with a PARO non-repayment up to \$1,500! To strengthen this endeavour, PARO has developed our Prosper BIZCamp series to support women entrepreneurs on their application, and the lifecycle involved in financial literacy around loans from start-up to significant business expansion. PARO BIZGrowth also supports business and market expansion supporting projects up to \$5000. All this funding is a unique opportunity to put more money in the pockets of enterprising women, thus better positioning them to achieve huge business success.

As in years prior, PARO has engaged in exciting activities through the COVID-19 Pandemic and continued with vigour as the pandemic effects cautiously subsided. In-person activities became possible once more as we carefully transitioned into a post-pandemic atmosphere. PARO was able to meet with our partners, clients, and associates once again, including Collective Interchange – a Newfoundland-based women-led co-op at the Newfoundland & Labrador Mineral Resources Reviews 2022, and with WBE Canada at their National Conference and Excellence Awards in Toronto. We were also thrilled to support enterprising women in connecting with business opportunities, internationally, at the Go for the Green Conference in sunny Florida!

One of the most exciting endeavours PARO engaged in 2022 was the expansion of our National Arm! Supported by strong partners across Canada, PARO is positioned to support women-centred efforts across our great nation. Yes, PARO is now National! What will we do next? First Northwestern Ontario, then all across Ontario, then National... then... let's see!

Since 1995, PARO has supported women to start, scale and grow their businesses and social enterprises. As our foundation, PARO implements a unique approach to community economic development that prioritizes the five assets of the Sustainable Livelihoods Model. At PARO, we meet women where they are, whether that's geographically or on their business journey. PARO's approach supports the whole woman; as part of our commitment, PARO seeks to empower, educate, and inspire women toward reaching, and indeed thriving beyond, their personal and business goals. Importantly, PARO's programs and other business development tools are design to inherently support diversity and intersectionality. We believe that in achieving business success, women entrepreneurs gain independence through financial, personal, professional, and spiritual empowerment and forge their own paths forward – in charge of their own narratives and stories, to create a better way of life for themselves, their families, and their communities.

This year, I wish to offer a special thanks to our President, Levina Collins who ends an eight-year term. Levina is a special woman, a community leader, a woman of passion and giving. Thank you for all you are. Thank you to the PARO Team, board of directors, our supporting funders and community partners who worked together through the last few years of challenges, to arrive on the other side ready to continue our award-winning support for women entrepreneurs. Because of your efforts, we were able to provide nearly \$200k dollars from PARO programs this last year, in addition to almost \$130K in non-repayment/grant portions. PARO has supported over 28,000 women to date!

As we transition to a post-pandemic world, our supports are more important than ever. We will continue to support women in a quickly changing and ever-challenging economy. Through this, PARO will continue to support women to create a better way of living and to thrive despite challenges. Congratulations all on yet another year of service; it's a beautiful day here at PARO and the future is bright!



Rosalind Lockyer,
Founder & CEO



Levina Collins,
President



Board of Directors & PARO Team

President
Levina Collins

Vice President
Anne Parr

Treasurer
Mary Sabo-Bandiera

Secretary
Donna Brown

Directors
Jodi-Rose Richer
Doris Shewchuk
Summer Reilly
Holly Watson

Lead Business Counsellor
Karen Lynn Evans

HR & Executive Assistant
Brenda McDougall

Bookkeeper & Office Clerk
Judith Tiriwepi

Data & Communications Coordinator
Kylee Monteith

Founder & CEO
Rosalind Lockyer

Financial Manager
Laura Lynch

HR & Program Developer
Maria Talarico

Program Manager
Melissa Cook

Business Growth Advisors
Carol Brazeau-Weisflock
Linda Cryderman
Kaothar Faouzi
Elizabeth Verwey

Shaye Belanger
Tammy Laws
Victoria Watts
Deborah Hebert
Chantal Fraser
Jennifer Chandler
Marisol Fornoni
Shannon Cormier
Jennifer Latham
Gabriela Casineanu
Carole Perrin

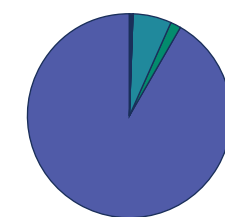
Business Growth Advisors (cont'd)
Kaija Saarinen
Maria Dufresne

Counsellors/Coordinators
Lori Morin
Nefry Falla
Dhanisha Mehta
Cindy Crowe
Suzanne Tighe
April Head
Andrea Zappe
Renee Gendron
Kayla Soomer
Melissa Maltais
Susan Milne



Revenues

Federal	\$1,253,974
Provincial	\$801,566
Foundations	\$144,600
Fees & Other	\$73,104
TOTAL	\$2,273,244



Expenses

Administration	\$111,304
Amortization	\$860
Conferences Seminars Workshops	\$119,922
Non-Repayment Portion/Grants	\$34,270
Other Programs & Services	\$1,807,406
TOTAL	\$2,073,762

Partners List

<https://paro.ca/community-partners/>



Financial Partners

Proudly supported by/ Fièrement appuyé par:



Government of Canada

Gouvernement du Canada



WEOC Women's Loan Fund Partners

#Proud PARO Women

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