Crossroads International is a leading Canadian volunteer cooperation agency advancing equality for women and girls and eradicating poverty in some of the world’s poorest countries in sub-Saharan Africa.

VISION
ONE WORLD where poverty is eliminated, equality prevails and the rights of women and girls are fulfilled.

MISSION
Crossroads International works to create a more equitable and sustainable world by engaging and empowering individuals, organizations and communities through mutual learning, solidarity and collective action.
From Deep Roots

We’ll be honest with you; our world feels heavy these days. People are restless. Between COVID-19, protests, contentious elections, climate change, food insecurity and gender-based violence, there is a global cry for help. We are being challenged to come together as one like never before.

In the midst of this global storm, Crossroads is standing firm. Deeply rooted in our history, and like many of the women and girls we support, our organization is unwavering in the face of adversity, our programming ingrained in the fight for equality.

At the outset, 2019-20 was a year was full of promise. It marked the end of a successful 5-year Volunteer Cooperation Program (VCP) cycle with Global Affairs Canada, Skills for Change. Together with you, our partners, supporters and volunteers, we achieved so much: building strategic, innovative partnerships as a cornerstone of gender equality and sustainable development. Local partner capacity to meet the needs of their communities is growing. Over the last five years, we grew many of our programs and shared learning between countries to address girls’ empowerment, food security, climate resilience and access to justice. 2020 also marked the end of our volunteer program in Bolivia as we focus our work in sub-Saharan Africa. We were privileged to work with committed Bolivian partners advancing economic empowerment and equality and we wish them continued success.

And while we reflect on all we achieved in 2019-20, we know that with the onset of the global pandemic early in 2020, the world has changed.

The pandemic is weighing heavily on the rights of women and girls. Crossroads moved quickly to secure the safety of Canadian overseas volunteers and to pivot our programming with local partners to mount a COVID-19 response. And it is in the face of the pandemic that we are launching a new strategic plan and our most ambitious, 7-year Volunteer Cooperation Program yet. Championing Gender Equality Together will enable Crossroads to greatly expand the scope of our work in eleven countries in Africa. We are well-positioned to meet these challenges, thanks to our partners, donors and volunteers who are collaborating for change.

None of this would be possible without the voice, the skills and resources of our volunteers and donors. Thank you also to Global Affairs Canada and the Ministère des Relations internationales et de la Francophonie du Québec for their partnership.

With our roots firmly planted, with our partners and supporters, we will continue to grow our movement of gender equality champions, locally and globally.

Women and girls have never needed us more, than now. Thank you for joining us to build an inclusive world, where women and girls can live a life free from violence, in communities that are free from poverty.
Gender inequality is resulting in increased sexual abuse and violence against women and girls and the denial of their basic human rights.

Extreme poverty exacerbated by a changing climate is causing food insecurity, further increasing the vulnerability of the world’s poorest especially women and girls.

Never has the need of women, girls and youth been more urgent.

Crossroads International brings people together to create lasting solutions to overcome poverty and advance women’s and girls’ rights.

With our partners, we are piloting and scaling innovative programs to advance:

- **RIGHTS OF WOMEN & GIRLS**
  To support women and girls to assert their human rights and live free from violence

- **WOMEN’S LEADERSHIP**
  To empower women and girls to participate in decision making in their homes, communities and countries

- **ECONOMIC EMPOWERMENT**
  To strengthen collective enterprises and small businesses led by women and youth

“When you elevate women and girls, you’re elevating all of us. It can only improve and strengthen the voice of women and men around the world.”

RACHEL HORNE, HORNE FAMILY CHARITABLE FUND
Together with our partners, volunteers and donors, we are making a difference around the world. With your support:

**WE PLANT THE SEEDS OF CHANGE**
136 girls saved from cutting in Tanzania

**WE GROW**
87 girls’ empowerment clubs, 9 mixed clubs and 18 boys for change programs reaching more than 3,000 members in 5 countries

**WE SUSTAIN**
34 partners engaged in 7 countries
72 volunteers shared their expertise (61% of whom were women)
50,253 Canadians directly engaged in international development issues, in person and online through Crossroads last year
92% of partners reported improved management tools and systems

**WE EMPOWER**
Partner interventions provided 7,942 vulnerable people (6,035 women) with access to decent jobs or improved income sources
34,528 people (76% women and girls) were empowered to assert their rights

$1,237,010 was donated in 2020 to support our programs.
Girls Can Grow Up Free from Violence

The Girls’ Empowerment Program supports girls who have experienced violence or abuse and girls at risk so they can live free from violence.
5 COUNTRIES IN 5 YEARS

First piloted in Eswatini in 2008, today Crossroads has supported the launch of Girls’ Empowerment clubs in five countries and more recently piloted Boys for Change programs. Girls who are survivors of violence and those at-risk find support in other club members, and teachers to openly speak about their experiences. Girls’ clubs provide safe spaces to learn about their rights, their bodies and develop the confidence to determine their own futures.

“This club really helped me. I was able to take what was done to me and help these girls.”

LOVENESS MNISI, TEACHER AND SURVIVOR

Clubs in Tanzania, Togo, Burkina Faso, Ghana and Eswatini address the unique challenges of the regions, from child marriage to sexual abuse to female genital mutilation. There are currently 114 clubs empowering more than 3,000 members annually. Approximately 300 mentors and teachers work with these girls to help them harness their full potential.

Through journaling and creative arts programs, the girls are encouraged to develop their voice. They debate issues such as gender-based violence and advocate for girls’ rights. The clubs help them gain the strength to speak up, lead and participate actively in their communities.

BRIDGING THE DIGITAL GENDER DIVIDE

In 2020, in collaboration with local partner GF2D (Groupe de réflexion et d’action femme démocratie et développement) and 60 million girls, Crossroads is piloting mobile learning labs for youth in Tsévié, Togo. These labs will allow 180 club members and their teachers to use electronic tablets with access to a server brimming with resources and without the need for an internet connection, or electricity.

“I learned that, us girls, we need to have a place. We need to be known. You have to shout yourself out to the world, you have to be strong.”

BAGANILE, CLUB MEMBER

FAST FACTS

An estimated 246 million children experience violence in and around school every year.

More than 41,000 girls under the age of 18 marry every day.

Kédougou is a beautiful region of Senegal, abundant with natural resources, but also a hub of extractive industries that put children at risk. With more than half the population under the age of 17, forced prostitution, child trafficking, and sexual violence are a significant crisis.

Pregnancy and childbirth are the leading causes of death for adolescent girls, child and forced marriage is prevalent, and almost 80% of girls have expressed the need for safe sexual and reproductive health services.

BY YOUNG PEOPLE, FOR YOUNG PEOPLE, WITH YOUNG PEOPLE

To increase awareness of sexual and reproductive health rights, Crossroads launched My Voice, My Health, in collaboration with local partners and experts Action Aid Senegal, APROFES (Association pour la Promotion de la Femme Sénégalaise) and CONAFE (Coalition Nationale des Associations et ONG en Faveur de l’Enfance), supported by Global Affairs Canada.

Through this program, children and adolescents learn about their rights; they receive information and tools to make informed decisions and advocate for themselves and their peers. The program is also reducing stigma and improving access to gender sensitive health services, while educating its members on violence, abuse, female genital mutilation and forced marriage.

“It’s important to do this work with other young people because there are no taboos between us. Among peers, we tell each other everything...But we need international support to share this information, to be believed.”

KHADIATOU NIKAHASSO
STUDENT AND YOUTH LEADER,
MY VOICE MY HEALTH PROGRAM
GROWING KNOWLEDGE TO FUEL CHANGE

In Spring of 2020, The Slaight Family Foundation committed $1 million over four years to Crossroads’ work in Kédougou as part of a $15 million initiative to improve women’s and girls’ rights. Since data from Kédougou is sparse, the funding will help map young women’s experiences of human trafficking, sexual exploitation and gender-based violence and access to health services. Outreach to young women will help them better understand their rights and increase their access to health services.

The funds will allow us to reach 31,000 teens and 80,000 indirect beneficiaries.
Ending the Season of Cutting

In Tanzania, 7.9 million women have undergone female genital mutilation (FGM) and 3 million more girls are at risk annually. Even though FGM was prohibited by law in 1998, it is still a prevalent practice.

“When I hear about cutting, my body shakes from anxiety because I am not doing it anymore and I find it repulsive. I want more people to stop doing it.”

POKIMUSA
ADVOCATE AND FORMER FGM PRACTITIONER

FAST FACTS

136 girls rescued from cutting in Tanzania

54 people received agricultural training through TGNP’s Knowledge Centres

10,214 people standing up against FGM
SUSTAINABLE AGRICULTURE TO END FEMALE GENITAL MUTILATION

Recognizing FGM is both a women’s rights issue and an economic one, Crossroads teamed up with local partner Tanzania Gender Network Programme (TGNP) to pilot a project in communities where FGM is widespread.

We are strengthening women’s economic power by introducing new diversified and sustainable farming techniques to increase income, while sparking conversations and education about the harms of FGM and gender-based violence, through community-based Knowledge Centres.

For most of her adult life, Poki Musa made a living performing FGM on the girls in her village. It was a tradition and a livelihood. She made her money for the year in December, during the “season of cutting.” That all changed when she joined TGNP’s Knowledge Centre.

Through the Centres, practitioners, community members, as well as girls and their parents, learned about the harm caused by female genital mutilation. Now, many ex-practitioners earn an income through farming and have become advocates against FGM.

GROWTH FOR GENERATIONS TO COME

Through organic vegetable gardening, irrigation training, the construction of a community well and a permanent community hall, the members acquired skills to diversify their agricultural production.

Armed with facts about medical and psychological consequences of FGM, and with more sustainable means of living, Poki and other women are empowered to stand against this practice and impart change in their communities for generations to come.
Economic Empowerment at the Root of Business Training

In Eswatini, more than 70% of the country’s population relies on subsistence farming. Despite women making up the majority of smallholder agriculture, their farms are less productive than farms run by men, due to a lack of business training.

**EMPOWERING A NEW GENERATION OF WOMEN FARMERS**

Crossroads partnered with the Women Farmer Foundation (WFF) in Eswatini to develop a sustainable, comprehensive agribusiness management training for women and youth farmers. Together, we are enhancing their ability to create sustainable livelihoods and to turn small-scale farms into commercial farming. The profit supports women’s education, their families and their communities at large.

Crossroader Stephen Bates is Head Risk Reporting and Portfolio Management with BMO and spent two months in Eswatini to support the WFF’s work. With his strong background in agriculture economics, he identified three key knowledge gaps: financial management, record keeping and market analysis. Bates then designed and implemented a training program on the market, production planning, financial management and analysis, record-keeping and owning a business.

“This organization’s objective is to help them become commercial and to increase their economic power. I worked on the agribusiness curriculum, and then, of course, the training. Since I left, that training has expanded by more than ten times.”

**STEPHEN BATES, CROSSROADS VOLUNTEER AND HEAD RISK REPORTING AND PORTFOLIO MANAGEMENT WITH BMO**
“I was just doing business without knowing how to keep good records, how to budget, how to see if the business is working for me or not.”

SIMILE MAPHALALA
30-YEAR OLD FARMER IN ESWATINI

WOMEN EQUIPPED TO LEAD THEIR OWN BUSINESSES

Maphalala uses the profits from her farm to pay her school fees. She is happy to no longer depend on her husband and enjoys sharing her newfound knowledge with other young women farmers. In total, 80 women farmers and counting have been trained. Many young women are interested in learning about the value chains of farming, and the organization is adapting to support and retain them.
Almost half the population of Senegal lives in poverty and relies on subsistence farming.

Senegal is one of the countries that has done the least damage in this current climate crisis, yet is the most affected by its devastating consequences. Food insecurity in Senegal is exacerbated by climate change and women farmers are particularly vulnerable – but the resilient women are fighting back.

**FAST FACTS**

- **1,500 female cooperative members** (800 trained so far)
- **11 wells restored or created**
- **9 water towers built**
- **7 drip irrigation systems** installed
NEW KNOWLEDGE AND TOOLS TO ADAPT TO A CHANGING CLIMATE

Crossroads is supporting women farmers with new knowledge and new tools and equipment to help them adapt to the changing climate through the Drop by Drop Project, funded by the Ministère de l’Environnement et de la Lutte contre les changements climatiques du Québec.

FARMER FIELD SCHOOLS: A SUCCESSFUL PILOT PROGRAM

Crossroads piloted Farmer Field School (FFS) with local partners APROFES (Association pour la promotion de la femme Sénégalaise) and RÉSOPP (Réseau des organisations paysannes et pastorales du Sénégal). The goal is to increase food security and nutrition through on-the-ground trainings for women through the SAGA project: Sécurité alimentaire : une agriculture adaptée.

The women learn about soil, pests, seed quality, the agricultural ecosystem, the use of natural and organic insecticides, as well as food safety and agricultural product quality. They are trained on-site in modern techniques for adapting to climate change while discussing and sharing traditional knowledge.

These representatives are sharing their newfound knowledge among members of a network of 32 women-led market gardens in the Kaolack region of Senegal.

AN INNOVATIVE APPROACH TO EDUCATE SURROUNDING COMMUNITIES

The revised training addressed some major intersectional issues within the concept of gender in relation to leadership, gender-based violence and access to the means of production. The training was brought to life through sketches, discussions, role-playing and theatre pieces presented to men and the local communities.

Ultimately, an additional 22,000 community and family members will benefit from the nutritious and reliable food source, as well as additional sustainable income.

This project is coordinated by the Food and Agriculture Organization of the United Nations (FAO) and made possible through the financial and technical support of the government of Québec.

“Before, we had to go miles from the village to stock up on vegetables. Now, the women consume their production and sell it to be financially independent.”

ALIMATOU BADJI
FACILITATOR, FARMER FIELD SCHOOL
Women Weavers Putting an End to Period Poverty

In Eswatini, many girls can’t attend school, fall behind and even drop out of school. The reason? Their periods.

Girls miss one week of school per month, every month when they have their periods, as parents cannot afford to buy sanitary pads.

“The women in Eswatini are the backbone of their communities and in turn empower their entire community to become resilient.”

NOZIPHO SASHA THORNE
EXECUTIVE DIRECTOR, BOMAKE

SUPPORTING GIRLS AND EMPOWERING WOMEN

This year’s Karen Takacs Women’s Leadership Fund grant was awarded to BoMake Rural Project to assist schoolgirls in the country while providing a steady income for the women weavers who produce sanitary pads.

The $10,000 grant allowed a group of women weavers to receive training that advanced their sewing skills as well as entrepreneurial capacity to launch and run a successful business making washable sanitary pads. Not only will the women have a steady flow of monthly income, they will also be able to make the pads for themselves and their children and redirect those savings towards other expenses.

“IT is different and it has so much impact on women. The pads are reusable, which saves money. I’m happy and I’m proud of this job that God gave me so that I can be a woman that provides for my family.”

ELLIE ZODWA MASEKO
WEAVER (QUOTE TRANSLATED FROM SISWATI)

EQUAL ACCESS TO A FUNDAMENTAL RIGHT

More girls can now stay in school and have equal access to an education. The women will also receive comprehensive training on menstrual health and hygiene so they can work as mentors and health ambassadors. On International Women’s Day, sanitary pads were distributed to girls, and boys also received some to bring back to their families.
Randy Pepper Legacy Fund

As a Crossroads International volunteer to Lesotho in 1975, Randy Pepper witnessed firsthand the power of volunteer cooperation to impart lasting change in the world. Randy was a fervent supporter of volunteer cooperation and the difference it could make in communities overseas and in volunteers themselves.

The Randy Pepper Legacy Fund continues his legacy in volunteer cooperation. Launched in 2019 on the fifth anniversary of his death, with funds from his estate and generous contributions of friends and colleagues, this Legacy Fund will provide vital program funds to ensure that volunteers can be at the heart of every Crossroads project.

“One being born in Canada was a huge gift. It has also been a blessing to travel and explore the beauty of this world; it’s given me a sense of magic, of mystery. Working to make the world a slightly better place has given me a higher purpose.”

RANDY PEPPER, CROSSROADS VOLUNTEER, LESOTHO, 1975

One World Legacy Circle Members

A gift in your will is one of the simplest and most powerful ways to support our work. Please consider a legacy gift to Crossroads.

cintl.org/legacy

Anonymous (3)
Francine Baril
Norine Baron
Darlene Bessey
Angèle Bouffard
Charles Brown
Joan E. Fair
Patsy George
Susan Green
Janek Jagiellowicz and Dorothy McCabe
MaryAnn Jansen
Richard Lane
Daphne Loukidis
Pauline MacDonald-Smith and Harold Smith

Danae Mack
Jo-Ann Mackie
Donna McGee
Delphine Melanson
Chantal Ouellet
Marli Ramsey
Agnès van’t Bosch

REALIZED
Anonymous (2)
The Estate of Phyllis Jane Bloch
The Estate of Alan and Corinne Lane
The Estate of Randy A. Pepper
Our Volunteers

Volunteers are the heart of Crossroads. They work with local partners to pilot new approaches and increase their capacity and their impact. This year, volunteers helped expand programs to end female genital mutilation and increased the incomes of cooperative farmers and women entrepreneurs.

North-South Crossroaders

**BURKINA FASO**
Mamoudou Dotia Amadou

**ESWATINI (SWAZILAND)**
Stephen Robert Bates
Madison Stedler-Rose
Riley Helen Renee Tessier
Jamie Lynn Kerr
Tsitsi Ettienne
Alexis Paul
Johanne Truchon
Francois Robert-Durand
Sripriya Venkateswaran Iyer

**GHANA**
Ashia Jade Gonzalez
Robert Tornu
Rachel Sarpong
Asia Clarke
Sherry Peters
Ian Bracken Anderson
Margaret Hancock
Kallan McCalla Lyons
Ifenna Chukwudumeje Okeke

**SENEGAL**
Denise Tremblay
Léandro Gary Lima
France Turnel
Naftissatou Penda Gning
Senoune Thiam
Roger Clavet
Jimmy Anibal Chicaiza Vargas

**TANZANIA**
Elizabeth Anne Lafay
Ashima Chopra
Rameesha Riaz Qazi
Taskin Ul-Ain Shirazi
Magalie Menard
Cidalia Faria
Patricia Wilson
Steven Clark
Nadir Sachak
David Coffey
Jacqueline Marie Kovacs
Anthony Gebrehiwot

**TOGO**
Antony Marcoux-Gagnon
Alexandra Falardeau-Maher
Caroline Aubry-Abel
Ariane Tremblay-Desbiens
Fernand Roy
Bilakani Sadi
Caroline Murphy
Josiane Blanc

South-South Crossroaders

**ESWATINI (SWAZILAND)**
Nozapho Sasha Thorne
Lomalungelo Gcinile Mabuza
Julie Lynn Nixon

**SENEGAL**
Arona Diop
Idrissa Sougue

TOGO
Omar Agbangba

E-Volunteers

Kallan McCalla Lyons
Ifenna Chukwudumeje Okeke
Mohaddeseh Abbas Zadeh
Laowei Lekezime
Jimmy Anibal Chicaiza Vargas
Roger Clavet
Fatou Seck
Francois Robert-Durand
Sripriya Venkateswaran Iyer
Jacqueline Marie Kovacs
Anthony Gebrehiwot
Inês Dominique Nelly
Caroline Murphy
Josiane Blanc
“When I joined, I expected I was going to go there and help people that were desperate for help, but of course, as soon as I got there, the tables were flipped. I actually got to learn so much more from them.”

“We will have better communities. We will have better policies. We will have healthier countries by involving both men and women.”
Our Donors

Your gifts make our work possible, give hope, empower and strengthen us, our partners and the communities we serve.

Thank you.

FUNDERS
Food and Agriculture Organization of the United Nations (FAO)
Global Affairs Canada (GAC)
Ministère de l’Environnement et de la Lutte contre les changements climatiques du Québec
- Programme de Coopération Climatique Internationale (PCCI)
Ministère des Relations Internationales de la Francophonie (MRIF)
• Québec Sans frontières (QSF)
• Programme de Coopération du Québec
Nations (FAO)
Programme québécois pour les changements climatiques et de la Lutte contre les
Organizations of the United Nations (PCCI)

DONORS
$100,000 +
Anonymous
60 million girl’s foundation

$50,000-$99,999
Horne Family Charitable Fund
Lynda Wheeler Foundation
Margaret Newall

$25,000-$49,999
Anonymous (2)
The Blossom Foundation
Gay Lea Foundation
UNIFOR Social Justice Fund

$10,000-$24,999
Anonymous
Grant Eriksson and Donna Ludvigsen
ETF0 Humanity Fund
Michael Fekete
Fonds Marie-François Kelly Moffatt
David Morrisset
Margaret Motz
Ptarmigan Charitable Foundation
Stevenson Wheton LLP
Brian Traquair

$5,000-$9,999
Anonymous
Ian Andersen and Margaret Hancock*
Frank Archibald
K.M. Hunter Charitable Foundation
Jim Kramer
Maison Générale des Ursulines

Barb McGregor
N.A. Taylor Foundation
Œuvres Régis-Vernet
Rosemary Nation
The Peterborough K. M. Hunter Charitable Foundation
Women’s Inter-Church Council of Canada

$2,500-$4,999
Anonymous
Leanne Pepper
Simone Philogène
Ishkandar Ahmed and Dr. Gisèle Yasmine

$1,000-$2,499
Diane Baxter*
Darlene Bessey
Suzanne Bradshaw
Patrick Bryden
Ev Burnett
Rev James Cairney and Ms. Ann McRae*
Christine Campbell*
Campbellcroft Consulting
Michael Cooke*
Lyse Doucet
Cassie Doyle*
Fondation Edward Ash
Louise Fournier
Dr Charles Gardiner and Ms. Catherine Gardiner*
Susan Green*
Chaviva Hosek*
Dr. Nan Hudson
Roman Humenuk
KJ Harrison Investors
Les Soeurs des Saints Noms de Jésus et de Marie du Québec
Dr. Elmer Tory*
Jo’Anne Strekaf
Kevin St. Michael*
Sisters of Charity Halifax
Les Sœurs des Saints Noms de Jésus et de Marie du Québec

$500-$999
Anonymous (12)
Belinda Abraham
Kelly Aker
Peter Andree
Yves Archambault
Micheline Asselin
Patricia Aubé
Palash Bagchi
Roger Balakrishnan
Tammy Banting
John Barclay
David Baron
Norie and Garth Baron
Jim Beaton
Marianne Beaulieu-Chouinard
Nicole Belanger
Robert Béliveau
Rosslyn Bentley
Kathleen Boies
Lucie Boily
Véronique Bouchard
Angèle Bouffard
Marie and Robert Braedley
Mark Breathwaite
Sandra Brochu
Mathilde Brodeur
Rene Brou
Sharon Broughton
Jennifer Brown
Maryann Brown
Lynn Calder
Skot Caldwell
Darquise Cantin
Lise Careau
Lissette Caron
Gregory Caza
Marlene Celinski
Micheline Chartrand
Adrienne Chow
Mary Ellen Chown
Lisa Cirillo
Regina Clarke
Steeve Claveau
Dan Conlin
Mary Louise Conlin

Janet Scarfe*
Christine Schmidt*
Heather Shapter*
Shanan Spencer-Brown
Madison Stadler-Rose
Alexandra Stevenson
Allan Stitt
Aurélien Tremblay
Carole Turmeau
Vancouver Foundation
Rammiya Velauthapillai
Ray Williams
Richard Wilson*
Margaret Zurbrigg*

MONTHLY DONORS
Anonymous
Belinda Abraham
Kelly Aker
Peter Andree
Yves Archambault
Micheline Asselin
Patricia Aubé
Palash Bagchi
Roger Balakrishnan
Tammy Banting
John Barclay
David Baron
Norie and Garth Baron
Jim Beaton
Marianne Beaulieu-Chouinard
Nicole Belanger
Robert Béliveau
Rosslyn Bentley
Kathleen Boies
Lucie Boily
Véronique Bouchard
Angèle Bouffard
Marie and Robert Braedley
Mark Breathwaite
Sandra Brochu
Mathilde Brodeur
Rene Brou
Sharon Broughton
Jennifer Brown
Maryann Brown
Lynn Calder
Skot Caldwell
Darquise Cantin
Lise Careau
Lissette Caron
Gregory Caza
Marlene Celinski
Micheline Chartrand
Adrienne Chow
Mary Ellen Chown
Lisa Cirillo
Regina Clarke
Steeve Claveau
Dan Conlin
Mary Louise Conlin

Janet Scarfe*
Christine Schmidt*
Heather Shapter*
Shanan Spencer-Brown
Madison Stadler-Rose
Alexandra Stevenson
Allan Stitt
Aurélien Tremblay
Carole Turmeau
Vancouver Foundation
Rammiya Velauthapillai
Ray Williams
Richard Wilson*
Margaret Zurbrigg*
Deborah Copeman
Patrick Cossette
Serge Coté
Laurence Coulombe
Thomas Courrèges-Chouinard
Kristina Craig
Myra Criddle
Manon Croteau
Daniel Cuerrier
Hélène Cyr
Elizabeth Da Rocha
Elvi Dalgaard
Laurence De Queiroz-Rail
Derrick Deans
Julie Di Sensi
Wazi Dlamini-Kapenda
Mary Donlevy-Konkin
Louise Doucet
Ginette Drouin
Cheryl Dryer
Louis Dubord
Robert Dubuc
Caroline Dufresne
Bernadette Eagan
Madeleine Eames
Cathy Ebbehøj
Elisabeth Eid
Anne Gillespie
Crissy George
Lauretta Gatz
Anne Gardner
Tessa Fyfe
Anne Gasch
Crissy George
Anne Gillespie
Kathy Glazier
Bruce Godhe
Daniel Godon
Dr. Sue Goldswain
Audrey Greves
Gunta Hagat
Stacey Hagen
Lyn Hagglund
Lori Hale
Janice Hamilton
John Hamilton
Constance Hammermeister
Diane Handsor
Laurie Hannah
Jackie Harman
Monica Harry
Jennifer Hawkins
Christine Herr
John Herr
Douglas Hicks
Mary Ann and Douglas Hicks
Anne-Louise Hill
Kenneth Hoffman
Lee Holland
Sue Honsberger
Iliene Hyman
Isabelle Johnson
Kumail Karimjee
Nola Kate Seymour
Drue Kendrick
Cynthia Kett
Helmut Kuhn
Richard Laberge
Mary Ladky
Danielle Laferté
Alain Lajoie
Emelie Lamond
D. A. Landry
James Lane
Richard Lane
Gabrielle Lapierre
Robert Larocque
Francis Lavigne
Judith Lawrence
Maxime Lefrançois
Reine Lemershe
Oryssia Lennon
Megan Leslie
Yvan Liben
Ursula Lipski
Susan Liver
Janet Lockington
Anne Low
Iain Lowe
Stuart Lowe
Donna and Jeffrey Lozon
Dr. Joyce Lundberg
Nelson Lynch
Holly and Warren Mabee
Bonnie MacDonald
Sally MacDonald
Pauline MacDonald-Smith
and Harold Smith
Sonja Macfarlane
Danae Mack
Kathleen Mackay
Martha MacKenzie
Alison MacKenzie-Arms
Janet MacLean
Robin Magill
Renald Mailhot
Cathy Mann
Jeanne-Marie Manavarayan
Anne Marceau
Gilles Marchildon
Jody Marshall
Mary Mateljan
Stephanie Maund
Lyn McDonell
Donna McGee
Wayne McGill
Megan McLroy
Meredith McInnis
Judith McLean
Donald McMaster
Veronica McNeil
Patrick Miller
Rev. Catherine Miller
David Miller and
Jill Campbell-Miller
Mireille Millette
Laurier Morgain
Sharon Moon
Pierre Morasse
Rahna Moreau
Alex Morosovskiy
Katalin Murray
Sylvia Nagy
Randolph Naylor
Barbara Neuwelt
Emilie Newell
Caroline Newton
Amber Niemeyer
Michelle Nuttall
Maureen O’Connor
Cheryl O’Sullivan
Mary Ormiston
Guy Ouellet
Laura Owen
Bonnie Owens
Karen Pace
Simon Pagé
Karine Paquette
Beverly Parker
Martine Patenaude
Zoe Pelland
François Pelletier
Evelyn Perdue
Josée Pesant
Mary Anne Peters
Danielle Pettigrew
Ian Potts
Jacqueline Prévost
Sonia Prévost-Marcl
Jennifer Proudfoot
Harry Qualman
Swanz Quashie
Ghylaine Quenel
Lisa Ragsdale
Dana Randall
Marla Rapoport
Lianne Raynor
Julie Reid
Andrew Reynolds
Janet Rehm
Victor Riquelme
Linda Roberts
Julie Robertson
Dr. Michael Rochester
Paddy Rodney
Mark Rogers
Karen Rolston
Lori Root
Jane Roundwaite
Michael Rudik
Karen Russell
Silvia Sansa
Leigh Sandson
Elma Santos
Gwen Schauerte
George Schnarr
Maxime Schulz-Ratelle
Judith Sharp
Cynthia Sherwood
Laura Sie
Marisa Signorini
Joanne Singh
Nancy Smith
Julian Soares
Hélène Soumis
Doris Splinter Flynn
Dianne Staruch
Kathy Stuart
Mary Stuart
Dr. Richard Sullivan
Hannah Sung
Janet Sutherland
Robin Tameshiti
Mary Irene Thomas
Hang Thuy Phan
Lorna Tilley
Mary Trach
Diane Trahan
Carol Van Der Veer
Virginia Van Vliet
Agnès van’t Bosch
Elly Vandenberg
Robert Vandenberg
Harry Vedelago
Richard Veenstra
William Wallace
Chris Walmsley
Mary-Jane Walsh
Trudy White
Kaaren Whitney-Vernon
Judy Wilkins
Dr. Ruth Wilson
Karen Wishart
Sean Wolfe
John Wonfor
Lana Wright
Mark Wright
Judy Zachaniassen
Debbie Zemnick
Cecilia Zerr
Barbara Zipp

SPONSORS
Genus Capital Management
Global Impact
HALE Foundation
KJ Harrison Investors
Norton McMullen LLP
SCIAN Services
Segal LLP
Tanya Eklund Real Estate
The Osborne Group
Whirl Inc.

*Indicates monthly donor.
This list acknowledges donors who made gifts of $500 or more and our monthly donors in the fiscal year ending March 31, 2020. Every effort has been made to ensure the accuracy of this list. If an error has been made, please contact us at 1877 967-1611, ext. 229 or at resourcedev@cintl.org.
Our Partners

The key to championing change resides in the nature of our program. With local partners, we are collaborating to bridge local and international, public and private sector organizations to create sustainable change.

**BOLIVIA**
- AGRECOL Andes
- AOPEB - Asociación de Organizaciones de Productores Ecologícos
- Asociación Boliviana para el Desarrollo Rural (Pro-Rural)

**BURKINA FASO**
- ADEP - Association d’appui et d’éveil Pugsada
- SEMUS - Association solidarité et entraide mutuelle au Sahel
- CBDF - Coalition Burkinabé pour les Droits de la Femme
- PAG-LA-YIRI - Association des femmes
- RESACIFROT - Réseau d’appui à la citoyenneté des femmes rurales d’Afrique

**CANADA**
- Agronova
- Barbra Schlifer Commemorative Clinic
- Coady International Institute
- Compagnie F Entrepreneurship Pour Femmes
- ENAP - École nationale d’administration publique
- EQUIVAX
- Green Beaver
- R. I. S. E
- YWCA Montreal Y des Femmes

**ESWATINI (SWAZILAND)**
- FLAS - Family Life Association of Swaziland
- Gone Rural and Gone Rural Bokomake
- Ministry of Education and Training
- SWAGAA - Swaziland Action Group Against Abuse
- SWIFT - Swaziland Fair Trade
- WFF - Women’s Farmer Foundation

**GHANA**
- Abantu for Development
- DUNK! Developing Unity, Nurturing Knowledge
- NEWIG - Network of Women in Growth
- Pro-Link Organization
- WILDAF - Women in Law and Development in Africa - Ghana

**SENEGAL**
- APROFES - Association pour la Promotion de la Femme Sénégalaise
- Enablis - Sénégal
- RESOPP - Réseau des Organisations Paysannes et Pastorales
- UNFCS - Union National des Femmes Coopératrices du Sénégal

**TANZANIA**
- KWIECO - Kilimanjaro Women Information Exchange and Consultancy Organization
- NAFGEM - Network Against Female Genital Mutilation
- TAMWA - Tanzania Media Women’s Association
- TGNP - Tanzania Gender Networking Program

**TOGO**
- ANVT - Agence Nationale de volontariat du Togo
- GF2D/CRIFF - Groupe de réflexion et d’action femme démocratie et développement
- La Colombe

“If we could all work together to make every woman stand and have her power and rights, then the world would be a better place.”

JULIE NIXON
EXECUTIVE DIRECTOR, SWIFT, ESWATINI
### Our Financial Statement

#### STATEMENT OF OPERATIONS

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>2020</th>
<th>2019*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal government - Global Affairs Canada (GAC)</td>
<td>$3,464,473</td>
<td>$2,605,179</td>
</tr>
<tr>
<td>Provincial government contributions (Quebec)</td>
<td>$683,326</td>
<td>$363,554</td>
</tr>
<tr>
<td>Volunteer contributions (in-kind)</td>
<td>$1,861,312</td>
<td>$1,929,972</td>
</tr>
<tr>
<td>Donations**</td>
<td>$1,192,029</td>
<td>$728,762</td>
</tr>
<tr>
<td>Investment income</td>
<td>-$54,674</td>
<td>$130,583</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$7,146,466</td>
<td>$5,758,050</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>International</td>
<td>$4,346,075</td>
<td>$2,564,779</td>
</tr>
<tr>
<td>Public engagement</td>
<td>$280,882</td>
<td>$241,021</td>
</tr>
<tr>
<td>Volunteer contributions (in-kind)</td>
<td>$1,861,312</td>
<td>$1,929,972</td>
</tr>
<tr>
<td>Administration, governance and overhead</td>
<td>$705,196</td>
<td>$794,788</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$352,292</td>
<td>$415,790</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$7,545,757</td>
<td>$5,946,350</td>
</tr>
<tr>
<td>Surplus (deficit)</td>
<td>-$399,291</td>
<td>-$188,300</td>
</tr>
</tbody>
</table>

#### STATEMENT OF FINANCIAL POSITION

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$1,021,704</td>
<td>$729,984</td>
</tr>
<tr>
<td>Investments</td>
<td>$2,126,293</td>
<td>$3,574,240</td>
</tr>
<tr>
<td>Other current assets</td>
<td>$809,017</td>
<td>$278,231</td>
</tr>
<tr>
<td>Capital assets</td>
<td>$61,661</td>
<td>$59,868</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$4,018,675</td>
<td>$4,642,323</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES &amp; NET ASSETS</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current liabilities</td>
<td>$2,217,991</td>
<td>$2,442,348</td>
</tr>
<tr>
<td>Net assets</td>
<td>$1,800,684</td>
<td>$2,199,975</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$4,018,675</td>
<td>$4,642,323</td>
</tr>
</tbody>
</table>

*A prior period adjustment has been made to the March 31, 2019 figure in the amount of $34,973.

**During the fiscal year, the organization raised $1,237,010 in donations from valued individual donors, foundations and non-government support. Crossroads recognizes revenue when it is expended on programs. In 2019/20, Crossroads expended $1,119,029 from current and deferred donations for programs.

Audited financial statements for Crossroads International are available on our website (cintl.org) or upon request at 1-877-967-1611.
Crossroads International gratefully acknowledges the support of:

Global Affairs Canada
Affaires mondiales Canada
Relations Internationales et Francophonie
Québec

Crossroads International is a registered charitable organization in Canada: No. 12981 4570 RR0001

All photos with people are created and provided by Crossroads International’s volunteers and staff.

Printed on Rolland Enviro 100 paper, which contains 100% post-consumer fiber, is EcoLogo, processed Chlorine Free and FSC® certified and is manufactured using renewable biogas energy.