

2021

IMPACT
REPORT

LEAGUE *of* INNOVATORS



A MESSAGE FROM OUR OUTGOING EXECUTIVE DIRECTOR

Since its launch in 2017, League of Innovators has hyper focused on the abilities of youth and their unlimited potential for innovation, connection to emerging new markets, and creation of unique solutions to the world's most pressing challenges. Throughout the past 4 years we have achieved so much as an organization, building a funnel of five programs to meet the needs of youth all across the country. From our online learning platform Innovators Academy, to our annual digital summer camp and Innovation Challenge, to our Foundations Incubator, Labs Accelerator, and our Boost Residency, our focus remained the same - create rich applied learning and support environments that were built on the foundations of an entrepreneurial mindset, providing youth the tools to create the world that they want to live in.

Rallying a community of support from across the startup, investment, innovation and knowledge ecosystems to raise our next generation, we have been able to support 656 youth entrepreneurs, 360 youth led startups who have created just over \$870M+ of enterprise value. Our youth entrepreneurs are representative of the diversity of our next generation across the country with 55% being founders who are Black, Indigenous or People of Colour, 48% are women founders, and 10% LGBTQIA2S+ founders. We believe we have much work yet to do but we believe building a next generation that is empowered, connected, and awakened to the future needs of our world are some of the critical pillars of our future work.

I am so excited for the next chapter of League of Innovators and the amplified impact it will have and am honoured to hand the reigns over to Melissa Allen to steward the organization into the next chapter!

Remember an investment into the next generation is always an invaluable one.

A handwritten signature in black ink, appearing to read 'Joanna Buczkowska-McCumber'.

Joanna Buczkowska-McCumber



A MESSAGE FROM OUR INCOMING EXECUTIVE DIRECTOR

As we close out year 2 of the global pandemic, the world has changed at an incredible pace. 2021 saw the realities of remote and hybrid work being here to stay, and the rise of crypto, NFTs and Web3. Who is driving this change? Our young people. The innovators, trendsetters, and early adopters.

Additionally, by 2031, Canada's "visible minority" population will have increased nearly 10% to 31.4%. Our progressive immigration policies—we welcomed 401,000 new Canadians in 2021—have made Canada a country not just rich in young talent, but rich in diverse perspectives as well.

As you will discover, our League of Innovators community reflects both of these strengths, thanks to our barrier-free programming and passionate team. I look forward to driving League of Innovators' vision of mobilizing the next generation of entrepreneurs to build tomorrow's businesses today with a social purpose and an entrepreneurial mindset.

A handwritten signature in black ink, appearing to read 'Melissa Allen'.

Melissa Allen

table of contents

02

WHO WE ARE

OUR VALUES

04

OUR IMPACT

BY THE NUMBERS
THE LOI DIFFERENCE

06

OUR PROGRAMS

FROM DISCOVERY TO ACCELERATION

DISCOVERY PROGRAMS

INNOVATORS ACADEMY

COURSES & CAMPS

IMPACT INNOVATION CHALLENGE

18

20

22

ACCELERATION PROGRAMS

22

FOUNDATIONS

LABS

BLACK YOUTH ENTREPRENEURSHIP GROWTH STREAM

SOCIAL IMPACT STREAM

BOOST

OUR PARTNERS AND SPONSORS

FINANCIAL HIGHLIGHTS

OUR FUTURE

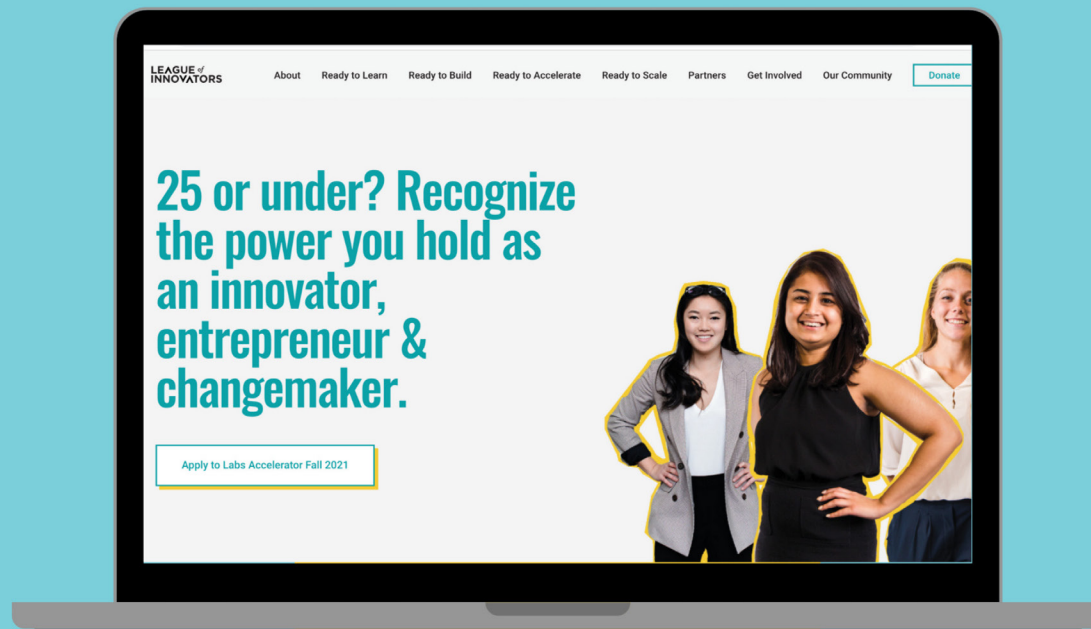
GET INVOLVED

What is League of Innovators?

LOI is a Canadian charity dedicated to supporting youth and youth entrepreneurs across Canada to achieve their visions through business. We are a set of programs that meet the needs of youth from seeding ideas, to learning tools and skills, to supporting youth entrepreneurs to grow and scale their companies, to nurturing a community of young leaders that will drive the future. Our work transcends a simple program or course, we believe innovation and entrepreneurship are a journey, and we are there to support along the way.

To empower, to connect, to nurture ideas, to invest, and to challenge. We believe youth are our future, and an investment in them is a wise investment for our world. We also believe that every youth - regardless of background, education, region, ethnicity, race, gender, ability - has a voice and ideas that are capable of changing the way that products are made, that we consume media, how we purchase clothing, how we deliver food, how we connect with colleagues, how we manage our online lives. The possibilities are endless.

Our Values



Our Impact

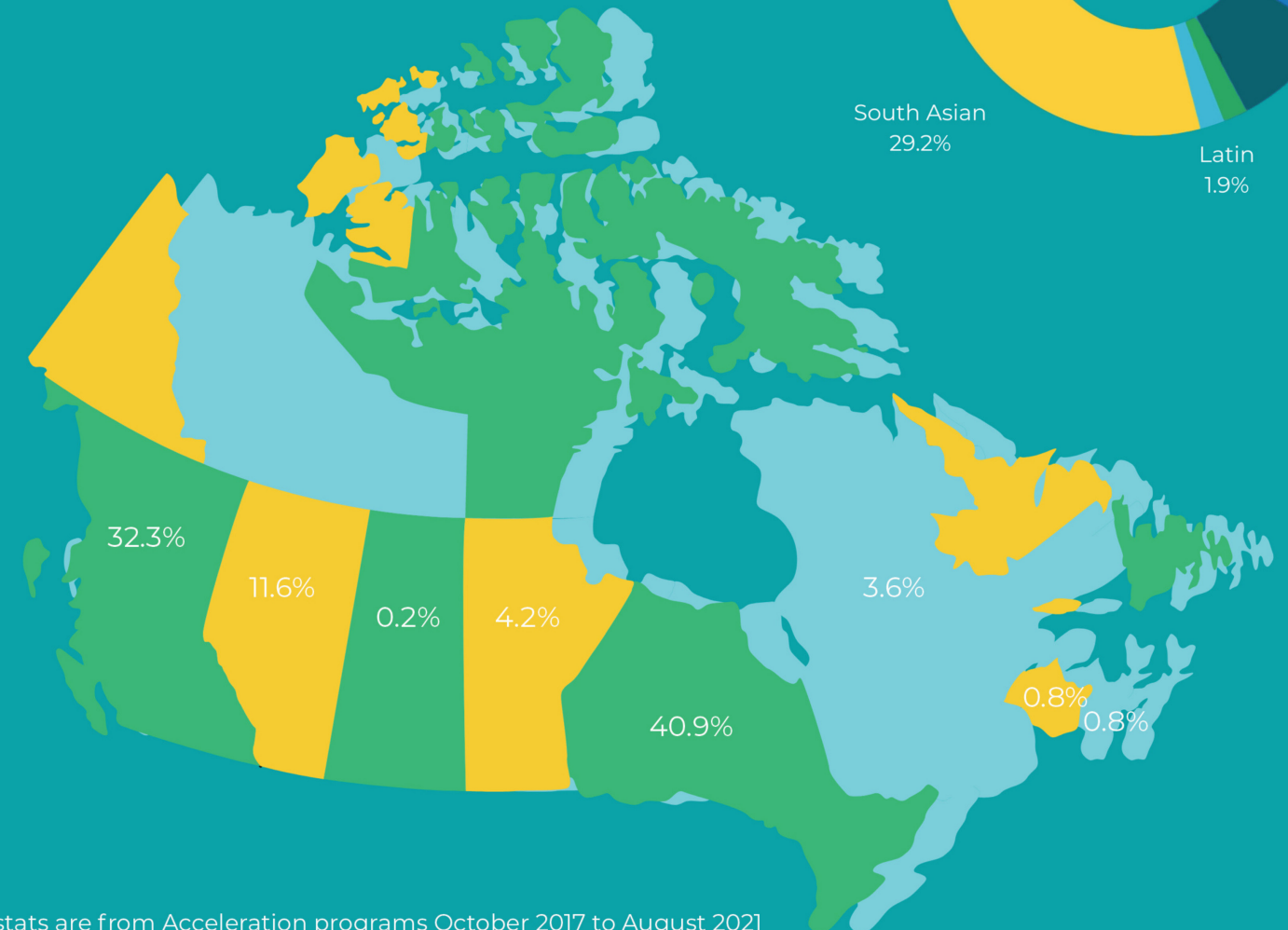
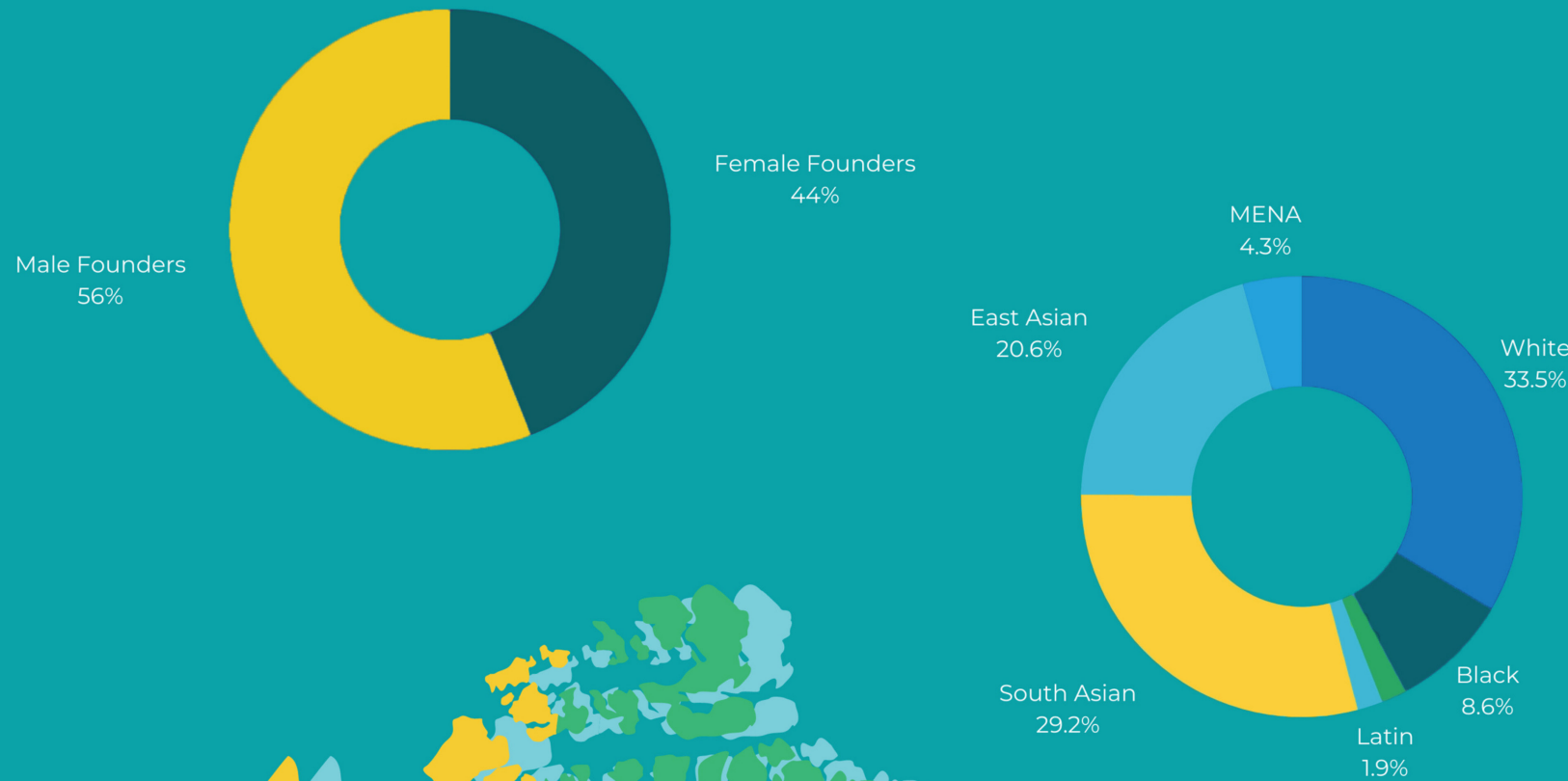
From coast to coast we have engaged youth in their pursuit of their entrepreneurial dreams. Our work continues to develop into new paradigms as the needs of youth change and the challenges they face, and ultimately try to solve for, evolve with our fast moving times. Regardless of what happens - we are there to support, empower and amplify. The impact our work has had, speaks volumes of the massive potential that youth in our country hold. We are so proud of what they have accomplished.

For every \$1 of funding received, LOI has helped create \$328 in enterprise value.



YOUTH ENTREPRENEUR COMMUNITY

9.6% self identify as LGBTQIA2S+
6% self identify as an international student
15.6% self identify as an immigrant

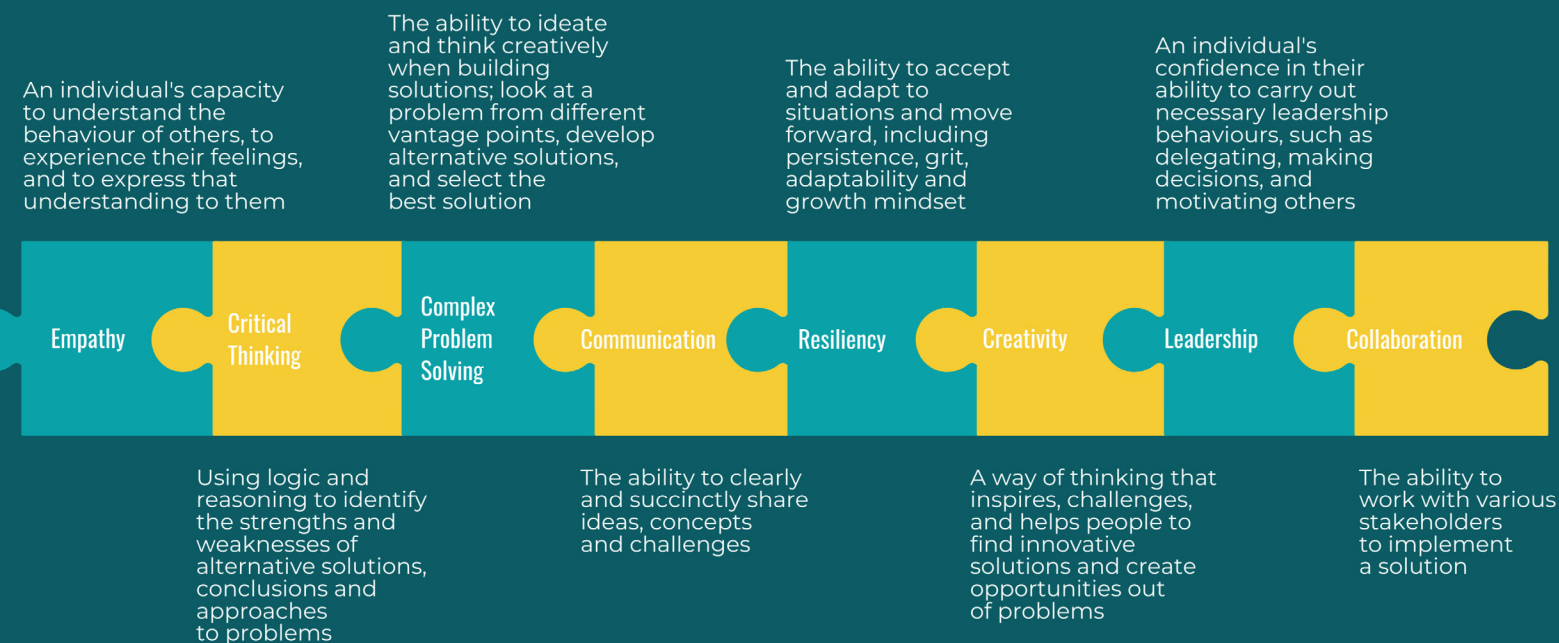


The LOI Difference

FOSTERING AN ENTREPRENEURIAL MINDSET

Change does not just happen by filling seats or counting startups we graduate. We believe there is a much deeper knowledge and set of competencies that enables young people to be empowered and take agency over their own lives and careers. What we believe the difference is - the entrepreneurial mindset.

A mindset that is composed of a series of competencies, all aligned with competencies for the future. This is why in 2021 we had the privilege of working with RBC to develop our entrepreneurial mindset core competencies framework to enable us to evaluate and report on the competency acquisition for youth that participate in our Innovators Academy and early acceleration programs such as Foundations and Labs.



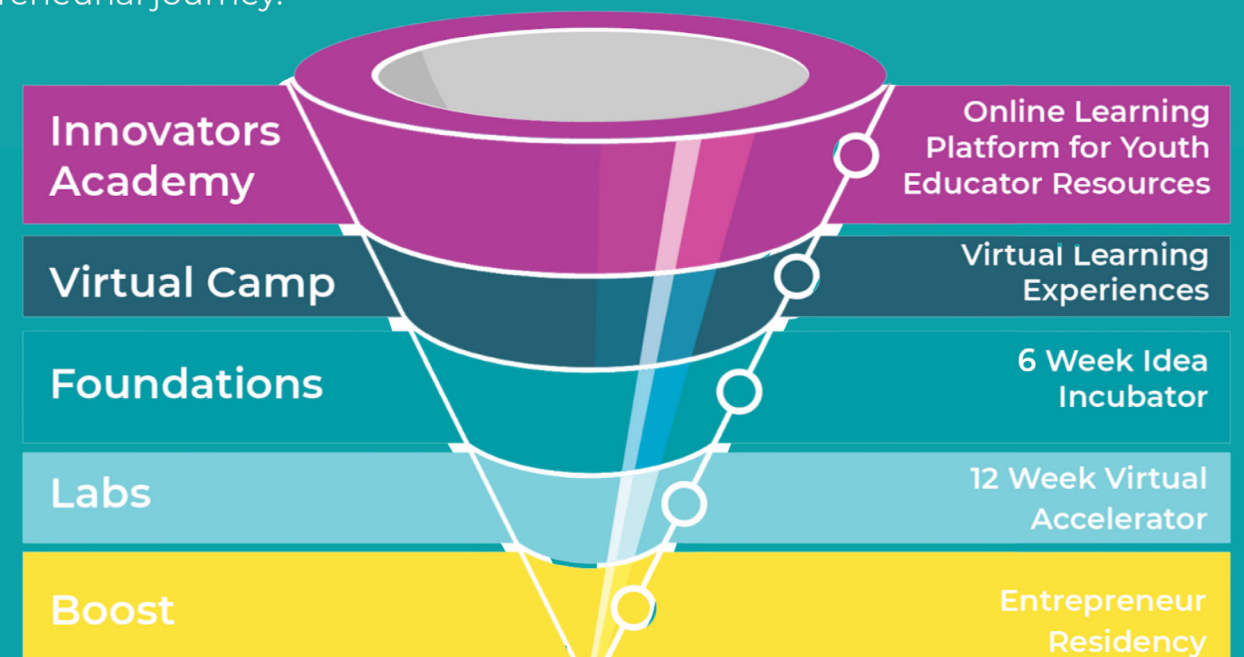
Our Programs

An investment in youth is an investment into our collective future. Youth face staggering challenges ranging from growing unemployment to the uncertainty of climate change. Those challenges are exacerbated for youth who have historically been excluded.

We exist to provide “out of the box” experiences, education, accessible opportunities and support so youth can thrive into the future with a digital skill set and an entrepreneurial mindset.

We focus on:

1. Alternative entrepreneurial curriculum created for youth ages 15-30 to foster the entrepreneurial mindset and purpose.
2. Connection to a national network of peers, entrepreneurs, investors, and mentors.
3. Free, equitable access to programs and supports regardless of gender, race, ethnicity, location, socioeconomics, or educational background.
4. Programming without cliffs to provide an ongoing ecosystem of support on the entrepreneurial journey.



Discovery Programs

Innovators Academy
Entrepreneurship Camp
Impact Innovation Challenge

Innovators Academy

The Innovators Academy was launched in May 2020 to help youth and educators build entrepreneurial acumen. Over the last year, we've partnered with events, youth organizations, classrooms and educator conferences across Canada to bring stories and resources to help youth ages 14-25 explore what it means to be an entrepreneur, how to use it as a force for good, and tangible steps they can take to start taking action.

In January 2021, we launched a 6-week email course called 'Discover the Entrepreneur in You' designed to help aspiring entrepreneurs become more self-aware and gain clarity on their why as an entrepreneur, the problem they want to solve and how to activate their inner entrepreneur. As part of the Academy, LOI also hosted two youth entrepreneurship camps in November 2020 in partnership with DECA Ontario and our annual summer camp in July 2021. We also worked closely with Junior Achievement BC to deliver the Pitch Training for 100+ youth from across the province in the Discover Your Pitch Program.

155 email course sign ups
137 educator sign ups
73 student sign ups
83 community event and work-

3182 youth participants at events
2 youth entrepreneurship camps
300 teachers engaged at 7 conferences

Angela Baraniuk
Dakota Collegiate
Manitoba



"League of Innovators has proved to be a valuable resource for our applied commerce teachers and students in Manitoba. When our new curriculum was released in 2018, we were looking for engaging and relevant resources to support the courses in our entrepreneurship stream."

Summer of Impact Entrepreneurship Camp

The Summer of Impact Camp was a 4-week virtual camp for budding impact entrepreneurs across Canada! The camp consisted of 8 live sessions in total with 26 speakers and facilitators and 12 mentors, all focused on sharing their stories of what it means to use entrepreneurship as a force for good. Participants went through the process of finding their personal why, identifying and understanding problems they want to solve, building and validating solutions and beginning to share their ideas with others around them.

272 registrants from across Canada
78% identify as POC
78% of registrants aged 14-18
87% average satisfaction score

46 participants received a certificate of completion
93% of participants said they now know more about ideation and creativity

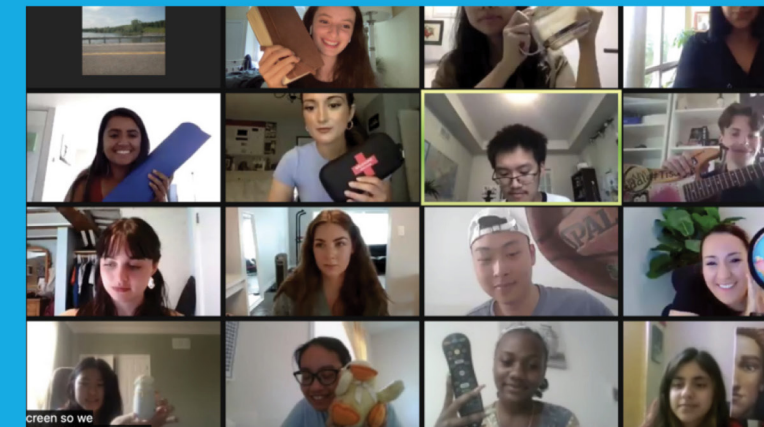
Olga Plagianakos
Executive Director, DECA
Ontario



"The League of Innovators Entrepreneurship Camp throughout November truly brought DECA Ontario students to the next level of entrepreneurship and professional development. Without many entrepreneurship-focused resources within DECA Ontario existing, LOI filled in that gap perfectly while keeping our members engaged and excited to learn at every session."

"Not only do you learn about business, but you learn about self discovery. Whether you have ideas or ventures already, or want to find some inspiration, LOI was such a great space to network, meet new people, and develop unique ideas."

Sunethma Munasinghe
16, ON



"I would recommend this program to anyone who is interested in starting their own business, but doesn't know where to start and needs a supportive community."

Gusimrat Gill,
22, BC

Impact Innovation Challenge

LOI's annual Impact Innovation Challenge is designed to help young changemakers validate their unique ideas, gain access to a national network of resources and mentors, and give them the confidence to work on tangible solutions to personal, economic and social issues. This year, the Impact Innovation Challenge consisted of 3 categories for Aspiring Entrepreneurs, Growth Entrepreneurs and Non-Profit Entrepreneurs. Thanks to SAP, we offered a \$5000 cash prize for each category along with coaching and resources from Hootsuite, Osler, Accelerate Okanagan, Scale Collaborative and Volition.

3 categories
138 submissions
7 finalists per category
\$15,000 awarded

14 submission review committee members
13 finalist judges
5 submissions that moved to acceleration programs

“In addition to being able to iterate faster on our prototype, winning this challenge is such important validation for Cequest and means that we’re now one step closer to making this project a reality and the world a better place.”
Devinder Sarai
Cequest
Ottawa



Devinder, an 18-year-old entrepreneur and leader, heard about LOI's Impact Innovation Challenge through our community partner, TKS. Passionate about climate change, Devinder submitted an idea called Cequest to the Impact Innovation Challenge with the goal of validating and finding support to build a prototype that captures and sequesters CO2 from both the air and ocean. Devinder won first place in the Aspiring Entrepreneur category and was invited to join the LOI Labs Accelerator where he is actively working on validating and building his venture and getting ready to launch his prototype.

ASPIRING ENTREPRENEUR WINNERS

1.
Devinder Sarai
Cequest



2.
MODASTY
3.
ClinicalVR

GROWTH ENTREPRENEUR WINNERS

1.
Chloe Beaudoin
and Jessica Miao
Apricotton



2.
Peko Produce
3.
Flutter Care

NON-PROFIT ENTREPRENEUR WINNERS

1.
Eliana Bravos,
Lina Lam,
Peter Lai
Viability



2.
Threading Change
3.
Warrior Yoga Network

Accelerate Programs

Foundations
Labs

Black Youth Entrepreneurship Growth Program
Social Impact Stream

Boost

Our acceleration programs support entrepreneurial youth on their journey to build great businesses of tomorrow - today. Through our programs and community, we welcome every youth founder in Canada who either gets introduced to us, reaches out to us, or applies for one of our programs and strive to provide them curated and impactful support. We have taken the time and effort to build out our three core programs to ensure we meet the needs of youth entrepreneurs across Canada. Therefore, we are constantly working to continue to better understand the needs and challenges faced by youth entrepreneurs today so that we can better grow and adapt our programming to help founders overcome these challenges and be successful in their ventures. Our programs focus on: 1. Idea Incubation (Foundations) 2. Growth (Labs) and 3. Scale (Boost).

In 2021, this work culminated in initiatives such as our Black Youth Entrepreneurship Growth Program stream in Labs, our Social Impact stream in Labs, the launch of our Boost program, and the launch of LOI Venture. We look forward to continuing this momentum in 2022 and beyond as we further contribute to the development of a thriving entrepreneurial ecosystem in Canada, one that is accessible to all of Canada's youth innovators and changemakers.

213 founders - Labs Accelerator
148 founders - Foundations Incubator

22 founders - Boost Residency
237 startups supported



Foundations Idea Incubator

Foundations Idea Incubator is an immersive 6-week idea incubation program delivered online for any young person wanting to test their impact idea, startup or nonprofit. The program includes online course work, live webinars, accountability groups, and group coaching calls.

- Complimentary online course and resource bank
- A community of young entrepreneurs
- Coaching and support
- Storytelling and mentorship from entrepreneurs a few steps ahead

“As a Foundations Batch 5 founder, I was able to learn tools, develop new skills, practice delivering a pitch at the Founders Showcase event and most importantly, I was able to receive 1-on-1 mentorship during the regular Office Hours. The mentorship sessions were helpful, provided me with unique insights into my venture, and further helped clarify some ideas, visions, or communication pieces that were instrumental to the growth and development of my social enterprise, Createpreneur. I am thankful to the team at League of Innovators for their support, constant feedback, and for their wisdom regarding the world of social entrepreneurship.”



Anjali Ramburn
Createpreneur
Ottawa

Anjali Ramburn is an impact-driven citymaker, community builder, and entrepreneur passionate about creating equity in society for all. Her mission is to shape a future where everybody has the opportunity to thrive and be happy. Hence in 2019, Anjali founded Createpreneur, a for-profit social enterprise focused on empowering neurodiverse youth to unlock their fullest creative potential, and through community engagement, to drive transformational social change in Ottawa. She is a proud advocate for neurodiversity as a competitive advantage in the Canadian workplace environment and, as a Synapcity board member, she works tirelessly to build bridges and accelerate quality civic engagement and civic participation opportunities for youth in Ottawa's local democracy.

Labs Accelerator

Labs accelerator is a 12-week accelerator focused on supporting youth entrepreneurs ready to launch and grow their startups. The program includes online learning, live workshops with subject matter experts over the 12 themes of business, AMAs with leading entrepreneurs and investors, accountability groups, mentors and one on one coaching.

- Weekly group coaching meeting
- Workshops delivered by industry experts
- Ask Me Anything Sessions with leading entrepreneurs and industry experts
- Office hours with mentors, LOI's Experts in Residence and the LOI team
- A finale pitch event in front of investors, partners, and entrepreneurs

Ajamu Attard
Student Support
Ottawa



"I've loved having access to all of the resources, network connections, and learning sessions in the LOI Labs program. We have valued the opportunities for leadership development, strategic growth, and understanding important aspects of pitching and fundraising as we build up the foundations of our business. One of the biggest gifts has been the community—our incredibly supportive cohort of founders who both encourage and inspire us to reach farther than we could alone."

Our company started with my journey as a sixteen year-old homeless youth, living in the streets of Peterborough. Those days involved waking up to how my life wasn't working and doing my best to try and change it. But, being on my own and without any support, it didn't feel possible. However, people saw me putting in the work and went out of their way to support me. A family took me in, teachers bought me shoes, and respected individuals began to mentor me. Somewhere along the way, a friend pointed out that scholarships were basically "free money" and that I could use that money to attend university and change the future that was ahead of me. It was because of that early support that I became the first in my family to graduate university and a Top 20 Under 20 award recipient. Making a difference in the lives of students matters to me. Those early experiences with clients encouraged me to become a mentor to youth and to do what I can in my life to be of support to others. This is the premise around which Student Support was formed. Our mission is to make the term "struggling student" a concept only studied in history books. "

Black Youth Entrepreneurship Growth Program

The Black Youth Entrepreneurship Growth Program is designed to provide Black youth entrepreneurs a curated stream of resources and tools built specifically for Black youth entrepreneurs in partnership with Black Entrepreneurs and Businesses of Canada Society (BEBC) in addition to the entire suite of Labs Accelerator Program benefits.

"Black Entrepreneurs society of Canada underwent an extensive research and evaluation process of different youth programs to find a suitable partner for our inaugural Black Youth Entrepreneurs program launch. After that process, we discovered that the League of Innovators (LOI) best fit the program's vision we hope to build and the flexibility to allow for us to add some of our Black cohort-specific programmings."

Our first year working together as BEBC and LOI has been exciting, eye-opening and fulfilling for us at BEBC and our Black cohorts. We can't wait to welcome our 2nd year Black Youth Entrepreneur cohorts to the BEBC and LOI collaboration."

Social Impact Stream

The Social Impact and Innovation Program was added in response to the growing number of founders in our Labs program who have social impact at the core of their ventures. In partnership with leading Canadian organizations and individuals in the social impact space, 6 additional workshops were added to the Labs programs. Topics covered included human-centered design, systems thinking and leadership, impact measurement, blended funding models, impact investing, and the future of social innovation.



"The League of Innovators has been an energizing experience. The intrinsic power of my identity, my creativity, and my initiative was recognized and nurtured. I am grateful to be a part of a community that encourages me to challenge old systems, think differently, and build a values-driven business. Through the social impact stream, I learned new strategies to transform social purpose into measurable impact which I will be able to apply to any organization I lead - now and in the future"

Dolma Tsundu
Vancouver
Flutter Care



Peter Mwariga
Director of Youth
Programming BEBC

Jordan Smith
Renterii
Manitoba



“The training and support we received from LOI and BEBC were crucial in helping us hyperfocus on building the scalable infrastructure needed for our business. While belonging to the growing BIPOC community of entrepreneurs allowed the opportunity to connect and relate not only on an entrepreneurial level, but on a social level. Having both organizations created a space for comfortable discussion - around the many challenges that many of us face being BIPOC, outside of the entrepreneurial world.”

“For me, Labs proved that it’s not only possible to embed a social mission into your business but helps to build a foundation for a resilient company. My favourite part was learning directly from inspiring leaders in the social impact stream who walked the walk, and proved that it’s possible to run a successful business and genuinely care about the impact you’re leaving behind!

It was also really special to share knowledge and resources in a community of founders going through similar challenges. I can’t wait to follow the young leaders I met and see their achievements, and I’m excited for the next generation of business owners. Some haven’t even started their entrepreneurial journey yet, and LOI will be there to help unlock the untapped potential for Canadian youth-led businesses to do amazing things.”



Julia Amand
Retina Logic
Alberta

Boost Residency

Boost Residency is a 12-month support accelerator for high growth youth-led startups across Canada by founders under the age of 30. The program provides support to these leading entrepreneurs with Scaling, Operations, HR, and Investment Readiness and providing a peer-led space to learn and grow together. In 2021, we ran our first cohort of Boost with 14 incredible youth-led start-ups.

The Four Pillars of Boost

FUNDRAISING

STRATEGY

LEADERSHIP

COMMUNITY

Vanessa de Waal
Flöka
Ottawa



“LOI is an amazing ecosystem of founders helping founders. Their whole-journey content, along with access to great founders, has shaped our approach to building team, community, and product. LOI is the built-in tool-kit and community all founders need.”

“LOI has been an incredible resource of support for us while growing and scaling, and continues to be. We are thankful to have this community ad mentors to lean on.”



Bunny and Taran Ghatrora
Blume
Vancouver

Our Ecosystem

A massive thank you to all our partners, funders, volunteer contributors, speakers, facilitators, mentors, and youth who are our LOI family. We are **innovators**, we are **changemakers**, we are **entrepreneurs**. We are building the future - together.

Team

Melissa Allen, Lachlan Burr, Joanna Buczkowska-McCumber, Carly Chartier, Rob Ironside, Annika Lui, Manisha Narula, Alana MacKenzie, Erin O'Hallaran, Shikhank Sharma

Alumni Advisory Council

Eliana Bravos, Samantha Gardner, Youssef Gendy, Livia Han, Alykhan Kara, Ryan Kelly, Rhys Lawson, Annie Lo, Varun Sharma

Board of Directors

Chad Bayne, Cheesan Chew, Swish Goswami, Ryan Holmes, Manny Padda

Our National Partners



Our Program Partners

Acceleprise
Amazon AWS
BDC
CEO Masterclass
Club Kwench
College Pro
DivDot
eSSENTIAL Accessibility

FLIK
Futurepreneur
GetGranted
Google for Startups
Hubspot
Lawyers in House
Leanstack
Microsoft

Monday Creative
NoW of Work
OKR Financial
Ownr
Queen's University
Rhino Ventures
Rhum HR
Social T.

Spark to Substance
Speakerbox
Vanedge Capital
Vigilantes
Volition Advisors
Webnames.ca
WeWork Labs
Zapier

Our Incoming Partners



The wide spread and deep work that League of Innovators runs year over year would not be possible without the incredible community of supports across Canada. From countless hours of mentorship and facilitation, to resource support for both our entrepreneurs and League of Innovators as an organization. We couldn't do our work without the support of our LOI Family from coast to coast.

We want to provide a special thank you to our leading corporate partners - SAP Canada, RBC, Osler, Hoostuite, eBay Foundation and Telus Foundation, for always believing not only in us and our ability as an organization to affect change, but the community of youth and youth entrepreneurs who are tackling the challenges we all face head on with endless passion, resilience, and optimism for a future they can create on their terms. This included the direct funding from SAP Canada to not only support our Innovators Academy program and online platform but also funding of our national Innovation Challenge and specific resources for our winners, and our direct funding from eBay Foundation to fund our work with BEBC to deliver a Black Youth Entrepreneurship Growth Program stream. We are so excited for the future we can all create together, and change the narrative for so many individuals and communities.

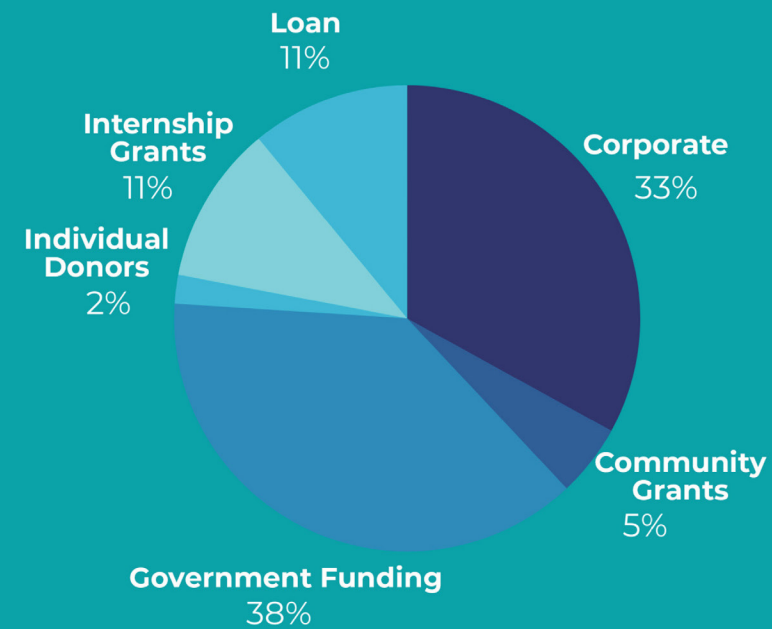
Financial Highlights

2021 was a year of growth for League of Innovators despite the second year of the pandemic. We were privileged to continue to receive support from Western Diversification Fund, and our incredible corporate partners SAP, RBC and Osler that enabled us not only to continue our programming but increase our capacity to support youth entrepreneurs from across Canada. As in the previous year, the majority of our expenses lie in human capacity to do this work, technology support to deliver it, and marketing efforts to share this great work and engage with the community and youth across the country.

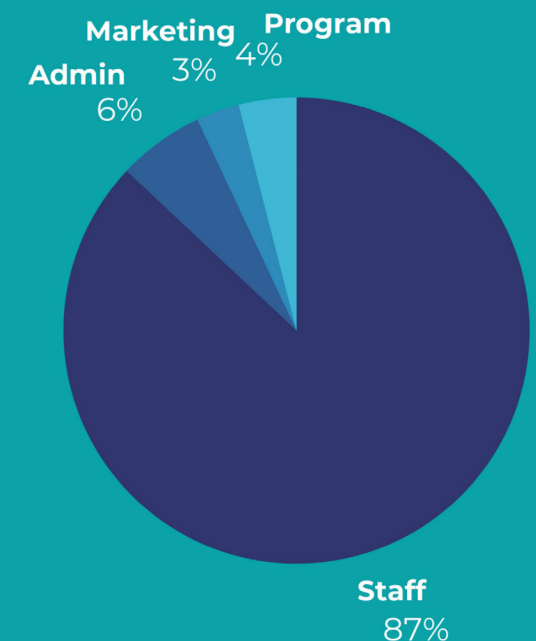
League of Innovators Audited Financial Statements prepared by Pewarchuck CPA Inc.
Fiscal Calendar runs September 2020 to August 2021.

	Total
Revenue	\$556,274
Expenditures	\$507,131
Surplus (Deficit)	\$49,143

Revenue Sources



Expenses



Our Future

We always say - the future is bright for youth entrepreneurship. And we mean every word. As we look into 2022 and beyond, our diverse youth community is growing quickly as is the support for them. As our world rattles forward at exponential speed with new opportunities in Web3 and the Creator Economy, a multitude of local and global challenges raise further barriers and obstacles on the path to success for any entrepreneur, let alone young ones.

We believe that serving as an ecosystem of safety, support, and community in an ever noisy world is our opportunity for creating long lasting impact for youth across our diverse and large country. With the expansion of our specialized acceleration programs to nurture youth across various diversity groups, we believe strongly in putting a spotlight on underrepresented youth and youth founders, and their unique contributions to our world. This includes our commitment to diversity, expansion of the Black Youth Entrepreneurship Growth Program in partnership with BEBC, and our soon to be launched Indigenous Hub for youth learners.

As LOI's capacity expands, so does the community it represents. The addition of our LOI Venture fund will extend our ability to support personal startup growth beyond programs, mentorship, and coaching. It is a pivotal move in our ability to truly bolster youth founders' personal and startup growth.

Get Involved

League of Innovators is first and foremost a community of individuals who believe that youth are our future, that youth need to be taken seriously, that youth voices need to be heard and amplified, that youth are not only capable of creating businesses - they *are* creating businesses. We are here to support their journey of discovery, growth, and scale. If you are just as passionate about creating change through entrepreneurship, innovation, and business (and of course young people!) we want to talk to you.

Join us in creating a better world through business - together.

Learn more about League of Innovators at
www.theleagueofinnovators.com

Contact us at **info@theleagueofinnovators.com**

LEAGUE *of* INNOVATORS