

Liberian Association of Hamilton & Niagara Region

FISCAL YEAR 2025

# ANNUAL REPORT

*Prepared by*

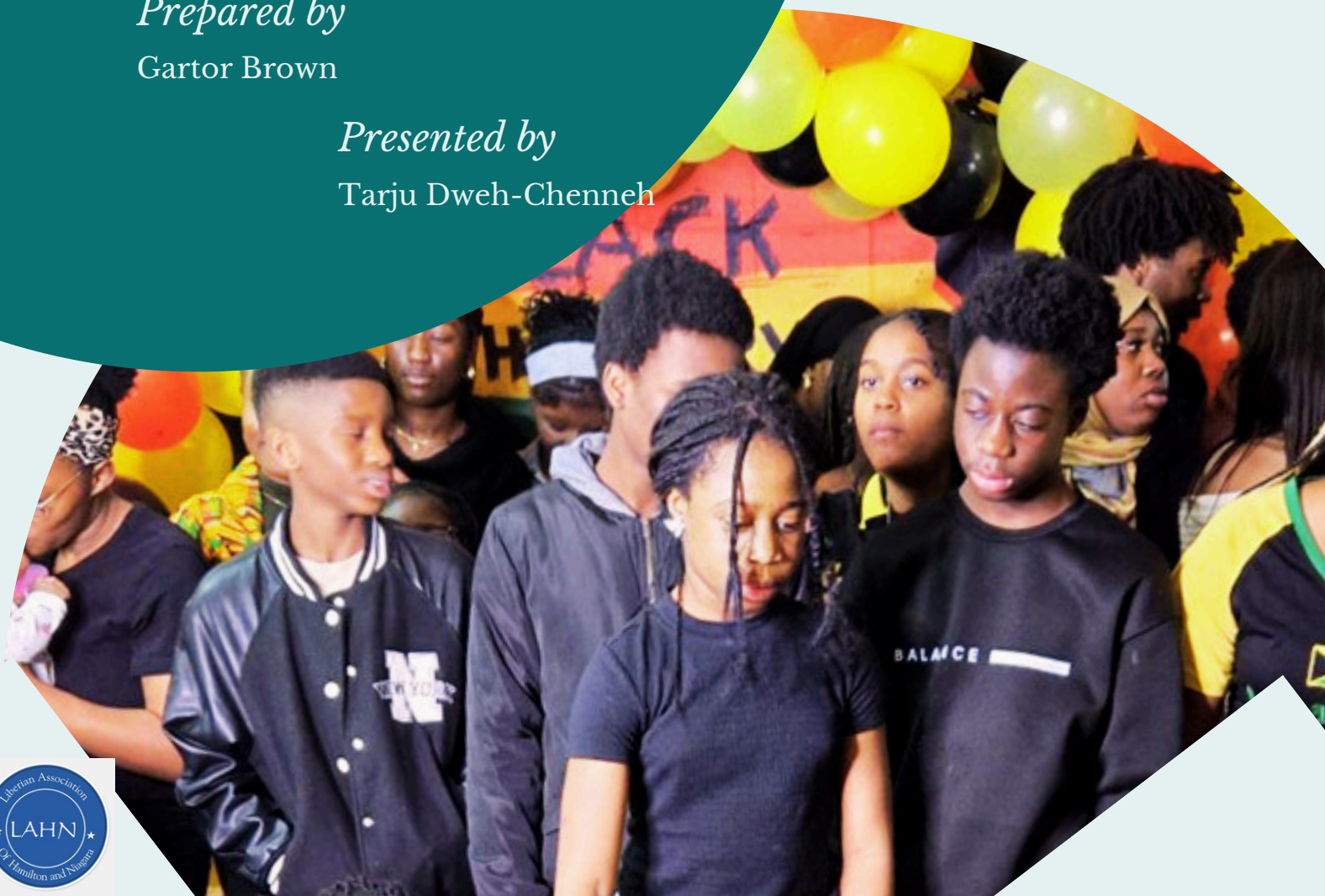
Gartor Brown

*Presented by*

Tarju Dweh-Chenneh

Together  
for Change

This year, your support  
made all the difference.



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## A WORD FROM THE PRESIDENT

### Overview

As we reflect on 2025, I am proud to say that this year has been one of growth, resilience, and meaningful impact for the Liberian Association of Hamilton-Niagara (LAHN). Together, we have strengthened our role as a unifying force for Liberians in this region and beyond, building bridges of solidarity and creating opportunities for every member of our community to thrive.

From cultural celebrations and community outreach to youth empowerment and governance milestones, our achievements speak to the power of collaboration. Initiatives such as the Garden Project, participation in Africa Day and Women's Standup Day, support for bereaved and graduating members, and the formation of the Men's Group reflect our commitment to inclusivity, cultural preservation, and community development.

One of the most significant milestones this year was the election of our first Board of Directors, ushering in a new era of structured leadership and accountability. This step positions LAHN for sustainable progress and ensures that our governance reflects the values of transparency and service.

As we look ahead to 2026, our focus will remain on expanding partnerships, fostering youth leadership, and creating programs that uplift every member of our community. We will continue to encourage every Liberian within our jurisdiction to "come home" and be part of this growing network.

Thank you to all our members, partners, and volunteers for your unwavering support and dedication. Together, we will continue to build a stronger, more connected Liberian community in Hamilton-Niagara, one that thrives on unity, shared purpose, and collective progress.

TARJU E. S. DWEH-CHENEH  
PRESIDENT

## PROGRAMS, PROJECTS, AND ACTIVITIES OVERVIEW



The year 2025 has been a transformative period for our organization, marked by groundbreaking programs, high-impact projects, and dynamic community-driven activities. This section highlights the initiatives that not only advanced our mission but also strengthened engagement and collaboration across all levels of our network.

Throughout the year, we embraced innovation and inclusivity, launching initiatives that addressed emerging needs while reinforcing our core values. From pioneering new service models to expanding outreach efforts, every program was designed with sustainability and measurable impact in mind.

2025 was truly a year of firsts; introducing bold strategies, forging new partnerships, and scaling solutions that empower communities. Our projects reflect a commitment to excellence and adaptability, ensuring that we remain responsive to changing landscapes. These efforts have fostered leadership development, enhanced capacity building, and deepened our service footprint.

The activities showcased in this report underscore our unwavering dedication to community development and collaborative growth. They represent not just milestones, but meaningful progress toward creating lasting change. Together, these initiatives demonstrate how innovation, resilience, and shared purpose can drive transformative outcomes.

## Youth Activities - Leadership in Black History Month

Our youth spearheaded the inaugural Black History Month celebration, creating a dynamic platform to recognize and celebrate African heritage and contributions. This groundbreaking program brought together youth from Hamilton, London, and Toronto, showcasing their ability to organize independently and deliver an impactful event.

The celebration featured vibrant cultural and African dances, insightful history presentations, and interactive activities that highlighted the richness of African traditions. Their efforts not only fostered unity among communities but also empowered young leaders to take ownership of cultural preservation and education.

A notable highlight was the attendance of the Chairman of the Hamilton Black History Committee and Local Foundation (HBHCLF), whose presence underscored the significance of this initiative. The event set a strong precedent for future youth-led programs and demonstrated the power of collaboration and creativity in advancing cultural awareness.



## Youth Organized Community Christmas Celebration

This year, our vibrant youth once again took the lead in organizing the community Christmas party, a cherished moment that brought together families, children, and seniors in a spirit of joy and togetherness.

The celebration honored our youngest members (ages 0–14) and seniors (60+), each receiving thoughtful gifts as a token of appreciation. Laughter and excitement filled the air as children and youth engaged in festive games, creating an atmosphere of warmth and holiday cheer.

Adding to the festivities, the youth also organized a community raffle, which successfully raised \$150 to support future initiatives—a testament to their creativity and commitment to giving back.

A highlight of the evening was the formal installation of the LAHN Board of Directors, marking a new chapter of leadership and service. The community also expressed deep gratitude to Mr. Kerkula Dunbar for his exceptional voluntary contributions over the past five years as Board Representative to the Liberian Associations of Canada (LAC). His dedication and commitment have been invaluable to our collective progress.

Together, these moments reflected the strength of our community spirit and our shared commitment to celebrating and supporting one another.





## Women Group Activities

In 2025, LAHN proudly organized a Women's Standup Day, an empowering event dedicated to celebrating women's resilience, leadership, and contributions within our communities. This initiative provided a platform for dialogue, networking, and advocacy on issues affecting women, while highlighting achievements and inspiring future leaders.

### Measurable Outcomes:

- Attendance: Approximately 30 participants, including community leaders, professionals, and advocates.
- Speaker: Featured 1 keynote speaker addressing topics such as leadership, entrepreneurship, and cultural identity.
- Special Guests: Welcomed representatives from FLAC, LAC Women and the Liberian community in London, expanding the event's reach and fostering inter-organizational solidarity.

### LAHN's Contributions:

- Members highlighted Liberian women role models in cultural preservation and community development, highlighting success stories and challenges.
- Sponsored refreshments and cultural displays, ensuring Liberian representation was visible and impactful.
- Made a charitable donation to Mission Services of Hamilton, supporting their work in providing essential services to women and families in need.

This event underscored LAHN's commitment to gender equity and community engagement, while amplifying the voices of Liberian women within the broader African and Canadian context.

The women also organized their first in-person meeting on December 27<sup>th</sup>, at which they exchanged gifts, discuss ways in uniting the group and working together.





## Women Group First In- person Meeting

The LAHN Women's Group held its first in-person meeting to foster unity, strengthen communication, and encourage active participation among members. This milestone event provided a platform for dialogue, leadership engagement, and planning future initiatives. The purpose of the session was emphasizing collaboration, empowerment, and improved engagement within the Hamilton-Niagara Region and partner organizations.

Key discussions included:

- Leadership Engagement: LAC Women Leadership addressed the group, sharing their vision for partnership and support.
- Open Dialogue: Members voiced concerns, suggestions, and ideas for strengthening unity and participation.
- Upcoming initiatives and opportunities were shared.
- Members agreed on establishing regular meetings, creating communication channels, and forming committees to lead specific projects.

The meeting concluded with reinforcing the spirit of solidarity and shared purpose.

Key Outcomes

- Commitment to consistent engagement and communication.
- Launch of mentorship and leadership development initiatives.
- Scheduling of the next meeting and circulation of minutes.

Impact

This meeting laid a strong foundation for collaboration and empowerment among LAHN women, setting the stage for impactful programs and leadership development in the coming year.



## Men Group Activities

The LAHN Men's Group, formed in 2024, made significant strides in 2025 by organizing its first-ever Men's Barbecue in June, celebrating and recognizing Liberian fathers. This landmark event brought together approximately 30 families, creating a space for fellowship, cultural connection, and appreciation of fatherhood within the Liberian community.

The barbecue featured traditional Liberian dishes, games, and networking opportunities, fostering stronger bonds among men and their families. Beyond the celebration, the event served as a platform to discuss future initiatives aimed at supporting men's health, mentorship, and leadership development.

### Key Milestone:

Later in the year, on November 22, the Men's Group held its first in-person meeting, where leaders were elected to guide future activities:

- Chairperson: Jallah Arku
- Co-Chair: Augustine Johnson
- Financial Secretary: Stephen
- General Secretary: Gartor Brown
- Public Relations Officer (PRO): Ernest Jackson

This successful year marked the beginning of a new tradition for LAHN, reinforcing our commitment to inclusivity and community engagement across all demographics.



## Leadership Development: Building Capacity for a Stronger Community

In 2025, LAHN prioritized leadership development as a cornerstone for community growth and sustainability. To this end, we hosted a Leadership Training Workshop facilitated by Dr. Calvin A. Birch, Sr., focusing on equipping emerging and existing leaders with the skills and mindset necessary to guide our community effectively.

The session explored the essence of leadership as influence, accountability, and adaptability, emphasizing that leadership is not innate but can be learned and strengthened through practice. Participants engaged in interactive discussions on:

- Core Leadership Principles: Integrity, self-awareness, courage, respect, and resilience.
- Leading Change: Understanding that leadership is about shaping mindsets, not just managing structures.
- Conflict Management: Identifying triggers, stages of escalation, and strategies for resolution to foster unity.
- Appreciative Inquiry: A positive approach to organizational change, focusing on gratitude, collaboration, and building on strengths.

Through reflective exercises, attendees examined real-life scenarios, shared experiences, and developed strategies to lead effectively in times of change. This initiative reinforced LAHN's commitment to empowering leaders who will drive community development and inspire collective progress.



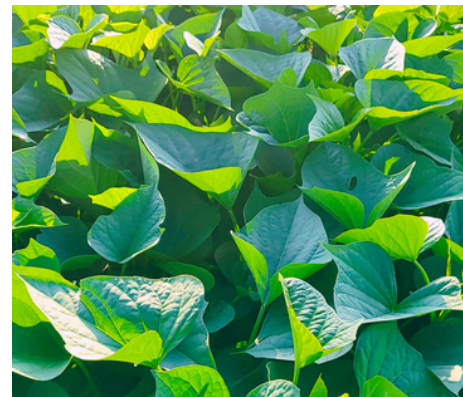
## LAHN Garden Project

In 2025, LAHN launched the Garden Project as part of its commitment to food security, sustainability, and community empowerment. The initiative created a shared space where members could grow fresh produce, learn sustainable gardening practices, and strengthen community bonds through hands-on collaboration.

### Measurable Outcomes:

- **Garden Size:** Approximately 1,200 square feet of cultivated land.
- **Participants:** Over 25 community members, including youth and elders, actively engaged in planting and maintenance.
- **Crops Grown:** A variety of vegetables and herbs, including collard greens, peppers, okra, tomatoes, and basil, reflecting both cultural preferences and nutritional needs.
- **Harvest Impact:** The first season yielded enough produce to support 10 families and contribute to community events.
- **Community Reach:** We served Liberians from Kitchener, Toronto, Halifax, Quebec, London, Windsor, Brantford, and our own Niagara & Hamilton, making this a truly inclusive initiative.

Beyond its practical benefits, the Garden Project served as a symbol of resilience and self-reliance, reinforcing LAHN's vision of supporting Liberians in Ontario through innovative and inclusive programs. Looking ahead, the project will expand to include educational workshops, partnerships with local organizations, and seasonal harvest celebrations.

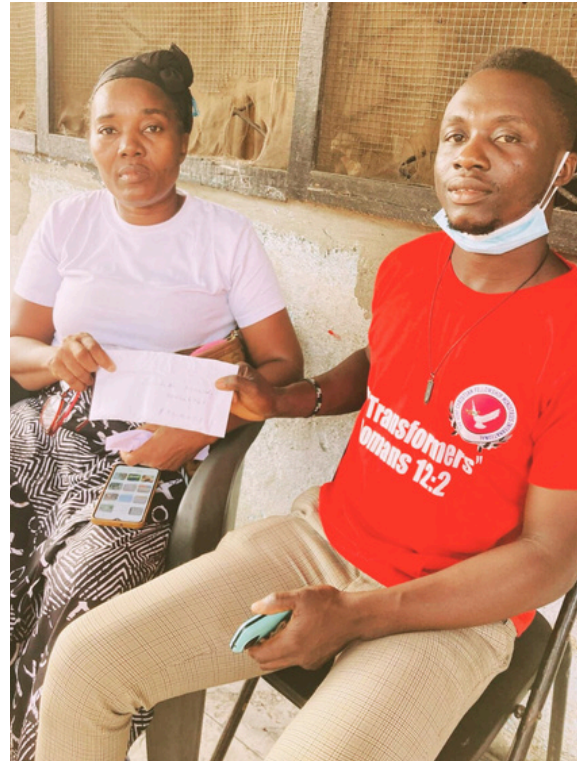


## Welfare of our Members

In 2025, LAHN continued to prioritize the well-being of its members by extending support during significant life events and challenging circumstances. Our outreach efforts included:

- Bereavement Support: LAHN reached out to members who experienced the loss of loved ones, offering condolences, emotional support, and community solidarity during difficult times.
- Celebrating Achievements: We recognized and celebrated members who graduated from academic programs, highlighting their accomplishments and reinforcing the value of education within our community.
- Assisting in Unfortunate Situations: LAHN provided assistance to members facing hardships, ensuring they felt supported and connected to resources that could help them navigate challenging periods.

These actions reflect our commitment to building a compassionate and inclusive community where members feel valued and supported through every stage of life.





## Election and Installation of the LAHN Board of Directors

A significant milestone for LAHN in 2025 was the successful election and installation of our new Board of Directors. This process reaffirmed our commitment to transparent governance and community-driven leadership.

The election was conducted in accordance with LAHN's constitution, ensuring fairness and inclusivity. Members actively participated in nominating and voting for candidates who embody integrity, vision, and a passion for community development.

Following the election, the newly elected Board was formally installed during the community Christmas celebration, marking the beginning of a new chapter of leadership. The Board pledged to uphold LAHN's mission, strengthen community engagement, and advance programs that foster unity and growth.

### 2025–2026 LAHN Board of Directors

- Ms. Patience Tulay – Chair
- Rev. Jeremiah Cisco – Co-Chair
- Shawn Henry – Treasurer
- Ernestine Jones – Secretary

We also took the opportunity to honor Mr. Kerkula Dunbar for his outstanding voluntary service as LAHN's representative to the Liberian Associations of Canada (LAC) for the past five years. His dedication has been instrumental in building bridges and amplifying our community's voice at the national level.

This transition reflects LAHN's ongoing commitment to cultivating strong leadership and ensuring that our organization remains responsive to the needs and aspirations of our members.



## Africa Day Celebration - Collaborating with Hamilton Black Heath Community Leaders Forum (HBHCLF)

In 2025, LAHN proudly participated for the first time in the Africa Day Celebration hosted by HBHCLF. This event served as a vibrant platform to showcase African heritage and unity among diverse communities. Representing LAHN, youth leader Frances Kiadii delivered an engaging presentation depicting Liberia's rich culture and history, highlighting traditional values and contributions to the African diaspora. In addition, LAHN prepared authentic Liberian dishes, generously sponsored by HBHCLF, which offered attendees a taste of Liberia's culinary traditions and strengthened cultural exchange.

### Measurable Outcomes:

- Attendance: The event attracted approximately 300 participants from diverse African communities.
- Liberian Dishes Served: Over 150 servings of traditional Liberian meals, including jollof rice, cassava leaf, and fried plantains.
- Youth Engagement: Frances Kiadii represented LAHN as a speaker, marking a milestone in youth leadership and cultural advocacy.
- Partnerships: Strengthened collaboration with HBHCLF and established new connections with African cultural organizations in Hamilton.

Our participation in Africa Day not only amplified LAHN's visibility within the broader African community but also demonstrated our commitment to youth empowerment, cultural preservation, and collaborative partnerships.



## Honoring Our Commitment to the All Liberian Organizations in Ontario MOU

In alignment with the Memorandum of Understanding signed with all Liberian organizations in Ontario, we proudly supported two key cultural events in 2025: the Valentine's Day Celebration and the Liberian Independence Day Celebration.

The Valentine's Day event, organized by ALIKE in Kitchener, showcased the resilience and unity of our community. Despite heavy snowfall, Liberians in Kitchener braved the weather to host a successful celebration attended by all partner organizations, except LAHN, who unfortunately could not attend due to an accident but still provided financial support.

The Liberian Independence Day celebration, commonly referred to as "July 26," was hosted by the Liberian Association of Toronto & Surroundings (LATS). All signatories to the agreement were present and fulfilled their commitments, making the event a vibrant display of cultural pride and collaboration.

These initiatives reflect our ongoing commitment to fostering community engagement, cultural preservation, and partnership with Liberian organizations in Ontario. Through these efforts, we strengthened relationships, promoted inclusivity within our shared communities, and contributed to fundraising efforts that support broader Liberian community activities.



**L- R : Presidents Alice Sackor , Esther Varfee, Siakor Cherif, Alhaji Kromah and Wongie Mhango at Valentine's Da Celebration in Kitchener**

Below: July 26 Celebration in Toronto



## LAHN at the LAC Convention

In 2025, LAHN marked a significant milestone by attending the Liberian Association of Canada (LAC) Convention held in London, Ontario. For the first time in several years, we had an impressive turnout of approximately 15 members participating in this important gathering.

This year's convention was particularly historic as it coincided with LAC's election year. Precious Podier emerged as the winner, becoming the first female president of LAC; a groundbreaking achievement that reflects progress and inclusivity within the Liberian community in Canada.

In addition to active participation, LAHN presented its 2024 Annual Report to the assembly alongside other community presidents. This presentation highlighted our achievements, financial stewardship, and ongoing initiatives, reinforcing transparency and accountability within the network.

Our involvement in the convention strengthened relationships, fostered collaboration, and positioned LAHN as a key contributor to shaping the future of Liberian organizations in Ontario.



## LAHN Participation in LAC Women's Convention

In 2025, LAHN proudly participated in the Liberian Associations of Canada (LAC) Women's Convention, an empowering event dedicated to fostering leadership, collaboration, and advocacy among Liberian women across Canada.

LAHN was well represented, with approximately 10 women from our community attending the convention. The gathering provided a platform for meaningful dialogue on issues affecting women, strategies for community development, and opportunities to strengthen networks among Liberian associations nationwide.

A major highlight of the convention was the decision to host the next Women's Convention in Hamilton, a testament to LAHN's growing influence and commitment to advancing women's leadership and engagement. This upcoming event will allow our community to showcase its hospitality and leadership while creating an inclusive space for women to connect, learn, and lead.

LAHN remains dedicated to supporting initiatives that empower women and strengthen our community's voice across Canada.



## LAC 2025 National Convention and General Elections

A team of four, led by the president, represented LAHN at the LAC 2025 National Convention in London, Ontario, where history was made when the organization elected its first female president, along with other officers. This milestone reaffirms LAC's commitment to promoting diversity and inclusive leadership. The official inauguration, held on October 25, 2025, in Quebec, signaled the beginning of a transformative era for the organization and the broader Liberian community. In her inaugural address, the newly elected president said, 'This is not just my victory; it is a victory for every Liberian woman who dreams of leading and making a difference.'

LAHN pledged her unwavering support to LAC and this leadership through strategic partnerships and community engagement programs.



## LAHN Attends FLAC Inauguration

In 2025, LAHN proudly joined other Liberian communities across Canada to witness the inauguration of the Federation of Liberian Associations in Canada (FLAC). This historic event marked a significant step toward strengthening unity and collaboration among Liberian associations nationwide.

LAHN's presence at the inauguration demonstrated our commitment to fostering partnerships and contributing to a collective vision for community development. The event provided an opportunity to engage with leaders from across Canada, share ideas, and reaffirm our role in shaping a stronger, more connected Liberian diaspora.

As we look ahead, LAHN remains dedicated to supporting FLAC's mission and working collaboratively to advance initiatives that benefit Liberians in Canada and beyond.



## Strengthening Community Ties: LAHN at LICAL and LCQ Inaugurations

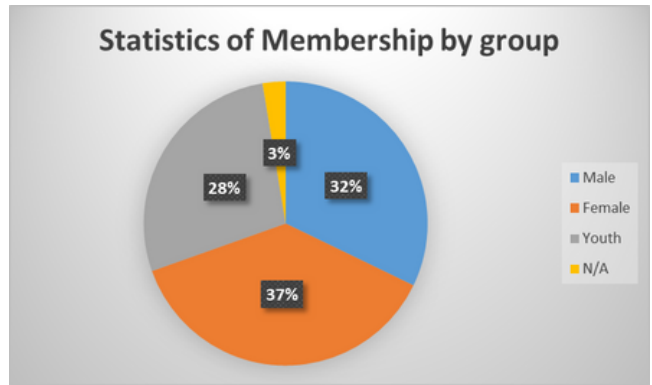
In 2025, LAHN continued to build strong relationships with Liberian communities across Canada by attending the inauguration ceremonies of the Liberian Canadian Association of London (LICAL) and the Liberian Community in Quebec (LCQ).

These events were significant in promoting unity, collaboration, and shared vision among Liberian associations nationwide. LAHN's participation underscored our commitment to fostering partnerships that enhance cultural identity and community development.

Through these engagements, LAHN joined conversations on leadership, resource sharing, and strategies for strengthening the Liberian diaspora in Canada. Our presence at these inaugurations reflects our dedication to working collectively toward progress and ensuring that our community remains connected and represented at the national level.



## MEMBERSHIP STATISTICS



### Overview

Membership trends during the reporting period showed both gains and losses. While a few members chose to disassociate from community activities, an equivalent number of new members joined, maintaining overall stability.

As of December 2025, LAHN has 90 registered members, with 86 active members actively participating in programs and initiatives. This figure does not include the youth segment, which comprises approximately 32 individuals engaged in community activities.

### Membership Growth Over the Years

Year	No. of Members
2021	23
2022	24
2023	26
2024	109
2025	115

### Current Demographics

- Men 37%
- Women 43%
- Youth 32%

Additionally, 3 individuals opted to remain in the general chatroom without joining any specific group.

### Retention and Engagement

Despite losing approximately 4 members who decided to disengage from community activities, LAHN remains committed to outreach and inclusion. Efforts will continue to encourage every Liberian within the jurisdiction of our community to participate and “come home.”

# Financial Reports

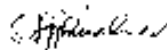
## Liberian Association of Hamilton and Niagara Region (LAHN) INCOME STATEMENT FOR THE MONTHS JAN-DEC 2025

### REVENUE:

Balance as December 31, 2024	\$20,974.00	
<b>CONTRIBUTIONS:</b>		
Total Due Paid During the Period	\$4,185.00	
<b>PROGRAM REVENUE:</b>		
General Donations	\$3,856.00	
HBHCLF-Urban CORE	\$2,455.00	
LAC	\$150.00	
LAHN Garden Project	\$3,354.00	
Men Activities	\$1,750.00	
Women Activities	\$1,164.00	
Youth Activities	\$535.00	
Bereavement	\$5,809.00	
<b>TOTAL REVENUE</b>		<b>\$44,233.00</b>

### EXPENSES:

Office Supplies	\$77.00	
LAHN Leadership Workshop	\$579.00	
LAHN In-Person Meeting Expenses	\$225.00	
Garden Project	\$1,563.00	
LAC Activities	\$1,735.00	
Zoom Meeting	\$282.00	
MOU Activities	\$930.00	
Annual General Meeting	\$1,053.00	
Website Hosting	\$752.00	
Bereavement	\$9,615.00	
Benevolence	\$75.00	
Black History Month Event – Youth Activity	\$640.00	
Women Standup Day	\$340.00	
Men's Barbeque	\$1,129.00	
HBHCLF Activities	\$1,032.00	
LAHN Christmas Party	\$1,862.00	
Inaugural Ball	\$150.00	
Bank Fees	\$201.00	
<b>TOTAL EXPENSES</b>		<b>22,241.00</b>
<b>CHANGE IN NET ASSETS</b>		<b>\$21,992.00</b>



Prepared by: Stephen P. Wiah  
Financial Secretary – LAHN  
Date: January 5, 2026



Reviewed & approved by: Tarju Dweh-Chenneh  
President – LAHN  
Date: January 5, 2026

# Financial Reports

**Liberian Association of Hamilton and Niagara Region (LAHN)  
STATEMENT OF FINANCIAL POSITION  
FOR THE MONTH JAN-DEC 2025**

**ASSETS:**

Cash & Bank Balance \$21,992.00

**NON-CURRENT ASSETS:**

Decorative Items\*\* \$1,408.00

Chaffing Dishes \$235.00

**TOTAL ASSETS \$23,635.00**

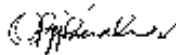
**LIABILITIES:**

**TOTAL LIABILITIES 0.00**

**FUND BALANCE:**

**TOTAL FUND BALANCE \$23,635.00**

*Decorative Items\*\*(Tables & Chairs covers/Flowers & Vases)*



**Prepared by: Stephen Wiah**

**Financial Secretary – LAHN**

**Date: January 5, 2026**



**Reviewed & approved by: Tarju Dweh-Chenneh**

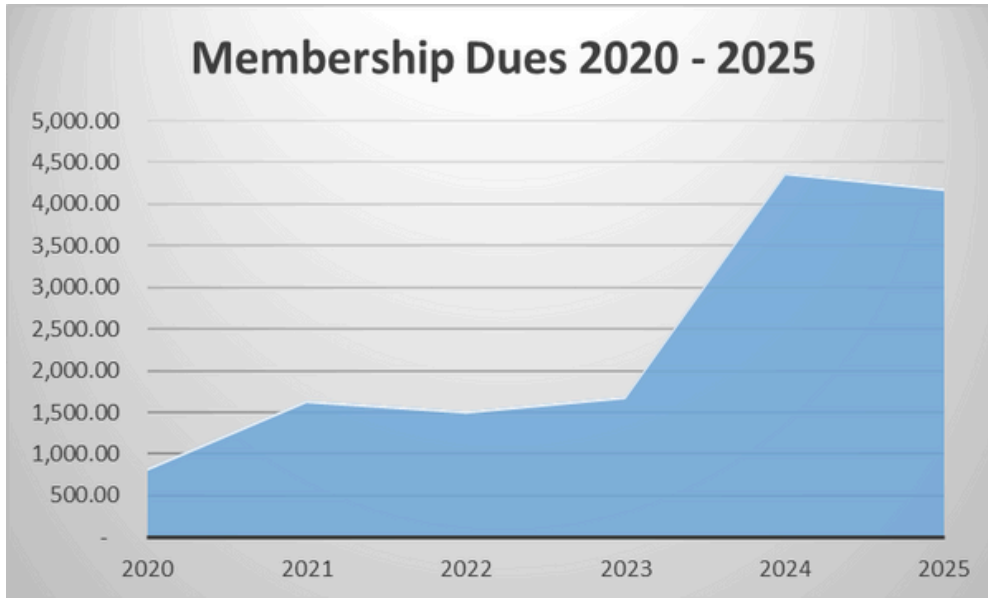
**President – LAHN**

**Date: January 5, 2026**

## Due Payment - 2025

No	Name	Total Paid	Comments
1	Sando Johnson	120	Jan - Dec 2025
2	Tarju Dweh-Chenneh	120	Jan - Dec 2025
3	Jallah Arku	100	Jan - Oct 2025
4	Jeremiah Cisco	125	Jan - Dec 2025 Overpaid by \$5
5	Mary Cisco	130	Jan - Dec 2025 Overpaid by \$10
6	Johnette Moore Johnson	70	Jan - July 2025
7	Leo Johnson	70	Jan - July 2025
8	Feona Johnson	50	Jan - May 2025
9	Jerrydine Sulunteh	120	Jan - Dec 2025
10	Augustine Domah Johnson	50	Jan - May 2025
11	Madia Fully	120	Jan - Dec 2025
12	Stephen Wiah	110	Jan - Nov 2025
13	Mama Mulbah	130	Jan - Dec 2025 Overpaid by \$10
14	Archie Barnard	140	Jan - Dec 2025 Overpaid by \$20
15	Kerkula Dunbar	120	Jan - Dec 2025
16	Gartor Brown	110	Jan - Nov 2025
17	Jenneh Kollie	120	Jan - Dec 2025
18	George Tarpeh Seekie	70	Jan - July 2025
19	Moinjama Mally Kekula Seekie	70	Jan - July 2025
20	Varney Anaster Teah	115	Jan - Nov 2025 Half of Dec
21	Jannet Kiaddi	20	Jan - Feb 2025
22	Rodell Solunteh	120	Jan - Dec 2025
23	Evelyn Fuller-Jepekei	120	Jan - Dec 2025
24	Shawn Henry	100	Jan - Oct 2025
25	Paul Zaza-boi	60	Jan - Jun 2025
26	Daniel Sackie	10	Mar 2025
27	Janet Farngalo	30	Jan - Mar 2025
28	Farwen D. Jepekei	100	Mar - Dec 2025
29	Roseline Brown	60	Jan - Jun 2025
30	Rita Parker	60	Jan - Jun 2025
31	Rebecca Doe-Weah	80	Jan - Aug 2025
32	Evelyn Yoryor	50	Jan - May 2025
33	Cecelia Doe	120	Jan - Dec 2025
34	Maryann Siryon	60	Jul - Dec 2025
35	Joanna Jones	120	Jan - Dec 2025
36	Patience Tulay	100	Jan - Oct 2025
37	James pewee	220	Jan 2024 - Dec 2025
38	Prince penue	100	Jan - Oct 2025
39	Helen Wleh Mammah	120	Jan - Dec 2025
40	Hannah Berrian	50	Aug - Dec 2025
41	Rita Wleh	120	Jan - Dec 2025
42	Samuel Momoton	100	Jan - Oct 2025
43	Deddeh Pewee	120	Jan - Dec 2025
<b>Total</b>		<b>4,100</b>	

## Comparative Review of Membership Dues 2020 - 2025



Year	Membership Dues
2020	835
2021	1,645
2022	1,520
2023	1,687
2024	4,385
2025	4,185

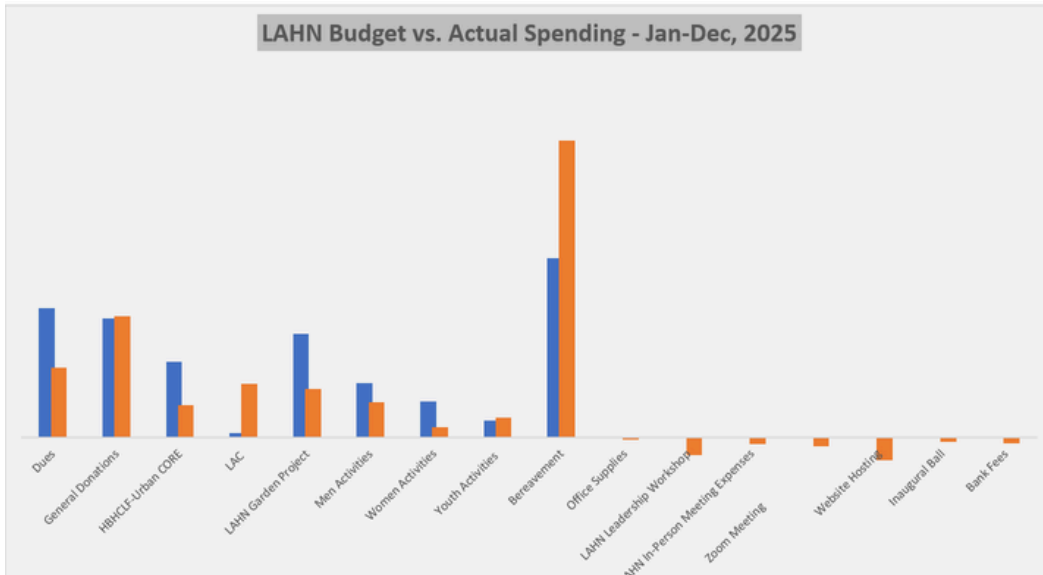
Membership dues remain a critical source of revenue for sustaining LAHN’s programs and community initiatives. Over the past five years, the structure and collection of dues have evolved to reflect growth in membership and the need for financial stability.

### Trend Analysis

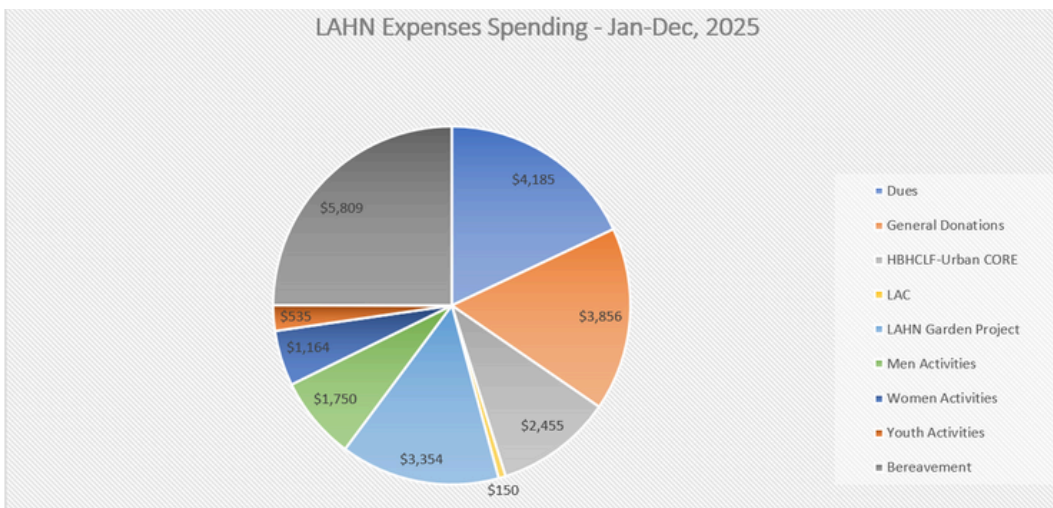
- 2021–2023: Dues collection was modest, aligned with the smaller membership base.
- 2024: A significant increase in membership (from 26 to 109 members) resulted in a sharp rise in dues revenue.
- 2025: Membership stabilized at 115 registered members, with 86 actively contributing. This consistency ensured predictable revenue streams for operational and programmatic needs.

### Current Status

- Standard dues remain unchanged for the reporting period, ensuring affordability and inclusivity.
- Compliance improved through enhanced communication and reminders, though a small percentage of members remain non-compliant.



- The section compares planned (budgeted) financial figures against actual performance for the reporting year.
- Key focus areas include:
  - Membership Dues: Actual collections were slightly below the previous year’s peak (2024: \$4,385 vs. 2025: \$4,185), reflecting stable membership but minor compliance gaps.
  - Revenue Streams: Membership dues remain the primary source of income, with no significant diversification noted.
  - Expenses: Spending aligned closely with budgeted allocations for programs, events, and administrative costs, indicating strong financial discipline.
- Variance Analysis:
  - Positive variances in operational efficiency (cost savings in some programs).
  - Negative variances primarily due to lower-than-expected compliance and exempt youth dues.
- Implications:
  - Financial stability maintained, but growth opportunities exist through improved compliance and introducing nominal youth dues.
  - Recommendations for 2026 include flexible payment options and enhanced transparency in dues management.



## Key Observations

Membership growth in 2024 significantly boosted dues revenue.

Retention and compliance remain priorities, as a few members opted out of community activities.

Youth participation is not as strong as we hope and they have been currently exempt from dues, which impacts potential revenue expansion.

## Way Forward

In 2026, we hope to explore flexible payment options to improve compliance, consider introducing nominal youth dues to support youth programs and strengthen accountability and transparency in dues management to maintain trust.



## Assets Maintained

During the year under review, the following assets were acquired of maintained for the community. These assets will contribute to making it easier to implement programs and host functions. This will also provide a potential source of income by renting it to members for a small fee.

Description	Quantity
• White Chair Cover Set	200 Pcs
• White Table Cloths	20 Pcs
• Red Flower/Center pieces	15 Pcs
• White Flower Set	15 Pcs
• Gold Sash	15 Pcs
• Blue Sash	
• Gold Table Runner	
• Blue table Runner	15 Pcs
• Gold Vase	19 Pcs
• Chafing Dish Buffet Set	6 packs

## Looking Ahead & Plan of Action

### 1. Strengthen Organizational Capacity and Governance

Over the next period, LAHN will focus on fortifying its internal structures to support long-term sustainability. This includes further developing governance policies, clarifying roles and responsibilities, and ensuring board and committee members have the resources and training needed to carry out their duties effectively. Clearer governance will support stronger decision-making and better alignment with the needs of the Liberian community in Hamilton and Niagara.

### 2. Advance Community Programs and Cultural Engagement

LAHN plans to expand its community outreach by introducing and enhancing programs that address key community priorities—such as youth mentorship, newcomer support, cultural preservation, and community wellness. Efforts will be made to secure partnerships with local organizations, municipalities, and service providers to broaden access to resources and promote meaningful community engagement.

### 3. Improve Financial Management, Reporting, and Grant Compliance

A major focus for the coming period will be strengthening financial systems to ensure transparency, accuracy, and compliance with funding requirements. This includes improving budget monitoring, refining expense-tracking processes, and establishing standard financial reports that can be shared with donors, board members, and stakeholders. LAHN will also work to diversify funding streams through grant applications, sponsorships, and community fundraising initiatives.

### 4. Enhance Communication and Community Visibility

The Association will continue building a stronger communication presence through regular updates, improved use of digital platforms, and increased visibility at local events. The goal is to ensure community members remain informed and engaged, while raising broader awareness of LAHN's mission, programs, and impact in the Hamilton and Niagara regions.

### 5. Strengthen Partnerships and Collaborative Initiatives

LAHN will prioritize forming and strengthening partnerships with local governments, settlement agencies, educational institutions, and other African diaspora organizations. These collaborations will help expand access to resources, create new program opportunities, and elevate the voices of Liberians within the wider community.

## **6. Promote Youth and Leadership Development**

Recognizing the importance of cultivating future leaders, LAHN will explore initiatives that support youth empowerment through leadership training, cultural education, career development opportunities, and community service involvement. This long-term investment aims to foster a strong generation of young Liberians who can contribute meaningfully to both LAHN and the broader Canadian society.

## **7. Improve Operational Efficiency and Member Engagement**

To better serve the community, LAHN will work toward improving administrative processes, streamlining communication with members, and enhancing membership engagement strategies. This includes updating membership lists, creating clearer engagement pathways, and providing more opportunities for members to participate in programs, volunteering, and decision-making.

## **Conclusion**

2025 was a year of growth, resilience, and meaningful impact for LAHN. From cultural celebrations and community outreach to youth empowerment and governance milestones, we strengthened our role as a unifying force for Liberians across Hamilton-Niagara Region and beyond.

Our initiative, such as the Garden Project, participation in Africa Day and Women's Standup Day, Men's Barbeque, support for bereaved and graduating members, and the formation of the Men and women Groups, reflect our commitment to inclusivity, cultural preservation, and community development.

The election of our first Board of Directors marks a new era of structured leadership and accountability, positioning LAHN for sustainable progress.

Membership remained strong, with 115 members, including 43 active participants and a youth segment of 32 members.

Financial stability through membership dues and improved compliance ensured continued support for programs and services.

As we look ahead to 2026, we remain dedicated to expanding partnerships, fostering youth leadership, and creating programs that uplift every member of our community. Together, we will continue to build a stronger, more connected Liberian network in Hamilton-Niagara, one that thrives on solidarity, shared purpose, and collective progress.