



annual report
2004/05

North York Women's Resource Centre
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our mission statement

The purpose of the North York Women's Centre is to address women's well-being in the City of North York and their social, educational, economic and physical needs. It provides a central source of information, and serves as a link between available resources and women seeking assistance.

Feminism, anti-racism, social and economic justice are our core values. The Centre seeks to provide a non-threatening, informal and supportive atmosphere accessible to women of all socio-economic and ethno-racial backgrounds.

our board of directors

The Board of Directors for 2004/2005 were:

Elske de Visch Eybergen, Co-chair. A member of the Board since 2003, Elske has worked in the non-profit area for 30 years. A resident of North York, she is the mother of two teenagers and currently employed as a supervisor with Montage Support Services, supporting people with severe physical and developmental disabilities.

Susan Flynn, Co-chair. Susan is a business writer and management consultant with expertise in creating healthy organization cultures, stakeholder engagement and leadership development. A former corporate executive in marketing and strategic planning, Susan has served for over 15 years on not-for-profit boards including the Metro Toronto Children's Aid Society, Invest in Kids Foundation and the North York Parent Assembly. She has been with the NYWC since 2003.

Anne Kutty, Vice-Chair and Treasurer. Anne has many years of management experience. Throughout her career she has been actively involved in volunteer work. She has served on various Boards as a member, president, treasurer and coordinator of fundraising. In 1997, she took early retirement from her management position at the Queen Street Mental Health Centre.

Carmen Mancini, Secretary. Carmen has many years of management experience in the technology field. She has recently completed her Adult Training Certificate to complement her corporate experience. She has been involved in volunteer work throughout her career.

Sheryl Brodey, Director. Sheryl has staffed the Centre's legal clinic for ten and joined the Board in 1999. She is a lawyer whose practice has focussed on family law with an emphasis on domestic violence. Most recently, Sheryl has worked as a per diem duty counsel at a number of courts specializing in family law. She has worked closely with many community-based agencies including Na'amat, York Shelter, Interval House and the Barbara Schlifer Commemorative Clinic.

Maria Luisa Elias, Director. Maria Luisa joined the Board in 2003. She is a sociologist and has recently earned a Fundraising and Volunteer Management Certificate. She is a member of both the fundraising and volunteer committees at the NYWC. She volunteers at a conservation organization as a consultant for their volunteer and diversity management department.

Heather Gill, Director. Heather has been an IT professional for over 16 years, in government, manufacturing, retail, communications and banking sectors. Heather joined the board in 2004.

Aisha Heywood-Delpeache, Director. Aisha is currently employed as a Program Director, managing programs for Toronto youth. In 2001 she completed her Diploma in Arts and Science from Seneca College and in 2003, she was awarded her Degree in Psychology from York University. Aisha enjoys reading, gardening and spending time with her family.

Pam Weir, Director. Pam has had over twenty years experience as a social worker in mental health. She has also taught social work courses at Ryerson University and the University of Waterloo. She has previously been involved at the centre as a board member from 2001-2003. Pam is currently working at Sunnybrook and Women's College Hospital in Youth Psychiatry.

a message from the board

It is with great pride that we reflect on the past year at the North York Women's Centre.

As a largely new Board learning about our roles and responsibilities, at the beginning of the year, we agreed that in order to fulfill our commitment to the women of North York who count on our services, and to survive in a highly competitive not-for-profit marketplace, we want the Centre and the Board to be as efficient, proactive and professional as possible. With this goal in mind, it's been a year of tackling challenges and rolling up our sleeves to strengthen our working relationships, our processes and our plans to thrive and grow.

- Several Board members have taken workshops on Board responsibilities and effectiveness.
- A Volunteer Management committee has been established and with the help of our program coordinator Celia Joseph a volunteer manual is being drafted.
- A strategic planning review with the help of an outside consultant is planned for this fall.
- We're recruiting three new Board members to expand our capabilities, particularly in financial management and fundraising.

We also experienced the sad loss of Board member Jane Bernard who passed away November 17th, 2004, and is greatly missed by everyone at the Centre. A memorial fund established by her family in her memory and graciously donated to the NYWC will be used to fund new communications programs.

Under the capable leadership of Executive Director, Iris Fabbro, the Centre continues to deliver important and unique services. This year, we offered 51 different groups and workshops, serving 810 women. Feedback from our participants confirms the difference we make in the lives of North York women. Our clients have clearly told us we have helped them build self-esteem and assertiveness, reduce their social isolation, and experience healthier relationships.

We want to recognize and express our appreciation to everyone involved in the Centre's success - our staff Pat Bailey and Celia Joseph, our program facilitators, our committed volunteers, our funders and corporate supporters, and all of our members. The Centre depends on each one of you.

Our goal this year is to focus on fundraising – to spread the word more widely about the Centre's good work and strengthen our funding base. Although we know it will take creativity and consistency in telling the Centre's story, we are confident that the important work we do will draw the support we need to continue to 'open doors for women'.

Elske de Visch Eybergen, Co-chair

Susan Flynn, Co-chair

the staff who make it possible

our staff

Iris Fabbro, executive director

Celia Joseph, program and volunteer coordinator (from October 2004)

Patricia Bailey, administrative coordinator

contract/project staff

Aniska Ali, program worker

Rochelle Bondy, fitness instructor, *Women on the Move*

Nicole Constant, facilitator, *Reclaiming Yourself After Abuse*

Julie Gallie, fitness instructor, *Women on the Move*

Pina Grosso, facilitator, *Reclaiming Yourself After Abuse*

Teresa Iraheta, childminder

Arlene Jardine, coordinator, *Engaging Youth in Building
Violence-free Intimate Relationships*

Celia Joseph, fundraising assistant (until June 2004)

Anya Kater, facilitator, *Reclaiming Yourself After Abuse*

Priscila Machado Masso, facilitator, *Preparing for the Job you Want*

Rabea Murtaza, coordinator/moderator, *Culture Talk*

Kim Trenchard, outreach worker

placement students

Stella Mah, *Department of Social Work*, Ryerson University

Sherry Turcotte, *Assaulted Women & Children's Counsellor & Advocate Program*,
George Brown College

the women who use our services

The North York Women's Centre provided service to 3,099 women in 2004/2005. Of the women who attended a program, a large majority identified as a first or second-generation immigrant/refugee and had at least one financial dependent. More than half were going it alone. Service users were likely to be unwaged or underemployed, despite being very well educated. Close to 90% were living on an annual income of less than \$40,000, and two-thirds lived on less than \$20,000 per year.

When asked directly, 69% of service users said they identified as a survivor of violence.

Chart 1: Well-educated women living in difficult circumstances

our programs

Peer support, information and referral. A total of 2,194 women called or dropped in seeking support, information or referral. As in previous years, the majority were looking for confidential support with personal concerns. Finding appropriate, low-cost counselling (including legal counselling) continues to be a major challenge for women.

Legal clinic. The legal clinic provided family law summary advice to 153 women, of which 61% identified that they had experienced abuse.

Groups and workshops. 752 women attended the Centre's support groups, life skills courses, social/recreational groups and workshops in 2004/05. Self-esteem, anxiety, emotions, relationships, and abuse are themes that commonly run through the Centre's groups and workshops.

Special programs. *Culture Talk*, an on-line, supportive forum for young immigrant/ refugee women, wrapped up in 2004. 58 women participated, posting 446 messages between them. This program has been replaced with *Engaging Youth in Building Violence-free Intimate Relationships*, a theatre project aimed at supporting youth in building healthy dating relationships.

Chart 2: Women are looking for support with personal concerns

our volunteers

The NYWC would be unable to sustain its programs and services without the generous contribution and support of its volunteers. 90 volunteers contributed 5,757 in 2004/05. They are:

Shawn Aaron
Adebisi Adepo
Mary-Ellen Anglin
Pari Aram
Mary-Clare
Argiopoules
Tashana Bailey
Kelly Barbour
Avil Beckford
Mary Benedetto
Jane Bernard
Jasmine Black
Lorna Blake
Richard Borins
Rosanna Breitman
Sheryl Brodey
Elizabeth Brostrom
Jeanette Brox
Linda Cameron
Sophia Colliard-Cuti
Linda Dabydeen
Elske de Visch
Eybergen
Camille DeHaney

Nancy Demoe
Cheryl Dobinson
Gisella Donatelli
Maria Luisa Elias
Sharissa Ellyn
Sally Erdogan
Darya Farha
Amy Favalaro
Karina Ferrante
Peter Ferrante
Susan Flynn
Michael Freeman
Rita Furlano
Julietta Gabriel
Chanelle Gallant
Susana Garcia
Johanna George
Sharareh Ghasemi
Heather Gill
Roz Giller
Allison Gilmour
Sara Gortari
Mulu Haddis
Ling He

Kali Hewitt-Blackie
Aisha Heywood
Elaine Hunter
Pamela Jacobson
Danielle Johnson
Anne Kutty
Michelle Lunski
Ilene Lyon
Stella Mah
Carmen Mancini
Danielle Massie
Krystyn Mekbeb
Donna Murphy
Rabea Murtaza
Araba Obeng-Arhin
Anna Oskrolkova
Gabrielle Pop-Lazic
Kathleen Robichaud
Jan Robinson
Berte Rubin
Jalleh Kerman
Shahi
Sara Sheard
Barbara Smith

Nikki Stanco
Gabrielle Stannus
Linda Sukloff
Ewa Szumowska
Elana Trainoff
Kithar Tsui
Sherry Turcotte
Rachael Turkienicz
Jacqueline Turnbull
Tanya Veinot
Lucinda Velasquez
Sahar Vermaezary
Pamela Weir
Barb Wentworth
Jacqueline
Wislesky
Mellisa Wong
Renee Xu
Yoonhye Yook
Betty Yu
Marisa Zanini
Mei Zhao

Chart 3: Volunteers are vital and perform essential services

our funders

We couldn't make it happen without grants from the following. . .

Ontario Women's Directorate, Province of Ontario – Investing in Women's Futures Grant

City of Toronto – Community Services Grant

City of Toronto – Minor Recreation Grant

United Way of Greater Toronto – Freedom from Violence Grant

Canadian Women's Foundation – Violence Prevention Grant

Human Resources Skills Development Canada – Summer Career Placement Program

Toskan Foundation – Youth and Philanthropy Initiative

Lesbian & Gay Community Appeal Foundation

Women's Inter-Church Council of Canada

Chart 4: We Rely Heavily on Government for Financial Support

and donors

. . . financial donations from the individual and corporate supporters. . .

\$1,000

Bell Canada
Loblaw Companies Ltd
Procter & Gamble Inc.

\$200-\$999

Mary-Ellen Anglin
Marsha Baillie
Susan Flynn
Hunter Keilty Muntz &
Beatty
Kimberly-Clark Inc.
Anne Kutty
Francine Morissette
Sherry Nelligan
Linda Shaw
Diana Soloway
Sportscan Insurance
Brokers
Renne Unger
Lucienne Watt
Ann Wirsig

\$100-\$199

Joan Allen
Armour Heights
Presbyterian Church
Women's Association
Bell X-press Vu
Employees
R.G. Bremer
Sheryl Brodey
Carroll C. Brooks
Linda Cameron

Concert Properties Ltd.
Art Eggleton
Wendy Fraser
Elizabeth Gray
Sue Griggs
Batyá Hebdon
Anna Lambe
Melinda Lee
Leon's Furniture Limited
Adrian Lo
Luella Lumley
Anne McNamara
Ruth Pakenham Gillett
Dorothy Plaxton Praxis
Debra Prupas
Andrea Sarkozi
Sexual Assault Survivors'
Support Line, York U.
Judy & Monty Simmonds
John Spence
Daphne Stapleton
Jacqueline Turnbull
Pam Weir
Keith Wilson
Mary Anne C. Witzel
The York School

\$50 – \$99

Wendy Bunston
Teresa Deakin
Marianne Ellison
Dr. J.F. Ross Fleming
Lynne Gallagher
Sarah Griffiths
Barbara Halliday

Lois Hamilton
Helen Hansen
Nina Herman
Jean Hyndman
Beverley Kent
Joan Laver
Yunjo Lee
Luella Lumley
Ilene Lyon
Katherine Macnee
Sandra Manjuris
Lois Mountain
Pam Mountain
C. Ann Nelson
Janet Newlands
Sheena Oberth
Beverley Ohashi
Nancy K. Ozaruk
Parker & Zener
Anne Pilgrim
Andrea Sarkozi
Gloria Shaw
Joy Simmonds
Robert Sowka
Barb Stanley
Susan Tremblay
Gail Walker
Wildrose Gardening

Under \$50

Cathy Anstett
Lorna Blake
Amy Block
Richard Borins
Paulette Brodey

Gail Burns
Astrid Buss-Adams
Elske de Visch Eybergen
Christina Demeester
Dyan Drummond
Elisabeth Dupuis
Catharine Dziak
Karen Edson
Maria Luisa Elias
Sharissa Ellyn
Nancy Forster
Patricia Gareth
Roslyn Giller
Evelyn Goldfarb
Kellie Hampton
Janice Hoskins
Barbra Katz
Beverley Kent
Jean Kerr
Elizabeth Lewis
Lori Lupton
Rabea Murtaza
J. Murphy
Araba Obeng-Arhin
Maureen Richards
Miriam Sanderson
Tania Serrentino
Lydia Sharpe
Rose Weinberg
Barbara Wentworth
Barbara Yealland
Marilyn Zapp

. . . and in-kind donations from the following.

Robert Allen, artist
Alarm Guard Security
Annick Press
Berkeley Street Theatre
Buddies in Bad
Times Theatre
St. Philip the Apostle
Druxy's
Famous Players

Hudson Bay Company
Il Fornello
Kellogg
Mysteriously Yours
...Dinner Theatre
Ontario Science Centre
Paramount Canada's
Wonderland
Peak Freans

Procter & Gamble
Second City
Shoppers Drug Mart
Soulpepper Theatre
Company
Suzanne Berton
Tarragon Theatre
The Elgin and Winter
Garden Theatre

The Keg
The Second City
Tim Hortons
Toronto Maple Leafs
Warner Brothers
Wild Water Kingdom
Winners

Statement of Financial Position at March 31, 2005

	<u>2005</u>	<u>2004</u>
ASSETS		
Current assets		
Cash	\$33,839	9,185
Accounts receivable	343	8,107
Prepaid expenses and bingo licence fees	<u>3,939</u>	<u>6,651</u>
	38,121	23,943
Capital assets	<u>1,640</u>	<u>2,260</u>
	<u>\$39,761</u>	<u>\$26,203</u>
 LIABILITIES AND ACCUMULATED SURPLUS		
Current liabilities		
Accounts payable and accrued liabilities	\$3,683	\$ 192
Deferred grant revenue	<u>7,000</u>	<u>1,750</u>
	<u>10,683</u>	<u>1,942</u>
Accumulated surplus		
Invested in capital assets	1,640	2,260
Operating	<u>27,438</u>	<u>22,001</u>
	<u>29,078</u>	<u>24,261</u>
	<u>\$39,761</u>	<u>\$26,203</u>

Full audited financial statements are available upon request.

our finances

Statement of Operations and Net Assets For the Year Ended March 31, 2005

	<u>2005</u>	<u>2004</u>
Revenue		
Government funding	\$122,004	124,215
Fundraising	22,417	16,314
Donations	13,456	26,781
Foundation Grants	9,250	6,350
United Way	5,000	
Membership fees	1,472	1,214
Interest	<u>1,834</u>	<u>49</u>
	<u>175,433</u>	<u>174,923</u>
Expenses		
Salaries, contract services and benefits	115,580	120,223
Program costs	24,142	19,464
Rent	12,600	12,000
Administration and office	6,463	5,202
Professional fees	2,150	5,677
Fundraising expenses	2,981	5,235
Insurance	5,930	5,178
Other	150	315
Amortization	<u>620</u>	<u>865</u>
	<u>170,616</u>	<u>174,159</u>
Excess (Deficiency) of revenue over expenses	4,817	764
Net assets, beginning of year	<u>24,261</u>	<u>23,497</u>
Net Assets, end of year	<u><u>\$29,078</u></u>	<u><u>\$24,261</u></u>

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