

THE NORTH YORK WOMEN'S CENTRE

NYWC

Opening Doors for Women

annual report
2005/06

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 2005/2006 were:

Elske de Visch Eybergen, Co-chair. A member of the Board since 2003, Elske de Visch Eybergen 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 (until January 2006). 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.

Anne Kutty, Vice-chair and Treasurer. Anne has several 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 Queen Street Mental Health Centre.

Carmen Mancini, Secretary (until February 2006), Co-chair (from March 2006). Carmen has many years of management experience in the technology field. She has recently completed her Adult Training Certificate and would like to incorporate her experience with this certificate. She has also been involved in volunteer work throughout her career.

Sheryl Brodey, Director. Sheryl has been involved with the Centre's legal clinic for eleven years and joined the Board in 1999. She is a lawyer whose practice has focused 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, and the Barbara Schlifer Commemorative Clinic.

Trisha Cipriani, Director. Trisha has worked in Marketing, Sales and Customer Services for over 15 years in Trinidad, London and Canada. She is a firm believer in volunteer work, she agrees with Winston Churchill's words: "We make a living by what we do, but we make a LIFE by what we give." Trisha has been a member of the Board since 2005.

Maria-Luisa Elias, Director. Maria Luisa joined the Board of Directors in 2003. She is a sociologist with experience in the operations of social programs; fundraising and volunteer management; research and teaching. She has been actively involved in projects that protect the environment, promote diversity and social justice for women and the poor, and assist new Canadians with settlement matters.

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

Aisha Heywood-Delpeache, Director. Aisha is currently employed as a Counsellor, and has been working in the non-profit sector for over 8 years. 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.

Trish Thomas, Director. Trish joined the Board of Directors in 2005. She is a Career & Life Coach specializing in working to help women discover their dream job. Trish has a Certificate in Career Development and is a Certified Management Accountant (CMA).

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

Rachael Turkienicz, Director. Rachael is on the Faculty at York University in Education and Humanities. She is the co-founder of a private school in Toronto and works actively in teacher training and curriculum consultation. Rachael is the Associate Chair of the Canadian Jewish Congress.

* resigned from the Board during the year

a message from the board

The year ending March 31, 2006 was a busy one for the Board, staff and volunteers of the North York Women's Centre (NYWC). In the fall of 2005, we embarked on a strategic planning process involving board members, staff, community representatives, funders, volunteers and client groups, both past and present.

The strategic planning process identified eight key areas from which we are building an operational plan for the next two years. We are excited about our synergy and direction and look forward to the opportunities it will bring.

We will be concentrating on new sources of funding, researching the possibility of a new location, building new community partnerships and enhancing public awareness. The planning has also given us an opportunity to revisit our core values, guiding principles, as well as Vision and Mission statements.

In the 2005/06 fiscal year, our focus was enhancing access to our programs for women living in high risk communities across North York. Working in partnerships with other community agencies, the NYWC was able to introduce or enhance program and service delivery to several high-need North York neighbourhoods. Some of the key outcomes achieved as a result of this initiative include:

- 89% of program participants reported enhanced self-esteem, self-confidence, motivation and well-being;
- 78% reported enhanced knowledge, interpersonal skills and coping strategies; and
- 76% reported having stronger relationships and friendships, enhanced personal support networks and reduced social isolation.

One of the highlights of this year has been our youth theatre project, *Engaging Youth in Building Violence-free Intimate Relationships*, which saw high-risk youth in the Flemingdon Park neighbourhood develop, produce and perform an original play looking at healthy teen dating relationships.

The NYWC continues to be financially healthy despite continuing government cutbacks and increased competition for fundraising dollars. We remain in good standing with all our funders and maintain our strong reputation in the community.

It has been a very interesting and exciting time. There is a renewed sense of energy within the organization due to the perseverance, hard work and dedication of our Executive Director, Iris Fabbro, our committed staff, talented students and, of course, the dedicated volunteers that make it all happen.

Over the years, the NYWC has brought together some of the most amazing, talented and dedicated women. Anne Kutty is unequivocally one of these women. Regretfully, she is leaving the Board of Directors at the end of this year, after two terms of devoted service. Anne joined the board in 2001 after a very stressful time for the Centre. Her enthusiasm and energy was a gift to us as our funding had been lost, and our staff and board members had given it their all in getting it reinstated. Anne served as a Treasurer and Vice Chair and has participated on various Committees as well as at helped out at many Bingos. Our sincerest affection and gratitude goes out to Anne for her generosity, skills time and experience!

Our purpose has always been and remains to keep on identifying the needs of our clients and providing essential services to a larger community of women in North York and surrounding areas. We are excited about what the upcoming year and the future will bring to the North York Women's Centre.

Elske de Visch Eybergen, Co-chair

Carmen Mancini, Co-chair

the staff who make it possible

our staff

Iris Fabbro, executive director

Melissa Wong, program manager (from February 2006)

Patricia Bailey, administrative coordinator

Celia Joseph, program and volunteer coordinator (until October 2005)

contract/project staff

Rahel Appiagyei, youth program facilitator

Rozina Budwani, childminder

Nicole Constant, facilitator, *Reclaiming Yourself After Abuse*

Pina Grosso, facilitator, *Reclaiming Yourself After Abuse*

Teresa Iraheta, childminder

Stella Mah, outreach worker, Summer 2005

Winnie Mah, fundraising assistant

Annelise Mampuya, youth program worker, Summer 2005

Pauline Phillips, fitness instructor, *Women on the Move*

Keba Thomas, fitness instructor, *Women on the Move*

field placement students

Maribeth Christensen, *School of Social Work*, Ryerson University

Cinzia Scacchi, *Family and Community Social Services Program*, University of Guelph-Humber

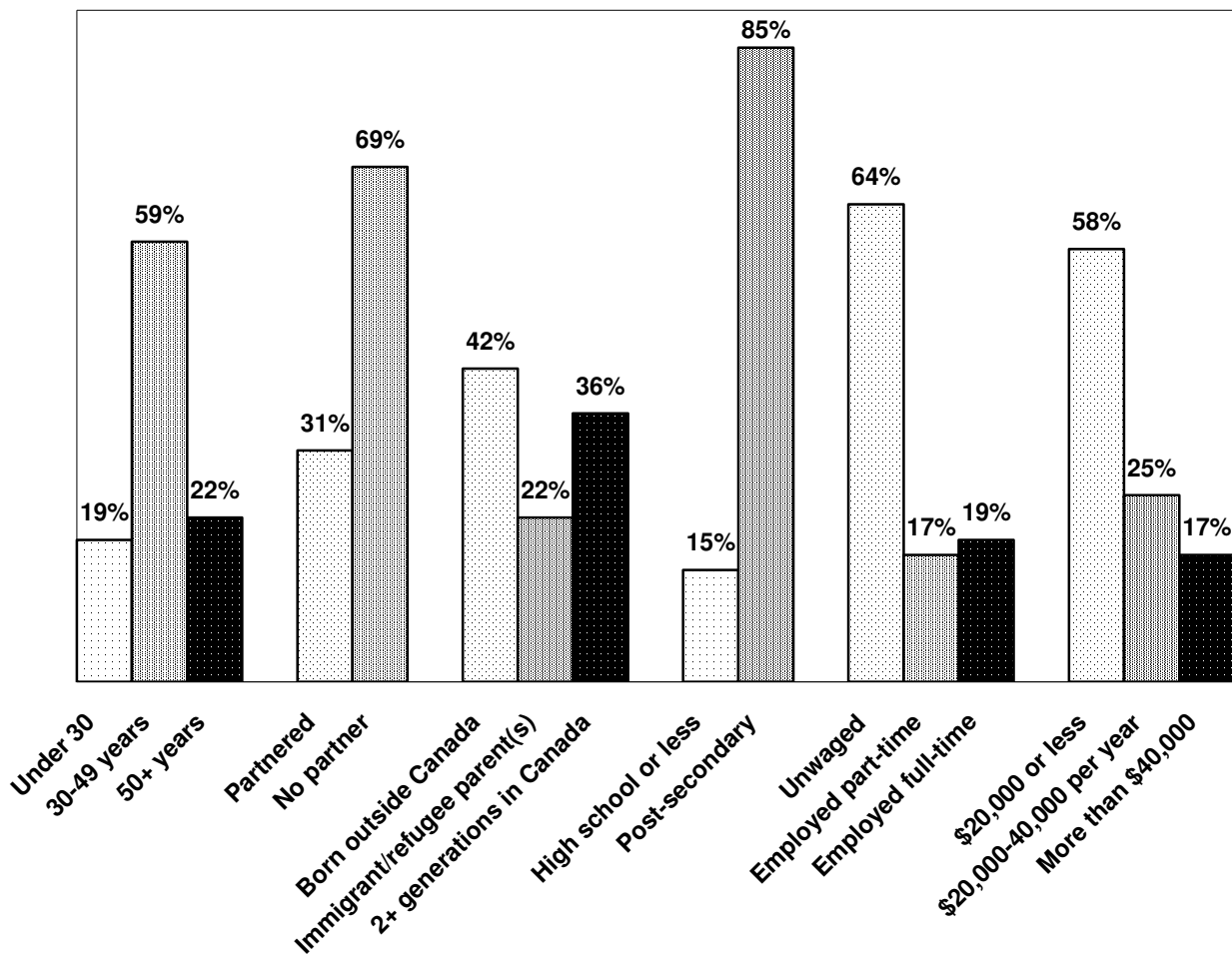
Melanie Schranz, *Family and Community Social Services Program*, University of Guelph-Humber

the women who use our services

The North York Women's Centre served 2,709 women in 2005/2006. Of the women who attended a program, close to half were born outside of Canada and two-thirds lived in immigrant/refugee families. Close to three quarters were single, separated/divorced or widowed. Despite being well educated and in their prime earning years, two-thirds were not working for pay. 58% were living on an annual income of less than \$20,000.

As in previous years, close to two-thirds of program participants disclosed being a survivor of violence

Chart 1: Well-educated women living in difficult circumstances



our programs

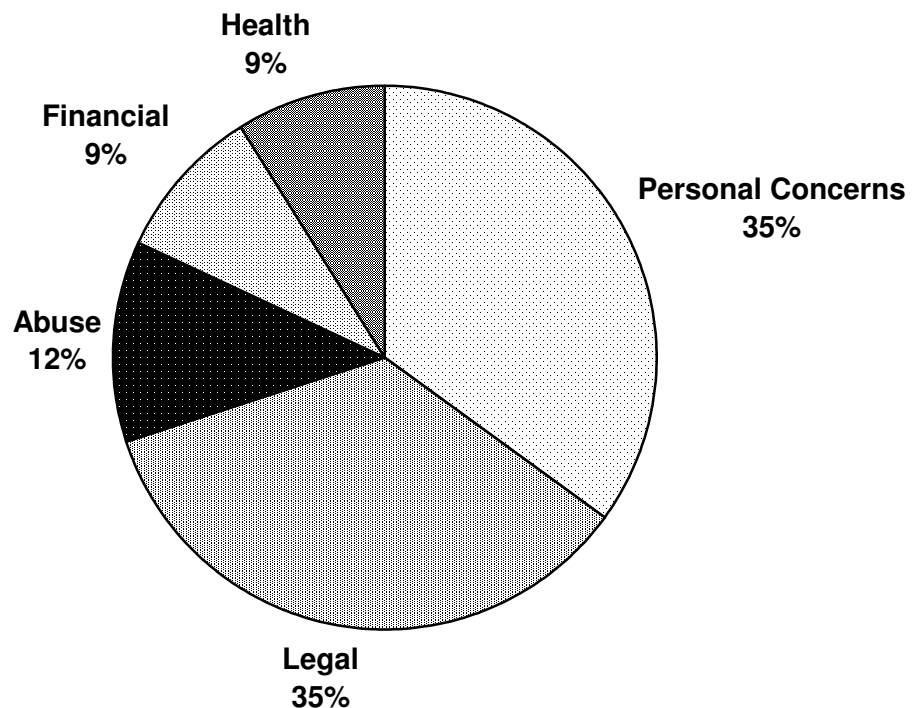
Peer support, information and referral. A total of 2,076 women called, emailed or dropped in seeking support, information or referral. Not unlike past years, many of the women were looking for free or low-cost confidential support with personal concerns.

Legal clinic. The legal clinic provided family law summary advice to 171 women in 2005-2006, an increase of 12% over the last year.

Groups and workshops. 451 women attended the Centre's groups and workshops this year. Themes focused on included life skills, health, peer support, art, and specialty groups, such as our lesbian/bisexual women's group and our newcomer parenting group.

Special programs. The North York Women's Centre's Youth Theatre Project, *Engaging Youth in Building Violence-free Intimate Relationships*, wrapped up in February 2006. This United Way funded project enabled us to work with youth in the Flemingdon Park area of North York. The youth wrote, directed and performed an original play based on the theme of building healthy dating relationships.

Chart 2: Women are looking for support with personal and legal concerns,



our volunteers

The NYWC would be unable to sustain its programs and services without the generous contributions and support of its volunteers. 111 volunteers contributed 5,672 in 2005/06. They are:

Aisha Heywood-Delpeache	Gloria Smith	Maria Luisa Elias	Rachel Winkler
Allison Gilmour	Halima Khan	Maribeth Christensen	Rebecca Bychutsky
Amanda Aros	Heather Gill	Marisa Zanini	Renee Xu
Amy Favalaro	Ilene Lyons	Mary Benedetto	Rony Mathew
Andrea Nemeth	Ishia Stephenson	Maryann Nicholls	Rosanna Breitman
Ann Wirsig	Jacqueline Turnbull	Mary-Clare Agriropoules	Roz Giller
Anna Wesolinska	Jade Reid	Maureen Madden	Roz McVean
Anne Kutty	Jamal Brown	Mei Zhao	Sahar Vermaezyari
Barb Fallon	Janet Wilson Soudy	Melanie Schranz	Samantha Nelson
Betty Yu	Jennifer Smith	Melissa Wong	Shabnum Budhwani
Brenda Blondeau	Jennifer Tran	Michelle Lavergne	Shannon Mattis
Caitlin Superville	Jessica Smith	Mulu Haddis	Sharissa Ellyn
Carmen Del Ray	Johanna George	Nada Jevtic	Shawn Aaron
Carmen Mancini	Karen Lill	Natalie Moiseiv	Sherry Nelligan
Charlene Zhao	Karina Ferrante	Nathan Smith	Sherry Turcotte
Chrissie Godin	Kathleen Robichaud	Nicole Aros	Sheryl Brodey
Cinzia Scacchi	Kelly Barbour	Nina Mensah	Sophia Colliard-Cuti
Claudia White	Ketty Keshet-Raphael	Norma Wade	Staff of Flemingdon Park
Crystal John	Kithar Tsui	Octavia Coleman	Susan Craig
Daniele Massie	Lenore MacAdam	Pam Noseworthy	Susan Flynn
Danielle Johnson	Linda Cameron	Pam Weir	Susana Garcia
Darya Farha	Linda Dabydeen	Pamela Jacobson	Tina Sun
Elske de Visch Eybergen	Linda Sukloff	Patricia Wilson	Tiny
Ewa Szumowska	Ling He	Paul Martin	Trish Thomas
Francine Morissette	Lorrie Hensel	Peter Ferrante	Trisha Cipriani
Gabrielle Pop-Lazic	Louis Chu	Pina Grosso	Vanessa Nelson
	Margot Bychutsky	Rachael Turkienicz	Xiaochang Liang

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

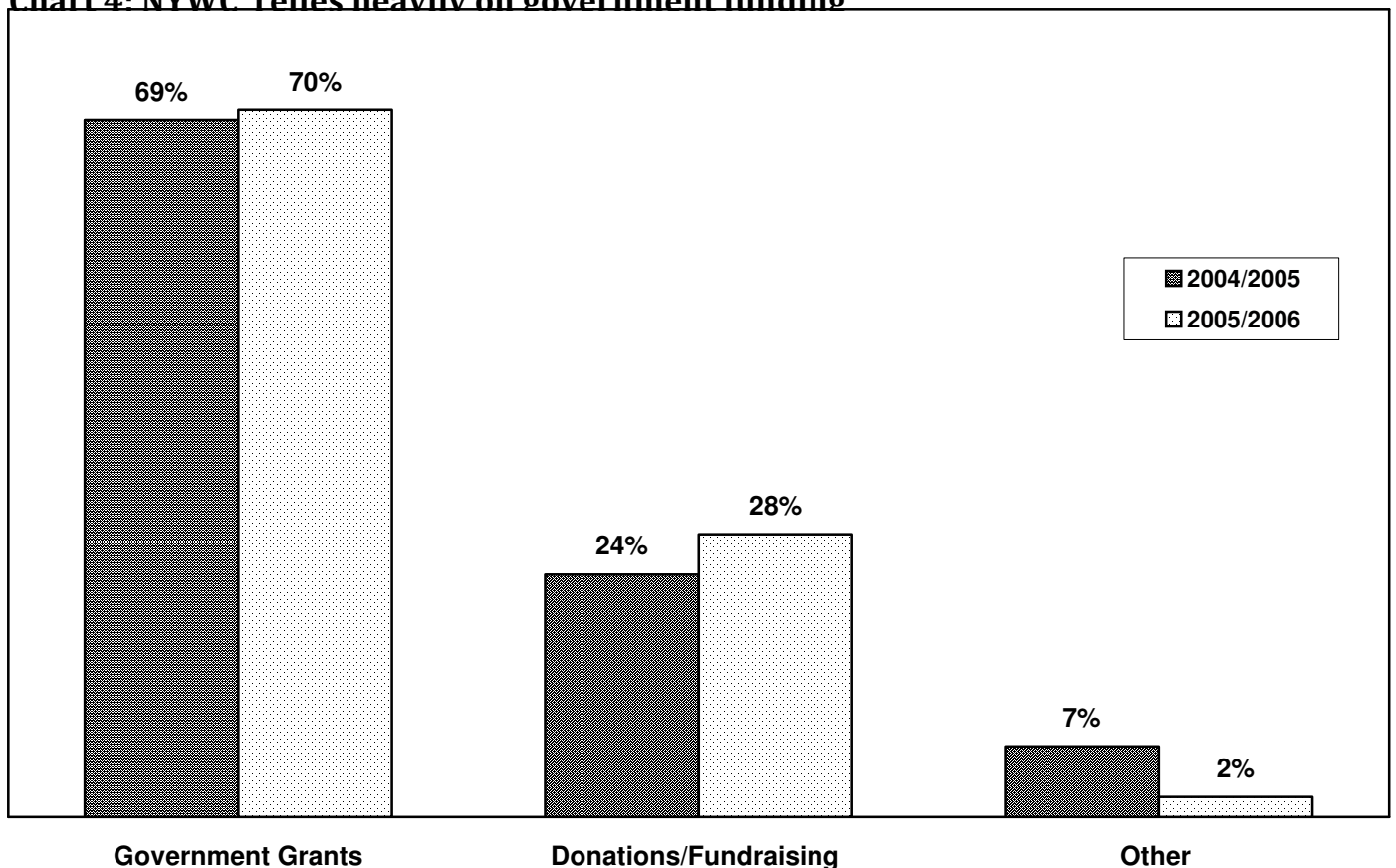
City of Toronto, Minor Recreation Grant

United Way of Greater Toronto, Freedom from Violence Grant

Human Resources and Skills Development Canada, Summer Career Placement Program,

Lesbian & Gay Community Appeal Foundation

Chart 4: NYWC relies heavily on government funding



and donors

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

\$1,000 Sherry Nelligan	\$100-\$199 BCG Staff Bell X-press Vu Employees Mary Benedetto BMO Foundation of Hope Employee's Foundation Louis Chu Caroline Connell Wendy Fraser Betty Gray Anne Kutty Leon's Furniture Ltd. Luella Lumley Herb Schranz Stychin Tyme The Anglican Church Of St. Philip the Apostle Pamela Weir Marisa Zanini	BMO Nesbitt Burns Inc. Roslyn Giller Jean Hyndman Yunjo Lee Elisabeth Roosen- Runge Joy Simmonds Toronto Dominion Bank Financial Group Claudia White Charlene Zhao	Batya Hebdon Nina Herman John & Shirley Herron Patrick Kelly Anna Lambe Marilyn Luff Suzette Mafuna Henry Mah Carmen Mancini Rachel Michaud Carolyn Moore Andrea Neimeth Anne Pilgrim Miriam Sanderson Gloria Shaw Vivian Slack Vanessa Tonoo Jennifer Tran Sherry Turcotte Jacqueline Turnbull Tara Tweg Janet Wilson Melissa Wong Agnes Zalai
\$500-\$999 Andrea Rosen Anglican Church of St. Philip the Apostle Marion Soloway	\$50-\$99 Amy Block	Under \$50 Mary Clare Agriropolous Jane H. Baker Trisha Cipriani Elske de Visch Eybergen Maria Luisa Elias Nancy Forster Sara Griffiths	
\$200-\$499 Armour Heights Presbyterian Church Women's Association Susan Flynn Sue Griggs Kimberly-Clark Inc Lauri Maki Francine Morissette John Sinclair St. Stephen's Community Ministry Daphne Stapleton Rachael Turkienicz			

*donations received between April 1, 2005 to March 31, 2006

... and in-kind donations from the following

Robert Allen Louis Chu Annick Press Suzanne Berton Buddies in Bad Times Theatre Canada's Wonderland Direct Energy Dominion (Bathurst and Lawrence)	Druxy's Elgin and Winter Garden Theatre Famous Players Il Fornello Mysteriously Yours ... Dinner Theatre Procter & Gamble Kathleen Robichaud Shoppers Drug Mart	St. Philip the Apostle Starbucks (Don Mills And York Mills) Tarragon Theatre The Keg The Second City Tim Hortons Toronto Maple Leafs Warner Brothers Wild Water Kingdom Yuk Yuk's
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Statement of Financial Position at March 31, 2006

	<u>2006</u>	<u>2005</u>
<i>ASSETS</i>		
Current Assets		
Cash	\$ 21,376	\$ 33,839
Accounts receivable	2,038	343
Prepaid expenses	<u>9,804</u>	<u>3,939</u>
	33,218	38,121
Capital assets	2,959	1,640
	<u>\$ 36,177</u>	<u>\$ 39,761</u>
 LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 6,986	3,683
Deferred revenue	<u>0</u>	<u>7,000</u>
 Accumulated Surplus		
Invested in capital assets	2,959	1,640
Unrestricted	<u>26,323</u>	<u>27,438</u>
	<u>29,191</u>	<u>29,078</u>
	<u>\$ 36,177</u>	<u>\$ 39,761</u>

Full audited financial statements are available upon request

our finances

Statement of Operations and Net Assets

For the Year Ended March 31, 2006

	<u>2006</u>	<u>2005</u>
Revenue		
Government Funding	\$ 121,080	\$ 122,004
Fundraising	32,564	13,456
Donations	16,244	22,417
Foundation grants	2,000	9,250
United Way		5,000
Memberships	1,018	1,472
Interest and other	<u>13</u>	<u>1,834</u>
	<u>172,919</u>	<u>175,433</u>
Expenses		
Salaries and benefits	116,609	115,580
Program costs	22,274	24,142
Rent	12,600	12,600
Fundraising	8,580	2,981
Office supplies	5,460	6,466
Insurance	3,591	5,930
Professional fees	1,772	2,150
Other	459	150
Amortization	<u>1,461</u>	<u>620</u>
	<u>172,806</u>	<u>170,619</u>
Excess of revenue over expenses	113	4,814
Net Assets, beginning of year	<u>29,078</u>	<u>24,264</u>
Net Assets, end of year	<u>\$ 29,191</u>	<u>\$ 29,078</u>

Full audited financial statements are available upon request