

## A Message from the Chair and Executive Director

*"If we don't change, we don't grow. If we don't grow, we aren't really living."  
- Gail Sheehy*

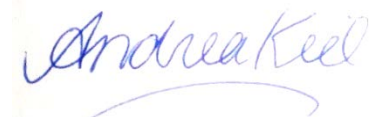
The needs and demands of non-profit organizations have changed significantly since North York Women's Centre (NYWC) first opened its doors in 1989. All along, we have endeavoured to respond to change organically: operating with flexibility while keeping our commitment to our mission and guiding principles strong. The time has come, however, to analyze what we are doing in a more strategic way; to proactively search for opportunities to strengthen what we have traditionally done well and innovate in response to the challenges and opportunities that lie ahead. This has been the focus for NYWC in 2014-2015.

The foundational work of NYWC's *Exploring Partnership and Integration Opportunities (EPIO) Task Force* culminated in a day-long retreat in early 2014, attended by two dozen current and former board members, staff, program participants, volunteers and committed community members – some of whom have been involved with the organization for decades. The group set about envisioning what integration might look like for NYWC – not necessarily as an organization, but rather as a community of women with shared values.

With values confirmed, criteria identified, and a clear vision for moving forward, the *EPIO Task Force* set out to meet with prospective partners and gauge their interest in integrating and exploring opportunities for working together. We met with eleven organizations, some of which resulted in a second – or third, or forth – meeting. Others did not. Each time, we gained valuable knowledge. Each time, we strengthened our focus. In January 2015, a decision was made to pursue a co-location and back office service agreement with the Learning Enrichment Foundation (LEF). The partnership with LEF enables NYWC to maintain its crucial identity as a women's resource centre, while expanding the reach of its programming to include education, training and employment services, and strengthening linkages to vital supports, such as childcare and food security.

The exploration of partnership and integration opportunities was intense, but it did not take focus away from our core work of supporting women's programming. Two new programs were piloted in the fall of 2014: an immigration law summary advice clinic and an eight-week financial literacy program. New assessment tools were also developed to better capture outcomes and measure the impact of our group programs. Our *Reclaiming Yourself after Abuse* program underwent a complete program review and further improved through the development of a new, updated curriculum.

It has been an extremely busy but rewarding year, characterized by many accomplishments and innovations. We are very proud of the NYWC team: our staff, board and volunteers. We could not end this message without thanking them for their tremendous efforts in continuing to open doors for women.



Andrea Kiel  
Chair, Board of Directors



Iris Fabbro  
Executive Director

## The NYWC Team

### BOARD OF DIRECTORS

Maribeth Christensen, Chair  
Jyothie Naidu, Vice-chair  
Pamela Lee, Treasurer  
Faithlyn Wallen, Secretary  
Nazanin Elhami-Khorasani, Director  
Andrea Kiel, Director  
Jacqueline Menagh, Director  
Ewa Szumowska, Director  
Caroline Williams, Director

### STAFF AND CONTRACTORS

Brenda Adams, Program Facilitator  
Suleko Ahmed, Program Facilitator  
Tahmina Ahmed, Childminder  
Yulia Akimova, Program Facilitator  
Iman Ali, Program Worker  
Maria D'Addese, Program Facilitator  
Ruby Desjardins, Housekeeper  
Ruth Dworin, Bookkeeper  
Mehrraz Enayati Ahangar, Program Facilitator  
Iris Fabbro, Executive Director  
Zahra Fadhlaoui, Administrative Assistant  
Betty-Ann Fortune, Community Information & Outreach Worker  
Deborah Hurley-Laing, Program Facilitator  
Bernadette John, Program Coordinator  
Fabiola Murphy, Community Information & Outreach Worker  
Eun (Emma) Lim, Program Facilitator  
Zoryana Panchuk, Community Information & Outreach Worker  
Lorraine Rozario, Program Facilitator  
Barbara Williams, Program Manager  
Gabriella Zazzarino, Program Facilitator

### STAFF-SHARING PARTNERS

Delta Family Resource Centre  
Somali Immigrant Aid Organization  
Unison Health and Community Services

## The Year in Numbers

### PROGRAMS AND SERVICES DELIVERED

1,290	Women received peer support, information and referral
202	Women attended one or more weekly group programs
56	Women received individual support requiring staff intervention
33	Women were trained in how to respond and provide support to newcomer women with safety concerns

### NATURE OF SUPPORT REQUESTED

52%	Emotional/Mental Health
16%	Legal Support
15%	Violence and Abuse
12%	Basic Needs and Access to Services
5%	Other

### PROGRAM PARTICIPANTS

16%	have full-time and 22% part-time employment
29%	identify as a woman with a disability
91%	live on annual incomes less than \$40,000, and 68% less than \$20,000
68%	were born outside Canada, and 77% of these arrived more than five years ago
84%	are 25-64 years of age, 12% are over 65, and 4% under 25
64%	identify as a survivor of woman abuse

### WHERE THE MONEY MONEY CAME FROM

78%	Government
22%	Fundraising
<1%	Other

### WHERE THE MONEY WENT

81%	Programs
18%	Administration
<1%	Fundraising

\* all information applies to the period April 1, 2014 through March 31, 2015

## Statement of Financial Position as of March 31, 2015

ASSETS	<u>2015</u>	<u>2014</u>
Current assets		
Cash	\$ 15,899	\$ 10,747
Short-term investments	90,523	70,211
Accounts receivable	25,636	9,274
Prepaid expenses	<u>11,201</u>	<u>3,501</u>
	<u>\$ 143,259</u>	<u>\$ 93,733</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 22,181	\$ 11,123
Amounts due to government	6,423	3,174
Deferred revenue	<u>43,697</u>	<u>21,023</u>
	<u>72,301</u>	<u>35,320</u>
NET ASSETS		
Designated	13,942	13,942
Unrestricted	<u>57,016</u>	<u>44,471</u>
	<u>70,958</u>	<u>58,413</u>
	<u>\$ 143,259</u>	<u>\$ 93,733</u>

## Statement of Operations for the Year Ended March 31, 2015

REVENUE		
Government funding	\$ 246,312	\$ 198,409
Donations and fundraising	64,530	67,545
Law Foundation of Ontario grant	6,285	17,317
Other revenue	<u>716</u>	<u>898</u>
	<u>317,843</u>	<u>284,169</u>
EXPENSES		
Program expenses		
Salaries and benefits	125,065	116,382
Program	88,716	76,483
Occupancy costs	33,958	41,144
Insurance	<u>799</u>	<u>907</u>
	<u>248,538</u>	<u>234,916</u>
Administrative expenses		
Salaries and benefits	31,266	29,095
Office supplies	14,499	7,082
Occupancy costs	3,773	4,572
Professional fees	5,384	4,822
Fundraising	1,039	544
Insurance	<u>799</u>	<u>907</u>
	<u>56,760</u>	<u>47,022</u>
Total expenses	<u>305,298</u>	<u>281,938</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES FOR THE YEAR		
	12,545	2,231
Net assets, beginning of year	<u>58,413</u>	<u>56,182</u>
NET ASSETS, END OF YEAR		
	<u>\$ 70,958</u>	<u>\$ 58,413</u>

Full Audited Financial Statements are available upon request.

## Funders

- Ontario Women's Directorate
  - Investing in Women's Futures
- City of Toronto
  - Community Service Partnership
  - Community Safety Investment
  - Investing in Neighbourhoods
- Ontario Trillium Foundation
- Ontario Seniors Secretariat
  - Seniors Community Grant
- Employment Ontario
  - Employer Training Incentive
  - Youth Employment Fund
- Human Resource Development Canada
  - Canada Summer Jobs Program

## Supporters

### \$20,000 AND OVER

Law Foundation of Ontario  
Schachter Family Foundation

### \$1,000 TO \$2,500

Nancy Bardecki  
Griggs Family Foundation  
Robert Hebdon  
Sherry Nelligan  
In memory of  
Mani Wignarajah

### \$500 TO \$999

Anonymous  
Patricia Anasco  
Lauri Maki  
Elsa Poitras  
Ann Wirsig

### \$200 TO \$499

Armour Heights Presbyterian  
Church Women's Association  
Trisha Cipriani  
Elizabeth Elliot  
Wendy Fraser  
Patrick Kelly  
Mary-Frances Stevens  
Ewa Szumowska  
Claudia White

### \$100 TO \$199

Christie Bardecki  
Anne Eastham  
Johanne Ferguson  
Bernadette John  
Paulette Ramsey  
Daphne Stapleton  
Archie Wharton  
Ophelia Xavier

## IN-KIND/PRO BONO

Property owner, 2446 Dufferin Street  
Norton Rose Fulbright LLP



# ANNUAL REPORT

## 2014-2015