



ANNUAL REPORT 2017/18



NORTH YORK WOMEN'S CENTRE
OPENING DOORS FOR WOMEN

Message from the Chair and ED

“Good leadership requires you to surround yourself with people of diverse perspectives who can disagree with you without fear of retaliation.” – Doris Kearns Goodwin

In many ways, 2017/18 was a year for NYWC to take stock and prepare to launch forward. We came to the end of our Strategic Plan and started conversations to inform the next one. We are proud to report that we were successful in achieving each of the four strategic priorities identified: that is, collaboration, responsiveness, effectiveness and innovation. Our goal for the upcoming year is to develop a new strategic plan, one that will determine the areas that we will focus on over the next few years to achieve our mission and vision.

It has been three years since we began co-locating with like-minded organizations at 116 Industry Street. Sharing space has provided a variety of opportunities to learn from and about each other and engage in activities that support our common goals. While some collaborations have been formal ones, the majority have been informal, born organically from interactions in the ‘Town Square’ or other common areas in the building. Over the last year, we have worked to develop workplace violence prevention initiatives with ONESTEP, helped North York Harvest Food Bank volunteers respond to disclosures of family violence and presented workshops to women attending English language classes at the Learning Enrichment Foundation. Referral and client support flow organically and seamlessly between service providers in the building, to the benefit primarily of individuals who come to the building for support but also to the staff and volunteers whose job it is to provide it.

NYWC spearheaded two events this year that engaged the local community while bringing together building partners and community leaders. On December 6, we hosted an event commemorating the National Day of Remembrance and Action on Violence Against Women. For a precious 15 minutes, people left their classrooms, offices and workstations to remember the 14 women who were singled out for their gender and murdered in the 1989 Montreal Massacre, missing and murdered indigenous women and girls, and all women who have faced violence simply because they are women. For many of the newcomers in the building, it was the first time they had heard about this part of our history.

We ramped up our tradition of celebrating International Women’s Day this year by hosting our first Women’s Entrepreneurship Festival. Over 100 people attended the event and learned more about entrepreneurship as an opportunity for women’s empowerment and economic independence. The event included workshops, networking sessions and a marketplace showcasing successful food enterprises run by newcomer women living in the local community.

None of this would have been possible without the support of our funders and donors, the dedication of our Board, staff and volunteers, and the confidence of our community members. We are very proud to lead a team committed to contributing their best efforts as individuals and working collectively to empower women and effect positive change. Together, we are working towards our vision of having all doors open for all women.



Shannon Persaud Tolnay, Chair



Iris Fabbro, Executive Director

Vision

All doors are open for all women

Mission

NYWC is a community of diverse women providing programs, resources and support that empower women to effect positive change. We deliver this in a safe, inclusive and welcoming environment for all women in the community of North York and surrounding areas.

Guiding Principles

Our guiding principles inform and guide all aspects of the agency's functioning. We define our guiding principles as:

- promoting equity, equality and social and economic justice for all women; and
- working within a framework of anti-oppression, anti-racism and feminism. *

* We practice feminism by:

- asking questions from a women's perspective;
- acknowledging a power imbalance to the disadvantage of women; and
- demanding that women's personal experiences become recognized in public policies.

Board of Directors

Angela Connors, Chair
Shannon Persaud Tolnay, Vice-chair
Nancy Bardecki, Treasurer
Kathryn Manning, Secretary
Elissa Podolsky
Delta Sween

Staff and Contractors

Tahmina Ahmed, Childminder
Yvonne Annobil, Facilitator, Women's Empowerment & Reclaiming Yourself After Abuse
Taslima Begum, Coordinator of Group Programs
Constance Boakye, Facilitator, Women's Empowerment & LINC workshops
Danielle Di Prizio, Facilitator, Women's Empowerment
Iris Fabbro, Executive Director
Madelaine Hudson, Bookkeeper
Eun Lim, Facilitator, Women's Empowerment
Mary Middleton, Facilitator, Women's Empowerment & Reclaiming Yourself After Abuse
Zoryana Panchuk, Coordinator of Group Programs (on maternity leave)
Patricia Saenz, Administration Coordinator & Facilitator, Women's Empowerment
Natacha Salinas, Facilitator, Women's Empowerment
Farzaneh Sharifi, Facilitator, Women's Empowerment
Jennifer Rodrigues, Facilitator, Women's Empowerment
Leanna Tuba, Facilitator, Women's Empowerment & Reclaiming Yourself After Abuse
Barbara Williams, Project Coordinator, Women's Entrepreneurship Festival & Accessible Online and Print Media Communications
Veronica Williams, Facilitator, Women's Empowerment

Program Delivery Partners

Bangladesh Centre and Community Services
Downsview Community Legal Services
Ernestine's Women's Shelter
Parya Trillium Foundation
Stonegate Community Health Centre
The Learning Enrichment Foundation

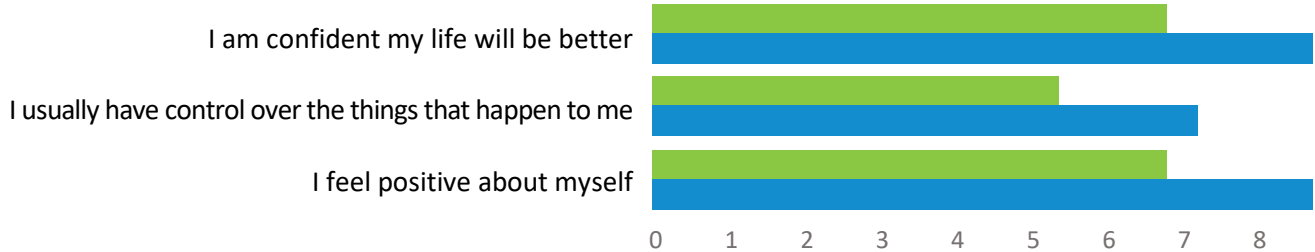
Program Report

■ Where I was before participating in the program

Reclaiming Yourself After Abuse



Women’s Empowerment Series – Discovering our Power



11
sessions of the Women’s
Empowerment groups
115
individual women attended

2,048 hours of service provided to group participants

57% of participants achieved their goal within 12 weeks
and **81%** within 24 weeks

3
sessions of Reclaiming
Yourself After Abuse groups
32
individual women attended

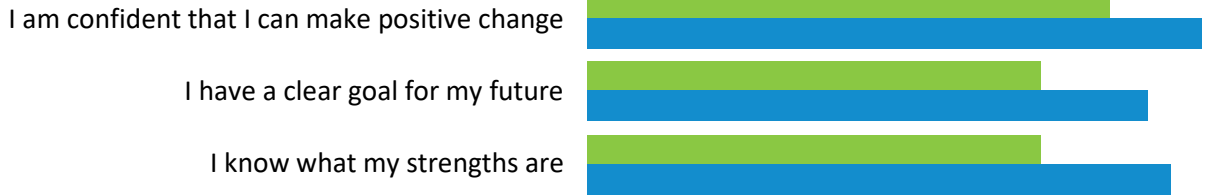
3 system navigation for English learners and **2** family law
workshops enhanced knowledge and access for **56** women

109 participated in the Women’s Entrepreneurship Festival

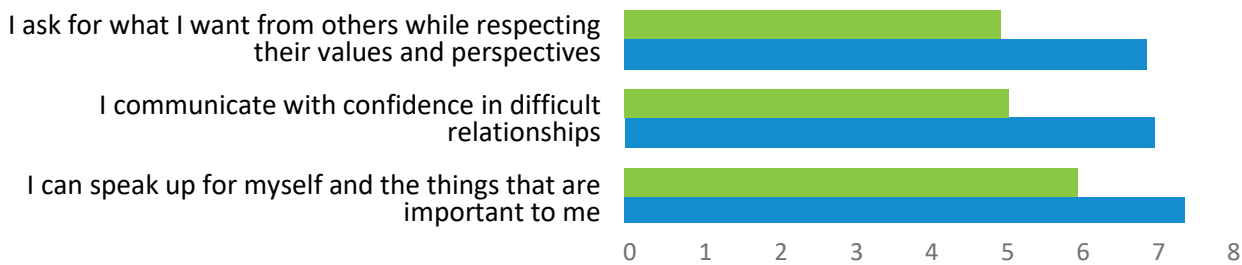
1,236 women received support, information and referral to meet their immediate needs
and, of these, **161** received individual support requiring staff intervention

■ Where I am after completing the program (0=disagree, 10=agree)

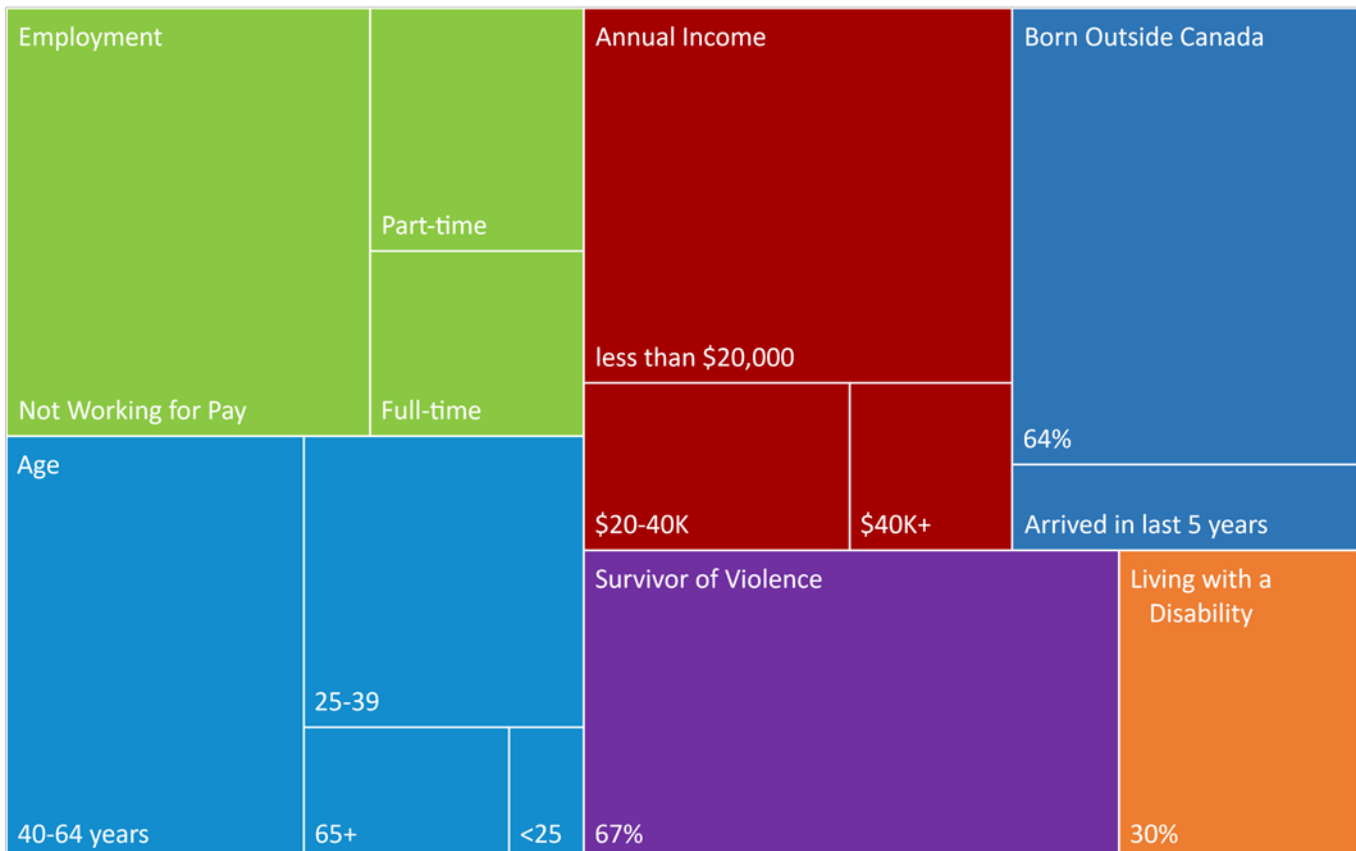
Women's Empowerment Series – Exploring our Potential



Asserting Ourselves



WHO ARE NYWC'S PROGRAM PARTICIPANTS



Financial Report

Statement of Financial Position as at March 31, 2018

ASSETS	2018	2017
Current assets		
Cash	\$ 135,661	\$ 74,999
Amounts receivable	5,417	6,793
HST recoverable	3,932	5,753
Prepaid expenses	<u>2,438</u>	<u>1,172</u>
	<u>\$ 147,448</u>	<u>\$ 88,717</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 43,956	\$ 38,718
Payroll source deductions	4,158	5,575
Deferred contributions	<u>4,935</u>	<u>-</u>
	<u>83,049</u>	<u>44,293</u>
NET ASSETS		
Unrestricted	<u>64,399</u>	<u>44,424</u>
	<u>\$ 147,448</u>	<u>\$ 88,717</u>

Statement of Operations and Changes in Net Assets for the Year Ended March 31, 2018

REVENUE		
Government funding	\$ 182,648	\$ 161,851
Donations and fundraising	<u>60,434</u>	<u>37,522</u>
	<u>243,082</u>	<u>199,373</u>
EXPENSES		
Program expenses		
Salaries and benefits	120,982	128,300
Program	50,664	28,676
Insurance	799	799
Occupancy costs	<u>-</u>	<u>4,677</u>
	<u>172,445</u>	<u>162,452</u>
Administrative expenses		
Salaries and benefits	30,246	32,075
Professional fees	10,485	32,512
Office supplies	8,562	3,322
Insurance	799	799
Fundraising	570	163
Occupancy costs	<u>-</u>	<u>520</u>
	<u>50,662</u>	<u>69,391</u>
Total expenses	<u>223,107</u>	<u>231,843</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES FOR THE YEAR	19,975	(32,470)
Net assets, beginning of year	<u>44,424</u>	<u>76,894</u>
NET ASSETS, END OF YEAR	<u>\$ 64,399</u>	<u>\$ 44,424</u>

Audited Financial Statements are available upon request.

THANK YOU!

Government Funders

Ontario Ministry of the Status of Women
Investing in Women's Futures
Ontario Ministry of Citizenship and Immigration
Multicultural Community Capacity
City of Toronto
Community Services Partnership
Community Projects and Events
Investing in Neighbourhoods

When I first came here, it was probably 3 weeks – no, 6 weeks – after I was in the hospital and I was not good. I feel today that I can go out into the world and be able to keep in motion and be able to communicate with people.

I am thankful for having a safe place to talk and for being greeted by smiling, friendly faces.

Donations

\$20,000
Griggs Family Foundation
at Toronto Foundation
Schachter Family Fund
at Toronto Foundation

For a few weeks, you were family.

\$2,500 to \$19,999
Toronto Hyundai
Shoppers LOVE.YOU.
Walmart Canada

\$1,500 to \$2,499
Nancy Bardecki
Eli Lilly

\$500 to \$1,499
iA Financial Group
Robert Hebdon in memory
of Batya Hebdon
Lauri Maki in memory
of Francine Morissette
No Frills – 1591 Wilson Avenue

\$250 to \$499
Richard Borins
Caroline Connell
Patrick Kelly
Carol Koranyi
Claudia White

\$100 to \$249
Anonymous
Anonymous
Christienne Bardecki
Sarah Coombs
Shannon Persaud Tolnay
Joseph & Elsa Poitras in
memory of Batya Hebdon
Paulett Ramsey
Daphne Stapleton
Tej Wadhwa
Melissa Wong

In-kind Donations
Learning Enrichment Foundation
Tech-U-Trust

I've found a real safe place in NYWC that's allowed me to develop some strategic and life-altering skills without fear of exposure or threat of exclusion. On the contrary, I have become more active in the programs and activities due to the trust and discretion they offer. Participants are from all walks of life and NYWC offers a non-exclusive environment which is comfortable and encouraging.



NORTH YORK WOMEN'S CENTRE
OPENING DOORS FOR WOMEN

nywc.org

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Charitable Registration Number
14026 3013 RR0001