

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.

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	2015	2014
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	2015	2014
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