



ANNUAL REPORT 2018 / 2019

A Message from the Chair & Executive Director

The 2018/19 year began with the launch of a new website: one that is more accessible and easier to navigate. Our IT infrastructure was updated as well, ensuring that our data is secure and making it easier for staff and volunteers to collaborate. These basic yet important elements helped set the tone and spirit for the year to come.

The Women's Empowerment Series continued to be at the heart of NYWC's programming. We were able to extend the geographic reach of the program in 2018, to Etobicoke and East York, through new partnerships with Stonegate Community Health Centre and Bangladesh Centre and Community Services. We welcomed new partners and strengthened long-term collaborations with Downsview Community Legal Services, Parya Trillium Foundation, and Unison Health and Community Services, among others.

We dipped our toes into the delivery of a digital literacy program for women over the summer months. This is a new program area for NYWC and one that we are still learning about. We are also exploring programming that strengthens key employability skills. In response to identified needs and requests of support in these areas, we hope to launch an employability program in 2019 and digital literacy in 2020.

A major flood in August caused considerable disruption and frustration but did not stop us from moving forward. We thank everyone for their support and patience.

We began to mark a milestone anniversary this year: NYWC was incorporated in October 1988, setting the foundation for securing charitable registration status and beginning to deliver services the following year. The organization's vision and mission are still very relevant today and the guiding principles remain the same: promoting equity, equality and social and economic justice for all women; and working within a framework of anti-oppression, anti-racism and feminism. After 30 years we are still going strong.

The highlight of the year was our third Women's Entrepreneurship Festival. Over 100 people came out to see the premiere of our short film Table Talk: Seven Women Share Their Entrepreneurship Journey and meet the inspirational women behind it.

We are extremely proud of NYWC's accomplishments over the year and the people who made it happen: our dedicated staff, board, volunteers and community partners. It is a privilege and honour to serve as Board Chair and Executive Director.

Looking ahead, 2019-20 will be an exciting year as we mark three decades of delivering critical services to women in the community. We are excited to have been awarded over \$200,000 over the next four years from the Government of Canada. This funding will support a new strategic plan focused on building the organization's capacity and positioning it for future growth.



Shannon Persaud Tolnay
Chair, Board of Directors



Iris Fabbro
Executive Director

Board of Directors

Shannon Persaud Tolnay, Chair
Lenore Cabral, Vice-chair
Elissa Podolsky, Treasurer
Kathryn Manning, Secretary

Maria Bazilevskaya
Jenifer Rush
Delta Sween

Strategic Plan 2019-2024

Strategic Pillars

- Program and Community Impact
- Organizational Capacity
- Community Engagement and Leadership

Key Activities

- Data collection and analytics
- Stakeholder engagement
- Revenue generation
- Leadership development
- Succession planning



“It was so important for me that North York Women’s Centre was there at a time in my life when I needed support more than I knew.”

“I owe it to North York Women’s Centre for reminding me of my worth and my talent and to seek my dreams.”





“When you come from a place of trauma, a lot of the time it feels like – or felt to me like – I was an anomaly, an oddity, like I didn’t quite fit in anywhere. My history, my story, my trauma was so unique to me that it never occurred to me that other people could understand, that other people could relate to what I’d been through and what I was still going through. At North York Women’s Centre, I found exactly that: people who could relate to me, people who could understand me and the help that I needed.”



Mission Statement

about us and our vision

Our Vision

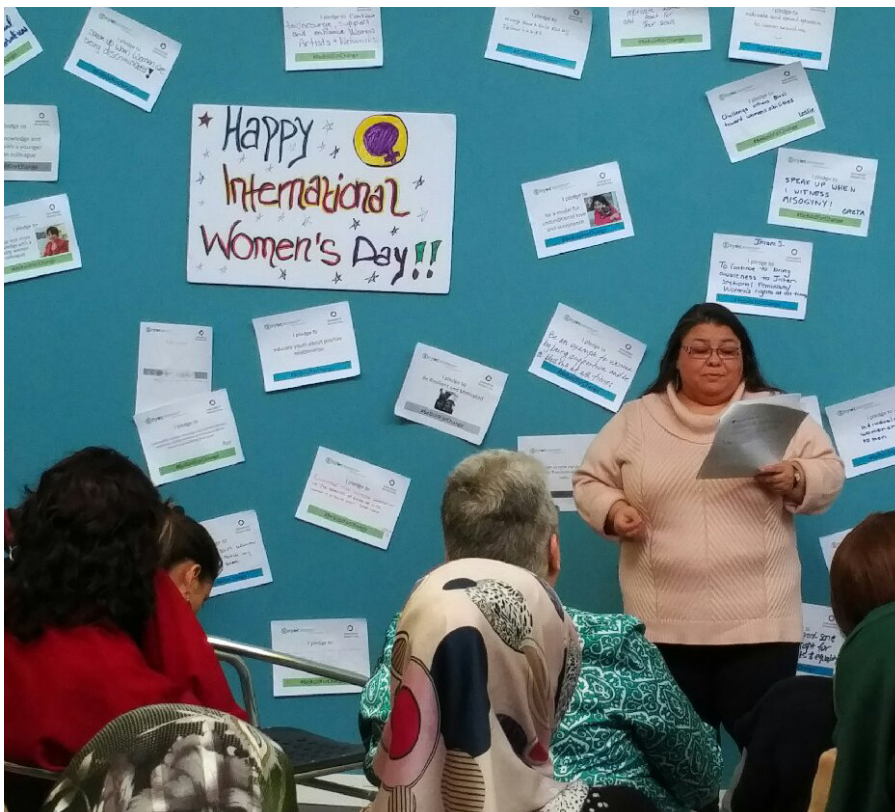
We envision a world where all doors are open for all women.

Our Mission

NYWC is a community of diverse women. We work to advance women's equality and empower women to effect positive change.

The Guiding Principles

- 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:
 1. Asking questions from a women's perspective,
 2. Acknowledging a power imbalance to the disadvantage of women, and
 3. Demanding that women's personal experiences become recognized in public policies.



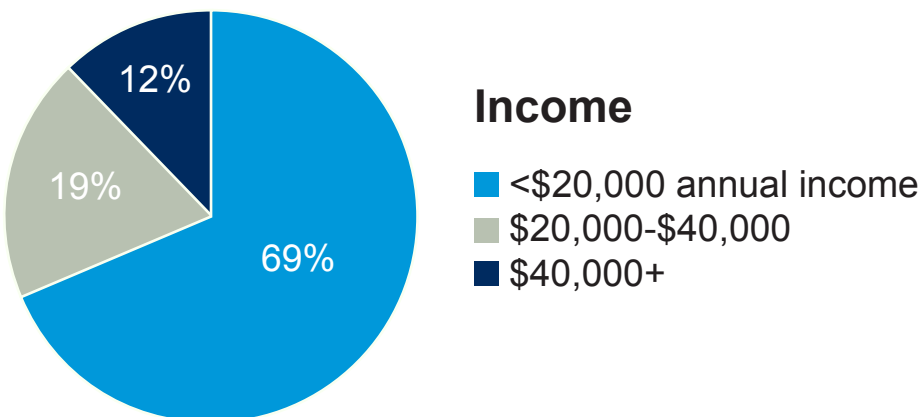
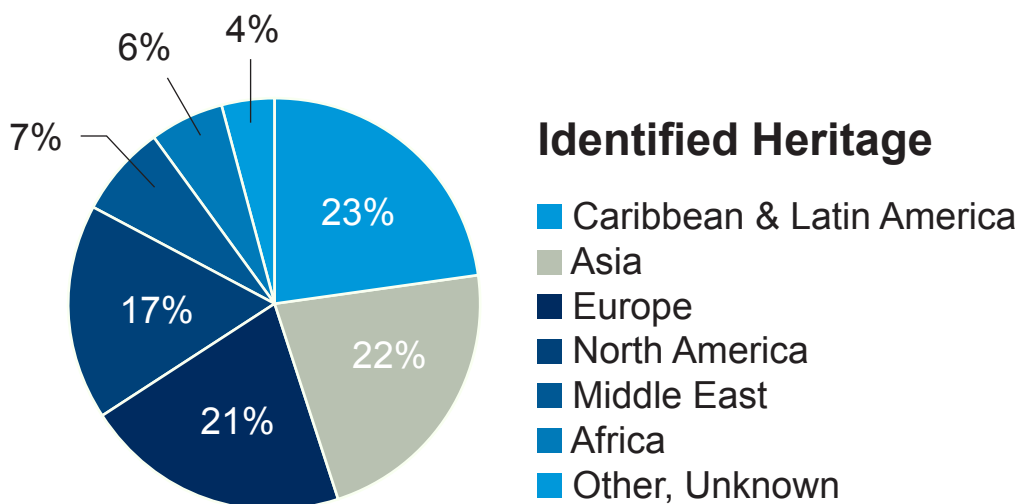
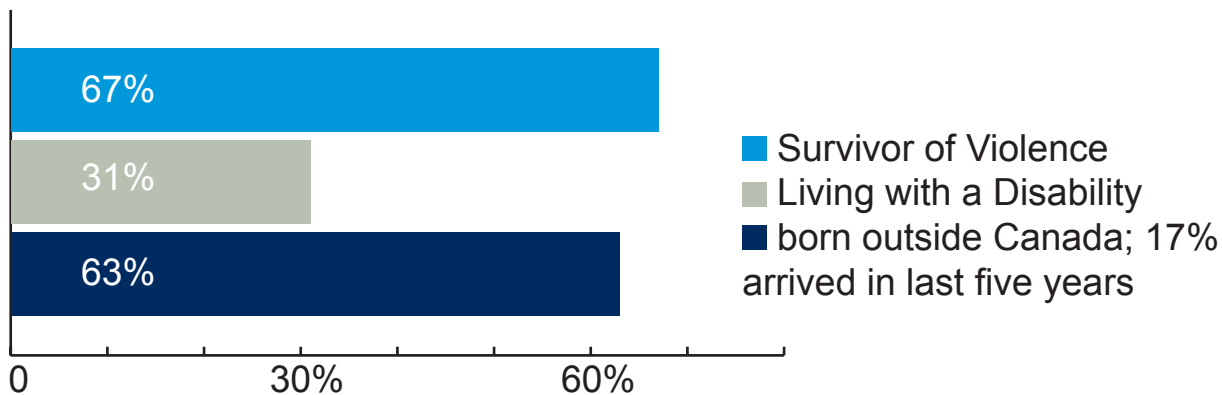
Staff & Contractors

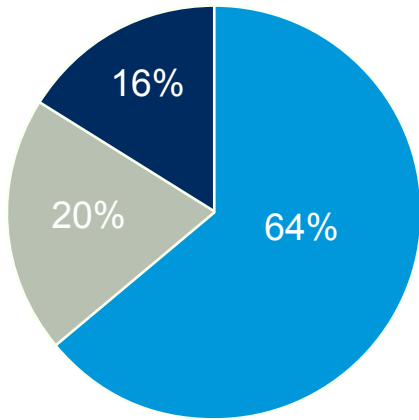
- Tahmina Ahmed,
Childminder
 - Yvonne Annobil,
Program Facilitator
 - Zahra Atarod,
Program Facilitator
 - Taslima Begum,
*Coordinator of
Group Programs*
 - Constance Boakye,
Program Facilitator
 - Danielle Di Prizio,
Program Facilitator
 - Simone Dublin,
Childminder
 - Iris Fabbro,
Executive Director
 - Madeline Hudson,
Bookkeeper
 - Eun Jung Kim,
Program Facilitator
 - Mary Middleton,
Program Facilitator
 - Zoryana Panchuk,
*Program Manager
(on maternity leave)*
 - Melody Pomares,
Program Facilitator
 - Jennifer Rodrigues,
Program Facilitator
 - Marie Isabel Rodriguez,
Childminder
 - Patricia Saenz,
Program Facilitator
 - Ana Maria Sanches,
*Coordinator, Women's
Entrepreneurship Festival*
 - Farzaneh Sharifi,
Program Facilitator
 - Elsie Tabemonso Bessem,
Women's Support Worker
 - Leanna Tuba,
Program Facilitator
 - Veronica Williams,
Program Facilitator
-

Program Delivery Partners

- Access Community Capital Fund
- Bangladesh Centre and Community Services
- Building Up
- Downsview Community Legal Services
- Ernestine's Women's Shelter
- JUMP Etobicoke, YWCA Toronto
- Parya Trillium Foundation
- Pro Bono Ontario
- Stonegate Community Health Centre
- Unison Health and Community Services
- Women in Trades and Technology, George Brown College
- Youth Learning Code

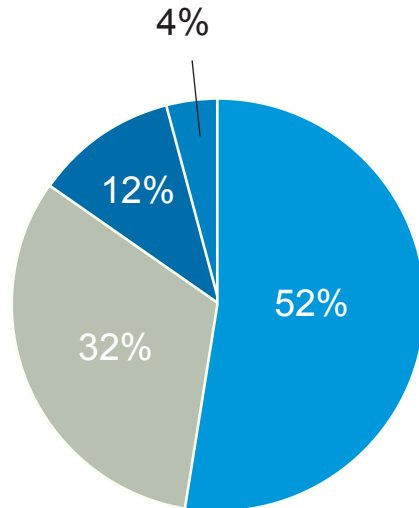
Demographics





Employment

- Not working for pay
- Working part-time
- Working full-time



Age

- 40-64 years old
- 25-39
- 65+
- <25 years old



Program Summary

124

Group participants received 2,206 hours of service

9

women received 8 weeks of digital literacy instruction

17

women gained increased access to family law support

97

people attended the National Day of Remembrance and Action on Violence Against Women

100

Individual women made positive life changes while attending one or more of 9 group programs

81%

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

14

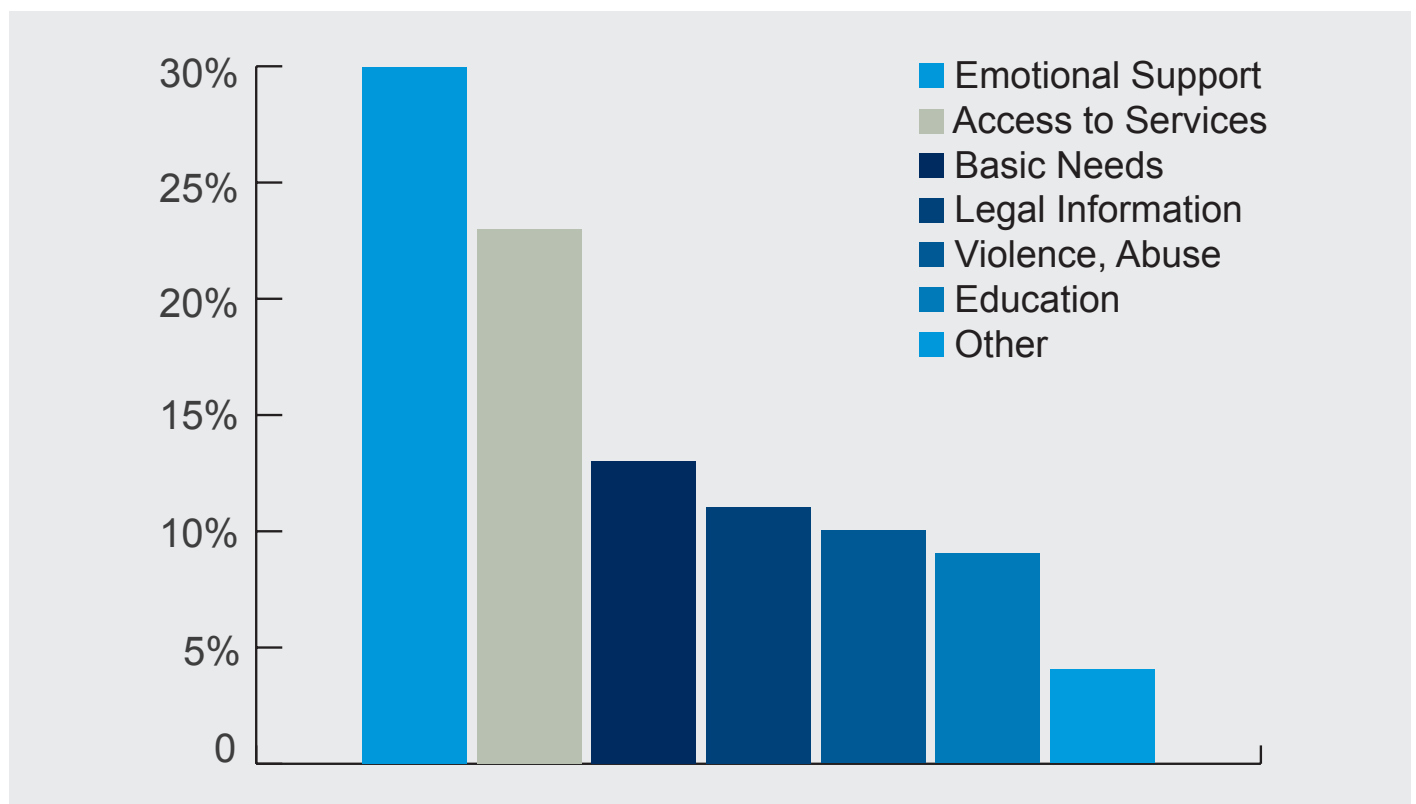
women gained increased access to safe, affordable housing

783

women received support, information and referral to meet their immediate needs and, of these, 98 received individual support requiring staff intervention

123

people attended the Women's Entrepreneurship Festival



Program Report

■ Where I was before participating in the program
■ Where I am after completing the program
 (0=disagree; 10=agree)

Reclaiming Yourself After Abuse

0 1 2 3 4 5 6 7 8 9 10

I am able to move forward in my healing



I have strengths and skills that give me confidence



I can influence how I am treated in my relationships



I am able to stay out of unhealthy relationships



Discovering Our Power

0 1 2 3 4 5 6 7 8 9 10

I am confident my life will be better



I usually have control over the things that happen to me



I feel positive about myself



Exploring Our Potential

0 1 2 3 4 5 6 7 8 9 10

I am confident that I can make positive change



I have a clear goal for my future



I know what my strengths are



Asserting Ourselves

0 1 2 3 4 5 6 7 8 9 10

I ask for what I want from others while respecting their values and perspectives



I communicate with confidence in difficult relationships



I can speak up for myself and the things that are important to me



Financial Report

Statement of
Financial Position as at
March 31, 2019

Assets

2019

2018

Current Assets		
Cash	\$91,049	\$135,661
Guaranteed investment certificates (note 3)	\$50,427	--
Amounts receivable	\$6,319	\$5,417
HST rebate recoverable	\$1,063	\$3,932
Prepaid expenses	\$1,785	\$2,438
	\$150,643	\$147,448

Liabilities and Assets

Current liabilities		
Accounts payable and accrued liabilities	\$32,009	\$43,956
Payroll source deductions payable	\$9,318	\$4,158
Deferred contributions	\$20,960	\$34,935
	\$62,287	\$83,049
Net Assets		
Opportunity reserve	\$23,000	--
Unrestricted	\$65,356	\$64,399
	\$88,356	\$64,399
	\$150,643	\$147,448

Financial Report

Statement of Operations
and Changes in Net Assets
for the Year Ended
March 31st, 2019

Revenue	2019	2018
Government Funding	\$164,671	\$182,648
Donations and fundraising	\$66,219	\$60,434
Contributed rent	\$12,000	--
Interest	\$117	--
	\$243,007	\$243,082

Expenses

Program expenses		
Salaries and benefits	\$115,765	\$120,982
Program	\$43,641	\$50,664
Rent	\$9,600	--
Insurance	\$1,210	\$799
	\$170,216	\$172,445
Administrative expenses		
Salaries and benefits	\$28,941	\$30,247
Professional fees	\$11,312	\$10,485
Office supplies	\$5,629	\$8,561
Rent	\$2,400	--
Insurance	\$303	\$799
Fundraising	\$249	\$570
	\$48,834	\$50,662
Total expenses	\$219,050	\$223,107

Excess of revenue over expenses for the year	\$23,957	\$19,975
Net assets, beginning of year	\$64,399	\$44,424
Net assets, end of year	\$88,356	\$64,399

Funders & Donors

Government Funders

Province of Ontario

- Investing in Women's Futures, Ministry of the Status of Women
- Multicultural Community Capacity Grant, Ministry of Citizenship & Immigration

City of Toronto

- Community Services Partnership
- Investing in Neighbourhoods

Donations

\$20,000 and up

- Schachter Family Fund at Toronto Foundation

\$10,000-\$19,999

- Griggs Family Foundation at Toronto Foundation
- TD Canada Trust

\$2,000-\$9,999

- Manulife
- Toronto Hyundai

\$1,000-\$1,999

- Nancy Bardecki
- Trisha Cipriani
- Nasima Mirzaeva
- Sherry Nelligan

\$500-\$999

- Robert Hebdon – in memory of Batya Hebdon
- Lauri Maki – in memory of Francine Morissette
- Jenifer Rush
- Ann Wirsig

\$250-\$499

- Richard Borins
- Caroline Connell
- Patrick Kelly
- Lisa Villeneuve
- Claudia White

\$100-\$299

- Anonymous
- Anonymous
- Lenore Cabral
- Wendy Fraser
- Roy Kusano
- North York Retired Firefighters Association
- Shannon Persaud Tolnay
- Elissa Podolsky
- Joseph & Elsa Poitras – in memory of Batya Hebdon
- Paulett Ramsey
- Daphne Stapleton
- Melissa Wong



“I was in a very difficult position in life. I had been abused by my husband up to the point that I had to leave to a shelter. I was a newcomer in Canada with precarious status and I was a single mum with one young child and another one on the way. I felt alone, I felt afraid and I felt inadequate. I was completely lacking self-esteem. I didn’t know if I could make it on my own and I was completely overwhelmed... Now, I’m feeling so grateful that the way my life is now is so much better than before I went to North York Women’s Centre. Now I feel that I am not alone and I’m not afraid and I can do anything I want.”





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