annual report 2021/22



message from the chair & executive director 2022

The NYWC group facilitators were knowledgeable and showed that they listened and really cared. The topics were exactly what I needed to get my process going for my healing, learning and becoming a stronger, confident woman. 'I am enough' are the three strong words that I live by now."

- NYWC group participant

While the COVID-19 pandemic was no longer "new" in the 2021/2022 year, it continued to impact our participants, our organization, the non-profit sector and society at large.

Women were particularly hard hit as new COVID-19 variants emerged and Toronto business and school closures lengthened. Already disproportionately placed in lowerpaying, service roles, many women lost their jobs or had to work in conditions that put them and their families at risk. Women's unpaid care work increased as daycares closed, schools moved to remote learning and older people in lockdown needed additional support. Stress, social isolation and mental health issues increased for women and men, along with an exponential rise in gender-based violence, especially domestic and intimate partner violence. As a result of COVID-19 restrictions, many women were trapped in their homes with their abusers. These challenges - along with the inspiring resilience and strength of so many NYWC participants – motivated our team to create vital new programs, despite working

remotely from home. North York Women's Centre has been supporting women for 32 years, and we knew that in this year, participants needed us more than ever.

Our mission to empower women and advance equality spurred us on as we continued the online Women's Empowerment Series, weekly Lounge and one-to-one support via telephone and Zoom. These efforts took on heightened meaning and value for our often isolated participants. We also hired two new full-time NYWC staff positions to assist with those programs, as well as two important new offerings:

- The STEPS to Work program provided preemployment support for women to explore better, more sustainable work options; and
- The Empowered Migrant Mothers Program offered community and assistance for mothers who are new to Canada. The program built their social network and knowledge of available resources at a time when they were often alone and struggling to parent children doing remote learning.

NYWC's virtual programming played an enormous role in alleviating isolation this year, as did our commitment to increasing digital access marginalized women. Building on our success with the **Empowered** Older Tech-Savvy, Women's project, we introduced a tablet-lending library so that women facing digital barriers could borrow a data-enabled device to access support. We also enhanced NYWC's digital presence to reach more women, including relaunching NYWC.org, boosting our social media presence and increasing our newsletter frequency.

While grateful for the benefits of technology, North York Women's Centre is also cognisant of its challenges. Our awareness of the safety, security and privacy risks of remote service delivery led to the launch of the Ending Gender-based Violence by Strengthening the Digitization of Services project, for example. This three-year initiative will support service providers to deliver services safely and help women make informed decisions when reaching out for help. Like many organizations, we also pivoted to support NYWC team members who were working remotely while dealing with increased pandemic stress. Program delivery remained a priority, however some rebalancing was required to ensure that staff and volunteers had frequent opportunities to connect and refocus. We also started to think about restoring in-person work and services at the end of the fiscal year, rearranging and renovating our office and program space so that our staff and clients could return safely.

NYWC's Board of Directors kept governance and oversight strong, with a focus on maintaining key funding relationships to support core programs, governance on the strategic plan, updating key policies, board recruitment and financial oversight.

At monthly virtual meetings and our online full-day retreat in May, we developed tactical plans to drive improvements in membership, engagement, and volunteerism to deepen connections for staff, volunteers, members and directors, as well as the women we serve. We have implemented some plans already and are on target with further efforts this year. None of this would be possible without Executive Director Iris Fabbro – now entering her 25th year with North York Women's Centre. The Board is grateful for her comprehensive operational plan and her collaborative approach, which have kept NYWC strong and resilient over the years.

Our generous funders and donors saw us overcoming the year's challenges and responded with additional funding, flexibility in how funds could be used, and grace in reporting expectations and deadlines. That kindness enabled us to assist more women while sustaining fiscal balance.

Our hearts are full when we consider what the North York Women's Centre team achieved over the past year. We applaud the program team who continued to help our participants and community with new and innovative initiatives. We are grateful to our steadfast supporters who continued to dig deep and stick by us. We commend our members and Board of Directors for their arduous work, guidance and wise counsel. Whether you're an NYWC program participant, staff member, volunteer, board director or donor, please know that you inspire and empower us more than you can possibly imagine.

Elissa Podolsky

Chair, Board of Directors

Elisa Podalky

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Iris Fabbro
Executive Director



















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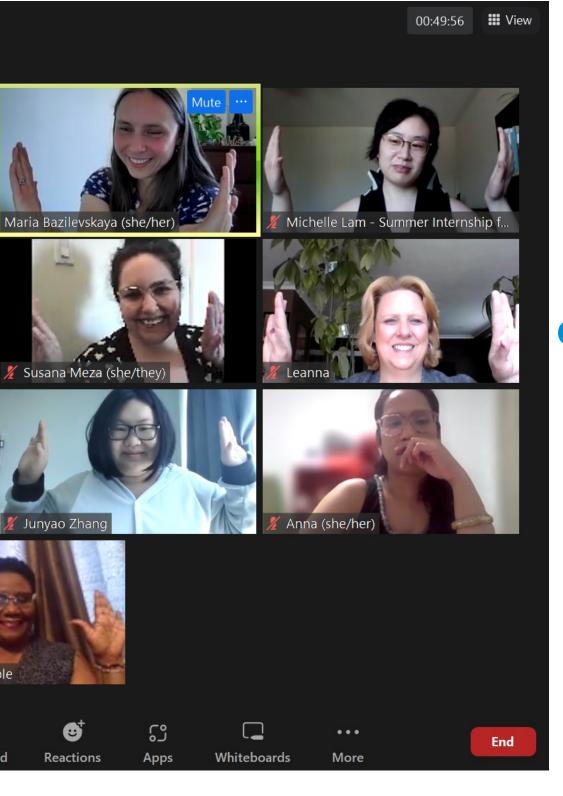


Board of Directors

Elissa Podolsky, Chair Jodi Wright, Vice-Chair Jenifer Rush, Treasurer Sana Najafi, Secretary Maria Bazilevskaya, Director
Susana Meza, Director
Anna Syed, Director

Staff & Contractors

Edna Anger, Women's Support Worker Yvonne Annobil, Group Facilitator Riya Bhatla, Women's Support Worker Danielle Di Prizio, Group Facilitator Iris Fabbro, Executive Director



board, staff & contractors 2021/22

Audrey Hykel, Women's Support Worker

Shadi Laghai, Adminstrative Coordinator, Capacity-Building

Tanyaa Mehta, Women's Support Worker

Heather Miller, Coordinator/Facilitator, STEPS to Work

Shazma Nafis, Women's Support Worker

Leanna Tuba, Group Facilitator

Taraneh Vejdani, Program Manager

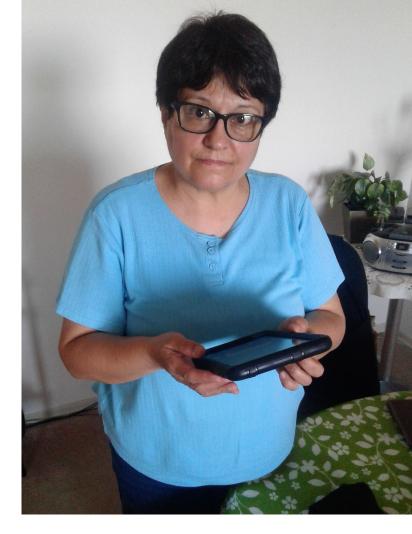
Jac White, Facilitator/Coordinator, Women's Empowerment Series

Veronica Williams-Dalrymple, Group Facilitator

Junyao Zhang, Women's Support Worker

and engagement stems first from the culture and energy of the North York Women's Centre. I showed up to each session as a shell of myself, empty, disconnected and within minutes found myself laughing, encouraging, reflecting and creating. It continues to be an incredible gift to myself and others to inspire and be inspired, impact and be impacted.

- NYWC program participant





program impact

(April 1, 2021 to March 31, 2022)

460 women served

women attended one or more programs

87 women attended one or more sessions of the Women's Lounge virtual drop-in

- 100% reported positive changes in themselves
- 73% learned about or were able to access local community resources to meet their needs
- **65%** increased their social connections

74 women participated in the Women's Empowerment Series

- 97% demonstrated increased empowerment
- 91% learned ways to set boundaries in relationships
- 83% had increased awareness of their potential

42 participants engaged with the STEPS to Work program

- 88% moved closer to sustainable employment
- **30** attended pre-employment workshops
- 17 accessed additional employment supports
- 14 took steps to reduce barriers to employment
- **8** pursued further training or education

42 women received genderbased violence support

- 84% have an increased awareness of the cycle of violence and safety and support options
- 80% learned new ways to cope and heal from the violence in their lives

20 women received digital supports to access NYWC programs

- **95%** demonstrated enhanced digital literacy
- **65%** were able to independently use digital supports to access online resources and supports to get their needs met

19 women participated in the Empowered Migrant Mothers pilot

- **81%** had an increased understanding of Canada's child welfare system
- **63%** gained support with parenting challenges
- 46% learned where to access parenting supports

program impact

(April 1, 2021 to March 31, 2022)

our team responded to

249 calls for help in the following areas:

- **30%** mental health and emotional well-being
- 24% employment, education/training
- 22% basic needs and access to services
- 15% social isolation and relationships
- **7%** safety and freedom from violence
- **2%** financial support

There's a depth of relationship here in different ways that I hope are mutually beneficial. From our perspective, we hugely gain from NYWC's engagement at many levels.

- NYWC partner agency

They are excellent partners when we are in situations when we need their support.

- NYWC partner agency

partner organizations

Building Up

Dress for Success

Elizabeth Fry Toronto

Frontier College

Hospitality Workers Training Centre

Internationally Educated Social Work Professional Bridging Program, Toronto Metropolitan University

JVS Toronto

New Circles

Osgoode Mediation Clinic

Seneca College

The Career Foundation

The Learning Enrichment Foundation

The Neighbourhood Group

The Neighbourhood Organization

Times Change Women's Employment Service

Unison Health and Community Services

Up with Women

Women's Bridging Program, housed in the School of Gender, Sexuality and Women's Studies at York University

north york women's resource centre

Statement of Financial Position as of March 31

Statement of Operations for the Year Ended March 31

ASSETS	2022	2021	REVENUE	2022	2021
Current assets			Government funding	\$ 408,129	\$ 263,775
Cash	\$ 216,953	\$ 68,642	Donations and fundraising	65,596	107,394
Short-term investments	151,568	151,340	Government assistance	32,694	44,214
Amounts receivable	-	9,688	Contributed rent	12,000	12,000
HST recoverable	8,846	3,631	Interest	427	460
Prepaid expenses	3,468	20,085		\$ 518,846	\$ 427,843
	\$ 380,835	\$ 253,386		\$ 5 10,040	3 427,0 4 3
Capital assets	34,078	-			
	\$ 414,913	\$ 253,386	EXPENSES		
			Salaries and benefits	310,920	233,342
LIABILITIES AND NET ASSETS			Program expenses	98,353	93,503
CURRENT LIABILITIES			Professional fees	19,691	11,138
Accounts payable and accrued liabilities	\$ 50,754	\$ 46,339	Office expenses	14,409	13,924
Payroll source deductions payable	7,827	4,437	Rent	12,000 10,859	12,000
Deferred contributions	142,805	38,928	Amortization	-	-
	201,386	89,704	Insurance	1,757	1,619
			Fundraising	1,012	2368
				469,001	365,762
NET ASSETS					
OPPORTUNITY RESERVE	23,000	23,000	EXCESS OF REVENUE		
Unrestricted	190,527	140,682	OVER EXPENSES	49,845	62,081
	213,527	163,682	Net assets, beginning of year	163,682	101,601
	\$ 414,913	\$ 253,386	Net assets, end of year	\$ 213,527	\$ 163,682

Supporters 2021/22



Government of Canada

- Women and Gender Equality Canada Capacity-building
- Women and Gender Equality Canada Gender-based Violence
- **New Horizons for Seniors**
- **Canada Summer Jobs**



Through the **Office** of Women's Issues

- **Investing in Women's Futures**
- **Training & Employment Supports**



- **Community Services Partnership**
- **Investing in Neighbourhoods**



Funded by Women and Gender **Equality Canada**

- **COVID-19 Emergency Funding** for Gender-Based Violence **Organizations**
- **Shockproofing Communities**

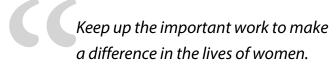


- **Schachter Family Fund**
- **Griggs Family Foundation**

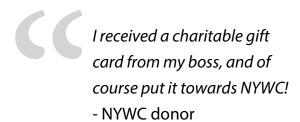


An agency of the Government of Ontario Un organisme du gouvernement de l'Ontario

Resilient Communities Fund



- NYWC donor



\$10,000

Green Sanderson Foundation

\$3,50-9,999

Lam See Namcy Yiug Manulife employee matching

\$2,500-3,499

Jenifer Rush Toronto Hyundai

\$1,500-2,499

Anonymous Nancy Bardecki Caroline Connell Walmart Canada Ann Wirsig Jodi Wright

\$750-1,499

In memory of Joan de Guerre In memory of Batya Hebdon In memory of Francine Morissette

\$500-749

Anonymous Elissa Podolsky

\$250-499

Philip Allen Richard Borins Sunlife Financial employee matching Claudia White Eleanor Wong Jiwon Yang

\$200 - 249

Sharissa Ellyn Antoinette Gagne Kikelomo Lapite Paulett Ramsey

\$100 - 199

Anonymous (3)
Mark De Shaw
Jay Houpt
Lisa Murphy
Daphne Stapleton
Jim Tom

North York Women's Centre

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