

# Annual Report

2023 / 2024



Envisioning a world  
where all doors are  
open for all women.

# Impact Highlights From 2023/24: A Letter from NYWC's Chair and Executive Director

*"Thank you for always reminding me to self-advocate and to celebrate my wins."*  
– NYWC Group Participant

It was a joy to reopen NYWC's doors five days a week. We hosted numerous inspiring, in-person events throughout our 34th year. We resumed distributing free menstrual products, toiletries and other basics to those who need them most. Plus, we added a hybrid mix of online and in-person offerings that increase accessibility, leveraging learnings and digital capacity building from the pandemic.

With economic insecurity and isolation on the rise, our work to advance equality and empower and support women, woman-identifying and non-binary people was more important than ever in the 2023/2024 fiscal year.

## **Record Attendance at Our International Women's Day Event**

The Empower-Her Showcase, our first in-person IWD Celebration since 2019, welcomed over 100 attendees. With 12 organizational partners, the event featured lunch, service provider exhibits, drumming, self-defence, podmapping, anti-trafficking and other interactive workshops, and the launch of NYWC's Ending Gender-Based Violence Toolkit. The event touched minds and hearts, with attendees reveling in the opportunity to reconnect or—in the case of those who had only met through online programming—to meet in-person for the first time. We are beyond grateful to the Board, staff, volunteers, donors and community members who helped make the event such a success.

## **Partnerships Enabled Us to Expand Our Community and Support**

NYWC participants—aka "Awesome People" or "APs" as the staff call them—continue to appreciate the valuable information, skills building, support and connection provided by our popular Women's Empowerment programs. New and continued projects in partnership with like-minded organizations also helped us support the community we serve. For example:

- We partnered with Weston Collegiate Institute to deliver a spoken-word poetry project for young women and girls to address gender-based violence. Participants looked critically at their perceptions, where they came from, and how they expect to be treated in future relationships with peers, family, community and intimate partners.
- NYWC continued to work closely with The Redwood, which brought free, accessible primary health care and counselling services to 116 Industry Street via the Mobile Healing Centre.
- We reinforced our ties with education, training and employment partners to support participants in our STEPS to Work program and added new partners along the way.

## Our Board of Directors Provided Diligent Oversight and Guidance

With strong organizational governance, the Board tackled a wide range of critical tasks, including preparation and getting endorsement from the membership of new Bylaws and Articles of Amendment, making NYWC fully compliant with the new Ontario Not-for-Profit Corporations Act. (Well ahead of the October 2024 deadline!) Our first in-person board-staff retreat since 2019 allowed the Board and staff – some of whom had never met offline—to connect and collaborate. As we wrap up NYWC’s strategic plan for 2019-24, the Board’s continued engagement, support and counsel will help us develop our next five-year strategic plan, and particularly plans for 2024/2025.

## We Enhanced NYWC’s Staff Supports

When we empower our employees, we strengthen our ability to support the community we serve. Post-pandemic, it’s well-known that people across sectors are re-evaluating how work works for them. Like many other nonprofit organizations, NYWC faced human-resource challenges including skill shortages, workplace stress, staff burnout and turnover.

We now offer staff increased paid time off, free office snacks, hybrid work and flexible work schedules. We know that it’s more important than ever to recruit and retain the best people to carry out our mission during these complex and challenging times.

NYWC also invested heavily in training, professional development and other activities to support sustainability, capacity-building and succession planning, including:

- Anti-oppressive and trauma-informed practice;
- Information, assessment and referral standards;
- Evidence-informed program planning;
- Effective coaching and supervision;
- Community engagement;
- Working with funders; and
- Cybersecurity and mitigating digital service delivery risks.

## Together, We Made A Difference

Thanks to our funders and donors, and the incredible work of our staff, Board, program facilitators and volunteers, we were able to positively impact the lives of many women in our community. For example, participants found the courage to leave abusive partners and newcomers gained new employment connections. At least one mother cried with relief at receiving free menstrual products; it meant she could buy more food. Our work at North York Women’s Centre matters more than ever. As a recent program participant said, “Your program has given me new ways to understand my power. Thank you!”

Your contributions to NYWC helped make that happen, and for that we couldn’t be more grateful.



**JODI WRIGHT**  
CHAIR, BOARD OF DIRECTORS

A handwritten signature in cursive script that reads "Jodi Wright".



**IRIS FABBRO**  
EXECUTIVE DIRECTIVE

A handwritten signature in cursive script that reads "Iris Fabbro".

# STAFF, STUDENTS, & FACILITATORS



**IRIS FABBRO**  
EXECUTIVE DIRECTOR



**DIAMOND ANTWI-MANSAH**  
MANAGER OF PROGRAMS AND SERVICES



**EMILY CHARMAN**  
COORDINATOR OF GROUP PROGRAMS



**MADELINE LEMIRE**  
MANAGER OF VOLUNTEER RESOURCES



**YAA GYAMFUAH NSIAH**  
PROGRAM FACILITATOR & COORDINATOR

**KHADIJA ATCHA**  
WOMEN'S SUPPORT WORKER

**LEVIZA KHAN**  
WOMEN'S SUPPORT WORKER

**CASSANDRA FRANK**  
WOMEN'S SUPPORT WORKER

**RIA ROOPANI**  
FIELD PLACEMENT STUDENT

**CATHERINE TAGAPULOT**  
FIELD PLACEMENT STUDENT

**ASHWINI VEIGAS**  
FIELD PLACEMENT STUDENT

**PREVANIA PADAYACHEE**  
EVENT PLANNER, IWD

**JANICE ASIIMWE**  
PROGRAM FACILITATOR

**UTTARA CHOWDHURY**  
PROGRAM FACILITATOR

**DANIELLE DI PRIZIO**  
PROGRAM FACILITATOR

**MARIA NAZAROVA**  
PROGRAM FACILITATOR

**ADITI THAKKER**  
PROGRAM FACILITATOR

**LEANNA TUBA**  
PROGRAM FACILITATOR

**VERONICA WILLIAMS-DALRYMPLE**  
PROGRAM FACILITATOR

**ROGUE WITTERICK**  
PROGRAM FACILITATOR

## What our team have to say about working at NYWC

"I have witnessed firsthand the incredible dedication and passion that drives our team to make a difference in the lives of women in our community. I am truly grateful for the chance to contribute to the meaningful work that this organization carries out every day."

"Working at NYWC has given me firsthand insight into how factors such as housing, food insecurity, access to healthcare, and violence impact the overall health and well-being of individuals and communities. It has been an eye-opening experience."

"Many women have expressed their gratitude, and have shared how the space met their needs and made them feel valued. Seeing how NYWC helps people feel seen and cared for has been incredibly rewarding."



"The facilitators were very kind, patient, attentive, and I felt encouraged to participate in the large group and in the smaller breakout rooms. The facilitators put in a lot of effort and energy to create a safe space for us."



"The staff were very compassionate, supportive and helpful. The program gave me the impetus to move forward with my goals."



"Love the team that was leading us every week. They are all so talented and bring so much to make each session rich and meaningful."

# BOARD OF DIRECTORS

JODI WRIGHT  
CHAIR

LESLEY-ANN FOULDS  
VICE-CHAIR

SANA NAJAFI  
SECRETARY

SHAMA RAFIQ  
TREASURER

JENIFER RUSH

ANNA SYED

ELISSA PODOLSKY  
(UNTIL NOVEMBER 2023)

JOLIN JOSEPH  
(EFFECTIVE NOVEMBER 2023)

# PROGRAM IMPACT

APRIL 1, 2023 TO MARCH 31, 2024

591

DISTINCT INDIVIDUALS SERVED THROUGH PROGRAMMING SUPPORTS

123

ATTENDED OUR INTERNATIONAL WOMEN'S DAY EVENT

163

ATTENDED ONE OR MORE GROUP PROGRAMS

76

COMPLETED ONE OR MORE PROGRAMS IN THE WOMEN'S EMPOWERMENT SERIES (WES).

OF THE 76 WHO COMPLETED OUR WOMEN'S EMPOWERMENT SERIES...

97%

DEMONSTRATED INCREASED CONFIDENCE AND ABILITY TO MOVE TOWARDS THEIR GOALS

89%

DEMONSTRATED INCREASED ASSERTIVENESS AND ABILITY TO COMMUNICATE THEIR NEEDS

88%

DEMONSTRATED INCREASED RESILIENCE AND EMOTIONAL WELL-BEING

86%

REPORTED THAT THEY LEARNED NEW WAYS TO COPE WITH VIOLENCE IN THEIR LIVES

85%

DEMONSTRATED INCREASED EMPOWERMENT AND SELF-ESTEEM

84%

REPORTED INCREASED KNOWLEDGE OF GENDER-BASED VIOLENCE AND SUPPORT SERVICES AVAILABLE

75%

DEMONSTRATED INCREASED SELF-AWARENESS AND UNDERSTANDING OF THEIR POTENTIAL

18

RECEIVED WRAPAROUND SUPPORTS TO ACCESS GROUP PROGRAMS

41

PARTICIPATED IN ONE OR MORE PEER-LED DROP-IN ACTIVITIES

OF THE 41 WHO PARTICIPATED IN ONE OR MORE PEER-LED DROP-IN ACTIVITIES ...

83%

DEMONSTRATED POSITIVE CHANGES IN THEIR WELL-BEING AS A RESULT OF THEIR PARTICIPATION, INCLUDING FEELING STRONGER, HEALTHIER, SAFER, LESS LONELY OR FEELING THAT PEOPLE CARE ABOUT THEM

70%

REPORTED THAT THE ACTIVITIES HELPED THEM BUILD SOCIAL CONNECTIONS

6

54%

LEARNED ABOUT OR GOT HELP WITH ACCESSING SERVICES IN THEIR COMMUNITY

51%

REPORTED THAT THEY RECEIVED SUPPORT FROM THEIR PEERS FOR THEIR PROBLEMS

1108

OUR TEAM RESPONDED TO 1,108 CALLS FOR HELP, INCLUDING:

587

CALLS ON OUR RESOURCE LINE



279

IN-PERSON OR VIRTUAL APPOINTMENTS

77

INDIVIDUALS RECEIVED 1:1 SUPPORT FOR THE FOLLOWING NEEDS:

84%

GENDER-BASED VIOLENCE

68%

HOUSING

48%

SAFETY PLANNING

33%

LEGAL SERVICES

16%

INCOME SUPPORTS

60

MENSTRUATING INDIVIDUALS RECEIVED FREE PERSONAL HYGIENE SUPPLIES

26

WOMEN WHO IDENTIFIED MENSTRUATION AS TABOO PARTICIPATED IN DISCUSSIONS ABOUT MENSTRUAL HEALTH AND PERIOD POVERTY



"A unique space where women could support women. Women in the group were able to get different perspectives on their issues and encourage each other through life's challenges."

"Thank you for creating this safe, welcoming, very open space for us."

"Thank you so much for providing an open and most importantly a judgement-free zone for all of us to truly be ourselves wherever we are in our journey. I appreciate all of your efforts and dedication in making a difference in our lives. :)"

26

YOUTH RECEIVED SUPPORTS TO SHIFT HOW YOUNG WOMEN AND GIRLS PERCEIVE THEIR FUTURE AND HOW THEY EXPECT TO BE TREATED IN THEIR RELATIONSHIPS WITH THEIR PEERS, FAMILY, COMMUNITY AND INTIMATE PARTNERS.

47

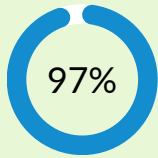
PARTICIPATED IN GROUP ACTIVITIES DEALING WITH GENDER-BASED VIOLENCE

16

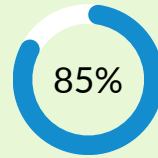
PARTICIPANTS IN THE STEPS TO WORK PROGRAM STRENGTHENED THEIR ECONOMIC SECURITY THROUGH INDIVIDUALIZED SUPPORT AND CONNECTIONS TO EDUCATION, TRAINING AND EMPLOYMENT PROGRAMS

# SERVICE USER DEMOGRAPHICS

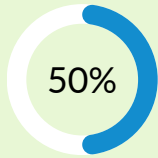
APRIL 1, 2023 TO MARCH 31, 2024



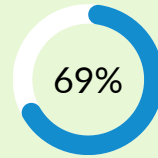
IDENTIFY AS FEMALE



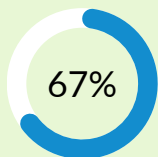
IDENTIFY AS STRAIGHT



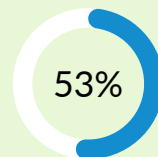
ARE BETWEEN THE AGES OF 35 AND 54, WITH THE REST SPLIT ALMOST EQUALLY BETWEEN THOSE UNDER 35 AND OVER 55



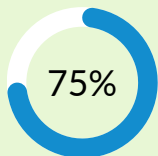
IDENTIFY AS RACIALIZED



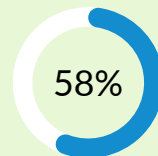
LIVE WITH A PERMANENT OR TEMPORARY DISABILITY



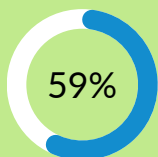
LIVE ALONE OR ARE RAISING CHILDREN ALONE



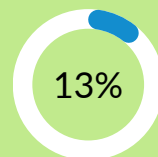
HAVE COMPLETED COLLEGE, UNIVERSITY OR OTHER POST-SECONDARY TRAINING PROGRAM



LIVE ON HOUSEHOLD INCOMES LESS THAN \$40,000 A YEAR, OF WHICH 79% LIVE ON LESS THAN \$20,000 ANNUALLY



WERE BORN OUTSIDE OF CANADA, OF WHICH 73% HAVE LIVED IN CANADA FOR FIVE YEARS OR MORE



WORK FULL TIME AND 10% WORK ONE OR MORE PART-TIME OR CASUAL JOBS

“NYWC created a safe, patient, honest and open space that allowed me to feel valued, heard and seen. I appreciated the gathering of diverse backgrounds and ages of all the participating women including the facilitators.”



“I was empowered to be with a group of women from diverse backgrounds who shared similar life struggles and were motivated to enhance their functioning, emotional health, and well-being... I feel I am more equipped to take control of my life by setting goals and taking actionable measures to achieve them.”





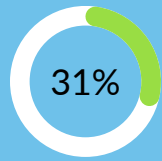
# OUTREACH

APRIL 1, 2023 TO MARCH 31, 2024

We are still very much a local organization, with **89% of participants living in the City of Toronto**. However, our online programming has expanded our reach, so that we can now serve women and gender-diverse people across Ontario and in other provinces. We are even accessible outside of Canada: in the reporting year, our Women's Empowerment Series was attended by women living in the USA, Saudi Arabia and Sierra Leone.

Our website and social media platforms remain a popular place to get information about NYWC and community resources, as demonstrated by the **36,999 website visits** we received this fiscal year!

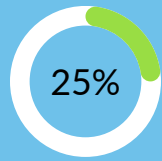
## COMPARED TO LAST YEAR



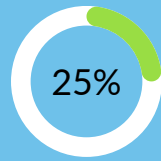
INCREASE IN WEBSITE SESSIONS



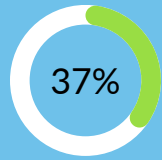
INCREASE IN PAGE VIEWS



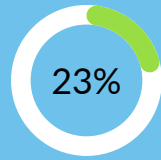
INCREASE IN NEW WEBSITE USERS



INCREASE IN WEBSITE USERS OVERALL



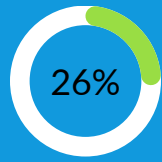
INCREASE IN INSTAGRAM FOLLOWERS



INCREASE IN LINKEDIN FOLLOWER

AFTER CAREFUL CONSIDERATION, WE PAUSED POSTING ON TWITTER/X

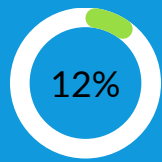
Engagement with our monthly newsletter, KeyNotes, shows a connected NYWC community:



OPEN RATES 26% HIGHER THAN THE INDUSTRY AVERAGE



CLICK RATES 10% HIGHER THAN THE INDUSTRY AVERAGE



INCREASE IN AVERAGE CLICK RATE COMPARED TO LAST YEAR



"You educated, supported, counselled, and nurtured the opportunity to encourage and promote our agency. You gave me steps to my thinking process. You helped me to understand the mind body actions that leads to better outcomes with redirection and being easy on myself."

# VOLUNTEERS

Congratulations to Jenifer Rush for receiving a 2024 Ontario Volunteer Service Award. The Award recognized volunteers for providing committed and dedicated service to an organization.



SOMAYEH AKBARSHAHI

AMANY MOHAMAD ALI

PHILIP ALLEN

ELSA BASSI

ISHIKA BATTA

CHANDER BEDI

GLORIA BORLABI

EVANGELINA CAMBORDA

FABIOLA CELI

JACKY DUONG

SHARON ELAINES

TASIA FABBRO

ELLICE GOLDSTEIN

HANDE GULCAN

SAFIYA HABIB

NAZIHA HAMITI

JAHNELLE HYATT

NIDIA IGLESIAS

HOSANNA IKWUMONU

SIMRAN JUSS

BHAJNEET KAUR

ERIKA LAM

CUILING LIZ LI

MARCELA CASTRO LONDONO

CAMILLE MACKEY

ANA MARTINS

CHRISTINE MASSIS

PRISCILLA MENSAH

SABRINA MILLER

ALEX MOODY

NETHANIA MPIANA

VANESSA NETTLETON

ANGIE NICASTRO

MARIA PADILLO-CHI

JAINI PATEL

DALAL ABDUL RAZZAQ

STEVE PODOLSKY

JULIA SERENY

KAT SLATER

NOORA ZAHEDI

# PARTNERS

Through our Ending Gender-based Violence Project, our team developed 134 tools to support service providers to mitigate barriers, privacy and security risks posed by the digitization of gender-based violence services. Through online training modules, policy templates and a curated list of resources, this toolkit increases awareness among service providers and their clients of the risks posed by the delivery of digital services, and provides training and policy and procedure recommendations to minimize potential barriers and risks.



- ABIGAIL'S PLACE
- ANGLICAN CHURCH OF CANADA
- A PLACE CALLED HOME
- ASSAULTED WOMEN'S HELPLINE
- ATIRA WOMEN'S SOCIETY
- BUILDING UP
- CAREER FOUNDATION
- CENTRAL HASTINGS SUPPORT NETWORK
- COMMUNITY COUNSELLING AND RESOURCE CENTRE
- DEAFBLIND ONTARIO
- DOWNTOWN EASTSIDE WOMEN'S CENTRE
- DURHAM RAPE CRISIS CENTRE
- ELIZABETH FRY, PETERBOROUGH
- FCJ REFUGEE CENTRE
- FOUR COUNTIES ADDICTION SERVICES
- HOSPITALITY WORKERS TRAINING CENTRE
- INDIGENOUS PUBLIC HEALTH
- INTERVAL HOUSE
- JOHN HOWARD SOCIETY
- JVS TORONTO
- KAWARTHA SEXUAL ASSAULT CENTRE
- MOHAWKS OF THE BAY OF QUINTE
- MOTHCRAFT
- NEW CIRCLES COMMUNITY SERVICES
- PAIN BC
- PARKDALE COMMUNITY LEGAL SERVICES
- PEACE PROGRAM
- PETERBOROUGH COMMUNITY LEGAL CENTRE
- PETERBOROUGH DOMESTIC ABUSE NETWORK
- PETERBOROUGH FRIENDSHIP CENTRE
- PSYCHIATRIC SURVIVORS OF OTTAWA
- SENECA COLLEGE
- SOUTHWEST ONTARIO ABORIGINAL HEALTH ACCESS CENTRE
- SWAN VANCOUVER
- THE 519
- THE CAREER FOUNDATION
- THE LEARNING ENRICHMENT FOUNDATION
- THE PERIOD PURSE
- THE REDWOOD
- TRENT UNIVERSITY
- TIMES CHANGE WOMEN'S EMPLOYMENT SERVICE
- UP WITH WOMEN
- UNISON HEALTH & COMMUNITY SERVICES
- UNITED FOR LITERACY
- VANCOUVER COASTAL HEALTH
- WESTON COLLEGIATE INSTITUTE
- WOMEN'S RESOURCES - KAWARTHA LAKES

# NORTH YORK WOMEN'S RESOURCE CENTRE STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2024

# NORTH YORK WOMEN'S RESOURCE CENTRE STATEMENT OF OPERATIONS

AS AT MARCH 31, 2024

	2024	2023
<b>ASSETS</b>		
<b>Current</b>		
Cash and cash equivalents	\$ 188,058	279,733
Investments	211,703	154,443
Accounts receivable	27,788	20,908
HST rebate recoverable	12,128	17,417
Prepaid expenses	18,319	15,748
	457,996	488,249
<b>Capital assets</b>	12,362	23,220
	\$ 470,358	511,469
<b>LIABILITIES</b>		
<b>Current</b>		
Accounts payable and accrued liabilities	\$ 91,266	100,881
Payroll source deductions payable	6,053	10,295
Deferred contributions	96,367	143,592
	\$ 193,686	254,768
<b>NET ASSETS</b>		
Unrestricted net assets	210,498	190,527
Opportunity reserve	66,174	66,174
	276,672	256,701
	\$ 470,358	511,469

	2024	2023
<b>REVENUES</b>		
Government funding	\$ 451,688	426,422
Donations and fundraising	146,391	169,880
Contributed rent	12,000	12,000
Interest	11,819	6,265
	\$ 621,898	614,567
<b>EXPENSES</b>		
<b>Program expenses</b>		
Salaries and benefits	\$ 272,413	\$ 246,035
Program	223,556	222,718
Amortization	10,858	10,859
Rent	9,600	9,600
Insurance	2,932	1,582
<b>Administrative expenses</b>		
Professional fees	36,611	35,430
Salaries and benefits	25,276	22,591
Office supplies	17,176	16,883
Rent	2,400	2,400
Insurance	782	909
Fundraising	323	2,387
	\$601,927	571,393
<b>EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR</b>	19,971	43,174

# SUPPORTERS

WE GRATEFULLY ACKNOWLEDGE THE FOLLOWING FOR THEIR FINANCIAL SUPPORT.

## FUNDERS



Women and Gender  
Equality Canada

Femmes et Égalité  
des genres Canada

### GOVERNMENT OF CANADA THROUGH

WOMEN AND GENDER EQUALITY CANADA, WOMEN'S PROGRAM

WOMEN AND GENDER EQUALITY CANADA, GENDER-BASED VIOLENCE (GBV) PROGRAM

EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA, CANADA SUMMER JOBS PROGRAM



Government  
of Canada

Gouvernement  
du Canada

Ontario



### PROVINCE OF ONTARIO THROUGH THE OFFICE OF WOMEN'S SOCIAL AND ECONOMIC OPPORTUNITY

INVESTING IN WOMEN'S FUTURES PROGRAM



CITY OF TORONTO, COMMUNITY SERVICES PARTNERSHIP PROGRAM



CANADIAN  
WOMEN'S  
FOUNDATION

FONDATION  
CANADIENNE  
DES FEMMES

### CANADIAN WOMEN'S FOUNDATION THROUGH

THE SLAIGHT FAMILY FOUNDATION, ENDING GENDER-BASED VIOLENCE IN CRITICAL  
COMMUNITIES GRANT

# DONORS

We extend our heartfelt gratitude to all our supporters for your generous contributions this year. Together, we're creating meaningful change in the lives of women and gender-diverse people!

"I would like to help the organization that helped my late Auntie Lydia in my own little way. I admire and I miss her very much. She was using the tablet that she got from NYWC in communicating with me. She supported my studies in the Philippines. I admire her kindness and miss her very much." - NYWC donor



"We are delighted to hear about the positive impact our donation has had on your STEPS to Work program... We look forward to continuing our engagement with NYWC." - NYWC donor



## \$10,000 AND OVER

SCHACHTER FAMILY FUND AT TORONTO FOUNDATION  
THE LEARNING ENRICHMENT FOUNDATION (CONTRIBUTED RENT IN KIND)

## \$5,000 - 9,999

TORONTO HYUNDAI

## \$2,000 - \$4,999

JENIFER RUSH  
ANN WIRSIG

## \$1,500 - \$1,999

NANCY & MICHAL BARDECKI  
BERTRAM FAMILY FUND AT TORONTO FOUNDATION

## \$1,000 - \$1,499

ANONYMOUS  
JODI WRIGHT

## \$500 - \$999

IN MEMORY OF BATYA HEBDON  
LISA MURPHY  
HELEN RYANE AND JANE O'HARA FUND AT TORONTO FOUNDATION, IN MEMORY OF GRACE AND MARGARET

## \$250 - \$499

ANONYMOUS  
RICHARD BORINS  
SHARISSA ELLYN  
LESLEY-ANN FOULDS  
ELISSA PODOLSKY  
PAULETT RAMSEY  
ST. MARY CATHOLIC ACADEMY  
CLAUDIA WHITE

## \$100 - \$249

ANONYMOUS (2)  
IN MEMORY OF BATYA HEBDON (3)  
NANCY HOWE  
RONNIE MOJICA  
IN HONOUR OF SANA NAJAFI  
RITCHIE NEIL  
PAULETT RAMSEY  
IN MEMORY OF ANNA SALTZBERG  
IN HONOUR OF TIMOTHY SWIFT AND GEORGE SALTZBERG (2)  
DAPHNE STAPLETON

## \$50 - \$99

ANONYMOUS  
EMMA GOLDSMITH  
CATHERINE LANG  
DANA PARSONS  
JACKIE POLAN  
MARIA SIRIANNI





**NORTH YORK WOMEN'S CENTRE**  
**OPENING DOORS FOR WOMEN**

116 INDUSTRY ST. TORONTO, ON M6M 4L8  
P. 416.781.0479  
NYWC.ORG

