

2011 ANNUAL REPORT

YWCA TORONTO

# Striving for change



YWCA  
TORONTO

A TURNING POINT  
FOR WOMEN



United Way  
Member Agency

## **SOURCES**

Housing Connections, [www.housingconnections.ca](http://www.housingconnections.ca).

*The Road to Health: Final Report on School Safety (aka: The Falconer Report)*.  
School Community Safety Advisory Panel, 2008.

YWCA Canada, [www.ywcacanada.ca](http://www.ywcacanada.ca).

*The Working Poor in the Toronto Region*. John Stapleton, Brian Murphy, Yue Xing,  
The Metcalf Foundation, 2012.

Equal Pay Coalition, [equalpaycoalition.org](http://equalpaycoalition.org).



*Rosemary Moodie.*

Rosemary Moodie  
BOARD PRESIDENT

*Heather M. McGregor*

Heather M. McGregor  
CHIEF EXECUTIVE OFFICER

## FROM THE **BOARD PRESIDENT** & **CHIEF EXECUTIVE OFFICER**

Most of us want our lives to matter. We want to be able to make meaningful contributions so that the world will be somehow different because we have lived.

The lives of most of the women and girls with whom YWCA Toronto works have been undermined by violence, poverty and discrimination. Despite this, most remain eager to transform their lives so that they can be active, contributing community members.

YWCA Toronto continues to be inspired by the determination of the women and girls who access our services, not only to overcome the challenges they face, but to thrive. As an organization, we strive to improve continually, to ensure access to our services and to advocate for the changes that are required to address the systemic issues faced by women and girls.

We want to thank the generous and determined Torontonians who donate to YWCA Toronto, making our work possible.

At a time in which citizens around the world grapple with what it means to be part of a community and to define what responsibilities we have to each other, we at YWCA Toronto are struck by the strength of Toronto's commitment to being a caring and inclusive city.

In 2011, we opened the YWCA Elm Centre. During our four year fundraising campaign, more than \$15 million was donated to this new affordable housing project by compassionate Torontonians eager to make a difference. In 2011, fundraising revenue for YWCA's diverse programs totaled \$2.6 million. We also had the benefit of 531 people who volunteered more than 20,000 hours of their time to YWCA Toronto.

As we strive to adapt to the current economic climate in which we face increasing fiscal challenges, and as the debate continues about which values and priorities should guide our city-building, the YWCA remains optimistic that the commitment of Torontonians to building an inclusive, vibrant city will prevail.

Thank you to our participants, volunteers, donors and staff who have contributed to YWCA Toronto's efforts to be part of transforming the lives of women and girls and building a city in which all can thrive.



**152,081** people are on the **waiting list** for **affordable housing** in Toronto.

# HOUSING & HOMELESSNESS

Most of us know the benefit of home. Home is not only a roof over one's head, it is also a stable, reliable place in which we find comfort, joy and nourishment. Home is where many of us receive the support we need to weather the challenges that life presents.

For those who are homeless, there is despair, isolation and loneliness. Homelessness also makes people sick and robs them of opportunity to contribute to community. Homeless children are hit particularly hard. Homeless children tend to perform poorly at school, have difficult social relations, experience more illness and, as adults, experience greater social and economic difficulties.

The YWCA knows from experience that stable housing with the right supports allows women and families to heal, rebuild and thrive.


The YWCA offers a range of housing options including emergency shelters, transitional housing and permanent housing. In 2011, we housed 1,242 people. We also opened the YWCA Elm Centre, an innovative housing complex that offers 300 units of affordable and supportive housing for women and their families – as well as wonderful community space. Visionary and committed Torontonians contributed more than \$15 million to help build the YWCA Elm Centre.

The YWCA Elm Centre is the largest affordable housing development to be built anywhere in Canada in ten years. While we are thrilled to provide 300 new homes, we are well aware that we need to build

**The YWCA  
Elm Centre is the  
largest affordable  
housing built in  
the last ten years.**

more affordable housing and continue to advocate for the protection and improvement of existing housing for low-income Torontonians.

In 2011, the YWCA was proud to be part of successful efforts to save three important city-run shelters from closure.



Q sexy, popular

In Canada, **50% of girls**  
under the age of 16 have been  
**victims of some form  
of violence.**

# EMPOWERING GIRLS

While some aspects of women's equality have improved over the last few decades, girls' lives continue to be thwarted by an endless slew of misogynist images and ideas from mainstream and social media. Many girls live in a world in which they face a barrage of degradation, harassment and violence.

The YWCA helps girls confront sexism and violence – and empowers them to claim their lives for themselves.

At the YWCA Girls' Centre, at our Camp Tapawingo, in our Girls' Council and in our settlement program for girls new to Canada, we help girls develop a sense of themselves as strong and competent. In 2011, these four girls' programs empowered 1,762 girls.

In 2011, we were inspired by the bravery of girls who are determined to challenge the sexism that surrounds them. Members of our Girls' Council organized an art exhibit of their mixed-media work exploring gender-based violence and participated in a media conference on the same topic. Other girls participated in a range of workshops focused on media awareness, healthy dating and post-secondary education.

At Camp Tapawingo, as girls tried new things like rock climbing and portaging, sometimes with great success and sometimes with great challenge, their self-confidence was strengthened.

Many of the girls with whom the YWCA works are coping with

**We help girls develop a sense of themselves as strong and competent.**

poverty and discrimination, on top of the other pressures related to being a girl. But clearly, girls are eager to take advantage of opportunities to build their strengths, grapple with the challenges they face and take action to build their futures. We just need to make sure they have the necessary opportunities and support.



Each year in Canada,  
violence forces over  
**100,000 women  
and children**

out of their homes and  
into **shelters.**



# VIOLENCE AGAINST WOMEN

Because violence against women is so prevalent and so devastating, it is no surprise that in every YWCA program there are women who have experienced violence. Our expertise has enabled us to develop empowering support that helps women heal and reclaim their lives.

With a range of programs, we help violence survivors flee violence, find safety, create a home, build skills, secure employment, improve their mental health and strengthen their parenting skills.

In 2011, we housed 161 women and children in our emergency shelters for women and children fleeing violence. Our specialized staff, with expertise in the areas of housing, immigration, parenting and mental health, worked with shelter residents to help them rebuild their lives.

Because violence does not just bruise, but also shames and degrades women, the YWCA offers a specialized employment program to women who have experienced violence. In 2011, we helped 108 women in this specialized program build their sense of self-worth, proudly claim their strengths, improve their skills and develop practical plans to improve their economic security.

In our Here to Help program for parents and children who have experienced violence, 38 mothers and 62 children found support to heal and create healthy futures.

197 women found community, a sense of belonging and transformative mental health support in our group support program for women who have experienced violence.

Our December 6th Fund provided interest-free loans to 90 women fleeing violence.

**Our December  
6th Fund provides  
interest-free loans  
to women fleeing  
violence.**

But to be frank, as much as we are proud to be part of women's efforts to rebuild their lives, we are infuriated that the violence persists. We continue to address the root causes of violence through education and advocacy strategies in a determined attempt to ensure that all women and girls are able to live free of violence.

**“If you want a highly competent population with limited behaviour problems and no violence, then you don’t have any choice but to invest in early childhood development.”**

**-Dr. Fraser Mustard**



# EARLY CHILDHOOD EDUCATION

Good early childhood education can save lives. High-quality early childhood education lays a foundation from which children can develop the skills and behaviour that will lead to healthy, successful and productive lives.

Of course, access to affordable, high-quality childcare is also critical to mothers being able to participate in the labour market. It is both because of our commitment to women's equality and our belief in the importance of excellent early childhood education that YWCA Toronto runs two early childhood development programs.

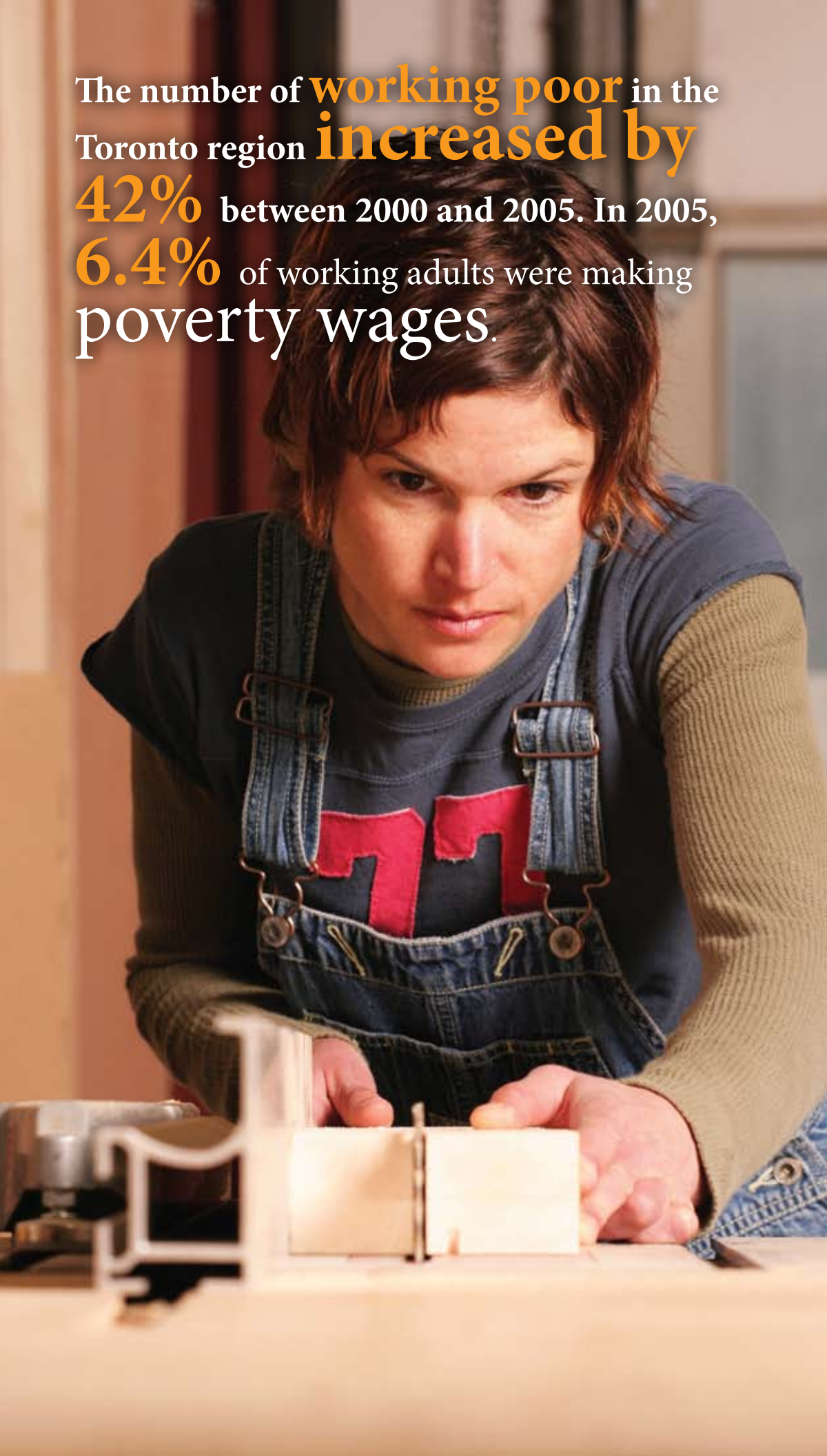
The YWCA works with many children whose lives are impacted by the trauma and chaos of poverty and violence. For these children, and their families who are working so hard to establish stability and build healthy futures, excellent early childhood education not only provides consistency, but also the critical social and academic skills that profoundly impact children's future well-being.

In 2011, 162 children participated in our early childhood development programs.

Despite the well documented value of early childhood education, the YWCA, like non-profit childcare providers across Ontario, struggled with insufficient funding and the impact of full-day kindergarten in 2011. For these reasons, the YWCA engaged in efforts to ensure childcare across Ontario has the funding and flexibility required to deliver the high-quality early childhood education our children deserve. These efforts continue.

**Our early childhood development programs work with many children who are impacted by trauma.**

The number of **working poor** in the Toronto region **increased by 42%** between 2000 and 2005. In 2005, **6.4%** of working adults were making **poverty wages**.



# UNEMPLOYMENT & THE CHANGING LABOUR MARKET

A job is generally heralded as a route out of poverty. But today, increasing numbers of working people in Toronto are making poverty wages.

The labour market has profoundly shifted. Gone are the days when someone could join a company and slowly but steadily climb a career ladder. Many companies now contract out work, such as payroll and cleaning, historically done by entry-level staff. In today's labour market, the majority of jobs are higher-level knowledge jobs and low-wage, precarious jobs that offer few opportunities for advancement.

Combine the demise of the traditional career ladder and the mismatch between the skills job-seekers have and the specialized skills employers are seeking with the increase in low-wage, dead-end jobs, the loss of manufacturing jobs, the decline in the value of the minimum wage and a decrease in unionization rates and the result is a labour market in which a growing number of people are working very hard, with little satisfaction - and for poverty wages.

**YWCA Employment  
and Training  
programs help  
women escape  
poverty.**

In this context, the YWCA is trying to build innovative employment programs that respond to the new labour market and provide a route out of poverty. In 2011, 4,614 women participated in our employment programs.



# UNEMPLOYMENT & THE CHANGING LABOUR MARKET

**THE YWCA IS HELPING WOMEN FIND GOOD JOBS.**

We build **long-term relationships with good, local employers.** We learn about the precise skills they require and help women access training to meet employers' specific needs.

We **train women for good-paying jobs**, including ones in non-traditional fields such as carpentry.

We **help young girls believe post-secondary education is a viable** and necessary option. We help them learn about universities and colleges, complete their applications and apply for scholarships.

We work with employers committed to investing in their employees by **developing unique training programs to meet employers' specific needs** and support employee advancement.

**We help women keep the job.** We provide on-going support to help women deal with issues that arise in their new work environment.

We offer highly specialized programs designed to meet women's particular needs. For example, we have an **employment program for women who have experienced violence** and another for women receiving social assistance.

We **advocate to governments for the services** we think will best meet the needs of low-income, unemployed women and help them escape poverty.

We strive to **be a good employer.** We pay decent wages and provide a good work environment. We invest in our employees, who are proudly unionized with CUPE.

# 2012 YWCA WOMEN OF DISTINCTION RECIPIENTS



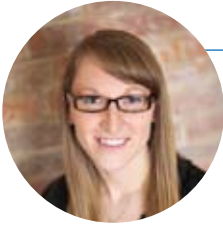
**ANGELA  
JAMES**  
Sport



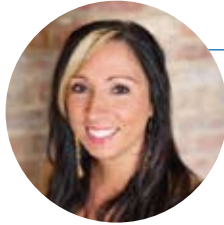
**ELYSE  
ALLAN**  
Business



**BRIDGET  
LYNCH**  
Health



**SOTEIRA  
HORTOP**  
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of Distinction



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PALMATER**  
Social Justice



**JUDITH  
HUMPHREY**  
Entrepreneurship



**ANNE  
SADO**  
Education

**SUPPORT YWCA TORONTO • PURCHASE TABLES OR TICKETS**

**[www.womenofdistinction.ca](http://www.womenofdistinction.ca) • 416-961-8101 ext. 360**

**JOIN US WEDNESDAY, MAY 16<sup>th</sup>, 2012**  
to honour this year's  
**YWCA Women of Distinction Recipients**

Metro Toronto Convention Centre (North Building)

Reception: 5:30pm

Dinner & Awards: 6:30pm



### **Ticket Information:**

Tables from \$3,500 to \$5,000

Individual Tickets \$185





# Help CREATE CHANGE



## Help CREATE CHANGE

Write Premier McGuinty

BECOME  
A MEMBER  
TODAY

## BECOME A YWCA MEMBER TODAY

Membership in Toronto's most dynamic women's association means you will:

Enjoy film screenings and presentations at our new YWCA Elm Centre

Receive YWCA Toronto's informative newsletter

Become a proud member of the global YWCA movement of 25 million women around the world

Support over 35 YWCA Toronto programs and services for women and girls in our community

Dear Premier McGuinty,

The lives of women and girls continue to be undermined by violence, poverty and discrimination.

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Dalton McGuinty, Premier  
Legislative Building  
Queen's Park  
Toronto, ON M7A 1A1

Sincerely, \_\_\_\_\_

YWCA Toronto | 87 Elm Street | Toronto ON | M5G 0A8 | [www.ywca-toronto.org](http://www.ywca-toronto.org)

**The lives of women and girls continue to be undermined by violence, poverty and discrimination. *Take a moment to write to Premier McGuinty to share your concerns and ideas.***

### MEMBERSHIP MATTERS

YWCA Toronto respects your privacy, protects your personal information and adheres to all privacy-related legislated requirements. We will keep you informed and up-to-date on events, programs and opportunities to support YWCA. On occasion, YWCA may allow like-minded organizations to write to our supporters. If at any time you wish to be removed from our list or prefer your information not be shared, please call 416.961.8100 x 352.

**Yes, I would like to become a member of YWCA Toronto.**

- My \$10 membership fee is enclosed
- I prefer to pay by credit card       VISA     MasterCard     Amex

**In addition, I would like to make a donation of \$ \_\_\_\_\_**

Card# \_\_\_\_\_ Exp. \_\_\_\_ / \_\_\_\_

Signature \_\_\_\_\_ Email \_\_\_\_\_

Name \_\_\_\_\_

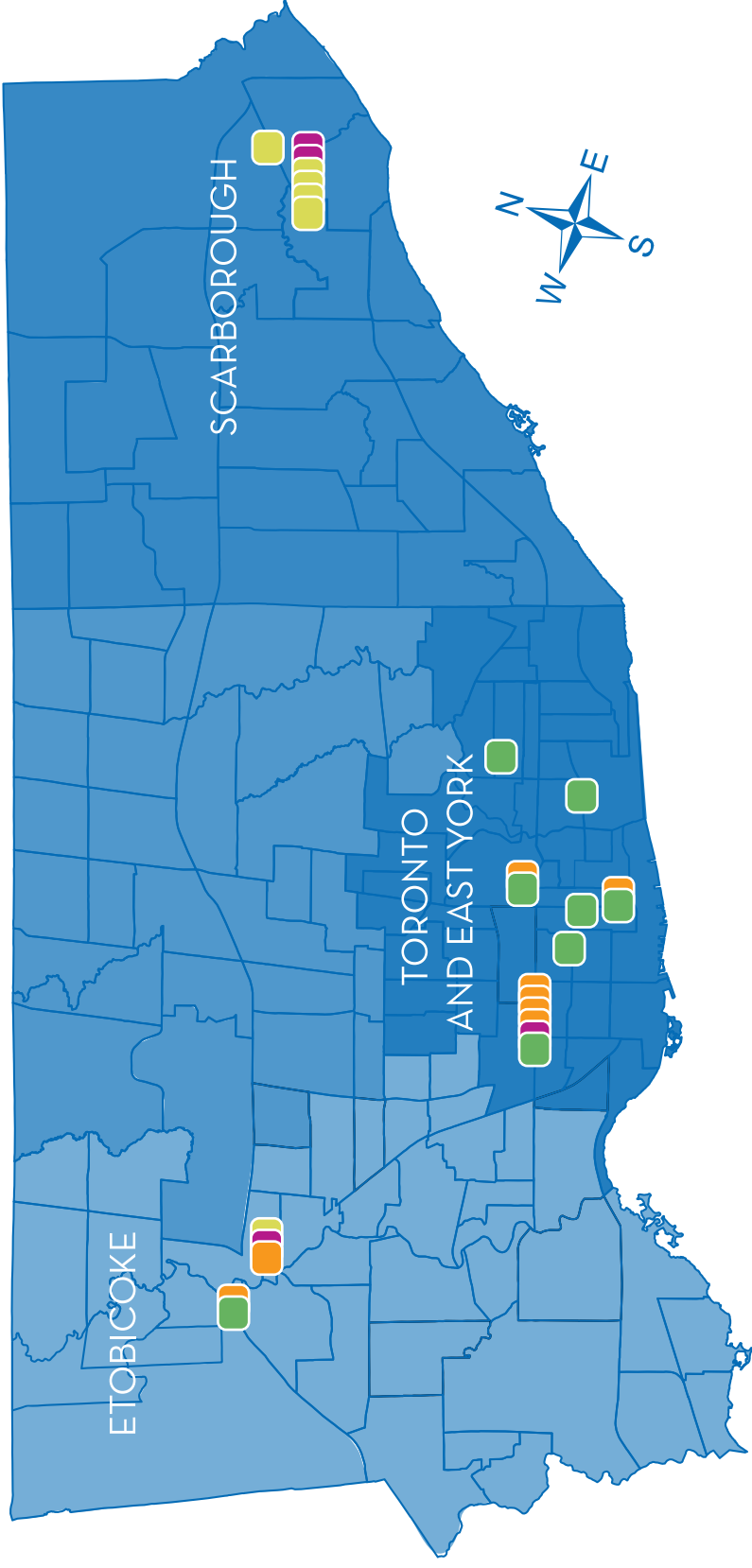
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# YWCA TORONTO IS WHERE YOU LIVE & WORK

Across the city  
YWCA Toronto is  
helping women and  
girls build equality,  
achieve economic  
security and live  
free of violence.



## SHELTER & HOUSING

We provide emergency shelter and permanent housing for women and their children.



## EMPLOYMENT & TRAINING

We help women find jobs, improve their skills and unlock their potential.



## GIRLS' PROGRAMS

We offer girls and young women a safe and fun space to develop leadership skills.



## COMMUNITY SUPPORT

We offer support groups for women who have experienced violence and are coping with mental health challenges.



# YWCA

METROPOLITAN TORONTO

**Women** in Ontario **earn**  
**29% less than men.**

Only 24.6% of MPs in the Canadian  
Parliament are women.

# WHY THE YWCA?

Women in Ontario earn 29% less than men. The wage gap is even greater for racialized and Aboriginal women. Only 24.6% of MPs in the Canadian Parliament are women. For these reasons and many more, the YWCA is a feminist organization that helps women and girls transform their lives and advocate for systemic change. Of course, women have made tremendous gains. However, there are more to be made. And critical to making those gains is feminism.

Gender matters. It profoundly impacts our experience of the world. The YWCA's programs are designed to meet the specific and diverse needs of women and girls. For many of the women and girls who participate in our programs, our women-only and girl-only environments are transformative spaces in which they are comfortable and find support that allows them to thrive.

**YWCA is a feminist organization that advocates for systemic change.**

In addition to providing gender-specific programming, the YWCA is working to strengthen women's equality by advocating for changes to public policy that will better address the systemic barriers women and girls face and promote equality.

# FINANCIAL STATEMENTS

## STATEMENT OF FINANCIAL POSITION

**Young Women's Christian Association of Greater Toronto**  
 Incorporated under the laws of Ontario.

	2011	2010
As at December 31	\$	\$
<b>ASSETS</b>		
<b>Current</b>		
Cash	1,564,231	1,331,100
Short-term investments	5,961,396	8,096,621
Accounts receivable	2,939,752	2,591,403
Prepaid expenses and other assets	322,243	268,079
<b>Total current assets</b>	<b>10,787,622</b>	<b>12,287,203</b>
Long-term receivable	291,573	313,900
Long-term investments	5,811,038	4,952,741
Capital assets, net	79,242,544	64,573,936
	<b>96,132,777</b>	<b>82,127,780</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Current</b>		
Accounts payable and accrued liabilities	9,772,379	11,554,888
Deferred contributions	1,528,765	1,447,215
Current portion of long-term debt	1,060,303	456,141
<b>Total current liabilities</b>	<b>12,361,447</b>	<b>13,458,244</b>
Long-term debt	53,176,285	41,709,838
Capital replacement reserve	1,057,454	1,118,990
Deferred capital contributions	25,102,752	21,134,182
<b>Total liabilities</b>	<b>91,697,938</b>	<b>77,421,254</b>
<b>Net assets</b>		
Unrestricted	—	—
Internally restricted	4,434,839	4,706,526
<b>Total net assets</b>	<b>4,434,839</b>	<b>4,706,526</b>
	<b>96,132,777</b>	<b>82,127,780</b>

# FINANCIAL STATEMENTS

## STATEMENT OF OPERATIONS

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**Young Women's Christian Association of Greater Toronto**  
Incorporated under the laws of Ontario.

	2011	2010
Year ended December 31	\$	\$
<b>REVENUE</b>		
Government	16,797,979	17,951,626
Fundraising	2,631,402	2,053,081
Fees and rent	1,860,029	1,858,578
United Way of Greater Toronto	1,443,047	1,428,047
Investment income (loss)	(47,499)	108,182
Miscellaneous	256,357	278,636
	<u>22,941,315</u>	<u>23,678,150</u>
<b>EXPENSES</b>		
Salaries and employee benefits	14,419,983	14,397,543
Building occupancy	4,588,189	4,872,343
Other program costs	2,972,857	3,188,390
General and administration	1,125,745	1,059,468
Allocation to YWCA Canada	106,228	98,790
	<u>23,213,002</u>	<u>23,616,534</u>
<b>Excess (deficiency) of revenue over expenses for the year</b>	<u>(271,687)</u>	<u>61,616</u>

Auditors: Ernst & Young LLP

A full set of Financial Statements is available upon request.

Charitable Business #10822 9865 RROOO1

Information filed under the Public Sector Salary Disclosure Act, 1996 is available on the Ministry of Finance website: <http://www.fin.gov.on.ca>.

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Sr. School  
Community Care East York  
Girls' Council  
Monarch Park Collegiate  
PhemPhat Productions  
Entertainment Group  
(Honey Jam)

Shelter Alliance  
Supporting Mothers  
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St. Joseph Secondary School  
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Secondary School  
Teachers Federation

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*Caring about women and girls of tomorrow, these generous people have made their legacy by including the YWCA in their estate plan.*

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Carroll Allen Dale  
Kristin Blakely-Kozman  
Ellen K. Campbell  
Mollie Christie  
The Estate of Helen M. Cram  
The Estate of  
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Sylvia Erickson  
Nancy Foster  
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The Estate of Ruth Gordon  
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YWCA Toronto thanks our partners who make critical contributions to efforts to improve the lives of women and girls.

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Monitoring Advisory  
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Dante Alighieri Academy  
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Driftwood Community Centre  
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Equal Voice  
Ernestine's Women's Shelter  
Food Share  
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Health Centre  
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Toronto District School Board  
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Learning Centre  
Yorktown Child and  
Family Centre  
Yorktown Shelter  
for Women  
YWCA Halifax  
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## INTERNATIONAL BOUTIQUE

This year, YWCA's  
International  
Boutique continued  
to raise funds  
for international  
development.

# YWCA TORONTO

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### **Secretary**

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## MISSION

YWCA Toronto is an association of diverse and caring women dedicated to improving the lives of women and girls through dynamic leadership, advocacy and a range of unique and essential services that promote personal growth and economic independence.

## VISION

Through a holistic and partnership approach, the YWCA will expand its programs and services to meet the more complex array of emergency and long-term community needs, significantly increase its financial resource base and be widely valued for its commitment to equity, access, safety and just society and as a leader in advocacy and service to women and girls.

YWCA Toronto | 87 Elm Street  
Toronto, ON M5G 0A8  
T 416.961.8100

[info@ywcatoronto.org](mailto:info@ywcatoronto.org)  
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