



**YWCA TORONTO**  
2017 ANNUAL REPORT

## BOARD OF DIRECTORS

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Bessy Triantafyllos

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## EXECUTIVE TEAM

### CHIEF EXECUTIVE OFFICER

Heather M. McGregor

### DIRECTORS

#### ADVOCACY & COMMUNICATIONS

Colette Prevost\*

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Sally Palmateer

#### SHELTERS AND GIRLS' & FAMILY PROGRAMS

Nina Gorka

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Neha Trivedi

### SECRETARY TREASURER

Tara Jewer

### TRUSTEES

1 Year Trustee - Sahar Haghjoo  
2 Year Trustee - Jenny Lin  
3 Year Trustee - Julia Haylock

\*Maureen Adams retired from this position July 2017.  
\*\*Marilda Tselepis retired from this position June 2017.

## MESSAGE FROM CEO & BOARD PRESIDENT



At YWCA Toronto a resurgent feminist movement inspires us. From the Women's March to #MeToo, women and allies are taking action for gender equity, social justice and better futures. This is what our YWCA movement has always been about - courage in the face of adversity.

With more than 32 programs across Toronto, YWCA Toronto helps women escape violence, move out of poverty and access safe, affordable housing. Our range of employment programs guide women to decent employment opportunities. Through our advocacy, we ensure women's diverse voices are heard as Canada embarks on necessary strategies on affordable housing and gender-based violence.

In 2017, we celebrated three important milestones in the history of our Association: the 60th anniversary of 1st Stop Woodlawn Housing, the 10th anniversary of Bergamot Apartments, and the 5th anniversary of Elm Centre. Bold risk-taking advanced these critical women's housing programs in times of financial and political uncertainty. YWCA Toronto is a reflection of the strength of our women's community

and our success is a reflection of the power of our movement.

In this Annual Report, we are proud to share the impact of your support. The resilience of the women we serve, the passion of our staff, the dedication of volunteers and the generosity of our donors anchor our tenacity and unwavering commitment to transforming the lives of women and girls.

A handwritten signature in black ink, appearing to read 'B. Triantafyllos'.

**BESSY TRIANTAFYLLOS**  
President, Board of Directors (left)

A handwritten signature in black ink, appearing to read 'Heather M. McGregor'.

**HEATHER M. MCGREGOR**  
Chief Executive Officer (right)



PHOTOCREDIT | Ryerson University

## JOANNE DALLAIRE *Elm Centre, Winona's Place* CREATING COMMUNITY

A place to belong – that is what Winona's Place symbolizes to Elder Joanne Dallaire, Shadow Hawk Woman of the Wolf Clan, who is Cree Omushkego with ancestry from Attawapiskat First Nation. Joanne facilitates monthly circles and runs healing groups for tenants at Winona's Place, an affordable and culturally appropriate home for Indigenous women and their families in downtown Toronto.

*"With every circle, the commitment of women who come into the room, the safety that goes into that circle and the friendships that develop are constant."*

For Joanne, safe housing and support are intertwined. She

shares her own experiences of abuse and violence and helps to empower women on their healing journey. Joanne creates a safe place for women to share their stories, honour their language and celebrate drumming traditions. This is how healing begins.

*"I've overcome a lot of adversity and from that came strength and the ability to say to whoever is in front of me - you can get through this."*

Joanne acknowledges the power of helping women without judgement.

*"We need to be empowered to take care of ourselves and that is what happens at Winona's Place."*

## CREATING INDIGENOUS WOMEN'S HOUSING

Five years ago, YWCA Toronto opened the doors to Winona's Place, our affordable housing initiative for Indigenous women and their families. With 50 units of permanent housing, Winona's Place is centrally located in downtown Toronto. Staff offer traditional healing programs developed in collaboration with Indigenous partners. Women build community in group activities and enjoy the rooftop garden where herbal medicines grow in the summer. Generous donors raised over \$500,000 to ensure that the building is secure for women and children impacted by violence.

To quote journalist Connie Walker, a 2017 Woman of Distinction, "It is important to truly understand the realities that Indigenous women and girls face in this country, but we also need to showcase the incredible strength and resilience in our communities." At YWCA Toronto, we take these words to heart. We stand alongside Indigenous women for truth and reconciliation, starting with addressing violence against Indigenous women, girls and Two Spirit people. In the face of injustice, we take action.

> **\$12.3 million**  
invested in permanent housing programs

> **972 women**  
& children live in safe affordable housing

> **248 women**  
received specialized mental health & addiction supports

> **50 units**  
of affordable housing designated for Indigenous women



## CHYANNE *Teen Mothers' Program* BUILDING CONFIDENCE

Chyanne is kind and nurturing: determination and boldness shine in her eyes. Her son, wide-eyed two-year-old Jessiah loves helping in the kitchen, Elmo, reading books and getting his photo taken.

Chyanne came to the Teen Mothers' Program when she was five months pregnant. She was shy and uncertain about what motherhood entailed. The program offers free support for mothers 14 to 22 years of age and a place to build positive parenting skills, access resources, and learn from specialists.

Although hesitant at first, Chyanne began participating in empowerment workshops,

received support from staff and was encouraged by the strength and stories of the other mothers around her.

*"There was so much I didn't know. I have learned a lot about children, but a lot about myself too."*

Now, she beams with pride when she talks about setting goals for herself, like returning to high school, and being the best role model and mom she can be.

*"I see myself very differently now. I am able to speak up not only for myself, but for my son."*

## EMPOWERING TEEN MOTHERS

YWCA Toronto helps young mothers gain positive parenting and life skills in our Teen Mothers' program. Launched in 1976, the Teen Mothers' program was the first of its kind in Scarborough. We continue to offer young mothers parenting information and holistic support on life skills, financial literacy, healthy relationships, food security, housing assistance and educational pathways. Young women benefit from support on their parenting journeys, and from the bonds they form amongst one another.

Young women also tell us about the challenges they face in securing safe, affordable housing – not only for themselves, but also for their children. Across Toronto, rent costs are skyrocketing. More than 180,000 people fill waiting lists for homes that they will never see. YWCA Toronto works alongside young women to provide support and we advocate at all levels of government on the issue of women's access to safe, affordable housing. Housing is a human right.

> **\$2.5 million**  
invested in girls  
& family programs

> **779 girls**  
built friendships & became leaders  
at YWCA's Camp Tapawingo

> **363 girls**  
became better critical thinkers,  
challenging sexualized & violent media  
images of girls at the Girls' Centre

> **525 teen moms**  
& families increased social networks, & developed  
the confidence & skills to raise healthy children



## SONIA *JUMP Settlement Services* FINDING HOME

When Sonia thinks back on her arrival in Canada from the Philippines she remembers minus 18°C weather, and a time marked with apprehension and fear. Daily activities such as grocery shopping created crises of confidence because colloquial English was hard to follow.

*“I wanted to explore the possibility of settling, but it was very challenging.”*

Sonia was working as a live-in caregiver, but was looking forward to doing more. Her self-esteem was plummeting and the challenge of adjusting to Canadian life was weighing heavily on her heart. That is

when her friend introduced her to JUMP, a settlement support program for newcomer women and girls. It helps women and girls explore career options, build skills, job search and integrate into Canadian society. For Sonia, this is when things began to change.

She participated in many training programs including office administration, cashiering and entrepreneurship and received the support she needed. Sonia’s smile now brightens the room and she has a renewed sense of self-confidence.

*“I was not like this before. There is a lot of support here. It is like a second home.”*

## UNLOCKING NEWCOMER WOMEN’S POTENTIAL

In 2017, YWCA Toronto’s two Join, Unify, Motivate and Participate (JUMP) programs helped 1,284 newcomer women and girls with comprehensive settlement support. With locations in Scarborough and Etobicoke, JUMP offers employment training, job search support, and professional workshops in individualized and group sessions. Women tell us that they come to JUMP because it is a women-centered learning environment. It is a safe space where they can build connections, receive support and leave feeling more confident and prepared to take on the Canadian labour market.

When women in our programs share stories, we hear about hope – the hope to improve their lives, and to provide better opportunities for their children. Yet in Canada, newcomer women face systemic barriers to reaching these ends, over-representation in precarious jobs and a larger pay gap. YWCA Toronto speaks out strongly in support of decent work, fair pay and updated labour standards. We honour newcomer women’s resilience, and recognize the gifts and skills they bring to Canada.

> **\$7 million**  
invested in employment  
& skills training

> **6,630 women**  
in employment & training programs  
gained stronger economic futures

> **1,407 newcomers**  
developed job-readiness skills to prepare  
them for the Canadian labour market

> **1,095 women**  
built business and career skills in  
YWCA Toronto’s social purpose enterprise



## PROGRAM PARTICIPANT *December 6 Fund* A NEW BEGINNING

Three years ago one participant discovered firsthand how the December 6 Fund has the potential to transform a life.

This fund provides interest-free loans to women fleeing abuse and enables them to establish themselves in safety.

By accessing the fund, at what this participant describes as the lowest and hardest point in her life, she was able to alleviate some of the overwhelming pressures of her circumstances and focus on the future. Receiving support when she needed it the most was critical.

*"If I didn't get that initial support I don't think I would be here," she says.*

A proud mother of three, a Child and Youth Worker, makeup artist and model, this participant is still finding time to give back. She has started a not-for-profit called New Genesis in the hopes of helping other women counteract hardship and find their new beginning the way she did.

*"I was able to better myself in order to be there for my kids... there comes a point where we all need help or support."*

## INVESTING IN WOMEN'S FUTURES

In 2017, YWCA Toronto's December 6 Fund provided interest-free loans to 323 women and children fleeing violence. With this fund, we help women establish themselves in safety, heal from trauma, and move on from violence. Our loans range from \$500 to \$1,000 and can be used towards rent, moving costs, furniture or utility deposits. When women are able to get back on their feet, they repay the loans and free up the funds for other women in need.

YWCA Toronto's commitment to social justice is strongest in our work to eliminate gender-based violence. In 2017, it gave us hope to see feminists come together for gender equity, racial justice and action - from the millions who took part in the Women's March worldwide, to the online #MeToo campaign where more than 4.7 million people used the hashtag to speak out about sexual violence. We believe survivors and stand alongside them to advance systemic change.

> **\$3.7 million**  
invested in violence against women shelters & programs

> **427 women**  
& children found safety & support at a YWCA Toronto shelter

> **444 women**  
& children overcame trauma in healing & expressive arts programs

> **323 women**  
& children received interest-free, micro-loans that helped them escape violence



## SYSTEM CHANGE ADVOCACY

In 2017, the YWCA movement proved to be a force of influence on Parliament Hill. YWCA leaders successfully advocated for a gender lens on the National Housing Strategy. Together, we called for a minimum of 25% of funds to be dedicated to projects and services for women, girls and their families. We spoke out - and government heard our call to action.

The inclusion of our 'ask' in the National Housing Strategy is a hopeful step forward. It signals the possibility of new investment in women's emergency shelters, permanent housing, and supportive housing. It may lead to additional funding for staff

support to address mental health and addiction challenges that women may experience.

Looking ahead, we will continue advocating until the women's housing crisis is averted, Indigenous women are prioritized, and funds flow for critical staff supports. We are just getting started and will need your help to keep the pressure on. Advocacy works!

## ADVOCACY WORKS!

YWCA Toronto works tenaciously to break down barriers that hold women back from achieving equity. Our advocacy is driven by the experiences of women. In 2017, we focused on:

- **Joining the movement** for a \$15 minimum wage in Ontario, making clear that women are over-represented in precarious jobs.
- **Supporting Indigenous women leaders** in calling for the elimination of sex discrimination in the all too controversial Indian Act.
- **Leading the call** for dedicated funding for women-centred employment programs to promote economic empowerment.
- **Advancing gender-based violence prevention** strategies at the provincial and federal levels.
- **Demanding action** on Toronto's poverty reduction strategy and gender equity in the City Budget alongside other civic leaders.
- **Working with child care advocates** for new subsidies, and funding to achieve professional pay for early childhood educators and childcare workers.
- **Standing in solidarity** with Muslim women in fighting Islamophobia, xenophobia and racism.

> **1 in 2**

Canadian women have experienced sexual harassment at work

> **60,000 women**

and allies marched for gender equity in Toronto's Women's March

> **42%**

of recent immigrant women will benefit from a \$15 minimum wage in Ontario

> **94**

calls to action to address inequities facing Indigenous Peoples



## THE POWER OF COLLECTIVE ACTION

In 2017 we established the Circle of Distinction to bring together 264 Women of Distinction Award recipients from the last 37 years, who together, have enormous power to change the world for women and girls.

The Circle is also a call to collective action. Its exceptional members motivate, inspire and lead to amplify women's voices and mobilize for the advancement of women and girls in Toronto and around the world.

The Distinction Fund was launched in concert with the Circle to bolster YWCA Toronto's capacity to help women and girls move out of poverty and away

from violence, build sustainable futures, and provide girls and young women access to the extraordinary opportunities that make becoming a Woman of Distinction possible.

Thanks to an amazing lead gift from the Irma Brydson Foundation, and the generosity of Circle members, an impressive \$400,000 has been raised so far.

The Circle is changing the face of philanthropy in Toronto to become a unified, powerful force committed to fundamental change for women and girls.

## MULTIPLYING IMPACT

Toronto's only and Canada's first full-time Girls' Centre – is the inaugural three-year focus of the Distinction Fund.

This vital program is drastically under-funded, yet immensely impactful. The transformative Distinction Fund is crucial to sustaining and strengthening the Girls' Centre.

Thanks to the Distinction Fund, we can provide opportunities to an increased number of girls to enhance their confidence, skills, security and long-term stability – propelling girls and women into leadership roles. This contribution to collective action sets an inspiring example that will galvanize long-term investments in a future that is equitable and filled with opportunities for women and girls.

*"In our world we are equal. The cool staff at YWCA Toronto give us the space to talk about what matters to girls. We can have fun, be who we are, and strive to be who we want to be without judgement. We learn how we can change the world for the better."*

> Maykah and Mahayah – Members of the Girls' Council

> **\$2.8 million**  
donated in 2017

> **\$670,626**  
raised at YWCA Toronto  
Women of Distinction Awards

> **\$355,420**  
in Gift-in-Kind donations

> **682 volunteers**  
contributed 20,160 hours to help transform  
lives in programs across the Association



### YWCA TORONTO BOARD OF DIRECTORS

(Back Row) Naomi Sayers, Christine Tekker, Christina Dorey-Gray, Brenda Andress, Julie Neff, Bessy Triantafyllos, Nora Nestor

(Front Row) Sabrina Wu, Carlene McCubbin, Barb Keenan, Nikita Patel

*Absent* Suhuyini Abudulai, Doris Chan, Pierrette Dosanjh, Kellie Hodges, Sarabeth Holden, Silvia Jacinto, Alice Wright

## YWCA TORONTO BOARD OF DIRECTORS

YWCA Toronto's Board of Directors is committed to creating change for women and girls across Toronto. The Board ensures that our work is aligned with our vision and mission, stewards our financial and donor resources, and provides leadership and oversight of our strategic plan and initiatives.

### OUR VISION

YWCA Toronto will be a leader in transforming the lives of marginalized and disadvantaged women and girls in Toronto.

### OUR MISSION

YWCA Toronto accomplishes this vision by being a strong advocate for women and girls, providing transformative services in the areas of employment support and training, housing options and shelters, leadership development programs for girls and key supports for women and children who have experienced violence.

## OUR STRATEGIC PRIORITIES

> **STRENGTHEN** awareness of YWCA Toronto, leveraging our credibility and reputation.

> **ENSURE** financial and organizational sustainability.

> **INTEGRATE** continuous quality improvement in operations and programs.

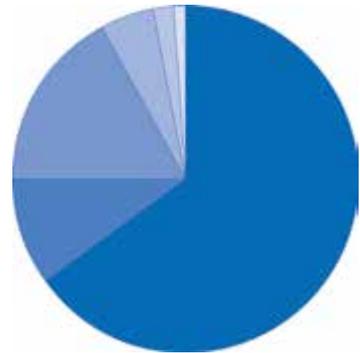
> **DELIVER** high-impact, life-changing programs for women and girls.

> **ALIGN** advocacy with mission priorities, supported by program expertise.

> **PROMOTE** strong governance and employer best practices.

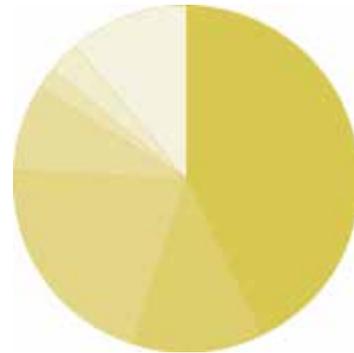
# 2016 REVENUE & EXPENSES

Year ended December 31



## REVENUE | TOTAL \$30,250,437

- 65% GOVERNMENT
- 10% PHILANTHROPY
- 17% FEES & RENT
- 5% UNITED WAY
- 2% INVESTMENT INCOME
- 1% MISCELLANEOUS



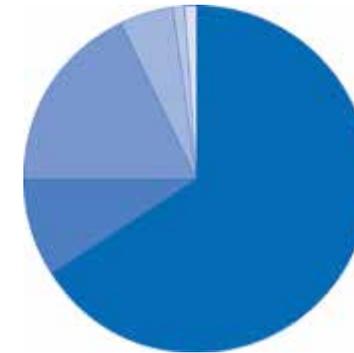
## EXPENSES | TOTAL \$30,170,330

- 43% HOUSING
- 12% VIOLENCE AGAINST WOMEN
- 21% EMPLOYMENT
- 8% GIRLS' & FAMILY PROGRAMS
- 2% ADVOCACY & COMMUNICATIONS
- 3% PHILANTHROPY
- 11% ADMINISTRATION

2016 EXCESS OF REVENUE OVER EXPENSES  
FOR THE YEAR: **\$80,107**

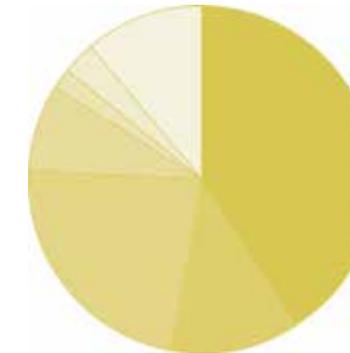
# 2017 REVENUE & EXPENSES

Year ended December 31



## REVENUE | TOTAL \$30,547,798

- 66% GOVERNMENT
- 9% PHILANTHROPY
- 18% FEES & RENT
- 5% UNITED WAY
- 1% INVESTMENT INCOME
- 1% MISCELLANEOUS



## EXPENSES | TOTAL \$30,522,699

- 41% HOUSING
- 12% VIOLENCE AGAINST WOMEN
- 23% EMPLOYMENT
- 8% GIRLS' & FAMILY PROGRAMS
- 2% ADVOCACY & COMMUNICATIONS
- 3% PHILANTHROPY
- 11% ADMINISTRATION

2017 EXCESS OF REVENUE OVER EXPENSES  
FOR THE YEAR: **\$25,099**

**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>.

# 2017 GIVING

## \$100,000+

Irma J. Brydson Foundation  
RBC Foundation

## \$50,000+

Ontario Trillium Foundation  
The Joan Wright Family

## \$25,000+

S.M. Clarkson  
Linda Chu & John Donald  
Echo Foundation  
The Harry E. Foster  
Charitable Foundation  
The Honourable Margaret McCain  
Margaret Newall,  
in memory of Ted Newall  
Royal LePage Real Estate Services  
Ltd., Johnston & Daniel Division

Royal LePage Shelter Foundation  
Shoppers Drug Mart  
Life Foundation

## \$10,000+

Arrowsmith School  
Dan & Carolynne Boivin  
The Catherine and Maxwell  
Meighen Foundation  
The D. H. Gordon Foundation  
Edelman Public  
Relations Worldwide  
Joan E. Eddy  
Grey Birch Foundation  
The late Helen Gurney  
Jerry & Joan Lozinski  
Rosedale United Church  
Rosemary Speirs  
Tippet Foundation  
Toronto CREW  
William & Betty Finch Fund  
at the Strategic Charitable  
Giving Foundation

## \$5,000+

Anonymous  
AMR Barristers & Solicitors LLP  
Downtown Toyota  
Harriet & Jonathan Goodman  
Katherine Govier  
Jackman Foundation  
Kanetix Insurance  
Ruth Mandel  
MFS Investment Management  
Canada Ltd.  
Ontario REALTORS  
Care Foundation  
Nancy Ramalho & Jeff Graham  
R. L. Signature Shelter Fund  
Royal LePage Signature Realty  
Conrad Santos  
Shum Yourkoutiotis Fund  
at Toronto Foundation  
St. Andrew's Charitable Foundation  
Catherine Steele  
Steve and Sally Stavro  
Family Foundation  
The Toronto Star Fresh Air Fund  
Jane Wilson

## \$1,000+

Anonymous (15)  
Suhuyini Abudulai  
Maureen Adams  
Susan Aharan  
Mohammad Al Zaibak  
Shahin Alizadeh  
Rebecca Ruth Allen & Jeffrey Levitt  
Allure Body Bar  
Mary-Kate Anderson  
Sally Armstrong  
Margaret Atwood  
Tanya Babalow  
Tina Bakin  
Maureen Bell  
Carrie Blair  
Cindy Blakely  
Lindsay Blakely  
Olivia & Eric Blanchard  
Blended Perspectives Inc.  
Paul Brehl & Ann Lawson Brehl  
John Bruner  
Budge Studios  
Helen Burstyn & Family  
Canadian Tire Jumpstart Charities  
Canadian Women's Foundation  
Mary Anne Chambers

Vincenta Cheng  
Olivia Chow  
Christian Science Society,  
Scarborough  
CHUM Charitable Foundation  
Cisco Canada  
City View Alternative Sr. School  
Brian Clarke  
Collier Fitness & Nutrition  
Crestview Investment Corporation  
Kathy Cunningham  
Donna Dasko  
Ellen Denoon  
DevTO  
Christina Dorey-Gray  
Dorothy and Oscar Rogers  
Foundation at Toronto  
Foundation  
Michael Dwyer  
Elementary Teachers'  
Federation of Ontario  
Enterprise Rent-A-Car  
Canada Foundation  
Environics Analytics Group Ltd.  
Eyereturn Marketing Inc.  
Lois Fine  
Margaret Fischer

FMAV  
Nancy Foster  
Janice Fukakusa & Greg Belbeck  
Catherine Gagne  
Gandy Charitable Foundation  
Geoffrey B. Scott Memorial Fund  
at Toronto Foundation  
Sharon Geraghty  
Catriona Gold  
Lee Gold  
Granite Real Estate Inc.  
John & Judith Grant  
Ruth M. Grant  
Yola Grant  
Susan Guichon  
Katherine Gurney  
Sharilyn Hale  
Heather Leckie Bryant  
Memorial Fund  
Steven Hilditch & Nikki Yokokura  
Marion Holmes  
Maruja Jackman  
Colin & Tricia Jarvis  
Sylvia Jones  
K. M. Hunter Charitable Foundation  
Gale Kelly  
Sheryl L. Kerr

\$1,000+ *continued...*

Jan Kestle  
Tamara Kinsman-Berry  
John Krzysz  
Julie Y. Lee  
LoyaltyOne Inc.  
Anne Macdonald  
Judith Mandel  
Jeannette Manguiat-Stoecker  
Lorna Marsden  
Martha LA McCain  
Heather M. McGregor  
Marcia McKay  
Eric McKnight  
The McLean Foundation  
Ian & Hilary McLean  
Keith McQueen  
Mary Pat Moore  
Janice Moro  
Mary Mowbray  
Maud Murray  
Michael W. Norgrove  
Mary Ann O'Rourke  
Sally Palmateer  
PhemPhat Entertainment Group  
The Philip Smith Foundation

Karen Pitre  
Frances Price  
Karen Pullen  
John Quinn  
Marli Ramsey  
Sharon Ranson  
Linda M. Rapson  
Raschkowan Foundation at  
the Strategic Charitable  
Giving Foundation  
Reliant Web Hosting Inc.  
An Richardson  
Catherine Riggall  
Gail Robinson  
Lucille Roch  
Geoff Rytell  
Aleksandra Sagan  
SAP Canada Inc.  
Say Yeah Inc.  
Sexy Food Therapy  
Candace Shaw  
Kathryn Shaw  
& Giovanni Strazzullo  
Annabel Slaight  
Andrea Stewart  
Margaret Tang  
Tenzing, Managed IT Services

The Boiler Inspection  
and Insurance Company  
of Canada  
Jan Ruby & Mary Thomson  
Toronto Education Workers,  
CUPE Local 4400  
Bessy Triantafyllos  
Marilda L. Tselepis  
United Way Toronto  
& York Region  
Jill Valentine  
John van Nostrand  
& Kate Wilson  
Ranjit Virdee  
Volunteer Builders  
Diane Walker  
Lenore Walters  
Anne Wood  
Patricia Wood  
Kathleen Zimmer

## 2017 YWCA TORONTO WOMEN OF DISTINCTION AWARD SPONSORS

### PRESENTING

Sun Life Financial

### CHAMPION

Elmwood Spa/Bangkok Garden  
KPMG LLP  
RBC Royal Bank  
Shoppers Drug Mart  
TD Bank Group

### PATRON

The Globe and Mail  
Ryerson University

### TRIBUTE

BMO Financial Group  
FMAV  
The Hon. Margaret Norrie McCain

### FUTURE LEADERS

Costa Leclerc Design Inc.  
Chalkboard Media  
Interprovincial Group  
McCarthy Tétrault LLP  
Power Workers' Union  
Torys LLP  
University of Toronto

### OFFICIAL MEDIA SPONSOR

CBC Toronto

### WINE SPONSOR

Château des Charmes

## ESTATES

*We honour the memory  
of individuals whose legacy  
was realized in 2017.*

Rita Kwei-King Lee  
Cornelius Anderson Silber

## COMMUNITY FUNDRAISERS (\$10,000+)

HoHoTO

## GIFT IN KIND (\$1,000+)

Adath Israel Synagogue  
Au Lit Fine Linens Outlet  
Basketeers  
Barbara Bean  
Joseph Bidner  
Mitzi Bidner  
CHUM Charitable Foundation  
Michele Cleary  
Clementine's Luxury  
Covenant House  
Cystic Fibrosis Canada  
Diva International Inc.  
Dress for Success  
Duet Public Relations

## GIFT IN KIND (\$1,000+) *continued...*

Edelman Public  
Relations Worldwide  
Environics Analytics Group Ltd.  
Grace Church-on-the-Hill  
Gymboree  
Henkaa  
J. Crew  
J. Crew Sherway Gardens  
J. Crew Vancouver  
Jaytex Group  
Susan K. Kennedy  
Kids For Kids Inc.  
Sabrina Lavista  
Loblaws Companies Ltd.  
Look Good Feel Better  
Morag MacGougan  
Anne Maizia  
Medcan Clinic  
Olga Milionis  
North Strategic & NOTCH VIDEO  
Oxford Properties  
Morton and Fran Ross  
Royal LePage Signature Realty  
Royal Ontario Museum

Scarborough Titans  
Shalit Foods  
Shoebox Project  
Shoppers Drug Mart  
Shelter Movers  
Sleepking/Crown Design  
Sunwing Travel Group Inc.  
The Food Dudes Inc.  
The Humphrey Group Inc.  
The Period Purse  
Toronto Centre for the Arts  
Uniqlo Canada  
VIA Rail Canada  
Whole Foods Market  
York Heritage Quilters Guild

## MONARCH SOCIETY

Anonymous (4)  
Zanana Akande  
The late Carroll Allen Dale  
Kristin Blakely-Kozman  
Ellen K. Campbell  
Sarah Corman  
Debbie Dykes

Nancy Foster  
The late Helen Gurney  
Sharilyn Hale  
Julia Haylock  
Martine Johnson  
Julie Y. Lee  
Frances Mendez Barcelo  
Jannie Mills  
Mary Pat Moore  
Janice Moro  
Lorna Pike  
Anne Reynolds and Derek Meehan  
Catherine Riggall  
Marilyn A. Robertson  
Gail Robinson  
Jeanne Rowles  
The late Lloyd David Smith  
Beverly Stager  
Andrea Stewart  
Vera Ingrid Tarman  
and Cathy Schwartz  
Marilda L. Tselepis

## FUNDERS

City of Toronto  
Employment and Social  
Development Canada Office  
of Literacy and Essential Skills  
Immigration, Refugees  
and Citizenship Canada  
Ministry of Advanced Education  
and Skills Development  
Ministry of Community  
and Social Services  
Ministry of Status  
of Women Ontario  
Ontario Works  
Public Health Agency of Canada  
RBC Foundation  
Toronto Central Local Health  
Integration Network  
Trillium  
United Way of Greater Toronto  
and York Region

## PARTNERS

Academy of Learning  
Access Employment Services  
Access Community Capital Fund  
Aisling  
Art Gallery of Ontario  
Barbra Schlifer  
Commemorative Clinic  
Black Creek Community Health  
Care Centre  
Brands for Canada  
(formerly Windfall Clothing)  
Canadian Immigrant Magazine  
Catholic Cross Cultural  
Canadian Association of  
Women in Construction  
Centennial, Sheridan, Trios,  
Humber Colleges  
Centre for Education & Training  
Child Development Institute  
Don Montgomery Community  
Recreation Centre  
Dress for Success  
Driftwood Community Centre  
East Scarborough Storefront  
Employment Ontario

Finishing Trades Institute  
George Brown College  
George Hull Centre  
for Children and Families  
Habitat for Humanity  
Highfield Community  
Enrichment Project  
Humber College  
Inner City Health Associates  
Jean Tweed Centre  
Job Start  
Landscape Ontario Association  
New Horizons Media  
Ontario Nonprofit Network -  
Decent Work for Women  
PAID ID Clinic  
Rexdale Legal Clinic  
Rexdale Women's Centre  
Royal Bank of Canada  
Royal Ontario Museum  
Scarborough Business Association  
Scarborough Employment  
Opportunities Partnership Table  
Scarborough University of Toronto  
Scarborough Women's Centre  
Second Harvest

**PARTNERS** *continued...*

Self-Employment Training  
for Women  
Signature Service Inc.  
Sisters in the Trades  
Toronto District School Board -  
Essential Skills Upgrading  
Toronto Dominion Bank  
Times Change  
University Health Network  
Welcome Pack  
Wigwamen  
Women's College Hospital  
Young Women's  
Leadership Network

**COALITIONS**

Canadian Apprenticeship Forum  
CAS/VAW Collaborative Network  
Child Witness Network  
Coalition for Gun Control  
Commitment to Community  
Equal Pay Coalition

Kennedy Eglinton Progressive  
Engagement Collaborative  
Local Immigrant  
Partnership Council  
Ontario Association of Interval  
and Transition Houses  
One Step Training and  
Employment Programs  
Ontario Campaign 2000  
Ontario Coalition for Better  
Child Care  
Ontario College of Trades  
Ontario Council of Agencies  
Serving Immigrants  
Scarborough Business Association  
Scarborough Employment  
Ontario Network  
Scarborough Collaborative  
Employment Network East  
Social Planning Toronto  
Toronto Coalition  
for Better Child Care  
Toronto Community  
Partnership Committee  
Toronto Newcomer Office  
Toronto Shelter Network

Toronto West Local  
Immigration Partnership  
Transitional Housing Network  
Violence Against Women  
Shelter Network  
Volunteer Canada  
Woman ACT  
Women's Mental Health  
and Additions Network  
YWCA Canada  
YWCA Halifax  
YWCA Hamilton  
YWCA Iqaluit  
YWCA Moncton  
YM/YWCA National  
Capital Region  
YWCA Saskatoon  
YWCA Thompson  
YWCA Vancouver

**CREATIVE DESIGN  
AND PRODUCTION**

Kim Quashie

**PHOTOGRAPHY**

LightMonkey Photography

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