MESSAGE FROM CEO & BOARD PRESIDENT

At YWCA Toronto, we are driven by the power of hope – the belief that a better and more equitable world for women and girls is possible. We help women escape violence, move out of poverty and access safe, affordable housing. We are also a leading voice for women's rights.

In 2016, we served more than 13,700 people in 32 programs across Toronto. At a time of rising precarious employment, we expanded our employment and training services. As Canada welcomed refugees, we supported newcomer women to integrate successfully. We stood as allies with Indigenous Peoples and spoke out against racism and hate to build a city where all are included. We focused our advocacy on sexual consent and affordable housing, amplifying women’s voices and lived experiences.

As you read this year’s annual report, join us in celebrating the women who have shared their stories. None of our work would be possible without an incredible team of Board members, staff, community partners, government and generous donors. Together, we are sending a strong message to women across Toronto that we believe you, we support you, and we are standing alongside you to fight for systemic change.

OUR LEADERSHIP

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Bessy Triantafyllos

VICE-PRESIDENTS
Nikita Patel
Christine Tekker

SECRETARY
Snehys Aliabdooli

TREASURER
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MEMBER AT LARGE
Alice Longhurst

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Sonal Chakrabarti
Doris Chen
Pamela Dossangh
Christina Dorsey-Gray
Kellee Hodges
Barbara Keenan
Sigrun Leid
Carlene McCubbin
Julie Nell
Nora Nester
Sabrina Wu

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Marinda Tselepis

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Aletha Lewis

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DIRECTOR, SHELTER, CLINICAL SERVICES, & GIRLS & FAMILY PROGRAMS
Nina Gorka

CUPE LOCAL 2189

PRESIDENT
Marie Lorenas

VICE-PRESIDENT
Qaiser Khan

SECRETARY
Paola Gomez

TREASURER
Tara Joseph

TRUSTEES
1 YEAR TRUSTEE – Anna Bychkova
2 YEAR TRUSTEE – Nicole Sutherland
3 YEAR TRUSTEE – Jenny Lin

YWCA TORONTO
WOMEN OF DISTINCTION AWARDS

May 18, 2017 at The Carlu
BUY YOUR TICKETS TODAY
womenofdistinction.ca

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CREATING CHANGE

WE BELIEVE SURVIVORS

In 2016, YWCA Toronto helped 419 women recover from trauma in healing and expressive arts programs, including the Breakthrough program. Breakthrough is known across Toronto for its social action initiatives, from art cards with paintings, sketches and inspirational healing messages to performance art using movement, wearable art, poetry and music. Through expressive arts, women find their voices and begin healing journeys.

A powerful bond links women in Breakthrough to one another and it is rooted in similar lived experiences. Women tell us that they feel safe in the program and describe it as a place of non-judgment, where they are believed and supported. At YWCA Toronto, all of our services use a trauma-informed approach to meet the needs of women and children who have experienced violence. We stand alongside survivors in our advocacy for provincial and national action plans to eliminate violence against women.

$3.7 million invested in violence against women shelters and programs

454 women and children found safety and support at a YWCA Toronto shelter

419 women and children overcame trauma in healing and expressive arts programs

319 women and children received micro-loans that helped them escape violence

“My name is Leila.”

Those were the only words Leila – an international fashion model who worked in New York and Europe for six years – could utter at her first expressive arts session at YWCA Toronto’s Breakthrough program.

Leila’s life was consumed with darkness after she experienced violence in 2015. Returning home to Toronto, she felt broken and coped in silence. Once she discovered Breakthrough and began expressing herself through art, and felt the compassion and empathy of the staff and fellow participants, Leila began to see the light.

“I didn’t feel anything, but then I would look down at a piece of art I created that showed otherwise, and there was something so powerfully healing in that.”

Excited by new possibilities, Leila started her own business, BKLYN BODEGA, a pop-up shop and online vintage clothing store. To Leila, her business is an art form with each piece telling a unique story. A portion of the proceeds will go back to Breakthrough to support women who have experienced violence begin to heal.

“What I am taking away with me from YWCA Toronto’s Breakthrough program is hope for my future.”

“Breaking Through
LEILA
Breakthrough Participant

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“What I am taking away with me from YWCA Toronto’s Breakthrough program is hope for my future.”
In 2016, YWCA Toronto helped 7,000 women build strong economic futures, including in our free pre-apprenticeship training programs. We prepare women to launch careers in the skilled trades as Refrigeration and Air Conditioning Systems Mechanics and Electricians or Painter-Decorators. In a unique women-only experience, we provide academic upgrading and employment-readiness workshops. We partner with certified colleges for technical training and certification.

YWCA Toronto’s pre-apprenticeship programs provide women with a path out of entry-level positions and into careers with good salaries, benefits and opportunities for advancement. This is critical as the rise of precarious work has made it increasingly difficult to secure good jobs with livable incomes.

Every day, we are working to break down barriers to entering traditionally male-dominated trades. Our ultimate goal is securing women’s economic empowerment – from changing the face of the skilled trades, to pay equity, to affordable child care.

A routine trip to her local library during maternity leave ended up changing Janice’s life. During her visit she discovered a flyer for YWCA Toronto’s Painter-Decorator training, a pre-apprenticeship program in the skilled trades. She called to enquire, not really knowing what it was all about.

What Janice did know was that she was dissatisfied with her previous jobs in retail and coffee shops because of the instability of shift work. She wanted more for herself and family. Once enrolled in the training program, Janice was unstoppable.

“I didn’t know I was passionate about painting and decorating. I could not believe that I could create a beautiful finished product.”

The skilled trade program included in-class sessions, but also hands-on activities led by experts, and a job placement before graduation. When Janice graduated in 2016 she was filled with pride and excitement to start her job as a painter at Center Core Painting and Decorating Ltd., where she continues to work today.

“I got this job because of YWCA Toronto and I love it. I have the freedom to buy what I need for my family and have the financial security to be independent.”

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Since 1999 Eadyn has had strong ties to Camp Tapawingo, the YWCA’s all-girls camp on Georgian Bay. She began as a quiet camper, became a Counsellor-in-Training, and has returned as a staff member every summer for 11 years.

Growing up in community housing it was hard to see past the realities of everyday life. Camp opened Eadyn’s eyes to the power of nature, to the bonds formed in an all-girls environment, and most importantly, to seeing diverse women in leadership positions.

“Camp shifted my mindset. I loved being a role model and I realized my energy and voice were making a positive impact on other girls and I loved that.”

Eadyn is an undeniably vivacious and self-assured woman, but according to her, Camp introduced the idea that she had the energy and qualities to lead.

Inspired by Camp, Eadyn received a Diploma in Outdoor Recreation and Leisure Services and now works for Carnival Cruises where she leads programming for teenagers from all over the world. For Eadyn, it all comes back to Camp.

“YWCA Toronto’s Camp Tapawingo helped me find my voice…and it’s loud!”

This year, YWCA Toronto welcomed 684 young leaders to Camp Tapawingo, our all-girls camp located just south of Parry Sound. Girls describe camp as a place where they can be themselves and escape from daily pressures in the city. It is a special place where lasting friendships are formed, and where they can take up fun outdoor activities like sailing, canoeing, mountain biking and swimming.

Girls learn a lot about leadership at camp – through our Counsellor-in-Training program, team-based activities, mentoring younger campers, and planning camp-wide activities. At YWCA Toronto, our goal is always to provide girls with the opportunities, skills and confidence to be successful.

Thanks to a generous subsidy program, we are proud to offer girls of all socio-economic backgrounds the chance to experience the magic of camp – many for the very first time.
One of Loo-Cresha’s fondest memories of living in YWCA Toronto’s Bergamot Apartments is when she was able to give her daughter her very first room of her own. As she put pink and purple decorations on the walls she was so grateful.

Loo-Cresha’s journey has not been easy. As a teenager she left an abusive relationship and stayed at the YWCA’s 1st Stop Shelter. She struggled to support her baby and live independently. In 2007, she was one of the first families to be accepted into the YWCA’s new permanent housing program in Etobicoke.

Now, 10 years later, Loo-Cresha has a stable home for herself and her two children. “I love living here. I love the potluck dinners and the homework clubs for my children. I love the community and the staff. I feel safe.”

Behind her soft-spoken demeanor, Loo-Cresha is tenacious and strong. She is currently studying for her Bachelor of Social Work degree. “Seeing the difference the organization has made in my life made me want to give back. Social work is my passion and my chance to help others as I have been helped by YWCA Toronto.”
CHANGING LIVES

This year, YWCA Toronto trained 275 women leaders, coaches and facilitators in our Life Skills training program. This program helps participants to build on their own unique skills and talents in communications, leadership and problem solving. Our goal is for leaders to walk away with additional tools to engage people in their communities and, ultimately, to make change. We work all over Canada, including in remote Indigenous communities.

Over the past five years, we have worked with over 50 Indigenous-led organizations and Band Councils. YWCA Toronto strives to build on these partnerships and we stand with Indigenous Peoples as allies to advance reconciliation. Our work has been strongly influenced by the Truth and Reconciliation Commission’s groundbreaking report and its Calls to Action, especially in the urgent areas of violence against women, child welfare, education, health care, and affordable housing.

CREATING CHANGE

Myrna is the embodiment of the adage ‘before you can help others, you must help yourself’. Her positivity and work as an employment and training counsellor on and off the Kanesatake reserve has transformed many lives. Myrna, a Mohawk woman, discovered YWCA Toronto’s Life Skills program in 2014. This coaching program transformed the way she connected with clients and helped them tap into their potential.

“I was able to work with each client to identify their needs, discover the obstacles they face and come up with solutions with them, not for them.”

During the program Myrna got to know herself through experiential learning, problem-solving exercises and action planning sessions. In turn, she learned how to help people find their passion and build on their strengths and abilities.

“My Willpower and Life Skills program empowered me with the practical tools to help myself and to help others. I developed coaching, facilitation, and leadership skills that engage people to find their voice and to believe in themselves.”

UNLOCKING POTENTIAL

MYRNA, Life Skills Coach Participant

<table>
<thead>
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<td>275 women enhanced leadership skills by completing Life Skills training</td>
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FEMINIST TO THE CORE
YWCA Toronto works tenaciously to break down barriers that hold women back from achieving equality. Our advocacy is driven by the experiences of women with whom we work and the expertise of front-line staff. In 2016, we focused on:
• Leading an on-line #ConsentOnCampus Twitter chat that engaged youth, activist organizations and university administrators and reached over 1.4 million people.
• Successfully speaking out to reverse changes to child care regulations that would decrease spaces and raise fees.
• Shaping federal strategies on gender-based violence and affordable housing.
• Promoting education about the history of Canada's residential schools and the Truth and Reconciliation Commission's Calls to Action.
• Joining with other civic leaders to save lives by supporting supervised injection sites in Toronto.
• Supporting calls to add gender identity and gender expression as protected human rights.
• Demanding that governments raise social assistance rates and act on poverty reduction through coalition work with sector leaders.

CREATING CHANGE
In 2016, YWCA Toronto received YWCA Canada’s National Advocacy Award for our federal election strategy, #WomenVoteForAction. That campaign reached over 4.5 million people through media and social media and made women’s issues election issues. We are proud to be a strong voice for women.

This year we launched our second advocacy campaign, #ActOnHousing, calling for a national affordable housing strategy. Together, we highlighted that women fleeing violence and Indigenous women must be included as groups with distinct housing needs, and that safety and support are critical components of women’s housing.

In a year of high-profile sexual assault trials and low conviction rates, we launched a public education campaign on sexual violence and harassment. It raised awareness for the need to strengthen protections and support for sexual assault survivors.

On Facebook, our sexual violence infographic reached over 1.5 million people. We advocated for trauma counselling and free legal services for women who experience violence.

Through our work, we made clear that YWCA Toronto is feminist to the core, inclusive and a leading voice for progressive change.

In 2016, 18,577 children are on Toronto’s waiting list for affordable child care. 97,524 households are on Toronto’s social housing waiting list.

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• Supporting calls to add gender identity and gender expression as protected human rights.
• Demanding that governments raise social assistance rates and act on poverty reduction through coalition work with sector leaders.
We continue to be inspired and motivated by our donors’ commitment to advancing women and girls in our city. Donors and volunteers offer their resources and skills so that YWCA Toronto can be there for women and girls when they need help the most.

In 2016, 2,583 people donated to YWCA Toronto and 632 individual and corporate volunteers offered 25,107 hours to our programs and events.

YWCA Toronto supporters ensure that the vital services we offer can reach the 13,700 people we serve annually.

When women flee violence and find safety and security in our shelters, move out of homelessness and poverty to find stable, long-term permanent housing with us, our donors have been there. When our participants strengthen their skills and broaden their education at our employment and training centres, build resiliency, well-being and ultimately thrive in our 32 programs, our donors have shown their unwavering support, every step of the way.

We are grateful beyond measure for the valuable partnerships we have built with our donors, partnerships that create lasting change in the lives of some of the most vulnerable members of our community.

$191,633
in Gift-in-Kind donations

$703,202
raised at the YWCA Toronto
Women of Distinction Awards

$53,375
in gift cards distributed to
women and their families over the
holiday season through the
Adopt-a-Family program

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in Gift-in-Kind donations

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YWCA Toronto’s Board of Directors are committed to creating change for women and girls across Toronto. They ensure that our work is aligned with our vision and mission, steward our financial and donor resources, and provide 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.
2015 REVENUE & EXPENSES
Year ended December 31

2016 REVENUE & EXPENSES
Year ended December 31

2015 EXCESS OF EXPENSES OVER REVENUE FOR THE YEAR: $(429,057)

2016 EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR: $80,107
2016 GIVING $1,000+ Continued.
Mozamam Torjy
Tekkie Family
Pamela Thomison
Beau Torjy-Phillips
Marilisa L. Trequipa
Leigh Tynan
Upper Crust
Lenee Watters
Kathy Waugh
Grant Wedge
Beth Wilson
Anne Widdowson
Sarah Wright
Kathleen Zimmer

2016 YWCA TORONTO WOMEN OF DISTINCTION AWARDS SPONSORS

PACKAGING
Son Life Financial

CHAMPION
Dining Spas/Bangkok Garden
KPMG LLP
Scotiabank
Shoppers Drug Mart
TD Bank Group

PATRON
The Globe and Mail
RBC Royal Bank

TRIBUTE
BMI Financial Group
DHV
The Hon. Margaret Normie McCann

COMMUNITY FUNDRAISERS ($20,000+)

Downtown Automotive Group
The Bang & Olufsen Yorkville Run 2016

GIFT IN KIND ($1,000+)

Academy of Canadian Cinema & Television
Blake, Cassels & Graydon LLP
BMO Financial Group
FIMA
Jamie McEwan
The Humphrey Group
The International Ballet Company of Toronto
Jannine Mills
KPMG LLP
Shoppers Drug Mart
Sun Life Financial
Sunset Financial

ESTATES
We honour the memory of individuals whose legacy was realized in 2016.
Sylvia M. Erickson
Frances L. Neale

MONARCH SOCIETY
Anonymous (4)
Zanana Akande
The late Carroll Allen Dale
Kristin A. Blakely-Kozman
Ellen K. Campbell
Mercator Investments Ltd.

Ming Hainman Spa
Lisa Moses
The National Ballet of Canada Foundation
Northern Elementary & Middle School
Orpheum Toronto
RBC - Brand Marketing
Rip Curl
Royal Ontario Museum
Saks Fifth Avenue
Dr. Dhamm Samarasekara
Shoppers Drug Mart
Sleeping/Crown Design
Surfing Travel Group Inc.
TD Auto Finance
TD Bank Group
Tennis Canada
The Substance Entertainment Group
Sunwing Travel Group Inc.

FUNDERS
Canadian Internet Registration Authority
Canadian Women's Foundation
City of Toronto
Employment & Social Development Canada
Immigration, Refugees & Citizenship Canada
Ministry of Advanced Education & Skills Development
Ministry of Citizenship & Immigration
Ministry of Community & Social Services
Ministry of Health & Long Term Care
Ministry of Housing
Ontario Women's Directorate
Public Health Agency of Canada
Scarborough Southwest Ontario Early Years Centre
Toronto Central Local Health Integration Network
United Way Peel Region
United Way of Greater Toronto & York Region

Sarah Corman
Deborah A. Dykes
The late Rita Kwok-King Lee
Nancy Frater
Helen Gunney
Sharilyn Hole
Julie Haylock
Martha A. Johnson
Julie Y. Lee
Frances Mendes Barcelos
Jannine Mills
Mary Pat Moore
Janice Moro
Lorna Pike
Ann Reynolds and Derek McKeen
Catherine Rigall
Marjorie A. Robertson
Gail Robinson
Jeanne Bowles
The late Lloyd David Smith
Bevriely Stager
Andrea Stewart
Vera Ingrid Tarran
and Cathy Schwartz
Marilda L. Tsetelepis
Vivian White

Y WCA INTERNATIONAL BOUTIQUE

Sarah Wright
Kathleen Zimmer

Moazzam Torjy
Tekkie Family
Pamela Thomison
Beau Torjy-Phillips
Marilisa L. Trequipa
Leigh Tynan
Upper Crust
Lenee Watters
Kathy Waugh
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Beth Wilson
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The Bang & Olufsen Yorkville Run 2016

GIFT IN KIND ($1,000+)

Academy of Canadian Cinema & Television
Blake, Cassels & Graydon LLP
BMO Financial Group
FIMA
Jamie McEwan
The Humphrey Group
The International Ballet Company of Toronto
Jannine Mills
KPMG LLP
Shoppers Drug Mart
Sun Life Financial
Sunset Financial

ESTATES
We honour the memory of individuals whose legacy was realized in 2016.
Sylvia M. Erickson
Frances L. Neale

MONARCH SOCIETY
Anonymous (4)
Zanana Akande
The late Carroll Allen Dale
Kristin A. Blakely-Kozman
Ellen K. Campbell

Ming Hainman Spa
Lisa Moses
The National Ballet of Canada Foundation
Northern Elementary & Middle School
Orpheum Toronto
RBC - Brand Marketing
Rip Curl
Royal Ontario Museum
Saks Fifth Avenue
Dr. Dhamm Samarasekara
Shoppers Drug Mart
Sleeping/Crown Design
Surfing Travel Group Inc.
TD Auto Finance
TD Bank Group
Tennis Canada
The Substance Entertainment Group
Sunwing Travel Group Inc.

FUNDERS
Canadian Internet Registration Authority
Canadian Women's Foundation
City of Toronto
Employment & Social Development Canada
Immigration, Refugees & Citizenship Canada
Ministry of Advanced Education & Skills Development
Ministry of Citizenship & Immigration
Ministry of Community & Social Services
Ministry of Health & Long Term Care
Ministry of Housing
Ontario Women's Directorate
Public Health Agency of Canada
Scarborough Southwest Ontario Early Years Centre
Toronto Central Local Health Integration Network
United Way Peel Region
United Way of Greater Toronto & York Region

Sarah Corman
Deborah A. Dykes
The late Rita Kwok-King Lee
Nancy Frater
Helen Gunney
Sharilyn Hole
Julie Haylock
Martha A. Johnson
Julie Y. Lee
Frances Mendes Barcelos
Jannine Mills
Mary Pat Moore
Janice Moro
Lorna Pike
Ann Reynolds and Derek McKeen
Catherine Rigall
Marjorie A. Robertson
Gail Robinson
Jeanne Bowles
The late Lloyd David Smith
Bevriely Stager
Andrea Stewart
Vera Ingrid Tarran
and Cathy Schwartz
Marilda L. Tsetelepis
Vivian White

YWCA INTERNATIONAL BOUTIQUE

Monday-Saturday 10am-6pm
81 St. Clair Avenue East
inside the Sobey’s mall
416.924.4762