

YWCA Toronto's  
2024 Annual Report

**TRANSFORMING.**  
**HEALING.**  
**THRIVING.**





PHOTO: By Thares2020, entitled 'Vibrant Surreal Vision of Indigenous Cultural Diversity in Toronto Art Exhibit.'

## LAND ACKNOWLEDGEMENT

YWCA Toronto operates on the traditional territory of many Indigenous Nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat Peoples and is now home to many diverse First Nations, Inuit and Métis Peoples. Toronto is covered by Treaty 13 with the Mississaugas of the Credit. We are grateful to work on treaty land in community with each other as we strive to build a more equitable and just city for women, girls, and gender diverse people.

*Find our full land acknowledgement and learn more about YWCA Toronto's commitment to decolonization on our website*  
[www.ywcatoronto.org](http://www.ywcatoronto.org)



CHARITABLE BUSINESS #10822 9865 RROOO1

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PHOTO: Photo by RF...studio on Pexels.



BOARD OF DIRECTORS

PRESIDENT  
Sarah Yaffe

VICE-PRESIDENT  
Sonia Sahdev  
Catherine Milne

SECRETARY  
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Lee-Anne Kovacs

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Uchenwa Genus

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Aniska Graver  
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Sobiga Kamalakaran  
Lorrie King  
Jennifer McGoey  
Carrie Russell  
Naba Saeed  
Miraaj Yousif

EXECUTIVE TEAM

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Heather McGregor

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Sami Pritchard

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Tsering Tsomo - On Leave  
Petya Nacheva

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Lo Fine

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Racheal Lawrence

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Firoozeh Radjai\*  
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Nina Gorka\*

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Dongmei Xiang\*  
Chris Yates

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VICE-PRESIDENT  
Maureen Burbick

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Silvia Rodrigues

SECRETARY TREASURER  
Amanda Kinna

TRUSTEES  
1 YEAR - Charlene Turner  
2 YEAR - Maggie Campaigne  
3 YEAR - Phalguni Phukan

CREATIVE DESIGN & PRODUCTION  
Sara Loos

PHOTOGRAPHY  
Jen Squires  
(on cover & pages 3, 12 & 23)

PROFILES  
Gargi  
Mykayla

\*Jasmine Rezaee resigned and Sami Pritchard started in the permanent role.

\*Firoozeh Radjai resigned and Sasha Manes started in the permanent role.

\*Nina Gorka resigned.

\*Dongmei Xiang was the Interim Director until Chris Yates started in the permanent role.

MESSAGE FROM OUR BOARD PRESIDENT & CHIEF EXECUTIVE OFFICER

In 2024, YWCA Toronto was a transformative life-line. For many women, girls and gender diverse individuals, we were a beacon of hope in the face of staggering levels of gender-based violence (GBV), the housing crisis, and poverty in our city. With holistic services and programs, and crucial advocacy, we empowered participants to build brighter, more sustainable futures for themselves and their families.

This year, we also embarked on an important restructuring in our *Employment and Training* programs. Partnering with Employment Ontario Employment Services, we created *Integrated Employment Services*. Soon, we will be helping participants with a variety of needs find sustainable employment through responsive, outcome-based services.

Throughout the year, in partnership with anti-GBV advocates and organizations, survivors, community and government officials, YWCA Toronto’s advocacy arm pushed hard for meaningful change. Collectively, we continued our mission to end GBV and urged for Ontario to declare intimate partner violence and gender-based violence an epidemic.

Supported by the Barrett Family Foundation’s contribution, YWCA Toronto’s *Camp Tapawingo*



S Yaffe  
SARAH YAFFE  
President, Board of Directors

H M McGregor  
HEATHER M. MCGREGOR  
Chief Executive Officer

expanded Diversity, Equity, and Inclusion (DEI) initiatives—revamping policies and program activities to be more inclusive, providing comprehensive DEI training for staff, and hiring an outreach worker to build partnerships with organizations serving Black, Indigenous and racialized youth. More inclusive and impactful than ever, camp provided opportunities for girls and gender diverse youth to thrive as they built skills and meaningful friendships, and connected with nature.

YWCA Toronto’s 2024 Annual Report reveals growth in our work, and amplifies the voices of two inspiring participants. It also highlights the lasting impact of generous donors. Your support not only helped us provide essential services but also managed unpredictable expenses. To our donors, funders, sponsors, community partners, and staff: a heartfelt thank you. Together, we will help our communities transform, heal and thrive.



**“AS SOON AS I CONTACTED  
THE PROGRAM, I WAS  
PROVIDED EXACTLY  
WHAT I NEEDED.”**

GARGI, HEALTH CONNECT, PROGRAM PARTICIPANT

## EMPOWERED TO SUCCEED

**In September, while researching federal initiatives that support the integration of internationally trained healthcare professionals into the Canadian healthcare system, I discovered YWCA Toronto’s Health Connect program.**

As soon as I contacted the program, I was provided exactly what I needed. The dedicated staff offered guidance and practical tools for navigating the licensing process for my dental equivalency exams as well as financial support which covered exam fees and preparation costs. They also provided support to help me advance my communication skills, which are crucial for success in the Canadian healthcare landscape. This level of care empowered me to stay focused on my goals and move forward with a clear roadmap to success in Canada.

*Health Connect* not only offers comprehensive services that include opportunities for skills development and financial assistance but they also provide effective interview preparation supports that help individuals, like me, secure employment while navigating

the licensing process. Now, because of the support I received through *Health Connect*, I am a researcher through the University Health Networks at Toronto General Hospital.

I am hopeful that, with continued assistance from *Health Connect*, I will complete my dental licensing exams and continue to grow in my healthcare career in Canada. Programs like YWCA Toronto’s *Health Connect* are a life-line for internationally trained healthcare providers who need help navigating the complex Canadian healthcare accreditation process.

**4,157 women  
and gender diverse  
participants**

developed career-ready  
skills in *Employment and  
Training* programs



# TOOLS TO SECURE ECONOMIC SECURITY

While the job market was difficult for many women and gender diverse people to navigate in 2024, YWCA Toronto's 15 Employment and Training programs offered participants paths to brighter, more prosperous futures.

In partnership with YWCA Metro Vancouver, we launched *Health Connect*, a national employment program designed to provide personalized support to newcomer women seeking to have their international healthcare provider credentials recognized in Canada. Participants of *Health Connect* were able to begin their journey to stable careers in the healthcare field through dedicated coaching, assistance navigating the credential recognition system, work placement support, language skill building workshops, employer networking events and financial assistance to access additional skills training.

We were also proud to launch the *Digital Awareness - Ready for Employment* (DARE) program. Funded by the Toronto



In our settlement programs, **1,891 newcomers** enhanced their readiness to enter the Canadian labour market

**683 women and gender diverse people** built sustainable futures through our *Skills Development Centre*

## YWCA TORONTO'S EMPLOYMENT AND TRAINING PROGRAM LIST

- Digital Skills for the Workplace (includes DARE)
- English Language and Skills Development
- Education and Training Institute
- Health Connect
- JUMP Etobicoke
- JUMP Scarborough
- Mobile Application and Azure Cloud Developer
- Moving on to Success
- Painter - Decorator Pre-apprenticeship Program
- Skills Development Centre
- STAR-4 Women (Skilled Trades Awareness and Readiness)
- Terrazzo Tile and Marble Setter Pre-apprenticeship Program
- YWCA Employment Centre - 2425 Eglinton Avenue East
- YWCA Employment Centre - 3090 Kingston Road

PHOTO: Bermix Studio on Unsplash

Pearson International Airport's Propeller Project Uplift Fund, this free program, empowered women and gender diverse people from lower-income and newcomer communities in Etobicoke, Brampton and Mississauga to build and enhance their workplace digital literacy. DARE uniquely offers six months of post-program support and growth opportunities, such as financial literacy education and access to exclusive job fairs.

Overall, 2024 was a great year for YWCA Toronto's *Employment and Training* programs. They helped over 4,000 participants harness their strengths while providing the knowledge, support and community needed to attain financial security and support themselves and their families.

## INTIMATE PARTNER VIOLENCE & ADVOCACY

In 2024, YWCA Toronto continued to lead urgent advocacy efforts to end gender-based violence (GBV) and intimate partner violence (IPV) through meaningful collaboration with anti-GBV advocates and organizations, survivors, community and government officials.

Throughout the year, we engaged with elected officials from all levels of government to discuss the epidemic of IPV and share recommendations to address it.

In April, we gathered with advocates, survivors, families and sector partners at Queens Park as the Government of Ontario carried *Bill 173: Intimate Partner Violence Epidemic Act* through a second reading and deferred it to the Justice Policy Committee. This was a monumental step closer to seeing the Province declare IPV an epidemic; however in July, as we witnessed the Bill's progress slow down, we took to the media, sharing an op-ed in the *Toronto Star*, speaking on CBC's *The Current* with Matt Galloway and joining other radio hosts to emphasize the need for immediate action.

Recognizing our leadership on this issue, we were invited to present recommendations to the Province's Justice Policy Subcommittee on IPV. Locally, we presented to the Toronto Police Service Board regarding the rising rates of IPV in Toronto and shared recommendations to ensure that survivors who do seek police support are met with responses that are not re-traumatizing, criminalizing, or harmful.

Our advocacy continued as we launched our #16Days of Action Against Gender-Based Violence campaign, raising awareness and sharing tools to combat GBV. On December 6, the 35th anniversary of the École Polytechnique Massacre, we published an open letter, endorsed by more than 150 anti-GBV organizations across the province, urging Ontario's Legislature to prioritize and pass Bill 173 without further delay.

## ANTI-INTIMATE PARTNER VIOLENCE ADVOCACY HIGHLIGHTS

- Made a submission to Ontario's Minister of Finance urging an equitable, gender-responsive 2024 Budget.
- Joined a collective of Ontario-based anti-GBV organizations for a three-day event aimed at strategizing advocacy efforts to address the IPV epidemic.
- On June 28<sup>th</sup>, attended the 'Because of You: Vigil to End Gender Based Violence' in Barry's Bay, Ontario to commemorate the second anniversary of the Culleton, Kuzyk and Warmerdam (CKW) inquest.
- Presented to YWCA Metro Vancouver's IPV coalition, in July, providing valuable insight into the advocacy work being led to end IPV in Ontario.
- As members of the City of Toronto GBV/IPV Working Group, co-hosted a GBV sector consultation at YWCA Toronto, bringing together more than 70 organizations to discuss a municipal response to the declared epidemic of IPV/GBV.
- An event entitled *Taking Action on Housing for Survivors of Gender-Based Violence*, organized by the City of Toronto's Housing Secretariat and the Housing Pathways for Women and Gender Diverse People working group, was hosted by YWCA Toronto.

## STATISTICS

**Violence against women—particularly intimate partner violence and sexual violence—is a major public health problem and a violation of women's human rights. (World Health Organization)**

**In 2024, 163 women, girls and children reportedly lost their lives to IPV and GBV in Toronto.**

**Since 1990, the Ontario Association of Interval and Transition Housing has recorded over 1,080 femicides in Ontario.**

**Indigenous women are killed at nearly seven times the rate of non-Indigenous women.**

# ADVOCACY IN ACTION: OUR MISSION TO END INTIMATE PARTNER VIOLENCE



**JUNE 28<sup>TH</sup> 2022:**  
Culleton, Kuzyk & Warmerdam (CKW) Inquest is published, sharing 86 recommendations brought forth by a coroner's jury to address and end intimate partner violence (IPV).  
NOTE: YWCA Toronto was not part of the inquest process but followed along.

**JUNE 28<sup>TH</sup> 2023:**  
YWCA Toronto issues a statement condemning the province's rejection and a call to action for Mayor-elect Chow to declare IPV and GBV an epidemic in Toronto.



**JULY 10<sup>TH</sup> 2023:**  
Members of our YWCA Toronto team met with Mayor-elect Chow and discussed the urgency of declaring gender-based violence (GBV) an epidemic in Toronto, wherein she agreed to make this one of her first acts as Mayor.

**AUGUST 2023:**  
An IPV/GBV Working Group was struck, comprised of seven GBV organizations to support the needed action behind the City of Toronto declaration.

**JUNE 27<sup>TH</sup> 2023:**  
The Ontario government rejects many of the CKW Inquest recommendations, including recommendation number one—declare intimate partner violence an epidemic.

**JULY 6<sup>TH</sup> 2023:**  
Endorsed An Urgent Call to Action for the City of Toronto to recognize IPV as an epidemic led by our GBV sector colleagues, Aura Freedom and Women's Habitat of Etobicoke.



**JULY 20<sup>TH</sup> 2023:**  
Toronto City Council unanimously passed a motion declaring IPV and GBV an epidemic in Toronto.



**NOVEMBER 15<sup>TH</sup> 2023:**  
YWCA Toronto hosted federal and provincial elected officials as they announced the federal government investment of \$162 million over four years to support the implementation of the National Action Plan to End Gender-based Violence in Ontario.

**DECEMBER 6<sup>TH</sup> 2023:**  
On the National Day of Remembrance and Action on Violence Against Women, we published an open letter signed by over 100 advocacy and service delivery organizations calling on the Ontario government to declare IPV and GBV an epidemic.

**APRIL 10<sup>TH</sup> 2024:**  
The Government of Ontario carried *Bill 173: Intimate Partner Violence Epidemic Act* through a second reading, recognizing what we have long known and been calling for them to name: intimate partner violence (IPV) is an epidemic. This bill was deferred to the Justice Policy Committee.




**SEPTEMBER 16<sup>TH</sup> 2024:**  
The GBV/IPV Working Group co-hosted a GBV sector consultation at YWCA Toronto that brought together 70+ organizations, and City Council and City of Toronto staff representation to discuss the work that has been done to date and how we can ensure more meaningful action is taken to address this violence.

**DECEMBER 6<sup>TH</sup> 2024:**  
On the 35th anniversary of the École Polytechnique Massacre, we brought together more than 150 gender-based violence sector and advocacy organizations to issue an open letter urging the Ontario legislature to prioritize and pass *Bill 173: The Intimate Partner Violence Epidemic Act, 2024*, without further delay.

**NOW:**  
We remain committed in our efforts to address the epidemic of IPV and GBV and will continue to advocate for greater action from all levels of government.





“BECAUSE OF YWCA  
TORONTO’S WOMEN’S  
SHELTER, I AM ENJOYING  
BEING A MOM.”

MYKAYLA, WOMEN’S SHELTER, PROGRAM PARTICIPANT

## IN MY MOM ERA

After fleeing a violent relationship, I could not see a future where my daughter and I were able to heal from all of our trauma, but with the support of YWCA Toronto’s Women’s Shelter staff, our lives have changed immeasurably.

Just before my 22<sup>nd</sup> birthday, I fled to YWCA Toronto’s Women’s Shelter. As soon as my daughter and I met the staff, we felt safe and seen. We were given our own room with a bed and crib, linens, toiletries, laundry soap and a hygiene kit. Plus, we were provided with counselling support and access to their *Mothers in Mind* program, which offers support for mothers who have experienced violence. There, I met other moms going through a similar situation, and my daughter and I made new friends.

On top of this immediate support, staff at the Women’s Shelter helped me secure co-op housing for four years and make a plan to return to school for pre-college courses. They created such a supportive environment, the kind that allows for positive outcomes.

Because of YWCA Toronto’s Women’s Shelter, I am enjoying being a mom—I am in my mom era. I love to see my daughter, Nova, being a kid again—playing, laughing and being an inquisitive toddler. And I love that I have gained a supportive community through the shelter, who continue to help me focus on recovery.



**164 mothers,  
gender diverse  
parents and their  
children** found a

space to heal through  
*Here to Help* and  
*Adventures in Sharing*



## PROVIDING A SUPPORTIVE COMMUNITY

Finding an apartment and a job, advancing education or simply doing daily errands can feel like an impossible task when someone is struggling with the persistent effects of trauma after fleeing violence. Amidst another year of staggering increases in cases of intimate partner violence, YWCA Toronto's holistic array of supportive programs and services helped 934 participants take steps forward in their healing journey.

Our arts-as-therapy programs offer women and gender diverse people safe, accessible avenues to explore challenging emotions while they heal and grow. One standout initiative is *The Warrior's Journey*, a project led through our *Breakthrough* program and funded by the Women and Gender Equality department of the Government of Canada that used expressive arts, peer support and meditation techniques to help participants heal from experiences of violence and trauma.

At the end of *The Warrior's Journey*, staff collected participants' art and inspirational words to create beautiful art cards that will be used to share



**156 women and gender diverse people** found support and community through *Breakthrough* and *Choices for Living*

**356 women, gender diverse people, youth and children** discovered their creativity at *Inspirations Studio*

wisdom and healing with other YWCA Toronto supportive programs for years to come.

Also included in our community of supportive programs were *Here to Help* and *Adventures in Sharing*, where parents and children were supported in processing experiences of domestic

violence together and re-establishing familial bonds. At YWCA Toronto, we recognize that no single experience is the same as another and are proud to offer unique programming that provides survivors unconventional and expansive opportunities to move through their healing journeys.

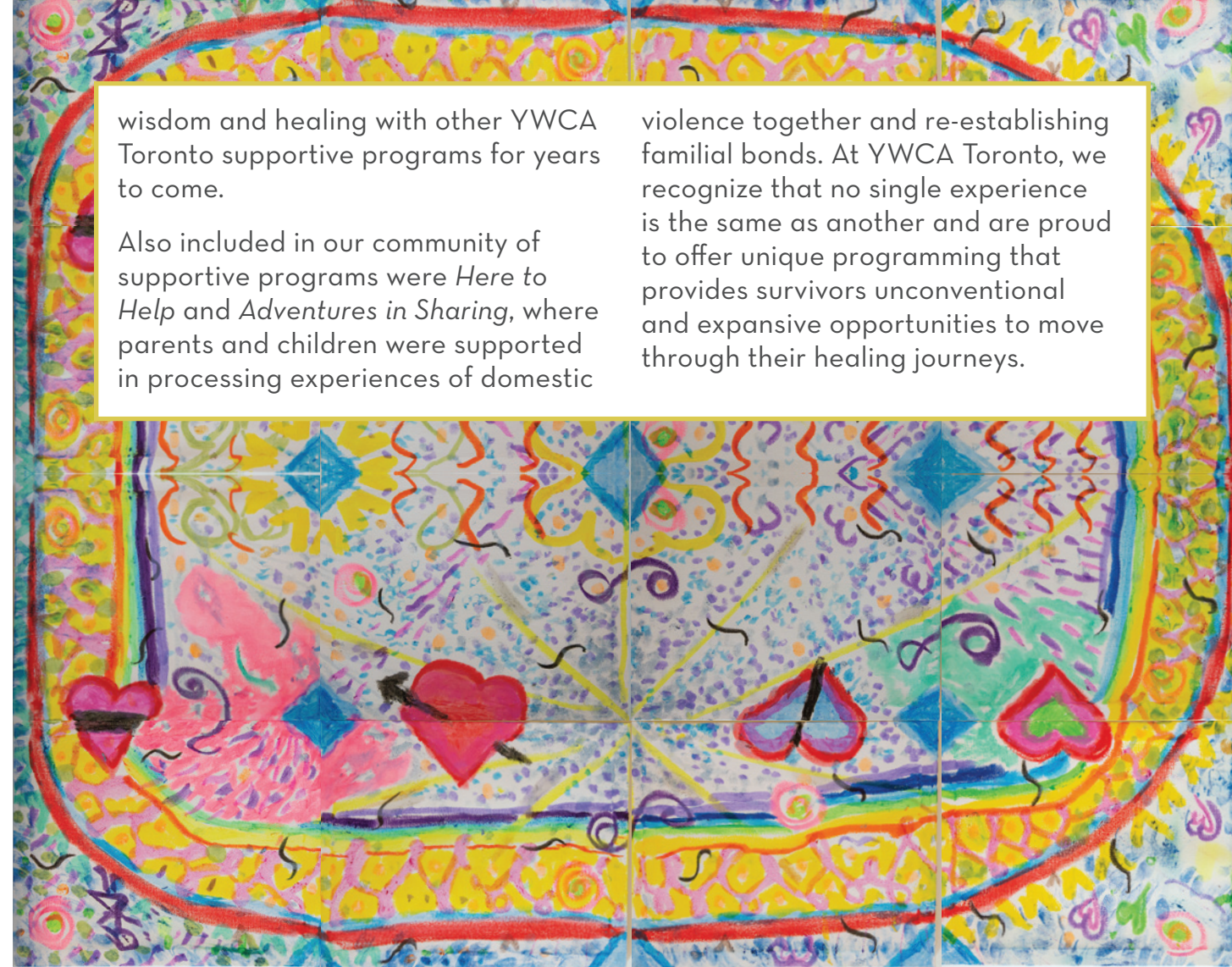


PHOTO: Participant art from *The Warrior's Journey* through our *Breakthrough* program.





**DONORS ARE ABLE TO  
SUPPORT THE WORK OF  
THE ASSOCIATION AND  
THE ISSUES THAT THEY  
CARE ABOUT MOST.**

## DONOR SPOTLIGHTS: ENSURING LASTING CHANGE

Each year, YWCA Toronto's *Monarch Society* donors are able to make a legacy gift to support the work of the Association and the issues that they care about most.

In 2024, we received a substantial gift of \$100,000 from Cathy Riggall, a cherished and long-standing patron, *Monarch Society* member, volunteer and advocate for YWCA Toronto who sadly passed away in March. Cathy was equally generous with her time, serving as Board President and as an active member on numerous Board committees. Her final gift to YWCA Toronto was incredibly generous and made possible through her bequest of a life insurance policy.

### IN MEMORIAM: JUDY IRELAND

Last year, we lost another important member of our YWCA Toronto community, Judy Ireland. Not only did Judy work with the Association for more than a decade—first as a compassionate teacher, empowering single mothers with job readiness skills and then creating

change as a Social Action and Advocacy Coordinator—but she also remained involved with YWCA and feminist movements throughout the rest of her life. Judy was an amazing person and we hold so much gratitude for all of her contributions to our feminist movements.

Additionally, we would like to extend our sincere appreciation to each of Judy's friends and loved ones who made in memoriam donations to YWCA Toronto at her request. These donations will help us continue the kind of work Judy championed.



**566 girls and  
gender diverse  
youth** attended *Camp  
Tapawingo* in 2024



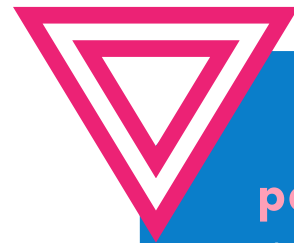
# THE BARRETT FAMILY FOUNDATION

A summer at YWCA Toronto's *Camp Tapawingo* is a transformative experience. Our outdoor, overnight camp located in Parry Sound provides opportunities for girls and gender diverse youth to thrive as they expand their skills, connect with nature and build meaningful friendships.

Thanks to the Barrett Family Foundation, more youth than ever will benefit from this experience.

Founded in 2013 by Bob Barrett, Francine Rouleau-Barrett and their daughters, Kim Barrett McKenna and Rebecca Barrett, the Barrett Family Foundation has pledged \$1.5 million over five years to send more youth to *Camp Tapawingo* and help strengthen Tapawingo's diversity, equity and inclusion work. Already, the Barrett's gift has made a substantial impact, enabling us to provide campership subsidies to more youth than ever before in 2024.

Additionally, the Barrett Family Foundation's generous gift will allow us to investigate winterizing *Camp Tapawingo* facilities, opening up a



**150**  
**participants**

benefited from  
*Camp Tapawingo* subsidies

multitude of opportunities for cold weather programming and the creation of an offseason social enterprise initiative that will help sustain camp financially for years to come.

We are deeply grateful to the Barrett Family Foundation for recognizing just how powerful a camp experience can be and for investing in *Camp Tapawingo's* continued growth. Their contribution means that girls and gender diverse youth will have more opportunities than ever to flourish at camp.



PHOTO: (Above) Campers enjoying lunch at Camp Tapawingo; (Right) Campers sailing on the lake at Camp Tapawingo.



## CREATING OPPORTUNITIES

We hold so much gratitude for those who supported YWCA Toronto in 2024. It was a challenging year for philanthropy teams across the nonprofit sector as organizations and donors alike felt the stress of difficult economic times. However, so many of you found creative ways to give and ensure that the women, girls and gender diverse people in our community found the support they needed when they needed it the most. For this, we are extremely thankful.

This year, many of you gave in a unique way by taking our “Which Barrier Breaker Are You?” quiz in November and December. Every quiz taken contributed \$1 to our year end campaign. By participating, you also allowed us to highlight the achievements of incredible feminists and Women of Distinction alumnae, including Sherry Brydson, Amy Go, Roberta Jamieson and Jean Augustine. Together, alongside those who gave directly to the campaign, we raised just under \$125,000 to help women, girls, and gender diverse people find safety, secure housing, and enhance their skills.

We were also heartened by the robust show of support at our 43<sup>rd</sup> Women of Distinction Awards on May 23. Over 600 members of YWCA Toronto’s community came out to celebrate four incredible women and raised more than \$500,000 for our comprehensive programs and services. Thank you to every table and ticket purchaser, in-kind silent auction and raffle donor, and sponsor for making the evening a wonderful success.



PHOTOS: (Opposite page) “Which Barrier Breaker Are You?” quiz; (Current Page) Our 2024 WOD recipients (from left to right) Natasha Ferguson, Gillian Riley, Jaspreet Gill and Nadia Ladak.

The night would not have gone as smoothly without the efforts of our volunteers, and we are so grateful for their support. Between the Awards and other events and initiatives throughout 2024, 248 volunteers gave 3,742 hours to YWCA Toronto. Whether sorting in-kind donations, sharing their skills with participants, supporting special events, and serving on committees and on our Board of Directors, their efforts enriched our work and demonstrated an applaudable dedication to YWCA Toronto.

We would also like to honour the memories of those we lost this year and extend a sincere thank you to those who had the

forethought and generosity to bequeath a planned gift to YWCA Toronto, either as a member of the *Monarch Society* or otherwise. We received a number of planned gifts this past year, and we are incredibly touched by the thoughtfulness and dedication it takes for someone to choose to give back to their community beyond their lifetime.

No matter how you supported YWCA Toronto in 2024, your commitment to ensuring women, girls, and gender diverse people had the support they needed to overcome challenges and thrive is inspiring, and we are better for it. We cannot thank you enough.



# YWCA TORONTO'S BOARD OF DIRECTORS

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

## VALUES

- 1

**INTERSECTIONAL FEMINISM**  
We support the strength of women, girls and gender diverse people, with boldness, creativity and passion. We acknowledge the profound and differential impact of racism, oppression and colonialism across the diversity of our participant population and our staff teams. We work to promote a climate that is welcoming and responsive to all women and gender diverse people. We strive to provide participants and staff of all races, religions, classes, ages, sexual orientations, gender identities, abilities and immigration statuses with programs, services and work environments that are culturally responsive, culturally safe, equitable and accountable.
- 2

**COMMUNITY VOICES**  
We center the voices and experiences of all participants in establishing our advocacy priorities and in developing and evaluating our programs.
- 3

**SOCIAL JUSTICE**  
We work tenaciously to create meaningful social change and equity for women, girls and gender diverse people. We specifically call out and work towards eradicating anti-Black and anti-Indigenous racism. We acknowledge the Indigenous land on which the Association works, and we are committed to meaningful acts of reconciliation with Indigenous Peoples.
- 4

**COLLABORATION & PARTNERSHIP**  
We seek opportunities to strengthen our capacity and the capacity of allied and sister service organizations, to expand service offerings for participants, and to strengthen advocacy, and movement building initiatives.
- 5

**SERVICE EXCELLENCE**  
We hold ourselves accountable to deliver high-quality, trauma-informed services and provide programs that reflect the self-identified priorities of our communities.
- 6

**SUSTAINABILITY**  
We work to ensure that the resources and strategies of the Association will allow us to evolve and thrive.

## VISION

YWCA Toronto seeks a radical transformation of society where all women, girls and gender diverse people can thrive.

## MISSION

YWCA Toronto is a leader and collaborator in the provision of feminist, intersectional and transformative shelter and housing, employment and training, leadership, and advocacy for women, girls and gender diverse people.



## OUR STRATEGIC PRIORITIES

1. INVEST FOR IMPACT

3. STRENGTHEN OUR RESPONSE
2. STAND OUT, SPEAK UP

4. EXPAND PROGRAMS TO REDUCE POVERTY



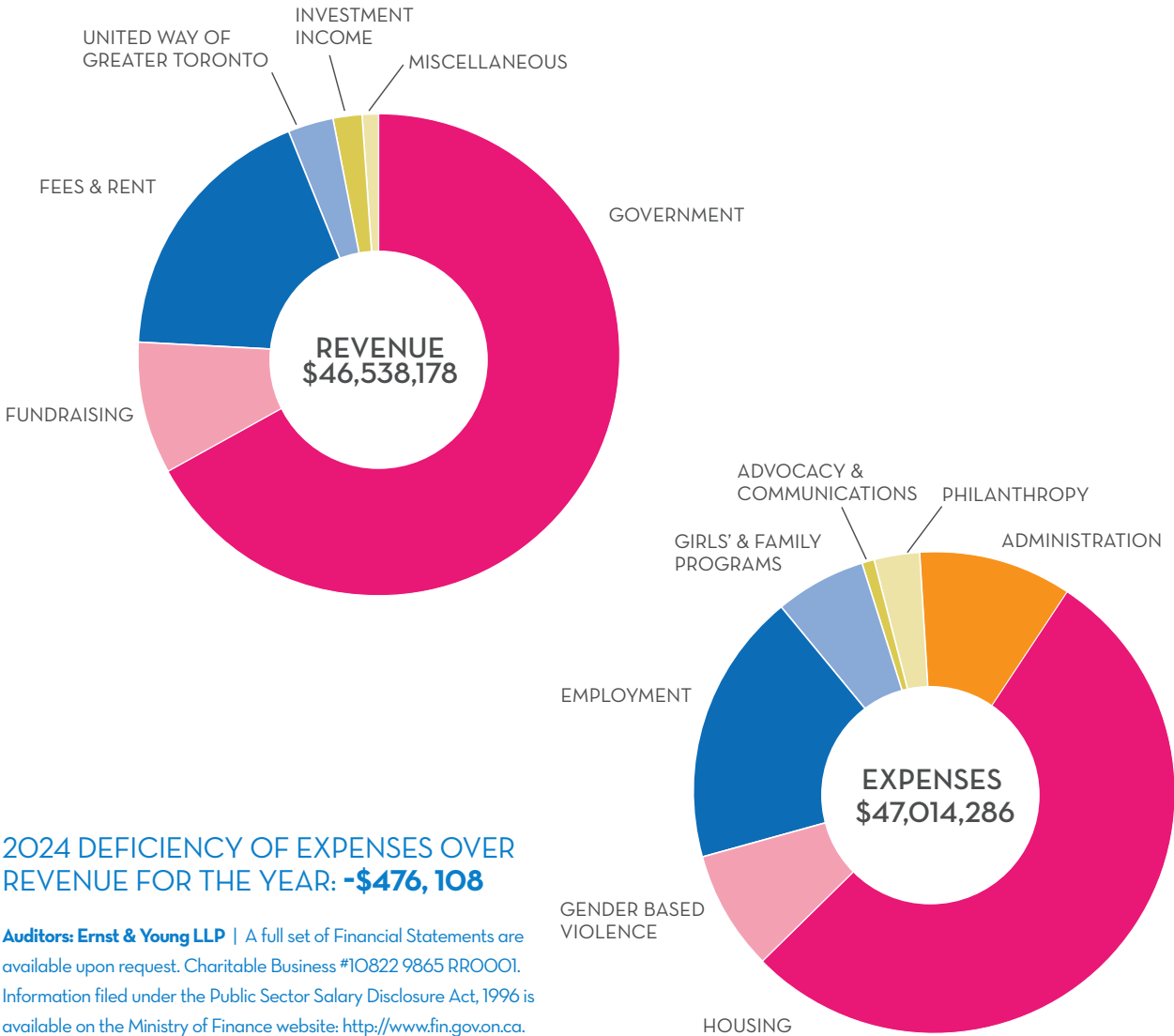
PHOTO OF OUR BOARD OF DIRECTORS (ABOVE, LEFT TO RIGHT): Darcie James-Maxwell, Lorrie King, Naba Saeed, Sobiga Kamalakaran; (BOTTOM, LEFT TO RIGHT): Catherine Milne, Sonia Sahdev. MISSING: Sarah Yaffe, Fatema Lotia, Lee-Anne Kovacs, Uchenwa Genus, Alexis Eun Young Choi, Richel Davies, Priyanka Debnath, Megan Fowler, Aniska Graver, Jennifer McGoey, Carrie Russell, Miraaj Yousif

Our 2021-2024 Strategic Plan can be viewed at [www.aboldpurpose.ca](http://www.aboldpurpose.ca)



# 2024 REVENUE & EXPENSES

Year ended December 31

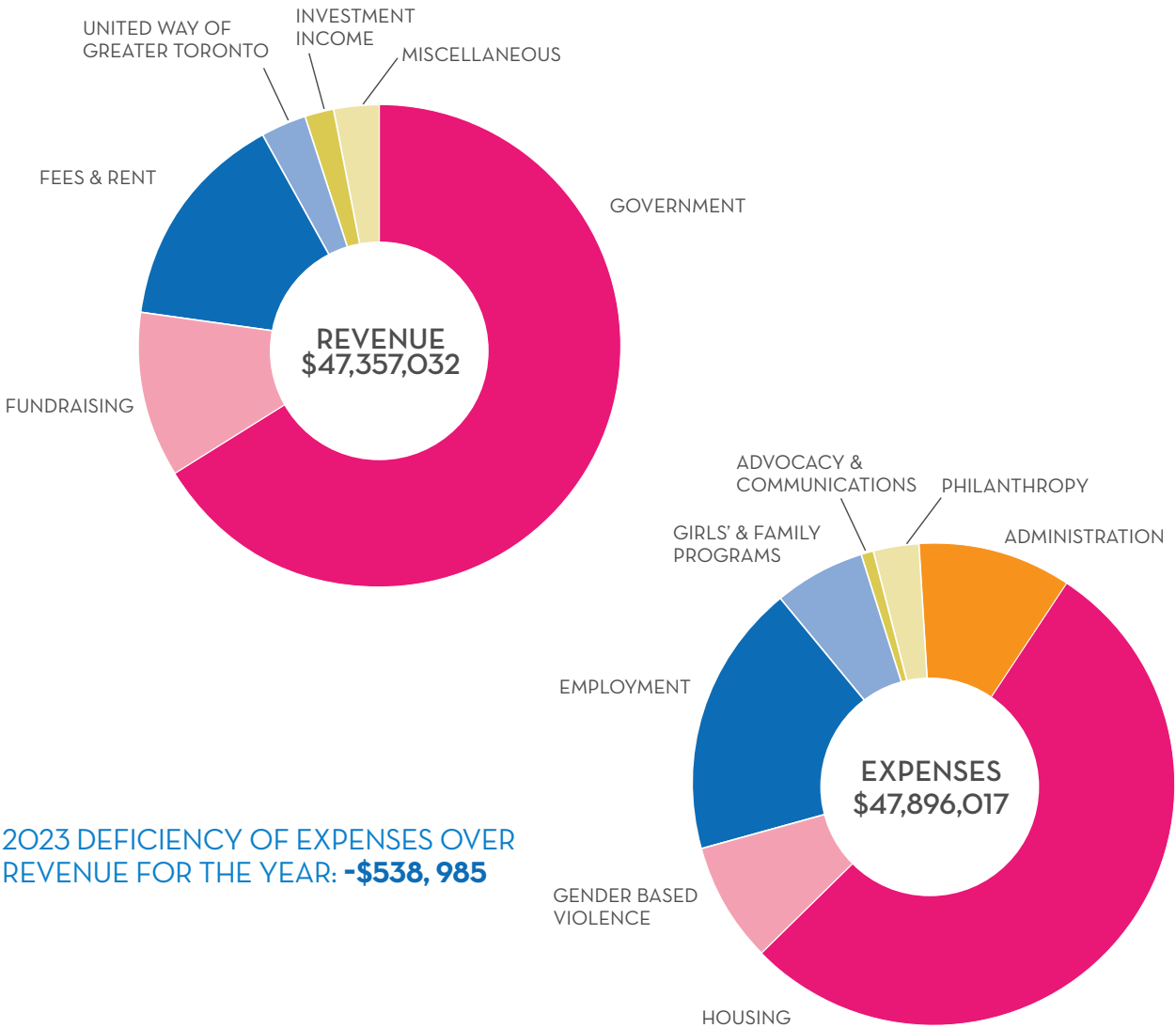


2024 DEFICIENCY OF EXPENSES OVER REVENUE FOR THE YEAR: **-\$476, 108**

Auditors: Ernst & Young LLP | A full set of Financial Statements are 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>.

# 2023 REVENUE & EXPENSES

Year ended December 31



2023 DEFICIENCY OF EXPENSES OVER REVENUE FOR THE YEAR: **-\$538, 985**



# 2024 GENEROUS GIVING

## \$100,000+

The Barrett Family Foundation  
Brydson Family  
Carpenters' Regional Council  
General Fund  
Greater Toronto Airports  
Authority – Toronto Pearson  
The Four Oaks Foundation  
Lise Watier Foundation  
Ontario Trillium Foundation  
The late Catherine J. Riggall

## \$50,000+

Anonymous (1)  
CIBC  
GreenShield  
The Joan & Jerry Lozinski  
Foundation  
The Catherine & Maxwell  
Meighen Foundation  
RBC Foundation  
Scotiabank  
Shoppers Foundation for  
Women's Health™  
YWCA Canada

## \$25,000+

Anonymous (1)  
Paul Barber Foundation  
J.P. Bickell Foundation  
Canadian Red Cross Society  
Dawson Partners  
Echo Foundation  
The D. H. Gordon Foundation

Industrial Alliance  
Financial Group  
Martine M. Irman  
Hal Jackman Foundation  
Metro Boomin  
Royal LePage Shelter  
Foundation  
The Winged Achene  
Foundation

## \$10,000+

Anonymous (1)  
The Bickle-Wilder Foundation  
Dan & Carolynne Boivin  
Cadillac Fairview  
Katy Graham Debost  
Frederick & Douglas Dickson  
Memorial Foundation  
William & Betty Finch Fund  
at the Strategic Charitable  
Giving Foundation  
Grey Birch Foundation  
Hanson Family Foundation  
Audrey S. Hellyer Charitable  
Foundation  
Steven Hilditch  
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Foundation  
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Martin Foundation  
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Management Ltd.  
Jan Ruby & Mary Thomson  
Leslie Draper-Santos  
& Conrad Santos  
TD Securities Underwriting  
Hope Foundation  
Toronto CREW  
Janice Wright

## \$5,000+

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American Contract Bridge  
League  
Avanade Inc.  
Beekay Foundation  
Maureen Bell Fund  
Andrea Boctor  
Brown Mills Klinck Prezioso LLP  
Burgin-Flood Family  
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Air Fund  
University of Toronto  
Joan & Robert Wright Family  
The Michael Young Family  
Foundation  
Robin & David Young

## \$2,500+

Anonymous (1)  
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Cambridge Group of Clubs  
CHUM Charitable Foundation  
Donna Dasko  
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Clayton Gytoku Fund at  
Toronto Foundation  
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Quinn + Partners Inc.  
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Foundation at Toronto  
Foundation  
Janet Rosenberg & Studio Inc.  
Geoffrey & Mary Scott  
Memorial Fund at  
Toronto Foundation  
Jennifer Wardrop  
& Bob Casper  
Estate of John  
Henry Williams

## \$1,000+

Anonymous (9)  
A.T. Kearney Ltd.  
Zanana Akande  
Rebecca Ruth Allen  
& Jeffrey Levitt  
Jane Ambachtsheer  
B&B Hamilton Fund at  
Toronto Foundation  
Bain & Company  
Bearwood Canoe Company  
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Kenton Bradbury  
Branksome Hall  
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Leo Cahalan  
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Accountability Board  
Doris Chan  
Scott Charlton  
Mei Chung  
& Jerry Sprackman  
Peter Clifford  
Corman Feiner LLP  
Mary Cornish  
The Croney-Clark Family  
Julia Deans  
Fanny Doucet  
Michael Dwyer  
Element Fleet Management  
Wendy Ens  
Estelle Designs & Sales Limited  
Lo Fine  
FREDA'S  
Gandy Charitable Foundation  
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Linda Glover  
John & Judith Grant  
Yola Grant  
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Margaret Henderson

Kathy Hogan  
Alexandra Horsky  
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Foundation  
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Lorrie King  
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Chris O'Reilly  
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Firoozeh Radjai  
Marli Ramsey  
Raschkowan Foundation at  
the Strategic Charitable  
Giving Foundation  
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Jacqueline Remark  
An Richardson  
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Aleksandra Sagan  
Kathryn Shaw  
& Giovanni Strazzullo  
Craig Siddall  
Simons  
The Philip Smith Foundation  
Stephanie Smith  
Toronto Education Workers,  
CUPE Local 4400  
Toronto Foundation:  
Trust Collective  
Bessy Triantafyllos Professional  
Corporation  
Tripp/Smith Family Foundatipn  
Tsering Tsomo & Sunil Uppal  
Roy & Jill Vandal Foundation  
Diane Walker  
Lenore Walters  
Cielito Ward  
Carolyn Whittaker  
Anne-Marie Widner  
Patricia Wood  
Phyllis Yaffe  
Kathleen Zimmer

## GIFT-IN-KIND

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A.T. Kearney Ltd.  
Access Alliance  
The Agency  
Aqua Medical Spa+  
Aritzia  
Mel Arsenault  
Sarah & Thomas Balzer  
BEDI Studios  
Ronald Black

Maggie Boyd  
Shary Boyle  
Bravado Designs  
Yuliya Calister  
Cards for Change  
CIBC Mellon  
Clay with Me  
The Collective  
Lisa Creskey  
Dean Davidson  
Duet Public Relations  
Edith's Fashions  
Foreign Venture Group  
Franc Inc.  
Frank + Oaks  
Shogher Garabedian  
Arasteh Gatchpazian  
Give Wholehearted  
Grayscale Fine Portraits  
Liz Greenway  
Griffith Foods  
Grosche International  
Marni Hamilton  
Heal House  
Henkaa  
Herbandand Naturals  
HOK  
Holiday Helpers  
Holy Name of Mary College School  
Hush Blankets Inc  
Jérôme Art & Photography  
Kathryn's Lingerie  
Life Resilience Training Inc.  
Living Beauty Inc  
Lucky Iron Fish  
Magen Boys Entertainment  
Marlow  
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Milltex Sportswear  
Lindsay Montgomery  
Julie Moon

Motion Clothing  
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& Middle School  
Ontario Pension Board  
Orange Fashion Village  
PC Financial  
Peace Collective  
The Printing House  
Proctor & Gamble  
Professional Women's  
Hockey League  
Project FoodChain  
Royal LePage Real Estate  
Services Ltd., Flavia  
Rodrigues  
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Supply Ontario  
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University of Toronto Schools  
Veritas  
Verity  
La Vie En Rose  
WestJet  
Kendra Yee  
Peter T. Zoldhelyi (Barrister  
& Solicitor)

## MONARCH SOCIETY

Anonymous (7)  
Zanana Akande  
Maureen Bell  
Dr. Kristin Blakely-Kozman  
Ellen K. Campbell  
Sarah Corman  
Debbie Dykes  
The late Nancy Foster  
Julia Haylock  
Martine Johnson  
Julie Y. Lee  
Joan H. McMillan  
Jannie Mills  
Mary Pat Moore  
Lorna Pike  
Marli Ramsey  
The late Catherine J. Riggall  
Dr. Gail Robinson  
Poopak Samimi  
The late Lloyd David Smith  
Beverly Stager  
Andrea Stewart  
Vera Ingrid Tarman  
& Cathy Schwartz  
Marilda L. Tselepis  
The late John Henry Williams

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Canadian Coalition for  
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Canadian Council of Muslim  
Women  
CAS/VAW Toronto Region  
Advisory Committee  
Centre for Immigration &  
Community Services (CICS)  
Centre for Research &  
Education on Violence  
Against Women & Children  
City of Toronto GBV/IPV  
Working Group (within this  
group are Aura Freedom,  
White Ribbon, Native  
Women Resource Centre  
Toronto, Barbra Schlifer  
Clinic & Native Women's  
Resource Centre Toronto)  
Coalition for Gun Control  
Daily Bread Food Bank  
Decent Work Round Table  
Defend Disability Coalition  
East Scarborough Works  
Employment & Labour Market  
Partners Working Group  
(ELMPWG)  
Equal Pay Coalition  
First Work  
Global Heroes  
Griffith Foods  
Imagine Canada Federal  
Budget Coalition  
Inclusive Local Economic  
Opportunity (ILEO)



National Advisory Council  
on Poverty  
Neighbourhood Youth  
Alliance (NYA)  
Ontario Anti-GBV Organization  
Coalition  
Ontario Association of  
Interval & Transition Houses  
(OAITH)  
Ontario Campaign 2000  
Ontario Coalition for Better  
Child Care  
Ontario Council of Agencies  
Serving Immigrants (OCASI)  
Ontario Non-Profit Housing  
Association (ONPHA)  
Ontario Nonprofit  
Network (ONN)  
Peacebuilders Canada  
Period Purse  
Scarborough Collaborative  
Employment Network East  
Scarborough Employment  
Ontario Network  
Social Planning Toronto  
Strengthening Solidarity for  
Action (CRIAOW)  
SV-Woburn-Cedarbrae Safety  
Network Meeting  
Toronto Mental Health  
& Addictions Supportive  
Housing Network  
Toronto Shelter Network  
Transitional Housing  
& Support Program Network  
Violence Against Women  
Network  
Woman Abuse Council  
of Toronto  
WomanACT

Women's Human Rights  
Institute  
Young Parents No Fixed  
Address  
YWCA Canada – Youth  
Programming Network  
YWCA Canada Anti-Gender-  
based Violence Staff  
Network  
YWCA Ontario Coalition

## FUNDERS

### FEDERAL

Department of Employment  
& Social Development –  
Government of Canada  
(ESDC)  
Department for Women  
& Gender Equality (WAGE)  
Federal Economic Development  
Agency for Southern  
Ontario  
Government of Canada  
– Community Services  
Recovery Fund  
Immigration, Refugees &  
Citizenship Canada (IRCC)  
Public Health Agency  
of Canada

### PROVINCIAL

Ministry of Children,  
Community &  
Social Services  
Ministry of Education & City  
of Toronto – CWELCC  
Ministry of Health

Ministry of Labour, Immigration,  
Training & Skills Development  
(MLITSD)  
Ontario Arts Council  
Ontario Health (LHIN)

### MUNICIPAL

City of Toronto  
City of Toronto – Children's  
Services Division  
City of Toronto EarlyON  
City of Toronto Every Child  
Belongs Unit  
City of Toronto – Housing  
Secretariat  
City of Toronto – Investing in  
Neighbourhoods Program  
City of Toronto – Shelter  
Support & Housing  
Administration  
City of Toronto – Supports to  
Daily Living  
Ministry of Education & City  
of Toronto – CWELCC  
Toronto Arts Council

## PARTNERSHIPS

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Commemorative Clinic  
Centennial College  
Elizabeth Fry Society  
Finishing Trades Institute  
of Ontario  
Inner City Health Associates  
Jean Tweed Centre  
Margaret's Housing &  
Community Support Services

Native Women's Resource  
Centre Toronto (NWRCT)  
Second Harvest  
Seneca College  
Strides Toronto  
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Trade School (TTMTS)  
The Works  
University of Toronto  
Wigwamen  
Women's College Hospital  
YWCA Canada

## MAKE YOUR VALUES YOUR LEGACY



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Society is a special group  
of supporters who, through  
a legacy gift today, will  
transform the lives of women,  
girls and gender diverse  
people tomorrow.



To learn more about planning  
your legacy gift, contact Monika  
Sormova, *Manager of Foundations  
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## FRESH START MONTHLY GIVING PROGRAM



**YOU** can help women, girls and gender diverse people escape violence, move out of poverty and access safe, affordable housing every month!

**GIVING MONTHLY** to YWCA Toronto provides stable and ongoing funding to sustain our transformative programs and services. It also helps us budget and plan better when we know what to expect each month, and many donors find it a more convenient way to give.

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**THANK YOU FOR YOUR  
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PHOTO: YWCA Toronto archival sign  
circa 1950s.

YWCA Toronto works for societal transformation in order to empower women, girls and gender diverse people. We ground our work in principles of gender and racial equity and poverty reduction – none of which are mutually exclusive, and we work to create safe and equitable spaces for our program participants, staff and visitors. We recognize that we work, live, and exist on Indigenous land and we are committed to advancing anti-racism and decolonization alongside the Indigenous Peoples of Turtle Island.

*Learn more at [www.ywcatoronto.org](http://www.ywcatoronto.org) and follow us on social media*

