Address from the Board President & Chief Executive Officer

When 100,000 abused women are forced to flee to shelters every year, it is hard to believe that we will ever end violence against women.

When the list of people in need of affordable housing in Toronto exceeds 160,000, as it now has, it is hard to believe that we will ever end homelessness.

When girls continue to be bombarded by degrading, sexist images in the media, it is hard to believe that our girls will grow up confident, healthy and empowered.

And yet, YWCA Toronto does believe.

YWCA Toronto is transforming the lives of women and girls in our city because of our visionary donors, generous volunteers, committed staff and determined program participants.

We believe that, together, we will continue to transform lives and our society.

YWCA Toronto is an organization of determined optimists. It was this determined optimism that enabled us to open the YWCA Elmcentre in 2012. The YWCA Elmcentre, which offers 300 units of affordable, supportive housing, is the largest affordable housing project to be built anywhere in Canada in more than a decade.

Throughout the world, 2012 was marked by much pessimism. Of course, there is much to be concerned about. However, YWCA Toronto believes that when we lean into those difficulties, our shared commitment, compassion, courage and creativity prevails – and the results are stunning and inspiring.

As you read YWCA Toronto’s Annual Report and reflect on the life-changing services we provide, we hope you will agree that what the YWCA is able to accomplish, with the support of other determined optimists, is cause to believe.
In 2012, the YWCA Elm Centre officially opened, creating 300 units of affordable housing.

The YWCA Elm Centre is the largest affordable housing project to be built anywhere in Canada in more than a decade. We increased our permanent housing units from 248 in 2011 to 548 in 2012.

YWCA Toronto believes in building and advocating for more affordable housing. Research and experience clearly demonstrate that access to stable, affordable housing transforms lives: mental health improves, social isolation diminishes, children’s school performance improves, self-esteem grows and employability increases.

“We believe giving a woman keys to a home unlocks opportunity.”

That is why we believe in helping women get keys to their own home.
Women who have been abused and traumatized turn to YWCA Toronto, usually in desperation. They are desperate for safety. They are desperate for an out. YWCA Toronto provides help and hope. In 2012, we offered support and a range of shelter and temporary housing options to 1,287 women and children.

Once women are safe, and with support from our specialized staff with expertise in areas including mental health, parenting, employment and permanent housing, women heal and start to plan their futures. Then they start creating those futures and the lives they want.

“We believe when abused women find shelter, they can find themselves.”

When we believe in women, women start believing in themselves.
With Canada’s only full-time Girls’ Centre and an extraordinary girls’ summer camp, Tapawingo, YWCA Toronto knows that girls need space and support to discuss the struggles they face and build the capacity to overcome those struggles. Girls need programs that are designed to meet their needs, some of which are quite different from the needs of boys.

At YWCA Toronto, girls have a room of their own. In 2012, they used that “room” to talk about online bullying, discuss healthy relationships, build self-esteem, take risks, create their own girl-positive media and start building their futures.

In 2012, YWCA Toronto girls’ programs helped 1,001 girls believe in themselves.

“We believe girls need a room of their own.”
Families who have experienced trauma and violence find resources to heal and strengthen at YWCA Toronto.

Strong families provide support and comfort to endure life’s challenges and pain. Strong families nurture confidence and enthusiasm that inspire dreams and risk-taking.

YWCA Toronto offers a range of programs to families who have experienced trauma and violence. With counselling, parenting classes, support groups and highly specialized childcare services, YWCA Toronto helps families believe they can create better lives for themselves.

In 2012, 1,098 parents and children found resources and support in our family programs to help them thrive.

“We believe families can heal and thrive.”
When women can work, families have greater income security and women have more independence and decision-making power.

YWCA Toronto helps women work by providing diverse and specialized employment programs to address the myriad needs women have at the various stages of their working lives.

YWCA Toronto offers employment services and training programs that help women assess their strengths, build new skills and find a way into the labour market.

However, it is not enough simply to help women get the job. YWCA Toronto also advocates for fair wages and good jobs because women continue to make 71 cents for every dollar a man earns and because women, and in particular, racialized women, are often caught in precarious, low-wage work.

YWCA Toronto also provides the high-quality, affordable childcare women require in order to work – and advocates for greater access to such care so all women with children who want to work, can work.

We know many women need to work and want to work. YWCA Toronto helps women work with success.

“We believe families and communities work, when women can work.”
Women’s activism has led to impressive gains in women’s equality in Canada, and around the world. Women are increasingly well represented in the labour market, government, post-secondary education and senior leadership positions. Important women’s rights from the right to consent – or not – to sex, to the right to work free of harassment and discrimination, are now enshrined in law.

YWCA Toronto is proud to be part of the women’s movement that is responsible for making these gains – and we are committed to be part of ongoing efforts to achieve more.

Violence, poverty, homelessness and racism continue to disempower many women and girls and deprive them of safety and equality. However, as women gain power, resources and representation we are better equipped to move powerfully towards a society in which safety and equity has been achieved for all women and girls.

YWCA Toronto believes we are achieving great things and will achieve much more.

“We believe women’s equality is changing the world.”
We support YWCA Toronto because it is an effective and exciting organization.

We know our donation is helping transform the lives of women and girls.

The YWCA is also transforming our city, with its vision of equity and empowerment – and the contributions it makes toward this vision.

We are proud to be part of YWCA Toronto.

ANNE REYNOLDS & DEREK MEEHAN
YWCA Toronto donors

“We believe in YWCA Toronto.”
YWCA Toronto thanks our donors, sponsors, funders and partners who have made critical contributions to efforts to improve the lives of women and girls in 2012.

1,624 NEW DONORS

75 CAMPERS were subsidized to go to Camp Tapawingo

$2,303,417 million raised through cash and in kind donations

640 VOLUNTEERS contributed 19,233 hours of work

18,233 PERMANENT HOUSING UNITS increased from 248 to 548

YWCA Toronto thanks our donors, sponsors, funders and partners who have made critical contributions to efforts to improve the lives of women and girls in 2012.

1,624 NEW DONORS

75 CAMPERS were subsidized to go to Camp Tapawingo

$2,303,417 million raised through cash and in kind donations

640 VOLUNTEERS contributed 19,233 hours of work

18,233 PERMANENT HOUSING UNITS increased from 248 to 548

YWCA Toronto thanks our donors, sponsors, funders and partners who have made critical contributions to efforts to improve the lives of women and girls in 2012.

1,624 NEW DONORS

75 CAMPERS were subsidized to go to Camp Tapawingo

$2,303,417 million raised through cash and in kind donations

640 VOLUNTEERS contributed 19,233 hours of work

18,233 PERMANENT HOUSING UNITS increased from 248 to 548

YWCA Toronto thanks our donors, sponsors, funders and partners who have made critical contributions to efforts to improve the lives of women and girls in 2012.

1,624 NEW DONORS

75 CAMPERS were subsidized to go to Camp Tapawingo

$2,303,417 million raised through cash and in kind donations

640 VOLUNTEERS contributed 19,233 hours of work

18,233 PERMANENT HOUSING UNITS increased from 248 to 548

YWCA Toronto thanks our donors, sponsors, funders and partners who have made critical contributions to efforts to improve the lives of women and girls in 2012.

1,624 NEW DONORS

75 CAMPERS were subsidized to go to Camp Tapawingo

$2,303,417 million raised through cash and in kind donations

640 VOLUNTEERS contributed 19,233 hours of work

18,233 PERMANENT HOUSING UNITS increased from 248 to 548

YWCA Toronto thanks our donors, sponsors, funders and partners who have made critical contributions to efforts to improve the lives of women and girls in 2012.

1,624 NEW DONORS

75 CAMPERS were subsidized to go to Camp Tapawingo

$2,303,417 million raised through cash and in kind donations

640 VOLUNTEERS contributed 19,233 hours of work

18,233 PERMANENT HOUSING UNITS increased from 248 to 548

YWCA Toronto thanks our donors, sponsors, funders and partners who have made critical contributions to efforts to improve the lives of women and girls in 2012.

1,624 NEW DONORS

75 CAMPERS were subsidized to go to Camp Tapawingo

$2,303,417 million raised through cash and in kind donations

640 VOLUNTEERS contributed 19,233 hours of work

18,233 PERMANENT HOUSING UNITS increased from 248 to 548

YWCA Toronto thanks our donors, sponsors, funders and partners who have made critical contributions to efforts to improve the lives of women and girls in 2012.

1,624 NEW DONORS

75 CAMPERS were subsidized to go to Camp Tapawingo

$2,303,417 million raised through cash and in kind donations

640 VOLUNTEERS contributed 19,233 hours of work

18,233 PERMANENT HOUSING UNITS increased from 248 to 548

YWCA Toronto thanks our donors, sponsors, funders and partners who have made critical contributions to efforts to improve the lives of women and girls in 2012.
ANNUAL DONORS

PARTNER

Brenda Smith
Sandra & Crawford Spencer
Phyllis Tenaka
Jan Ruby & Mary Thomson
Marilou Tselitis
Surinder Uppal
Edith Vuchnic
Diane Walker
Joan White
Jane Wilson
Anne Wood
Bob & Nancy Wright
Pamela Yoel
Gregory Zahn
Kathleen Zimmer
Corporations & Associations

AMR Barristers & Solicitors LLP
Bijou Editorial
BMO Financial Group
The Boiler Inspection and Insurance Company of Canada
Borden Ladner Gervais LLP
Broadview Produce Company Inc.
Brookmoor Investments Ltd.
Candu Canada Energy Inc.
Cassells Brock & Blackwell LLP
CAW Local 88
CAW-Canada
Christian Science Society, Scarborough
CIBC Wood Gundy
Collier Fitness & Nutrition Inc.
Crestview Investment Corporation
Deutsche Bank AG, Canada Branch
The Dominion of Canada General Insurance Company
DRI Capital
Elementary Teachers' Federation of Ontario
Elmwood Spa
Florrainea Martin & Associates
Frank Oka Secondary School
Gerald Sheff and Shanitha Kahan
Green Shield Canada
Insight - Canada Sings 2 Ltd.
Lavery Da Billy
North Toronto Business and Professional Women's Club
The Office Source Inc.
RBC Insurance
Rogers Credit Operations
Royal LePage Real Estate Services Ltd., Johnston & Daniel Division
Royal LePage Signature Realty
S&E Sponsorship Group Inc.
Shoppers Drug Mart
Torys LLP
Woodlawn Pottery Studio

FUNDATIONS

Anonymous (4)
The Apex Foundation
Canadian Tire Jumpstart Charities
Canadian Women's Foundation
Canadian Women's Foundation
Shelter from the Storm Campaign
Catherine Donnelly Foundation
CHUM Charitable Foundation
CIBC Children's Foundation
The D. H. Gordon Foundation
Delaney Family Foundation
Deutsche Bank AG, Canada Branch
Dorothy and Oscar Rogers Foundation at the Toronto Community Foundation
The EJLB Foundation
Gandy Charitable Foundation
Geoffrey B. Scott Memorial Fund at the Toronto Community Foundation
The Harry E. Foster Charitable Foundation
ITLMA Foundation
James H. Cummings Foundations, Inc.
The McLean Foundation
Ontario Trillium Foundation
Paloma Foundation
The Philip Smith Foundation
Private Giving Foundation
The Rainbow Foundation
The Royal LePage Foundation
REALTORS Care Foundation

WEEK WITHOUT VIOLENCE SPONSOR

District 12 - Ontario
Secondary School Teachers Federation

GIFTS IN KIND

A Celebration of Women Annual Gift Basket Drive
Anthropologie, Don Mills Centre
Au Lit Fine Linens
Basketweavers
blueballoon
CHUM Charitable Foundation
Constantine Living
Etbecakes Quilter's Guild
Flare Magazine
Holt Renfrew & Co., Limited
iMark Event Inc.
Investment Ltd.
J. Crew
Jenex Group
Pam Jabille & Karen Tokacs
Justshirts
Manami 153 Sushi
Northlea Elementary & Middle School
Payless ShoeSource
Planet Storage
Laura Rapp
Sleeping/Crown Design
Jay Smith
SPONSORS & MONARCH SOCIETY

WOMEN OF DISTINCTION
AWARDS 2012 SPONSORS

PRESENTING
Sun Life Financial

CHAMPION
CIBC
KPMG LLP
Bogers
Scotiabank
TD Bank Group

PATRON
Ellis Don
Globe and Mail
Shoppers Drug Mart
Warren’s Waterless Printing

TRIBUTE
BMO
Ernst & Young LLP
Mediacorp The Presentation Company
Towers Watson

FUTURE LEADERS
Aimia
CIBC Mellon
Janssen - Who Inspires U?

MEDIA
Captive
CHUM FM
FLOW

MONARCH SOCIETY
Anonymous
Zanana Akande
Carroll Allen Dale
The Estate of
Helen Allen Stacey
The Estate of Winnifred Bell
Kristin Blakeley-Kozman
Ellen K. Campbell
Mollie Christie
The Estate of Helen M. Cram
The Estate of Lyla Ada Crossley
Sylvia Erickson
Nancy Faster
Helen Gurney
Sharilyn Hale
The Estate of Audrey Rae Hammond
The Estate of Ruth Gordon
Dingman Hebb
Highland Consultants Ltd.
The Estate of Evelyn Hodgkinson
John Kilpatrick Niven Memorial Trust
for Bolton Fresh Air Camp
Martine Johnson
Jannie Mills
Mary Pat Moore
The Estate of Jean Palmer
The Estate of Priscilla Prichard
Anne Reynolds & Derek Meehan
Catherine J. Riggall
Marilyn A. Robertson
Gail Robinson
Jeanne Rowles
The Estate of Kathleen Sloan
The Estate of Albert Smith
The Estate of Florence Winnifred Stacey
Beverly Stager
Marilda Tslepis
The Estate of John W. Walker
The Estate of Margery J. Warren
Ruby & Arthur Waters
Joan White

NEW MONARCH SOCIETY MEMBERS IN 2012
Debbie Dykes
The Estate of Robert H. Switzer
The Estate of H. Maria Smibert

INTERNATIONAL BOUTIQUE
This year, YWCA’s International Boutique continued to raise funds for international development:
- YWCA’s Sri Lankan Women’s Micro信贷 Program
- YWCA’s Honduras Shelter for Women
- YWCA’s Papua New Guinea Childcare Program

FUNDERS
Citizenship and Immigration Canada
City of Toronto, Children’s Services
City of Toronto, Employment and Social Services
City of Toronto, Shelter, Support and Housing Administration
Human Resources and Skills Development Canada
Ministry of Children and Youth Services
Ministry of Citizenship and Immigration
Ministry of Community and Social Services
Ministry of Health and Long Term Care
Ministry of Municipal Affairs and Housing
Ministry of Training, Colleges and Universities
Ministry of Tourism, Culture and Sport
Ontario Women’s Directorate
Toronto Central Local Health Integration Network
United Way of Peel Region
United Way Toronto

COMMUNITY PARTNERS
Access Alliance Multicultural Health Centre – AccessPoint on Danforth
Afghan Women’s Organization

FUNDERS, PARTNERS & COALITIONS

Women of Distinction

FUNDERS
- Agincourt Community Services Association
- Ailing Discoveries Child and Family Centre
- Arab Community Centre
- Association of Ontario Health Centres
- Ayce Employment Services
- Barbara Schlifer Commemorative Clinic
- Birchmount Bluffs Neighbourhood Centre
- Black Creek Community Health Centre
- Campaign 2000 Canadian Council for Refugees
- Centennial College
- Centre for Addiction and Mental Health (CAMH) Women’s Day Program Pilot Project
- Centre for Education & Training
- Chick-A-Biddy Acres
- Child Development Institute
- Child Evangelism Fellowship
- Child Monitoring Advisory and Support
- Children’s Aid Society of Toronto
- Community Development MicroSkills Daily Bread Food Bank
- Davenport Perth Neighbourhood and Community Health Centre
- District of Parry Sound Social Services Administration Board
- Dress for Success Toronto
- Driftwood Community Centre
- Ernestine’s Women’s Shelter
- Family Sector Shelter Advisory Group
- Four Villages Community Health Centre
- George Brown College
- Humber College
- Incan Security Advocacy Centre
- Inner City Health Associates
- Institute of Chartered Accountants of Ontario
- J.P. Piccinnini Community Centre
- Learning Enrichment Foundation/Hughes Child Care
- Lifesaver 101 Metro Toronto Chinese & Southeast Asian Legal Clinic
- North American College
- North York Community House
- North York Harvest Food Bank
- ONESTEP
- Osaki Pimache
- Rexdale Alliance Church
- Rexdale Women’s Centre
- Ryerson University
- Salvation Army
- Scarborough Women’s Centre
- Second Harvest
- Skills for Change

Women of Distinction Awards 2012 Sponsors

Presenting
Sun Life Financial

Champion
CIBC
KPMG LLP
Bogers
Scotiabank
TD Bank Group

Patron
Ellis Don
Globe and Mail
Shoppers Drug Mart
Warren’s Waterless Printing

Tribute
BMO
Ernst & Young LLP
Mediacorp The Presentation Company
Towers Watson

Future Leaders
Aimia
CIBC Mellon
Janssen - Who Inspires U?

Media
Captive
CHUM FM
FLOW

International Boutique
This year, YWCA’s International Boutique continued to raise funds for international development:
- YWCA’s Sri Lankan Women’s Microcredit Program
- YWCA’s Honduras Shelter for Women
- YWCA’s Papua New Guinea Childcare Program

Community Partners
Access Alliance Multicultural Health Centre – AccessPoint on Danforth
Afghan Women’s Organization

Inside the Pages of a Document: Extracted Text and Natural Reading Representation
PARTNERS & COALITIONS

St. Michael’s Hospital
TaBi Community Health Centre
Toronto District School Board - Newcomer Services for Adults (Malvern location)
The East Scarborough Storefront
The Furniture Bank
The Jean Tweed Centre
The Local Immigration Partnership Council
Toronto Board of Trade
Toronto District School Board
Newcomer Youth Services
Toronto Housing Connections
Toronto Police Services, 52 and 55 Divisions
Toronto West Local Immigration Partnership
Toronto Works Health and Safety Clinic
University Health Network
Urban Circle
Vietnamese Women’s Association
Wellesley Institute
West Scarborough Neighbourhood Community Centre
Windfall Clothing
Wigwamen, Inc.
Women’s Habitat
YWCA Canada
YMCA of Greater Toronto
YMCA Language Assessment and Referral Centre
York University Bridging Program
Yorktown Shelter for Women
YWCA Halifax
YWCA Kitchener
YWCA Moncton
YWCA Ottawa
YWCA Sudbury

COALITIONS
25in5 Poverty Reduction Network
Adult Survivors of Childhood Sexual Abuse Service Provider Network
Canadian Women’s Foundation Research Committee
Employment Ontario - Service Provider Network
Etobicoke Youth Network
Kipling Community Council
Neighbourhood Action Partnership
Neighbourhood Action Team
North York Mental Health Network
Ontario Association of Interval and Transitional Houses
Ontario Coalition for Better Childcare
Ontario Council of Agencies
Serving Immigrants
Ontario Non-Profit Network
Provincial Women’s Access to Trades Network
Scarbrough Southwest Ontario Early Years Centre Committee
Scarbrough Village Youth Service Providers Committee
Toronto Central LHIN Community Mental Health and Addictions Network
Toronto East Quadrant Local Immigration Partnership
Toronto Region VAW Shelters Network
Toronto West Local Immigration Partnership
Transitional and Housing Support Management Advisory Committee
Transitional Housing and Support Programs Advisory Group
Transitional Housing and Support Programs Workers Committee
Women Abuse Council of Toronto Women’s Mental Health and Addictions Network

YWCA TORONTO LEADERSHIP

BOARD OF DIRECTORS

PRESIDENT
Rosemary Moodie

VICE-PRESIDENTS
Sonali Chakrabarti
Maureen Shaughnessy Kitts

SECRETARY
Signe Leisk

TREASURER
Kathryn Shaw

MEMBER-AT-LARGE
Patsy Russell

MEMBERS
Joan Andrew
Maureen Bell
Elizabeth Dipchand
Soteira Hortop
Nina Malayil
Emily McDonald
Nikita Patel
Nikisha Reyes-Grange
Jane Rowe
Carmina Serebryany-Harris
Bessy Triantafyllos

EXECUTIVE TEAM

CHIEF EXECUTIVE OFFICER
Heather McGregor

DIRECTOR, ADVOCACY & COMMUNICATIONS
Sarah Blackstock

DIRECTOR, EMPLOYMENT & SKILLS DEVELOPMENT
Marilda Tselepis

DIRECTOR, FINANCE & INFORMATION TECHNOLOGY
Lois Fine

DIRECTOR, GIRLS’ & FAMILY PROGRAMS AND PROPERTY SERVICES
Sally Palmateer

HOUSING & DEVELOPMENT
Joan White

DIRECTOR, HUMAN RESOURCES & ADMINISTRATION
Jeannette Manguiat-Stoecker

DIRECTOR, PHILANTHROPY
Lisa Lemon

DIRECTOR, SHELTERS & CLINICAL SERVICES
Ruth Crammond

CUPE LOCAL 2189

PRESIDENT
Paola Gomez-Restrepo

VICE-PRESIDENT
Nicola Sutherland

RECORDING SECRETARY
Jenny Lin

SECRETARY TREASURER
Marie Lorenzo

TRUSTEE
2-year Trustee - Maria Villanueva
3-year Trustee - Julia Haylock
### Young Women’s Christian Association of Greater Toronto

#### STATEMENTS OF OPERATIONAL PERFORMANCE

<table>
<thead>
<tr>
<th>Year ended December 31</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>$20,427,029</td>
<td>$16,797,979</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$2,996,346</td>
<td>$2,631,402</td>
</tr>
<tr>
<td>Fees and rent</td>
<td>$2,975,901</td>
<td>$1,860,029</td>
</tr>
<tr>
<td>United Way of Greater Toronto</td>
<td>$1,448,815</td>
<td>$1,443,047</td>
</tr>
<tr>
<td>Investment income (loss)</td>
<td>$300,485</td>
<td>$(47,499)</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>$226,003</td>
<td>$256,357</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$28,374,579</td>
<td>$22,941,315</td>
</tr>
</tbody>
</table>

| **EXPENSES**           |            |            |
| Salaries and employee benefits | $15,577,463| $14,419,983|
| Building occupancy      | $8,163,858 | $4,588,189 |
| Other program costs     | $5,746,780 | $4,952,741 |
| General and administration | $1,101,944 | $1,125,745 |
| Allocation to YWCA Canada | $112,897   | $106,228   |
| **Total Expenses**      | $28,673,119| $23,213,002|

**Deficiency of revenue over expenses for the year**

(298,540)  

(271,687)

---

**Auditors: Ernst & Young LLP**

A full set of Financial Statements is available upon request. Charitable Business #10822 9865 RRO001

Information filed under the Public Sector Salary Disclosure Act, 1996 is available on the Ministry of Finance website: http://www.fin.gov.on.ca.
SEEDS FOR CHANGE
CULTIVATING FOOD FOR THOUGHT

JOIN US WEDNESDAY, MAY 2nd, 2013

SUPPORT THE YWCA • WE'RE COOKING UP SOMETHING NEW!
For more information on featured performers, celebrity chefs or to purchase tickets visit:
womenofdistinction.ca OR CALL 416.961.8101 x 360

YWCA WOMEN OF DISTINCTION AWARDS

YWCA TORONTO IN THE SPOTLIGHT
NUMBER OF CANADA SINGS SHOWS TAPED AT YWCA ELM CENTRE

356 views
OF THE YWCA EMPLOYMENT PROGRAMS' BILLION RISING VIDEO

1,175 FOLLOWERS ON TWITTER

18.5 PERCENTAGE OF YWCA FACEBOOK FOLLOWERS WHO ARE MEN

108 NEWS ARTICLES FEATURING YWCA TORONTO

356 views
OF THE YWCA EMPLOYMENT PROGRAMS' BILLION RISING VIDEO

108 NEWS ARTICLES FEATURING YWCA TORONTO

108 NEWS ARTICLES FEATURING YWCA TORONTO

18.5 PERCENTAGE OF YWCA FACEBOOK FOLLOWERS WHO ARE MEN
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.

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

SPECIAL THANKS
We would like to thank Emma Namenya, Carol Shortell, Gurpreet Chahal, Anne Reynolds, Derek Mehan, as well as program participants and volunteers whose efforts have contributed to this annual report.