

Annual Report

2023/2024 All Hands on Deck



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TABLE OF CONTENTS

Section One: Leadership

Letter from the Executive Director	8
Mission, Vision & Values	14
Board of Directors	16
CUPE - Union Letter	17

Section Two: Our Team

ARAO Commitment	20
Staff List & Milestones	22

Section Three: Philanthropy

An Update in Social Investment	26
Volunteers	27
Community Involvement	30
Spring Silent Auction	32
Boundless Awards	34

Section Four: What We Do

Our Approach	38
Programs & Services	40

Section Five: Supporters

Partnerships & Collaboration	44
In-Kind Donors	45
Financial Donors	46

Section Six: Financial Report

Statement of Operations	54
Statement of Financial Position	55

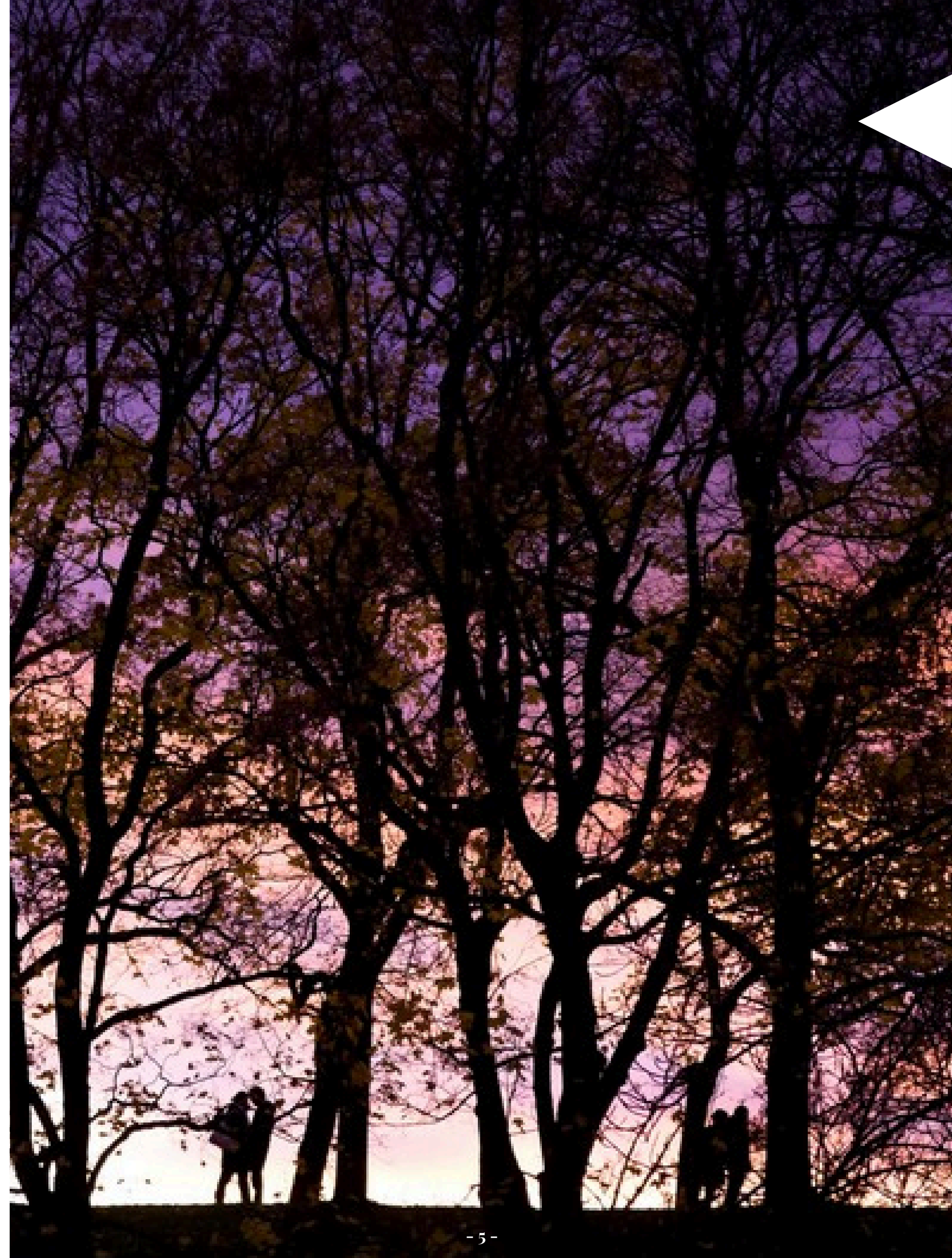
We Recognize

We would like to acknowledge this territory - the one on which Women's Habitat operates and serves its clients - and the peoples to whom it is home. Give thanks for the land, labour, water and skies of the Indigenous peoples.

These lands known as Turtle Island were colonised away from their traditional caretakers: the **Anishinaabe, the Mississauga of the Credit First Nation, the Haudenosaunee, and Huron-Wendat**. While this territory was the subject of the Dish with One Spoon Wampum Belt Covenant, its spirit of peaceably caring for and sharing its resources is one to which we must continue to commit work and progress.

Every culturally related peoples have a unique history and their own traditions and values, often including reverence for family, kinship, elders, and individuals of any gender and orientation. But **women in particular** play an important role in many sacred legends and stories of creation, protection, healing, and special relationships with Mother Earth. It is for this reason we as Women's Habitat feel a strong sense of connectedness and duty to serve as leaders in our communities - and on this land - in the quest for truth and reconciliation for (and alongside) our Indigenous sisters, their children and communities.

Indigenous peoples have demonstrated inimitable resilience and great strength in the face of colonization, violence, systemic oppression and incessant efforts to separate them from their land, culture, and governance. As an agency dedicated to addressing violence, we are committed to shining a light on the shadow pandemic of abused, missing, and murdered (MMIWG2S) across Canada. We are grateful for the opportunity to live, work, and fight for justice on this land we now share.



SECTION ONE: LEADERSHIP



Leadership is only as strong as the teams they build and nurture.

A Message from the Executive Director of Women's Habitat of Etobicoke

After over 40 years of annual reports, it will come as no surprise that we are representing a problem. An unfortunately growing problem. We are now approaching a decade of annual increases in intimate partner violence (IPV) and gender-based violence (GBV) in Canada.

We don't always know whether the incident rates are increasing, or official police reporting is. But regardless, the demand for support and services is increasing as a result. The cost of this problem is enormous. It's legal services, housing, counselling, healthcare, education, justice systems. It's mental and physical health. It permeates our schools, workplaces, communities. It changes and takes lives.

This past year, Canada recorded its fastest population growth in 66 years, increasing by over 1.3 million people (or +3.2%). Toronto alone is now acknowledged as the fastest growing population in both Canada and the US. In fact, of the top 10 fastest growing cities in North America, 8 of them are within our country's borders.

Even without the population boom, by the percentages alone, more people means more need for IPV/GBV support and services.

What *that* means is that now more than ever, we need to be resourceful. It is simply not sustainable to operate in a way that reacts. We *do* need to be proactive. If we do not work intentionally to eradicate the problem, our current system will not keep up with what will come of it. Now more than ever, we need to simultaneously address the needs we have now, while addressing the needs required to change the course of the future for women across this country.

This isn't just a victim's issue; gender-based violence affects us all, whether we are conscious of that or not. Because of that, there is no solution, unless everyone is involved.

Our theme this year is **All Hands on Deck**, and that is because we are shifting our mindset. Changing the filter through which we see this problem. Understanding that it not only takes the involvement of everyone in our organization, sector, communities, government and more... *it* *also* requires collaboration between them.

It's only together that we can be stronger, more efficient, more effective, resourceful, supportive, creative, informed, understanding, educated, evolved... louder.

Yours in service,

Carla Neto
Executive Director

IN THE MEDIA

"IPV is a deeply concerning issue that permeates every aspect of life in Toronto. This declaration marks a significant milestone in the fight against gender-based violence... the gravity of which cannot be overstated, with femicide and hate crimes against women showing a disturbing increase."

Carly Kalish
Executive Director, Victim Services Toronto

"This declaration is long overdue. It speaks a lot about the city's commitment to address gender-based violence and intimate partner violence... it allows us to move forward confidently, knowing that this is now an important opportunity to make things happen more consciously."

Harmy Mendoza
Executive Director, Woman Abuse Council of Toronto

"I am hopeful today that this epidemic declaration is one step towards prioritizing the eradication of the violence, not just the response to the violence when it's already happened."

Melissa Kokkoros
Executive Director, Aura Freedom

"We're thrilled with this announcement, I think it will make a big difference to the work that we do."

Nina Gorka
Director of Shelters & Clinical Services, YWCA

"History in the making, this is way overdue. This is all about the women, the children who have endured horrible situations, abuses, and now the City of Toronto is saying we see you, we don't agree with this, this is not okay."

Carla Neto
Executive Director, Women's Habitat

On Thursday, July 13th 2023,
Toronto officially declared Intimate Partner Violence an epidemic, as femicides continue to rise across the country... still averaging one every week in Ontario alone.



The Epidemic

Yes, intimate partner violence (IPV) can be considered an epidemic. The term "epidemic" is often used to describe a widespread occurrence of an issue that negatively impacts a large number of people. IPV fits this description because it is a pervasive social problem that affects individuals and communities across various demographics, regions, and cultures. Several factors support considering IPV an epidemic:

Prevalence

IPV is common and occurs in all societies. Studies and surveys consistently show that a significant percentage of people experience IPV at some point in their lives.

Public Health Impact

IPV has serious consequences for physical and mental health, including injuries, chronic health problems, mental health issues, and even death. The public health community often addresses IPV in the same context as other health epidemics because of its significant impact on wellbeing.

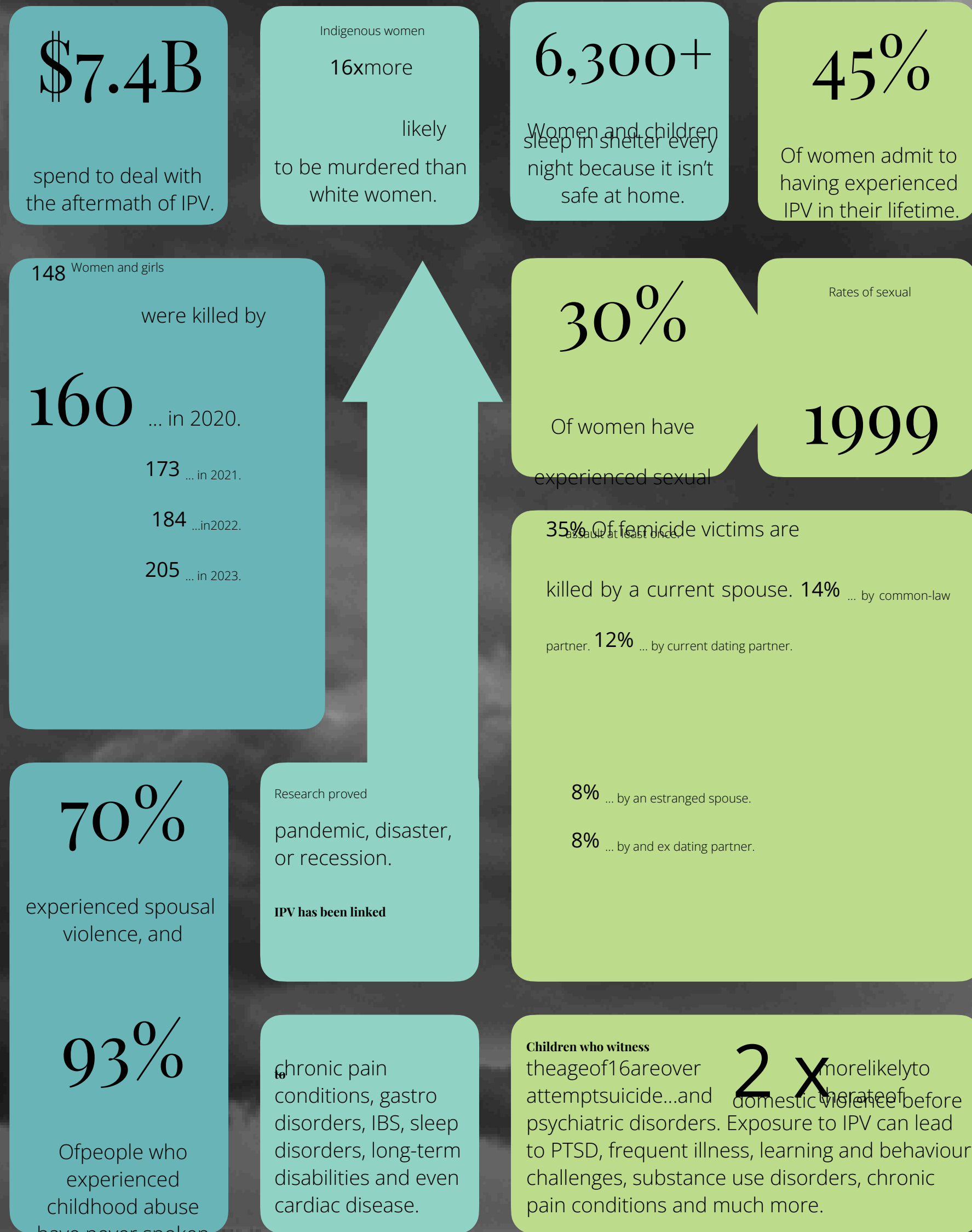
Systemic Factors

IPV is not only a personal issue but also a societal one, influenced by cultural norms, legal systems, economic conditions, and social policies. These systemic factors contribute to the perpetuation and normalisation of IPV.

Need for Comprehensive Response

Like any epidemic, addressing IPV requires a multifaceted approach, including prevention, education, legal intervention, and support services for survivors. Much like we observed with the COVID response (from recommendations like hand washing to policies, interventions and laws), we have seen first-hand what is possible, but also that those possibilities are complex. Given these factors, Women's Habitat - along with the City of Toronto and our sector partners - argue that IPV should be treated with the urgency and comprehensive response typically reserved for public health epidemics.

Right now in Canada...



And in our city...

16,762 Assaults reported in 2024

to date (Sept. 30th)...

+6%

From 2023.

2,428 Sexual violations...

From 2023.

66 Homicides...

+10%

From 2023.

351 Shootings...

350 Hate crimes...

From 2023.

+15%

From 2023.

14,768 Intimate partner

and family violence.

From 2023.

+43%

18,032

Victims

Were served in 2024 by
Victims Services Toronto with

3,557 Youth
& Children

+40%

+3.2%

Many other comparable cities (and countries) around the world are reporting a decline in many of these statistics - especially when it comes to domestic violence. The IPV epidemic announcement is an important recognition of the dangerous trend our city is experiencing, and that it's time we act with far more force and intention to address the problem and change the course of our future.

When the US Congress passed the Violence Against Women Act, domestic violence rates **dropped by 63%** over 20 years.

In Australia, after developing the Family Violence Act, domestic violence rates **dropped by 47%** in just over 5 years.

Prior to the pandemic, the UK's Abuse Acts (starting around the year 2000) they have been on a **consistent downward trend** in rates.

Recognition, awareness and action create change.

Fresh Perspective

Vision, **mission**, and **values** work together as a well-calibrated compass that guides an organization's journey. The **vision** is the ultimate destination—what the organization aspires to achieve in the long term. The **mission** is the 'needle of the compass' showing us what we do and defining the purposeful steps we take to move toward our ultimate destination. Our **values** act as the guiding principles, like the cardinal directions, helping the organization stay aligned with its beliefs and commitments along the way.

Together, these elements ensure the organization remains focused on its goals, fosters a sense of purpose, and stays true to its core identity in a constantly changing landscape.

As Women's Habitat developed its new strategic plan for 2024 and beyond, we thoughtfully and collaboratively revisited and renewed these foundational components to ensure a clear and focused course forward.

VISION

A future for *all* women, children, and youth that is safe, equitable, and free from gender-based violence.

MISSION

Provide trauma-informed services to women, children, and youth impacted by and escaping gender-based violence through intervention, prevention, and collective action that drives systems transformation.

VALUES

COLLABORATION

Authentic, people-centred relationships fuel our work. We intentionally seek diverse perspectives, foster meaningful connections, and co-create opportunities for deeper impact.

COMPASSION

We recognize our shared humanity, welcoming moments of joy and challenge. We honour each person's dignity and uniqueness, embracing their strengths, needs, experiences, and journey with an open mind and open heart.

INTEGRITY

We stay true to our values and principles, making ethical decisions and taking responsibility for our actions to build a foundation of trust.

OPTIMISM

We know that change is possible and cultivate environments of hopeful persistence. We see challenges as pathways for growth, understanding that small steps lead to meaningful

transformation. Optimism fuels our actions to create better tomorrows.

A Message from the Women’s Habitat Board of Directors

In the midst of a year full of economic uncertainty, affordability crises, and rising rates of violence and poverty in this city, we still see hope for our future. A future where we are closer to eradicating gender-based violence. To this end, Women’s Habitat embarked on a strategic planning journey, that would (re)set our course forward. Working together to develop a plan that allows our organization to continue to play a pivotal role in addressing and preventing GBV, supporting capacity building and facilitating empowerment of survivors as they rebuild safe and sustainable livelihoods. As we deliberated on the path to get us to that future, we recognized the importance of building and growing relationship, and striking a balance between those relationships and the tasks at hand. Relationships motivate and move us forward. I am hopeful and optimistic about the future because of the people we have behind us who will be the ones bringing that Strategic Plan to life, and strengthening the bonds that will hold it together. We have an incredible team of staff, volunteers, donors and supporters at Women’s Habitat, and on behalf of the Board, I want to express our utmost gratitude to them and all they do. All the *will* be doing, as we move into a prosperous future together. Sincerely,

G. Anand

Gita Anand
President, Board of Directors

MESSAGE

BOARD OF DIRECTORS

- Gita Anand, President
- Catherine de Leeuw, Vice President
- Heather Kane, Director
- Talia Bronstein, Director
- Rose Lipton, Director
- Deepa Mattoo, Director
- Kelly Wiltshire, Treasurer
- Victoria Wong, Director
- Anne Marshal, Secretary
- Roxanne Richardson, Director

A Message from CUPE Union

The executive team for local 3877 would like to thank all union members for their continued support and dedication towards the local and our employer, Women’s habitat of Etobicoke. Our union members continue to work tirelessly to support the women and children that come seeking the services and programs at Women’s habitat.

I would also like to thank our administration staff, volunteers and management team for their hard work to keep this agency a place where women and their children feel welcome and safe. Working as a team allow us to do our best to serve our community.

The local thanks Women’s habitat management and Board of Directors for the opportunity to contribute to our Annual Report, and we look forward to continue providing services according to Women’s Habitat of Etobicoke’s vision and mission.

Sincerely,

Ishraq Abu-Ali

Ishraq Abu-Ali
Local 3877 President

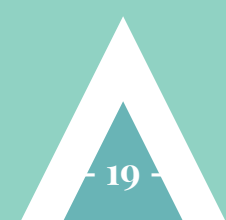




SECTION TWO: OUR TEAM



When our bonds are strong and our foundation solid, there is no reason to fear the storm.



We Believe

We would like to acknowledge those who came here as settlers, migrants, refugees in this generation and those past. Particularly those who came here by necessity or involuntarily as a result of slave trade or human trafficking. **Women's Habitat is dedicated to an Anti-Racism-Anti-Oppression principles**, we pay tribute to those of African origin and descent, and to those from all nations who sought refuge here, and now collectively call it home.

The **Anti-Racism Anti-Oppression (ARAO) Committee**, has been working with all stakeholders at Women's Habitat of Etobicoke (WHE) in order to address ABR at WHE.

The principles to address this include:

- Recognising the existence of ABR and validating the experiences of Black people.
- Empowering children and youth in the prevention ABR.
- Accountability and taking responsibility.
- Commitment to social justice, inclusion and equity.
- Allies to lead the change to embrace accountability.

The ARAO Committee Call to Action

We commit to meaningfully and publicly commit to address ABR across and in all levels of government.

We commit to ongoing ABR training and awareness for the stakeholders.

We commit to fostering an open, safe and inclusive environment to address ABR.



Our People

Staff Team (alpha order)

Alicia Whyte, Manager of Programs & Services
Carla Neto, Executive Director
Cecilia Nunez, Women's Trauma Counsellor
Chandra Sivasekaram, Accounting Coordinator
Chaste Liberty, Women's Trauma Counsellor
Crystal MacIntyre, Donor Services Coordinator
Elizabeth Brett, Donor Relations Coordinator
Elizabeth Short, Social Media, Marketing & Communication Coordinator
Faisa Jama, Overnight Shelter Trauma Counsellor
Gabriela Rocha, Stakeholder Engagement Coordinator
Hetty Lawrence, Shelter Trauma Counsellor
Ishraq Abu-Ali, Child & Family Advocate
Jennifer Oliverrie, Transitional Worker
Jyoti Singh, Social Media, Marketing & Communications Coordinator
Karin Hamann, Food Coordinator
Kate Steven, Shelter Trauma Counsellor
Kaylee Muse, Executive Assistant
Leslie Burrow, Manager of Human Resources
Lina Almanzan, Director of Philanthropy, Resources & Systems
Lindsay Nesbitt, Custodian
Loice Kasande, Evening Shelter Trauma Counsellor
Mahbooba Hashimi, Housing Support Worker
Mariela Chipoco, Child & Family Advocate
Marife Barba-Fortunato, Relief Finance/Philanthropy Coordinator
Meklit Babiso, Shelter Trauma Counsellor
Mia Ruggiero, Stakeholder Engagement Coordinator
Michelle Fraser, Young Women's Trauma Counsellor
Naedja Truffi, Child & Family Trauma Counsellor
Priscilla Stevenson, Donor Services Coordinator
Reshma Shiwcharran, Evening Shelter Trauma Counsellor
Sheila Baroro, Manager of Finance
Varidhi Varadarangan, Shelter Trauma Counsellor
Victoria Roth, Overnight Shelter Trauma Counsellor

Relief Staff; Shelter Trauma Counsellors (alpha order)

Augustina Kawei	Jodi Kenny	Seema Das
Bhavi Gandhi	Kathleen Simpson	Stephanie Gordon
Charis Walker	Marjika Lorn Krawchuk	Vidita Singh
Christelle Bumba Freitas	Melina Velasquez	Vivian Unnah
I-Chun Ho	Nancy Omar	Ward Rujabally
Impreet Rai		

Milestones

Naedja Truffi, Child & Family Trauma Counsellor Celebrating 15 Years
Alicia Whyte, Manager of Programs & Client Services Celebrating 5 Years
Carla Neto, Executive Director Celebrating 5 Years
Wardah Rujabally, Relief Trauma Counsellor Celebrating Most Hours Worked This Year





SECTION THREE: PHILANTHROPY



Committing to changing from charity to social investment, through connection, collaboration, and community.

A Message from the Director of Philanthropy

Last year we introduced the concept of shifting from a charity model, to one of social investment. With that mindset, it's time to get 'all hands on deck'. Charity means well, but it also means short-term solutions. It's a patch versus a plan. It over-simplifies any given need, and is more like a transaction than an understanding. Social investment recognizes that the true need is people. Frontline staff, volunteers, educators, legal services, counselling, infrastructure build and maintenance, management, fundraisers, support staff, administration, financial management and reporting... program leaders, capacity builders... cooks, cleaners... governments, sector partners... and - most importantly - a social and/or familial support network that surrounds each and every one of our clients. No one and no organization can be the solution to everything; everyone together can truly be greater than the sum of their parts. Becoming a supporter doesn't mean you're solving a problem or addressing a need. It means you are joining a Circle of Care that is there not only for our clients, but for our community's future as well. You are becoming a member of *our* family. Together, fuelled by the challenge we're facing, we are working harder than ever. We are so grateful for everyone who is a part of that, and so hopeful for what we can accomplish with this fresh perspective and strengthened resolve.



Lina Almanzan
Director of Philanthropy, Resources & Systems

S
A
G
E

Our Volunteers

Creative Team (alpha order)

Gloria Morris
Joanna Quigley
Maya Sassoon
Nancy Heinemann
Pat Fillion

Joanne Jamieson
Susanna Smith
Doreen Lett
Barb Symons
Anne-Marie Klein
Andrea Nobbs

Nancy Heinemann
Nancy Milton
Pat Fillion
Patricia Gamarra
Paulina Barnes
Sara Alnafisah
Sara Romano
Sheila Moyston
Soni Takhar
Sue McDermott
Susanna Smith

The Footlogix Team, incl.:

- Katharin von Gavel
- Tanya Palladina

The Goodyear Team, incl.:

- Andrew Buckroyd
- Barry Szydlik
- Hasan Naveed
- James McAllister
- Marena Youssef
- Melissa Dutchmann
- Rasha Milad
- Richie Lima
- Theresa Chuen

Task Force (alpha order)

Chrisoula Mirkopoulos
Heather Attridge Jennifer
Atkins Lina Almanzan
Margaret Swanson Sheila
O'Mahony Sue
McDermott

Silent Auction Volunteers

Carolyn Solby
Cheryl Davidson
Esther Reid
Heather Kane

Volunteers (alpha order)

Alison Steeves
Andrea Nobbs
Andre Ng
Anne-Marie Klein
Barb Symons
Bud McDermott
Carolyn Solby
Cathy Holmes
Cheryl Davidson
Chrisoula Mirkopoulos
Conagra Brands
Doreen Lett
Emily Chow
Esther Reid
Gloria Morris
Harrison Giovannetti
Heather Attridge
Janelle Brind
Joanna Jamieson
Joanne Quigley
Laura Goor
Luz Maria Lorenzana
Margaret Swanson
Mary Ann Olila
Maya Sassoon
Megan Less



This year, **27 corporate groups** participated in cooking meals, backyard clean-up, gardening, BBQ'ing, holiday dinners, space organization, food drives, holiday activities and beyond.

This year, **154 incredible volunteers** donated over **1,300 hours** of their time to support our staff and clients in everything from programs to events, from admin to logistics and so much more.

Community Support

Community Coming Together

We know how important it is to have the involvement and investment of our community... and it seems our community feels the same way!

Bramble Gastropub created a special cocktail ("Her") that donates with every order, **State & Main Etobicoke** runs Mother's Day with a donation for every reservation made, **Merlot Bistro** hosted a fundraising Jazz Night, **Centennial Park Golf Centre and Firefighters** host an annual charity golf tournament, as does **Metrolinx** with their Willowbrook Golf Tournament and auction... **Kitchen on Sixth** partners with us for the Grilled Cheese challenge, **Shoppers Women's Health** annual fundraiser sees 13 of its stores donating directly to Women's Habitat, **the Old Mill** hosted our High Digni-Tea... to name only a few of our amazing friends!

We've been supported through food and supply drives, clean-up days, fundraiser special events, even charitable bequests. Involving the people around you can be creative, fun, engaging, team-building. It can even build skills, confidence, and connection within groups. Whether it's businesses, organizations, non-profits, or even individuals hosting their own events and initiatives, we are always so proud to see that it's all hand on deck out in our community!



SHOPPERS FOUNDATION FOR WOMEN'S HEALTH

September 7TH - October 10TH

GRILLED CHEESE CHALLENGE

for mom for women

UNTIL MAY 12TH \$10 for every reservation at the Etobicoke location goes directly to WHE.

STATE & MAIN KITCHEN + BAR

Women's Habitat x Merlot Restaurant Rooftop

TUESDAY AUGUST 20

JAZZ NIGHT

5-7pm

Music & dinner reservations available from 7pm

\$50 entry

Includes one drink & canapés

Full ticket sales direct to Women's Habitat

Raffle

Great prizes from local businesses

Full ticket sales + 10% of all dining sales for the whole night go directly to Women's Habitat



BRAMBLE GASTROPUB

High Digni-Tea

Sunday, November 12th
1:00-3:00PM
Old Mill, Toronto



35TH ANNUAL TORONTO FIREFIGHTERS CHARITY GOLF TOURNAMENT

Centennial Park Golf Centre

4 PERSON SCRAMBLE

Price Includes:
18 HOLES OF GOLF, RANGE BALLS, TEE GIFT, BBQ LUNCH, REFRESHMENTS & FAMILY MINI-GOLF

Single Golfer: \$110
Foursome: \$400

Featuring WGA All-Star Participants & More!

PLEASE NOTE: Please don't drink and drive. For those participants who have a professional driver, please don't drink and drive. Please don't drink and drive. Please don't drink and drive.

GO TO GOLFCPC.COM TO REGISTER

Spring Silent Auction 2024

Linda
TICKINS & CO.
REAL ESTATE

and moved online during the pandemic. After unprecedented success, the event remained online, so maintain the larger number of items, ease of participation, and a more affordable and accessible Spring Silent Auction. Our annual Spring Silent Auction began as a live event, and with tens of thousands raised every year, it remains our largest annual fundraising effort, and this past year was no exception with a record total raised. It's only made possible by our incredible team of volunteers who manage every element from communications and promotions, to item sourcing, photography and cataloguing, fulfilment and reporting and much more. We give thanks to the people who bring this to life, and to the community who logs on every year; this is an important event we are all truly proud of.

Sponsored by:



2024 Silent Auction Donors (alpha order)

Art Gallery of Ontario ABC Bookclub
Adriano Cavaliere Health Inc. Alder Home Cleaning Ana Pascos Azarias Food/Drink Balcony Cleaners Barbara Seagram BBDO Toronto Beertown Blue Jays Baseball Boulderz Climbing Centre Bramble Gastropub Brian & Lisa Greatrix Bruno's Fine Foods CAA South Central Ontario Capi's Pizza Celeste Gillis Centennial Park Golf Centre Chrisoula Mirkopoulos Cigar Studio CN Tower Commonwealth Inc. Cos of the Kingsway Crow's Theatre Cycle Butik Bicycle Shop Dave Cornell Debra DeMonte Decor-Rest Furniture Limited. Doggie Playland Inc. Dr. Marzena Downarowicz Eden Trattoria En Vogue Salon & Spa Firkin on the Bay Flame Wise Ink Florence Meats Friends of Women's Habitat Gibson Family Group Global Cheese Grayscale Fine Portraits Hannah Green Harvey's Paint & Wallpaper Inc. Heather Attridge Heather Seamone Helium Digital Henry of Pelham Family Estate Winery Hockey Hall of Fame Humbertown Dental Centre Indigo Islington Golf Club Janice Coney JC Art & Frame Jenny Gardner Jerry Howarth

Jill Maslanka
John Wright
Josee Hammill
K. Young
Kathy Howie
Kim and Angie Cassiram
Kipling Queensway Mall Dental Kitchen on Sixth
Kristin Hanson
La Vecchia
Larry Sturino Dairy Queen
Le Gourmand Bakery
Leeanna Hamilton
Lindt Chocolates
Lisa Li
Little Canada
Live Nation
Lola's Gelato
Magoo's
Maureen McLaughlin
McMichael Gallery
Meg's Hair Loft
Mellisa Fox
Merlot
MiBody Health and Fitness
Mike Coulter of BMO Business Banking
Mind's Eye Neuro Visual Optometry
Mirkopoulos family
Montgomery Alterations & Drycleaning
My Petropolis
Naomi Simpson
Nelson's Certified Auto Repair
Nemcor
Nemcor Inc.
New Orleans Seafood & Steakhouse
Nick and Gia DeJulio
Olive Kebab
One King West Hotel & Residence
Open Court Golf + Tennis
Owners Paul and Nili
Patti Lee
Pazzia Osteria
Posticino Ristorante
Queens' Pasta
Raymond Cassie
RBC Canadian Open
Rhea's Flower Shop
Rocco's Plum Tomato
ROM Governors
Rustic Designs by Rich & Florence Meats
Sanctuary Within Healing
SanRemo Bakery
Santorini Estiatorio
Sassy Kathy's Vanilla Shoppe

Scaddabush Scarlett Gardens Nursery and Florist Sheena Simons Soulpepper Theatre Steve Shutt Stonewall Estates Stratford Festival Swing Golf Lounge Sybil Taylor - Steam Whistle Talia-Women's Habitat Board Member The Art of Catering Inc The Boo Club The Cheesy Place The Crooked Cue The Guild Inn Estate The High Park Curling Club The Marriott The McDermott Family Tita's Mexican Food Restaurant Toronto Zoo True North Climbing UROspot Vanquish Car Care Venga Cucina ViBo Restaurant Victoria Valius - Sony Pictures Ent. Vivo Pizza & Pasta, Etobicoke Vlado Horvat and Mike Pelyk Wally Lem Women's Habitat Friends Your Life is Art, Tracey Cairns Your Neighbourhood Barbershop Zest For Living

Boundless Awards

After volunteerism rates across the non-profit sector plummeted during and after the COVID-19 pandemic (with a record-breaking average decline of 67%), Women's Habitat was able to buck that trend. While organizations are still working to recover, we remain steady. Why?

Because we have incredible people in our family.

The annual **Boundless Awards** were created to recognize and celebrate our supporters. They are a small demonstration of appreciation of some of the people in our community who often make an important impact in the background of our operations.

Hosted at the historic **Old Mill in Toronto**, we are joined by politicians (including Mayor Olivia Chow, Deputy Mayor Amber Morley, Christine Hogarth MPP, and James Maloney MP), for dinner, dancing, entertainment, live and silent auctions and more.

Sponsored by:



Boundless Empowerment: Harmy Mendoza & WomanACT
Presented by WHE Executive Director Carla Neto
This award is given to a person, company or organization who advances the lives of women through gender equity advocacy and action.

2023 Recipient/Alumni : Karen Lai, Peter Sie & KPM Power



Boundless Service: Heather Attridge
Presented by WHE Board President Gita Anand
This award celebrates a volunteer who has made a unique and meaningful impact on the lives of our teams and clients.

2023 Recipient/Alumni: Esther Reid



Boundless Spirit: Gail Rutherford
Presented by Deputy Mayor Amber Morley
Presented to a supporter who has demonstrated community spirit, action, or advocacy.

2023 Recipient/Alumni: Ian Stewart



Boundless Commitment: Graham Rowlands
Presented by Director of Philanthropy Lina Almanzan
This award goes to an individual who has committed active partnership with the organization.

2023 Recipient/Alumni: Rob Fuller



Boundless Dedication: Doreen Lett
Presented by Christine Hogarth, MPP
This award recognizes a long-term supporter who has made ongoing contributions to the women and children.

2023 Recipient/Alumni: Chrisoula Mirkopolous



Boundless Generosity: Metrolinx
Presented by James Maloney, MP
This award is in recognition of a person or company who gives of their resources thoughtfully, selflessly, and without barrier.

2023 Recipient/Alumni: Alison Steeves





SECTION FOUR: WHAT WE DO



Supporting the journey to empowerment, and building capacity through connection.

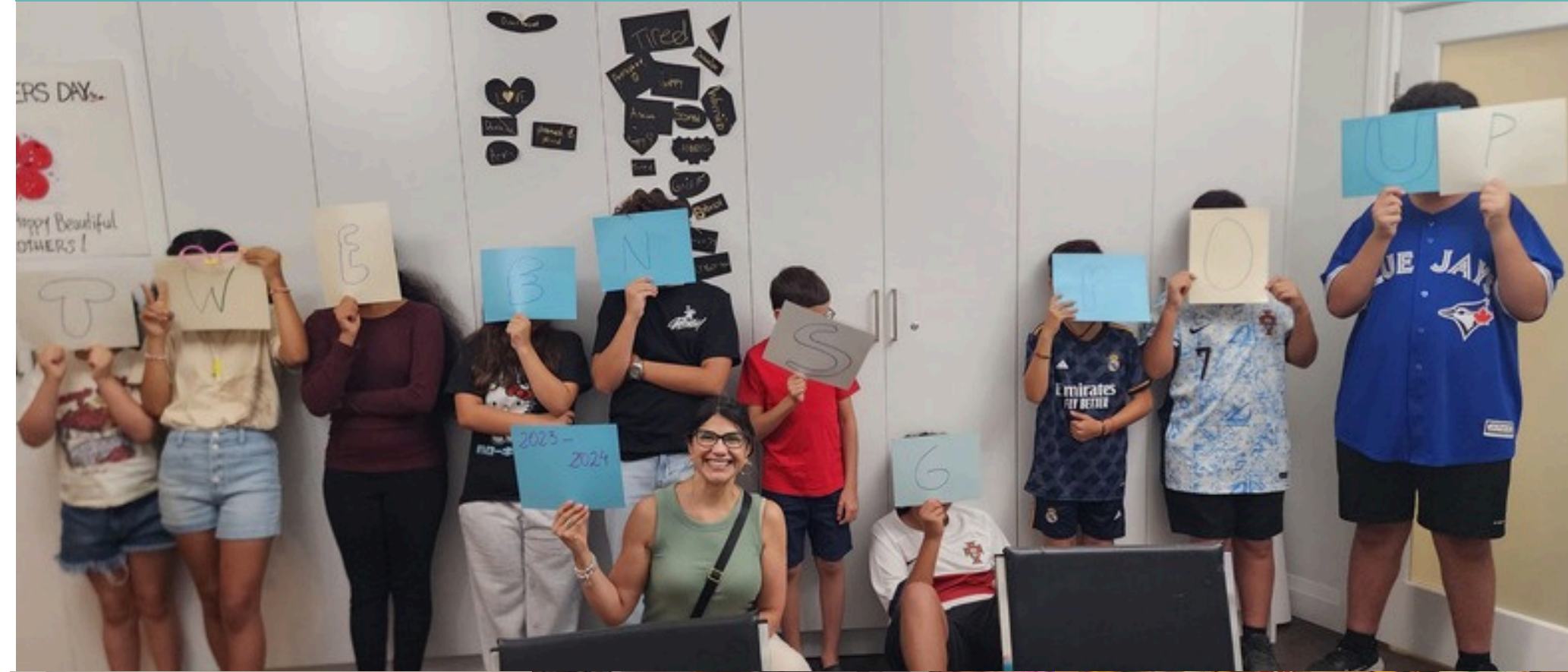
A Message from the Manager of Programs & Services

At Women's Habitat we address gender-based violence and violence against women and children through and at our residential services and outreach counseling. From the beginning, we are supporting clients to identify and zero in on their goals and setting plans of action. Our clients have the opportunity to enhance existing and build new skills to get them closer to a path of independence and sustainability. Our staff who work directly with clients, supporting risk management, safety planning, trauma-informed crisis and ongoing counselling, transition plans, referrals and advocacy to essential services like housing, healthcare, childcare, legal supports, training, education and employment. We have reported in the past an increase in need for mental health supports and we are extremely happy to say that children and youth residing at our shelter are now able to receive in-house clinical supports to enhance their mental wellness. More than ever, we need to have intention in how we provide and deliver services to our clients. As a downstream organization, it has been essential to focus on prevention while addressing the impact of the violence and trauma, clients have and continue to experience. We prevent further and future violence through our outreach programs for children and youth such as Girlz Space, boys programs, Teens and Tweens programming. We also have skills building programs for adult women that plant the seeds of a better future, one that is free of violence, where our clients have agency and autonomy to carry their lives independently and sustainably. We even advocate with landlords to prevent evictions that would further marginalize and place clients in deeper vulnerability. We do all this while, also spreading and promoting hopefulness in the way we engage (through counseling) with clients so they can withstand the constant challenges brought on by their histories of abuse, trauma, marginalization, poverty and financial instability.

ES
S
A
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E



Alicia Whyte
Manager of Programs & Service



We Believe

Our programs and services are designed to support our clients. We are not solely emergency service and shelter; we are a part of prevention, awareness, education, capacity-building, empowerment, safety planning, and much more. Working with all ages, and all stages, our staff collaborate with community, volunteers, educators, and survivors to continue to evolve and expand our scope and success of service.

Take for example **Cooking with Confidence**: More than just cooking skills, and even more than Health & Safety Certification. They are designed to spark imagination, inspire creativity and exploration, and open a world of possibility. Cooking and baking allow our participants to learn about new cultures, learn about opportunities to leverage food to supplement their income, and learn about financial independence through entrepreneurship. It provides the opportunity for them to gain new skills, teach some of their own, share, and dream together. It's a living and successful example of programming for sustainable livelihoods, and putting the participants at the helm of their journey to empowerment.

Programs and services are also about engaging the community and planning for future generations, and facilitating change.

Our **Reel Men** program for example was a first of its kind in the city - shared in previous reports - where we create a safe space for young men to explore and discuss gender roles and societal expectations through learning and developing skills in multimedia and the arts. From podcast to film, design and writing, painting and more, they are given tools to express themselves and better understand others' perspectives in the process as well. Program facilitators are men, experts are brought in to teach different skills, and community is engaged in their own projects.

1,100
directly.

100
Women referred to
our shelter.

140
Hours of homework
support for kids.

250
After school snacks
during school year.

20,000
shelter residents.

40
Women housed in
emergency shelter.

41
Dependents housed
in emergency shelter.

24/7
Counselling support.
Outreach clients in
fiscal year.

8,000
Diapers disbursed to
shelter residents.

250
individual case
management support.

200

120
food bank support.

1,140

87
Groups for women,
caregivers, and kids.

Clients served by
housing and
transitional staff.
Of program
participants completed
safety plans.
100%

Hours of counselling
for women and
dependents.

150
Groups for girls and
young women.





SECTION FIVE: SUPPORTERS



Progress is supporting each other;
success is working together.

Our Friends

Partnership & Collaboration

Aura Freedom International
 Barbara Schiller Commemorative Clinic
 Native Women's Resources Centre of Toronto
 Ontario Association of Interval Houses (OAITH)
 Scadding Court
 The Gate House
 University of Guelph
 White Ribbon
 WomanACT
 YWCA

Networks

Toronto Region, Violence Against Women
 Coordinating Committee (VAWCC)
 City of Toronto's Housing Secretariat's Housing
 Pathways for Women and Gender Diverse People
 CAS/VAW Collaboration Advisory
 Toronto Region Gender-Violence Shelter Network (TGBVSN)
 Toronto Region High Risk IPV Committee
 Transitional and Housing Support Network
 Ministry of Children, Community and Social Services (MCCSS)
 Services Systems Planning Table (SSPT)
 Toronto FOCUS Table



\$10,00+

Canadian Tire, Store #070

\$5,000-\$9,999

Hamper Helpers - Merry
 Maven Angels
 WomenAide

\$2,500-\$4,999

The Gatehouse
 The Shoe Box Project

\$1,000-\$2,499

Marie Eve Bernard
 Monique D'Sa

Backpacks 101 project
 Kao Salon Division
 KoKo+Co
 Manpower Demolition
 Muslim Welfare Centre
 Rotary Club of Etobicoke
 CDW

\$500-\$999

Edwards Lifesciences
 Elevation Church Toronto
 Figure 3
 Islington Chrysler Dodge Jeep RAM
 Kiwanis Club of Kingsway Humber
 Lauren Rodrigues
 Royal Lepage Credit Valley

Real Estate Brokerage
 Ekum Sahi
 Christina Tamburini
 The Edible Idea - Culinary Business
 Development

\$250-\$499

Adrian & Andrea RLP Signature Realty

Ahmadiya Muslim Community
 Sarah Bellhouse
 Lexie Bullock
 Canadian Federation of
 University Women Etobicoke
 Cheryl Davidson
 Jean Augustine Centre for
 Young Women's Empowerment
 Desjardins
 Etobicoke Martial Arts
 Faith in God Ministries
 Cheryl Fentie
 Golden Eagles Academy
 Wendy Graham
 Marcy Skribe - Manners
 Oona Wellness Group
 Tripti Papneja
 PointClickCare
 Nadia Scolaro
 Angela Vigna
 Vive Lakeshore
 Willowbrook Social Committee

\$100-\$249

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 Agius Bruce Attridge
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 Odile Bouché
 Janet Bulga
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 Kelly Wiltshire
 Caitie Yue

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 Catholic Women's League

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 Vanessa Machado
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 Seventh Street Junior School
 Carley Smith
 Barb Symons
 Toronto South Detention Centre
 Opseu Local 5112
 Wakefield Canada Inc.
 Donna Wilkes



Financial Donors

Funders

Ministry of Children, Community & Social Services
 United Way of Greater Toronto
 Women's Shelters Canada

\$70,000+

Estate of the Late Jeri Elliot

\$30,000+

Shoppers Drug Mart Life Foundation
 Toronto Foundation
 Willowbrook Social Committee

\$20,000-\$29,999

Francine and Robert Barrett Fund
 Goodyear Canada Inc.
 KPM Power
 Royal LePage Shelter Foundation
 WCPD Foundation

\$10,000-\$19,999

Centennial Park Golf Centre
 Conagra Brands
 SAOR Studio
 The Hustler Young Men's

Bible Class Foundation
 The Jewish Foundation of Montreal

\$5,000-\$9,999

Canadian Federation of University

Women Etobicoke
 Canadian Tire, Store Number 070
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 Loblaw Companies Limited
 MSC Material Sciences Corporation

Northbridge General Insurance Corporation
 Wilson Family Foundation

\$2,500-\$4,999

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 University Student's Council
 Vancouver Foundation

\$1,000-\$2,499

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 Lory Wolter

\$500-\$999

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 Gita Anand
 Aura Freedom International
 Nancy Bailey
 Katherine Beaumont
 Andrew Bentley
 Robert Bingham
 Blooms & General
 Bloordale United Church
 Talia Bronstein

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Apr. 1st 2023 - Mar. 31st 2024

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 CHUM Charitable Foundation
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Sharon Auma-ebanyst
Sarah bachoo
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Madalena Barreto

Vicki Barron
Sandra Bartolini Fagan
Shirley Bates
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Rebecca Brebner
Cassandra Brown
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Lori Burgess
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Peggy Mooney
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Dashmira Musa
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Orli Namian
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Lorraine Nishisato
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SECTION SIX: FINANCIAL REPORT

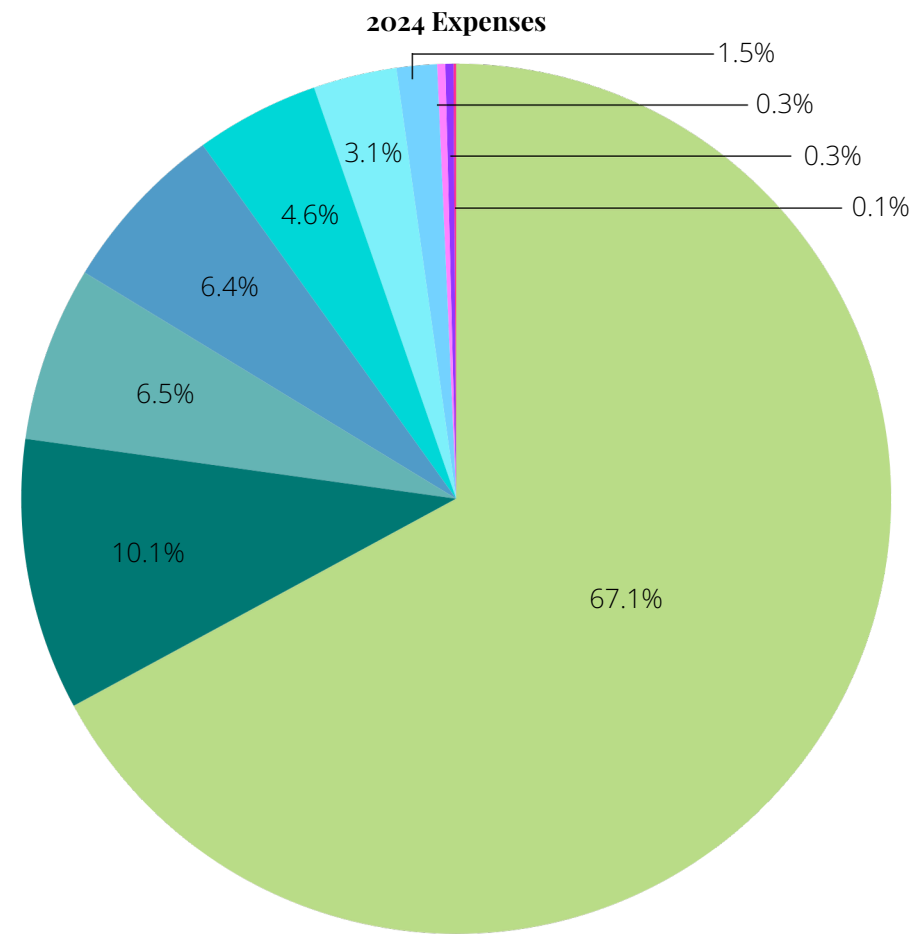
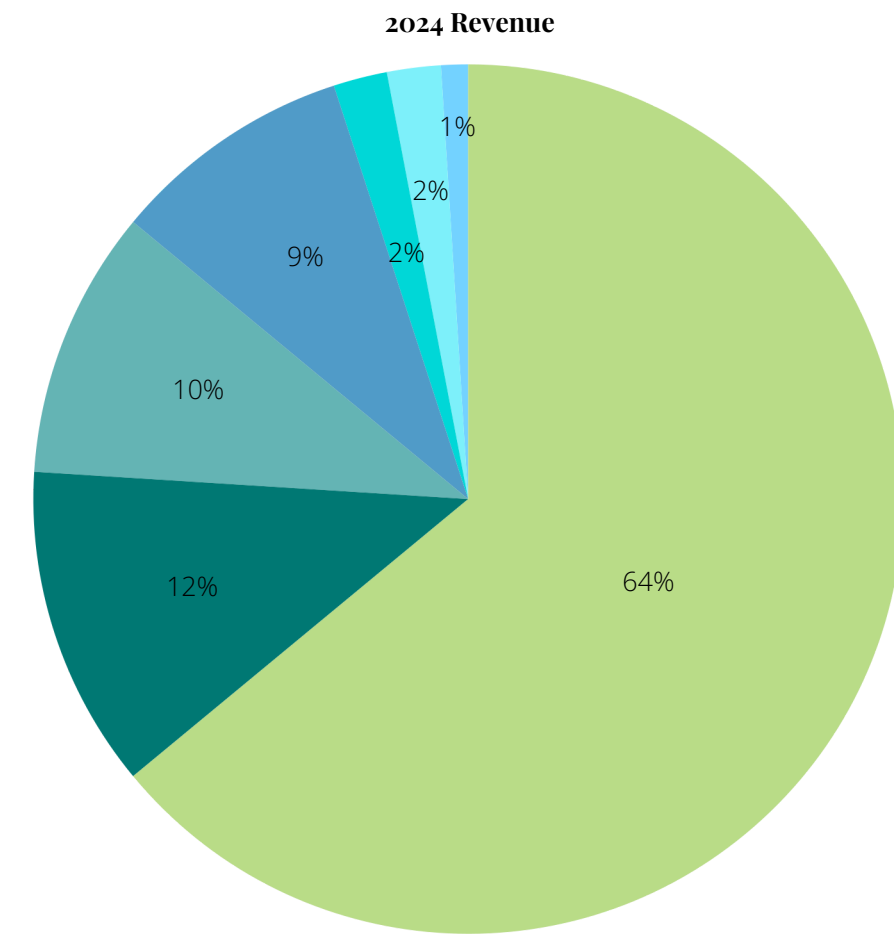


Investing in our future; for ourselves,
our kids, and our community.



Statement of Operations
for the year ended March 31, 2024

	2024	2023
Revenue		
Government Grants	1,596,780	1,535,612
United Way	230,000	258,484
Donations	297,232	209,727
Other Foundations & Community Group	254,805	188,257
Gift Cards, Workshops & Others	45,235	29,948
Investment Income	48,386	17,758
Fundraising Events	37,796	59,991
TOTAL REVENUE	2,510,234	2,299,777
Expenses		
Salaries & Employment Benefits	1,612,687	1,603,813
Program Costs	242,102	264,858
Accounting, Legal & Consulting Fees	111,275	88,828
Office Equipment	153,305	109,851
Building Occupancy	155,789	132,920
Amortization of Tangible Capital Assets	73,554	75,390
Fundraising Expenses	36,520	17,003
Mortgage Interest	7,351	8,359
Staff Training	8,115	25,274
Travel	3,159	1,665
TOTAL EXPENSES	2,403,857	2,327,961
EXCESS (deficiency) OF REVENUE OVER EXPENSES	106,377	(28,184)



- Government Grants
- Donations
- Other Foundations & Groups
- United Way
- Gift Cards, Workshops & Other
- Investment Income
- Fundraising Events

- Salary & Employment Benefits
- Program Costs
- Building Occupancy
- Office Equipment
- Accounting, Legal & Consulting Fees
- Amortization of Tangible Capital Assets
- Fundraising Expenses
- Mortgage Interest
- Staff Training
- Travel

Statement of Financial Position
for the year ended March 31, 2024

	2024	2023
Assets		
Cash	848,852	763,542
Investments	1,046,129	1,031,175
Accounts Receivable	48,552	68,332
Contributions Receivable	-	38,677
Prepaid and Other Assets	41,110	86,876
SUBTOTAL	1,984,643	1,988,602
Tangible Capital Assets	2,424,739	2,498,293
TOTAL ASSETS	4,409,382	4,486,895
Liabilities		
Accounts Payable & Accrued Liabilities	163,120	251,381
Government Remittances Payable	1,183	1,219
Deferred Contributions	159,378	238,241
Mortgage Payable, Current	17,825	16,730
SUBTOTAL	341,506	507,571
Mortgage Payable, Long-Term	161,056	178,881
TOTAL LIABILITIES	502,562	686,452
Fund Balances		
Invested Intangible Capital Assets	2,245,858	2,302,682
Internally Restricted Net Assets	563,772	525,070
Unrestricted Net Assets	1,097,190	972,691
SUBTOTAL	3,906,820	3,800,443
TOTAL LIABILITIES & FUND BALANCES	4,409,382	4,486,895

