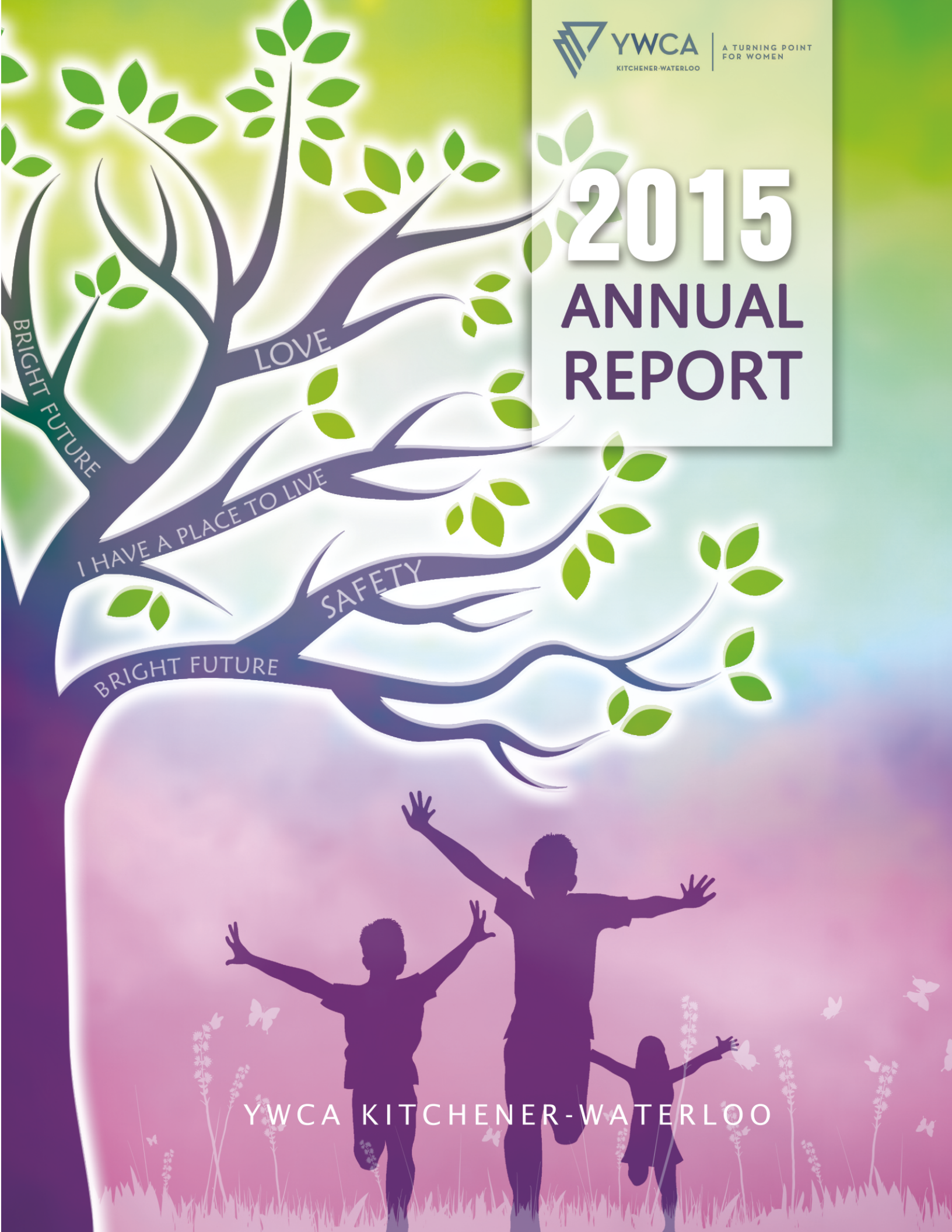




YWCA
KITCHENER-WATERLOO

A TURNING POINT
FOR WOMEN

2015 ANNUAL REPORT



BRIGHT FUTURE

LOVE

I HAVE A PLACE TO LIVE

SAFETY

BRIGHT FUTURE

YWCA KITCHENER-WATERLOO

Leadership Message



This past year began for the YWCA with a prior operating deficit of close to \$300,000 and the prospect of funding cuts, program reductions, and staff layoffs. It was without a doubt a very hard beginning.

Every department of the YWCA faced challenges. Our childcare centres and school-based before- and after-school programs struggled with slow enrolment and with expenses that escalated higher than fees could be raised. Programs had to be cut and closed, long term staff had to be let go.

Expanding our services for youth was identified as a priority in the YWCA's 2013 to 2018 strategic plan, and for two years we invested substantially in developing and launching new programs for pre-teen and teenage girls. But program development and start-up costs money. In 2015 it was money that the YWCA didn't have, so only those programs that were externally funded were maintained.

Huge changes were pending for many of the YWCA's homelessness and housing programs, our funders' expectations of program and funding models for emergency shelters and supportive housing came under review. At the beginning of 2015, we knew that our emergency shelter funding would be reduced, and that some shelter staff would have to be laid off. We also knew that 2015 might be the final year for our largest supportive housing contract. We had successfully completed a pre-qualification bid to enter into a new, enhanced contract, but were still awaiting the outcome of our formal proposal.

It was, indeed, a very challenging start to the year, but gradually things got better. By the end of 2015, enrolment in our childcare and before-and after-school programs was

climbing, and improved funding for infant and toddler care – services that the YWCA had offered at a loss for many years – was promised for 2016.

We were thrilled to receive a two-year grant from the Trillium Foundation that allowed us to continue and significantly expand a successful program for pre-teen girls from marginalized communities; a program that had been scheduled to close due to lack of funding.

We finished 2015 with a small deficit, but one that was a fraction of the prior year's. This was due to the hard work of our staff and Finance Committee. Our emergency shelter continued to struggle with the changes resulting from a loss of funding as well as a reduction in staff. Moving forward we will need to increase our fundraising for this program to keep it going in the future. That said, we were ultimately successful in our supportive housing proposal, and in a separate proposal for capital funding to construct a new four-plex for large families living in low income. So, in 2016, we will be expanding one housing program and adding two new ones.

To all of our dedicated volunteers, donors, champions and stakeholders – thank you! Thank you for believing in us and for supporting us as we strive to achieve our good ending. We appreciate you!

Sincerely,
Elizabeth Clarke and Tracy Van Kalsbeek

A hard beginning maketh a good ending.

John Heywood (1497-1580)



Mission and Vision

Mission Statement

YWCA Kitchener-Waterloo champions and supports the enrichment of the lives of women, families, youth, and children.

We achieve this by offering:

- Early learning and care
- Youth development
- Emergency and supportive housing
- Counselling, advocacy, and referrals
- Collaborative community leadership

Vision Statement

We envision an equitable world where women, families, youth, and children thrive in inclusive communities.

Guiding Principles

- We respect the dignity and worth of individuals.
- We value diversity among people.
- We acknowledge the holistic nature of human needs – body, mind, and spirit.
- We respect the fundamental right to self-determination.
- We ensure that women are respected, their voices are heard and their issues are addressed.
- We focus clearly, but not exclusively, on women and children.
- We act with integrity and are accountable to our community.



Lives celebrated, lives valued, lives enriched

Board and Committees



Board of Directors

Tracy Van Kalsbeek
President

Patricia Polischuk
Administrative Vice President

Katie Fischer
Treasurer

Jo Morrison
Secretary

Ariel Alcorn
Jill Birks
Meaghan Coneybeare
Rose Johnson
Beth Lautenslager*
Nora Martin
Gunjan Marwah
Alessandra Prioreshi
Debora Ritchie*
Allison Roberts*
Maggie VanderMeulen

Leadership and Nominations Committee

Debbie Currie
Donna Diebel
Katie Fischer
Karen Grogan
Lori McCrae
Debora Ritchie*

*Resigned during the 2015-2016 term

Finance Committee

Jill Birks
Christine Black
Susan Beuerman
Katie Fischer
Karen Grogan
Linda Scott Campbell

Faith Communities Committee

Elizabeth Eberhart-Moffat
Isobel Field
Jean MacLean
Marilyn Post

Club 84 Executive Committee

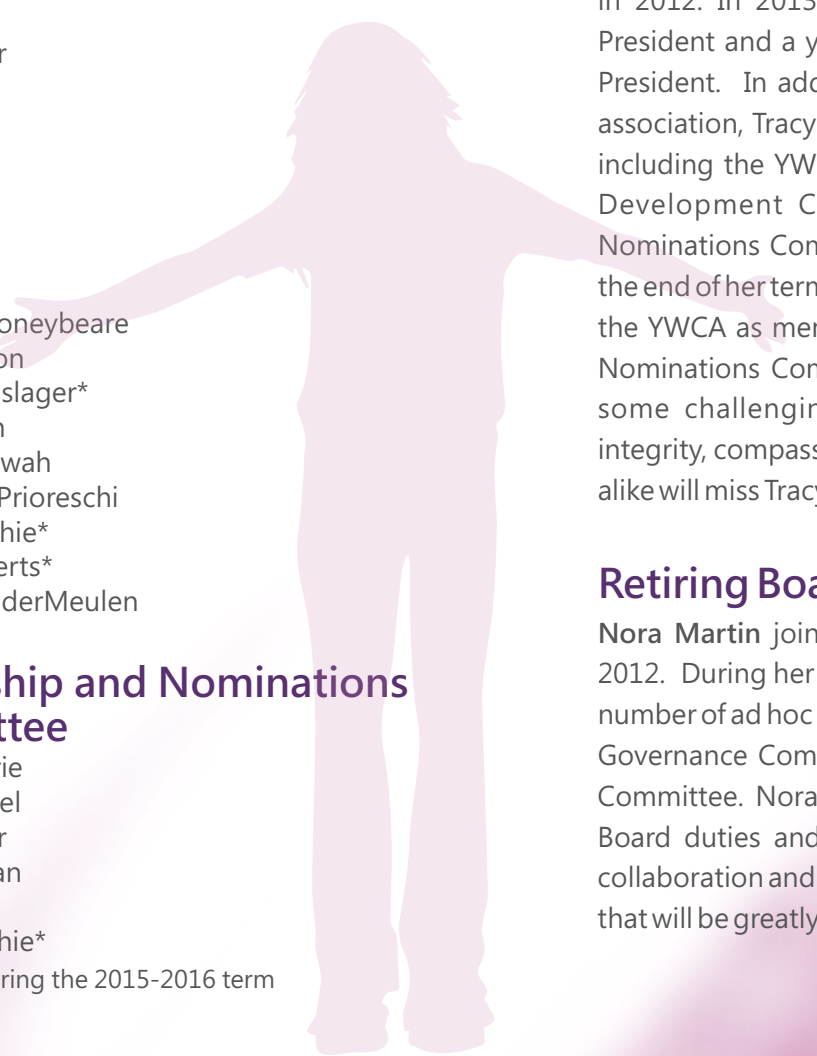
Ilma Green
Heather Lackner
Mary Reynolds
Ruth Priddle
Anne Shantz

Retiring President

Tracy Van Kalsbeek joined the YWCA's Board of Directors in 2012. In 2013 Tracy was elected Governance Vice President and a year later she accepted the position of President. In addition to her roles as an Officer of the association, Tracy has served on numerous committees, including the YWCA's Governance Committee, its Fund Development Committee and its Leadership and Nominations Committee. Although Tracy has come to the end of her term as President, she will continue to serve the YWCA as member and Chair of the Leadership and Nominations Committee. Tracy led the YWCA through some challenging transitions and she did so with integrity, compassion, and humour. Volunteers and staff alike will miss Tracy's honesty and her support.

Retiring Board Member

Nora Martin joined the YWCA's Board of Directors in 2012. During her years with the YWCA Nora served on a number of ad hoc and standing committees including the Governance Committee and the Club 84 Development Committee. Nora could be counted on to fulfil her formal Board duties and go far beyond them with creativity, collaboration and a sense of fun that will be greatly missed.



992 women & children
were provided with shelter,
support & housing.

2015 IN REVIEW

1228 children
received quality care
in our childcare centres,
our before & after
school programs
and summer camp.



Since 1905, YWCA Kitchener-Waterloo has been providing essential programs and services to women, children and families. Each year we continue to grow and adapt our services to meet their needs and build a strong, healthy community.



Here is how we
positively impacted the lives
of women and families
in 2015:

165 teen & pre-teen girls
were empowered,
inspired and supported
by our youth programs

8 local charities housed
in our Community
Resource Centre

2385 people
accessed the YWCA
Kitchener-Waterloo
programs and services.



88 children
of parents attending
language instruction
for newcomers classes
were provided with
culturally appropriate care



100 adults & 155 children
of low-income families were
provided with transportation,
food, clothing, household needs,
education, recreation for the children,
and informal counselling



33 women
who are on the street
and experiencing
persistent homelessness
were supported with
assistance in finding
and maintaining housing.



56 women & 25 children
received permanent, affordable
housing through our supportive
housing programs.



430 adults & 193 children
resided in our 60-bed
emergency shelter
for women (16 and older),
transgendered people,
and families who are
experiencing homelessness.



Recognizing Our Donors

CLUB 84

Mary Kaufman Circle (\$840+)

Judith Astley
Mary Brough
Sara Brown
Ursula Carter
Pat Cunningham
Roberta Finnie
Karen Grogan
Sue Hallman
Roderick and Alberta Jack
Christiane and Hans Kahlen
Karin Kuntz
Mary Kuntz
Jim and Heather Lackner
Carol Lansky
Pat Laurin
Desta Leavine
Sheryl Loeffler
Margaret Marsland
Margaret Nally
Sandra Reid
Mary Reynolds
Jean Riedlinger
Anonymous 4

Four 84 Members (\$484+)

Dale and Allen Burgoyne
Sandra Dare
Mary Heier
Margaret Hooper
Vi Horton
Merle MacEachern
Melanie Marsland
Bev Middlemass
Deaun Moulton
Barbara Rahn
Helga Segler
Laura Shoemaker
Bernice Steep
Nancy Walker
Joan Westcott
Andrea Witzel
Judith Wyshynski
Anonymous 4

84 and More Members (\$184+)

Mary Barrett
Michael Benton
Jean Boehmer
Carol Ann Bott
Kim Boucher
Amy Burke
Susan Clark
Elizabeth Clarke
Jane Cowan
Krystal Darling
Connie Deckert
Amaryah deGroot
Elizabeth Dell
Laura Downey
Arlene Dunnette
Hope Eaton
Stephen and Cathryn Finch
Marg Finnen
Lynn Forbes
Marilyn Forler
Tosa Forwell
Ann Gawman
Jean Gutoski
Beverly Harris
Gail Hauser
Joyce Heck
Jo Hemphill
Angela Hinchberger
Judy Horman
Magdalene Horman
Carol Hurlbut
Pam Irwin
Anna Jones
Brenda Krug
Nora Kudrenecky
Elizabeth Kuntz
Sandi Lang
Sally Leask
Gaye Males
Nora Martin
Sharon McMorran
Elizabeth McPherson
Pat Mighton

Jennifer Monteith
Michael Graham and
Hulene Montgomery
Dianne Moser
Elizabeth Motz
Chris Nanson
Marilyn Post
Fran Sandrock
Melanie Shantz
Jodi Spall
Dorothea Sprung
St. Stephen ELW
Margaret Stephenson
Shirley Thomson
Elizabeth Thorsen
Ellen Trafford
Janet Valentine
Joanne Waugh
Ann Weir
Lucille West
Marnie Wharnsby
Terry Wilson
Elizabeth Witmer
Elizabeth Wylie
Cassandra Zehr
Tracey Zehr
Vivian Zochowski
Anonymous 11

Club 84 Members (84+)

Yvonne Ashley
Marjorie Baillie
Carla Bechtel
Bob Blake
Mary Boucher
Cindy Bridge
Mary Joan Brooker
Trudy Bryant
Sarah Bullock
Mary Burrows*
Miriam Butler
Marjorie Carroll-Nelson
Patricia Carty

RECOGNIZING OUR DONORS

Gladys Clish
Beth Coviello
Mary D'Alton
Louise Dawdy
Amy Dean
Barbara Dell
Patricia Dunker
Susan Dusick
Beverley Dyck
Sandra Evans
Lorna Ferguson
Beatrice Fleischauer
Mary Ann Fleming
Pat Flood
Sylvia Froome
Monica Furniss
Gail Graham
Pat Hahn
Hildegard Hales
Janet Hartry
Rita Hemmerich
Ute Hilgers
Penny Hobson
Joan Holland Lehnen
Malkin Howes-Dare
Shirley Humphrey
Catherine Hunsberger
Sharon Irving
Carole James
Jane Klugman
Nancy Lackner
Beth Lautenslager
Katelyn Lewis
Jean MacLean
F. Elizabeth MacMillan
Shirley Madorin
Michelle McCorkell
Cassandra McCrory
Melanie McKellar
Barbara McLean
Carla McLennan
Heather McLennan
Patricia Milburn
Nadine Mueller
Laura Muirhead
Lynn Nigh
Susan Cooper (deceased)
Marg Oldenburger
Elaine Ormston
Annette Oudejans
Joanne Peppler
Lois Petker
Elizabeth Poth

Ann Power
Katie Priddle
Ruth Priddle
Sandra Puley
Bev Pullen
Norah Rae
Shirley Raetsen
Barbara Reinhart
Audrey Reitzel
Doreen Rockett
Marion Roes
Bonnie Rollo
Linda Scott Campbell
Anne Shantz
Rosslynn Shortt
Donna Sills
Cynthia Snyder-Paleczny
Heather Spall
Diana Spearn
L. Carolyn Sullivan
Lynne Supeene
Sandra Swann
Donna Szilock
Vikki Tait
Beverly Thom
Julie Trip
Tracy Van Kalsbeek
Rosemary Walker-Newkirk
Christel Weber
Joan Weiler
Cheryl White
Colleen Whitney
Ginger Whitney
Harriet Winhold
Elva Zehr
Anonymous 20

*Has asked to be
recognized at this level

Individuals (\$100+)

Brittany Anthony
Mary Bastedo
Pauline Bauman
Edwin Baumgart
George and Grace Bechtel
Luke Becker
Scott Beech and Cindy Lebold
Alexandra Berry
Ray Beskau
Mary Bish
Barbara Bitzer
Lesley Braun

Dorothy Britt
Austen Brownell
Anne Brubacher
Allan Bush
Hugh Cameron
Marian Campbell
Bruce Chambers
Douglas and Muriel Coleman
Vincenzo Costanza
Gail Crawford
Hung Dao
Jean Davis
Greg deGroot-Maggetti
Barbara Dell
Judy Dorscht
Marlene Epp
Pauline Evoy
Isobel Field
Kristine Fletcher
Ray Fournier
Raymond Fowler
Donald Freeman
Esther Gascho
Mel Goldstein
Cathy Gregory
John Hadley
Pat Hahn
Wayne Haley
Sue Hallman
Marilyn Harder
Joyce Harding
Frances Hatherton
Peter and Elfrieda Hildebrand
Betty Hooper
Margaret Hooper
Harry Humphrey
Adam Hussey
Brent Hutzal
Pam Irwin
Mary Johnston
James Kalbfleisch
Gordon Kennedy
John Kirby
Roy Knight
Sigfred Knudsen
Esther Kong
Theron Kramer
Steve Laciak
Heather Lackner
Sally Leask
Grant and Halcyon MacDonald
Kendra McKellar
Sharon McMorran
Jack and Bev Middlemass

RECOGNIZING OUR DONORS

Frank Millerd
Jennifer Monteith
Michael Graham and Hulene Montgomery
Jane and Scott Morley
William Morrison
Deaun Moulton
Margaret Nally
Muriel Omand-Naylor
Gary and Susan Parker
Lori Payne
Dr. Simone Peta
David Peterson
Patricia Piellusch
Marguerite Polischuk
Marilyn Post
Cindy Preiss
John and Cressa Price
Mark and Shari Pus
Marlene Raasok
Norah Rae
Marg Reid
Judy Reidel
Shirley Richter
Ann Robitaille
Loyda Rodriguez
Jim and Mary Sauve
Jocelyn Schaffenburg
Larry and Mary Ann Schmidt
Marilyn Schmitt
Harold and Violet Seegmiller
Mary Sehl
Erma Shantz
Peter Sims
Douglas Snyder
Eleanor Snyder
Stuart and Ann Snyder
Norm Southwood
Gloria St. Marie
Susan Steiner
Margaret-Anne Tannasse
Bruce Underwood
John Walker
Richard Walsh
Lawrence Weir
Brenda Welch
Marty White
Frances Whittaker
Beatrice Wideman
Larry and Maggie Williamson
Lois Wilson
Tyrah Wilson
Elizabeth Wylie
Anonymous 47

BUSINESSES, GROUPS, AND ORGANIZATIONS

Aesthetically Yours
Canadian Women's Foundation
Community Farm of the Brethren
Curves for Women-Krug
Elementary Teachers' Federation Ontario - Waterloo Region
Elmira Maple Syrup Festival
Fondation Groupe AGF
Gladswood Trust at the Strategic Charitable Giving Foundation
Google Kitchener-Waterloo
High Oak Ranch Ltd.
K-W Region Elks Lodge #578
Kitchener Pioneer Lions Club
KPMG LLP
Lions Club of Kitchener
Midwestern Ontario Labour Education Institute
National Bank of Canada
Ontario REALTORS Care Foundation
Optimist Club of Lakeshore Village
Optimist Club of Petersburg
Optimist Club of Stanley Park
Optimist Club of Twin Cities
Optimist Club of Waterloo North
Optimist Club of Westvale-Waterloo
Pioneer Insurance Brokers Ltd.
Robert and Judith Astley Family Foundation
Royal LePage Shelter Foundation
The Gordon Linkletter Family Fund
The Home Depot Canada Foundation
The Kitchener and Waterloo Community Foundation
The Waterloo Region Record - Lyle S. Hallman Foundation Kids to Camp
Toyota Motor Manufacturing Canada Inc.
Tri-City Roller Girls Inc.
Waterloo Chambers Players
Waterloo Innovation Network Inc.
Waterloo Region Occasional Teachers Local
Waterloo Wellington Dental Hygienist's Society
Westmount Golf and Country Club - Ladies Golf Committee
William Radtke Sheet Metal Ltd.



RECOGNIZING OUR DONORS

FAITH COMMUNITIES

Breslau Mennonite Church
Church of the Holy Saviour
Erb Street Mennonite Church
Forest Hill United Church
Highland Baptist Church - Women Who Lunch
Parkminster United Church
St. Agatha Mennonite Church
St. Agatha Roman Catholic Church
St. Andrew's Presbyterian Church
St. Andrew's Presbyterian Church Women's Missionary Society
St. Francis of Assisi Catholic Women's League
St. George's of Forest Hill Anglican Church
St. Jacobs Mennonite Church
St. James Evangelical Lutheran Church
St. Jerome's University Catholic Community
St. Paul's Evangelical Lutheran Church
Stirling Avenue Mennonite Church
Stirling Avenue Mennonite Church Women's Missionary Association
Trinity United Church
Waterloo Christian Reformed Church
W-K United Mennonite Missionary Circle
Zion United Church
Anonymous 1



Schedule of Unrestricted Operating Funds

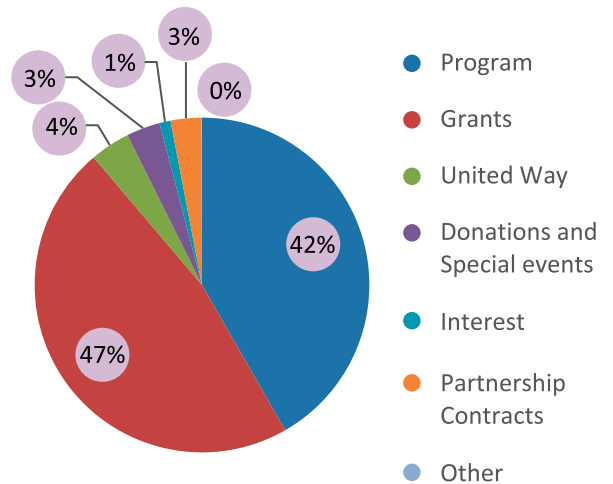
REVENUES AND EXPENSES

SCHEDULE OF UNRESTRICTED OPERATING FUNDS REVENUES AND EXPENSES FOR THE YEAR

FOR THE YEAR ENDED DECEMBER 31, 2015

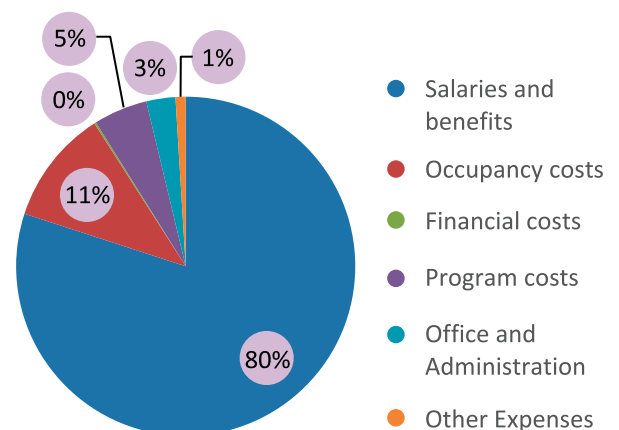
REVENUES

Program	\$ 2,687,443
Grants	3,032,670
United Way	248,400
Donations and Special events	210,401
Interest	68,600
Partnership Contracts	191,604
Other	2,677
Total Revenues	<u>\$ 6,441,795</u>



EXPENSES

Salaries and benefits	\$ 4,931,807
Occupancy costs	673,947
Financial costs	10,809
Program costs	316,842
Office and Administration	170,963
Other Expenses	59,520
Total Expenses	<u>\$ 6,163,888</u>




Excess of revenues over expenses for the year	277,907
Interfund transfers	(349,578)
Fund balances, beginning of the year	(15,728)
Fund balances, end of the year	<u>\$ (87,399)</u>

Statement of Financial Position

AS OF DECEMBER 31, 2015

ASSETS	2015	2014
Cash and Cash Equivalents	\$ 340,441	\$ 413,933
Accounts Receivable	119,335	100,339
Inventory	2,373	2,373
Prepaid Expenses	42,391	18,090
	504,540	534,735
Long - term investments	851,369	998,084
Property, plant and Equipment	7,952,978	8,192,130
	\$ 9,308,887	\$ 9,724,949
LIABILITIES AND FUND BALANCES		
Bank indebtedness	48,242	
Accounts payable	493,425	461,542
Deferred Revenue	202,137	348,906
Current portion of mortgage payable	214,775	1,018,036
Current portion of other long term debt	41,388	41,388
	999,967	1,869,872
Mortgage payable	2,047,743	1,451,298
Other long term debt	482,172	502,165
	3,529,882	3,823,335
FUND BALANCES		
Externally Restricted	\$ 590,128	\$ 738,099
Internally Restricted	5,276,276	5,179,243
Unrestricted	(87,399)	(15,728)
	5,779,005	5,901,614
	\$ 9,308,887	\$ 9,724,949



Encouragement to empower yourself!

1. What brings meaning to my life?

2. What am I doing to bring peace, joy and happiness into my life?

3. How am I contributing positively to my life, those I love, and my community?

4. What is one simple but powerful action I can take today, to support and empower a woman I care for in my life?



Grow & develop your inner strength!

2016 CALENDAR

January

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

March

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
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20	21	22	23	24	25	26
27	28	29	30	31		

April

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
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24	25	26	27	28	29	30

May

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July

Sun	Mon	Tue	Wed	Thu	Fri	Sat
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24	25	26	27	28	29	30
31						

October

Sun	Mon	Tue	Wed	Thu	Fri	Sat
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

September

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						



www.ywcakw.on.ca



HEAD OFFICE

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