

# YW KITCHENER-WATERLOO ANNUAL REPORT

# 2022



KITCHENER-WATERLOO

# WOMEN CHOOSING CHANGE

[WWW.YWKW.CA](http://WWW.YWKW.CA)

# LEADERSHIP MESSAGE



President and Board Chair Karen Coviello  
and CEO Jennifer Breaton  
#EmbraceEquity on  
International Women's Day

...we are all  
working in an  
uncertain new  
world...the YW  
is setting a bold  
vision for the  
coming years...

As the new CEO (Jennifer Breaton) and President and Board Chair (Karen Coviello), we are thrilled to step into our roles and leverage the incredible history of the YWCA in Kitchener-Waterloo and across the globe, to support equity among women, trans, Two-Spirit and gender-diverse people, in our community.

We want to start our shared journey by thanking those who came before us, most notably our former CEO, Elizabeth Clarke, who retired in September 2022. Under Elizabeth's leadership, the YW stepped forward to help address the housing crisis in our Region, working in partnership with all levels of government and our amazing capital projects team to build two new supportive and affordable housing projects for women and children, located on Block Line in the City of Kitchener. These new homes provide safe and stable housing for over 41 individuals and 10 families previously experiencing chronic homelessness. This spring, we will name the garden at Block Line after Elizabeth, to mark her 27 years of service at the YW and her contributions to the lives of women and children in our community.

Our eyes now turn to the future of the YW in Kitchener-Waterloo. We know that we are all working in an uncertain new world and much has changed in the past years. With a new strategic plan, the YW is setting a bold vision for the coming years to provide enhanced advocacy, system planning, and direct support for some of the most vulnerable people in our community. We are also committed to being an excellent employer for women, as our dedicated team works to support the women of our community. The current economic climate, post-pandemic recovery, along with significant work-force shortages and instability have resulted in increased challenges for our staff and our clients alike – we will tackle these challenges together, supported by the excellent team at the YW.

The YW continues to be leaders and advocates for the right to affordable housing and childcare, and accessible and equitable employment and training. We have provided education, training and advocacy around issues related to gender equity, gender-based violence and women's homelessness for communities, municipal and provincial governments and corporate and not for profit organizations.

# MISSION, VISION AND VALUES

The YW Kitchener-Waterloo is currently the only provider of women's emergency shelter services in the Region of Waterloo, where we support women and families experiencing chronic homelessness through shelter, outreach, and supportive housing. Our services are far-reaching, and our impact cannot be overstated.

Jennifer shares, "In my first few weeks at the YW, I had the opportunity to be a part of a Habitat for Humanity build with some of the women who live in our newest housing development on Block Line. At break, I went for a walk with a tenant. As we walked by some shrubs, she sighed and said to me 'Jennifer, how long do you think it will take for me to stop looking at places like that and think that looks like a safe place to sleep tonight?' It is moments like this that take your breath away. The work we do is important, real, and impactful".

We are excited to lead this important organization and look forward to an exciting future. We encourage you to walk alongside us as a supporter. Thank you for being part of our YW team, for supporting and standing up for women's equity, and for being there when the women of our community need us the most.

Jennifer Breaton,  
Chief Executive Officer

Karen Coviello,  
President and Board Chair



## MISSION, VISION AND GUIDING PRINCIPLES

### MISSION STATEMENT

YW Kitchener-Waterloo is dedicated to improving the lives of women and girls by providing services and programs that support physical and mental wellbeing and economic choice and independence.

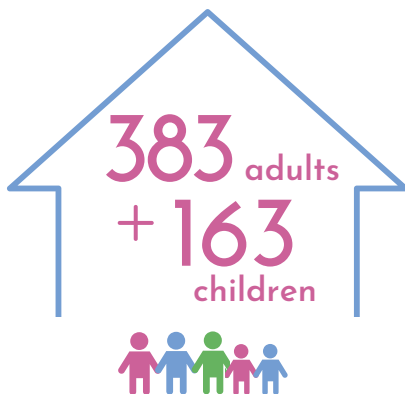
### VISION STATEMENT

We envision an inclusive and equitable world where women are empowered to choose change.

### 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 girls.
- We act with integrity and are accountable to our community.

# OUR IMPACT

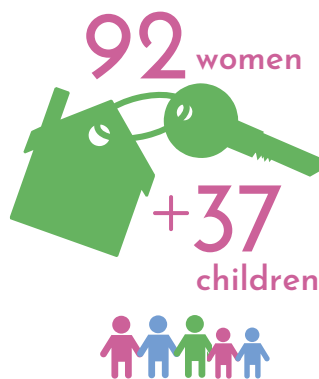


## EMERGENCY SHELTER SERVICES

We meet people where they're at

The YW provides shelter, crisis support, basic needs, housing help, advocacy and connections to community supports based on the unique needs of each individual.

- 90-bed emergency shelter serving cis women, non-binary and trans people
- Outreach support for families who stay in off-site shelter locations
- A 40-bed temporary shelter for men (January-June 2022)

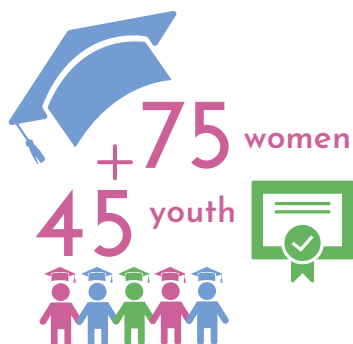


## SUPPORTIVE & AFFORDABLE HOUSING

From homelessness to home

The YW supports women on their journey to stable housing and independence by offering food support, recreation, on site health services and connections to community programs and services.

- Two supportive housing programs serving single women and women-led families who have been episodically or persistently homeless
- One 4-unit permanent, affordable housing program serving large families with low income. A second affordable housing program for women and children opened in March 2023.



## EMPLOYMENT & TRAINING

Providing skills and removing barriers

The YW provides women and youth with the skills, experience and confidence they need to secure and maintain stable employment or start their own business.

- Two employment and entrepreneurship training programs, one serving youth (women and gender-diverse people 15-30) with barriers to employment and one serving women who are pre-Canadian citizens
- One program for women wishing to upgrade their technology skills to secure immediate employment in roles which require specialized technological expertise.
- Real world experience offered through our YW Thrift Boutique bricks and clicks store

# OUR IMPACT



720  
children

## CHILDREN'S SERVICES

Providing quality affordable childcare

YW educators foster a safe place for children to learn through play and social connection according to their own unique personalities and learning styles.

### CHILDCARE CENTRES

210  
children

+

### BEFORE & AFTER SCHOOL PROGRAMS

417  
children

+

### NEWCOMER CHILDCARE

93  
children

Four centres serving infants, toddlers and preschool children

Seven sites delivering before and after school care for school aged children

A centre providing care for children of newcomer parents attending language classes



124  
youth

## FEARLESSLY YOU

Helping youth grow confidence

The YW helps youth develop positive self-image and a sense of belonging using physical activity, art, drama and discussions in a supportive environment.

- After school, evening and summer camp programs for youth in grades 5-8 who identify as girl, non-binary or Two-Spirit



community  
members

## ADVOCACY

Furthering our reach

THOUSANDS of community members reached through advocacy initiatives designed to create social and systemic change towards ending gender-based violence and increasing gender equity.

- Network of Neighbours training to help a neighbour experiencing gender-based violence
- Project Willow addressed the intersects of women's homelessness and gender-based violence, looking at social and systems level change in the community
- Building Equitable Cities speaker series focused on building a more equitable city
- Podcasts, articles, presentations and workshops



# FINANCIALS

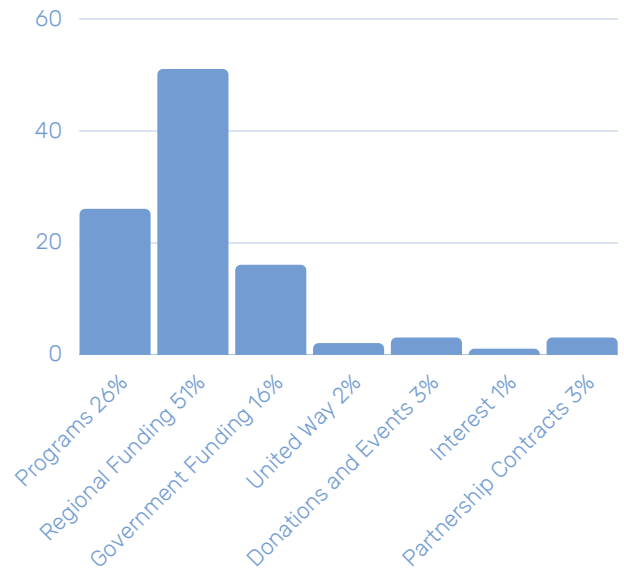
## SCHEDULE OF OPERATING FUND BALANCES

For the year ended December 31, 2022

### REVENUES

Programs .....	\$ 2,603,125
Regional Funding .....	\$ 5,043,522
Government Funding .....	\$ 1,544,431
United Way .....	\$ 165,000
Donations and Special Events .....	\$ 254,042
Interest .....	\$ 82,700
Partnership Contracts .....	\$ 264,728
Other .....	\$ 118

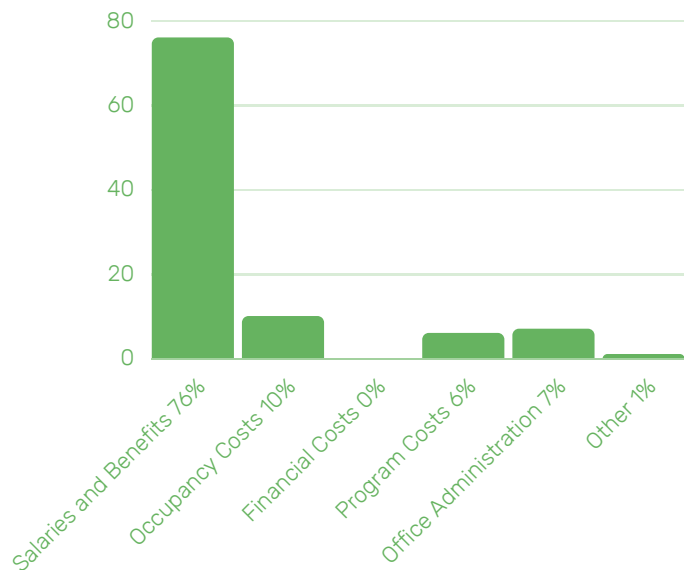
**Total Revenues** \$ 9,957,667



### EXPENSES

Salaries and Benefits .....	\$ 7,585,710
Occupancy Costs .....	\$ 1,005,078
Financial Costs .....	\$ 1,887
Program Costs .....	\$ 580,541
Office Administration .....	\$ 671,056
Other .....	\$ 89,164

**Total Expenses** \$ 9,933,436



Excess of Revenues Over Expenses for the Year ..... \$ 24,231

Interfund Transfers ..... \$ (643,754)

Fund Balances, Beginning of the Year ..... \$ 346,368

**Fund Balances, End of the Year** \$ (273,155)

> To view the Audited Financial Statements, visit: <https://ywkw.ca/publications-resources/>

# FINANCIALS

## STATEMENT OF FINANCIAL POSITION

For the year ended December 31, 2022

	2022	2021
<b>ASSETS</b>		
Cash	\$946,105	\$2,085,139
Short-term investment	447,997	430,766
Accounts receivable	2,756,052	1,120,984
Prepaid expenses	15,671	11,108
	4,165,825	3,647,997
Long-term investments	1,049,110	1,916,460
Tangible capital assets	16,226,747	11,735,544
	\$21,441,682	\$17,300,001
<b>LIABILITIES</b>		
Accounts payable and accrued liabilities	\$1,003,546	\$1,669,043
Deferred revenue	603,937	523,745
Current portion of mortgage payable	314,624	181,347
Current portion of other long term debt	28,298	27,189
	1,950,405	2,401,324
Mortgages payable	0	314,624
Other long term debt	338,655	366,222
Asset retirement obligation	80,499	95,190
	2,369,559	3,177,360
<b>FUND BALANCES</b>		
Externally restricted	559,726	621,899
Internally restricted	18,785,552	13,154,374
Unrestricted	(273,155)	346,368
	19,072,123	14,122,641
	\$21,441,682	\$17,300,001

# RECOGNIZING OUR DONORS

## CLUB 84

Club 84 is a giving circle with membership levels that range from \$84 to \$840 and more annually. Since it was founded in 1980 by Heather Lackner, Club 84 members have donated \$2 million in endowed and operating funds to the YW.

### MARY KAUFMAN CIRCLE (840+)

Mary Brough	Sue Hallman	Heather Lackner	Christine Michaud	Marcia Shortreed
Karen Coviello	Margaret Hooper	Desta Leavine	Deaun Moulton	Terry Wilson
Pat Cunningham	Alberta Jack	Sheryl Loeffler	Sandra Reid	Glennis Yantzi
Roberta Finnie	Mary Kuntz	Margaret Marsland	Mary Reynolds	Anonymous 1

### FOUR 84 (484+)

Jane Cowan	Karen Grogan	Bev Middlemass	Nancy Theberge	Tracey Zehr
Jenna Cruickshank	Vi Horton	Pat Mighton	Joan Westcott	Anonymous 2
Marianne Erb	Mary Houslander	Margaret Nally	Barbara Wilgar	
Cathryn Finch	Karin Kuntz	Marilyn Post	Andrea Witzel	
Marilyn Forler	Melanie Marsland	Maedith Radlein	Cassandra Zehr	

### 84 AND MORE (184+)

Jean Boehmer	Arlene Dunnette	Ivan Hurlbut	Elaine Ormston	Elizabeth Thorsen
Carol Ann Bott	Marg Finnen	Lindsay Lackner-McKenzie	Nicole Petersen	Ellen Trafford
Kim Boucher	Mary Ann Fleming	F. Elizabeth MacMillan	Margot Pick	Janet Valentine
Elizabeth Clarke	Jean Gutoski	Shirley Madorin	Ann Power	Joanne Waugh
Gladys Clish	Gail Hauser	Elizabeth McPherson	Bev Pullen	Lucille West
Martha D'Agostino	Joyce Heck	Hulene Montgomery	Shirley Raetsen	Colleen Whitney
Amaryah DeGroot	Jo Hemphill	Laura Muirhead	Jane Sleeman	Elizabeth Wylie
Barbara Dell	Angela Hinchberger	Chris Nanson	Jodi Spall	Anonymous 12
Elizabeth Dell	Penny Hobson	Lynn Nigh		

### CLUB 84 (84+)

Carla Bechtel	Lorna Ferguson	Jean MacLean	Annette Oudejans	Donna Sills
Mary Joan Brooker	Sylvia Froome	Frances McIntosh	Sandra Puley	Heather Spall
Trudy Bryant	Hildegard Hales	Melanie McKellar	Audrey Reitzel	Diana Spearn
Patricia Carty	Ute Hilgers	Joan McKinnon	Doreen Rockett	Joyce Stankiewicz
Melanie Davis	Joan Holland Lehnen	Barbara McLean	Marion Roes	L. Carolyn Sullivan
Louise Dawdy	Malkin Howes-Dare	Carla McLennan	Bonnie Rollo	Sandra Swann
Connie Deckert	Catherine Hunsberger	Marilyn McMillan	Linda Scott Campbell	Vikki Tait
Beverley Dyck	Linda Kenny	Barb Neibert	Renu Shan	Julie Trip
Sandra Evans	Nancy Lackner	Marg Oldenburger	Anne Shantz	Anonymous 15

## FUNDERS

Brenda and Dave Walden Family Foundation  
Canadian Women's Foundation  
Collin Scott Beech Gifting Fund  
Elmira Maple Syrup Festival  
Hockey Helps The Homeless  
Lyle Shantz Hallman Foundation  
Mark and Glennis Yantzi Gifting Fund  
Ontario Trillium Fund  
Royal LePage Shelter Foundation  
Tannasse Family Fund  
The Gordon Linkletter Family Fund  
The Manfred and Penny Conrad Family Foundation  
WRCF - Jim and Sue Hallman Family Fund  
UNIFOR Social Justice Fund  
United Way Waterloo Region Communities  
Government: Federal, Provincial, Regional

## BUSINESSES, GROUPS AND ORGANIZATIONS

Audi Kitchener-Waterloo  
BackWorks Physiotherapy  
City of Kitchener  
Emmanuel United Church  
Erb Street Mennonite Church  
GrandLinQ GP  
Helmutz Landscape & Interlock  
INVIS INC.  
John Howard Society Waterloo - Wellington  
Kate Zions Personal Real Estate Corporation  
Laurelwood Public School  
Parkminster United Church  
Pro Act Consulting  
Rae & Lipskie Investment Counsel Inc.  
Soroptimist International of Kitchener-Waterloo  
Speed Friending KW  
St. Agatha Mennonite Church  
St. George's of Forest Hill Anglican Church  
St. Marys High School  
Stirling Avenue Mennonite Church  
Stirling Avenue Mennonite Church WMA  
The Apostolic Church  
The Corporation of The City of Cambridge  
The Kitchener Collegiate Institute  
Toyota Motor Manufacturing Canada Inc.  
Trinity United Church  
Unifor Ontario Regional Council  
Waterloo Christian Reformed Church



We would like to recognize the following individuals, businesses, foundations, groups, and organizations who have generously donated \$20 or more between January 1 and December 31, 2022. We are profoundly grateful for your support. We also wish to thank those donors who have chosen to remain anonymous.

## INDIVIDUAL DONORS

Mary Anderson	Bob Davie	Robert Hooper	Neil Main	Norm Southwood
David and Barbara Arthur	Jean Davis	Betty Hooper	Steve Manske	Gloria St. Marie
Tony Barros	Greg deGroot-Maggetti	Tiffany Howes	Gerald Martin	Samuel Steiner
Pauline Bauman	Kristina Desimini	Stacey Hubay	Donna May	Judith Stephens-Wells
Lorraine Beattie	Ellen Dilgert	Harry and Susan Humphrey	Shaun McAra	Garry and Marilyn Stevens
Carla Bechtel	David Dolson	Morgan Husty	Grant McDonald	Grace Sudden
Devan Becker	Lucia Dow	Rita Levato and John Villemaire	Kristina McDougall	Istafa Sufi
Kathy and Norm Berwick	Donald Dychuck	Margaret Johnston	Christine McKarney	Margaret-Anne Tannasee
Ray Beskau	Emily Ecker	Josephine Joseph	Stephanie Medeiros	Evangelos Tzeckas
Barbara Bitzer	Kathleen Elgie	Rebecca Kalbfleisch	Jim and Judy Meyer	Maggie VanderMeulen
Christine Black	Cheryl Elliot-Fraser	Mary Karchemny	Aaron Miedema	Jen Vasic
Gary Bond	Paul and Hertha Enns	Gregory Kent	Frank and Elsie Millerd	Andrea and Melissa Villapiana
Stephanie Braid	Ralph Erdman	John Kirby	Kayla Mimms	Tony and Pina Villapiana
Kelly Braiden	Janet Erdman	Victoria Kish	Jane and Scott Morley	Daniel Villapiana
Dorothy Britt	Jennifer Estabrooks	Brenda Klee	Ros Morton	Jennifer Vollett-Krech
Ian Brock	Esther Fast	Frank Kossuth	Boni Moser	John Walker
Paula Brown	Isobel Field	Martin Kuhn	Judy Murphy	Tenzin Wangkhang
Andrew Brunskill	Donna Finch	James Lackenbauer	Lise Naish	Ruth Warner
Allan Bush	Kristine Fletcher	Rose Lagonia	Heather Omelus	Janet Wason
Marian Campbell	Beverly Freedman	Sharon Lamont	Gary Parker	Brenda Welch
Michael Canivet	Donald Freeman	Elaine La-Rhonde	Lori Payne	Joan Westcott
Moni Capindale	Naomi Freiburger	Scott Beech and Cindy Lebold	Douglas Peers	Maggie Williamson
Dale Carberry	Ivy Friedman	Shirley Levene	Shawn Plunkett	Jaime Wilson
Karina Carter	Sue Gallagher	Margaret Lewis	Mark and Shari Pus	Brent and Nancy Woodcock
Anne Casson	Laura Gilmore	Brenda Lipsit	Mohini Ramlall	Katelyn Wright
Amanda Caswell	Dianne Green	Susan and Ron Lloyd-Swail	Sheila Russek	Joan Wyatt
Winnie Chan	Iris Hall	Janice Long	Jim and Mary Sauve	Mary Wybrow
Courtney Cheal	Peggy Hallman	Kevin Luscott	Donna Seidl	Nataliya Yermolova
A. Karen Chisholm	Barbara Hankins	James MacKenzie	Cory Shantz	Anonymous 45
David Christner	Joyce Harding	Jean MacLean	Ross and Erma Shantz	
Bonnie Cole Arnal	Frances Hatherton	Patricia MacNab	Mary Shiell	
Ian Collins	Michael Graham and Helene Montgomery		Thomas Siegfried	
Nancy Croth	Sandy Hill		Eleanor Snyder	
	Ingrid Holbik		Stuart and Ann Snyder	
			Tim and Teresa Sothern	

## DONATIONS MADE IN MEMORY

Sara Barros  
Douglas Coleman  
Leejay Levene  
Sidney and Elizabeth McLennan

April Milne  
Judith Pearse  
Carol Southwood

## DONATIONS MADE IN HONOUR

Rebecca George  
Alli and Joel  
Heidi Kavelman  
Heather Lackner

Allison Murphy  
Robyn Plunkett  
Maddi Taylor



# BOARD OF DIRECTORS AND COMMITTEES

## BOARD OF DIRECTORS 2022-2023

### PRESIDENT

Karen Coviello

### ADMINISTRATIVE VICE PRESIDENT

Lisa Brown

### GOVERNANCE VICE PRESIDENT

Cassie Myers

### TREASURER

Ingrid Holbik

### SECRETARY

Kristina Desimini (Apr 21-Feb 22)

Trish Steward (Mar-Apr 22)

### MEMBERS

Angela Clayton\*

Joanna Han

Cari Hewick\*

Cathy Middleton\*

Steph Snyder

## COMMITTEE MEMBERS 2022-2023

### FINANCE AND AUDIT

Ingrid Holbik (Chair)

Susan Beuerman

Christine Black

Courtney Cheal

Karen Coviello

Karen Grogan

Linda Scott Campbell

### LEADERSHIP AND NOMINATIONS

Trish Steward (Chair)

Kelly Braiden

Lisa Brown

Sarah Brown

Joanna Han

### GOVERNANCE AND BOARD DEVELOPMENT

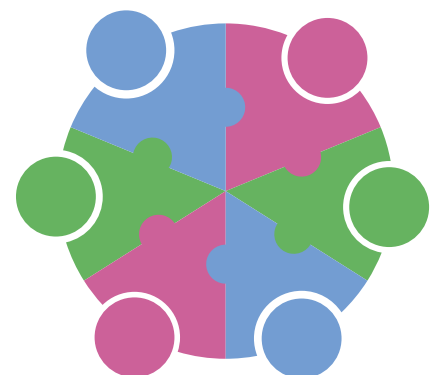
Cassie Myers (Chair)

Angela Clayton\*

Karen Coviello

Kristina Desimini

\*Resigned during the 2022-2023 term



# A LOOK BACK AT 2022



New 41 unit Supportive Housing project opens on Block Line

Prime Minister makes housing announcement at Block Line



Construction begins on Block Line Affordable Housing for 10 women and their children

Service fair at Block Line connecting new tenants to supports and services



The YW continues to be leaders and advocates for the right to affordable housing and childcare, and accessible and equitable employment and training.

We have provided education, training and advocacy around issues related to gender equity, gender-based violence and women's homelessness for communities, municipal and provincial governments and corporate and not for profit organizations.

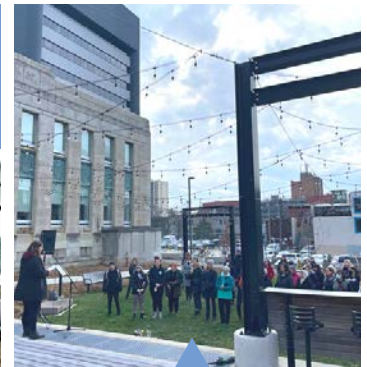
-- Jennifer Breaton, CEO and Karen Coviello, Board President

Moving truck arrives to help tenants move from the YW Emergency Shelter to their new home at Block Line



Tenants at Block Line filled the path to the front door with messages of hope

YW staff and program participants wore orange shirts to recognize the National Day for Truth and Reconciliation



The YW participated in the December 6th National Day of Remembrance & Action on Violence Against Women

CEO Jennifer Breaton serves up at Hockey Helps the Homeless draft night



Advocating for systems change on gender-based violence -Project Willow report

Vaccination clinic at St Paul Childcare centre



YW Childcare workers show their support and raise awareness for the National Day of Action on Child Care



KITCHENER-WATERLOO

Cover photo:

YW leadership worked collaboratively to create this puzzle at a team building event in 2022. When each unique piece is connected to the others, it represents the connectedness of the YW team and how all of the YW programs work together to support women, youth and families in our community.

The Belong Together project was created by Jason Panda, an Artist and Art Educator in Waterloo Region.  
<https://belongtogether.ca>



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519.576.8856 | [ykw.ca](http://ykw.ca) | [@ywcakw](https://www.instagram.com/ywcakw)

Charitable registration number: 11898 7643 RR0001