



YWCA
KITCHENER WATERLOO

A TURNING POINT
FOR WOMEN



**2010
Annual
Report**

Improving the
lives of women
and children
since 1905

Who We Are

Vision Statement

YWCA Kitchener-Waterloo will be a reliable and effective resource in the community for the meeting of women's needs.

It will respond to the needs of women at all life stages, offering supports at turning points in their lives.

It will support the needs of women of diverse cultures and ethnic backgrounds.

It will support women in their pursuit of economic and physical security.

It will provide opportunities for women to develop service and leadership skills.

It will stand on a strong financial base.

It will be a responsible and ethical employer.

It will partner with others in the local and global communities for mutual benefit.

Mission Statement

YWCA Kitchener-Waterloo works to improve the lives of women and children at critical turning points, as part of a world-wide women's movement for social justice.

Guiding Principles

We respect the dignity and worth of individuals.

We value diversity among people.

We acknowledge the holistic nature of human needs – mind, body and spirit.

We respect the fundamental right to self-determination.

We act to have women respected, their voices heard, their experiences recognized and their issues addressed.

We offer programs and services that focus clearly, but not exclusively, on women and children.

We provide leadership in the community, speaking out on issues affecting women and children, and promoting and responding to social changes.

We act with integrity and are accountable to our community.



880

women, children and families used Mary's Place,
YWCA K-W's emergency shelter, in 2010.

284

children were served
by after school and
recreation programs
offered by YWCA
Kitchener-Waterloo.

294

infants, toddlers and
preschoolers received
quality childcare at
YWCA centres
across K-W.



Report from the Executive Director and President

A lot can happen in a year, and in 2010, a whole lot happened at the YWCA! We entered into new partnerships, opened new programs, and made major changes to old ones.

▼ SHOW is a 30-unit supportive housing program for men and women who have been persistently homeless. Built and owned by a start-up non-profit called Supportive Housing of Waterloo, it's being managed and staffed by the YWCA. It accepted its first tenants on June 17, but in the weeks leading up to that exciting date, and the months following it, managers and staff from the YWCA's Women's Services department were kept very busy planning and preparing, developing and delivering the policies and procedures and programs that a new project requires.

▼ Our new Mary Johnston Homework Club provides after-school recreation and homework help to students attending Mary Johnston Public School. In September, it opened its doors to welcome 30 school-aged children. And there are new, younger faces at Bridgeport Childcare Centre since September, as well. Bridgeport Public School was among the Waterloo Region schools that began offering full-day kindergarten in 2010, rendering our childcare centre's kindergarten room obsolete. We were prepared for that, however, and the managers and staff from the YWCA's Children's Services department who weren't already fully occupied with the Mary Johnston Homework Club start-up spent their summer months renovating and readying Bridgeport's empty space for 15 toddler-aged children, instead.

▼ 2010 was a year for growth, but not all of our efforts to grow were successful. After spending much of the year working with Conestoga College to expand our LINC Kids program, which provides care to children of parents attending Language Instruction for Newcomers to Canada classes, to more sites in the area, we learned in late fall of the federal government's cuts to immigration and settlement funding. Those funding cuts put an end to our expansion plans for the foreseeable future, and will unfortunately force us to reduce our LINC Kids services in 2011.



207

girls from across Waterloo Region and Guelph learned about the Power of Being a Girl at our fourth annual conference.

316

children were introduced to The Outbound Experience at Camp Clover in the summer of 2010.



Over **2200**
women, children and families of
Kitchener-Waterloo were served by
YWCA K-W in 2010.

▼ Expansion requires hard work, but so does contraction, and the YWCA managers and staff spent time and energy later in 2010 preparing to close two longstanding programs. In 2009, we lost our United Way funding for GirlSpace, our drop-in recreation program for downtown girls aged 10 to 15. We continued to operate it throughout 2010, while we sought replacement funding, but we weren't successful in our many funding applications and at the end of the year, with much regret, our Children's Services department said good-bye to the girls and to our GirlSpace staff.

▼ The YWCA has operated Benton Street, a five-unit supportive housing program for women with mental illnesses, since 2001. We don't own the building in which the women live, but have had it on a 10-year lease. At the end of April 2011, that lease is up, and we will be returning the property to its owners. Our Women's Services managers and staff worked with Waterloo Regional Homes for Mental Health to secure alternative affordable housing for our tenants, and although we know that they will be well-supported elsewhere, we'll be very sad to see them, and the valuable service that Benton Street has provided, go.

So 2010 was an eventful and busy year, but change is to be expected in a multi-service organization like ours, especially in times of economic and political uncertainty. We anticipate that 2011 will bring us more of the same, and with the continuing support of our many donors, volunteers and friends, we'll be ready.

Elizabeth Clarke,
Executive Director

Joanne Raymond,
President of the YWCA Board



200

Number of homeless people, including children and youth, that the Region of Waterloo estimates are in need of shelter on any given night in our community.



120

YWCA LINC Kids staff delivered activities and care for 120 children of parents attending Language Instruction for Newcomers to Canada classes.

Celebrating Our Donors

Individuals \$100+

Mary Anderson
Edward Bailey
Don Balanoff
Scott Beech & Cindy Lebold
Bergthor Bergman
Shawna Bernard
Ray Beskau
Mary Bish
Dorothy Britt
Marguerite Brooke
Sheila Brown
Anne Brubacher
Lois Brubacher
Allan Bush
Hugh Cameron
Alan Campbell
Marian Campbell
Bruce Chambers
Estate of Saimi Chapman
A. Karen Chisholm
Douglas Coleman
Eleanor Cressman
Estate of Rita Crispin
Anne Dagg
Roy Dahmer
Jean Davis
Minola Doucette
Sherry Dupuis
Arnie & Lou Dyck
Mary Eales
Marlene Epp
Shihong Fei
Valerie Fessenden
Donna Finch
Marg Fischer
Peggy Fowlie
William Fox
Donald Freeman
Krista Freeman
Esther Gascho
Perry Gingerich
Swani Globus
Monika Gogrial
Mel Goldstein
John Goman
George Graham
Alin Greavu
Cathy Gregory
Peter Gruber
Albert Hanna
Marilyn Harder
Kathryn Hare
Jim Harkins
Christine Harnum
Len Harrington
Jean Herzog
Peter Hildebrand
Heidy Hirschburger
Peter Hohendorf
Harry Humphrey
Bernadette Hurlburt
Rodica Ilie
David Jantzi
Mary Johnston
Mary Karchemny
Gordon Kennedy
Kokila Khanna
Jennifer King
John & Enid Kirby
Larry Knarr
Sigfred Knudsen
Heather Koch
Theron Kramer

Margaret Lewis
Kevin Luscott
Karin Manley
Jill & Bob Mathers
Nicholas McFarlane
Edna McPherson
Susan McTavish
Frank Millerd
Wayne Moffat
Jane & Scott Morley
M. Kathryn Munn
John Murphy
Dunz Nguyen
Judah Oudshoorn
Gary Parker
Menka Pearce
Simone Peta
June Pieper
Nigel Pratt
Mark Pus
Andy Reid
Bob Rischel
Craig & Nancy Robson
Susan Rodrigo
Betty Rooke
Paul Ross
Peter Said
Kim Sanderson
Jim Sauve
Jocelyn Schaffenburg
Adam Scharman
Florence Schlegel
Larry Schmidt
Marilyn Schmitt
Harold Seegmiller
Erma Shantz
Donald Shier

Peter Sims
Cathy Snyder
Stuart Snyder
Gloria St. Marie
Dennis Steckly
Susan Steiner
Garry Stevens
William Sutherland
June Taylor
Mike Thiessen
Betty Townshend
Phuong Tram
Tara Turner
Louise Ullrich
Natalia Vasquez
John Walker
Richard Walsh-Bowers
Kang Hui Wang
Ruby & Arthur Waters
Brenda Welch
Herbert Whitney
Beatrice Wideman
Lois Wilson
Ruth Wright
Mary Wybrow
Nelda Yantzie-Kropf
Anonymous 50

Club 84

Mary Kaufman Circle Members (\$840+)

Vera & Stephen Aldersley
Sara Brown
Ursula Carter
Pat & Bill Cunningham

Shirley Cunningham
Elise Devitt
Shirley Filiatrault
Sue Hallman
Helen Howatson
Roderick & Alberta Jack
Christiane & Hans Kahlen
Eleanor Kaufman
Nora Kudrenecky
Mary & Robert Kuntz
Carol Lansky
Pat Laurin
Desta Leavine
Sheryl Loeffler
Margaret Marsland
Margaret Nally
Sandra Reid
Mary Reynolds
Jean Riedlinger
Jan Robertson
Winifred Shantz
Marcia Shortreed
Rosemary Smith
Ellen Todd
Monty & Iris Ward
Elva Zehr
Anonymous 4

Four 84 Members (\$484+)

Ruth Barkman
Dale Burgoyne
Jane Cowan
Sandra Dare
Ilma Green
Arleen Greenwood
Karen Grogan

Mary Heier
Margaret Hooper
Vi Horton
John Ernewein Limited
Karin Kuntz
Delphine Martin
Mary Ann Martin
Deaun Moulton & Jonathan Buss
Maedith Radlein
Joanne Raymond
Helga Segler
Helen Smith
Mary Snider
Bernice Steep
Barbara Wilgar
Andrea Witzel
Anonymous 3

84 & More Members (\$184+)

Frebis Allen
Mary Barrett
Michael Benton
Jean Boehmer
Carol Ann Bott
Kim Boucher
Gail Brandt
Marjorie Carroll-Nelson
Susan Clark
Gladys Clish
Connie Deckert
Amaryah deGroot
Elizabeth Dell
Mary Dennis
Marilyn Dippell
Laura Downey

Arlene Dunnette
Hope Eaton
Marg Finnen
Mary Ann Fleming
Lynn Forbes
Marilyn Forler
Tosa Forwell
Ann Gawman
Jean Gutoski
Catherine Heal
Joyce Heck
Jo Hemphill
Angela Hinchberger
Peter Hinchcliffe
Judy Horman
Catherine Hunsberger
Carol Hurlbut
Pam Irwin
Anna Jones
Elizabeth Kuntz
Robert Macleod
Gaye Males
Jamie & Renee Martin
Elizabeth McPherson
Mary Millen
Neville & Jennifer Monteith
Dianne Moser
Elizabeth Motz
Doris M'Timkulu
Chris Nanson
Lynn Nigh
Helen Pearse
Lois Petker
Madeleine Poynter
Elizabeth Pugh
Shirley Raetsen
Barbara Roschke
Fran Sandrock
Lynne Schooley
Barbara Seegmiller

Marion Shaw
Dorothea Sprung
St. Stephen's Evangelical Lutheran Women
Margaret Stephenson
Shirley Thomson
Ellen Trafford
Janet Valentine
Lorna van Mossel
Helen Waind
Nancy Walker
Joanne Waugh
Ann Weir
Marnie Wharnsby
Colleen Whitney
Terry Wilson
Elizabeth Wylie
Marjorie Wyse
Glennis Yantzi
Penelope Young
Cassandra Zehr
Tracey Zehr
Anonymous 4

Club 84 Members (\$84+)

Raymonde Anderson
Yvonne Ashley
Marjorie Baillie
Carla Bechtel
Joan Beck
Anne Beyers
Noreen Blake
Jean Blyth
Gay Booth
Bruce & Mary Boucher
Cindy Bridge
Mary Joan Brooker
Aileen Brown
Trudy Bryant
Mary Burrows

Miriam Butler
Patricia Carty
Beth Coviello
Margie Cressman
Niki da Silva
Rob & Sam Dawson
Barbara Dell
Connie Dietrich
Patricia Dunker
Mary Dunker-Guy
Susan Dusick
Beverley Dyck
Sandra Evans
Lorna Ferguson
Amy Finch
Cathy Finch
Pat Flood
Phyllis Forbes
Jennifer Fraser
Sylvia Froome
Pauline Gibney
Kay Goman
Gail Graham
Patricia Graham
Pat Griggs
Candice Grimm
Ann Hahn
Pat Hahn
Nancy Haldenby
Hildegard Hales
Janet Hartry
Patti Haskell
Ute Hilgers
Richard & Penny Hobson
Magdalene Horman
Mary Houslander
Malkin Howes-Dare
Shirley Humphrey
Carole James
Pat Jasper
Marilyn Jones
Sarah Kaufman

Diane Keilhau
Jeanne Killin
Heather Lackner*
Nancy Lackner
Lindsay Lackner
McKenzie
Marilyn Lambert
Sally Leask
Barbara Leask Wynne
Jocelyne Legault
Andrew Lyons
Harriet Lyons
Jean MacLean
Betty MacMillan
Shirley Madorin
Barbara McCrory
Lynda McDowell
Mary Lloy McFadden
Diane McInnis
Frances McIntosh
Melanie McKellar
Barbara McLean
Carla McLennan
Marilyn McMillan
Christine Meyer
Margaret Meyer
Cathy Middleton
Pat Mighton
Jane Moreau
Nadine Mueller
Laura Muirhead
Beverley Murray
Anne Neibert
Elaine Ormston
Annette Oudejans
Eileen Parliament
Shelagh Pigeon
Marilyn Post
Elizabeth Poth
Ann Power
Sandra Puley

**Has asked to be recognized at this level*

Bev Pullen
Norah Rae
Barbara Rahn
Barbara Reinhart
Audrey Reitzel
Millie Rider
Marion Roes
Bonnie Rollo
Marilyn Sararus
Katherine Serebinska
Anne Shantz
Melanie Shantz
Donna Sills
Cynthia Snyder-Paleczny
Heather Spall
Jodi Spall
Diana Spearn
Bette Stephens
Margot Stockie
Donna Straus
L. Carolyn Sullivan
Lynne Supeene
Donna Szilock
Vikki Tait
Nancy Theberge
Beverly Thom
Elizabeth Thorsen
Julie Trip
Margaret Turnbull
Betty Wagner
Christel Weber
Joan Weiler
Judy Weldon
Lucille West
Cheryl White
Harriet Winhold
Elizabeth Witmer
Lauri Witzel
Lynne Woolstencroft
Judith Wyshynski
Anonymous 12

Second Century Campaign

New Donors

The William Roberts Family Fund

Businesses, Groups & Organizations

1266347 Ontario Inc.
o/a Sunny Day Care

1320108 Ontario Inc.
o/a Alexandra Day Care

1535290 Ontario Ltd. o/a Homeworks Unlimited

A+ Computers Inc.
Bast Tire Service Ltd.

Breithaupt Seniors Hostess Group

Canadian Women's Foundation

Courtland Public School

Crosby Volkswagen Audi

Elementary Teachers' Federation of Ontario

Elementary Teachers' Federation of Ontario, Waterloo Region

Elmira Maple Syrup Festival

eSolutions Group
Frost Financial Services Inc.

Giffen LLP

K-W Sweet Adelines
Kevtron Industries Ltd.

Kitchener Pioneer Lions Club
KPMG LLP

The Gordon
Linkletter Family
Fund

Madorin Snyder
& Partners

Ontario English
Catholic Teachers
Association

Optimist Club
of Petersburg

Optimist Club
of Westvale-Waterloo

Preceptor Lambda
of Beta Sigma Phi

Princes Richard
& Michael Chapter,
IODE

RBC Foundation

Rae & Lipskie
Investment Counsel
Inc.

Region of Waterloo
Pharmacists
Association

Schlueter Chevrolet
Oldsmobile Ltd.

Scotiabank

Spaenaur Inc.

St. Mary's High
School

Sun Life Financial,
Matching Gifts
Program

The Home Depot
Canada Foundation

Optimist Club of
Twin Cities

UFCW Local 1977

Vancity Community
Foundation

Waterloo & Halton
Regions Elks & Royal
Purple Lodge

Waterloo Region
Occasional Teachers
Local

Wilfrid Laurier
University, Food
Services

Woodside Tire
WSIB

Zonta Club of
Kitchener-Waterloo

Anonymous 1

Faith Communities

All Saints Anglican
Church

Calvary Memorial
United Church

Emmanuel United
Church

Erb Street Mennonite
Church

Faith Evangelical
Missionary Church

First Mennonite
& Stirling Avenue
Senior Citizens Club

Forest Hill United
Church

Glen Acres Baptist
Church Women

Highland Baptist
Church

Knox Presbyterian
Church

Knox United Church,
Ayr

Ladies of Redeemer
Church

Mennonite Central
Committee

Parkminster United
Church

Redeemed Christian
Church of God

River of Life
Fellowship

Rockway
Mennonite
Church

St. Agatha
Mennonite
Church

St. Agatha Roman
Catholic Church

St. Andrew's
Presbyterian Church

St. Columba Anglican
Church

St. Francis Catholic
Women's League

St. George's Forest
Hill Anglican Church

St. Jacobs Mennonite
WMCEC

St. James Evangelical
Lutheran Church,
Elmira

St. Jerome's
University Catholic
Community

St. Mary & St. Joseph
CWL

St. Matthew's
Evangelical Lutheran
Women

St. Michael's Church
St. Michael's CWL

St. Paul's Lutheran
Women, Bridgeport

St. Peter's Evangelical
Lutheran Church

St. Philip's Lutheran
Church

St. Stephen's
Evangelical Church
Lutheran Women

Stirling Avenue
Mennonite Church,
Women's Missionary
Association

The Chapel at the
Court at Laurelwood

The Church of St.
John the Evangelist
(Anglican) Women

The Parish of St.
Edmund, King
& Martyr

Trinity United Church

United Church
Women of Roseville

W-K United
Mennonite Church

W-K United
Mennonite
Church,
Servettes

Waterloo
Christian
Reformed
Church

Zion United
Church
Women

\$7

**Research shows that for every
\$1 spent on quality childcare,
\$7 is saved in later years on
developmental, psychological
and corrections support.**



Board & Committees

Board Members 2009-2010 Term

Executive

Joanne Raymond
PRESIDENT

Kokila Khanna
VICE PRESIDENT

Jennifer King
VICE PRESIDENT

Karen Grogan
TREASURER

Jan Bockmaster
SECRETARY

Deaun Moulton
PAST PRESIDENT

Members

Husnia Barakzay
Michelle DeBeyer

Amy Burke

Mandy Dennison

Jean Leonard

Janis Roughley**

Christine Meyer

Michelle Frigon*

Niki da Silva*

Jasmine Mangalaseril*

*Nominated during the
2010-2011 term

**Resigned during the
2010-2011 term

2010 Committee Members

Club 84 Development

Kristyn Clairmont

Jane Cowan
CHAIR

Mandy Dennison

Vi Horton

Chris Meyer

Maedith Radlein

Kelly Walberg

Casi Zehr

Faith

Isobel Field

Janet Hartry

Sharon Irving

Jean Maclean

Trudy Moul

Joanne Raymond
CHAIR

Jane Wahl

Leadership & Nominating

Sheila Brown
CHAIR

Husnia Barakzay

Heike Mertins

Rosemary Pell

Finance Committee

Susan Beuerman

Christine Black

Linda Scott Campbell

Karen Grogan

Catherine Heal

Natalia Jurkowski

Retiring Board Members

Deaun Moulton joined the YWCA's Social Action and Advocacy Committee as a community volunteer in 2002. After becoming a member of the YWCA's Board of Directors in 2004, Deaun became Chair of the Social Action and Advocacy Committee and served in that role until 2007, authoring and co-authoring several major committee publications. From 2005 until 2007, Deaun was Vice President of the Board of Directors, and from 2007 until 2009, she was President. In those years, Deaun contributed to the work of numerous YWCA committees and led the development of a new governance policy manual for the association. Upon completing her term as President, Deaun agreed to remain on the Board for a further year as Past President.

Kokila Khanna joined the YWCA's Board of Directors in 2005, but her volunteer service with the association - providing free legal consultations to women living at Mary's Place - began many years prior to that. While on the Board, Koki served on the Executive Committee as Member-at-Large and then as Vice President. Koki's other committee contributions have included her membership in the Board Development Committee.

Staff

Executive Office

Elizabeth Clarke •
EXECUTIVE DIRECTOR

Human Resources

Maureen Wright
DIRECTOR

Finance

Rodica Ilie
CONTROLLER
Mary Harris

Communications/ Special Events

Emily Baetz
Joanna Baker*

Philanthropy

Sheryl Loeffler •
DIRECTOR
Margaret Mackenzie

Women's Services

Cathy Middleton
DIRECTOR

Lincoln Road Apartments

Linda Brighton
Joan Cyr •
Jack Leblanc
Gwenyth Le-Phuong
Pat McLeod
Denise Muill*
Heather Papp*
Cristina Toffolo

Survivors of Abuse & Trauma

Sandy Dietrich-Bell
Iliana Pressman

Mary's Place

Maria Wallenius
MANAGER
Wesley Austin*
Yolanda Azurdi-
O'Brien
Kristin Baetz
Blanca Baldizon •
Nikki Beattie*
Sarah Chodos
Justine Dogbe*

Eve Fody*
Charlett Forbes
Bere Gharib
Hamadamin
Heather Gingerich
Ingrid Havlik •
Carsten Hiebert*
Diana Houghton
Chris Hussey
Casey Kesek
Maria Kwiecinski
Nicole Marostega*
Susan McCullough
Olga Mesojedec
Mary Olajide
Marg Oldenburger
Kitty Piltman
Freda VanRooyen •
Jaimie Wey



Over **100,000**
women and children are driven out of their homes and
into Canadian shelters by violence and abuse each year.
Violence against women is a \$4 billion problem.

Food Services & Maintenance/ Housekeeping

Phyllis Rohrbacher
OPERATIONS
COORDINATOR
Martha Benson
Stephanie Carriere
Janet Dodds
Murshida Faki
Sarah Gashu
Maria Grimaldos
Jennifer Jacob
Esther Kowai
Rada Lazic
Paul Legare
Victoria Massaquoi
Snezana Nuhanovic
Esmerelda Sanchez
de Lara
Laura Sanchez
Eh Bluk Wah Sha
Renu Shanmuganathan

Supportive Housing of Waterloo

Martin Asling
Anna Campbell
Lisa Clemens
Asnake Dabala
Kendra Foord
Stacy Hammond
David Lebold
Carol Ann Maynard
Gennette Parn
Silvia Reyes
Victoria Toman*

Children's Services

Keri Buck
DIRECTOR

*Note: Some staff have
worked in more than
one department.*

School-Age Programs

Andrea McDonald
COORDINATOR
Heather Abiodun
Waheeda Bahab
Jill Balmforth
Sarah Barbosa
Allison Beeksmas*
Jennifer Carroll ●
Kelly Griggs
Becky James
Amandeep Khakh
Mahmudunnesa (Nesa)
Khatun
Inna Novitskaya
Adrienne Perkins
Mala Pitamber
Penny Poulin ●
Katrina Ratz*
Melanie Rowe*
Amanda Sawyer*
Jennifer Sparks*
Ana Vatres

Homework Clubs

Hailey Craggs
Amy Dunbar
Cailey Holland
Severina Japson-
Boettinger*
Sandra Manojlovic
Derek McCubbin*
Stephanie Noble*
Jessie O'Reilly
Steven Ribeiro
Navneet Sohal
Mary-Louise Wiley

Downtown Daycare Centre

Elaine Bridgewater
COORDINATOR
Ana Cabral
ASSISTANT CHILDCARE
COORDINATOR
Jennifer Angus
Kimberly Bartlett
Tawnya Bate
Shannon Bernier
Maria Borquez
Debra David
Kristen Delaney
Alexandra Domingues ●
Corrine Feledi
Michelle Goodridge
Alycia Harrigan
Farzana Kendall*
Charlotte Kuepfer
Ksenija Lukic*
Angela McEllistrum
Hani Mohamed
Kelly Muir
Matesa Peats*
Eva Pietras ●
Fanny Prieto Ruiz
Euarda Silvestre
Stephanie Sippel
Susan Stade*
Hong Wei Sun
Zofia Wawrzniak
Carissa Wright
Carla Young



At the **YWCA**, every person, regardless
of age, colour, ethnic background, gender, religion or
sexual orientation, is treated with respect and dignity.
No one is excluded from a program because she or he
cannot afford it.

Bridgeport Daycare Centre

Judy Stewart
COORDINATOR
Paul Forte
Laurie Frith
Susan Good
Andrea Hekler
Kaileen Knack
Naury Montero
Melitta Pantlik
Marjana Paravinja
Lyndsay Porteous
Michele Sobczuk ●
Angela Stathopoulos
Pam Young

City Kids Daycare Centre

Michele Kempster
COORDINATOR
Nancy Burt
Margaret Bzorek
Laurie Crawford
Lina Doroslovac
Lorie Grant
Ana Koprivica
Jennifer Marshall ●
Anne McDonald ●
Rosa Salinas
Julie Shields ●
Kim Shier ●
Janina Strukowski
Margaret Wright

Camp Clover

Meghan McBride*
CAMP COORDINATOR
Arielle Champion*
Krista Eberhard*
Ansley Edgar*
Vanessa Erb*
Ryan Gall*
Jason Hambleton*
Katrina Howie*
Allison Nielsen*
Megan Sanderson*

Youth Services

Marina Batista
Brandy Eberhardt
Michelle Robb*
Ashley Tomek

LINC Kids

Sandra Schoemaker
COORDINATOR
Nasima Bilquis
Maryanna Bradley
Meron Ekubation
Shaimaa Elnagar
Vicky Huang*
Aghdas Kahnazi
Geumhee Lee
Mirjana Manojlovic
Darinka Murk
Kisuk Nam
Maryam Nouri
Nadia Younes

* Completed contract,
retired or resigned
during 2010

- 25-year anniversary
- 20-year anniversary
- 15-year anniversary
- 10-year anniversary

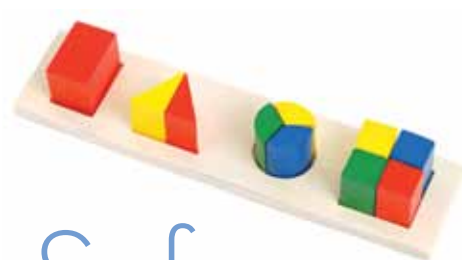


Statement of Financial Position

December 31, 2010

Assets	2010	2009
Cash and cash equivalents	\$405,547	\$434,892
Accounts receivable	200,469	176,666
Inventory	3,288	1,801
Prepaid expenses	<u>53,624</u>	<u>42,070</u>
	662,928	655,429
Investments	864,113	902,231
Property, plant and equipment	8,581,820	8,555,422
	<u>\$10,108,861</u>	<u>\$10,113,082</u>

Liabilities and Fund Balances		
Accounts payable and accrued liabilities	\$502,271	\$434,615
Deferred revenue	43,708	58,524
Current portion of mortgages payable	<u>171,920</u>	<u>1,398,011</u>
	717,899	1,891,150
Mortgage payable	<u>3,052,454</u>	<u>2,068,957</u>
	<u>3,770,353</u>	<u>3,960,107</u>
Fund balances		
Externally restricted	525,325	598,425
Internally restricted	5,821,683	5,598,638
Unrestricted	<u>(8,500)</u>	<u>(44,088)</u>
	<u>6,338,508</u>	<u>6,152,975</u>
	<u>\$10,108,861</u>	<u>\$10,113,082</u>

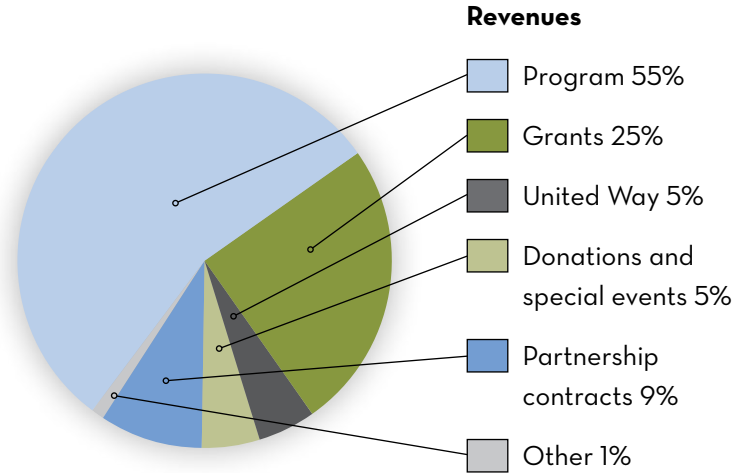


Safe, quality childcare is essential for women's economic security. It allows them to be in the work force or to attend school while having peace of mind about their children's care.

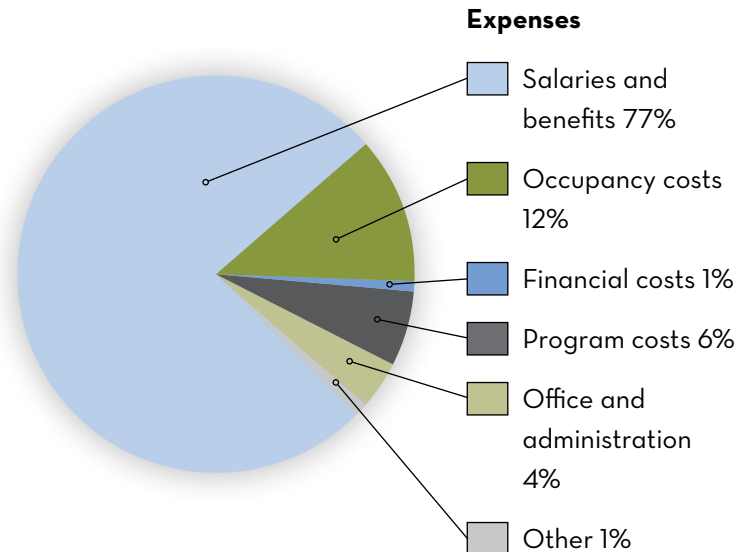
Schedule of Unrestricted Operating Fund Revenues and Expenses

Year ended December 31, 2010

Revenues	
Program	\$2,973,337
Grants	1,349,338
United Way	270,000
Donations and special events	290,908
Memberships	290
Partnership contracts	492,986
Other	29,988
Total revenues	\$5,406,847



Expenses	
Salaries and benefits	\$3,995,219
Occupancy costs	604,773
Financial costs	39,583
Program costs	304,743
Office and administration	198,666
Other	43,158
Total Expenses	5,186,142
Excess of revenues over expenses	220,705
Interfund transfer	(185,117)
Fund balances, beginning of the year	(44,088)
Fund balances, end of the year	(\$8,500)





233%

The amount that the employment rate for women with children under 3 increased between 1976 and 2009.





A TURNING POINT
FOR WOMEN



Head Office

General Inquiries and Administration
153 Frederick St., Kitchener, ON N2H 2M2
Phone: 519.576.8856 · Fax 519.576.0129
general@ywcakw.on.ca

Women's Services

Lincoln Road Housing
155 Lincoln Rd.
Waterloo, ON N2J 4S7
519.747.2200

Mary's Place
84 Frederick St.,
Kitchener, ON N2H 2L7
519.744.0120

Children's Services

**Bridgeport
Childcare Centre**
8 Bridge St. E.,
Kitchener, ON N2K 1J2
519.570.0211

Downtown Daycare
160 Courtland Ave. E.
Kitchener, ON N2G 2V3
519.744.9980

City Kids Daycare
Kitchener City Hall
111 Duke St. W.,
Kitchener, ON N2H 6P6
519.578.1515

**School-Age and
Summer Programs**
153 Frederick St.,
Kitchener, ON N2H 2M2
519.744.3199



129

people were housed in our
Supportive Housing programs
across Kitchener-Waterloo in 2010.