



YWCA KITCHENER-WATERLOO ANNUAL REPORT 2014



LEADERSHIP MESSAGE

Lives valued, lives enriched, lives celebrated. It's that simple, yet we've known for many years that the YWCA was not as well known in our community for the work we do as we would have liked.

About ten years ago, a team from Leadership Waterloo Region conducted interviews on our behalf and we discovered that the majority of people in Kitchener-Waterloo either had never heard of us, or confused us with the YMCA and imagined that we were a health and fitness organization. Many people knew the name of our shelter, and a few were aware of our childcare centres, but almost everyone thought that these were independent organizations. In addition, as part of our 2012 strategic planning process, we contracted with a research organization to do an environmental scan. That research also told us that not only did we have extremely low public recognition, but that this low recognition and general confusion was seriously impeding our ability to do the important work we want to do.

WHAT WE DO

YWCA-Kitchener-Waterloo is one of the largest multi-service organizations in our Region, with more than two dozen programs operating out of as many sites across Kitchener, Waterloo and surrounding townships. Currently we offer four childcare centres serving infants, toddlers, and pre-school age children, ten school-based before- and after-school programs serving children aged eight to 12, a program for newcomer children up to age four, and a summer camp. We offer two drop-in programs for teen girls, a sports and activity outreach program for girls and young women who face barriers to participation in mainstream recreation, and an annual conference for girls in grades seven and eight. We offer two supportive housing programs for women and children who have been homeless, a homelessness outreach program for women who are on the street, a family support program that provides supports and services to families living in low income, a transitional shelter for adults who are homeless, and a year round emergency shelter for women and families who are homeless. And we own and operate a community resource center that provides office space and shared facilities and equipment to eight small, local charities on a cost-recovery basis.

MOVING FORWARD

Based on knowledge and research, our strategic priorities for 2013 to 2018 include developing more supportive housing and expanding our programs for youth. We know that if we are to grow in these ways - and others - to better serve our community, we need the community's support, in the forms of donations, sponsorships, partnerships and client referrals, among other things. For these reasons and more it is imperative that our community knows who we are and what we do.

To assist, we set another strategic priority to better 'tell our story' and increase the YWCA's visibility and the community's awareness of the essence and impact of our programs and services. Part of that work is shifting the way we communicate about our programs and services. Moving ahead you'll see us refer to ourselves strictly by our organization name and not by program. Doing so will provide us with opportunities to share impactful stories and enable us to better educate the community about what we do - valuing, enriching and celebrating the lives of women, children, youth and families in K-W and area. There's much we are doing in this community, and there's much more that we want to do. Thank you for your ongoing support and dedication. Your belief in our vision is greatly valued and appreciated and we look forward to continuing our work together over the next year.

Sincerely,

Tracy Van Kalsbeek, President

Elizabeth Clarke, Chief Executive Officer

MISSION & 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



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.

Vision Statement

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

BOARD & COMMITTEES

Board of Directors

Tracy Van Kalsbeek
President
Allison Roberts
Administrative Vice President
Beth Lautenslager
Governance Vice President
Karen Grogan
Treasurer
Jo Morrison
Secretary
Katie Fischer
Member at Large
Rose Johnson
Nora Martin
Zainab Ramahi*
Debora Ritchie

Leadership and Nominating Committee

Debbie Curry
Mandy Dennison*
Karen Grogan
Jean Leonard*
Debora Ritchie

Retiring Board Member: Karen Grogan

Karen has been involved with the YWCA since 2003, when she joined our Finance and Audit Committee. After serving conscientiously in that capacity for six years, Karen was invited to join our Board of Directors in 2009, serving as Treasurer and Chair of our Finance and Audit Committee. In addition to her substantial governance contributions, Karen gives of her time to provide practical advice and support to Finance Department staff whenever it's requested. But Karen doesn't limit her contributions to her financial knowledge and expertise. Karen is always among the first to lend a hand wherever it's needed. Her involvement in our various fundraising initiatives has been a model and inspiration to others.

Karen performs her duties with energy, creativity and commitment. Her calm approach helps Board members understand and fulfill their fiduciary duties, and her sense of humour makes meetings fun! Her passion for the work of the YWCA is evident in all she does. Karen is truly an outstanding community leader and will be missed by Board and staff alike!

Finance Committee

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

Faith Committee

Isobel Field
Elizabeth Eberhart-Moffat
Janet Hartry
Jean MacLean
Marilyn Post

Club 84 Calling Committee

Heather Lackner
Heather McLennan
Anne Shantz
Mary Reynolds
Colleen Whitney

**resigned during the 2014 term*

2014 IN REVIEW

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's a look at how we made a difference in 2014:

2820
people accessed
YWCA Kitchener-
Waterloo programs
and services



with **thousands** more reached through our education and advocacy efforts across the Region

WANT TO LEARN MORE? FOLLOW US ONLINE ON TWITTER, FACEBOOK AND OUR WEBSITE.



510
girls empowered and inspired
in our youth programs and at
our annual conference



1113
children received quality
full day, before and after
school and summer care
in our childcare
programs



272
women, children and
families supported by
our outreach
programs

81
women and children received
permanent, affordable housing
through supportive housing programs



8
local charities
housed in our
Community
Resource Centre



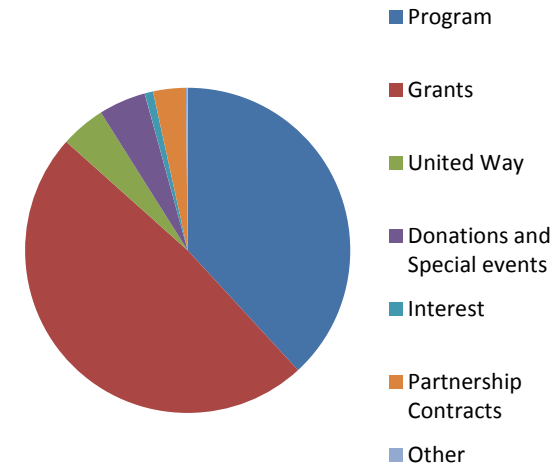
844
people sheltered and
connected with
support systems with the
help of our
Emergency Shelter
Services

SCHEDULE OF UNRESTRICTED OPERATING FUND REVENUES AND EXPENSES

For the year ended December 31, 2014

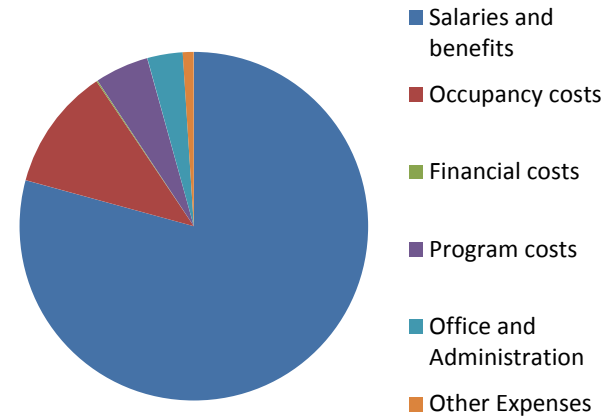
Revenues

Program	\$ 2,393,389
Grants	3,040,194
United Way	253,800
Donations and special events	293,744
Interest	63,300
Partnership contracts	194,682
Other	12,685
Total Revenues	\$ 6,251,794



Expenses

Salaries and benefits	\$ 4,867,732
Occupancy costs	689,915
Financial costs	10,501
Program costs	308,918
Office and administration	202,077
Other expenses	56,171
Total Expenses	\$ 6,135,314



Excess of revenues over expenses	\$ 116,480
Interfund transfers	(116,967)
Fund balances, beginning of the year	(15,241)
Fund balances, end of the year	\$ (15,728)



STATEMENT OF FINANCIAL POSITION

As of December 31, 2014

Assets

	2014	2013
Cash	\$ 37,439	\$ 114,804
Short-term investments	376,494	363,735
Accounts Receivable	100,339	82,194
Inventory	2,373	3,588
Prepaid expenses	18,090	17,619
	534,735	581,940
Long-term investments	998,084	988,977
Property, plant, and equipment	8,192,130	8,557,158
	9,724,949	\$ 10,128,075

Liabilities and Fund Balances

Accounts Payable and accrued liabilities	\$ 461,542	\$ 500,986
Deferred revenue	348,906	204,400
Current portion of mortgages payable	1,018,036	187,832
Current portion of other long-term debt	41,388	41,670
	1,869,872	934,888
Mortgages payable	1,451,298	2,469,335
Other long-term debt	502,165	521,373
	3,823,335	3,925,596

Fund Balances

Externally restricted	738,099	772,554
Internally restricted	5,179,243	5,445,166
Unrestricted	(15,728)	(15,241)
	5,901,614	6,202,479
	\$ 9,724,949	\$ 10,128,075

RECOGNIZING

Club 84

This year, we wish to recognize our Club 84 members by their years of first membership.

We celebrate their many years of support!

MKC - Mary Kaufman Circle Member (\$840+)

484 - Four 84 Member (\$484+)

84+ - 84 and More Member (\$184+)

L84 - Club 84 Member (\$84+)

1980

Shirley Filiatrault	MKC
Alberta and Roderick Jack	MKC
Heather Lackner	MKC
Margaret Marsland	MKC
Carol Ann Bott	84+
Hope Eaton	84+
Pam Irwin	84+
Nancy Lackner	L84
Elva Zehr	L84

1981

Mary Heier	484
Bernice Steep	484
Arlene Dunnette	84+
Trudy Bryant	L84
Patricia Dunker	L84
Mary Dunker-Guy	L84
Beverley Dyck	L84
Marilyn McMillan	L84
Anonymous 2	

1982

Joyce Heck	84+
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1984

Eleanor Kaufman	MKC
Patricia Carty	L84
Colleen Whitney	84+

1985

Carol Lansky	MKC
Nancy Walker	MKC
Ute Hilgers	L84
Sandra Puley	L84
Anonymous 1	

1986

Ursula Carter	MKC
Jean Riedlinger	MKC
Carol Hurlbut	84+

1987

Judith Astley	MKC
Marilyn Dippell	84+
Lynn Forbes	84+
Mary Burrows*	L84
Betty MacMillan	L84
Dianne Moser	L84
Elaine Ormston	L84

* Has asked to be recognized at this level.

1988

Margaret Hooper	484
Barbara Wilgar	484
Jo Hemphill	84+
Marilyn Post	84+
Raymonde Anderson	L84
Harriet Winhold	L84
Anonymous 2	

1989

Frebis Allen	84+
Ellen Trafford	84+
Joan Weiler	L84

1990

Mary Reynolds	MKC
Tracey Zehr	84+
Barbara Dell	L84
Penny Hobson	L84

1991

Nora Kudrenecky	MKC
Pat Laurin	MKC
Helen Howatson	484
Judith Wyshynski	484

Elizabeth Dell	84+
Fran Sandrock	84+
Ann Weir	84+
Marjorie Baillie	L84
Pat Hahn	L84
Lynn Nigh	L84
Audrey Reitzel	L84
Donna Sills	L84
Heather Spall	L84
Diana Spearn	L84
Beverly Thom	L84
Lucille West	L84
Anonymous 1	

1992

Pat and Bill Cunningham	MKC
Mary Kuntz	MKC
Andrea Witzel	484
Jane Cowan	84+
Angela Hinchberger	84+
Beverly Harris	L84
Joan McKinnon	L84
Lois Petker	L84
Donna Szilock	L84
Vikki Tait	L84
Anonymous 1	

1993

Christiane and Hans Kahlen	MKC
Desta Leavine	MKC
Terry Wilson	484
Marilyn Forler	84+
Elizabeth Motz	84+
Elizabeth Witmer	84+
Lorna Ferguson	L84
Jocelyne Legault	L84
Sharon McMorran	L84
Barbara Rahn	L84
Anonymous 1	

1994

Sandra Reid	MKC
Mary Barrett	84+
Arleen Greenwood	84+
Dorothea Sprung	84+
Elizabeth Wylie	84+
Yvonne Ashley	L84

Laura Muirhead	L84
Bev Pullen	L84
Anonymous 2	

1995

Laura Downey	84+
Shirley Thomson	84+
Rita Hemmerich	L84
Carole James	L84
Anonymous 1	

1996

Vi Horton	484
Elizabeth McPherson	84+
Cassandra Zehr	84+
Nancy Haldenby	L84
Shirley Humphrey	L84
Barbara Leask Wynne	L84
Jean MacLean	L84
Marion Roes	L84

1997

Margaret Nally	MKC
Sandra Dare	484
Glennis Yantzi	484
Anne Beyers	84+
Gladys Clish	84+
Gaye Males	84+
Margaret Stephenson	84+
Pat Flood	L84
Magdalene Horman	L84
Carla McLennan	L84
Rosemary Walker-Newkirk	L84

1998

Sara Brown	MKC
Marcia Shortreed	MKC
Karin Kuntz	484
Bev Middlemass	484
Jean Boehmer	84+
Mary Houslander	84+
Elizabeth Kuntz	84+
Sally Leask	84+
Chris Nanson	84+
Nancy Theberge	84+
Janet Valentine	84+
Cindy Bridge	L84
Miriam Butler	L84

OUR DONORS

Kathleen Goman	L84
Bonnie Rollo	L84
Christel Weber	L84
Anonymous 1	

1999

Connie Deckert	484
Kim Boucher	84+
Mary Ann Fleming	84+
Tosa Forwell	84+
Jean Gutoski	84+
Shirley Raetsen	84+
Marnie Wharnsby	84+
Carol Class	L84
Ann Power	L84
Anne Shantz	L84
Julie Trip	L84

2000

Sue Hallman	MKC
Sheryl Loeffler	MKC
Sharon Twilley	484
Susan Clark	84+
Ann Gawman	84+
Joanne Waugh	84+
Michael Benton	L84
Bob Blake	L84
Gail Graham	L84
Hildegard Hales	L84
Melanie McKellar	L84
Anonymous 1	

2001

Dale and Allen Burgoyne	484
Cathryn Finch	84+
Diane Keilhau	84+
Carla Bechtel	L84
Mary Joan Brooker	L84
Annette Oudejans	L84
Joanne Peppler	L84
Anonymous 1	

2002

Marg Finnen	84+
Sylvia Froome	L84
Barbara McCrory	L84
Marilyn Sararus	L84

2003

Mary Boucher	84+
Pat Mighton	84+
Catherine Hunsberger	L84
Jeanne Killin	L84
Lynne Supeene	L84
Anonymous 1	

2004

Anonymous 1	
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2005

Judy Horman	84+
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2006

Jodi Spall	84+
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2007

Joyce Bennett	L84
Malkin Howes-Dare	L84
Margaret Neigh	L84
Elizabeth Poth	L84
Anonymous 5	

2008

Frances McIntosh	L84
Jennifer Monteith	L84
Barbara Reinhart	L84
Anonymous 4	

2009

Karen Grogan	484
Deaun Moulton	484
Amaryah deGroot	84+
St. Stephen ELW	84+
Sandra Evans	L84

2010

Joanne Raymond	84+
Melanie Shantz	84+
Janet Hartry	L84
Elizabeth Thorsen	L84

2011

Roberta Finnie	MKC
Joan Westcott	484
Amy Burke	84+
Elizabeth Clarke	84+
Martha D'Agostino	L84

RECOGNIZING

Monica Furniss L84
Heather McLennan L84
Margaret Meyer L84
Anonymous 2

2012

Mandy Dennison 84+
Nora Martin 84+
Jane Klugman L84
Marg Oldenburger L84
Tracy Van Kalsbeek L84
Anonymous 1

2013

Melanie Marsland 484
Vivian Zochowski L84
Anonymous 1

2014

Marianne Erb 484
Karen Redman 484
Chloe Callender L84
Geraldene Corsini L84
Joan Holland Lehnen L84
Denise and Randy
Klawitter L84
Roslynn Shortt L84
Traces Screen
Printing Ltd. L84
Anonymous 1

Individuals (\$100+)

Matthew Anderson
Jane Arnold
Dave Ashberry
Adrian Baez Alvarez
George and Grace Bechtel
Scott Beech and Cindy Lebold
Ray Beskau
Mary Bish
Barbara Bitzer
Ronald Black
Georgia Bolger
J. Lesley Braun
Chad Bredin
Dorothy Britt
Cathy Brothers
Sara Brown
Anne Brubacher
Lois Brubacher
Mary Brubaker-Zehr
Dubravko Brujic
Allan Bush
Hugh Cameron
Marian Campbell
Merna Chambers
Yolande Charest
A. Karen Chisholm
Susan Clark
Edith Coates
Douglas and Muriel Coleman
Christopher Copp and Marjah
Tajibnapis
Barbara Cowan
Maureen Cowan
Pat Cunningham
Mary D'Alton
Anne Dagg
Jean Davis
Greg deGroot-Maggetti
Gale Dick
Donald Dychuck
Hope Eaton
Corey Eckenswiler
Marlene Epp
John and Valerie Fessenden
Bob Fielding
Lynn Forbes
Ray Fournier

Donald Freeman
Ken Frey
Esther Gascho
Mel Goldstein
George Graham
Gail Grant
Jaclyn Grant
Cathy Gregory
David Grein
Valerie Grieve
John Grotheer
Jim and Sue Hallman
Marilyn Harder
Frances Hatherton
Peter and Elfrieda Hildebrand
Carol Holup
Betty Hooper
Margaret Hooper
Harry Humphrey
Brent Hutzal
Brad Inwood
Ivan and Tina Jagas
Linda Janzen
Margaret Janzen
Otto Jeske
Mary Johnston
James Kalbfleisch
Gordon Kennedy
John Kirby
Theron Kramer
Karen Kukor
Judith Lambert
Marilyn Lambert
Margie Lambert-Sen
Sally Leask
Rosa Lupo
Grant and Halcyon MacDonald
Violet Mackie
Lois Martin
Alexander McIntyre
William McKenzie
Sharon McMorran
Elizabeth McNair
Bev Middlemass
Robert Midgley
Frank Millerd
Tyler Morash
Jane and Scott Morley
Maureen Murphy Fricker

Susan Neeb
Gary Parker
Jerzy Peregudon
Patricia Piellusch
Jonathon Popofski
John Price
Mark and Shari Pus
Marlene Raasok
Maedith Radlein
Barbara Rahn
Karen Redman
Margaret Reid
Judy Reidel
Christine Rier
Ann Robitaille
Annette Rouse
Jim and Mary Sauve
Ilona Scharer
Iris Scharer
Larry and Mary Ann Schmidt
Marilyn Schmitt
Harold and Violet Seegmiller
Erma Shantz
Sara Shellhorn
Peter Sims
Eleanor Snyder
Stuart Snyder
Tim and Teresa Sothern
Norm Southwood
Gloria St. Marie
Susan Steiner
Garry Stevens
Cameron Stewart
William Sutherland
Nancy Theberge
Elizabeth Thorsen
Mary Edith Tondreau
Annika Treffner
Bruce Underwood
John Walker
Richard Walsh
Art Waters
Mark Weber
Michael Wekerle
Brenda Welch
Frances Whittaker
Beatrice Wideman
Carol Wilcox
Lois Wilson

Audrey Wipper
Vivian Zochowski
Anonymous 51

Businesses, Groups, and Organizations

A Child's Place Preschool
BlackBerry
BMO Nesbitt Burns
Canadian Women's Foundation
Community Farm of the Brethren
Downtown Kitchener BIA
Elementary Teachers' Federation of Ontario - Waterloo Region
Elmira Maple Syrup Festival
George Weston Ltd.
Gladwood Trust at the Strategic Charitable Giving Foundation
H. L. Staebler Co. Ltd.
Handtmann Canada Ltd.
High Oak Ranch Ltd.
WHS Foundation
K-W Region Elks Lodge #578
Libro Credit Union
Lions Club of Kitchener
Manulife Financial
Marks Supply Inc.
Medix School - Staff and Students
Olympic Honda
Ontario English Catholic Teachers Association
Optimist Club of Lakeshore Village
Optimist Club of Petersburg
Optimist Club of Stanley Park
Optimist Club of Westvale-Waterloo
Preceptor Lambda of Beta Sigma Phi
Princes Richard and Michael Chapter, IODE
RBC Foundation
REALTORS Care Foundation
Robert and Judith Astley Family Foundation
Royal Canadian Legion, Fred Gies, Branch #50
Royal LePage Shelter Foundation
St. Mary's Cardiac Rehabilitation
Taya Jewellery & Accessories Inc.
The Body Shop - Conestoga Mall

OUR DONORS

The Gordon Linkletter Family Fund
The Home Depot Canada Foundation
The Waterloo Region Record - Lyle S. Hallman Foundation "Kids to Camp" Program
Unifor Local 1106
University of Waterloo
University of Waterloo Federation of Students
Waterloo Region Occasional Teachers Local
Waterloo Regional Labour Council
William Radtke Sheet Metal Ltd.
XKG Sales Associates Inc.
Zonta Club of Guelph
Zonta Club of Kitchener-Waterloo

Faith Communities

Congregation of the Resurrection
Emmanuel United Church
Erb Street Mennonite Church
Forest Hill United Church
Glen Acres Baptist Church Women
Knox United Church, Ayr
Parkminster United Church
Rockway Mennonite Church
St. Agatha Mennonite Church
St. Agatha Roman Catholic Church
St. George's of Forest Hill Anglican Church
St. Jacobs Mennonite WMCEC
St. Jerome's University Catholic Community
St. Paul's Lutheran Women - Bridgeport
St. Peter's Evangelical Lutheran Church
Stirling Avenue Mennonite Church
Stirling Avenue Mennonite Church
Women's Missionary Association
Trinity United Church
United Church Women of Roseville
Waterloo North Mennonite Church
W-K United Mennonite Missionary Circle
Zion United Church
Zion United Church Women
Anonymous 1



STAFF

Executive Office

ELIZABETH CLARKE
Chief Executive Officer

Human Resources

MAUREEN WRIGHT
Director

Finance

RODICA ILIE
Controller

MARY HARRIS
NGOC LINH DO

Communications/Special Events

EMILY BAETZ

Philanthropy

SHERYL LOEFFLER
Director

MARGARET MACKENZIE

Community Resource Centre

PHYLLIS ROHRBACHER
Property Manager

RADINKA LAZIC

Women's Services

CATHY MIDDLETON
Director

Supportive Housing

DONNA BEECRAFT
LINDA BRIGHTON
ASNAKE DABALA
HEATHER EMERSON
JACK LEBLANC
JENNY SPIERS

Downtown Community Outreach

STACY HAMMOND

Survivors of Abuse & Trauma

SANDY DIETRICH-BELL*

Emergency Shelter Services

MARIA WALLENIUS
Manager

KRISTIN BAETZ
MARTHA BENSON*
RHIANNON BLACKWELL
KELLY BOWEN-WATSON
SARAH CHODOS*
LISA CLEMENS
SHERRY COLEMAN
MYLENE COTE
RALPH DAGOSEH
JENNIFER DE CORDOVA (HEIM)
ALEXANDRA DOMINGUES
MURSHIDA FAKI
CHARLETT FORBES*
MARIA GRIMALDOS
INGRID HAVLIK
JENNIFER JACOB
AHMAD JAVED
AMY KELENC
ESTHER KOWAI
MARIA KWIECINSKI
PAUL LEGARE
DEZAREE LITTLE*
CASEY MAHEU
VICTORIA MASSAQUOI
SUSAN MCCULLOUGH*
ELIZABETH MCGAUGHEY*
KATHLEEN MCTAVISH
STEPHANIE MEDICA*
OLGA MESOJEDEC
HOLLIE NOSEWORTHY
SNEZANA NUHANOVIC
KHADIJA NUR
MARY OLAJIDE
MARGARET OLDENBURGER
GENNETTE PARN
ERICA PARROTT
KITTY PILTMAN
JULIO REALEGENO*
SHERRI RAMAGE*
VALERIE RUTHERFORD
MARIA ESMERELDA SANCHEZ de LARA
ELIZABETH SUBU
EMMANUEL UGWUEGBULA
FREDA VAN ROOYEN*

CINDY YOUNG-COURTNEY*
JINGWU (JUDY) ZHANG

Transitional Shelter

STEPHANIE CARRIERE
VANESSA CLAURE
SHARON FEENEY
ASHLEY GRINHAM
JULIE LYNCH
DAVID MCGINLEY
RICHARD MCLEAN
SAMANTHA MCPHEE*
IAIN MORTON
CHERYL NICOL
ILIANA PRESSMAN
DIANA SUKK
AARON WRIGHT

Children's Services

KERI BUCK
Director

School-Age Programs

PAM YOUNG
Acting Manager

VIKKI ATHERFOLD
PATRICIA ARCHAMBAULT
CARLY BEAL
JAIME BRIERE
JASON BROWN*
KELSEA BROWN
JENNIFER CARROLL
JENNY COCHRANE*
BRENDON COELHO*
AMANDA COLE
SARAH COOK
ERIC DOUGLAS*
AMY DUNBAR
PENNY GASTON*
KATHRYN GAUTHIER
ILEANA GUTIERREZ
ANN KENNING*
TRACY MACARTHUR
KALEY MAKSYMUK
MELISSA MARSAW
CASEY MCPHERSON
BAILEY MEISTER
MARIA MILNE

KIRA MITCHELL
FRANCISCA MONTEIRO*
KRISTEN NISPEL*
MATTHEW PITTS
SANDRA SCHOEMAKER
KAITLIN WITT*

Bridge Street Childcare Centre

ANA CABRAL+
Manager
JENNIFER MARSHALL
Acting Manager

JENNIFER ANGUS*
MARIA BORQUEZ>
MEGAN COLLINS
JESSICA DUECK*
SUSAN GOOD*
JULIE GOY
KAYLEE GRAY
LINDSAY HERGOTT
BO LI*
SENAIT MAMO
VANESSA MAZA
MIKAYLA McCRORY
NAURY MONTERO
SABRINA OLIVEIRA*
STEVEN RIBEIRO*
BEVERLY ROORDA
AMANDA SAWYER
MICHELE SOBCZUK
MICHELLE TAYLOR
KATELYN VICKERS
NICOLE WOELLER
KIRSTYN YANTHA

St. Paul Childcare Centre

ANDREA HARDY-
Manager

TAWNYA BATE
MEGHAN BEEDHAM
SHANNON BERNIER
KRISTINE BROWN
DIANA BURROWES*
MARGARET BZOREK
JACKIE DO*
VERONICA DRAGUSIN
YESIM GUZEL

STAFF

PARVIN KHANAM
HANNAH KIM*
CHARLOTTE KUEPFER
REBECCA MELDRUM*
EVA PIETRAS
RENUKAI SHANMUGANATHAN
ZOFIA WAWRZNIAK
CARISSA WRIGHT-
NADIA YOUNES

Duke Street Childcare Centre

MICHELE KEMPSTER>
Manager

SARAH BROWN
LAURIE CRAWFORD
SHANNON CRAWFORD*
LINA DOROSLOVAC
LORIE GRANT
VIVIANA HENAO
JULIE KASTER
ANA LAKHANI
ANNE MCDONALD
MICHELLE RENWICK
NAVNEET SOHAL
JANINA STRUKOWSKI

Jean Steckle Childcare Centre

ELAINE BRIDGWATER
Manager

KIMBERLY BARTLETT
MARINA BATISTA
KRISTEN BURLEIGH
STACY BUTLER
CHRISTINE CUNNINGHAM*
ERNESTINA DARKO
DEBRA DAVID
KARISSA DEVRIES
KHAIRIA FAEZ
HILDA GECZ*
AMAN HALLAN
AYATA KARIMI
AMANDEEP KHAKH
CHRISTINE LEIS
LISA MARTCHENKO*
WANDA MORDEN*
FANNYPRIETO RUIZ
MARIA ROLLAUER

ROSA SALINAS
LAURA SANCHEZ
ERIN SCHORK*
ANGELA STATHOPULOS
RYAN WIENS
JILL WIGNALL*

Care for Newcomer Children

KISUK NAM
Acting Coordinator

JILL BALMFORTH
AKRAM FATTAH*
MAHMUDUNNESA KHATUN
GEUMHEE (THERESA) LEE
MIRJANA MANOJLOVIC
DARINKA MURK
MARJANA PARAVINJA
TAKAKO SAEKI

Camp Clover

JESSIE O'REILLY
Coordinator

CAROLINE BAKALARZ*
NICHOLAS COULOMBE*
KRISTA EBERHARD*
EMILY MCLAUGHLIN*
MICHELLE MECCA*
JACK MEYER*
LAURA OLDEN-COOLIGAN*
ELYSE TITHECOTT*

Youth Services

JENNIFER GORDON
Director

ALIESHA DITTRICH*
JESSICA KUMORDZIE
LEAH BLACK*
JENNIFER O'DRISCOLL*

* completed contract, retired or
resigned in 2014

- 10 year anniversary

+ 15 year anniversary

> 25 year anniversary

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



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