



YWCA
ST. JOHN'S

NATIONAL ADVOCACY.
COMMUNITY ACTION.

Annual Report

April 2022 - March 2023



Land Acknowledgement

We respectfully acknowledge the land on which we gather as the ancestral homelands of the Beothuk, whose culture has now been erased forever. We also acknowledge the island of Ktaqmkuk (Newfoundland) as the unceded, traditional territory of the Beothuk and the Mi'kmaq. And we acknowledge Labrador as the traditional and ancestral homelands of the Innu of Nitassinan, the Inuit of Nunatsiavut, and the Inuit of NunatuKavut. We recognize all First Peoples who were here before us, those who live with us now, and the seven generations to come. As First Peoples have done since time immemorial, we strive to be responsible stewards of the land and to respect the cultures, ceremonies, and traditions of all who call it home. As we open our hearts and minds to the past, we commit ourselves to working in a spirit of truth and reconciliation to make a better future for all.

Sincere thanks to First Light for this Land Acknowledgement.

Message from the Chair

2022-23

The vision of YWCA St. John's is a community where all girls, women, and gender-diverse people are safe, supported, and empowered. Events in recent months have shown just how quickly hard-won legislative rights can be lost, with serious to life-threatening implications for marginalized groups in particular. The YWCA St. John's commitment to its vision is more important than ever.

To work towards this vision requires the organization remain grounded in community and strong at its core. During the 2022-23 fiscal year, the Board of Directors focused on two key aims: Securing new leadership and strengthening the Board's governance capacity.

Executive Search

The primary goal for the Board last year was to fill the role of Executive Director. The Board engaged executive search and leadership consultant firm KBRS to assist with this process. The Board also established a Hiring Committee to work with KBRS, conduct interviews, and make its final recommendation to the Board.

The successful candidate was Maria Gentle. Prior to joining YWCA St. John's, Maria held progressive leadership roles focused on equity and mental health within the non-profit sectors. She most recently held a position with Key Assets Newfoundland and Labrador in the Children and Family Services department as part of the senior leadership team.

Before that, Maria honed her skills in management, policy development, equity, diversity, and inclusion, and community relations working with Thrive CYN in St. John's, AMI-Quebec's Action on Mental Illness, and Sick Kids Centre for Community Health in Toronto.

Strengthening Governance

In addition to the Executive Search, the Board focused on improving its own processes. The frequencies of Board meetings and financial reporting to the Board were changed to increase administrative efficiency and enable Board members to focus their energies on committee work. A Human Resources Committee was established as a standing committee focused on policy development to

support the association's commitment to providing a healthy, engaging work environment. As well, the Board began to prepare for its strategic planning process, with the goal of unveiling a new three-year strategic plan in early 2024.

The Board also engaged in capacity-building activities through the YWCA Canada network. In June 2022, YWCA St. John's Acting Executive Director Deanne Howlett and the Board Chair attended YWCA Canada's One Movement Meeting and Annual Members Meeting in Toronto. These meetings provide a forum for YWCA leaders to unite for national advocacy, make critical decisions, and attend a variety of sessions geared towards knowledge sharing and learning.

Circle of Distinction

Of special note is the evolution of the Women of Distinction Awards. Started in 1994, the YWCA St. John's Women of Distinction Awards are a celebration and recognition of the achievements of women in the community. When planning began for this year's awards, the Board applied an intersectional feminist approach to better align the awards with the organization's existing program and service offerings and community needs.

The awards were renamed the Circle of Distinction Awards to represent a widening of our community of excellence, celebrating the achievements of women and gender diverse people. Traditionally held on International Women's Day on March 8, the date of the ceremony was moved to September to coincide with Gender Equality Week.

Building Our Future Together

Obstacles remain for the advancement of girls, women, and gender diverse people and so the work of YWCA St. John's goes on. YWCA St. John's and its sister associations across Canada continue to advocate for an end to gender-based violence, for the implementation of national childcare, for economic equality, and for an end to homelessness for women, girls, and gender diverse folk. These calls for action are not and cannot be the work of just one organization or sector. We all must work together to build a society in which every person can flourish; a future where each girl, each woman, and each gender diverse person can live in safety, enjoy economic security, and know their voice is heard.

Sincerely,



Kelly-Anne Meadus
Chair, YWCA St. John's

Message from the ED

As we reflect on the past year of transition, it is an opportunity to recognize organizational achievements, the values embedded in those achievements and the people who hold and carry those values at in the heart of their work. Thank you to the YWCA St. John's Board of Directors and staff team for the incredible commitment and care towards gender equity and justice-doing; it is a privilege to join you.

YWCA St.John's has a strong history in creating space for community voice to lead our growth and development. In the 2022-2023 fiscal year, this is evident in the community created through innovative programming and thoughtful partnerships.Thank you to community and participants for placing trust in us to do this work and supporting us to vision forward as part of the YWCA movement.

In solidarity,



Maria Gentle
Executive Director, YWCA St. John's



In image: YWCA staff celebrating Diwali (Oct 2022)

L-R: Kesheen Paul, Deanne Howlett, Ana Perez Rico, Maria Gentle, Rosie Myers, Laura Tarrant, Drishti Patel, & Kimberly Offspring.

Sitting: Nadia Duman.

Missing from photo: Bella Alshakhshir, Jennifer Rose, Suhail Hassan, Wendi Smallwood.

Youth Programs

Young Women's Leadership Program (YWLP)

The Young Women's Leadership Program (YWLP) is a **comprehensive leadership training** developed by YWCA **for young women and gender diverse youth between ages 15 and 18**. The program aims to equip young women and gender diverse youth with the knowledge, skills, and resources required to exercise their leadership abilities and lead change in their communities.

During this **two-day training**, held on August 16 and 17, participants built on their leadership skills, networked with young leaders, and gained insight and confidence in their leadership abilities. As a group, we explored and built on self-awareness, group dynamics, facilitation skills, conflict resolution, allyship, and creating safe spaces.

This year, **nine (9) young women and gender diverse youth attended the program** at NL Housing and Homelessness Network, along with keynote speaker, Stef Curran, and guest panelists, Constanza Safatle and Renata Lang. We are thankful to our funders, RBC Future Launch and Government of NL - GTYO, for supporting this program.

Power of Being You (PBY)

Each year, YWCA St. John's hosts Power of Being You – **an empowerment-based, violence prevention conference for youth**. In 2022, PBY was delivered in partnership with St. Bonaventure's College on November 25, where **ninety (90) students from grades 7, 8, and 9 participated**.

The conference included a keynote speech and workshops on the following four topics: **gender and identity, consent and healthy relationships, media and online communications, and anti-racism**.

We are grateful to Stef Curran (keynote speaker), Renata Lang (guest facilitator from the ANC) and Government of NL - GTYO for supporting this program.



Consent Workshop at PBY, Nov 2022

“

It was very interesting and informative!
Every concept [at PBY] was relatable,
and taught me things I needed to hear.

- PBY Participants, Nov 2022”

Youth Programs

The Collective

The purpose of 'The Collective' is to further YWCA's mission and support its social justice-oriented goals through ongoing initiatives centered on peer networking, mentorship, and leadership development. **Membership is open to all young women and gender-diverse youth, ages 18-30.** The Collective develops and delivers educational, artistic, and networking events such as panel discussions, film nights, and special events like *'#Leadership: But Make It Feminist' symposium (Nov 2020)* and *Pay Inequity panel (March 2022)*. These community events highlight issues relating to social justice and create spaces for youth capacity building.

This year, our main focus was member recruitment and retainment. Six (6) new members joined 'The Collective', resulting in **a total of ten (10) young women and gender diverse youth being engaged with the program.** The Collective followed a monthly meeting schedule, totaling completion of **35 volunteer hours.**

We are thankful to our funders, RBC Future Launch and Government of NL - GTYO, for supporting this program.

TechGyrls - STEM Program

This year, we also had the opportunity to participate in YWCA's **national program** called **TechGyrls.** This was a STEM-based program for cis and trans girls, non-binary, and two-spirit youth **ages 9 to 13,** rooted in the knowledge that women, girls, and gender diverse individuals are disproportionately under-represented in STEM fields.

TechGyrls was piloted as **an afterschool program (Jan-March) in partnership with Bishop Abraham Elementary.** We engaged **fourteen (14) participants,** who attended sessions focused on: team-building, game design, virtual reality, and capillary action.

We are grateful to YWCA Canada and Government of NL - GTYO for supporting this program.



TechGyrls Afterschool Sessions, March 2023

“

I like[d] that everyone was working together and no one was left out. Also, I love[d] the activities that we did and we always got snacks!

”

- TechGyrls Participant, March 2023

Youth Programs Impact & Summary (2022-23)

YWCA St. John's youth programming centers the voices of young women, non-binary, and gender-diverse youth in St. John's. Our programs address gaps in youth leadership development, peer support, and violence prevention – all using frameworks of intersectional gender equity and strengths-based approaches.

In 2022-23, we offered 4 youth programs, engaging over 100 youth.

A major change to all our programming was the adaptation of an **in-person delivery** model, which was done for the first time since the COVID-19 pandemic.

We extend special thanks and appreciation to our community partners – **Constanza Safatle, Renata Lang, Stef Curran, the Association for New Canadians, St. Bonaventure's College, and Bishop Abraham Elementary.** Their support and collaboration enabled us to deliver youth programming where young women and gender diverse youth felt safe, supported, and empowered!

Number of Programs Delivered	4
Total Participants Engaged	123
Volunteer Hours Completed	35



*YWLP Participants working on group projects;
Aug 2022*

“ Really enjoyed the [YWLP] program! Feel it really helped and I enjoyed having guest speakers, learning from their [lived] experiences. ”

- YWLP Participant, 2022

Newcomer Services

LGBTQIA+ Newcomers Project

Through the project, **“Fostering Collaboration of Services for LGBTQIA+ Newcomers in Newfoundland and Labrador”**, YWCA St. John’s continues to work with partners to influence innovative program design and delivery, investigate models of service delivery experiencing success in other areas, and develop mentoring and peer support opportunities to engage LGBTQIA+ newcomers.

This project is being delivered in close collaboration with **Dr. Sulaimon Giwa of Memorial University’s School of Social Work**, and will improve the suite of coordinated, evidence-based services to support the successful settlement and participation of LGBTQIA+ newcomers in NL. This project is funded by Immigration, Refugees and Citizenship Canada.



This year, we delivered **two trainings** to service provider organizations to support them in serving this demographic. We also engaged members of our Project Advisory Committee in creating an **online information series**, highlighting the experiences of LGBTQIA+ newcomers.

Much of this year was spent preparing for the launch of our **research study** on the Settlement and Integration Experiences of LGBTQ+ Newcomers in NL. We look forward to engaging the community in this study in the coming year.

We sincerely thank members of our Project Advisory Committee and Stakeholder Reference Group for their continued support and feedback.

Programs for LGBTQIA+ Newcomers

As part of the **“Fostering Collaboration”** project, in July 2022, we began delivering direct services to LGBTQIA+ newcomers through the following pilot programs:

Our **LGBTQIA+ Newcomer Peer Support Group** is a confidential, non-judgmental space for participants to discuss shared experiences and support one another. This group is peer-led, by volunteer facilitators with lived experience as LGBTQIA+ newcomers. The program aims to support the integration of LGBTQIA+ newcomers by providing information, guidance, and connection to others.

Our **LGBTQIA+ Newcomer Mentorship Program** provides one-on-one support from another LGBTQIA+ newcomer. The purpose of this program is to match newcomer individuals with established community members or long-term immigrants, to help them learn about Canadian life and to take part in community activities.

Throughout this year, we reached 28 individual LGBTQIA+ newcomers through our Peer Support and Mentorship programs. We also engaged 7 LGBTQIA+ newcomer volunteers as Peer Support Group Facilitators and Peer Mentors. Thank you to the volunteers who continue to make these programs impactful.



28
Participants
Engaged

7
Volunteers

Connexions

Connexions is an employability skills program, that commenced in May 2022, to support **women and gender-diverse im/migrant folks facing barriers to employment and economic s**. Although the focus of the service was the support of temporary residents, cohorts were composed by individuals of permanent, refugee and citizen status, as well as a variety of ages. The program was divided into two sections, a paid 7-week employability skills training and a 12-week paid work experience placement.

For all **3 cohorts, workshops were delivered online** due to the COVID-19 pandemic. Throughout the 7 weeks, a variety of subjects were covered during the in-class portion of the program that included confidence-building activities, employment and employability skills, values, time management, workplace etiquette. Participants partook on professional development courses related to their field of interest, to increase their employability skills.

As part of this program, **ongoing one-on-one employment support services and capacity building sessions were also offered** to the boarder community. The program was funded by the Office of Immigration and Multiculturalism, under the Department of Immigration, Population, Growth and Skills, Government of Newfoundland and Labrador.

Applications Received	58
Total Participants Engaged (cohorts + 1-1 support)	40
Program Completion Rate	94%

“

The YWCA Connexions program has been helpful to me as a newcomer in finding my way back into the workforce. It taught me about the job market and how to navigate it. The allowances provided for taking the course went a long way in providing me with that much needed income. It is also a beautiful avenue for newcomers to make friends with like-minded individuals on their collective path to financial freedom.

- Connexions Participant, 2022

”

Economic Security

Launch

Launch is a **17-week employment program for young women and gender diverse youth (ages 16-30)** experiencing barriers to employment. Launch includes 7 weeks of paid training, and a 10 week paid work experience in a field of interest.

Over this reporting period, **4 different cohorts** completed this program through a virtual setting, serving a total of **23 participants**, 17 of whom remained employed/found employment, and/ or returned to school after the end of the program.

The majority of these participants shared with coordinators that their **experiences throughout the program have been rewarding** and played a pivotal role in enabling them to enhance their skillset. Many participants have also reported a boost in their self-esteem and heightened confidence levels as a result of their engagement with the program, positively impacting their employability skills and journeys of personal growth.

This program was delivered in collaboration with YWCA Halifax and YWCA Moncton and funded by Employment and Social Development Canada (Government of Canada) under the Youth Employment and Skills Strategy.



You will love this program- you get to meet amazing people/potential friends, as well as you will learn so many helpful things not just about work but about yourself and the skills you have.

- Launch Participant, 2022



23
Participants
Engaged

74%
Of participants
remained employed
or returned
to school

4
Cohorts

ReLaunch

ReLaunch is a **19-week Employment program designed for women and gender diverse folks (ages 30+)** who face barriers to employment. Participants attend a paid 7-week in-class group learning portion, followed by a 12-week paid work experience placement. During this time participants receive **one-on-one support to navigate barriers**, as well as find employment.

Relaunch commenced in the St John’s branch of the YWCA in August 2022. During this time, a total of **3 cohorts** with **an average of 12 participants per cohort** were facilitated.

The delivery model was changed between cohort two and cohort three. The first two cohorts were split – half doing virtual programming, while the other half attended in-person programming. Cohort three was a full in-person cohort. Combining cohorts led to a new facilitation model being employed – **a co-facilitation model** which proved to be advantageous for both facilitators and participants.

This program was delivered in collaboration with YWCA Halifax and YWCA Moncton, with funding from Employment and Social Development Canada (ESDC), Government of Canada.

Expressions of Interest	101
Applications Received	94
Total Participants Engaged	31

“ I am beyond grateful for this program, as a stay-at-home mom for the last decade, it was the transition I needed to get back into the workforce. It built my confidence, taught me new skills and identified my strengths and weaknesses. ”

- ReLaunch Participant, 2022



ReLaunch program coordinators; Dec 2022

Employer Partners

We are thankful to the employers who collaborated with our employment programs to provide work placements to participants from our **Launch, ReLaunch, and Connexions** programs.

- Angel Paws
- Arluk Outfitters
- Benson Buffet
- Bidgood's Freshmart
- Breakwater Books
- Canadian Red Cross
- Capelin Creations
- Caregivers/Parallel Health
- Clarified Accounting
- Connections for Seniors
- Downtown Comics
- Heritage Foundation of NL
- End Sexual Violence NL
- Equal Voice NL
- For Your Paws Only
- Jimmy Pratt Foundation
- Karen's Woodworking
- Magnum & Steins
- Momentum Health
- Music NL
- Newbornlander
- North Star Associates
- OPAS Mobile
- Perchance Theatre
- Plan B Bar
- Planned Parenthood NL Sexual Health Centre
- Quadrangle NL
- Red Bridge Variety Convenience Store
- REMAX, Robert Decker
- Schizophrenia Society NL
- Sobeys
- St. John's Farmer's Market
- St. John's International Women's Film Festival
- St. John's Women's Centre
- St. Michael's Printshop
- The Lantern
- The Seed Company (Gaze Seed)
- TODOS Productions
- Wags to Whiskers
- YWCA Canada

Community Partners

Throughout our **Launch, ReLaunch, and Connexions** employment programs, we engaged various community partners who supported participants through delivering presentations, facilitating workshops, and by being strong collaborators.

- Andrea Dawe-Keating, Gallup Strengths Coach
- Skills Canada NL
- Collective Interchange
- Community Sector Council
- Office of Immigration and Multiculturalism
- Public Legal Information Association of Newfoundland and Labrador
- Worker's Action Network
- Stella's Circle
- Task Force NL
- The John Howard Society
- The Lantern
- Women in Resource Development Corporation

National Advocacy Community Action

Perinatal Mental Health

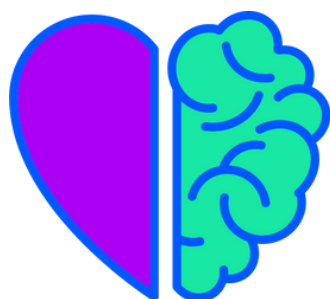
YWCA St. John's is proud to support the Perinatal Mental Health Alliance of Newfoundland and Labrador (PMHANL) through providing **fiduciary support**. Over the past few years there has been a growing interest in perinatal mental health in our province.

The PMHANL was created by community-university partners of agencies, educators, health and social care professionals, and government leaders who want to address the gaps in programs, supports, and services for mothers, infants and families. **The Alliance aims to form new bridges and bring forward a unified response to a growing public health concern that can affect generations.** The Alliance is a group of like-minded, passionate individuals who have come together to help parents and families.

You are not alone.

In Canada, one in five women experience symptoms of anxiety and depression in the perinatal period. **In NL, it is one in four.** You are not alone. Join our Alliance, learn about Perinatal Mental Health and together we can build a strong, healthy community.

For more information, visit www.pmhanl.com.



**Perinatal Mental
Health Alliance**

of Newfoundland & Labrador

#BlockHate

Disrupt & Dismantle! Leadership Fellow

YWCA Canada's #BlockHate Disrupt & Dismantle! Leadership Fellows were part of a four-year research and knowledge mobilization project, **The Block Hate Project: Building Resilience against Online Hate Speech**.

The Disrupt & Dismantle! Leadership Fellows ensured that data gaps and lived experiences were named and centered the project. **YWCA St. John's staff member, Nadia Duman, was part of the first-ever fellowship opportunity** along with eight amazing self-identified Two-Spirit, queer, trans, Black, Indigenous, and people of color members of the movement to lead this work. Fellows engaged in community-based research and developed leadership skills while working with key community and industry stakeholders to take tangible action against online hate. **This resulted in YWCA Canada publishing the first national study on online hate as experienced by women and gender-diverse people, aged 14-30**, spotlighting the alarming prevalence of gendered online hate, its impact, and most importantly, interventions and prevention recommendations designed by survivors themselves.



**#BLOCK
HATE**



The #BlockHate Fellowship allowed me to connect with like-minded colleagues within the YWCA movement.

I learned valuable theoretical knowledge on the topic of violence in digital spaces, as well as practical leadership skills that supported me in conducting community consultations used to inform the national report.

Consequently, YWCA St. John's was able to provide a space for citizens to express their concerns regarding the occurrence of digital hate speech at a local level.



- Nadia Duman

Nadia was also YWCA Canada's 2022 Ann Mowatt Award recipient, recognizing outstanding contribution by young YWCA staff member. Congratulations, Nadia!

Think Big! Lead Now!

YWCA Canada's National Leadership Program

The Think Big! Lead Now! National Leadership Program is a **comprehensive bilingual leadership program** that includes online learning sessions, self-study, peer mentorship and support, and civic engagement activities along with a three-day immersive training and networking in-person summit. Grounded in intersectional feminism and social justice, this program equips **young women, two-spirit, genderqueer, trans and non-binary youth, ages 18-25**, with the knowledge and skills to lead and be change-makers in their communities and beyond.

To support this program, a **Leadership Summit Animation Team (LSAT)**, consisting of young women and gender diverse youth that are part of the YWCA movement, was formed. **Drishti Patel, YWCA St. John's Youth Programs Coordinator, was a member of the 2022-23 LSAT** and supported with outreach, recruitment, planning, delivery, and evaluation of the Think Big! Lead Now! Leadership Program. As a member of the LSAT, Drishti also attended the 3-day leadership summit that was held on March 24-27, 2023 in Muskoka, Ontario.



“

Attending YWCA Canada's Think Big! Lead Now! National Leadership Summit in Muskoka was an opportunity that I will forever cherish! The summit was an empowering space for me to learn and participate; I heard several inspiring stories, met radical community leaders, and gained new perspectives on leadership, advocacy, and community work. I left feeling truly grateful for all the work young change makers are doing across the country and cannot wait to see what we achieve collectively. A huge thank you and shout-out to the YWCA Canada team for all their work in bringing us together. Programs like this truly make a difference!

”

- Drishti Patel

YWCA's Day on the Hill

YWCA's across Canada are experts in housing solutions that meet the needs of women, gender diverse people and their families. YWCA's provide not only a safe place to sleep, but also the wraparound services and support that women and gender diverse people need to thrive. In October, YWCA St. John's joined leaders from across the YWCA movement in Ottawa for the third Day on the Hill.

As a national delegation we met with 58 Members of Parliament, Senators and staff from various departments and our call to action was for the government to address the gendered housing crisis by implementing shelter, transitional and affordable housing projects, including wraparound services and supports.

YWCA Canada continues to advocate with government to build more affordable housing, to support a community of practice of member associations on housing development so that our associations can share resources and information on accessing funding, suppliers and advocating across systems.



In Image: [L-R] Miia Suokonautio, Executive Director, YWCA Halifax; Deanne Howlett, Program Manager, YWCA St. John's; Maria Gentle, Executive Director, YWCA St. John's; Sharon Ishimwe, Board Member, YWCA Halifax; Drishti Patel, Youth Programs Coordinator, YWCA St. John's



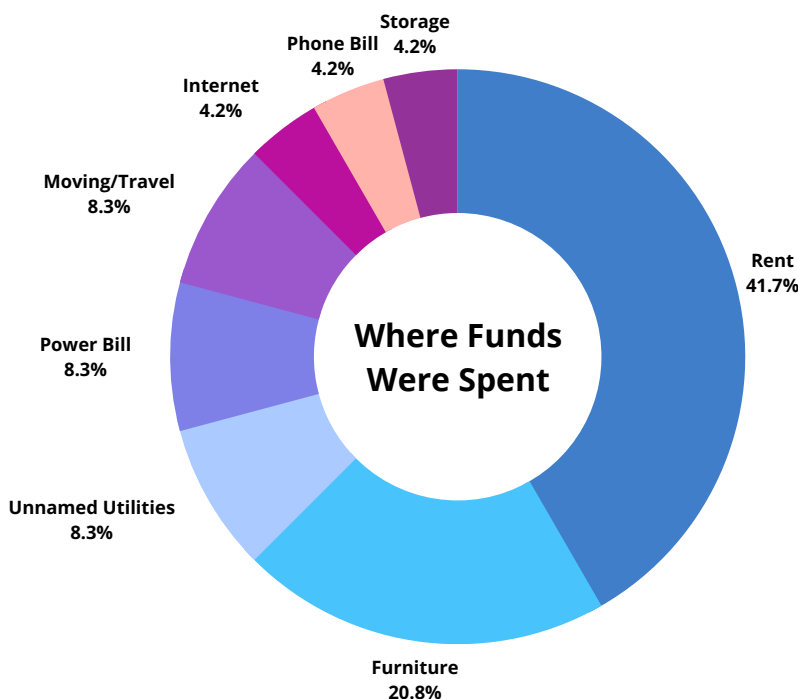
NESSFUND
NATIONAL EMERGENCY SURVIVOR SUPPORT FUND

In Canada, every 6 days a woman loses her life to gender-based violence. Survivors of gender-based violence frequently say that not having enough money was one of the primary reasons they stayed in abusive situations. Without help to leave, survivors have few options available to them to protect themselves and their families. For survivors who are staying at emergency shelters, **a lack of financial resources means their ability to start fresh is still at risk.** Not having money to pay first and last month's rent or other expenses means that survivors and their families have to stay longer in shelters. This leads to many shelters not having enough space, forcing them to turn survivors and their children away.

So, we're taking action.

To meet one of the most frequent and urgent needs voiced by survivors, YWCA Canada, in partnership with YWCA St. John's launched **Canada's first National Emergency Survivor Support Fund (the NESS Fund) in July, 2022.** This initiative provides women, gender-diverse people and their families with financial support to leave unsafe homes or emergency shelters/precarious housing situations and begin their healing journeys.

While the project was equipped to provide 1500 grants over the next 4 years across the country, **the first round of funds for the St. John's region were exhausted within 3 months** of the NESS launch - clearly showing the need for supports within our community.



\$20,824.41 Spent
22 survivors supported

Referral Partners include:
Thrive- Blue Door, Iris Kirby House,
The Journey Project, Mental Health &
Addictions Connect Team.

**Our funds are distributed in
collaboration with YWCA Halifax and
we thank them for their support.**



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NESSFUND
NATIONAL EMERGENCY SURVIVOR SUPPORT FUND

**Support NESS and stand
with survivors.**

Make your gift here:



**To keep your donation within our
community, use the drop down button
to “designate” your donation to St. John’s**

“

As a result of the relief money I got through the [NESS] fund, I was able to move into my own apartment where I felt safe, met new people and got a new position at work with increased hours. All because I was able to get away from the violence.

”

- NESS Fund Recipient

Financial Report

2022-23

YWCA ST. JOHN'S INC.
Statement of Operations
Year Ended March 31, 2023

	2023	2022
REVENUES		
YWCA partnerships	\$ 810,167	\$ 199,876
Provincial government grants	299,500	16,754
Administration fees	132,003	52,164
Federal government grants	113,734	216,701
Foundations grants	31,815	69,174
Donations and fundraising	15,758	18,522
Municipal government grants	5,000	5,000
Earned revenue	120	1,015
Interest	75	100
	1,408,172	579,306
EXPENSES		
Salaries and benefits	651,071	363,065
Program expenses and supplies	254,821	22,848
Contract fees, training allowances and honorariums	233,541	95,931
Administration fees	132,003	52,164
Rentals	48,264	22,513
Professional fees	30,771	9,178
Office	22,554	8,155
Travel	17,144	505
Affiliation dues	5,421	3,394
Telephone and internet	5,238	3,173
Interest and bank charges	3,219	1,176
Insurance	1,838	1,567
Marketing and communications	1,614	1,302
Training and development	380	3,660
Miscellaneous	287	312
Event rentals and supplies	-	255
	1,408,166	589,198
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	\$ 6	\$ (9,892)

Board of Directors

Outgoing Board Members:

- Chelsey MacNeil
- Lori Savory

Slate of Nominees:

- Dulanjalee Iluksooriya
- Erin Holland
- Ony Anukem Eledu

Returning Board Members:

- Gobhina Nagarajah
- Jen Crowe
- Kelly-Anne Meadus
- Madhurima (Maddy) Banerjee
- Mimi Sherriff
- Samantha Dlugosch

Thanks to all outgoing and returning members of our Board of Directors for your ongoing dedication and support.

Thank You to Our Funders

Funded by the
Government
of Canada

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Newfoundland
Labrador



YWCA
CANADA

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UNE VOIX NATIONALE.
DES ACTIONS LOCALES.



Foundation



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TORONTO

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COMMUNITY ACTION.



United Way
Greater Toronto
FUNDED AGENCY



YWCA
MONCTON



YWCA
HALIFAX

ST. JOHN'S



CONGREGATION OF THE
SISTERS OF MERCY

We are grateful to each of our donors and volunteers for supporting our programs. We regret any errors or omissions.



YWCA
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Let's stay connected!

- 1. For general inquiries:**
info@ywcastjohns.ca
(709) 726-9922
- 2. Join our mailing list:**
ywcastjohns.com
- 3. Become a supporting member:**
ywcastjohns.com/membership
- 4. Donate through our
CanadaHelps page:**
ywcastjohns.com/donate

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