



Serving the Community Since 1979

WOMEN IN CRISIS (ALGOMA) INC.

41ST ANNUAL GENERAL MEETING

Thursday, October 15th, 2020

5:30 p.m.



Your wings already exist,
all you have to do is

fly

MISSION STATEMENT

Women In Crisis (Algoma) Inc. is an innovative, non-profit, community based organization working to provide advocacy, support, safe shelter, programs and services for all women and children affected by abuse and violence.

Women In Crisis provides leadership, education, and awareness to the community on the issues of woman abuse.

Kelly O'Donnell, *President*

Sandra Elgie, *Vice-President*

Andrée King, *Secretary/Treasurer*

Michelle Nogalo, *Member-at-Large*

Suzanne Crowell

Monique Rollin

Lindsay Spina

Trina Skagen

Ben Bolduc

Angela King

Tracy Galizia



Norma Elliott

Director of Programs & Staff

Sharon Reid

Director of Community Relations & Finance

UNSELFISH & NOBLE actions

are the most

RADIANT pages

in the

Biography of Souls



OUR FUNDERS

- ◆ Ministry of Children, Community & Social Services
- ◆ Ministry of the Attorney General
- ◆ Ministry of Health and Long-term Care/North East LHIN
- ◆ United Way Sault Ste. Marie and district
- ◆ Department of Justice Canada
- ◆ And local Community Donors

***Tracey Bumbacco
Kali Burnell
Megan Cuglietta
Norma Elliott
Kerry Evans
Jaye Frost
Giovanna Iannelli
Brenna Krachji
Elia Kruschack
Angela Laird
Jennifer Leask
Aimée LeClair
Erin Lodge
Caylee Luukkonen
Wrayanne MacDougall
Michaela Mahn
Brianna Mallais-Germain
Bridget Maynard-Beall

** Sarah Monette
Sarah Paciocco
Debbie Pokno
Rachel Read-Valois
Sharon Reid
Danica Saunders
Julie Strachan
Jenna Van Hoek
Ashley Wieczor

* Retired

** Leave

*** Left during the year

AGENDA

WELCOME/INTRODUCTIONS

CALL TO ORDER

PRESIDENT'S REMARKS

BOARD RECOGNITIONS

APPROVAL OF MINUTES FOR THE

ANNUAL GENERAL MEETING OF JUNE 13, 2019

ELECTION OF BOARD FOR 2020-2021

ANNUAL FINANCIAL STATEMENTS

APPOINTMENT OF AUDITORS

INTRODUCTION OF NEW EXECUTIVE FOR 2020—2021

DIRECTORS' REPORT

ADJOURNMENT

On behalf of the Board of Directors and Staff of Women In Crisis (Algoma) Inc., I welcome you to the 41st annual general meeting, Covid style. This year has been anything but ordinary. Staff and Board members, like many others in the community, have had to adapt and change to function in our new world.

This is my 7th year of serving as a Board member for Women In Crisis (Algoma) Inc. I have watched, with pride, the organization grow and develop over the past number of years. I would like this message to focus on the resiliency of the staff at Women In Crisis during a year like no other.

During the 2019/2020 year, prior to Covid, WIC hosted seminars and workshops aimed to educate the community on topics such as human trafficking and trauma; they initiated campaigns such as Walk a Mile; they celebrated International Women's Day; they marked the anniversary of the mass shooting at Ecole Polytechnique; and ensured the women and children had a joyous holiday season, just to name a few events.

Women In Crisis hosts these massive events with no additional staff and are able to do so because of the dedication of the employees. I challenge you to attend the next WIC function; you will not find anyone who does it better than WIC. I have had the opportunity to attend many of the events hosted by WIC and am so proud of the organization and what they accomplish with limited resources.

WOMEN IN CRISIS (ALGOMA) INC.

**CONSOLIDATED STATEMENT OF OPERATIONS AND
CHANGES IN UNRESTRICTED NET ASSETS YEAR
ENDED March 31, 2020**

	2020	2020	2019
	Budget Unaudited	Actual Audited	Actual Audited
Memberships	4,500	5,313	5,393
Capacity Building	-	-	53,438
Algoma Council on Domestic Violence	24,517	28,454	39,314
Capital reserve allocation	6,188	6,188	6,188
Building reserve allocation	-	39,750	58,917
One time	-	138,552	110,785
	<u>1,843,123</u>	<u>2,147,006</u>	<u>2,141,860</u>
EXCESS OF REVENUE OVER EXPEDITURES	-	-	-
UNRESTRICTED NET ASSESTS, beginning of year		<u>-</u>	<u>-</u>
UNRESTRICTED NET ASSESTS, end of year		<u>\$ -</u>	<u>\$ -</u>



WOMEN IN CRISIS (ALGOMA) INC.**CONSOLIDATED STATEMENT OF OPERATIONS AND
CHANGES IN UNRESTRICTED NET ASSETS YEAR ENDED
March 31, 2020**

	2020 Budget Unaudited	2020 Actual Audited	2019 Actual Audited
REVENUE			
ONTARIO MINISTRIES			
Children, Community and Social Services	\$ 1,471,792	\$1,654,817	\$1,590,457
Health and Long-Term Care	64,995	64,995	70,895
Attorney General	211,741	211,741	197,598
United Way of Sault Ste. Marie	20,000	20,000	20,000
Donations	-	102,647	96,841
Other	74,595	92,806	166,069
	<u>1,843,123</u>	<u>2,147,006</u>	<u>2,141,860</u>
EXPENDITURES			
Salaries and benefits	1,553,806	1,522,367	1,442,311
Conference and meetings	9,500	59,698	93,225
Public education and awareness	4,000	19,986	24,244
Program supplies	36,000	53,026	43,895
Staff expenses	4,200	18,104	18,064
Client services	6,000	9,986	13,970
Utilities	24,000	23,263	23,198
Telephone	6,000	9,714	10,345
Insurance	16,500	13,845	17,030
Occupancy	73,912	73,649	73,666
Repairs, maintenance and renovations	49,000	91,354	75,859
Office	19,000	22,948	24,027
Legal and audit	6,000	10,809	7,991

In March 2020 Covid 19 struck, the world seemed to stop moving and the staff had to adjust to this new way of living, while supporting women and children fleeing abusive situations. The shelter did not close when Covid 19 shut down entire communities. While many of us were simply sent home to work, they were implementing new policies and procedures that were directed by the Ministry, only to have those policies and procedures change by the end of the day. While many of us were safe in our homes, the staff placed themselves at risk to ensure women and children who required services had them. This was not an easy time for staff and management at WIC, however, they continued to offer the amazing services they do while adapting to our changing reality.

As many of you know, the Walk a Mile event scheduled for June 6, 2020 had to be postponed. The staff at Women In Crisis (Algoma) Inc., made the decision, supported by the Board, to host a virtual Walk a Mile on September 26, 2020. This is truly remarkable. In a year where many events are being cancelled with good reason, the staff persevered and wanted to host this important awareness campaign. During my years as a Board member I have heard the stories from family members and survivors how they feel empowered by joining in the walk to end violence against women and children. The staff also heard these stories and decided to continue with the walk in an effort to raise awareness and encourage the community to "Be a light".



In closing, it is my hope that the staff of the shelter not tire and continue to persevere through these challenging times. I encourage the Board members to continue to support Norma, Sharon and the staff so the awesome work that is being done by Women In Crisis (Algoma) Inc. will continue.

I would like to express sincere gratitude to all staff and management of the shelter. The past 7 years have been filled with hope as I witnessed the staff offer kindness, respect, safety and security to the women and children in our community.

Finally, I encourage everyone to “Be a light” and help us end violence against women. It is a fundamental right for all women and children to feel safe. It has been a pleasure to serve as a Board member for Women In Crisis (Algoma) Inc.

Thank you and Stay safe,

Kelly O'Donnell

President, Board of Directors

Women In Crisis (Algoma) Inc.



FINANCIAL STATEMENTS MARCH 31, 2020

**WOMEN IN CRISIS (ALGOMA) INC.
STATEMENT OF FINANCIAL POSITION
March 31, 2019**

	2020	2019
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 66,919	\$ 72,114
Government remittances payable	58,078	42,326
Deferred contributions	31,715	34,566
Current portion of mortgage payable	52,444	49,199
	209,154	198,205
LONG-TERM DEBT	306,546	358,990
Total Liabilities	515,702	557,195
Restricted Net Assets	984,161	515,660
	\$ 1,499,863	\$ 1,072,855

WOMEN IN CRISIS (ALGOMA) INC.
STATEMENT OF FINANCIAL POSITION
March 31, 2020

	2020	2019
ASSETS		
CURRENT		
Cash and term deposits -	\$ 1,071,832	\$ 599,784
Account Receivables	35,872	30,189
Government sales tax receivable	17,545	20,733
Prepaid expenses	15,624	13,960
	1,140,873	664,666
CAPITAL ASSETS	358,990	408,189
	\$ 1,499,863	\$ 1,072,855



I WANT EVERY **GIRL**
 TO KNOW THAT HER **VOICE**
 CAN CHANGE THE **WORLD**

Malala fund

A WORD FROM OUR SHELTER DIRECTORS

It is somewhat difficult to know where to start when attempting to summarize the highlights of fiscal year 2019-2020. Sometimes the best way to begin is to look back and appreciate the history of our organization and how far we have come. Forty-one years of service and a commitment to ending abuse and violence against women and children, walking alongside them and having the honour of learning from them every step of the way. Of being inspired by their strength, courage and determination to live a life free from abuse and violence. This monumental milestone was celebrated and captured on a video that was shared at the 40th Anniversary celebration at the Delta Marriott on June 13th, 2019. Throughout the evening, and over dinner, many memories, stories and moments of reflection were shared with all who gathered together.

We would be remiss not to acknowledge that the company of many doesn't erase the loss of one; our colleague and dear friend, Laura Szczepaniak, passed away this year. She was our auditor for many years, she understood the work we did and supported us in that work. She is dearly missed and thought of often.

This year an over-arching spotlight was cast across ministries and sectors where human trafficking and sexual violence is concerned. We were flooded with cross ministerial funding opportunities, partnership requests, and professional development trainings.

SEXUAL ASSAULT/ABUSE CRISIS COUNSELLING

Women Accessing Counselling Services	57
Individual Sessions	444
Counselling Hours	541
Group Sessions	23
# of Women rec' Advocacy & Accompaniments	23
Hours providing ADV. & ACC.	39
Crisis Telephone Counselling Sessions	85
Broad Public Education: Events	4
Public Education: Training/Workshops	1
Participants in PE Training/Workshops	24
# hours engaged in PE events	3

COMMUNITY EDUCATION

High Schools	6
Other Programs	0
Sessions	110
Students	881

FAMILY COURT SUPPORT PROGRAM

Women Accessing Program	41
Safety Plans	36
Intake/Debrief Sessions	862
Information Provided/History of Abuse Recorded	73
Legal Accompaniments	103
New Referrals received	13
Referrals provided	2
Direct Service Hours	407

EMERGENCY SHELTER

Occupancy Rates	86%
Women Residents	215
Children Residents	102
TOTAL RESIDENTS	317
Overflow Bed Days	125

TELEPHONE LINE SERVICES

Crisis Calls	854
Support Calls	1087

SHELTER WALK-IN SERVICES

Number of Walk-Ins	660
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**SEXUAL ASSAULT/ABUSE
COMMUNITY COUNSELLING PROGRAM**

Women Served	56
Individual Counselling Sessions	426
Counselling/Advocacy Hours	646
Telephone Support	108
Safety Plans	17

TRANSITIONAL HOUSING & SUPPORT PROGRAM

Women Accessing this Service	25
Individual Appointments	160
Telephone Support	339
Transitional Support Plans	23
Safety Plans	24
Direct Service Hours	309

The trainings spoke to the importance of preventative measures to stop these things from happening and the trauma informed approaches to use when it unfortunately does.

To that end, we brought Dr. Lori Haskell back to Sault Ste. Marie in November to facilitate the final phase of the multi-year Justice Canada grant. She never fails to disappoint and this two-day workshop was no exception as she captured her audience with stories that brought home crucial and immediately applicable tools that service providers and justice partners can draw on when supporting survivors of sexual abuse and/or human trafficking. In July WIC received a surprise visit from Minister David Lametti (Minister of Justice and Attorney General of Canada) in relation to the project funded by Justice Canada. Norma and Erin met with him, two of his staff and MP Terry Sheehan, who spent over an hour of their time listening to our concerns in regards to the justice system, the very evident need for increased Family Court Support funding and last but not least our dire need for a stand alone Sexual Assault Centre.

In December, WIC committed to working alongside HOPE Alliance in organizing and hosting a two-day workshop. This initiative was to result in the creation of a community response plan to human trafficking that would be specific to the Algoma region while also increasing community capacity to do so and building on previous work done by HOPE Alliance and partner agencies. A tremendous amount of work went into preparing for this event at the end of March only to be derailed two weeks prior to being held due to COVID-19.

At the time of writing this report, it remains unknown as to when this work can continue as it all depends on the status of emergency orders and this pandemic in the coming year.

It is often said that the key to prevention is education, and efforts in this regard were tremendous this year.

The Rose Campaign was launched during the 16 days of Activism to end gender based violence and by all accounts was very well received.

This campaign was carried out with the tremendous support of Superior Media and with one goal, to shine the light on 16 incredible women in our community who are dedicated to ending violence against women while honoring the memory of the 14 women who lost their lives on December 6th, 1989 and for all women who have died or endured gender based violence.

WIC's application to the Women and Gender Equality for financial support this year was another success which is resulting in positive financial and educational outcomes for the organization. Partial funding has been earmarked for Strategic Planning which is pending in fiscal year 2020-21, but the bulk of the \$90,000 multi-year project funding was aimed at supporting the development and growth of an online fundraising platform (Raisin) to enhance organizational fundraising efforts and online donations. This year, it supported the newly launched Ribbons of Hope campaign and will also host our upcoming 3rd annual Walk A Mile In Her Shoes event.

Mid-year, we learned the incredible news that WIC had been named the beneficiary of a pension. It is difficult to know the affect that abuse has on people's lives or how it influences one's choices as they move forward. Maria was a person who had not only witnessed abuse as a child but also lost her mother because of it. The impact that this type of trauma has on a child is unmeasurable. Maria made a choice to move forward with her life and became a strong and caring woman who loved animals and became an amazing teacher.

*The beauty of a woman
is not in the clothes she wears, the
figure that she carries, or the way
she combs her hair. The beauty of a
woman is seen in her eyes, because
that is the doorway to her heart, the
place where love resides. True
beauty in a woman is reflected in
her soul. It's the caring that she
lovingly gives, the passion that she
shows and the beauty of a woman
only grows with passing years.*

~ Audrey Hepburn

The Wellness Committee was thrilled to organize a wellness day for all staff away from the Shelter in February. In the morning staff attended the “Locked Up Escape Room” for a Team Building exercise, lunch was provided and then in the afternoon there were various self-care options to choose from and the time to enjoy them. The timing could not have been better to pull this event off, because who knew that in just weeks, the provincial government would declare a pandemic and a state of emergency that would alter the course of all our lives? COVID-19 was introduced just as our fiscal year drew to an end.

Stay tuned...

Norma Elliott

Director | Programs & Staff

Sharon Reid

Director | Community Relations & Finance

Sadly, she passed away last year at the age of 42, and unbeknownst to us, Maria had decided to leave her pension to Women In Crisis. This very incredible and kind gesture let us know that the work we do was very near and dear to her heart and to acknowledge that, she provided the Shelter with a very generous donation of over \$417,000. We are hoping to utilize her money in a way that supports the work that we do.

It seems that change has been a constant at WIC in terms of layout and design! Some of the more significant changes that happened this year required “a wee bit” of upheaval as we changed around all the office spaces on the main floor of the Shelter, to improve both accessibility and efficiencies. We were so grateful when MCCSS approved our application for capital funding to offset this project, which was completed for the most part by the end of the fiscal year. In terms of design, earlier this year we were also able to refresh the furniture in the crisis interview office, which was a much welcomed change for everyone who uses the space.

In other news, the Joint Health and Safety committee held their annual and much anticipated Extravaganza with a game show theme. Everyone was divided up into teams and had to not only come up with a name for their team, but had to create a song and dance for it too. Teams earned points but also got demerit points if they had not yet completed online training such as WHMIS. You have to know how competitive some of the WIC Women are to fully appreciate what went down between the Cash Cab, Price Is Right, Who Wants to Be A Millionaire and Jeopardy games that were built around all things health and safety. This long standing tradition always generates much laughter, competitive spirit and reminders about health and safety policies and relevant legislation. It is a great way to get through dry material...and people tend to remember the facts because it was so much fun!