

2019 Annual Report



YWCA
HALIFAX

NATIONAL ADVOCACY.
COMMUNITY ACTION.

Our Mission

We build economic security, promote wellness and create opportunities for women, girls and their families by providing a strong voice and integrated services.

Our Vision

We envision a world where women and girls are empowered in a safe and equitable society.

Four Focus Areas

- Promote the leadership, health and wellness of women and girls
- Advance women's economic and housing security
- Deliver quality, accessible, developmental early learning and child care
- Work to end violence against women and girls



Message from the President and Executive Director

At the YWCA World Council in Johannesburg, South Africa in November 2019, newly elected World Council President Mira Risez urged:

We must ensure that young women are empowered to be at the forefront of change so that the YWCA can be responsive to the communities that need it the most, lest the movement forget that it is here to improve the lives of the most vulnerable women that face atrocities, displacements, violence, poverty and death every day. We have an ethical responsibility to keep their hopes alive.

In 2019, YWCA Halifax made great advances in our programs and supports for young women, in centering their voices, and in working toward a more just world for young women.

We began the year growing quickly our initiatives on the commercial exploitation and sexualized human trafficking of youth. Our two Peer Outreach Workers took on a full caseload, conducted outreach throughout the province, and supported our partners to engage with, primarily, young women. Our Family and Community Support Worker accompanied families through difficult court proceedings. And our newly hired Safe Housing Coordinator brokered a relationship with a private landlord to launch an emergency safe house for trafficking victims in 2020. We also worked closely with agents within relevant government systems to bring about progressive policy and program changes to support all young people in Nova Scotia affected by this issue.

Recognizing the gendered nature and deep impacts of cyberviolence in the lives of girls and youth, our Community Programs department grew our longstanding successful GirlSpace program. We expanded to more schools, brokered partnerships with diverse community partners, and expanded to include GuySpace and YSpace, the latter being a peer to peer component of our Open New Tab (ONT) program. Our youth team worked with 215 youth each week on issues of cyberviolence, cyberbullying and gender.

Today, YWCA Halifax is the largest multiservice women's organization in Atlantic Canada. What's more, we are uniquely positioned, through our YWCA relationships nationally and globally, to center young women's voices in our work. We are proud that 30% of our Board are young women under 30 years old.

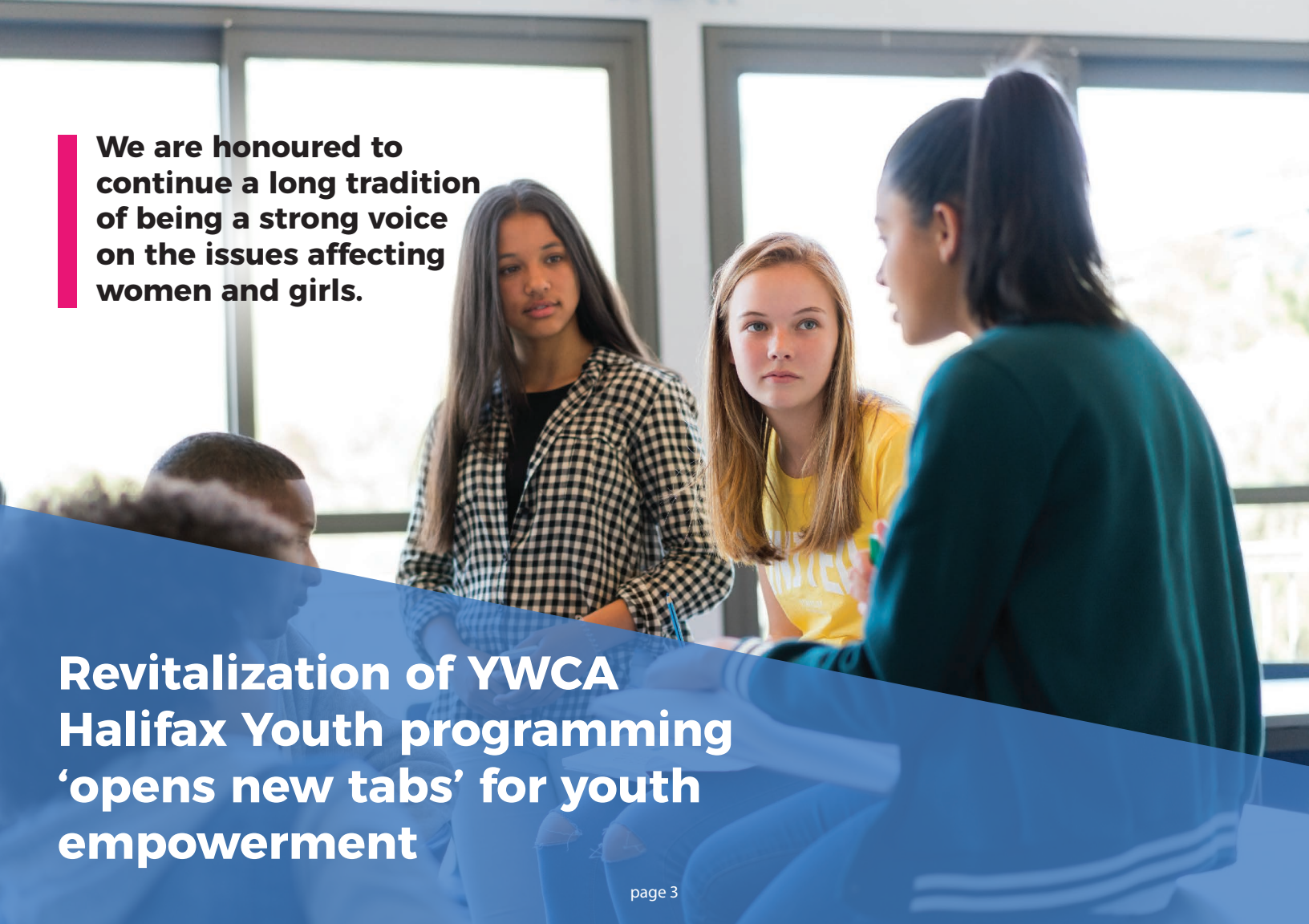
Sincerely,

Alana Patterson

President & Chair, Board of Directors

Miia Suokonautio

Executive Director

A photograph of three young women in a meeting. One woman on the right is seen from the back, wearing a teal sweater. Two other women are facing her, one in a black and white checkered jacket and the other in a yellow t-shirt. They are in a room with large windows in the background.

**We are honoured to
continue a long tradition
of being a strong voice
on the issues affecting
women and girls.**

Revitalization of YWCA Halifax Youth programming 'opens new tabs' for youth empowerment

In 2019, we revitalized our youth programming with Open New Tab (ONT) comprised of GirlSpace, GuySpace, YSpace, and PowerCamp. These dynamic, free programs incorporate best practices in youth engagement and community development with a special focus on cyberviolence.

Open New Tab, made possible with the generous support of the Halifax Youth Foundation, the Nova Scotia Department of Health and Wellness, and Public Safety Canada, officially launched in September 2019.

“ONT’s growth has been exponential and is a real testament to this work’s importance,” says Marcus Baksh, ONT Team Lead.

In 2018-19, GirlSpace was the only YWCA Halifax school-based youth program and was available in seven junior high schools with 75 youth participating each week. Now, with the addition of GuySpace and YSpace, youth programming operates in 12 junior high schools and 3 elementary schools in the HRM, with more than 215 youth participating weekly.

Highlights have included the recruitment of dedicated coordinators and the expansion of ONT programs at community locations such as

the Prospect Road Community Centre, Mi'kmaw Native Friendship Centre, and Chebucto Family Centre. These community locations reach diverse youth outside of the school environment.

For Marcus, a key highlight is the feedback received from youth. “Participants have said that coming to ONT programs provides them with a safe environment where they feel like they can be themselves. These programs play an important part in building a young person’s character and we’ve done well to meet the young people where they are at in their lives.”

Now that community awareness of YWCA Halifax youth programming has increased, Marcus looks forward to providing new programming for the upcoming year.

“We’re in the process of creating a Youth Advisory Council to help ensure that our programs remain current and relatable,” says Marcus, who also mentions plans to start a Youth Peer Mentorship Program and launch a youth-focused podcast.

We can’t wait to see (and hear!) what’s next.

215 Youth per week attend GirlSpace, GuySpace.

12 Junior high schools.

3 Elementary schools host Y Space.

2 Free summer PowerCamps.



Newcomers helping newcomers in Experts by Experience program

The YWCA Halifax Experts by Experience (EX2) program has newcomer women, as trained peer leaders to other newcomers in Halifax, deliver workshops to help others navigate the social, economic, legal, health and educational systems.

The uniqueness of this innovative program is rooted in a foundational YWCA value: by women, for women, about women. Newcomer women, who are experts in their own experiences of immigration and resettlement, support other newcomers while providing the opportunity to connect to those with similar journeys.

Marwa Kuri, EX2 facilitator at YWCA Halifax, says the program helps facilitate connections while developing a sense of belonging, self, and purpose. “Our shared experiences, such as missing our families and culture and the challenges faced in resettling, allow us to have a deep understanding of feeling as if you’re not a part of the wider community,” says Marwa.

EX2 empowers women through workshops, focus groups, connections to service providers and one-on-one support as needed while helping participants feel understood. Combining a sense of companionship, belonging, and friendship with practical settlement knowledge, resources, and skills in a uniquely YWCA endeavour, rooted and informed by women's migration experiences and needs.

As one EX2 participant told of her first meeting Marwa, "When I saw you, a newcomer woman like me in this role, it gave me hope that newcomer women are capable of succeeding and helping their communities at the same time."

This sentiment is echoed by Marwa herself. "This program has given me the opportunity to develop professionally and be a part of a support network for newcomer women. I am so proud that I can help and support newcomers who are going through the same process."



170 Newcomer women supported.

1,040 Newcomer women improved their financial literacy skills.



**Treasurer of YWCA Halifax
Board of Directors a voice
for young women**

As an organization that engages young women at the programming and leadership levels, we're committed to at least 25% of the YWCA Halifax Board of Directors being comprised of women aged 30 or younger.

One fateful day over a hot coffee in early 2018, Nikki Mills first learned of the YWCA from her friend, mentor and former YWCA Halifax board member, Lee-Anne Kovacs. Hearing about the YWCA's work to build economic security and promote wellness for women and girls, Nikki walked away feeling like she was already part of something special. And she was inspired to do more.

"The chance to be a part of the Board of Directors for an organization that celebrates women, girls and trans people by empowering them to be exactly who they are felt like the perfect fit," says Nikki, now Treasurer of YWCA Halifax's Board of Directors. "For me, it's an opportunity to learn from other women who have walked the same path."

What started as a conversation with a role model developed into something much more. As a young woman, Nikki enjoys the

opportunity to sit alongside a diverse board of strong and thoughtful women. She is also unafraid to contribute her own voice. Together, the board members hear the inspiring stories of participants, who Nikki says persevere through adversity every day.

Since joining the board in 2018, Nikki quickly moved into the Treasurer role and attended the YWCA Canada Annual Members Meeting in Manitoba in 2019.

Above all, Nikki aims to amplify the values and message of YWCA Halifax in her career and personal life. She is working to serve as an ally for women, girls and families while being a voice for young women on the board.

We are advancing women's housing security

Women in Supported Housing (WISH)

WISH provides safe, secure, supported housing to 34 single women, aged 19 years and older, who have experienced homelessness and face barriers to stable housing.

Supportive Housing for Young Mothers (SHYM)

SHYM provides supportive housing, parenting support, and life skills education for at-risk young single mothers and their children.

82 women and children housed in SHYM and WISH.



We provide quality early learning and childcare.

Ensuring access to childcare is critical to advancing the economic security and equality of women. Universal access to early learning decreases poverty rates for women and their families. We know that every dollar invested in universal, high-quality early childhood education produces a two-dollar social and economic return to our society.

When women and families are provided with childcare, they increase their economic security. As one of the first licensed childcare facilities in Nova Scotia, YWCA Halifax has a long history of providing quality inclusive early learning and childcare programs. YWCA Canada is the second largest provider of early learning in the country.

Family Home Daycare

The YWCA Family Home Daycare program is licensed by the Department of Education and Early Childhood Development. YWCA approves, monitors, and supports family home daycares throughout HRM.


This is a voluntary program offered to lessen isolation, provide knowledge and encourage professional development. Our mission is to help provide safe and quality childcare for children from infancy to school age in a private home setting at no cost to the provider.



Provided childcare for **150** families.

40 Family home daycare providers.

300 Families used our family home daycares.

A woman with dark curly hair pulled up, wearing a bright yellow short-sleeved shirt and blue jeans, stands with her arms crossed. She is positioned in front of a dark chalkboard. On the chalkboard, the number '22' is drawn in white chalk. The bottom of the image features a blue diagonal overlay.

**40 Program participants
secured education and
employment through
Step Ahead and LAUNCH**

**We are advancing women's
economic security**

NSTAY Providing Wraparound Support for Exploited & Trafficked Youth

In line with our focus on young women and youth in 2019, one of our largest growth areas last year was our work to address the commercial sexual exploitation of youth and human trafficking. These developments were at the direct service delivery and systemic levels.

YWCA Halifax received funding from the Nova Scotia Advisory Council on the Status of Women (via the Department of Justice) to pilot an emergency housing program for victims. Safer Spaces will provide short-term emergency housing for victims as they start their journey to exit the sex trade and flee their exploiters. As well, Safer Spaces will be gathering information on promising practices and producing a series of white papers for government and community partners to consider as the province collectively works to advance work on this issue. YWCA Halifax has been deemed a Centre for Excellence on the topic by the Nova Scotia Advisory Council on the Status of Women and we will be working on an inter-governmental advisory committee with senior policy officials to explore policy and program options as well as help create a provincial strategy to address the commercial sexual exploitation and human trafficking of youth.

The YWCA's Trafficking and Exploitation Services System (TESS, formerly NSTEP) advanced by leaps and bounds in 2019. The catalyst for reorganization and rejuvenation of the partnership was a three-day multi-sector train-the-trainer session we hosted

in August 2019 with Girls Educational and Mentoring Services (GEMS). GEMS is a survivor-led, internationally recognized agency working with victims and survivors. Since the training, YWCA Halifax has gone on to train an additional 375 service providers across the Province, with many more virtual training sessions scheduled for 2020-2021.

Our provincial TESS partnership now includes over 100 members from over 40 organizations across the whole province, with 7 regional working groups, 3 cultural advisories and a survivor advisory convened in partnership with Stepping Stone. Through TESS we have developed crucial partnerships with Schools Plus, The Association of Black Social Workers, the Nova Scotia Native Women's Association, the Elizabeth Fry Society of Mainland Nova Scotia, the Public Prosecution Service, Victim Services, as well as RCMP and local police forces and multiple non-profit agencies engaged with victims and survivors.

At the national level, YWCA Halifax participated in numerous conferences and committees on the issue, sharing our learnings and experiences with the broader YWCA network and stakeholders across the country. 2019 was a transformative and busy year for the anti-trafficking team!

Advancing women's issues through systems change.

Nova Scotia Transition & Advocacy for Youth (NSTAY): A program that provides exploited/trafficked youth with wraparound support and connects them with the services they need.

Trafficking and Exploitation Service System (TESS, formerly NSTEP): A provincial partnership to lead an inter-jurisdictional coalition of service providers to respond to the trafficking and sexual exploitation of primarily young women in Nova Scotia.

Safe Landing: Safe Landing is a three-year policy and program development initiative that focuses on the issues of long-term housing and aftercare for those who are exiting the sex trade, informed by those with lived experience.

December 6th Fund: The December 6th fund provides non-interest micro-loans and support to women who wish to flee domestic violence, but need to stay for reasons of financial instability and barriers to sufficient housing and/or self-sustainability.

Advocacy Work

Home for Good: A three-year Status of Women Canada funded project investigating the barriers women face when trying to access safe, secure, and affordable housing, once they have left transition and second-stage housing.

Shift Change: A research project tackling barriers to women in the trades in Nova Scotia. We work with private sector employers to look at how workplace culture impacts recruitment and retention of women in these fields.

Shift Change

Responding to the pervasive under-representation of women in future-proof, family-sustaining careers in the trades, Shift Change is working to make a difference with the support of private and public sector partners. In our work to ready employers for women in non-traditional fields, we took a deep dive into the perceptions of male supervisors through a series of focus groups. Based on this, we are creating a training program for supervisors in partnership with NSCC. Through a collaboration with the NS Apprenticeship Agency, we are building an online portal to resources for employers on their journey to a more equitable workplace culture. Shift Change is looking to work toward the important cultural changes needed in workplaces to ensure women are recruited and retained in these important jobs.

Our annual events



Save the date for 2020/ 2021 events

Homes for the Holidays: November 27-29, 2020

Strong with Her Yoga: December 1-6 , 2020

Inspired by Her: May 7, 2021

Thank you to our supporters

We thank our funders, donors, and partners for their continuous generous support.

Andy Fillmore
Aaron Smith
Affordable Housing Association of Nova Scotia
African Nova Scotian Affairs
Alan Leard
Alana Patterson
Alexandra Yip
Alia Yassin-Saied
Amanda Dean
Amanda Hodgkinson
Ann Boswick
Apple Self Storage
Armview Restaurant
Aroma Catering
Atlantic Tours Limited
Atlantica Hotel
Bailey Chapman
Basia Dzierzanowska
Bellissimo
Bethany Moffatt
Blush & Faire
BMO
Brenda Belliveau
Brenda Reid
Brendan Maguire
Brigid Langill
Cake Babes
Canadian Alternative Investment Foundation
Canadian Heritage
Canadian Womens's Foundation
Captain William Spry Library and Recreational Centre
Carol Sinclair
Carrie Cussons
Casey Lee Photography
Ceilidh Marshall

Cheryl Chappell
Cheryl Fraser
Cheryl Hodder
Chris Barrett
Chris Benjamin
Colleen McCarville
CP Barrett Financial Services Inc.
Crombie REIT
Crow Communications Inc.
Cynthia MacDonald
Dalhousie University
Deb Nelson Design
Delmore Buddy Daye Learning Institute
Department of Women and Gender Equality Canada
Diane Crocker
Dominos Pizza
Donald Blakely
Donelda MacDonald
Dress for Success
Early Intensive Behavioural Intervention Program
Eleanor Beaton
Elizabeth Haggart
Ellen Gibling
Employment and Social Development Canada
Engineers Nova Scotia
Erica Phillips
Erin Legare
Erinn Baillie
Ernst & Young
Evan McFatrige
Events East
Feed Nova Scotia
Flemming Charitable Foundation
Gary Newman
GDS Home Renovations and Landscaping

Gerald Goldenberg
Government of Canada
Grant Thornton
Grant Thornton LLP Canada
Gretchen Pohlkamp
Gryphon Hill Farms
Halifax Port Authority
Halifax Protestant Infant Foundation
Halifax Regional Municipality
Halifax Regional Police
Halifax Water
Halifax Yoga
Halifax Youth Foundation
Heather Hanson
Homelessness Partnering Strategy
Housing Nova Scotia
Immigration, Refugees and Citizenship Canada
Interlude Spa
IWK Health Centre
James Ballinger
Jane Gavin - Hebert
Janis Catano
Jean MacDougall
Jean Shaw
Jeffrey Roy
Jennifer Ashton
Jennifer Berry
Jennifer Cameron
Jennifer Taylor
Joan Snair
JoAnn Alberstat
Jonathan Schneider
Karen Hutt
Karen Oldfield
Katherine Feindel
Kept Gifts

Killam Apartment REIT
 Kim Mundle First Aid
 KokoMode Floral Design
 Krista Dempsey
 Laura Scarpone
 Leslie Bishop
 Leslie Estelle Photography
 Leslie Gascoigne
 Linda Roberts
 Linda Taylor
 Linda Wilson
 Lindsay McKinnon
 Lisa Haydon
 Little Thistle
 Logan Whiteway
 Lorraine Bishop
 Lucas Rowe
 Lumbermart
 Lydia Bugden
 Margaret James
 Marion Masters
 Martha Paynter
 Matthew MacDonald
 McInnes Cooper
 Meghan Cadue
 Melanie Grant
 Melita Scott
 Mengyin He
 Metro Line-X
 Metro Share and Care Society
 Michele Williams
 Michelle Ivary
 Miia Suokonautio
 Mike's No Frills
 Monica Neaves Interiors
 Mount Saint Vincent University
 Nancy Alexander
 Natasha Ingram
 National Public Relations
 Nicholas Harris
 Nikki Mills
 Nova Scotia Power Inc.

NS Advisory Council on the
 Status of Women
 NS Business Inc.
 NS College of Early Childhood
 Education
 NS Department of
 Communities, Culture and
 Heritage
 NS Department of Community
 Services
 NS Department of Education
 and Early Childhood
 Development
 NS Department of Health and
 Wellness
 NS Department of Justice
 NS Department of Labour and
 Advanced Education
 NS Early Child Development
 Intervention Services
 NS Hearing and Speech
 NS Office of Immigration
 NSCC
 On The Mat Yoga Inc.
 Peter Mombourquette
 Phoenix Youth Programs
 Pivotal Coaching
 Port of Halifax
 Props Floral
 Public Safety Canada
 PWC
 RBC
 RBC Wealth Management
 RCMP
 Research Power Inc.
 Rhiannon Davies
 Ripple Rock Management
 Rishi Sen
 Robert McCormack
 Ron Flewwelling
 Ron Van Der Giesen
 RSCS Ltd.

Ruth Buckle
 Sarah Dawson
 Sarah Smith
 Sarah Williams
 Sarah Young
 Scotiabank
 Shannon Paquette
 Shelagh McCorry
 Sheri Lecker
 Shirley Jewett
 Shoppers Drug Mart
 Sky's the Limit Wedding &
 Events
 Sleep Country
 Sobeys Spryfield
 Sonya Fraser
 South Eastern Community
 Health Board
 St. John's Ambulance
 Staged for Upsell
 Stella Lord
 Stewart McKelvey
 Susan Atkinson
 TD
 Terri Whetstone
 The Association of Black Social
 Workers
 The Home Depot Foundation
 The PR Hive
 The RBC Foundation
 Think Marketing
 Thornbloom
 Tina Ruel-Baksh
 Tracey Barbrick
 Tracy Bentley
 Trampoline Branding
 United Way Halifax
 Universal Realty Group
 Verona Singer
 YWCA Canada
 YWCA Toronto
 Zwicker's Gallery

Shoppers Drug Mart

This past year we've established and maintained numerous relationships with partner organizations who believe in our mission and the work we do.

One partner in particular made a huge impact in 2019: Shoppers Drug Mart. Thank you to the teams at the Lacewood Drive and the Almon Street stores for your many hours hosting in-store events and collecting donations in support of our violence prevention programs.

"I appreciate that the funds raised are going to help women who have or are experiencing violence," said store owner Ghada Gabr. "Living a life free of violence leads to a healthier, more prosperous life. That's what we're all about at Shoppers."

Thank you to Ghada and her teams for their commitment to the women of YWCA Halifax. We are excited to continue this partnership in 2020.

Financials

	2019	2018
Revenues	\$3,695,927	\$3,092,241
Expenditures	\$3,632,276	\$3,122,367
Excess of revenues over expenditures	\$63,651	- \$30,126
Investments	\$34,323	\$22,401
Forgiveness of debt	\$25,647	—
Excess of revenues over expenditures	\$123,623	- \$7,725

Revenues

Government Funding and Grants:	\$2,286,807
Program Fees and Earned Income:	\$859,664
Foundations and Charities:	\$440,378
Fundraising Events:	\$53,814
Donations and Bequests:	\$30,682
Miscellaneous:	\$24,582

Expenses

Salaries:	\$2,111,818
Rent, Repairs and Maintenance:	\$438,378
Program Expenses:	\$347,832
Operational:	\$236,741
Fundraising:	\$18,316



"I look forward to the GirlSpace program each week. I wish the school year wasn't ending, because I don't want GirlSpace to end!"

"I always felt comfortable during GirlSpace - like I could open up and be myself while learning about my self-esteem, mental health, online safety and more."

Board of Directors / Leadership Team

Executive

Alana Patterson President & Chair of Executive

Meghan Cadue Vice President & Chair of Fund Development Committee

Nikki Mills Treasurer & Chair of Finance Committee

JoAnn Alberstat Secretary

Directors

Adena Cox Director

Alison Bird Director

Cyndy Allen Chair of HR Committee

Jennifer Ashton Chair of Nominating Committee

Jennifer Forde Chair of Governance Committee

Krystyn Casto Director

Leslie Bishop Director

Melanie Bremner Director

Senior Managers

Miia Suokonautio Executive Director

Brigid Langill Director of Philanthropy & Communications

Donna Snair Director of Programs

Shannon Steele Director of Operations

Managers

Charlene Gagnon Advocacy & Research Manager

Danielle Hodges NSTAY Manager

Kerri Johnson Childcare Director

Krista Dunn Housing Manager

Lindsey MacIsaac Community Programs Manager

Tishe Petite Family Home Daycare Manager

Wanda Hill Facilities & Operations Manager



NATIONAL ADVOCACY.
COMMUNITY ACTION.

YWCA Halifax
358 Herring Cove Road
Halifax, Nova Scotia, B3R 1V8

902.423.6162 | ywcahalifax.com



@YWCAHalifax