



2018

ANNUAL REPORT



YWCA
HALIFAX

A TURNING POINT
FOR WOMEN

Message from the President and Executive Director

Sometimes the hardest thing and the right thing are in fact the same. When the YWCA Board of Directors made the unanimous decision in September 2017 to transfer ownership of the YWCA's longstanding and historic operations on Barrington Street, we did so with a heavy heart. We knew that our location downtown had been a landmark for many in Halifax, having worked out of that area to meet the needs of women for more than a century.

We took comfort and inspiration in knowing that the vision of the YWCA, of girls and women empowered in a safe and equitable society, was not dependent on the bricks and mortar, or even the memories, of a downtown location. We ended 2017 by handing the keys to a new operator.

Like pruning rose bushes, we saw quickly the positive impacts of the change. In February 2018, we opened a beautiful new Family Home Daycare office in Bedford and hosted a successful open house for our colleagues in the NS Department of Education and Early Childhood Education. A few months later, we opened our Research and Advocacy Office in downtown Dartmouth. From this location, we continue to expand our team responding to the forced sexual exploitation of youth and young women. This is first of its kind work in Nova Scotia.

Neither of these would have been possible without the difficult decision to leave Barrington.



In addition, the freedom to now focus our energies on smart program growth to meet the needs of diverse women in all parts of our community meant that in 2018 we launched Experts by Experience, a peer mentorship program for newcomer women, Shift Change, a partnership with Nova Scotia Power and private sector employers to prepare the workplace for women entering non-traditional sectors, and the Women's Leadership Collaborative, a private sector women's networking and development initiative in partnership with multiple women leaders in the city.

These changes, you will see in this report, brought us to the strongest financial year end performance in five years. And we won bronze in The Coast's Best Activist Organization!

As always, the YWCA is a meaningful and effective change agent for diverse women throughout our city and province. We are thankful for our broad community of support and our dedicated staff for their continued hard work. And we are most thankful to our thousands of program participants who each year come to us at critical turning points in their lives.

We remain your YWCA Halifax. Prepared to grow.

Sincerely,

Alana Patterson
President, Board of Directors

Miia Suokonautio
Executive Director

Vision

Women and girls empowered in a safe and equitable society.

Mission

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

Values

Diversity | Inclusion | Respect | Equity | Security
Freedom of Choice | Responsiveness | Collaboration



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



Family Home Daycare

As the largest Family Home Daycare (FHDC) agency in Nova Scotia, YWCA Halifax ended 2018 with 31 FHDC providers caring for 147 children and with 3 more providers in the process of approval. Combined, that's nearly 7,500 days of childcare service in 2018.

Almost a third of families were in receipt of government childcare subsidies, proving again that this program is an important avenue for families living with limited means to access quality, home-based care for their children.

What's more is that 2018 was an important year of new beginnings for the YWCA FHDC program. We moved from offices that we had clearly outgrown on Barrington Street to a beautiful new location in Bedford, allowing us to better support providers through our lending library, professional development space, and shared resource room. We brought on a third staff member to the team, positioning us to increase the number of homes being supported. In 2019/2020, we are slated to expand to 40 providers.

The FHDC continues to be an important opportunity for newcomer women to operate as micro-entrepreneurs by operating their own FHDC businesses. As 2018 was for the YWCA, the program represents a meaningful new opportunity for growth and development for these remarkable women.



"It's a wonderful partnership of coordinators and providers working together. I have found friendships with other providers, and we share our skills and ideas with each other. I'm happy to know that my families are confident their children receive quality care."

Melissa Parsons-Riley
(FHDC Provider since 2015)



31
Family Home
Daycare Providers

147
children cared for

7,500
days of childcare service in 2018

The December 6th Fund

The December 6th fund provides non-interest micro-loans and support to women who are fleeing domestic violence but are experiencing significant financial instability and barriers to sufficient housing and/or self sustainability.

Early Learning and Childcare

Our Spryfield Childcare Centre provides quality early learning and childcare.

The Family Home Daycare program provides safe, quality childcare, from infancy to school age in a private home setting.

Experts by Experience (EX2)

This program explores best practices of peer-based models of delivering services to newcomer women.

Financial Literacy for Newcomers

Financial support and educational programming for newcomers on benefits, taxes, budgeting, credit, buying a home, etc.

Food First (ended 31/03/2019)

Every second Friday, women were invited to the YWCA Halifax in Spryfield to share a nutritious meal and learn about eating healthy on a budget.

GirlSpace

A violence prevention program for young women to take a stand against violence and its root causes.

Home for Good

A partnership between Alice House, the Elizabeth Fry Society, The Marguerite Centre and YWCA Halifax to address the barriers women face when trying to access safe, secure and affordable housing once they leave second-stage housing programs.

Launch

An employment program for women aged 15-30 experiencing multiple barriers to employment.

Mobile Food Market (ended 31/03/2019)

Produce packs were available for \$10 every second Wednesday.

Newcomers Connect

A program to learn and enhance conversational English skills and increase confidence.

Nova Scotia Transition & Advocacy for Youth (NSTAY)

A program providing trafficked youth with wraparound support and services.

PowerCamp

A free, powerful, action-oriented, educational, summer day camp for young women.

Safe Landing

A policy and program development initiative on long-term housing and aftercare for those who are exiting trafficking. Informed by those with lived experience.

Step Ahead

An employment program for women 19+ connected to Income Assistance.

Shift Change

A project working with private sector employers to address barriers to women's careers in the trades in Nova Scotia.

Supportive Housing for Young Mothers (SHYM)

Supportive housing, parenting support, and life skills for at-risk young single mothers ages 16 to 24 and their children.

Women in Supportive Housing (WISH)

Safe, affordable, supported housing for women 19+ experiencing homelessness and barriers to stable housing.

Youth Advisory Council

A committee of young women ages 16-30 advocating and advising on program development and activities

We are **stronger together**, and in the end, we are happy to be focusing our **collective energies**, not in fighting the old, but in **building the new**.



WLC WOMEN'S LEADERSHIP COLLABORATIVE

In 2018, the YWCA, together with the inaugural title supporter, Nova Scotia Business Inc. launched the Women's Leadership Collaborative (WLC). WLC partners, female CEO's and senior leaders in the private and public sectors invite five female guests from their own networks to two annual events. Each event is designed for women to learn from the experiences of successful business women and to provide the opportunity to make meaningful connections as women share, listen, support, and learn from one another.



Shift Change

Women in Trades

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 Nova Scotia Power and other private and public sector partners. Shift Change will ready employers for women in non traditional fields.

YWCA's ongoing successful approach to women's economic security includes training programs, partnerships, and broader system changes.



CELEBRATING YOUTH

In 2018, YWCA youth programs reached hundreds young women from diverse communities. For many youth, accessing our gender informed programming is an opportunity to develop leadership, self empowerment skills. A prime example is GirlSpace, delivered in seven junior high schools, is a violence prevention program, which increases and empowers young women to take a stand against violence and its root causes, while exploring identity and building self-esteem.

Our Youth Advisory Council (YAC) delivered the “Think Big, Lead Now (TBLN)” project where they created “Alternative Heritage Minute” videos of influential Nova Scotian women. In February, they received the Michele Landsberg Community Award with funds provided to enhance TBLN. They were also featured in a guest blog on the Canadian Women’s Foundation website. Our Youth Leaders facilitated a youth-led workshop at the 2018 Girls Conference at Mount Saint Vincent University and nineteen of our youth from GirlSpace joined PowerCamp for another successful, fun-filled summer.

In 2018, we also started a short project called “What We Say.” Using arts-based tools, ten youth hosted conversations on healthy sexuality, gender identity, and relationships.



Youth Programs

500

Youth served in our various programs

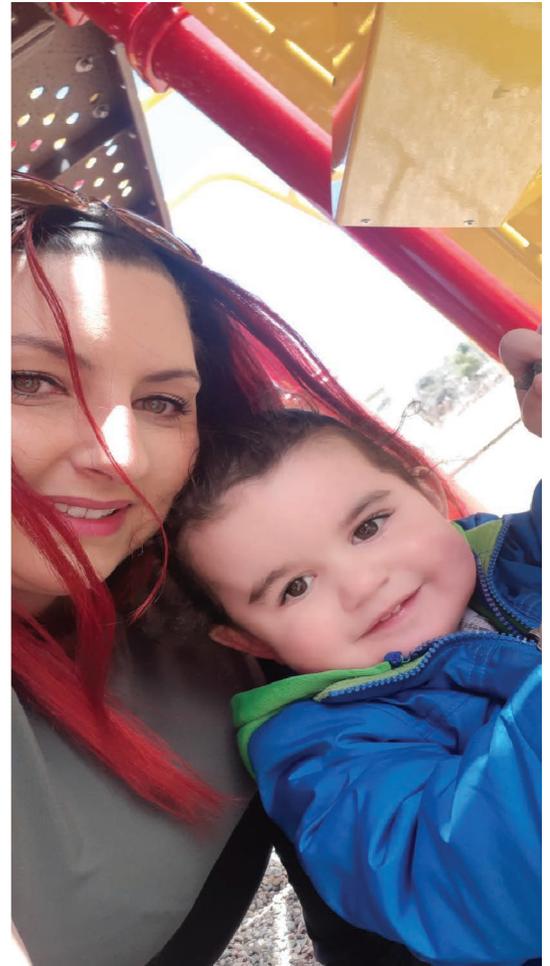


Sarah

A few years ago when I was in my former job as an administrative assistant, I found out I was pregnant. I had a high risk pregnancy, was sick a lot, and was let go from my job. I was on Employment Insurance (EI) before I started maternity leave, so when my son was ten months old, my maternity leave was up. My search for work was challenging and I had to apply for Income Assistance.

One day, I saw on Facebook the YWCA's posting for their employment program, Step Ahead. I applied, had an interview, and was accepted into the program. During our class portion, we did workshops and I learned about who I am as a woman and mother, what kind of work suits me, and about my skill-set. There were many days where I felt I was not good enough to complete the program, however, the Step Ahead coordinator encouraged me to keep on. I landed a work placement with the Better Business Bureau. Towards the end of my placement, I was offered a full time position and I gladly took the job.

Here I am, six months later. I am working full time and I am off Income Assistance. I am no longer a struggling single mom. I am a hard working mom who has recently been able to move into my own apartment with my son and take care of all our needs. I feel like the last six months changed my outlook on life. I no longer feel like I can't succeed or that I'm not good enough. I have the staff and the YWCA to thank. Without the help of the program I do not know where I would be.



Employment Programs

53

Women were served in our employment programs, which helped move them from poverty to possibility, so they could reach their full potential.

Nova Scotia Trafficking Elimination Partnership (NSTEP)

YWCA Halifax is engaging with provincial partners to lead an interjurisdictional coalition to prevent and eliminate trafficking and sexual exploitation of primarily young women in Nova Scotia.

The Nova Scotia Trafficking Elimination Partnership (NSTEP) is focused on:

- Addressing the needs related to the prevention of sex-trafficking, appropriate intervention, and aftercare;
- Enabling key stakeholders to collaborate and meet the long-term goal of prevention and effective intervention by increasing capacity to address service needs and prevent and respond to sex trafficking;
- Working to build understanding, identifying gaps in services, developing a coordinated system of response and mobilizing to fill gaps in services, to establish sustainable program approaches for mental health services, advocacy and awareness, and policy development.



Research & Advocacy

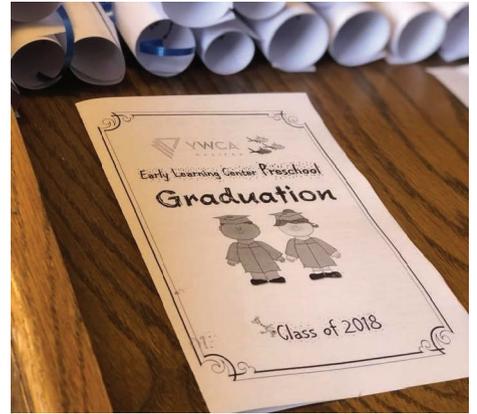
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Full-time staff are now at the Research & Advocacy office, working on anti-exploitation and human trafficking initiatives.

40

Partners working together to address youth sexual exploitation and human trafficking across the province.

HELPING FAMILIES THRIVE





Homes for the Holidays

For more than 30 years, the Junior League of Halifax's signature fundraiser Homes For the Holidays has kicked off the holidays, inviting patrons to tour three distinctive homes decorated in the best of the season. Last year, ownership of the event was transitioned to YWCA Halifax who will now run the event annually and benefit from funds raised. This was a wonderful example of one women's group helping another. The YWCA is honoured to reinvest the event proceeds into providing integrated services as well as continuing to be a strong voice on the issues affecting women and girls.

The YWCA is already busy creating the second year of home tours that is sure to sparkle! Plans are well underway for a magical event. Three homes and design teams will showcase their homes November 2019.



GRATITUDE FOR OUR PARTNERS

We work to establish new partnerships and to nurture those who graciously support our cause. As a result, we continue to make it possible for women and children to escape homelessness, violence, and instability, and move towards a brighter future.

Thank you to all of our generous supporters!

Aaron Smith	Engineers Nova Scotia	Mia Suokonautio	Sarah Williams
Affordable Housing Association of Nova Scotia	Erica Phillips	Mike's No Frills	Shelagh McCorry
African Nova Scotian Affairs	Evan McFatrige	Mount Saint Vincent University	Shoppers Drug Mart (134)
Alana Patterson	Events East	Natasha Ingram	Sleep Country Canada
Alia Yassin-Saied	Ernst & Young (EY)	NATIONAL	Sobeys Spryfield
Amanda Dean	Fine Interiors	Nova Scotia Power Inc.	South Eastern Community Health Board
Apple Self Storage	Government of Canada	Nova Scotia Advisory Council on the Status of Women	St. John's Ambulance
Arbonne Charitable Foundation	Grant Thornton LLP	Nova Scotia College of Early Childhood Development	Stewart McKelvey
Atlantica Hotel Halifax	Gretchen Pohlkamp	Nova Scotia Department of Communities, Culture and Heritage	Susan Atkinson
Bellissimo	Halifax Port Authority	Nova Scotia Department of Education and Early Childhood Development	Think Marketing
BMO Bank of Montreal	Halifax Protestant Infant Foundation	Nova Scotia Department of Health and Wellness	Thornblooms
Brendan Maguire	Halifax Regional Municipality	Nova Scotia Department of Justice	Trampoline
Canadian Tire	Halifax Regional Police	Nova Scotia Department of Labour and Advanced Education	United Way Greater Toronto
Canadian Women's Foundation	Halifax Water	Nova Scotia Health Authority	United Way Halifax
Captain William Spry Community Centre	Halifax Yoga	Intensive Behavioral Intervention Program	Universal Realty Group
Carol Sinclair	Halifax Youth Foundation	Nova Scotia Hearing and Speech	Verona Singer
Citizenship and Immigration Canada	Heather Hanson	Nova Scotia Office of Immigration	YWCA Canada
Crombie REIT	Housing Nova Scotia	Nova Scotia Business Inc. (NSBI)	YWCA Toronto
Crow Communications Inc.	Interlude Spa	Nova Scotia Community College	Zwicker's Gallery
Dalhousie University	IWK Health Centre	Phoenix Youth Programs	
Delmore Buddy Daye Learning Institute	James Ballinger	Pivotal Coaching Inc.	
Department of Canadian Heritage	Jane Gavin - Hebert	PR Hive	
Department of Women and Gender Equality	Jennifer Ashton	Public Safety Canada	
Development Canada	Jennifer Cameron	PWC	
Diane Crocker	Joan Snair	RBC	
DIY MOM	JoAnn Alberstat	RCMP	
Domino's Pizza	Killam Apartment REIT	Ripple Rock Management	
Donald Blakely	Kim Mundle First Aid	Ron Van Der Giesen	
DSM Nutritional Products	Leland Lewis	Roy Langill	
Duckish Natural Skin Care	Linda Roberts	Ruth Buckle	
DWD Interiors	Linda Wilson	Sarah Dawson	
Early Intense Behaviour Intervention	Lumbermart		
Elizabeth Haggart	Marion G Masters		
Ellen Gibling	Martha Paynter		
Employment and Social Development Canada	McInnes Cooper		
	Meghan Cadue		
	Melanie Grant		
	Melita Scott		
	Mengyin He		
	Metro Care & Share Society (MCSS)		
	Michelle Ivany		

Halifax Youth Foundation

Halifax Youth Foundation has been providing support for YWCA Halifax's youth programs for over 10 years. Currently YWCA offers GirlSpace, PowerCamp, and a Youth Advisory Council, all focused on enabling young women and trans/non-binary youth. While these programs have changed and grown to meet the needs of youth in our communities through the years, Halifax Youth Foundation has moved along with us, trusting our capacity to develop and deliver needed youth programming and demonstrating a true partnership in working for youth in Halifax.



YWCA Halifax continues to grow our programs for newcomers, serving hundreds of community members each year.

In 2018, 481 newcomers accessed our Financial Literacy for Newcomers Program to learn about credit, budgeting, banking and tax filing. During tax season, we facilitated 16 tax clinics (14 in HRM and two in rural communities), supported by trained volunteers. Additionally, we facilitated tax workshops in 13 new communities from November to December serving 67 new rural clients.

An additional, 104 women participate in our Newcomer Connects. We introduced a new program in 2018 that supported participants with local resources, employment, completing government documents, and applying for child tax credit benefits as well as resolving issues. At the end of the year Conversation Club for Newcomer Women merged with Newcomers Connect.

In late August, YWCA Halifax launched Experts by Experience (EX2), a demonstration project funded by Immigration, Refugee, and Citizenship Canada to recruit, train, and utilize peer mentors to support other newcomer women in their settlement journeys.



Newcomer Programs

664

Newcomers benefitted from our programs, including financial literacy and conversation clubs.

YWCA Canada Annual Members Meeting a Resounding Success

In early June, YWCA Halifax hosted the national YWCA Canada Annual Members Meeting. The event feedback was overwhelmingly positive. High praise for the keynote speaker Canady Palmater, spoken word by Halifax's El Jones, as well as panel presentations by women in Nova Scotia. The "east coast kitchen party" at Propeller Brewing and the awards dinner at the Italian Cultural Centre. The success of the event was in due to a large amount of passionate volunteers that assisted as well as corporate sponsors including local business Orb Toy Factory.





	2018	2017
Revenues	\$3,092,241	\$3,405,373
Expenditures	\$3,122,367	\$3,488,175
Excess of revenues over expenditures	- \$30,126	- \$82,802
Investments	\$22,401	\$6,943
Loss on disposal (Note 10)	—	- \$167,810
Excess of revenues over expenditures	- \$7,725	- \$243,669

Revenues

Donations and Bequests: \$52,083
 Foundations and Charities: \$376,320
 Fundraising Events: \$21,907
 Government Funding and Grants: \$1,528,270
 Miscellaneous: \$89,003
 Program Fees and Earned Income: \$1,024,658

Expenses

Program Expenses: \$777,086
 Fundraising: \$11,627
 Operational: \$236,741
 Rent, Repairs and Maintenance: \$223,833
 Salaries: \$1,873,080

** NOTE

Revenue reduction result of transfer of ownership of Barrington Child Care Centre December 31, 2017.

2018 Leadership Team

as of June 1, 2019

Miia Suokonautio
Executive Director

Donna Snair
Director of Programs

Brigid Langill
Director of Philanthropy & Communications

Shannon Steele
Associate Director of Operations

Krista Dunn
Housing Manager

Charlene Gagnon
Advocacy & Research Manager

Wanda Hill
Facilities & Operations Manager

Kerri Johnson
Childcare Director

Lindsey MacIsaac
Community Programs Manager

Tishe Petite
Family Home Daycare Manager

Board of Directors

as of December 31, 2018

Alana Patterson
President

Lee-Anne Kovacs
Vice-President

Jennifer Forde
Treasurer

JoAnn Albertstat
Secretary

Heather Hanson
Past President

Cyndy Allen
Director

Jennifer Ashton
Director

Hilary Beaton
Director

Alison Bird
Director

Meghan Cadue
Director

Krystyn Casto
Director

Pernille Jakobsen
Director

Nikki Mills
Director

Sanela Moraca
Director

Suying Wang
Director



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