



Annual Report 2004 - 2005

*Sharing in the
movement towards
empowerment and
independence...*



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Table of Contents

President's Message and Board List	2
Who planted this seed?	3
Message from the Executive Director	4
Financial Report	5
Programs and Services...Results	10
Volunteers	15
Staff	16
Funders	17



President's Message

Board of Directors

It has been another successful year for the Centre. The tenacity, energy and dedication of all those involved with the Centre has been even greater this year. All of you, and particularly the staff, continue to move with speed, integrity and intelligence in seeking to promote and achieve our mutual goals.

Vice-President
Jennifer Zdriluk

At the Board of Directors level, the Board continues to function as a servant leader and has reaffirmed its commitment to a philosophy of self-help and mutual action in order to achieve our mission: "Immigrant and refugee women and their families fully participating in a just and supportive society". Although, the Board has had to overcome many obstacles this past year, all directors have sought to do so with dignity and respect for all those whom our Centre touches. We have also been fortunate enough to gain the perspective of many new and different Board members, each of whose contribution is extremely valuable and not applauded often enough.

Secretary
Claire Mitchel

Directors
Sister Aloysia Fischer
Anne Flanagan
Claire Lafleur
Sylvia Kajura
Dawna Griese
Sarah Wayland
Nancy Digregorio*
Kathryn J. King

We must again acknowledge Sister Aloysia Fischer and her nominating committee for their strong efforts this past year. As a result of their work we, as a Board, have been fortunate enough to welcome many new directors since our last AGM including Dawna Griese, Kathryn King and Sarah Wayland. Each of these accomplished individuals bring an exciting prospective and energy to the Board.

We also welcome today that newest member of our Board of Directors, Ms. Fauzia Viqar. Ms. Viqar brings to the Board an extensive background and knowledge of the issues that impact our Centre and the persons we serve. Fauzia, it is with excitement that we welcome you to our Board and I know that each of us look forward to working with you.

Executive Director
Ines Rios

As we head into a new year, the Board reaffirms its commitment to all those within the Centre and our community. Again, the Board is committed to the continuous enhancement of initiatives which assist in positive growth and to making accountable and responsible decisions that support both the Centre and the community it serves. As a Board, we will endeavor to assist in increasing and maintaining the wonderful services the Centre provides, as well as developing long term goals and visions for our Centre..

*resigned during the year

Finally, on behalf of all directors, I wish to express my utmost thanks and admiration to the staff, volunteers, funders and community members who continue work tireless hours and give unbelievable amounts of themselves to St. Joseph Immigrant Women's Centre. You are truly an inspiration not just to those you serve but also to all who come in contact with you.

Jennifer Zdriluk

Vice President,
Board of Directors

Sisters

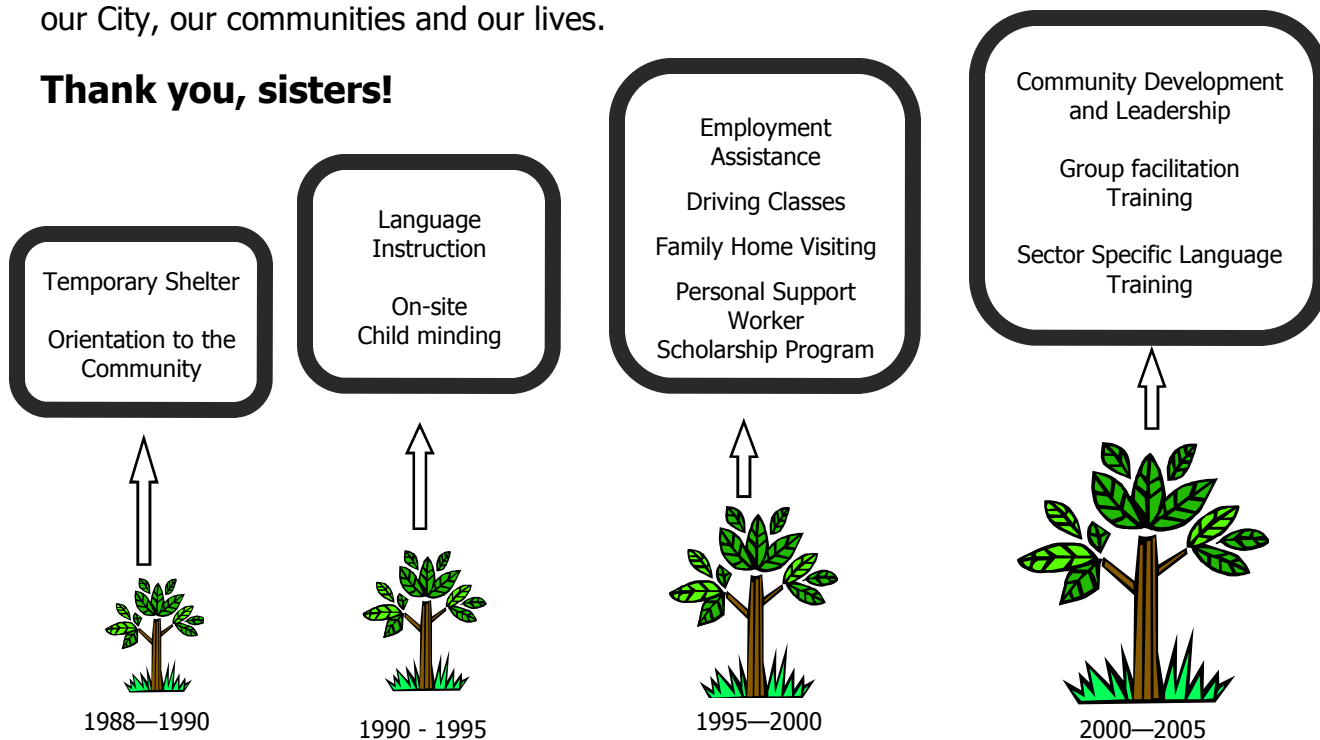
in the movement towards empowerment and independence...

In the early 1980s, the Sisters of St. Joseph of Hamilton responded to the needs of hundreds of refugees arriving from Central America by providing temporary shelter and orientation to the community through a mutual-help grassroots organization. Eighteen years later, through the ongoing support of the Sisters of St. Joseph of Hamilton, St. Joseph Immigrant women’s Cwentre has flourished into a **multi-ethnic and multi-service organization**.

The Sisters of St. Joseph’s contribution, not only to the organization but to the city of Hamilton as a whole, has had an immeasurable impact on the lives of so many people. Through their support, immigrant women and their families in Hamilton have made and will continue to make steps towards full participation, empowerment and inclusion in their new country.

We are eternally grateful to these generous, empathetic and supportive women leaders, who have kept this movement alive for so long, and left a legacy of ongoing change in our City, our communities and our lives.

Thank you, sisters!



Message from the Executive Director

Greetings everyone!

We have had a very paradoxical year at the Centre. On the one hand we developed and implemented exceptional community initiatives, demonstrating that immigrant women can count on their own capacity and resilience to make it into this country. On the other hand, we faced significant challenges to sustaining the financial infrastructure of the organization. However, thanks to the otherwise solid foundation of this agency, the strategic talent and vigor of its staff and board, we have come out stronger in our convictions and more erudite in the use of our administration means.

This year the Centre and our OTF Hamilton representatives were awarded the biennial Ontario Trillium Foundation Great Grand Award for our outstanding story and work of innovation in assisting internationally-trained nurses to overcome language and academic barriers. What an important and invigorating recognition for us immigrant women on the go!

Sharing the vision of belonging and inclusion in this our new and wonderful country, we are again ready to continue moving forward to realize our mission. Pervading everything we create and work on, is our dream to gain women's space and to claim our rights and making the best possible contribution to Canada.

My salute and heartfelt appreciation is to the women who have been part of this organization. Special thanks to the remarkable staff and volunteers for their always extra commitment, creativity and enthusiasm.

It is a great journey. Let's keep on going!

"As we invite immigrants to enrich this country, we have a moral obligation to recognize the investment of the country of origin. Moreover, bridging education is a matter of human rights..."

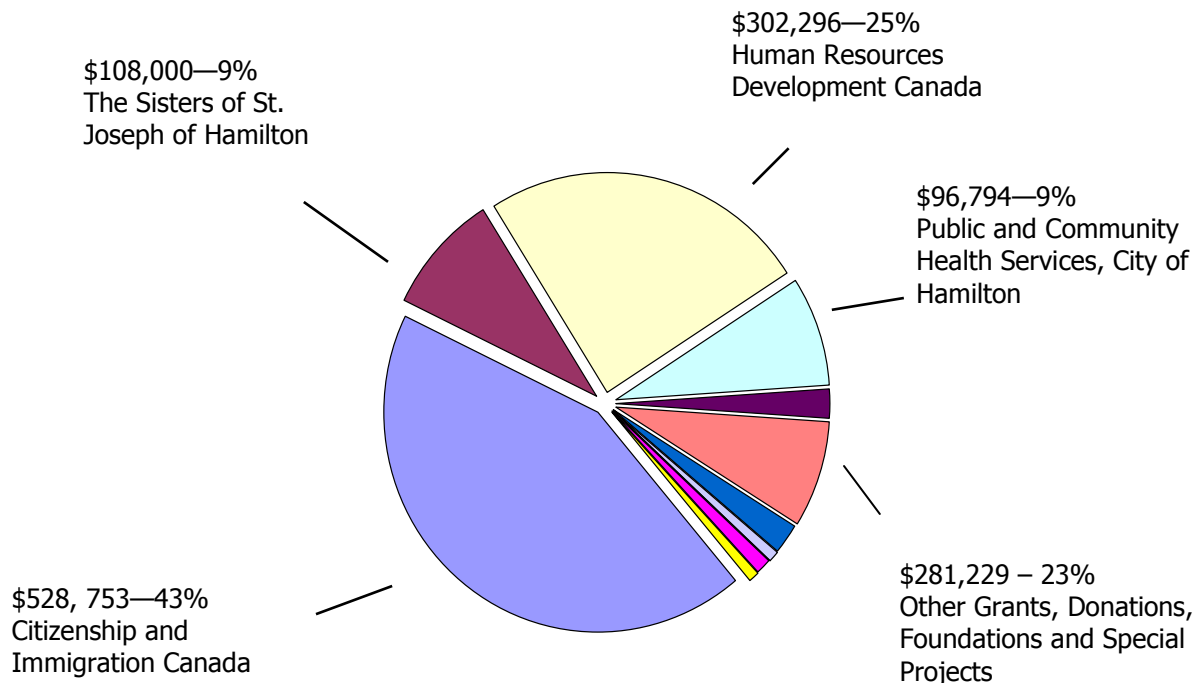
-Ines Rios, OTF Great Grants Award Acceptance speech



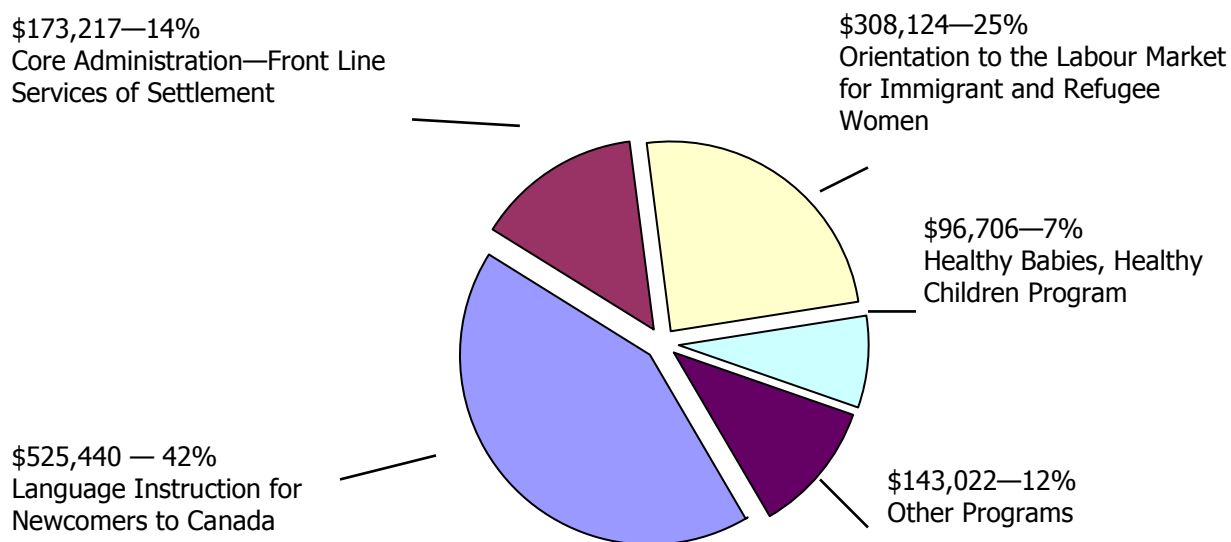
Financial Report

Year ended August 31, 2005

REVENUE BY SOURCE



EXPENDITURE BY PROGRAM



ST. JOSEPH IMMIGRANT WOMEN'S CENTRE
Balance Sheet

August 31, 2005, with comparative figures for 2004

	2005	2004
Assets		
Current assets:		
Cash	\$ 40,360	\$ -
Accounts receivable	\$ 33,415	40,437
	73,775	40,437
Other assets:	7,548	10,214
Capital assets (note 3)	41,648	29,209
	\$ 122,971	\$ 79,860
Liabilities and Shareholders' Equity		
Current liabilities:		
Bank overdraft	\$ -	\$ 22,730
Accounts payable and accrued liabilities	15,220	17,375
Deferred revenue (note 4)	80,392	38,224
	95,612	78,329
Net Assets	27,359	1,531
Commitment (note 5)		
	\$ 122,971	\$ 79,860

Full Financial statements including accompanying notes are available to the public for review, upon request.

ST. JOSEPH IMMIGRANT WOMEN'S CENTRE

Page 7

Statement of Earnings and Net Assets

Year Ended August 31, 2005, with comparative figures for 2004

	2005	2004
Revenue:		
Citizenship and Immigration Canada	\$ 528,753	\$ 538,234
Sisters of St. Joseph of Hamilton	108,000	120,000
Human Resources Development of Canada	302,296	120,573
Social and Public Health Services of the City of	96,794	95,758
The Ontario Trillium Foundation	27,700	46,900
City of Hamilton (Ontario Works)	94,320	6,368
Hamilton Community Foundation/Women's Centre	27,048	14,050
City of Hamilton (NCBR Grant)	10,600	9,900
Social Planning & Research Council	670	12,325
Other	14,658	27,526
Revenue previously deferred for capital assets	9,439	6,883
	<u>1,220,278</u>	<u>1,038,517</u>
Expenses:		
Language Instruction For Newcomers to Canada	525,440	537,888
Core Administration/Front Line Service of Settlement	173,217	198,051
Orientation to the Labour Market for Immigrant Women	308,124	124,382
Healthy Babies Healthy Children Program	6,706	97,123
Other programs	143,022	128,329
Elimination of interprogram charges	(52,059)	(39,955)
	<u>1,194,450</u>	<u>1,045,818</u>
Excess of revenue over expenses	25,828	(7,301)
Net assets, beginning of year	1,531	8,832
Net assets, end of year	\$ 27,359	\$ 1,531

Full Financial statements including accompanying notes are available to the public for review, upon request.

ST. JOSEPH IMMIGRANT WOMEN'S CENTRE

Schedule of Expenses

Year ended August 31, 2005, with comparative figures for 2004

	2005	2004
Language Instruction for Newcomers to Canada:		
Salaries, administrative staff	\$ 45,148	\$ 37,099
Benefits, administrative staff	6,264	5,105
Salaries, childminding	141,236	150,034
Benefits, childminding	17,627	21,735
Salaries, teachers	146,704	150,850
Benefits, teachers	19,130	22,442
Rent and utilities	70,309	68,701
Amortization	1,140	1,070
Telephone	3,155	3,556
Office supplies, maintenance and insurance	5,972	6,229
Advertising and staff development	2,795	644
GST	2,902	4,288
Childminding	3,733	4,501
Transportation	15,448	9,760
Miscellaneous	8,280	5,253
Minor equipment	1,719	1,131
Teaching material	2,418	3,425
Home Study Program	31,460	2,065
	\$ 525,440	\$ 537,888
Core Administration/Front Line Service of Settlement:		
Salaries and benefits, administrative staff	\$ 111,407	\$ 121,135
Group benefits	10,731	10,025
Rent and utilities	8,580	10,468
Amortization	2,800	2,829
Telephone and fax	2,423	3,347
Maintenance and repairs	1,271	2,141
Office supplies and insurance	8,163	10,375
GST	3,797	3,722
Cleaning	263	659
Books, resources, workshops and volunteers	500	-
Legal costs and audit fees	3,500	3,500
Staff development	622	6,956
Board development	746	788
Minor equipment	8,806	8,696
Miscellaneous and transportation	9,608	13,250
Moving expenses	-	160
	\$ 173,217	\$ 198,051

Full Financial statements including accompanying notes are available to the public for review, upon request.

ST. JOSEPH IMMIGRANT WOMEN'S CENTRE
Schedule of Expenses (Continued)

Year ended August 31, 2005, with comparative figures for 2004

	2005	2004
Orientation to the Labour Market Program:		
Salaries and benefits	\$ 194,433	\$ 65,497
Rent	28,210	26,639
Amortization	5,416	2,868
Telephone	3,634	1,645
Advertising	1,171	-
Miscellaneous and transportation	37,298	9,533
GST	4,949	2,370
Professional fees	32,526	13,500
Staff development	487	163
Minor equipment	-	2,167
	\$ 308,124	\$ 124,382
Healthy Babies Healthy Children Program:		
Salaries and benefits	\$ 83,563	\$ 82,925
Transportation	2,743	2,544
Miscellaneous	1,146	1,883
Telephone	2,467	2,984
Rent	6,787	6,787
	\$ 96,706	\$ 97,123
Other Programs:		
Salaries and benefits	\$ 33,858	\$ 65,306
Administration	12,980	-
Miscellaneous	17,286	6,172
Amortization	466	466
Tuition fees	78,432	48,965
Consulting fees	-	7,420
	\$ 143,022	\$ 128,329

Full Financial statements including accompanying notes are available to the public for review, upon request.

Programs and Services...Results!

I-WORK! FRONT-LINE EMPLOYMENT SERVICES

IMMIGRANT **W**OMEN WITH **O**PPORTUNITIES **R**ESOURCES AND **K**NOWLEDGE

Employment Counselors/Job Developers are dedicated to linking immigrant and refugee women with meaningful job opportunities. Individualized services include resume and cover letter writing, interview counseling and personal encouragement. The employment team has grown to 3 Employment Counselors/Job Developers, 1 Facilitator and 1 Employment Support Worker. **75% found employment out of almost 600 women who accessed our employment services in the year 2005.**



"I still remember the words you told me, the way you boosted my morale. I am really, really thankful to you for your kindness, support and gentleness"
- in an email from an I-Work client who found a full time job.



WE CAN DO IT!

I-WORK! Six-Week Orientation to the Labour Market Workshop

This program provides an intimate venue for immigrant women to explore Canadian job search strategies. Workshops are participatory, inclusive and confidence-building. Topics include: skills and personality assessments, goal setting, resumes, cover letters, intensive interview coaching and more. All workshops include on-site childcare services. **More than 69% of participants in our workshops in 2005 secured employment within three months after their graduation.**



DRIVING CLUB

The sjIWC 5-week Driving Club provided 51 immigrant and refugee women with in-class instruction to facilitate G1 licensing which leads to G2. This program bolsters autonomy and extends employment possibilities for immigrant women.

Programs and Services...Results!

LANGUAGE INSTRUCTION FOR NEWCOMERS TO CANADA (LINC)

sjIWC provides Language Instruction for Newcomers to Canada, levels 1 through 5, in a lively, enriched environment. Locations in downtown Hamilton, Hamilton Mountain and Hamilton East, along with the Home Study Program, provide accessibility for immigrant and refugee women across the community. All classes include on-site childcare services for the participants. **On average, 153 learner attended daily at the three locations and the home study program, and during this year 88 students graduated at least one level.**



LINC GENDER-BASED ANALYSIS PROJECT

The LINC GBA Project, funded by Status of Women Canada, is aimed at exploring gender bias in the LINC curriculum and associated resources. In 2005 an Advisory Committee was assembled to guide this project and begin analysis



The LINC GBA Advisory Committee members are:

- Jennifer Weiler, St. Joseph Immigrant Women's Centre
- Rebecca Xu, St. Joseph Immigrant Women's Centre
- Charmaine Routery, SISO
- Rachel Maclean, Interval House of Hamilton
- Peggyanne Mansfield, The Women's Centre of Hamilton

Talent At Work Advisory Committee members:

Internationally-Trained Accountants Program:

- Sarada Devi, Accountant
- Sana Khairo, Accountant & Facilitator
- Judy Travis, Hamilton Training Advisory Board
- Chuck Reid, Hamilton Wentworth Public School Board

Research Support Services:

- Don Jaffray, Social Planning & Research Council
- Olive Wahoush, McMaster University
- Margaret Black, McMaster University
- Joyce Hand, Ontario Works

TALENT AT WORK PROGRAM

The Talent a Work program, funded by the Ontario Trillium Foundation, aims to engage immigrant and refugee women in profession-specific training to complement international education and facilitate entry into the Canadian workforce. In 2005, planning went underway for **72 immigrant women to partake in the program in either the Internationally-Trained Accountants Skills-Refresher or the Research Support Services.**

St. Joseph Immigrant Women's Centre, Hamilton, Ontario

Programs and Services...Results!

FACILITATING INCLUSION LEADERSHIP ENHANCEMENT POROGRAM



The program served 22 women, representing 15 nations, from ethno-racial and aboriginal communities in Hamilton. The course structure included 50 hours of in-class training over 12 weeks, designed in collaboration the FI Advisory that was implemented over 12 weeks. Participants engaged in community development projects that ran over five months. Three of projects were developed by program participants directly within their communities.

Facilitating Inclusion Advisory Committee members:

- Maxine Carter, City of Hamilton
- Denise Doyle, Community Member
- Agnes Mochama, Community Member
- Marg Kowalski, Department of Canadian Heritage
- Francine Small-McHugh, Sexual Health Awareness Centre & Planned Parenthood
- Melanie Winterlee, Bay Area Leadership
- Jennie Vengris, Social Planning and Research Council
- Raimonda Gorishti, FI Representative
- Fatima Homid, FI Representative
- Suzanne Skinner, Community Member



CHILDMINDING SERVICES

Free, professional, on-site Child Minding services have been available for participants of most sjIWC programs. Child Minders from a variety of backgrounds provide children with a stimulating and engaging environment in which free expression and creativity and encouraged. **During this year the child minders have cared for 171 children for the LINC and I-WORK! Programs.**

Programs and Services...Results!

PERSONAL SUPPORT WORKER SKILLS PROGRAM

sjIWC facilitated training, education and employment for participants in this field of expanding work opportunities. This 18-week program, delivered by a local accredited health institute, provided theory and hands-on learning to 29 women, thus responding to a growing demand for qualified Health Care Professionals. **All 29 participants are employed now.**



I-CARE PERSONAL SUPPORT WORKER SECTOR SPECIFIC ENGLISH TRAINING



The I-CARE PSW sector-specific language training was run for the first time in 2005. Through hands-on, participatory and interactive teaching techniques, **13 women worked together for 12 weeks to develop their language and communication skills for the occupation.** All 13 women completed the program and are now enrolled in the Personal Support Worker Certificate Program.



CHILDMINDING EXTENDED SERVICES: MOM AT WORK PROGRAM

The Mom at Work Program, funded by City of Hamilton Public Health and Community Services Program, provides support for immigrant and refugee women with children accessing front-line employment services at sjIWC, as well as other employment based or skills-development programming. **In 2004-2005, 288 children and 231 women accessed the Mom at Work services.**

Programs and Services...Results!

"I have met so many nice people since I came to Canada but your personality, ethics and working style have impressed me the most."

SERVICES OF INFORMATION AND REFERRAL

sjIWC has provided accurate and timely services of information and referral in the areas of Immigration and Refugee Law, Consumer Protection, Family Law, Landlord and Tenant Act, Woman Abuse, Pensions and Benefits, and Social Assistance. sjIWC maintains partnerships with many organizations and community groups in the Hamilton area to facilitate the referral process. **100% of the women we assisted in this area acquired the information they needed in order to proceed**

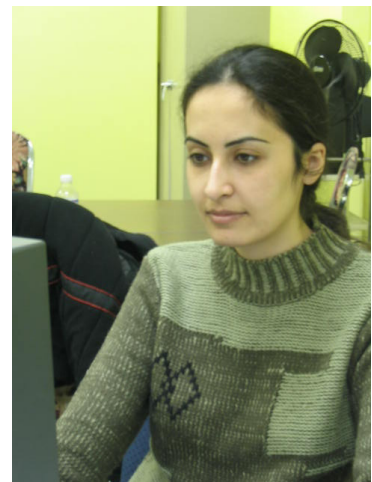


Family Home Visiting Program

Our three experienced Family Home Visitors made 1,424 visits to nearly 100 families this year. 100 % of these families are now connected with the Canadian health system. Their understanding of the growth and development needs of their children and their participation in the community has increased.

COMPUTER CLASSES

This program is generously offered by our volunteer computer trainers to the novice computer user. The courses include: *Basic Windows and Internet Search, MS Word, MS Excel and Power Point.* **More than 10 computer classes were organized over the year of 2005 and with more than 80 students attending the classes.**



Volunteers



Energy and Enthusiasm

The success of sjIWC and its programs depend largely on the energy, enthusiasm and dedication of our volunteers. Our volunteers have provided excellent services to our organization and to our clients including: administrative support, computer lab management, computer instruction, IT Support, Group Facilitation, Child Minding and Teaching Assistance.

Over the 12 month period of 2004-2005, forty-six (46) volunteers donated nearly 3,000 hours of volunteer work to the Centre. **Thank you for your passion and commitment!**



Alexandra Johnstone
 Asako Nakamura
 Ayam Abu-Zaineh
 A. Pauline Lowe
 Beth Paulin
 Brenda Mitchell
 Dur Mohamed Afghanyar
 Muoi (Cindy) Huynh
 Dorys Torres
 Enjema Paulete Ewusi
 Gloria Pope
 Grace Su
 Hadeel Al-Zubaldi
 Jeiny C. Ruiz
 Jenny Hayward
 Marina Granilo
 Maryam Emami
 Masuda Chowdhury
 Meenu Sharma
 Naglaa Hassnein
 Njeri Kamotho
 Nizama Hajdarevic
 Nisar Ahmed Kakar
 Oleg Brill
 Pamela Weston
 Paula Esteves
 Qulin Audisho
 Raihana Barakzai
 Ramia Elleithy
 Rehana Khanaru
 Renata Samigullina
 Rita Rikh
 Ruth Antiwiwaa
 Seema Sultani
 Shahpari Qaher
 Sheila Van Leusden
 Shefali Sawhney
 Silva Vartan-Kelechian
 Victoria Rodriguez
 Wifag Mohamed
 Wilma Van Keulen-Kloet
 Yang Wu
 Kathy (Yun) Shi
 Yumiko Tazawa
 Zaitoon Begum
 Zozan Koystani
 Zozan Koystai

sjIWC grew to an employee-base of 32 employees in 2005. Extended over 3 locations, sjIWC staff strive to work with efficiency and perseverance to help immigrant and refugee women fully participate in Canadian society.

Administration

Ines Rios—Executive Director
Armando Ruiz—Accountant
Maria Elena Faria

Personal Support Worker Program

Doris Carranza—Program Coordinator
Jacinth Brissett—Instructor Facilitator

Childminding Services

Bozena Woszczyk—
Supervisor
Janina Sobczuk
Maria Nunez
Martha Villalta
Nada Tuta
Naheed Tariq
Najia Barakzai
Paula A Melao
Rosa Maria Arauz
Wendy Johnson
Yumiko Tazawa
Zulma Rosio Canizalez
Seema Sultani
Zaitoon Begum
Silva Vartan-Kelechian
Monica Van Overbeeke
Maryem Toresho
Rosemary Lwanga

Family Home Visiting

Jane Sumwiza
Mahasen Elhamalawy
Nada Tuta
Bothaina Mohamed



Facilitating Inclusion

Cat Cayuga - Program
Coordinator



LINC Program

Elizabeth Webb—Program
Coordinator
Rebecca Yanyan Xu
Agnes Kucharska
Biljana Vasilevska
Jennifer Weiler
Krista Fleury
Maria Crapsi
Marjory Ingrassia
Rose Coffey
A. Pauline Lowe
Ning Wang
Ana Parsons
Jacinth Salmon-Brissett

I-WORK! Program

Suzanne Skinner—
Program Coordinator
Doris Carranza
Jennifer Aggus
Veronica Dichoso
Michelle Smith
Rosemary Aswani



Talent at Work

Elizabeth Webb - Program Coordinator
Rebecca Xu

Funders

Our programs and services are generously funded by:

[The Sisters of St. Joseph of Hamilton](#)



[Citizenship & Immigration Canada](#)



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada

[Service Canada](#)



Service
Canada

[The Ontario Trillium Foundation](#)

THE ONTARIO
TRILLIUM FOUNDATION



LA FONDATION
TRILLIUM DE L'ONTARIO

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HAMILTON
COMMUNITY
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