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1119 Fennell Ave E., Suite 236

Hamilton, On L8T 1S2 P: 905.387.1100 F: 905.387.1770 Sharing in the movement towards empowerment and independence, the Centre is committed to enabling immigrant and refugee women to discover and build their new futures.







2007-2008 Annual Report

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Board of Directors

Kathryn Lickley, President Dawna Keith, Vice President Sarah Wayland, Secretary Adenike Aderibigbe Anne Flanagan Fauzia Viqar Maroussia Ahmed Sylvia Brade Sylvia Kajiura

Message from the President of the Board

In 2008, St. Joseph Immigrant Women's Centre entered its 21st year of operation. Executive Director Ines Rios and the Sisters of St. Joseph received their first public funding from Citizenship and Immigration Canada (CIC) in 1988. Since then the organization has grown to serve the needs of over 2,500 immigrant women and their families yearly. The range of programming available to these women speaks to the sensitivity and creativity of the Executive Director and her staff in developing strategies to help women settle, integrate and thrive in Canadian society. Plans for celebrating this momentous anniversary are underway. The Board of Directors will be joining with staff of the Immigrant Women's Centre to make this anniversary one to remember.

There continues to be much to celebrate in terms of the programs and services again in 2008. The Centre's Wellington Street site has moved to a new and larger space at 182 Rebecca Street. This year our Annual General Meeting is part of the grand opening of this location. This site will accomodate even more enriched programming for immigrant women in the downtown area.

Similarly, the Immigrant Settlement and Adaptation Program (ISAP) at the Mountain and Downtown sites supported more than 750 newcomer women and their families since their opening last year. This is a niche for the Centre, and as the purpose of ISAP is to assist clients through their first 3 years in Canada, we can expect to see even more creative programming this year.

The Board of Directors continues to work on important goals and activities to support our growing organization. The Executive Director has developed a work plan to fulfill the mandate dictated by the newly completed Strategic Plan. Similarly, the Board is working to fulfill key strategic governance directives, including board development and policy/analysis revisions, in keeping with the broader responsibilities of the Centre.

On a final note, Sister Aloysia Fisher left our Board last year. She has been a steady, kind and well-regarded member who contributed consistently and fully as Chair of our Nominations Committee. We miss her, and the end of her tenure marks the end of the presence of the Sisters of St. Joseph in the organization. We will celebrate the incredible contribution of the Sisters to Hamilton's immigrant community through St. Joseph Immigrant Women's Centre on the occasion of our 20th anniversary.

To that end, the Board of Directors wishes to express our thanks and appreciation to Ines and all the Centre's staff for work well done in 2008.

- Kathryn Lickley



Message from the Executive Director

With the opening of two new locations to support immigrant women, 2008-2009 has been a year of physical growth. With that we have seized the opportunity to reflect on our organizational capacity and take our work to the next level, to make connections with the larger meaning of our mission of full participation for immigrant and refugee women in a just and supportive Canadian society.

To this end, our work has been to discover multiple ways to strengthen collaboration with others to support policy change and bring about real change for women and social justice and equity. I have found enthusiasm and support in sister agencies and associations in the development of shared meaning, insight and an understanding of what a united front of collaboration means for women in Hamilton.

In the meantime, we have been weaving some threads - in big ways and small ways - in the movement towards empowerment. We are continuously engaging program participants, staff and volunteers in challenging work, from literacy, to telephone communication, to increasingly higher competencies in English communication. Through our new settlement programs we are, alongside the women with whom we work, building broadened understandings of life and the participation of women in Canadian society. We continue to make a significant contribution to this city through our Employment Support Program which, equipped with our dynamic team, has maintained high performance despite the tough economic times - All this accompanied by the best of the best in childminding services with an excellent team working to prepare our future leaders to participate in a just and supportive Canadian society.

We will continue to focus on what women care about, honour everyone's contribution, share learning and take time for conversation. All of it - the growth, the work, the results and our development - has been possible thanks to the people who believe in us, from our initial supporters, the Sisters of St. Joseph of Hamilton, to our current and past donors and funders. To our dedicated Board, staff and volunteers, the biggest congratulations of all for supporting with discipline and care those whom we care about the most: women and children.

- Ines Rios

Statement of Earnings and Net Assets

Year ended August 31, 2008, with comparative figures for 2007

	2008	2007
Revenue:		
Citizenship and Immigration Canada	\$ 1,670,795	\$ 1,081,520
Human Resources and Skills Development Canada	308,690	424,244
Employment Ontario	115,708	-
Social and Public Health Services of the City of Hamilton	93,160	103,930
The Ontario Trillium Foundation	32,897	63,000
City of Hamilton (Ontario Works)	143,719	129,491
Hamilton Community Foundation	45,490	48,800
Status of Women Canada	-	9,967
The Lawson Foundation	1,309	-
Social Planning and Research Council of Hamilton	11,560	6,200
Province of Ontario, Ministry of the Attorney General	38,654	15,262
Operating revenue from fundraising	6,483	3,589
English and Computer Classes	2,494	2,323
Other	32,585	52,050
	2,503,544	1,940,376
Expenses:		
Language Instruction for Newcomers to Canada	\$ 1,500,615	\$ 1,083,879
Core Administration/ front line service of settlement	248,409	216,998
I-WORK! Program	426,435	424,242
Immigrant Settlement and Adaptation Program	170,251	-
Healthy Babies Healthy Children Program	94,027	104,387
Leadership Program	24,912	45,634
Talent at Work Program	27,151	63,721
Wellness for Women	66,267	15,252
Other programs	150,531	154,254
Elimination of interprogram charges	(214,623)	(178,855)
Total Expenses	2,493,975	1,929,512
Excess of revenue over expenses	9,569	10,864
Net assets, beginning of year	48,310	37,446
Net assets, end of year	\$ 57,879	\$ 48,310

Full financial statements including accompanying notes are available to the public upon request.

Balance Sheet

August 31 2008, with comparative figures for 2007

		2008		2007
Assets				
Current assets	¢	101.050	<i>•</i>	
Cash and cash equivalents	\$	101,378	\$	97,551
Accounts receivable		68,118		59,658
Prepaid expenses and deposits		23,459		27,969
		192,955		185,178
Capital assets		205,467		81,733
	\$	398,422	\$	266,911
Liabilities and Shareholders' Equity				
Current liabilities Accounts payable and accrued liabilities	\$	60,745 74 606	\$,
Current liabilities	\$	74,606	\$	104,644
Current liabilities Accounts payable and accrued liabilities	\$,	\$	104,644 138,209
Current liabilities Accounts payable and accrued liabilities Deferred revenue Deferred capital contributions	\$	74,606 135,351	\$	104,644 138,209 80,392
Current liabilities Accounts payable and accrued liabilities Deferred revenue	\$	74,606 135,351 205,192	\$	33,565 104,644 138,209 80,392 48,310

Full financial statements including accompanying notes are available to the public upon request.

Programs and Services



In collaboration with her Employment Counsellor, Selma set goals, created a resume, and prepared for interviews. In 2008 the Employment Counsellors met with over 1,000 new and return clients. Of the 351 new clients seen in 2008, nearly 80% have secured employment. Employment Support Services are funded by MTCU: Employment Ontario

Tiba is building her skills for job search and her knowledge of the labour market in Canada in the I-WORK! Program.

In 2008 the I-WORK! Orientation to the Labour Market Program supported 81 women to set goals for employment and enhance their employability. To date, 60% of these women have secured employment, and another 30% are engaged in training towards their employment goals set in the program. The I-WORK! Program is funded by MTCU: Employment Ontario.



Homework Club Funded by the Hamilton Community Foundation and delivered in collaboration with the Sudanese League of Hamilton, this neighborhood based club provided a venue for after school activities and improvement in math, science and reading skills for 18 children from immigrant families.



Thaw supports newcomer families through the process of settlement in the Immigrant Settlement and Adaptation Program.

New to the IWC in 2008, the ISAP Program supported over 750 families. With over 2,200 on-site and itinerant visits, the Family Settlement staff at two sites in Hamilton provided orientation to the community, support with basic settlement needs, and information sessions for newcomer parents. The ISAP program is funded by Citizenship and Immigration Canada.



Programs and Services



Hadsen supported refugee relief and international microlending with her handmade goods. The International Marketplace hosted 26 immigrant women who explored entrepreneurship and generated income. Once a small on-site event, the International Marketplace has developed into a multi-site event with a social mission and broad impact.

Hamide trained to become a peer educator, building her knowledge of the causes and impact of hate crimes, and resources of support.

In 2008 12 young women from diverse ethno-cultural backgrounds engaged in awareness-raising of the issue of hate crimes. The Hate Crimes Prevention Club was funded by the Ministry of the Attorney General.





Elizabeth and Mirian joined the Driving Club to learn the rules of the road and prepare for the G1 test, a step towards increasing mobility and independance.

In 2008, 285 women participated in our G1 and G2 Driving Programs. In total, 94% of the 243 G1 Driving Club participants passed the written test. Of the 42 G2 Driving Club participants, so far 60% have passed the in-car test.

Personal Support Worker Program

This year 22 women completed the hands-on training. With practical skills and strong job prospects in this growing field, 85% of graduates have secured employment. Funded by City of Hamilton.



Maria enhanced her desktop publishing skills in the Centre's Computer Classes. Participation in the computer classes increased by over 25% in 2008, with 312 women taking computer training. Classes in 2008 covered Windows & Internet, the Microsoft suite and Quickbooks.



Adiba and Chie are enhancing their telephone and workplace communication in theTelephone and Communication Skills for Careers program, aiming to secure employment in their fields.

In collaboration with the Call Centre Training Program, in 2008 the Centre piloted this program, funded by the Ontario Trillium Foundation, which hosted 12 women seeking to refine their English communication. In only 12 weeks 83% of participants improved at least one language benchmark, with 17% moving twofull benchmarks. As a result of the program's success, it was funded by Citizenship and Immigration Canada for 2009 -2010.

Hawa is gaining practical English skills and building confident communication in the Language Instruction for Newcomers to Canada Program. In 2008 an average of 190 learners attended the LINC program daily at four sites in Hamilton. Each month, an average of 10 learners graduated to a higher LINC level.



Childminding

The childminding program hosted 292 children whose mothers attended LINC and I-WORK! in 2008, and engaged children in creative activities to support growth and skills development. The ISAP Occasional Childminding program, new in 2008, hosted 192 children whose parents accessed settlement support. In 2008 our **Mom at Work** extended childminding program, funded by the city of Hamilton, hosted 594 children whose mothers accessed employment services and other Centre programs.



Family Home Visiting

Funded by the City of Hamilton. In 2008 our Family Home Visitors made 1011 visits, supporting expectant families and families with children under 6 to access resources and information to promote the healthy cognitive, physical and psychosocial development of their children.

Centre Staff

Administration

Ines Rios, Executive Director Elizabeth Webb, Assistant Director Armando Ruiz, Accountant Alina Rodriguez, Executive Assistant Nabila El Ahmed, Project Coordinator

Office Support

Phoebe Michael, Receptionist Hadsen Mohamed, Evening Receptionist Yasmin Georgis, Greeter

Family Home Visiting

Amtul Hameed

I-WORK! Employment Support

Jennifer Aggus, Program Coordinator Ashley Dryburgh, Group Facilitator Doris Carranza, Employment Counsellor Rosemary Aswani, Employment Counsellor Thuy Dam, Employment Counsellor

Homework Club

Huda Diab, Coordinator Diana Abdulrahman Wala Elsheikh

Special Initiatives Team

Elaine Logie Sandra Mejia Maria Weimer Virginia Ladeda

Volunteers

Downtown/ Itinerant ISAP Program

Veronica Dichoso, Program Coordinator Asha Bogor, Family Settlement Counsellor Jane Sumwiza, Family Settlement Counsellor Paw Thaw Ku, Family Settlement Counsellor Sana Khairo, Family Settlement Counsellor

Mountain Family Settlement Centre ISAP

Massy Kabamba, Program Coordinator Bothaina Mohamed, Family Settlement Counsellor Nada Tuta, Family Settlement Counsellor Wendy Johnson, Receptionist/Admin. Assistant Yakima Peter, Childminder Bassma Al-Zuhairy, Childminder / Facilitator

Childminding

Bozena Woszczyk, Childminding Supervisor Childminders Belqis Muhammad Niaz Gabriela Navarro Hoshneara Begum Janina Sobczuk Layla Resoul Marem Toresho Maria Nunez Masooma Noor Monica VanOverbeeke

Casual Childminders Iman Alchami Luz Elena Arias

Naheed Tariq Rakhi Chowdhury Renuka Kakkar Rosa Arauz Samina Sehrai Sanaa Mohamed Seema Sultani Silva Vartan Sima Arif Wassan Al-Saleh Luz Lopez Mehria Azimzai Mulki Abdalla

Staff members Thuy and Pheobe collaborate with other staff and volunteers to support immigrant women to build civic, social and ecomonic participation.

LINC Program

Isabella Marchese, Education Coordinator Wasan Mohamad, Rebecca Site Coordinator Abir Alsaid, Fennell Ave. Site Coordinator Vivyan Salih, Main St. Site Coordinator Silvia Reynaga, Teaching Assistant

Kim Henrie

Krista Fleury

Mary Vallance

Rose Coffey

Tara Harding

Tracey Azlyn

Lavern Young Clarke

Instructors

Adrianna Semerjian Agnes Kucharska Anela Milicevic Anisa Malik Audrey Beaulne Eileen Booty Jennifer Weiler

Bharati Belmore

Marie Robbins

Jacinta Gwanyam

Susan Guz Supply Instructors

Marwa Al-Shalabi Megan Jukes Susan Mumery Bacon

In 2008, 56 volunteers contributed over 3,600 hours to the Centre's programs and services. From driving instruction, to computer training, to office support, volunteers contributed to all aspects of programming at the Centre, facilitating service delivery and support for newcomer women and their families.

Aisha Farah Anita Navarro Arazo Salahaddin Ali Asha Muhammud Asli Ali Bassma Al-Zuhairy **Briggite** Pena Bula Chowdhury Catalina Gonzalez Charmaine Da Graca Costa Chrishanthi Jayasuriya Comfort Omezie

Derdre Dixon Dodji Ousmane Ellen Wang Fadime Akgun Fatima El Sakka Felipe Ballesteros Gloria Pope Hadsen Mohamed Henry Jean-Baptiste Hilary Coburn Hodan Hoora Ilona Zloch

Jamag Musse Iewel Alfoure Ion Clark **Juanita Bustos** Julie Creen Katherine Zarceno Kyoungmi Kim Lami Ali Margaret Schulz Masuda Akter Melanie Pthier Melissa Eberly

Melisa Fernandez Nagwa Mohamed Paula Esteves Phoebe Michael Roslynne Crawford Sandy Shlemoon Shahira Baru Nababjan Silvia Reynaga Souad El Addali Sister Mildred Dietrich Suparna Sharma Tamiza Nanji

Tauga Rebwar Vahida Ialai Vida Karimtafreshi Virgina De Los Santos Yasmin Georges Yasmin McFarlane Yesid Ballestros Yolanda Riano

