



# Learn, work, grow.





# 2008 - 2009

## Annual Report

### Message from the President of the Board and the Executive Director

When, by mid 2009, the financial crisis hit the world and Hamilton felt the impact of job losses, immigrant women were not spared. Despite the crunch – or perhaps in response to it - many women were quick at transforming the crisis into an opportunity by taking on that dreaded survival job. They learned much from this tough work, improving their language skills and learning about financial management. They rose to the challenge.

Our Centre, led by women, did precisely the same. We increased efficiency within our services, not just financially but also increasing access to a wider range of highly comprehensive programming. We responded with innovation – focus was placed on exploring income-generation for women and revenue-generation for the agency itself. We

explored micro-entrepreneurship and micro-credit as ways of promoting women's participation in the economy; and for the agency, we studied and actively piloted social enterprise ventures.

We reflected deeply on how vulnerable we are in today's economy as a women's organization. Thus, the concept of a women's coalition was born – an entity to research and analyze, advocate on issues that affect us all as women, and track indicators of equality in Hamilton. In partnership with the YWCA, we undertook a feasibility study to ascertain the response and expectations of women's group and individuals to the coalition.

We still did not stop. Rather, we took it one step further. In order to successfully create welcoming communities, we launched The Women's Press, a

print and digital periodical through which the voices of women in Hamilton reach out to a wide spectrum of organizations, stakeholders and decision makers. Five issues and 10,000 copies have gone into circulation to date.

All this, and much more, became reality thanks to the tenacity of a very talented team of 84 staff members, volunteers, a dedicated Board, the collaboration of partner agencies, and the financial support of funders and donors who believe in our vision and capacity to support women to fully participate in a just and equal society.

Ines Rios, Executive Director  
Kathryn Lickley, Board President

## In 2009...

Nearly 88% of the 80 women who completed the **I-WORK! Orientation to the Labour Market** workshop secured employment. They built confidence, increased employability, and developed practical skills for job search.

An average of 262 learners attended the **Language Instruction for Newcomers to Canada** (LINC) classes daily, enhancing their English communication skills and building confidence.

32 women completed the intensive **LINC Telephone Communication Skills Program**. To date, 70% are working, engaged in post-secondary education, or volunteering in their field.

The **Immigrant Settlement and Adaptation Program** (ISAP) served over 900 newcomers and delivered nearly 100 information sessions, supporting families to build their new lives in Canada. ISAP's **Occasional Childminding Program** recorded 1,046 visits from children whose mothers received settlement support.

51 women enhanced their knowledge of personal and family financial management through the **Financial Literacy Program**, and became better equipped to save for their futures.

New and returning clients had over 1,200 visits with the **Employment Support Program**. Of the 424 women new to the program in 2009, over 65% have secured work to date while others are engaged in further skills development for employability.

The 5th annual **International Marketplace** hosted 29 immigrant women vendors, supporting emerging entrepreneurs in Hamilton to develop their skills and supplement family income.

Across all three sites, 283 women participated in **Computer Classes**, learning essential computer skills for work and life. 30 more women with accounting backgrounds completed training in **QuickBooks**, bridging them to the field in Canada.

The Centre published four issues of **The Women's Press**, with over 40,000 copies delivered with the Voice in Diaspora. Contributions from 15 community agencies enriched the content and dialogue.

20 women completed the **Personal Support Worker Program** delivered in partnership with Central Health Institute. To date, 95% have secured employment in the field.

The Centre's **Childminding** facilities supported 323 children of women taking the LINC and I-WORK Programs. The Mom at Work extended childminding program hosted 870 children whose mothers attended workshops and employment counselling.

206 women studied together in the **G1 Driving Club**, and 84% passed the test - an important step to building independence and mobility.

7 women participated in the pilot **Sewing and Alterations Program**, gaining practical skills for work or small business.

In partnership with the YWCA, the Centre embarked on a feasibility study for a **Women's Coalition**, to track and report on the key indicators of equality for women in Hamilton.

The Montcalm Community Project hosted information sessions, community mobilization meetings and a homework club, in partnership with the Sudanese League of Hamilton.

34 women completed the 6-week **Life Issues in English Program**, gaining English language skills for work and life.

## Volunteers

**61** Volunteers contributed nearly **3,800** hours to the activities - and success - of the Centre in 2009.

Alan Peralta  
Angela Gaspari  
Anne Alfaure  
Awatef Belghiti  
Bahja Abdilahi  
Beatriz Vargas  
Carolina Mendoza  
Dimah Khalid  
Donal Mudoka  
Frishta Parwani  
Gloria Escobar  
Hanaa Mikhail  
Joanna Gakwaya  
Joanna Yassin  
Katherine Zarceño  
Kimberly Rodriguez  
Liana Spada  
Liliana Arauz  
Liliana Guerrero  
Linda Haywood  
Lucene Charles

Maria Isabel Garcia  
Maria Weimer  
Mayda Sharaan  
Melanie D. Persadie  
Melanie Pothier  
Nagwa Mohamed  
Nancy Sepulveda  
Nani Savo  
Naz Husaen  
Nelson Ruiz  
Nohra Martinez  
Nubia Rivera  
Olga Denisova  
Paula Esteves  
Rabqa Hami  
Rowshon Ara Begum  
Ruth Mwaura  
Ruzanna Piroeva  
Sabrina Jeria  
Samer Salman  
Sarita Joel

Shahira Banu  
Shirangani Jayatunge  
Silvia Reynaga  
Simona Nagy  
Sister Claudia Rossignoli  
Sister Francis Rossignoli  
Sister Gabriela Hince  
Smita Mistry  
Sultana Nasrin  
Tatiana Navarro  
Tavga Rebwar  
Thamina Rahman  
Vahidah Jalali  
Vida Karimtafreshi  
Vinos Haidary  
Yaneth Pedreros  
Yasmin Gorgis  
Yelenis Cipolla  
Yolanda Riaño



Citizenship and  
Immigration Canada

Citoyenneté et  
Immigration Canada



Ontario



Zonta Club of Hamilton II  
Member of Zonta International  
*Advancing the Status of Women Worldwide*



Status of Women  
Canada

Condition féminine  
Canada



HAMILTON  
COMMUNITY  
FOUNDATION  
For Hamilton, For Ever



Hamilton

THE ONTARIO  
TRILLIUM  
FOUNDATION



LA FONDATION  
TRILLIUM  
DE L'ONTARIO

## Funders

# 2008 - 2009

# Annual Report Financial Statements

## Statement of Earnings and Net Assets

Year ended August 31, 2009, with comparative figures for 2008

	2009	2008
Revenue:		
Citizenship and Immigration Canada	\$ 2,445,735	\$ 1,670,795
Employment Ontario	436,287	424,398
Social and Public Health Services of the City of Hamilton	28,560	93,160
The Ontario Trillium Foundation	22,898	32,897
City of Hamilton	73,385	143,719
Hamilton Community Foundation Women's Centre	6,500	45,490
Status of Women Canada	18,805	-
The Lawson Foundation	-	1,309
Social Planning & Research Council	-	11,560
Province of Ontario Attorney General	-	38,654
Operating revenue from fundraising	5,135	6,483
English and computer classes	2,243	2,494
Other	45,103	32,585
	3,084,651	2,503,544
Expenses:		
Language Instruction For Newcomers to Canada	1,723,490	1,500,615
Core Administration/Front Line Service of Settlement	237,635	248,409
I-Work	440,747	426,435
Immigrant Settlement and Adaptation Program	714,415	170,251
Healthy Babies Healthy Children Program	30,152	94,027
Leadership Program	-	24,912
Talent at Work	29,666	27,151
Wellness for Women	1,911	66,267
Other programs	96,854	150,531
Elimination of interprogram charges	(191,170)	(214,623)
Total expenses	3,083,700	2,493,975
Excess of revenue over expenses	951	9,569
Net assets, beginning of year	57,879	48,310
Net assets, end of year	\$ 58,830	\$ 57,879

## Balance Sheet

August 31, 2009, with comparative figures for 2008

	2009	2008
Assets		
Current assets:		
Cash and cash equivalents (note 2)	\$ 214,505	\$ 101,378
Accounts receivable	22,545	68,118
Prepaid expenses and deposits	24,029	23,459
	261,079	192,955
Capital assets (note 3)	545,922	205,467
	\$ 807,001	\$ 398,422

## Liabilities and Shareholders' Equity

Current liabilities:		
Accounts payable and accrued liabilities	\$ 83,091	\$ 60,745
Deferred revenue	121,100	74,606
	204,191	135,351
Deferred capital contributions (note 4)	543,980	205,192
Net assets	58,830	57,879
Commitments (note 5)		
	\$ 807,001	\$ 398,422

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