



Our Mission is to provide shelter, support, counselling and advocacy to help abused women and their children to break the cycle of violence. We are a women-centred, anti-racist, anti-oppressive, non-profit organization serving the diverse population of the Region of Peel.



*Annual Report
April 2007 - March 2008*

A United Way of Peel Region Funded Agency



BOARD OF DIRECTOR'S REPORT

On behalf of the Interim Place Board of Directors, I want to take this opportunity to thank all of the dedicated, caring and committed individuals. All of you contribute to Interim Place's mission to create a world free from violence for all women in our community. Thank you to the wonderful group of women on the staff of Interim Place, their dedication and talent change women's lives.

We also want to thank all our friends in the community including partner agencies, supporters, and community groups. In particular, we want to acknowledge our amazing volunteers who work on our many committees, on our board, and in the areas of administration, fundraising and programs.

Thank you to all our funders and the foundations, faith communities, businesses and community groups together we are all working to close the door on abuse and open the door to hope for women in our community.

As a community Board we have an important job to ensure that the organization fulfills its mission to provide support to women facing violence and respond to the social issues that women face

This year we have accomplished much and we are very proud. We have built on our work over the past year, continuing to make changes in our organization which led to the successful completion of Interim Place's new strategic plan. This plan lays out our priorities and directions and will guide our work over the next four years.

Interim Place's Strategic Plan identifies key strategic priority areas and these are outlined as follows:

*** Existing Programs and Services**

Includes focus on anti-racism and anti-oppression service delivery and increase and Enhancement of services including the increase in the number of shelter beds by 30 2008-2010

*** Development of new Programs and Services for women and children to meet community needs**

Includes role in housing and enhanced community support initiatives for women 2010-2012

*** Enhance funding and fundraising to support operations**

Includes securing new support for additional shelter beds and enhanced resource development 2008-2009

*** Facilities & Infrastructure**

Includes facilities planning and technology upgrades 2008-2009

*** Expand Social Justice Work, build community relations and agency profile**

Includes enhanced work in the community by board, staff, volunteers and women on social justice issue, public education and improved external communications 2008-2010

BOARD OF DIRECTOR'S REPORT

* Human Resource Development

Includes anti-racism and anti-oppression training, skill development in key areas
policy development and enhanced communications

2008-2011

In closing, it is vitally important that Interim Place is in a solid position to respond to the needs of women in our community. We have challenges ahead. We know that there are not adequate shelter beds within

Peel Region for women facing violence and we can and will respond to this need. We know that poverty is a women's issue and so any poverty reduction strategies developed must address the diversity of women and their needs. Interim Place will work to ensure that the new Provincial Poverty Reduction strategy reflects this reality.

At Interim Place, we know that programs and services are only one piece of the work that we do. Our role as a community board in a social service organization must be about social justice and change if we are to truly do our job. As we mark over 27 years of providing services to women in Peel region we will work hard to continue to be a voice for women who face violence and oppression.

Laurie Wallace –Lynch
Acting President, Board of Directors



Staff at "No One is Illegal" March/Rally - Toronto

Did you Know

- ✓ *Interim Place* provided 14,016 shelter beds to over 142 women and 120 children in our emergency shelters and then successfully helped them to transition to safety and housing.
- ✓ *Interim Place* answered 4,956 crisis calls and provided assistance 1,783 women callers in the community.
- ✓ *Interim Place* supported 771 women in the community through our Transition and Housing Support Program providing 12,967 hours of service and helping them gain information and support to assist them in leaving violence.

TREASURER'S REPORT

It has been a challenging year as we experienced a significant decline in our fundraising revenue that resulted in a deficit for this year. The demands on not for profits to raise more funds to support operations is a critical issue and trend facing the sector. Our commitment as an organization is to ensure financial stability and planning. We know that enhanced government funding support combined with increased resource development work will put us in a strong position to move forward our new strategic plan and meet the needs of women and children in our community.

On the revenue side, we continue to rely heavily on the Ministry of Community and Social Services for support of our programs and services which include both shelter and community support and outreach.

Our largest expenses are salaries and benefits with the next major expense areas being property and occupancy and followed closely by program and services.

We acknowledge the funding and support of the Ministry of Community and Social Services who this year also provided one time capital and capacity building funds to assist us in our work. Thank you to the United Way of Peel Region and to the Region of Peel who provide personal needs support and transportation assistance to the women in our shelters.

This year we gratefully acknowledge the support of the Ontario Trillium Foundation who awarded us multi year funding to assist us in our ongoing process of change and capacity building. These funds were vital and enabled us to build our organizational capacity and to complete our new strategic plan.

This year Interim Place became the lead agency for the Peel Committee Against Woman Abuse resulting in increased revenue and expenses which have an overall neutral financial impact on operations.

The changes in income this year were a result of a significant decrease in fundraising revenue. On the expense side, the changes in expenses were largely the additional expenses of the Peel Committee Against Woman Abuse. We managed Interim Place's organizational expenses tightly to address the significant fundraising shortfall this past year.

As we move into the year 2008-2009 we remain committed to providing responsive services to women in crisis. We trust that our funders along with the support of our friends and community partners will help us ensure that we are in a position to meet the urgent needs of women and children in our community into the future.

The Board of Directors is committed to address the financial challenges we face and move forward. We want to thank all our donors and supporters in the community for their support of the women and children who rely on Interim Place through gifts of funds, goods and your time. Your generosity makes a real difference.

Teresa Delara
Board Treasurer



Staff at "Take Back the Night"
Gage Park, Brampton

OUR YEAR IN REVIEW

Time has flown it really feels like just yesterday when I came to Peel Region and to Interim Place but it has now been close to 2 years. It has been a wonderful opportunity to learn, grow and contribute to the changes and challenges that have marked this period in our herstory.

I want to say thank you as it continues to be a real honour to work at Interim Place with all the dedicated staff, Board, volunteers, students, community partners, donors and supporters in the community.

I feel incredibly privileged to be able to do the work that I do and be in the company of so many wonderful and courageous women. The women who come to Interim Place Shelters and Transitional and Housing Support and Outreach Program are courageous and strong. Women who despite facing multiple system barriers to addressing issues of violence, poverty, homelessness, and oppression make the difficult decision to risk everything and build new lives free from violence for themselves and their children.

I am proud of the work of Interim Place in providing important services for women within a feminist, anti-racist and anti-oppression framework. This framework recognizes that social, political and economic inequality are the factors that create and sustain violence in the lives of the diverse women in our community and mandates us all to work towards social change. In partnership with our many stakeholders we will continue our fight towards the elimination of all forms of violence in the lives of all women through support, education and advocacy.

The overall goal for the year 07-08 was to build the organizational capacity and plan for our future. Specifically, we worked to strengthen and build capacity in all areas of operation including Governance, Finance, Development, Human Resources, Program and Services and Community. In addition we achieved our goal of completing a new Strategic Plan. This plan is grounded in our mission, informed by women's needs and based on information and input from staff, volunteers and the community.

The following are a few highlights of our accomplishments over the past year:

- ❖ We achieved better community reflection on Board of Directors. We also strengthened policies, training and support to Board of Directors and Board Committees. Our work this year culminated in the completion of a new Strategic Plan for 2008 to 2012 focused on meeting the urgent needs of women and children who are facing violence.
- ❖ We developed greater community credibility as a voice for VAW and as a strong community partner with the broad community. Increased presence on many community initiatives and coalitions that address violence, poverty, homelessness and oppression .
- ❖ We further developed all programs and services through training, policy and skill development which resulted in improved service and better outcomes for the women and children we serve.
- ❖ Our financial system was strengthened and we received enhanced government and foundation funding support. We implemented a new resource development database implemented to enhance resource development information and planning.

OUR YEAR IN REVIEW

- ❖ We developed our external communications for program and service information and increased dissemination to community through increased participation in community activities.
- ❖ We further developed our Volunteer Program building a more diverse volunteer base with enhanced training and support.
- ❖ We further developed our human resources through training across the organization with a focus on leadership development, anti-racism and anti-oppression and organizational change management.

Justice and Peace

Cindy Cowan
Executive Director

To our wonderful volunteers and students, thank you. We couldn't do it without you!!

Our students:

Sumayya Daghar, Melinda Deoram, Kimberley Lobo, Viola Ncube, Vinho Mahenthiran, Jennifer Sheridan, Yasmin Raza, Erin Reed, Andrea Del Vecchio

Our committed fundraising and program volunteers:

Zanaib Boxwala, Maria Bull, Toni Francis, Sumathy Mathur, Sheila Mohabeer, Sugandha Nagpal, Andrea Graham-Rowe, Savina Sengupta, Shivanthie Sirimanne, Natalia Yudina



Body-mapping exhibit from the Health and Racism community work group. Interim Place is a member of this community group

...a powerful expression of women's thoughts and feelings through art on health and racism



Volunteers and staff committed to a cause – at the Vagina Monologue's Fundraiser at Stage West

Each person must live their life as a model for others

Rosa Parks

OUR WORK TO END VIOLENCE IN OUR COMMUNITY

Interim Place is proud to participate in a number of community events to advance social justice:

- Black History Month (Feb)
- V-Day - Global Movement to Stop Violence Against Women and Girls (Feb 14)
- International Women's Day (March 8)
- International Day for the Elimination of Racism and Discrimination (Mar 21)
- International Day of Abolition of Trans Atlantic Slave Trade (Mar 25)
- Asian Heritage Month (May)
- Sexual Assault Prevention Month (May)
- Pride Month (June)
- World Refugee Day (June 20)
- National Aboriginal Day (June 21)
- Take Back the Night Rally and March (Sept)
- World Habitat Day (Oct 1)
- International Day to Eradicate Poverty (Oct 16)
- Universal Children's Day (Nov 20)
- World AIDS Day – *United Nations* (Dec 1)
- International Day of DisAbled Persons (Dec 3)
- National Day of Remembrance and Action on Violence Against Women (Dec 6)
- Human Rights Day – *United Nations* (Dec 10)



"Be the change that you wish to see in the world"

Mahatma Gandhi



Staff performing at our Black History Celebration

"When I dare to be powerful – to use my strength in the service of my vision, then it becomes less and less important whether I am afraid"

- Audre Lorde

FINANCIAL REPORT

Interim Place
Statement of Financial Position
As at March 31, 2008

	2008	2007
ASSETS		
Current		
Cash	\$ 269,218	\$ 148,756
Short term deposits	382,555	368,877
GST recoverable	6,150	7,164
Funding and other receivables	43,308	76,581
Prepaid expenses	<u>6,164</u>	<u>18,694</u>
	707,395	620,072
Property and equipment	<u>5,979,015</u>	<u>6,119,838</u>
	<u>\$ 6,686,410</u>	<u>\$ 6,739,910</u>
LIABILITIES		
Current		
Accounts payable	\$ 153,033	\$ 126,914
Deferred revenue	81,619	-
Current portion of mortgage payable	<u>39,519</u>	<u>1,268,849</u>
	274,171	1,395,763
Mortgage payable	<u>1,191,328</u>	<u>-</u>
	<u>\$1,465,499</u>	<u>\$1,395,763</u>
NET ASSETS		
Invested in capital assets	4,748,168	4,850,989
Externally restricted	96,098	91,584
Internally restricted for contingencies	300,000	300,000
Unrestricted	<u>6,645</u>	<u>101,574</u>
	<u>\$5,220,911</u>	<u>\$5,344,147</u>
	<u>\$ 6,686,410</u>	<u>\$ 6,739,910</u>

Interim Place

Statement of Operations and Surplus

For the year ended March 31, 2008

	2008	2007
Revenues		
Ministry of Community and Social Services	\$2,433,178	\$2,361,881
Region of Peel	47,827	43,277
United Way	195,654	191,136
Peel Committee Against Women Abuse	235,067	-
Donations and Fundraising	323,687	618,874
Foundations	58,800	-
Canada Mortgage & Housing Corporation	-	98,926
Investment Income	13,746	15,941
	<u>3,307,959</u>	<u>3,330,035</u>
Expenditures		
Salaries and benefits	2,519,964	2,438,737
Property, repairs, maintenance and utilities	206,795	241,925
Program services	153,768	130,417
Automotive and mileage	28,893	28,017
Fundraising	73,038	134,187
General and Board	32,747	17,867
Mortgage interest	56,883	57,546
Office	79,905	72,584
Professional fees	74,120	23,503
Telephone	55,602	56,673
	<u>3,281,715</u>	<u>3,201,456</u>
Excess of revenues over expenditure from operations	26,244	128,579
Amortization	<u>149,480</u>	<u>167,100</u>
Excess of expenditure over revenue for the year	<u><u>\$(123,236)</u></u>	<u><u>\$(38,521)</u></u>

Statement prepared by Clarkson and Rouble, LLP Chartered Accountants. These operating statements have been extracted from Interim Place's audited financial statements.

PORTRAITS OF OUR WORK...MAKING A DIFFERENCE



Staff Fun Day Away



Domestic Violence Conference
Kitchener

"Memories of our life,
work and deed will
continue in the life of
others."
Rosa Parks



Staff Training Day Champions



Routes to Freedom Conference
Ottawa



Staff, volunteers and Board members at last
year's - Annual General Meeting
South Common Community Centre



Social Services Action Rally against Poverty
Queens Park

OUR STAFF AND BOARD OF DIRECTORS

North Shelter Team

Paula Adams, Housing Advocate
Madhu Bector, Women's Counsellor
Thelma Beaudry, Women's Counsellor
Sharon Durham, Women's Counsellor
Lisa Hunter, Housing Advocate
Roxanne Galea, Child and Youth Advocate
Sukhy Natt, Child & Youth Advocate
Maria Grodecki, Women's Counsellor
Jaime Lalla, Women's Counsellor
Melinda Recchia, Women's Counsellor
Ligia Reyes, Women's Counsellor

South Shelter Team

Maureen Belcher, Women's Counsellor
Michelle Cottreau, Child and Youth Advocate
Bev Follett, Women's Counsellor
Bernadette Joachim, Legal Advocate
Nisa Khutman, Housing Advocate
Manjit Randhawa, Child and Youth Advocate
Bhajan Rai, Women's Counsellor
Pam Riley, Women's Counsellor
Krishna Rutherford, Women's Counsellor
Laurie Tasanko, Child and Youth Advocate
Anjali Upadhya, Women's Counsellor
Christine Wellman, Women's Counsellor
Li Ting Yu, Maintenance and Supplies
Co-ordinator

Relief Team

Lisa Aldworth
Vivian Cannataro
Linda Disbrowe
Anjali Upadhya
Denise Hooper
Tayech Berhanu
Pam Bilkhu
Tina Bhinder
Pauline Gordon
Christin Hanna
Jasbir Kaur
Jaime Lalla
Daniela Lili
Bridgette Pinder
Crystal Perryman-Mark

Relief Team

Patricia Marcus
MehJabeen Muhammed
Brenda Rail
Joanna Rynska
Nia Simon
Angeline Thompson
Curline Thompson
Radika Varma
Danielle White

Transitional & Housing Support Team

Rahghad Addul-Mumem
Stella Benjamin
Elizabeth Brown
Fatenah Hatami-Fardy
Rama Kapur
Asia Keyes
Pam Lewis-Lange
Maria Macias
Annette Singh
Denise Watson
Nelly Aviles

Administration & Management Team

Sue Alksnis, Director of Development
Cindy Cowan, Executive Director
Sharon Floyd, Program Manager (South)
Joette King, Administration and Communications
Manager
Effie Leung, Development Co-ordinator
Lynda Muir, THSP Program Manager
Jiin Yiong, Program Manager (South)
Priyanka Sheth Program Manager (North)
Pat Yarmey, Finance Manager

Board of Directors, 2007/2008

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Teresa DeLara, Treasurer
Anthea Gomez, Secretary
Antoinette Antoine
Tina Daid
Nicole Douglas-Davidson
Shenelle Durham
Donna Harrison
Howard Pechet
Laura Royal
Laurie Wallace-Lynch

Many thanks to all our wonderful students and volunteers!!!

Thank you!



VDAY Cast March 2008

Stage West All Suite Hotel and Theatre Restaurant again hosted our production of **The Vagina Monologues**, raising over \$10,000 and featuring Television stars **Linda Kash** who is best known as the Philadelphia Cream Cheese Angel.

Greater Toronto Apartment Association Foundation awarded a grant of \$20,000 and the **McKesson Foundation** provided \$18,000 in funding.

Thank you to the **GTHBA-UDI Halton/Peel Chapter Golf Tournament, Mississauga Women's Basketball, The AMMA Foundation, and the Tzu Chi Foundation Canada**. Thank you to these and so many others who have so generously supported Interim Place.

Gloria Steinem Speaks

May 2007



Tzu Chi Foundation Canada volunteers



In June 2007 our **Luncheon Speaker Series** featured **Gloria Steinem** speaking at **In Her Own Words**. We thank our sponsors and volunteers together you helped us create an important community event to raise awareness of Interim Place services through world-class speakers, a tradition we continue with **Her Life Her Words Luncheon Speaker Series** in 2008.

Individuals, organizations, and community groups gave generously to the women and children of Interim Place providing gift cards through our Circle of Care program, new clothing, personal care items and food. Helping us to help women provide for themselves and their children We have really focused our in kind donation program to make it easier to identify the needs of the women and programs with our community donors.

We couldn't do it without you! Dedicated volunteers make a real difference. Whether with us for a day or committees, volunteers help us raise more funds so that we can help women and children more. Too numerous to mention all here, each and every one is a valued part of the Interim Place family.

OUR DONORS – COMMITTED AND CARING

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Glenn Gaynor
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Gloria Thompson

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GTHBA-UDI-Halton/Peel Chapter
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Mississauga Cooksville Lions Club

Mississauga Restaurant Charity	RBC Foundation	Church
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RBC Capital Markets	St. James the Apostle Anglican	

Thank you to everyone who donated between April 1 2007 to March 31 2008. We sincerely hope we have not missed anyone. Please call us at (905) 403-9691, extension 2237 to share corrections.

CONTACT INFORMATION

Mailing Address

P.O. Box 245
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Interim Place Administration Office:

Telephone: 905-403-9691
Fax: 905-403-9808

Email: mail@interimplace.com
Website: www.interimplace.com

Charitable Number: 10751 0059 RR0001

Shelter 24 Hour:

Crisis Lines: 905-676-8515
905-403-9808

TTY Lines: 905-676-0284
905-403-0453

Transitional & Housing Support Program

Intake Line: 905-676-0257

TTY Line: 905-676-1413

Interim Place services are provided in all languages through our multi-lingual staff, language interpreters and ASL services.



CLOSING THE DOOR ON ABUSE...OPENING THE DOOR TO HOPE