

when you



good things
happen.



YWCA
R E G I N A

A TURNING POINT
FOR WOMEN

UN POINT TOURNANT
POUR LES FEMMES

YWCA people say Yes!

These pages profile twelve members of our community who say yes in their own way—as volunteers, partners, board members, and staff. Many of them choose to give their time and skills—but at a deeper level, all of them affirm the cause and the values at the heart of the YWCA, lending their voices* and efforts to a worldwide movement to achieve social justice for women and children. Along with hundreds of others, they contribute to the advancement of our nine Strategic Priorities, highlighted throughout this report. We're proud to lead a community of such passionate people. With them, we say yes—and we invite you to join us!

*You can hear their passion for yourself! Go to ywcaregina.com/sayyes to watch the full video interviews.



Melissa Coomber-Bendtsen, Chief Executive Officer

Kathryn Wild, President

2015 BOARD MEMBERS:

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Alexis Losie, Senior Director of Operations
Amy Stensrud, Senior Director of Housing
Kendra Strong-Garcia, Senior Director of Programs
Sara Weiss, Senior Director of Finance

BIG SISTERS

- 54:** Number of traditional Big-Little matches
- 23:** Matches in Building Bridges, for new Canadian girls
- 11:** Big Boost volunteers doing 1-to-1 tutoring
- 33:** Children waiting to be matched
- 8,851:** Volunteer hours invested in 2015

STRATEGIC PRIORITY

PRACTICING MENTORSHIP IN ALL ASPECTS OF OUR WORK

Mentor recruitment for YWCA Big Sisters included social media postings from Big Sisters mentors saying why they joined; SaskEnergy-funded participation in U of R Welcome Week, with 1,500 students visiting the display; and a targeted campaign to recruit Aboriginal mentors for the Braided Journeys program.

To build staff engagement, directors led each department's development of a vision statement. As well, staff feedback about the first annual YWCA town hall meeting affirmed that staff felt their voices were heard and that they appreciated sharing their personal YWCA stories.

Forty staff in the Housing Department were trained in Motivational Interviewing, a best practice for serving people experiencing homelessness, addictions, and mental health challenges. An ongoing training plan includes monthly practice sessions led by staff, annual sessions for new staff, and equipping leadership to be trainers.

As a volunteer Big Sister, **Krista** is a tutor, mentor and friend to an 8-year-old "Little".



I'm really proud of the fact that I've been able to be a positive figure in this little girl's life. I started volunteering with Big Boost, helping tutor her since the age of five. It's really neat to see how far she's come and watch her develop as a student and as a person too.

In her role at My Aunt's Place and Kikinaw Residence, Lynn shares in both sorrow and celebration.



KIKINAW RESIDENCE

18,280: Nights of accommodation provided in 2015

96: Percent occupancy rate

18: Women from My Aunt's Place and Isabel Johnson Shelter placed longer-term at Kikinaw

895: Total days of supportive housing for 16 teen girls

STRATEGIC PRIORITY

ADVANCING HOUSING SOLUTIONS

In 2015, supported by the Homelessness Partnering Strategy, extensive renovations were completed to Kikinaw Residence and Isabel Johnson Shelter, including new windows, insulation upgrades, thermostat replacement, bathroom renovations, flooring, and paint.

Supplementing capacity at My Aunt's Place, the Kikinaw temporary stay program provided temporary housing and food for up to five homeless women at a time. During a typical 1-2 month stay, women worked with residence staff toward longer-term stable housing.

The Regina community was especially generous to the adults and children resident in YWCA facilities during the holiday season. Besides receiving food and gifts, 60 guests enjoyed the Sask Express Mini Holiday event, courtesy of Sask Express and the Mosaic Company.

Women come to the YWCA scared and alone and overwhelmed by the experience of being homeless. When they come to us, they are so fragile. Then as time goes by, they become strong, and they start to use their voice, and they start to fight for the things that they want.

For Randi, relationships among the women and the staff at Kikinaw Residence make it more than a workplace.



It's really beautiful to see the community Kikinaw residents build in the YWCA—moments that they come together, like at Christmastime and Thanksgiving. That's really nice to see—that they create their own family when they're here.

STRATEGIC PRIORITY

ADVANCING HOUSING SOLUTIONS

Community-building initiatives in Kikinaw Residence include a monthly community kitchen in partnership with REACH, with YWCA providing groceries and REACH giving cooking instruction (plus free slow cookers!). More informally, staff plan coffee times on each floor to create a space for women to get to know each other.

The Senior Director of Housing joined the Steering Committee for Regina's first Point in Time Count, ensuring gendered issues were addressed in the count methodology. The May 13 count gathered quantitative and qualitative data on Regina's homeless population.

Women's and children's housing programs were restructured into a single department in 2015, with a focus on integrating services to better meet client need. Staff now offer programs and services across program locations where possible in areas like housing placement, safety planning, case planning, violence education, and life skills. As a result, significant improvements in outcomes, revenue, and program efficiency have been realized.

MY AUNT'S PLACE

112: Percent occupancy rate

9,066: Days of accommodation provided

582: Women residents in 2015

187: Children residents in 2015

80: Percent of outreach clients attaining stable housing

The most meaningful part of volunteering for me is meeting more great women in our community, women who really care about making a difference. As I learn more about the YWCA, I'm inspired and impressed by the depth of their work, and how they're making a difference in Regina.

STRATEGIC PRIORITY

FOSTERING THE LEADERSHIP CAPACITY OF WOMEN AND GIRLS

Developing a generation of confident young leaders was the focus of the Power of Being a Girl Camp, building important skills in the areas of cooperation, communication, creativity and critical thinking for 52 participants.

Staff participated in the 8-month Leadership Development Program through United Way, and a year-long training course with the Canadian Women's Foundation and Cody Leadership Institute, which included online modules, webinars, coaching and mentoring opportunities.

The YWCA Canada One Movement Meeting in Sudbury and the Annual Membership Meeting in Edmonton offered education, leadership development and networking for Regina board members.

As part of their practicums, U of R students in Social Work and Human Justice facilitated groups in the Children Exposed to Violence and Go Girls! programs, and gave oversight to Building Bridges, an in-school mentoring program for new Canadian girls.

POWER OF BEING A GIRL/YOU

52: Participants in Power of Being a Girl camp

60: Hours of physical activity at camp

45: Hours of education at camp

37: Boys attending Power of Being You 1-day conference (plus 48 girls)

7: Schools participating in Power of Being You

It's the people of YWCA who make it easy for Leah to wholeheartedly contribute her time and skills to the Fund Development Committee.



ANYTHING GOES THRIFT STORE

49: 2015 sales, in 1000s of dollars

15: Percent increase in sales over 2014

793: Backers in October crowdfunding campaign

10: Crowdfunding proceeds for store renovations, in 1000s of dollars

STRATEGIC PRIORITY

BREAKING DOWN BARRIERS FOR WOMEN AND GIRLS

The Advocacy Committee expanded to include six community representatives, plus board and staff. "Wear the Change" T-shirts and stickers were produced to creatively profile women's issues.

Women residents at YWCA were offered support to encourage them to vote in the federal election, including transportation to polls. Resulting voter turnout from My Aunt's Place and Isabel Johnson Shelter was close to 100%.

A partnership was formed with the Employ-Ability program at the Neil Squire Society to provide 4-week work experiences for women with a variety of barriers to employment.

Staff with the Aboriginal Court Worker Program set up office space at the downtown location. Serving community clients involved with the justice system, the partnership also provides services for YWCA clients and training for staff.

To facilitate weekly participation in the Big Boost tutoring program, transportation was offered to children as needed.

For Hasan, an Advocacy Committee volunteer, women's issues are everyone's issues.



There are a number of men on the advocacy committee—which breaks the stereotypes about the YWCA being only women. There are many men here working on women's issues, family issues, children's issues. It's so inclusive.

Creating a safe, caring environment at Kids in Transition Shelter is a role that **Roberto** finds deeply fulfilling.



I feel like I'm one of the parents of the house—there are usually four of us, with ten kids in the house. We all come together and we create this really amazing family that is there to provide some warmth and love to kids who really deserve it in a situation that they don't have control of.

KITS/PARKER PLACE/EVERGREEN

6195: Total days of residence at three transitional homes

125: Total number of children housed

30: Average stay at Kids in Transition Shelter, in days

167: Average stay at Parker and Evergreen, in days

1810: Number of recreational outings

STRATEGIC PRIORITY

PROMOTING POSITIVE CHILD DEVELOPMENT

Following a review of YWCA transitional children's homes, the Social Services review team recommended that documentation, programming and case planning practices at the YWCA homes be used as a standard for other homes.

Program and facility development at YWCA transitional homes for children included a redesigned playroom integrating therapeutic learning tools, creation of a more peaceful and educational environment for children, and introduction of the Play and Exploration model of learning, supported by appropriate furniture, equipment and supplies.

YWCA's transitional homes for children give focus to First Nations cultural programming in the homes, including beading, crafts, teachings and regular visits from a First Nations storyteller. The children attended pow wow dancing, drumming and singing classes, and participated in the Regina Police Service Round Dance and Pipe Ceremony. Staff report significant impacts on the children's cultural identity and community connection.

Emmaline knows what good child care means for her two children, her career—and the community.



There aren't nearly enough good quality, professional child care centres, and we really need more like the YWCA. I certainly don't think we can get stronger as a community without more of what you provide here.

STRATEGIC PRIORITY

PROMOTING POSITIVE CHILD DEVELOPMENT

Community partnerships provided enhanced learning opportunities for children in YWCA child care centres, including: Little Green Thumbs, a horticultural experience offered at the Lumsden centre; Between Generations, which paired children from the Century Crescent centre with seniors from Muchmor Lodge for weekly activities; and a cooking program for children in the downtown centres, offered through a partnership with REACH.

All childcare staff completed the online version of the Ministry of Education's Phase One Play and Exploration training, and are implementing key principles of the approach, based on child-directed exploration of interests.

A summer school-age program was offered by the Lumsden Child Care Centre, with 24-26 children attending daily. Activities included carnival days, water fights and community outings.

CHILD CARE CENTRES

491: Children cared for in 2015

390: Families served by four centres

271: Total number of licensed spaces

58,151: Nutritious lunches served in 2015

122,629: Snacks served, morning and afternoon

It's never about me. I'm there to help the women—it's about their lives, and their hopes for the future. They want safety, they want hope, and above all they want happiness. Knowing that you can in some small way contribute to that is what keeps me going back.

STRATEGIC PRIORITY

PROMOTING SAFETY AND SECURITY

Recognizing that women in YWCA programs have been traumatized, staff are being trained in Trauma-Informed Care; policies increasingly reflect best practices in working with traumatized clients.

A core service at Isabel Johnson Shelter is safety planning with women and children. Across YWCA programs, safety and security is seen as a basic need, and in addition to safety plans, case planning with women included making connections with safety-related community resources.

The Supervised Access Program provided a safe space for visits and exchanges of children between parents in adversarial relationships. In 2015, oversight was given to 90 visits and 110 exchanges.

Safety and abuse prevention were a focus of youth programs like Power of Being a Girl Camp, Power of Being You conference (which included boys for the first time in 2015), and GirlSpace.

ISABEL JOHNSON SHELTER

112: Women housed in 2015

84: Children housed in 2015

604: Women and children turned away for lack of space

100: Percent of women reporting emotional abuse

90: Percent reporting physical abuse

For **Charmaine**, making even a small difference is more than enough motivation to go to work every day at Isabel Johnson Shelter.



GIRLSPACE/GIRLSPACE CIRCLE

18: Group participants in GirlSpace

31: Participants in GirlSpace Circle, targeted for Aboriginal girls

44: Total number of GirlSpace and GirlSpace Circle participants, in five separate sessions

STRATEGIC PRIORITY

DEVELOPING HEALTHY AND ENGAGED YOUTH

At Power of Being a Girl camp, over fifty 7 to 12-year-old girls learned about self-esteem, leadership, healthy relationships, positive body image, and Internet safety. Camp included 60 hours of physical activity.

Aboriginal program expansion included promotion of Braided Journeys, a one-to-one mentoring program for Aboriginal girls; and GirlSpace Circle, offered in two high schools, with teaching on four sacred medicines, indigenous gender roles, Métis jigging, talking circles, and colonization.

The one-day Power of Being You conference dealt with issues related to rape culture, healthy masculinity, violence prevention, healthy relationships, bullying, being an ally, and self-awareness—led by ten presenters, two keynote speakers and an elder.

As an extension of the Ys Kids program, a YWCA facilitator led regular sessions for St. Luke students on healthy relationships. Attended by girls and boys, the in-school program began in 2008.

Alison, a member of the Board of Directors, finds the meetings far from boring!



I feel really excited when I'm at board meetings, when I hear of initiatives that the YWCA does. I feel this is meaningful—it creates change, and it's going to have an impact on so many people. That's what makes me want to be involved—knowing that these initiatives have the power to change lives.

Angela coaches with B-Squad Fitness, a partner organization with YWCA's health and wellness centre.



HEALTH AND WELLNESS CENTRE

69/31: Comparative percentage of female/male gym usage

1,100: Fitness classes offered in 2015

50: Members shared through B Squad Fitness partnership

10: Regular fitness instructors in 2015

STRATEGIC PRIORITY

FOSTERING HEALTHIER FAMILIES

A vision to end a multi-generational cycle of violence is the heart of the Children Exposed to Violence/Ys Kids program. Facilitators help children find healthy ways to understand, communicate, and express their emotions, and the parent group equips parents to support their children through recovery from family violence.

Respite child care services at Isabel Johnson Shelter increased in 2015, enabling women to go to appointments or programming without their children, or have quiet time to reflect. Children benefited from forming relationships with their caregivers, and mothers felt less stressed and overwhelmed.

A summer student provided fun and healthy activities for children and families at My Aunt's Place and Isabel Johnson Shelter. Other family support at My Aunt's Place included group sessions on communication, healthy relationships, parenting, budgeting, and stress management.

Working with people from YWCA in B-Squad fitness classes, one of the things that sticks with me the most is watching people learn movements that they never thought they were capable of. It's very exciting to see—you can see their eyes light up when that happens!

If you can have an impact on somebody's life, even a small impact, and they can transmit that to the next generation—really, there's no better gift to instill. Those are the things I hold on to.

As a facilitator with the Children Exposed to Violence program, Jason hopes for multi-generational results.



STRATEGIC PRIORITY

FOSTERING HEALTHIER FAMILIES

Among other efforts to reunite families, Kids in Transition Shelter set up a sibling visit; accompanied by their foster mom, two former resident children visited with siblings still living at KITS.

Providing support and peace of mind to parents of eight children with specialized needs, child care centres obtained Enhanced Accessibility Grants to fund one-to-one care and programming.

Shelter staff went above and beyond for families who fell through the cracks in public support systems. Staff advocated for a newly-arrived Nigerian woman with two children who had been denied support, helping her to obtain housing, furniture, employment, and child care. A family wanting to get away from a threatening and abusive situation by moving out-of-province, closer to healthy family members, had been denied resources to make a new start. Staff persisted and ultimately obtained support for mother and children to leave an unsafe situation behind.

YS KIDS/CHILDREN EXPOSED TO VIOLENCE

68: Children in sessions about family violence

27: Participants in the parent group

30: Weeks of sessions, offered spring, fall, and winter

18: Adult group facilitators

15: Healthy Relationships group participants at St. Luke School

I received the Women of Distinction Cultural Heritage award from the YWCA. Receiving the award for me was like a beginning. Being a First Nations woman, and knowing the history of residential schools, it was almost like a movement for me. It was profound—I was in awe.

Receiving a Women of Distinction Award was a life-changing event for Bevann.

STRATEGIC PRIORITY

ADVANCING THE FULL PARTICIPATION OF WOMEN IN EVERY SPHERE

For the 2015 federal election, YWCA Regina held an All-Candidates Forum, with representation from four political parties. Questions focused on issues affecting women and families. Fifty participants and three media outlets attended.

The Women of Distinction Lifetime Achievement Award celebrates women who have made an enduring and profound difference. The 2015 recipient was Jo-Ann Episkenew, an exceptional Aboriginal woman who was a model of leadership, achievement, perseverance, humour, and character. Her recent death was tragic and premature, but her influence and contributions will endure.

Nationally and locally, YWCA speaks to the impact of child care on women's access to employment, poverty reduction, and expanded women's participation. In 2015, YWCA called for a national strategy for early learning and child care services that are accessible, publicly managed, high quality, and not-for-profit.

WOMEN OF DISTINCTION AWARDS

- 650: Gala attendees, April 23, 2015
- 122: Total revenue, in 1000s of dollars
- 46: Award nominees in 2015
- 953: Total nominees, 1981-2015
- 32: Volunteers who pulled it off!



FINANCIALS

Summary of financial information for the years ended December 31

| | |
|--------------------------------|-------------|
| REVENUE | |
| 2015 Total Operating Revenue: | \$8,550,790 |
| 2014 Total Operating Revenue: | \$8,125,287 |
| EXPENSES | |
| 2015 Total Operating Expenses: | \$8,436,064 |
| 2014 Total Operating Expenses: | \$8,074,466 |
| NET REVENUE | |
| 2015 Net Revenue: | \$114,726 |
| 2014 Net Revenue: | \$50,821 |

Financial Statements were audited by Deloitte LLP. A full copy may be obtained from YWCA Regina. YWCA Regina operates under Imagine Canada's Ethical Fundraising and Financial Accountability Code. Charitable Registration #10822 7950 RR0001

ACCOUNTABLE FOR MEASURABLE IMPACT

YWCA Regina programs and services deliver on two of the three Strategic Directions set out in the 2013-2016 Strategic Plan: Encouraging Leadership, and Advancing Fundamental Rights and Freedoms.

These Strategic Directions are given further focus as nine Strategic Priorities, which are shown in the graphic to the left and highlighted throughout this report, aligned with detailed program activities and outcomes.

The third Strategic Direction, Building Organizational Capacity, includes our commitment to financial transparency, utilizing high standards for financial management and disclosure.

For a complete overview of the Strategic Plan, see ywcaregina.com.

We said Yes!

Many individuals and organizations generously participated in the life and work of YWCA Regina in 2015. Beyond those listed here, we acknowledge many other volunteers and friends who support us in numerous ways, often unseen and unnoticed.

2015 DONORS Jonina Adamcewicz, Diana Adams, Verna Alford, Darci Anderson, Verna Anderson, Shirley Andrew, Anonymous, Eloise Arlint, Duane Armstrong, Karen Aulie, Lee Auten, Lindsay Baiton, Joan Baldwin, Jody Banks, Candice Bear, Michael Beatch, Tina Beaudry-Mellor, Debra Bell, Donald Bell, Frida Besong Takang, Best Buy Canada & Future Shop, Sandra Binder, Susan Birley, Crystal Blott, Leslie Blyth, Melissa Boschult, Ian Bowers, Marita Bray, Marci Brisbane, Kerry Brown, Randall Burt, Cathy Burton, Barbara Byers, Calgary Health Trust, Jean Cameron, Canadian Diabetes Association, Claire Carter, Anne Chase, Meredith Cherland, Christ Lutheran Church ELW, Barbara Christiansen, Darlene Clarke, Deb Clarke, Jill Clarke, Tina Clay, Commercial Building Service Ltd., Keith Coomber-Bendtsen, Linda Coomber-Bendtsen, Melissa Coomber-Bendtsen, Rebecca Coughlin, Brenda Cradock, Barb Davis, Diane Delaney, Troy Denouden, Janice Dockham, Keith Doering, Chris Dove, Cara Driscoll, Cheryl Duke, Deanna Elias-Henry, Sally Elliot, Embroidery Vibe, Diana Ermel, Pamela Ewanishin, Farm Credit Canada, Amber Rose Ferrell, Christie Fessler, Chelsea Fitzel, Jane Forgay, Beryl Forgay, Jane Forgay, Traci Foster, Marie Anne Fournier, Louise Frederick, Carol Fulton, Jean Gaebel, Santos Garcia, Lucia Garcia, Gerald and Florence Gebhardt, Stephen Gibbs, Jordon Gingras, Ellen Glaze, Rita Grant, Thelma Grant, Louise Greenberg, Eric Greenway, Melissa Grimsrud, Gail Grzebinski, Katherine Hamilton, Mary Hampton, Lee Hansen, Doreen Harke, Maria Hendrika, Peggy Hennig, Lana Henry, Dale Henry, Heritage United Church, Angela Hicks, Rhonda Hipperson, Becky Hoehn, Shelley Hoffman, Susan Hollinger, Lisa Hori, Tim Huber, Larry Hubich, Kayla Huszar, ISM Canada, Gertrud Jackle, Michelle Johns, Shelley Jones, Corinne Kadin, Renu Kapoor, Ashleigh Keall, Gordon and Randi Kennedy, Alison Kimbley, Garth and Marilyn Kleisinger, Klubco Oil Inc, Ann Knutson, Wade Koch, Barry Koch, Heather Korvemaker, Maureen Kotopski, Carrie Kotylak, Helen Krozser, Geraldine Kuzmicz, Larry and Elva Kyle, Lakeview United Church Women, Carol Lamontagne, Guillaume Laroche, Diana Lazurca, Leader Post Christmas Cheer Fund, Elsa Lee, Leopold's Tavern, Edna Lethbridge Estate, Noel Leung, Ramona Livingstone, Calvin Lloyd, Stephanie Lloyd, Rosalee Longmoore, Alexis Losie, Carol Lueck, Debbie Lussier, Julie MacCrae, Twyla MacDougall, Margaret MacKenzie, Jenny Macknak, Charity Marsh, Ralph Martin, Toby Martin, Martin Charlton Communications, Darren Marynick, Maureen Matthew, Nancy Matthewson, Maunders McNeil Foundation Inc, Penelope McCall, Wendy McDermid, Jessica McDonald, Malissa McGillivray, Brodie McGregor, Pamela McGugan, Lillian McKenzie, Lauren McKim, Dena McMartin, Mae McRorie, Vivian Meikle, Terry Melnychuk, Marilyn Miller, Rick Minett, H. 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Yurkoski

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United Way
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