

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 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 that aims 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.



Christie Fessler



Melissa Coomber-Bendtsen

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Amy Stensrud, *Senior Director of Housing*
Hillary Aitken, *Senior Director of Housing*
Kendra Strong-Garcia, *Senior Director of Programs*
Sara Weiss, *Senior Director of Finance*

STRATEGIC PRIORITY

ADVANCING HOUSING SOLUTIONS

In 2016 Outreach staff was restructured into one team, which allowed women to access ongoing support for finding and maintaining housing without needing to stay in one of our shelters. After working with our Outreach team, 80% of women obtained long-term housing.

Community-building initiatives in Kikinaw Residence, IJS, and MAP were greatly enhanced in 2016 as YWCA Regina welcomed students from the U of S Faculty of Nursing and the U of R Social Work program. More informally, staff regularly planned coffee times on each floor to create a space for women to get to know each other.

YWCA Regina continues to lead the local development of 20,000 Homes Regina, a national movement with the goal of housing the 20,000 most vulnerable Canadians by 2018. Nearly a dozen organizations are working together to draw attention to the reality of homelessness in Regina, while also working together on a Coordinated Housing Intake Process (CHIP) in order to link people to the most appropriate services quickly.

MY AUNT'S PLACE

98%: *Occupancy rate in 2016*

11,765: *Days of accommodation provided*

358: *Women residents in 2016*

118: *Children residents in 2016*

80%: *Outreach clients attaining stable housing*



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.



STRATEGIC PRIORITY

FOSTERING THE LEADERSHIP CAPACITY OF WOMEN AND GIRLS

YWCA GirlSpace program expanded into two high schools this year and focused on issues facing young women. The groups engaged in social activism events in the community and had opportunities to speak for change.

YWCA Regina hosted the 2016 Annual Membership Meeting for all YWCA leaders in Canada. In addition to showcasing our facilities and operations to our counterparts across the country, the national gathering offered education, leadership development, and networking for Regina senior leadership and board members.

STRATEGIC PRIORITY

PRACTICING MENTORSHIP IN ALL ASPECTS OF OUR WORK

Staff increased their knowledge and capacity through several training opportunities including Girls Action Foundation “Amplify” and the Adolescent Brain.

BIG SISTERS

63: *Number of traditional Big-Little matches*

3: *Couples for Kids matches*

35: *Matches in Building Bridges, a program for new Canadian girls*

11: *Big Boost volunteers tutoring 1-on-1*

31: *Children waiting to be matched*

8,450: *Volunteer hours invested in 2016*

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.

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

BREAKING DOWN BARRIERS FOR WOMEN AND GIRLS

The Advocacy Committee participated in the 2016 Regina Pride Week festivities by co-hosting a discussion panel and entering a float into the parade. In addition, the YWCA policy manual was updated with an Inclusive Environment policy that focuses on gender self-identification and inclusion for both staff and clients.

In conjunction with the Canadian Labour Congress research, "Domestic Violence at Work," the YWCA updated the policy manual to include a new Family Violence policy.

In 2016 the Anything Goes Store was renovated and was re-opened as Encore Market. The Encore Market has seen record sales since the renovations, and the YWCA Regina continues to receive donations of clothing and household items to help the women and children we serve.

ENCORE MARKET

57: 2016 sales, in 1000s of dollars

16%: Increase in sales over 2015

300: Average number of items per month provided at no cost to women and families

4,400: Volunteer hours invested in 2016



I feel it's really important for my kids to be exposed to the kind of community they're growing up in. Every day, they interact with peers of different cultures, languages and ability levels in an integrated centre that's meeting a lot of important needs in the community. I really value and appreciate that diversity.

STRATEGIC PRIORITY

PROMOTING POSITIVE CHILD DEVELOPMENT

Fifty staff in the Children's Housing Department were trained in Gentle Teaching, an approach that challenges caregivers to base their approaches on providing safety and love. Opportunities for ongoing training and development will be provided to staff in the future.

All full-time childcare staff completed the Ministry of Education's Phase Two 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.

YWCA launched our first unlicensed Before and After School program this year. The program has 15 spaces and is open full days on PD days and during school breaks.

CHILD CARE CENTRES

367: *Children cared for in 2016*

309: *Families served by four centres*

271: *Total number of licensed spaces*

66,937: *Nutritious lunches served in 2015*

133,874: *Snacks served, morning and afternoon*



STRATEGIC PRIORITY

PROMOTING SAFETY AND SECURITY

Recognizing that all women in YWCA programs have experienced trauma of some kind, YWCA Regina is implementing Trauma-Informed Care throughout the organization. This started in 2016 with in-depth training for staff from Women's Housing and continued with regular webinars and staff discussions.

A core service at Isabel Johnson Shelter is safety planning with women and children. We recognize that women have the most expertise in their own experience; safety plans are supported by staff, but primarily led by women. Safety plans may include any measure that will help keep someone safe, including how to access family and community supports. In 2016 the entire Women's Housing department attended a joint training session on safety planning and domestic violence.

The Supervised Access Program provided a safe space for visits and exchanges of children between parents in adversarial relationships. In 2016 oversight was given to 286 visits and 110 exchanges.

ISABEL JOHNSON SHELTER

157: *Women housed in 2016*

63: *Children housed in 2016*

545: *Women and children turned away for lack of space*

17.5: *Average length of stay (in days)*



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

DEVELOPING HEALTHY AND ENGAGED YOUTH

More than 60 girls attended Power of Being a Girl Camp. This year the girls had the opportunity to blitz the Farmers' Market with body positivity messages, a partnership with Girls That Code to promote participation in technology careers, and new recreational activities, including boxing and gymnastics.

Aboriginal program expansion included Culture Counts!, a six-module program that shared the culture and teachings of Métis peoples; promoted Braided Journeys, a one-to-one mentoring program for Aboriginal girls; and GirlSpace Circle which provided teaching on four sacred medicines, indigenous gender roles, Métis jigging, talking circles, and colonization. GirlSpace Circle was offered in two high schools and an onsite group.

The one-day Power of Being You conference, led by four presenters and three keynote speakers, dealt with issues related to consent culture, healthy masculinity, healthy relationships, being an ally, and mental health. Eight schools, totaling 95 students, attended.

GIRLSPACE/GIRLSPACE CIRCLE

160: *Group participants in GirlSpace Mini*

35: *Participants in GirlSpace Circle, a program for Aboriginal girls*

30: *Total number of GirlSpace sessions held at the YWCA Regina*

Being able to speak to young girls about empowerment is near and dear to my heart. I had opportunities to share my past experiences, how I was able to overcome them and that I know I am more than what has occurred. Having the ability to give back and to help other people is very empowering not only for me, but also for the young women present.

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.



STRATEGIC PRIORITY

FOSTERING HEALTHIER FAMILIES

Providing support and peace of mind to parents of eleven children with specialized needs, childcare centres obtained Enhanced Accessibility Grants to fund 1-on-1 care and programming.

Children's Housing successfully negotiated a partnership with the Ministry of Social Services to begin offering transportation to kids staying in YWCA Children's Homes. Providing a familiar face for transportation to appointments, family visits, and other outings helps reduce additional trauma for these kids, while also supporting communication between their families and YWCA staff.

The Wellness Department started in a new direction by offering programming that supports new parents and families, including pre-natal and post-natal support.

YS KIDS/CHILDREN EXPOSED TO VIOLENCE

80: *Children in sessions about family violence*

33: *Participants in the parent group*

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

18: *Adult group facilitators*

120: *Referrals to outside agencies*

805: *Students educated in healthy relationships*

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.

STRATEGIC PRIORITY

ADVANCING THE FULL PARTICIPATION OF WOMEN IN EVERY SPHERE

The Women of Distinction Lifetime Achievement Award celebrates women who have made an enduring and profound difference. The 2016 recipient was Senator A. Raynell Andreychuk, the first female senator from Saskatchewan. Senator Andreychuk has dedicated her life to issues of justice, democracy, and human rights, and has done so on an international and local scale as a volunteer, lawyer, and diplomat.

Nationally and locally, YWCA speaks to the importance of equal representation in leadership roles. In 2016 YWCA Canada, along with several YWCAs across the country, participated in consultations regarding electoral reform as part of their focus to have more women elected to the House of Commons.

WOMEN OF DISTINCTION AWARDS

650: *Gala attendees at the April 28, 2016 ceremony*

122: *Total revenue (in 1000s of dollars)*

43: *Award nominees in 2015*

996: *Total nominees between 1981-2015*

32: *Volunteers who pulled it off!*



STRATEGIC PRIORITIES



FINANCIALS

Summary of financial information for the years ended December 31

REVENUE

2016 Total Operating Revenue:	\$8,862,846
2015 Total Operating Revenue:	\$8,550,790

EXPENSES

2016 Total Operating Expenses:	\$8,781,623
2015 Total Operating Expenses:	\$8,436,064

NET REVENUE

2016 Net Revenue:	\$81,223
2015 Net Revenue:	\$114,726

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.

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United Way
Regina
Change starts here.

WE SAID YES! Many individuals and organizations generously participated in the life and work of YWCA Regina in 2016. Beyond those listed here, we acknowledge many other volunteers and friends who support us in numerous ways, often unseen and unnoticed.

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