

# THE MASSEY CENTRE FOR WOMEN



**ANNUAL REPORT**  
**2010/11**





## MASSEY CENTRE BOARD OF DIRECTORS 2010/11

Jeannie von Buttlar  
**Chair**

Dave Codack  
**Vice Chair**

Idon Biron  
**Secretary**

Laurel Archibald  
**Treasurer**

Evan Cohen  
Gail Doehler  
Lexie Egan Gibson  
Nader Elm  
Kanika Kasal  
Emily Lam  
Jody Levenbach  
Diane Lewis \*  
Nzinga Walker \*  
**Directors at Large**

Ekua Asabea Blair  
**Chief Executive Officer**  
*Ex-Officio*



\* Resigned prior to completion of term



***Individually, we are one drop.  
Together, we are an ocean.***  
**Ryunsuke Satoro**

## **MASSEY CENTRE STAFF 2010/2011**

Florence Adebayo  
Nafisa Ahadi  
Shamsi Amirpour  
Jeya Ananda  
Kathleen Bates  
Veveen Black-Eke  
Yolanda Bowyer  
David Bradley  
Latanya Burnett  
Cindyly Chalaris  
Allison Clarke  
Cheryl Denomy  
Dora Flores  
Geneve Francis  
Melissa Furlano  
Suzanne Gale  
Irma Geukjian  
Marcia Gilmore  
Leyan Gong  
Dawn Gooden  
Novlet Gordon-Wallace  
Jennifer Green  
Catharine Grossi  
Darlene Guillet  
Rosa Henriquez  
Janice Henry  
Wilcina Holder

Treisha Hylton  
Meenakshi John  
Lana Jones  
Celina Jurkiewicz  
Sakar Kaba  
Tabassum Kazmi  
Aleema Khan  
Khadijeh Khorramshahi  
Jerry Lee  
Michelle Lopes  
Elizabeth Maclean  
Zahra Mahdavi-Delchah  
Laura Mays  
Andrea McDonald  
Dawne McKenzie  
Deirdre McGibbon  
Jennifer Morgan  
Kausala Muhunthan  
Ashley Murl  
Alisha Panjwani  
Cecilia Paul-Thomas  
Jasmina Pilasanovic  
Cristina Rabbani  
Bhanu Raja  
Gauri Rangel  
Marjorie Riley  
David Roberts

Gail Rogers  
Preet Sabharwal  
Wendy Saunders  
Sherma Sawh  
Hamina Shamsi  
Margaret Smeelen  
Nevilla Stapleton  
Carol Stoeckle  
Elaine Tomlinson  
Lisa van Krieken  
Chantel Walker-Hinds  
Stacy-Ann Williams  
Yvonne Wong  
Kathleen Wright  
Lorey Younger  
Greta Zguri

### **TDSB/Massey Centre High School Teachers**

John Gibson  
Dianne Whittall





## Message from the Chief Executive Officer

Last year marked the start of many new initiatives to enhance our programs and services as a child and youth mental health agency. In April 2010 we restructured to create an Infant Mental Health (IMH) Team. This new team will provide its expertise in parent/child relationships internally and to parents living in the broader community. This new program of the Centre is a direct result of the strategic directions adopted by the organization in 2009. The IMH team, working along with the Residential Counselors, will ensure that pregnant and parenting teens and family receive high-quality programs and services.

Also in April, we received terrific news. The Ontario Trillium Foundation approved an application for \$195,000 over three years to plan and implement the newly-created **Women Supporting Women (WSW)** program. **WSW** was designed to provide volunteer mentors supporting our young mothers when they move back into the community for at least one year.

On April 21, the Massey Centre experienced its first labour disruption when staff belonging to the Service Workers International Union (SEIU) Local 1 Canada bargaining unit went on strike. We were able to maintain limited services to our clients. There is no doubt that this was a difficult time for everyone: for the Board; for management and non-bargaining unit employees; for the bargaining unit members; for those who needed our services and could not access them; and for those who were receiving services during this time.

For more than a decade, Massey Centre had an accumulated deficit close of \$500,000. Over 90% of our funding is derived from government sources with the balance requiring fundraising efforts – more than \$300,000 from a \$3.8 million budget merely to meet the Centre's ongoing expenses. There had been no increases in funding from the provincial government – our largest source of revenue – in the three years leading up to negotiations.

It was clear that Massey Centre was on an unsustainable path. The Board of Directors and management had to get our financial house in order. The agency had a good track record of providing annual salary increases of 2% in each of the previous ten years; however, we reached the point where we could no longer offer a salary increase without knowing how, or if, we could pay for it. Further, the provincial government's *Broader Public Sector Compensation Restraint Act 2010* also impacted our ability to meet the demands of our employees. Bargaining unit employees remained on the picket line for ninety days. On July 21, 2010, a four-year settlement was reached.

This settlement could not have been reached without the support of the Centre's lawyer, William (Bill) Phelps, a partner in Matthews, Dinsdale & Clarke LLP, who provided us with pro bono services. We are forever in Bill Phelps' debt. His support to the management team was invaluable.

Since the end of the strike, labour and management have been working very closely together. A Healing and Reconciliation process of team building was planned and implemented. A final Report has been completed and presented to the Board of Directors. An action plan will be developed and implemented by the Labour Management Committee over the coming year.

There is much to celebrate and acknowledge in other areas of the organization. As we move to create the “new normal” at Massey Centre, our management team went on its first ever retreat weekend in February to reflect on our work and roles, and to make plans to facilitate future development. A Quality Assurance Committee was established under the leadership of Gauri Rangel, Manager of the Early Learning Centre and Evaluations, comprised of representatives from each program area and charged with the development of a Quality Assurance Plan. In March 2011, this Plan was approved.

A generous contribution of \$50,000 from the Nixon Charitable Foundation helped us secure the services of Dr. Jean Wittenberg, Head of Infant Psychiatry at the Hospital for Sick Children. We are thrilled with, and grateful for, this generous support; the work of Dr. Wittenberg will greatly assist Massey Centre as we strengthen our services in children’s mental health.

We held many fundraising events this past years to meet our objectives: **No Sweetheart Required**, a Valentine’s Day event in partnership with Whistlers’ Restaurant; a **Celebrating Motherhood Tea** in May 2010; **Bowling for Babies VI**, our signature fundraising event, in November 2010, and direct mail campaigns.

We are grateful to TD Waterhouse for its presenting sponsorship of our annual **Bowling for Babies** event, and to TD Canada Trust for its donation of rebuilt desktop and laptop computers. This year, each Massey Centre Secondary School student will receive a laptop at graduation. Our Board Vice-Chair, Dave Codack, connected us with Compugen, a technology solutions-focused organization, and its **Green4Good** program. We received \$30,000 from **Green4Good** last year to assist us in the purchase of a new telephone system.

Many thanks to all the United Church congregations and affiliated groups that make Massey Centre a priority for giving. This support – such as a donation of **8,000** diapers from Jubilee United Church in Toronto – is beyond astonishing, and helps to significantly reduce our operating costs.

A special thanks to our staff, who demonstrate their care, compassion and commitment to our most vulnerable clients. Thanks also to our Board Chair and the Board for their impeccable leadership of the Centre and understanding of good governance. We are also grateful to our program volunteers who help with parent relief, special events, and in our donations and clothing bank program.

**Ekua Asabea Blair**  
Chief Executive Officer



## MESSAGE FROM THE CHAIR, BOARD OF DIRECTORS

This year, the Board has sought, very consciously, to solidify and refine our role within Massey Centre. The Board's purpose is to support and oversee the management of the Centre and, as such, does not involve itself in the day-to-day operation of the Centre. To deepen our understanding of our role, we held two Board Development sessions facilitated by a professional in the area of non-profit governance. These workshops provided training in the policy governance model and the role of the CEO.

In order to help us improve the efficacy of the Board, we invited a long list of guests, including representatives from the United Way of Greater Toronto, the management team, Children's Mental Health Ontario (CMHO) and several independent consultants to our Board meetings. These guests have informed us about specific programs, budgets, research projects and the ongoing process of reconciliation in the wake of the long and hard strike of the spring and summer.

The new management staff lead for program evaluation and Chair of the Quality Assurance Committee, Gauri Rangel, presented a detailed Quality Assurance Plan (QAP) to the Board; this tool has deepened our understanding of the challenges and successes of each program. It is very important that the Board be knowledgeable about all aspects of the work of the centre in order to provide effective leadership. The Board is deeply committed to supporting the CEO in moving forward through what has been a period of great change and ever-present financial pressure.

There are a number of other Committees hard at work, and I would like to thank the Chair and members of each Committee. Please know that your efforts help Massey Centre fulfill its mission of "starting new lives".

This year, we formed one new committee, the Community Engagement Advisory Committee (CEAC), detailed in the **Board Committee Reports 2010/11** insert to this Annual Report. The CEAC is comprised of representatives from the local hospital, academic institutions, government, the Toronto Police Service, and local decision-makers including our MPP and City Councilor, as well as Massey Centre's CEO and Board Chair. It is a mechanism through which the Board can gain access to a wide variety of perspectives about the Centre and create a network of strategic alliances.

On the recommendation of the reviewers from the CMHO accreditation process, Massey Centre has taken steps to increase our mental health treatment service delivery. Through a restructuring effort, a new Infant Mental Health team was established. This team is focused on creating healthy attachment between the mothers and babies we serve using an evidence-based attachment approach called **Watch Wait and Wonder**. This new and forceful emphasis on the mental health of our clients brings with it new challenges for staff and management and renewed efforts to find funding for programs and staff training. This is the right path, and the Board embraces the opportunity to support this important new direction.



This has been my first year as Board Chair, and, I must say, a very large learning experience. I am indebted to the support of our former Chair, Valerie Stief, and to our CEO, Ekua Asabea Blair. Ekua unfailingly keeps me and the Board informed of important developments and decisions, and is a deeply committed and excellent leader. It is a pleasure to work with her.

As for the Board of Directors, I cannot tell you what a pleasure it is to work with such a helpful, flexible, and devoted group of people. We have instituted a smooth system of recruiting, developing, and training new Board members, and I am very encouraged by the quality of people we welcome to the Board.

I would like to thank the administrative staff at Massey Centre who help the Board in so many ways. We are grateful for their support and for their professionalism in all their dealings with us. A special “thank you” also goes to our dedicated team of staff who work tirelessly each day to help our clients build new, healthy lives.

**Jeannie von Buttlar**  
Chair, Board of Directors





## OUR VISION

We envision an inclusive community where parents, children and babies achieve their full potential.

## SERVICE HIGHLIGHTS

If an organization can be said to have a “heart”, at Massey Centre it is the variety of services we provide to pregnant and parenting teenagers in our residential transitional, community, and infant mental health programs. We also serve those in the larger community through Ontario Early Years and Early Learning Centre programs, and by promoting education, awareness and understanding of the social, economic, and mental health issues that surround and impact those we serve.

### Residential (Pre- and Post-Natal) Programs

*Our prenatal residence provides activities in a group living setting to 22 mothers and babies. Mothers “graduating” from the prenatal residence are eligible to move on to our Apartment (capacity for ten clients) and Townhouse (capacity for 17 clients) facilities.*

- Commenced an assessment of the Centre’s intake process, resulting in a more comprehensive and holistic approach.
- A Breakfast Program, implemented during the labour dispute at Massey Centre to give the clients structure and support, was a great success, and is an ongoing program for postnatal residents.
- Last year, we received two grants to cover the cost of a complete renovation of the residential program kitchen. The City of Toronto’s Homelessness Partnership Initiative provided over \$70,000; over \$30,000 was granted by the Ministry of Children and Youth Services, enabling us to complete the project.
- We also received \$63,000 from MCYS to undertake much-needed renovations to the prenatal residence client washroom in a fashionable black and white motif.
- Developed and maintained partnerships with a number of outside agencies, including Central Toronto Youth Services, Toronto Public Health, Jean Tweed Centre, Wrap Around, Oolagen, New Beginnings, Hincks-Dellcrest Centre, and George Brown College, to provide support and workshops for our residential clients in a number of areas.
- CYGIS client information database became accessible to all program staff.
- Secured funding through the generosity of the Nixon Charitable Foundation to implement and evaluate evidence-based attachment programs for adolescent parents and their infants, with the support of Dr. Jean Wittenberg of the Hospital for Sick Children.

- Building on positive outcomes from the evidence-based **Watch, Wait and Wonder (WWW)** program delivered in the Ontario Early Years Centre, Massey Centre was successful in receiving a \$50,000 evaluation grant from the Ministry of Children and Youth Services to offer **WWW** to high risk young parents and their babies in our postnatal residential program. **WWW** was developed in 1999 by Elisabeth Muir and Dr. Mirek Lojkasek et al at the Hincks-Dellcrest Centre in Toronto. Massey Centre's Child Development Coordinator worked closely with Dr. Lojkasek, who modified the implementation and evaluation of **WWW** within this new setting. The final report is now complete; it was very clear that the strategies developed within **WWW** improved the parenting skills of our young mothers.
- Annual license was renewed by the Ministry of Children and Youth Services pursuant to a review conducted immediately after the labour dispute.

## Women Supporting Women

***Women Supporting Women** is a three-year pilot program "matching" Massey Centre clients with volunteers who act as supports and advocates for the young women as they prepare to transition out of Massey Centre into the larger community.*

- Launched in October 2010, response to the program has been overwhelming. Clients and community volunteers continue to be "matched" by the Project Coordinator.
- The program was celebrated with an "official" launch on May 25, 2011, attended by our MPP Peter Tabuns and representatives of the Ontario Trillium Foundation.

## Community Housing, Information, and Referral Services

*The Community Housing, Information and Referral Services program works with all three phases of our pre- and post-natal programs.*

- Community Program offices were located within the Massey Centre property to make the Community Worker more accessible to community clients.
- This year, Massey Centre's Community Worker assisted fourteen Massey Centre clients to find affordable and stable housing in the community.

## Infant Mental Health

*Infant mental health services at Massey support optimal child outcomes: a sense of security and self-esteem, the ability to form satisfying relationships, to engage with the world, to learn, to cope and problem-solve, and to continue positive development throughout life.*

- Infant Mental Health Manager appointed November 2010
- Full team in place by March 2011, consisting of the Manager, the Infant Mental Health Coordinator, the Massey Centre Intake Worker, two part-time Registered Nurses, and one Relief Nurse.

- The team was supported by three students completing their placement requirements at Massey in social work, nursing, and psychology. Our social work student placement is a fourth-year international student from Fachhochschule (University of Applied Sciences) Potsdam in Germany
- Co-facilitated two weekly programs – Cooking Club and Parent/Child Drop-In – with Ontario Early Years Centre staff
- Nursing staff saw an average of ten prenatal residents and babies and fifteen postnatal residents and families each week
- Three father/child parenting workshops have been facilitated in the community by the team
- Infant Mental Health Coordinator continued to provide support to Ontario Early Years program satellites

## Early Learning Centre (ELC)

*The ELC is licensed for children from birth to 3-1/2 years, with a capacity for 12 infants, 20 toddlers, and 16 pre-schoolers. Priority is given to young mothers living in, or attending school at, Massey Centre.*

- 56 community clients were served this year.
- 40 Massey Centre clients received services this year.
- Due to the impact of the labour disruption, the overall number of days of care for this year was down significantly.
- Thanks to the hard work and commitment of the ELC staff team, we received a **perfect score** on the Metro Operating Criteria this year – a first for Massey Centre. For more information, log onto the City of Toronto Children's Services Division website at [www.toronto.ca/children/quality/html](http://www.toronto.ca/children/quality/html).
- Our annual Child Care Licensing renewal from the Ministry of Children and Youth Services was completed on schedule; we received a clear license to continue to offer services and programs.

## Ontario Early Years (OEYC)

*Massey Centre is the lead agency for OEYC in the Toronto/Danforth riding. The OEYC is a place where children age six and under and parents/caregivers can participate in structured programs and learn about community resources.*

- Overall numbers this year were impacted by the labour dispute. OEYC programs at Massey Centre (though not at the satellite locations) were suspended during this time.



- The Managers of OEYC and Special Projects and ELC and Evaluations worked collaboratively to help Massey Centre's mothers have timely access to day care subsidy.
- Participation in OEYC programs by Massey Centre residential clients and their infants have significantly increased over this year, and are projected to continue to grow.
- Thanks to the availability of space at Eastminster United Church on Danforth Avenue, we were able to resume OEYC programming in July 2010, about two weeks prior to the end of the labour dispute.
- We continue to provide early years services through a partnership with five other organizations in the Toronto Danforth Riding – East York East Toronto Family Resources; Eastview Neighbourhood Community Centre; Parent Resources; S.E.A.S. Centre – East Chinatown Centre; and South Riverdale Child-Parent Centre. The statistics in “Massey by the Numbers” reflect the number of clients served by all locations.
- Together with OEYCs across the province, Massey's OEYC families participated in a “postcard campaign” directed to the Honourable Laurel Broten, Minister of Children and Youth Services. The provincial government's recent announcement of the creation of “Best Start Child and Family Centres” throughout Ontario seems to be duplicating parent and child support services already provided by OEYCs, and the postcard campaign asked the Minister, and the government, to reconsider this issue.
- We welcomed Peter Tabuns, MPP for Toronto-Danforth, to an OEYC Family Day celebration in February, where he heard first-hand from parents and caregivers about the invaluable services and support they receive through OEYC programs.
- The Manager, OEYC and Special Projects, came together with representatives of Eastview Neighbourhood Community Centre, the Ralph Thornton Centre, South Riverdale Community Health Centre, and Woodgreen Community Services to plan and implement All Candidates' Meetings for Wards 29 and 30 in advance of the October municipal election.
- To identify needs and improve services to the “Cosburn Corridor” of Ward 29 and the area north of Danforth Avenue, the Massey Centre OEYC was invited to join Woodgreen Community Services and the South Riverdale Community Health Centre in the creation of NoDa (for **N**orth of **D**anforth). The group was successful in securing \$15,000 in funding from the Wellesley Institute to gather

- and analyze Social Determinants of Health data to clarify present and emerging needs for child and family programming in the area.

## Resource Development and Volunteerism

*Resource Development and Volunteerism is responsible for overseeing activities geared to raising the \$300,000+ the Massey Centre requires each year simply to balance its books, as well as project and capital funding grants to meet specific needs. It is also responsible for the recruitment, screening and placement of community volunteers in a number of areas, primarily parent relief, donations/clothing bank, and events.*



- Massey Centre was selected to participate in the Toronto Community Foundation's **Community Knowledge Centre** website in September 2010; essentially an "online shopping mall" highlighting a range of charities, the site went live in October 2010.
- Massey Centre revived its tradition of the High Tea and Social with **Celebrating Motherhood** at the Hunt Club on May 2, 2010. The event was a sell-out, the venue was a winner, and special guest Valerie Pringle was a hit.
- Seven volunteer information evenings were held during the year, with five to seven potential volunteers attending each session.
- 38 volunteers provided 358 hours of service to our clients in our parent relief and donations/clothing program in 2010/11, and to the organization as a whole as volunteers at **Bowling for Babies VI**. Thanks to all of you.
- The Board of Directors and volunteer mentors with **Women Supporting Women** provided hundreds of hours of service to Massey Centre and its clients that are not reflected in the numbers above; next year, these statistics will be tracked and included on an ongoing basis.
- Volunteers were to be recognized at a drop-in Open House event in late April 2011.

## **FINANCIAL SNAPSHOT**

### **for the Fiscal Year ended March 31, 2011**

#### **Sources of Revenue**

Grants – Province of Ontario	\$ 2,320,243
– City of Toronto	694,728
– Government of Canada	<u>18,556</u>
	3,033,527
Fundraising	184,866
Residents' rents and parents' childcare fees	90,607
Amortization of deferred capital expenses	157,938
Special projects	67,442
Interest and other income	<u>38,039</u>
<b>total</b>	<b>\$ 3,572,419</b>

#### **Allocation of Expenses**

Salaries, wages and employee benefits	\$ 2,183,121
Amortization	314,683
Occupancy Expenses	313,409
Client Needs	207,303
Administration	189,497
Interest on Mortgage	135,736
Special Projects	<u>67,442</u>
<b>total</b>	<b>\$ 3,411,191</b>

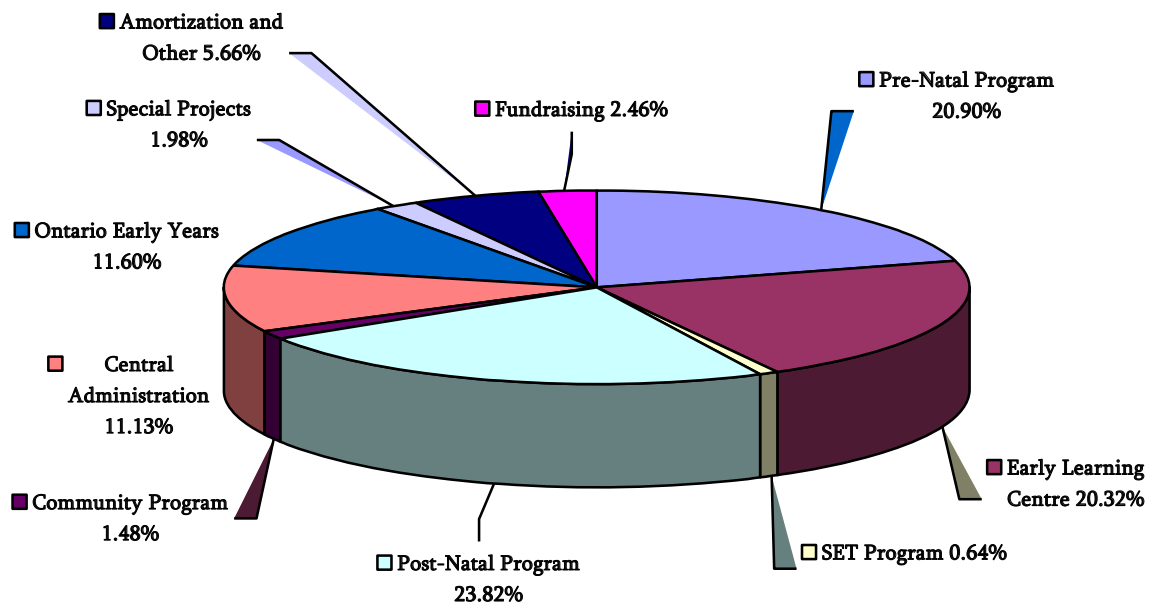
**Excess of revenue over expenses** **\$ 161,228**

To receive a copy of the complete audited financial statements,  
contact the Massey Centre at 416-425-6348 or via e-mail at [info@massey.ca](mailto:info@massey.ca)



## MASSEY BY THE NUMBERS

### Expenditure by Program



Prenatal Program	\$ 712,813
Early Learning Centre	693,225
SET Program <sup>1</sup>	21,973
Postnatal Program	812,646
Community Program	50,568
Central Administration	379,733
Ontario Early Years Centre	395,787
Special Projects	67,442
Amortization and Other	193,218
Fundraising	<u>83,786</u>

**Total** **\$3,411,191**

## MASSEY BY THE NUMBERS

### Program and service statistics

<p>Early Learning Centre Families Served</p> <p>Community Families: <b>56</b> Massey Centre Families: <b>40</b></p>	<p>Community program Client Visits</p> <p><b>668</b></p>
<p>Prenatal Program Days of Care: <b>4,626</b></p> <p>Number of Clients Served in both Residential Programs: <b>124</b></p>	<p><b><i>Women Supporting Women</i></b></p> <p>Number of Registered Volunteers: <b>13</b></p> <p>Number of Registered Clients: <b>12</b></p>
<p>Infant Mental Health</p> <p>Number of community families supported: <b>27</b></p> <p>Number of resident mothers and babies seen weekly by nursing staff: <b>25</b> (total average, pre- and post-natal)</p>	<p>Ontario Early Years Centre</p> <p>Number of Children Served: <b>778</b></p> <p>Number of Parents/Caregivers Served: <b>772</b></p> <p>Number of Visits: <b>10,196</b></p>
<p>Number of Volunteers:</p> <p><b>38</b> Program, <b>13</b> Governance (Directors), <b>13</b> Women Supporting Women</p> <p>Hours of Service:</p> <p>Program: <b>358</b> Governance: <b>525</b> (estimated) Women Supporting Women: <b>390</b> (estimated)</p>	

**“The willingness to share does not make one charitable, it makes one free.”  
(Robert Brault)**

## **ONGOING SUPPORTERS**

### **Province of Ontario**

Ministry of Children and Youth Services  
Ministry of Community and Social Services  
Ministry of Training, Colleges and Universities  
Ontario Trillium Foundation (***Women Supporting Women***)

### **City of Toronto**

City of Toronto Children’s Services  
City of Toronto Community Services Partnerships  
City of Toronto Community Partnerships and Investment Programs

### **Churches**

Toronto United Church Council

## **Corporations, Foundations, Schools and Associations**

### **\$20,000 and over**

Nixon Charitable Foundation  
The Greater Toronto Apartment  
Association

The Brumara Foundation  
The Home Depot Canada Foundation  
The Rainbow Foundation  
The Three Tea Foundation  
Toronto Community Foundation  
Wirth Limited

### **\$5,000 to \$14,999**

RBC Foundation  
TD Waterhouse Canada  
The Geoffrey H. Wood Foundation  
Unilever Canada Foundation

### **\$100 - \$999**

Ace Painting and Decorating  
ACMO /CCI Condominium Conference  
CHUM Charitable Foundation  
Community Involvement Team  
D & G Estey Foundation  
House of Horvath Inc.  
K & V Stief Associates  
Knights of Columbus  
Mathews, Dinsdale & Clark  
Strickland Choice Meats  
The Institute of Chartered Accountants

### **\$1,000 to \$4,999**

Aqueduct Foundation  
BMO Employee Charitable Foundation  
CIBC Children’s Foundation  
Conn Smythe Foundation  
Crown Property Management  
FirstService Corporation  
MCAN Investments Inc.



of Ontario  
United Way of Greater Toronto  
United Way of Peel Region  
United Way of York Region

## **Estates**

Estate of George Siddorn

## **Individuals**

### **\$1,000 and over**

Dorothy Dilworth  
Ann Laughlin

### **\$100 - \$999**

Rev. Vincent Alfano  
Richard Alguire  
David Armstrong  
Wendy Atkinson  
Sharon Aylesworth  
Jean Ballinger  
Barbara Beattie  
Mary Bernie  
Michael Betts  
Idon Biron  
Cyndie Blackmore  
Ekua Asabea Blair  
Isabel Boardman  
Janet Bodley  
Nancy Brown  
Ruth Buck  
Jane Burgess  
Helen Burstyn  
Timothy Callahan  
Jan Campbell  
Paul Caulfield  
Emily Cole  
Mary Cornish  
Gordon Crann  
Bessie Dayfoot  
Mrs. B. Dean  
Anne Dennis  
Enrico Dilello  
Gail Doehler  
Colleen Durno  
Nader Elm

Peter and Terry Farmer  
Marjorie Flower  
Lynne Fulcher  
Lois Green  
Margaret Hagerman  
Victoria Hand  
Mary Ann Hicks  
Maureen Holland  
Norma Homer  
Jody Imahori  
Mary Janigan  
Margaret Jones  
Monica Kazemi  
Dixie Kee  
Maria Kelleher  
Donald and Evelyn Kidd  
Karen Linker  
Laurie McLachlan  
John and Gail MacNaughton  
Catherine Martin  
Christian Mayer  
Nadia Mazaheri  
Kathy McDermott  
Rosemary McIntosh  
Elizabeth McQuillan  
Miguel Mendes  
Barbara Mitton  
Jean Murray  
Bruce Ormand  
Eleanor Osler  
Robin Ott  
Heather Partridge  
Dee Patterson  
Valerie Pringle  
Penny Richards  
Jean Richardson  
Patricia Robinson  
Lynda Rogers  
Hannah Rosen  
Nigel Seales  
Margaret Stevens  
William Sutton  
Arlene Taylor  
Linda Torrence  
Christine Tully  
Tom Turpin



Lenore Walters  
Lynda Wheeler  
Maxine Wibber  
Tim Wiggan  
Barbara Worndell  
Vivian Yarwood  
David Young

**Up to \$100**

Lori Akindele  
Ruth Allan  
Catherine Allison  
Dorothy Amos  
Audrey Anderson  
Anonymous  
Laura Appleton  
Christopher Bailey  
Yvonne Balogoun  
Marilyn Barker  
Frank Bartello  
Pino Baweja  
David Becket  
Evan Bickerton  
Murray and Margaret Binstead  
Isabel Birch  
Suzette Black  
Cherie Blades  
Andrew Blake  
Carolyn Blakely  
Elizabeth Boland  
Kyla Bondy  
Anne Bonechyn  
Elva Bote  
Mr. and Mrs. Grant Boundy  
Doris Bradley  
Jennifer Brierley  
Karen Brinkhof  
Kathleen Brobst  
Dr. Ruth Brouwer  
Donald Brown  
Sharlene Bruce  
Alex Bugdahn  
Patti Bunston-Gunn  
Robert Burns  
Jean Butler  
Mary-Catherine Caldwell

Norma Campbell  
Margaret Carambelas  
Tom Carambelas  
Mary Carberry  
Mauro Carlo  
Carol Carter  
Jenny Chang  
Sandra Chapman  
Ashley Chen  
Phil Cheung  
Christine Cianferro  
Debbie Cock  
Faye Cohen  
Sally Coker  
Annegret Colquhoun  
Jeanne Cuthbert  
Jennifer Da Silva  
Sandra Damiani-Holder  
Lillian Dann  
David Davidson  
Valerie Davidson  
Carol and Clarence DeGeer  
Evelyn Dennis  
Helen Devins  
Jane Dickson  
Amy Downs  
Hilda Dyas  
Doug Ellis  
Alexandra Evagelou  
Carrie Faldon  
Elizabeth Fanjey  
Gayle Farden  
Anne Ferguson  
Elizabeth Ferguson  
Frances Ferguson  
Joanne Ferron  
Margaret Flett  
Tim and Laurie Foote  
Joyce Ford  
Lori Forward  
Marisa Franco  
Mark Franklin  
Laura Freeland  
Devon Friedman  
Dr. E. Friedman  
Phyl Fung



Sabatino Gaglietta  
James Galloway  
Dan Giancoulas  
Lexie Gibson  
Eugenia Gilchrist  
Geoffrey Gill  
Minnie Gillingham  
Susan Gordon  
Susan Guichon  
Rekha Gujarah  
Mary Hafner  
Dawn Hagerman  
Donna Hall  
Bettina Hansen  
Neil Harris  
Taylor Harris  
Deborah Hart  
Bruce Hemming  
Keith Hendrick  
Bonnie Henry  
Corey Henry  
Mark Henry  
E. Higham  
Edward Hill  
Darius Hoilett  
Uton Hoilett  
Brian Holland  
David Hope  
Brendon How  
Lee Allison Howe  
Rev. P. Howes  
Jane Humphreys  
Margaret Hunter  
Genny Innes  
Karey Iron  
Karen Jones  
Andrea Journeaux  
Namita Kanishkan  
Varhini Kanishkan  
Betty Katsoulis  
Chick Kennedy  
Jennifer Keskikyla  
M. Kindrachuck  
Jon Klamas  
Melissa Klamas  
Jack Kronis

Adnana LaLama  
Cathy Lambert  
Jennifer Laurin  
Jeremy Laurin  
Wendy Laurin  
Bea Lawford  
Ruth Ledsham  
Stephen Lee  
Jacqueline Lewey  
Rafael Leyua  
Anne Lindsay  
Jaelynn Lopes  
Leon Lopes  
Lisa Lopes  
Rosemary Lubker  
Elaine Lutes  
Anne MacDonald  
Stanley Macdonald  
Dorothy Magee  
Lucy Magnus-Burke  
Mike Mangialardo  
Marie Martos  
Albert Massey  
Rev. John Mastandrea  
Rose Mattacchione  
Gillian McCallum  
Iris Mcdonald  
Nola McDonald  
Maureen McGrann  
June McGunigal  
Jyl McGunigal  
Brian McIntosh  
Barbara McKee  
Merilyn McKelvey  
Heather McNair  
Stacy Melville  
Stephanie Meredith  
Marion Meyers  
Mary Mills  
Mary Moran  
Byron Morse  
Alan and Flo Morson  
Sonia Moses  
Jean Mosher  
Susan Nelson  
Linda Noseworthy

Irena Orlowski  
Coulter Osborne  
Lance Osborne  
Alina Osorio  
Julie Owen  
Evelyn Palmer  
Colin Parsons  
Lisa Pasquin  
Rev. M. Perry  
Judy Phillips  
Jane Pitfield  
Doreen Porter  
Amanda Powrie  
Betty Price  
Durwin Quali  
Kathleen Quinton  
Adam Rambert  
Arlyn Ramos  
Vijay Rangel  
Lola Rasminsky  
Lea Ray  
Kathy Rayner  
Janet Record  
Dorothy Reesor  
Lori Reid  
Sara Reuber  
Sharron Richards  
Cynthia Rivers-Nathanson  
Leila Ross  
Matthew Russell  
Kathy Salisbury  
Danielle Sanagan  
Wendy Saunders  
Norma Sayers  
Enzo Shiavone  
Vito Shiavone  
Dian Scovell  
Katie Sharpe  
Marin Shaw  
Greg Sheahan  
Audrey Sinclair  
Donna Smith

Pheobe Smith  
Wilma Spence  
Joanna Sperinck  
Donna Spreitzer  
Joy Stanley  
Alexandra Stief  
Valerie Stief  
Bruce Stokes  
Kathleen Taylor  
Lillian Taylor  
Alice Thompson  
Heather Thompson  
Heather Thornton  
Barbara Tinker  
Agatha Tisi  
Carmelo Tisi  
Galia Tisi  
Rocky Tisi  
Colin Tobias  
Jean Tomlinson  
Martin Tulley  
Jeanette Turner  
Janice Vancso  
Ann Vanstone  
Frances Vickery  
Melanie Walson  
Lori Walker  
Amanda Walmsly  
Dave Warkentin  
Sally Warren  
Annemarie Weeda  
Mary Wentz  
Peter Whyte  
Rev. Laura Williams  
Jean Willitts  
Bjorn Wilmot  
Ann Wilton  
Edna Wong  
Cynthia Young  
Rick Zagrodny

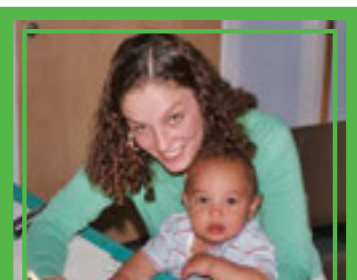




## United Church Congregations and United Church Women's Groups

Annesley United Church Women  
Asbury & West United Church  
Asbury & West United Church Women  
Beach United Church Women  
Bedford Park United Church Women  
Beverley Hills United Church Women  
Bloomfield United Church Women  
Bloordale United Church Women  
Bolton United Church Women  
Brigden United Church Women  
Brown's Corners United Church Women  
Caledon East United Church Women  
Camilla United Church Women  
Camlachie United Church Women  
Centennial Japanese United Church  
Women  
Centennial Rouge United Church  
Central United Church - Weston  
Central United Church Women - Sault  
Ste Marie  
Central United Church Women -  
Unionville  
Charing Cross United Church Women  
Collier Street United Church Women  
Cosburn United Church Women  
Dalrymple United Church Women  
Darrel S. Moffat Memorial United  
Church Women  
Division Street United Church Women  
Don Mills United Church  
Dunbarton-Fairport United Church  
Women  
Dundalk United Church Women's  
Association  
Eady United Church Women  
Eglinton-St. George's United Church  
Epson-Utica United Church Women  
Fairbank United Church Women  
Fairlawn Avenue United Church  
Fairlawn Avenue United Church Women  
Forest Grove United Church Women  
Forest Hill United Church Women  
Frankford United Church Women  
Glen Ayr United Church  
Glen Rhodes United Church Women  
Goodwood United Church Women  
Grace United Church Women - Niagara-  
on-the-Lake

Heart Lake United Church Women  
Hope United Church Women  
Humber Valley United Church Women  
Humbercrest United Church Women  
Humbervale United Church Women  
Jondale Heights United Church Women  
Islington United Church Women  
Janetville United Church Women  
Jubilee United Church Women  
Keswick United Church Women  
Kincardine United Church Women  
King Street United Church Women  
Kingston Road United Church Women  
Knox United Church - Agincourt  
Knox United Church Women - Sutton  
Knox United Church Women - Unit #1  
Lansing United Church Ladies  
Leaside United Church  
Lemonville United Church Women  
Locust Hill United Church Women  
Lucknow United Church Women  
MacTier/Foot's Bay United Church  
Women  
Manor Road United Church Women  
Maple Grove United Church Women  
Marsville United Church Women  
Martin Grove United Church Women  
Mayfield United Church Women  
Monticello United Church Women  
Morgan's Point United Church Women  
Mount Albert United Church Women  
Newton Robinson United Church  
Women  
Newtonbrook United Church  
Nobleton United Church Women  
Northern Waters Presbyterial United  
Church Women  
Northminster United Church - North  
York  
Norval United Church Women  
Palgrave United Church Women  
Parkwood United Church Trustees  
Parkwoods United Church  
Peterborough Presbyterial United  
Church Women  
Powassan United Church Women  
Presteghn-Woodbine United Church  
Women



Ravenshoe United Church Women  
 Richmond Hill United Church Women  
 Richview United Church Women  
 Riverside-Emery United Church  
 Rosedale United Church Women  
 Royal York Road United Church Women  
 Saint Luke's United Church  
 Sandford United Church Women  
 Scarborough Bluffs United Church  
 Schomberg United Church Women  
 Sebright United Pastoral Charge  
 South West Presbyterian United Church  
     Women  
 St. Andrew's United Church - Toronto  
 St. Andrew's United Church Women –  
     Markham  
 St. Andrew's United Church Women –  
     Ripley  
 St. James Centennial United Church  
     Women  
 St. James United Church Women –  
     Etobicoke  
 St. James United Church Women –  
     Stroud  
 St. John's United Church Women –  
     Alliston  
 St. Luke's United Church Women –  
     Etobicoke  
 St. Matthew's United Church Women –  
     Richmond Hill  
 St. Paul's United Church Women –  
     Midland  
 St. Paul's United Church Women –  
     Oakville  
 St. Paul's United Church Women –  
     Orillia  
 St. Paul's United Church Women –  
     Warkworth  
 St. Stephen's United Church Women –  
     Chelmsford  
 Stanwood United Church Women  
 Stouffville United Church Women  
 The Donway Covenant United Church  
 Thorncliffe Park United Church  
 Thorncliffe Park United Church Women  
 Timothy Eaton Memorial United Church  
 Toronto Chinese United Church Women  
 Toronto Conference United Church  
     Women  
 Toronto Japanese United Church

Women – Fujinkai  
 Tottenham United Church Women  
 Trinity United Church Women –  
     Beamsville  
 Trinity United Church Women –  
     Cobourg  
 Trinity United Church Women –  
     Collingwood  
 Trinity United Church Women –  
     Grand Valley  
 Trinity United Church Women –  
     Hastings  
 Trinity United Church Women –  
     Ingleside  
 Trinity United Church Women –  
     Iroquois Falls  
 Trinity United Church Women –  
     Newmarket  
 Trinity United Church Women –  
     Shelburne  
 Trinity United Church Women –  
     Uxbridge  
 United Church Women Baysville  
 United Church Women of Beaton  
 United Church Women of Northlea  
 United Church Women of Silver Water  
 Welcome United Church Women  
 Wexford Heights United Church  
 Wexford Heights United Church Women  
 Willowdale United Church  
 Willowdale United Church Women  
 Winchester United Church Women  
 Windermere United Church Women  
 Woodbridge United Church  
 Woodbridge United Church Women  
 Zephyr United Church Women  
 Zion United Church Women – Kingston  
 Zion United Church Women – Sundridge





## **OUR MISSION**

The Massey Centre for Women is an inclusive organization which strives to achieve healthy outcomes for all families as they work toward their goals.

We nurture empowerment, independence, and growth for pregnant and parenting teens and their children by providing transitional housing as well as education, community programs, services and supports for all families.

The Massey Centre for Women  
1102 Broadview Avenue  
Toronto, ON M4K 2S5  
T: 416-425-6348  
F: 416-425-4056  
[info@massey.ca](mailto:info@massey.ca)  
[www.massey.ca](http://www.massey.ca)

Charitable Registration Number: 119283687 RR0001