



NORTHWESTERN ONTARIO WOMEN'S CENTRE
EMPOWERING WOMEN BY PROVIDING A SAFE AND SUPPORTIVE ENVIRONMENT TO EXPLORE THEIR NEEDS

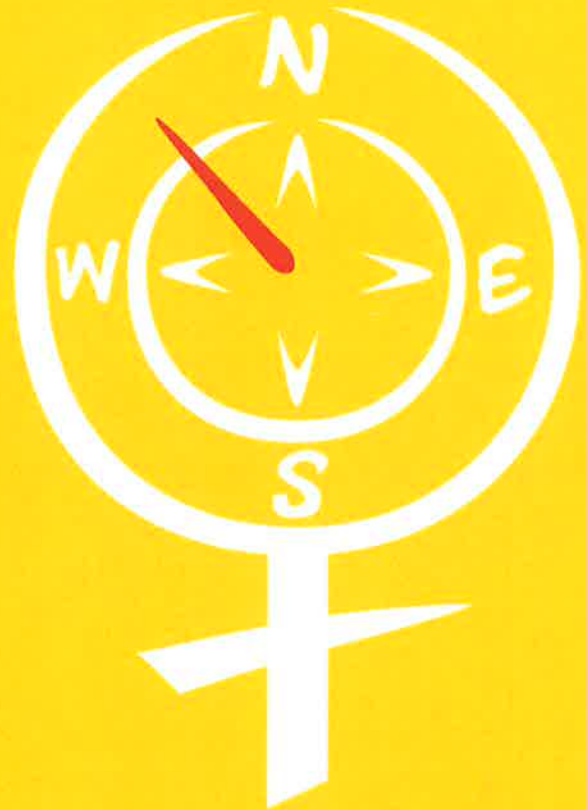
annual report

NOVEMBER 30, 2022

Mission, Vision, Values

**Board of Directors and
Committees**

Staff Reports



2021-22

Northwestern Ontario Women's Centre

Annual Report

2021/22

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NORTHWESTERN ONTARIO WOMEN'S CENTRE

Mission and Vision Statements

MISSION

To create and advocate for safe and supportive environments so that self-identified women can fully engage in their lives and communities

VISION

The Centre works with self-identified women to increase their access to knowledge, skills and resources so they can make informed and strategic choices. The Centre also advocates for systemic change to public policies and practices that impact their lives.

VALUES

Equality	Inclusivity	Intersectionality	Reciprocity
Relationality	Respect	Responsibility	

NOWC follows the Ontario Human Rights Code definition of gender identity. In our policies and communications, we attempt to use inclusive language and invite participation of trans and non-binary people.

Board Members (November 30, 2022)

Jan Oakley – President/co-chair	Nancy Johnson – Vice President/co-chair
Robin Hogan	Sherrie-Lee Petrie
Airin Stephens	Michelle George – Treasurer
Melody McGregor	Sofia Rizzo
Jennifer Chisholm	Julianna Cronk

**please note: Stacey Hare Hodgins served until December 23, 2021.*

Program Committee

Gwen O'Reilly
Nancy Johnson
Melody McGregor
Julianna Cronk

Governance Committee

Gwen O'Reilly
Lori Gilbert
Jan Oakley
Airin Stephens
Jennifer Chisholm

Fundraising Committee

Lori Gilbert
Robin Hogan
Sherrie-Lee Petrie
Sofia Rizzo
Donna Faye

Committees**Program Coordination Committee**

The role of the Program Coordination Committee is to provide guidance to the Centre Coordinator on day to day operational and human resource issues. They provide a sounding board for the development and delivery of our programming; oversight of grant applications and reporting; advice with respect to staff involvement in community liaison or media work; assistance with job development, hiring and staff management decisions; and generally a more in depth review of the Centre's activities.

Governance Committee

The Governance Committee provides the Board of Directors with guidance and recommendations relating to legal and policy obligations for the proper administration of the Centre. Objectives and responsibilities of the committee include ongoing review of the By-Laws and Policies; providing advice and recommendations to the Board of Directors in regard to compliance with By-Laws and Policies and in regard to standards and legislation that affect the governance of Non-Profit organizations; and the research and review of options in regard to the organizational structure of the Centre, for consideration of the Board of Directors.

Fundraising Committee

The role of the Fundraising Committee is to integrate fundraising opportunities into the Centre's mandate and operations; to develop an annual schedule of fundraising events and actions with accompanying guidelines, and to make recommendations to the Board regarding possible events or opportunities; to establish procedures conducive to encouraging new and maintaining current donations; and to research and advise the Board concerning funding and sponsorship opportunities.

Finance Committee - new

Terms of reference to be determined. Role of Finance Committee is to develop budgets, provide guidance for Board decisions on significant changes in spending, and develop resources toward analyzing and utilizing financial statements.

50th Anniversary Planning Committee – ad hoc

Terms of reference to be determined. Role of Anniversary Planning Committee is to propose and oversee activities to mark NOWC's 50th Anniversary.

Executive Director's Report 2021 - 2022

The statistics in this report are calculated over the most recent fiscal year, April 1st, 2021 to March 31st, 2022, except where otherwise indicated. Events and activities during the first 6 months of the 2022/23 fiscal year may also be reported to give an up-to-date picture of our operations.

The COVID 19 Pandemic

Our operations and events continue to be impacted by the COVID 19 pandemic, although we are getting used to it! The fiscal year began during a Province-wide lockdown with the Centre closed to the public for the first three or four months of 2021. By mid 2021, we had implemented vaccination policies for both staff and volunteers (Good Food Box) and tried to maintain the use of face masks. With the subsequent loosening of restrictions in 2022, most of our staff have contracted COVID over the past 9 months. With the notable exception of the Good Food Box program, we have just begun to run in person or hybrid events this fall – many community meetings continue to be held virtually or in hybrid form.

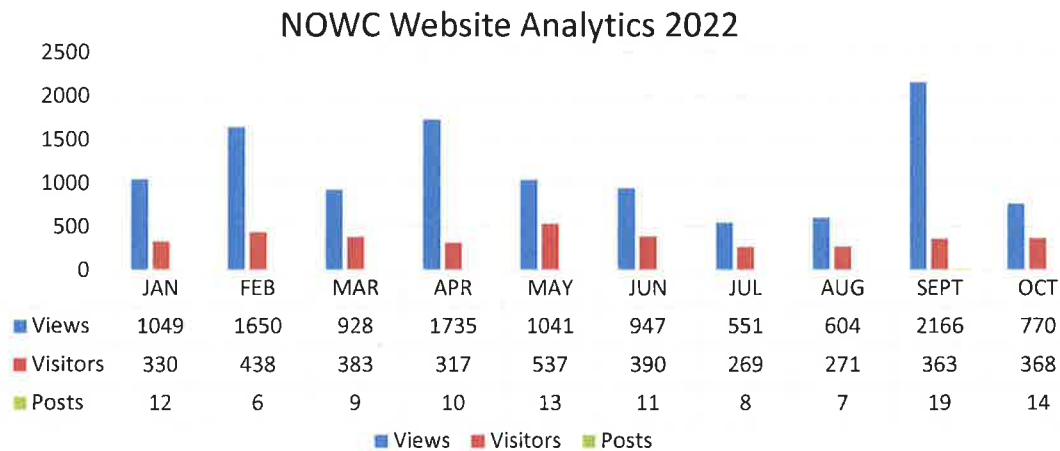
Staff, Students and Volunteers

I would like to recognize the efforts and dedication of our staff and volunteers. From April 2021 to present they were: Lori Gilbert (Office Manager); Sherry Scott (Good Food Box); Jen Hastings (High Risk / Gender Based Violence Navigation Project); Stephanie Simko (Analysis to Action on GBV Coordinator); Stacey Hare Hodgins (Education and Communication Coordinator); Emma Hampton (GBV Court Advocate); Stephanie Miller (Legal Intern); Nusrat Haider Khan (Good Food Box assistant; Legal Clinic Coordinator); Shelby Ernst and Erika Shaule (Pro Bono Law Students 2021/22 & 2022/23); Beatrice Netemegesic and Victoria Kerr also worked as summer student staff for the Good Food Box program over the summer of 2021. A special thank you goes to consultant Anne Ostrom who went above and beyond with our Strategic Planning exercise. I am also grateful for the many other enthusiastic volunteers and board members this year who helped with internal committees, the Good Food Box, and various other events.

Physical Premises and Virtual Spaces

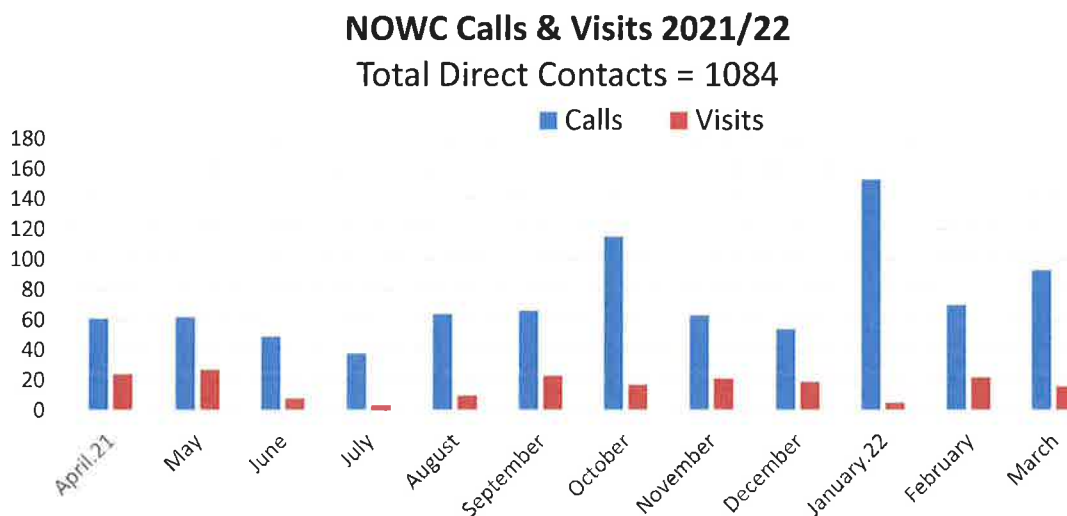
We have maintained the second office suite since early 2021 and make good use of it daily. With seven staff, plus students we would be hard pressed to have enough space without it. The new video conferencing set up has been a great investment for both internal meetings and women attending appointments. The launch of the AAGBV website over the summer of 2021 means we now manage three separate websites – the other two are the Centre's main website and the Good Food Box website, which is currently being redesigned with new e-commerce options. Stacey, in her role as Education and Communications Coordinator is managing overall content and continuity. The chart below reflects recent analytics for the NOWC website only, although data is now available for all three. Stacey is also

managing our social media accounts, although Lori continues to post on our Facebook page. We have now officially quit Twitter.



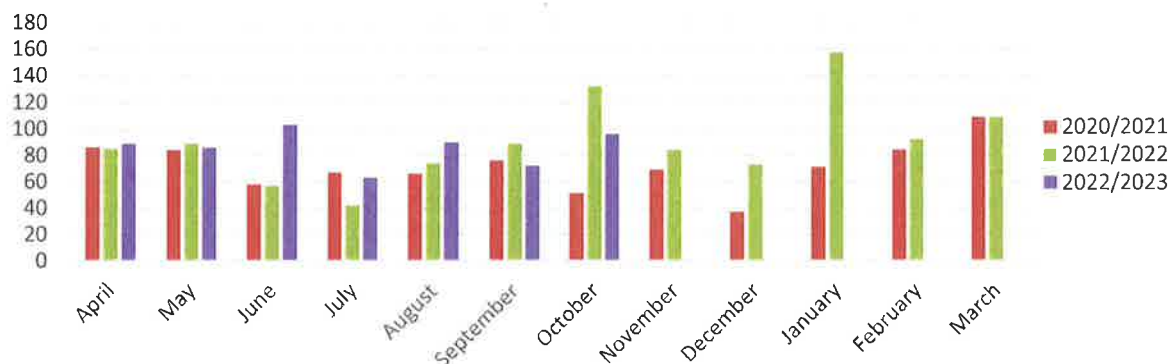
Our Work with Women: Advocacy, Information and Support

We logged 1084 direct contacts in 2021/22. Referrals and calls for advocacy services around gender based violence and family law have increased this year. With two, almost full-time advocates on staff, our capacity has increased, we have advertised consistently and we have received more referrals from other agencies. I also suspect that there are more women in need after the pandemic and the resulting backlog in every service sector service women access. We are making regular use of the Luke's Place Virtual Legal Clinic service. Call volumes for the Good Food Box have increased dramatically, and we get many more requests for free or subsidized boxes. Unfortunately, we are no longer funded to provide more than a few monthly subsidies.



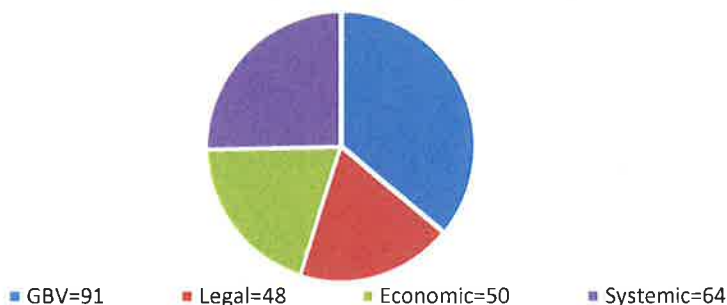
The following chart compares our contact numbers over the past three fiscal years to date. The bars in purple are calculated from the current year's data over 7 months in 2022/23.

Total Monthly Contacts Across Fiscal Years 2020-2023

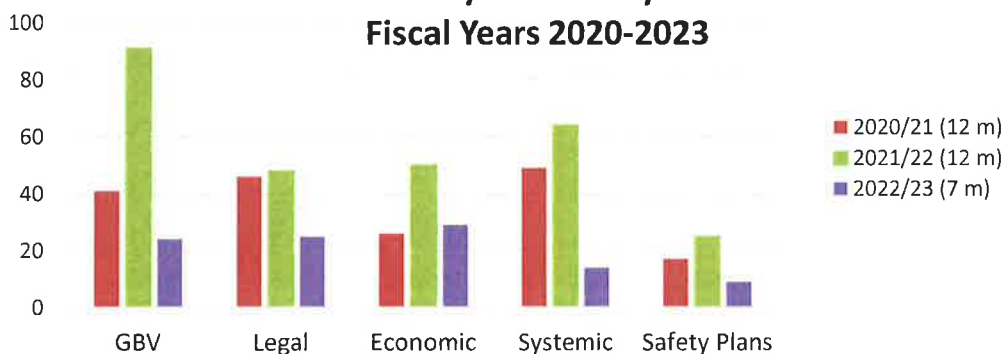


The charts below categorize our service provision into four of the most common presenting issues: Gender Based Violence; Legal Rights and Recourse; Economic Security and Systemic concerns. Any one woman may obviously have issues across categories, but we normally categorize contacts by one primary concern. The first figure reflects actual number of individuals served by category; the second shows the number of actual contacts (calls and visits) we have provided in each category.

Number of Individual Advocacy Requests by Issue 2021/22



Advocacy Services by Issue Fiscal Years 2020-2023



Public Education and Events

Most of our education and training events were held virtually over 2021/22. We are just starting to return to in person events this fall (2022). As Education and Communications Coordinator, Stacey is helping organize, promote AND track our various events. She is also responsible for Feminist Dispatch, our monthly e-newsletter launched this year. Please see her report for further details.

Projects and Programs

Please see separate reports for individual staff and programs and projects.

Project / Program Name	Funder	Staff & Activities
Investing in Women's Futures	Office of Women's Social & Economic Opportunity, MCSS	Exec Director & Office Manager: Core operations & direction
Education and Communications	MCSS, Johnson Scholarship, Canadian Women's Foundation	E&C Coordinator: Legal Education Clinics; Newsletter; Websites; social media
Action to Analysis on Gender Based Violence	Women and Gender Equity Canada	AAGBV Project Coordinator: Think Tank event; AAGBV website; GBV Case analysis
Putting Women's Safety at the Centre of the Systemic Response	Women and Gender Equity Canada	High Risk & GBV Navigator and GBV Court Advocate: GBV advocacy; court watch; HR Protocol
Good Food Box Program; Empowered Self Defense NOW!	United Way; CTB; TBDSSAB; Trillium Foundation	GFB Coordinator: GFB Food Security; Participant workshops; Self Defense training
Strategic Planning 2021/22	Canadian Women's Foundation	Consultant Anne Ostrom

Committee Work and External Liaison

Several community tables established during the pandemic persist. I provide representation at most of these, except where otherwise indicated.

Internal	External
Program Coordination / Hiring Committee	Thunder Bay and District Coordinating Committee to End Women Abuse
Governance Committee	VAW and Child Welfare Leads Committee
Good Food Box Board	MAG Domestic Violence Court Advisory Committee
GBV Case Review Committee (inactive)	Thunder Bay and Area Food Strategy Executive
Fundraising Committee (Lori)	Emergency Food Providers/ Food Access Table (COVID)
Finance Committee	CTB Vulnerable Populations Table (COVID)
	COVID 19 Task Force re Justice System Response to GBV
	Situation Table (Jen)
	Sexual Harassment in the Workplace Advisory
	Human Trafficking Trauma Informed Training Project SC
	Release from Custody Table (Emma)

Strategic and Financial Planning

Several years ago, we engaged in a financial planning exercise. Although the results were not immediately apparent, we have slowly been working towards a goal of an integrated annual budget that better reflects our values and the intentions of our work as an organization. In 2021/22, we developed our first comprehensive annual budget. More recently, we have struck a Finance Committee and met with our Auditor to implement some more proactive financial management. Our Office Manager received training on our new accounting software, and as a result we now have access to more sophisticated forms of financial reporting. We anticipate that concurrent work on developing an online store for the Good Food Box will further streamline/ integrate/automate both our virtual financial transactions and fundraising.

In 2021 and early 2022, we took on a substantial evaluation and strategic planning process with funding from Canadian Women's Foundation. We hired Consultant Anne Ostrom to guide us through it and write the reports. She has now completed and presented a comprehensive Strategic Plan for NOWC, which includes the topic of succession planning for future leadership. In preparation for this work, Anne did many interviews with the women with whom we work and various other stakeholders. Using this information, she also prepared an Impact Report - *A Retrospective of the Difference the Centre Makes in the Lives of Women and the Community*, which is an excellent assessment of NOWC's contributions. She has also provided a third document: *NOWC - Program/Services Strengths, Priorities, and Ideas Report* which is a summary of stakeholder insights gleaned from the strategic planning consultations.

In Conclusion

We are approaching our 50th year of existence while visions of retirement dance in my head. In my biased opinion, the Northwestern Ontario Women's Centre is doing more focussed education and access to justice work than ever before. We are able to provide a level of expertise, analysis and advocacy that is not available anywhere else. Our Court Watch and lobby efforts through community tables are making legal actors take notice and change their behaviour. In the current context of renewed action towards addressing gender-based violence, we are well positioned to establish ourselves as an advocacy lead, and to explore solutions both within and outside of institutional systems. Recent funding increases and a shiny strategic plan mean we have at least a few years of stability to launch our unique and much needed services into the next 50 years.

Respectfully submitted by Gwen O'Reilly, ED

Office Manager's Report, Annual Report 2021-22

Over the last year and ongoing, my regular tasks continue to include Bookkeeping, Charitable Receipts, assisting with funding reports and applications, administrative support for all programs, Office/Property, and Board/Governance as well as meeting with the Fundraising, 50th Anniversary, Finance and Governance committees.

Spring/Summer

- Consulted with Grant Thornton and auditor MNP about cloud-based accounting options
- Virtual Craftivism, Needle Felting with Pam Cain, April 29, 2021
- Virtual Craftivism, stitch & talk Rainbow crafts, June 18, 2021
- Two guest posts on website by Sharon Goertz on Self-Care during COVID-19 and on how to get up-to-date and accurate information on vaccination.

Fall

- Staff transitioned back to office by end of August
- Worked with fundraising committee toward development of fundraising letter combined with newsletter, and discussion of potential fundraising activities
- Expanded my knowledge of Sage software just in time to switch to new QuickBooks Online! My goal has been to set the bookkeeping up to be accessible and somewhat easier to manage when we eventually transition to a new bookkeeper (on track, after a few struggles).

Winter/Spring

- Virtual Craftivism, IWD March 8, Sunflower granny square
- International Women's Day Flag raising but still no events at City Hall in early March
- Fundraising cte presented rough budget of anticipated costs for 50th anniversary, and ad hoc committee struck

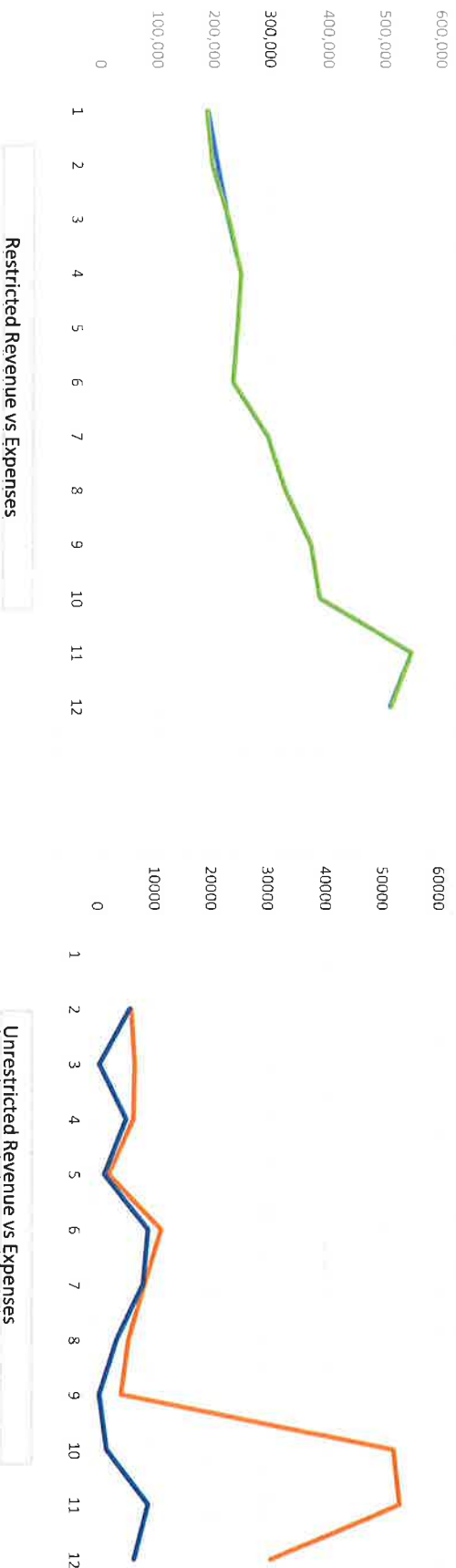
End of March to date

- Proposal & budget for Craftivism program submitted and approved, have provided 5 sessions by end of November and getting great feedback from participants
- Very busy with committee work over summer and fall
- QuickBooks Online course over summer helped with many of my issues in using the app
- Finance Cte struck re: support in developing overall budget and increasing board understanding of statements and how we can use them
- Fundraising Cte and ad hoc Anniversary Cte accelerating toward April 2023 date for event

Respectfully submitted by Lori Gilbert

Comparative Revenue & Expenses (at March 31, 2022)

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022		
Revenue	Revenue, Restricted	190,226	207,708	227,324	249,988	243,984	236,094	297,316	327,801	372,709	387,914	549,747	512,662	187,190
	Revenue, Unrestricted		6,016	6,645	6,426	2,088	11,295	8,420	5,624	4,314	52,227	53,332	30,803	
	Total	190,226	213,724	233,969	256,414	246,072	247,389	305,736	333,425	377,023	440,141	603,079	543,465	
Expenses	Expenses, Restricted	188,508	197,968	228,445	249,988	243,984	236,094	297,316	327,801	372,709	387,914	549,747	513,562	50,549
	Expenses, Unrestricted		5,726	384	5,108	1,255	8,939	8,090	3,479	424	1,667	8,956	6,521	
	Total	188,508	203,694	228,829	255,096	245,239	245,033	305,406	331,280	373,133	389,581	558,703	520,083	
Income/loss		1,718	10,030	5,140	1,318	833	2,356	330	2,145	3,890	50,560	44,376	23,382	136,641



Thunder Bay Good Food Box Report

Prepared for NOWC AGM Nov-30-2022

prepared by Sherry Scott

The Thunder Bay GOOD FOOD BOX (GFB) is a non-profit, community supported, fruit & vegetable distribution program that aims to improve access to fresh, healthy produce.

THE REPORTING PERIOD:

This report covers the period between April 1st 2021 and March 31st 2022. Statistics and survey quotes in this report are from our biennial survey of GFB customers conducted in March of 2021 – thank you to our student at the time, Megan DelPino for her efforts. *Our Next survey will take place in the spring of 2023*

BOX NUMBERS:

Box #'s for the reporting period	total #	First box	Children	Adults	Seniors	# of boxes
	of boxes	Unique households	0-17	18-54	55+	Reporting stats
April 2021	475	36	465	431	247	401
May 2021	510	27	472	466	231	431
June 2021	517	44	449	446	224	428
July 2021	538	19	492	463	251	421
August 2021	512	20	408	373	238	382
September 2021	454	6	420	366	254	378
October 2021	459	14	485	429	255	405
November 2021	368	15	423	349	174	304
December 2021	420	17	451	352	202	323
January 2022	413	413	369	329	161	312
February 2022	535	193	490	533	275	472
March 2022	542	81	449	444	199	408
TOTALS:	5743	885*	5373*	4981*	2711*	4665*

During the reporting period April 1st, 2021 – March 31, 2022:



Typical Good Food Boxes during this reporting period



	lbs/box x #of Boxes	Total lbs
APR	(20.5lbs x 475)	9734
MAY	(18.5lbs x 510)	9435
JUN	(17lbs x 517)	8789
JUL	(18.5lbs x 538)	9953
AUG	(17.5lbs x 512)	8960
SEP	(19lbs x 454)	8626
OCT	(19lbs x 459)	8721
NOV	(20lbs x 368)	7360
DEC	(18lbs x 420)	7560
Jan	(18lbs x 413)	7434
Feb	(19lbs x 535)	10165
Mar	(17lbs x 542)	9214

101,563 lbs

479

The average number of GFBs distributed / month

8829

average # of lbs of produce distributed /month

Over 100,000
pounds of fresh produce distributed via GFBs

Belly Stats and unique customer are reported over a calendar year.

In 2021, We packed and distributed **5512** Good Food Boxes.

We had 82% of boxes report stats in 2021. Based on the # of boxes reporting*, we can estimate that we served **932** unique households and that our boxes fed **6453** children, **5890** adults, and **3253** seniors

THE BOX COST: cost, subsidies & discounts

- **COST:** The Cost of the box remained at \$22 throughout 2021. 100% of the Cost goes towards the purchase of produce for the box. All other expenses (truck rental, hall rental, wages, volunteer lunches, bus tickets, subsidies, cardboard, administration fees, etc.) come from funders and community donations.
- **Volunteer Discounts** To assist customers who are have difficulty affording the entire amount, we continued to distribute GFCs. During this reporting period we issued 254 volunteer subsidies (\$1778 Value). *As our volunteer numbers increase, we are now averaging closer to 30 volunteer discounts each month.*
- **SUBSIDIES (INN THE FORM OF GFCs):** To assist customers who are have difficulty affording the entire amount, we continued to distribute GFCs (Good Food Coupons), in \$5 and \$10 denominations to subsidize the cost. During this reporting period we distributed 82 GFC (with a total value of \$680 dollars). As these coupons are purchased by community members and given out as needed. The demand for GFCs continues to far exceeds our supply.
- To be able to offer more subsidies, we applied for, and received funds from the Thunder Bay Community Foundation (TBCF).

The Thunder Bay Community Foundation Subsidies (Jan - June 2022)

We distributed TBCF Subsidies January through June 2022. 360 subsidies given out in total; 278 \$10 Subsidies (TBCF10) and 82 full \$22 subsidies (TBCF22). Subsidies were primarily distributed by 10 of host sites in our GFB Host Site network (the Norwest Community Health Centre, Northwestern Ontario Women's Centre, the Thunder Bay 55+ Centre, The Mary J L Black Library, Our Kids Count, Lappe, Upsala (UVASA), Patterson Court, Clark Towers, and Wardrope Court)

	TBCF10	TBCF10	TBCF10	TBCF22	TBCF22
	\$10 Value	\$10 Value	\$10 Value	\$22 Value	\$22 Value
	SENIOR S living on low income	STUDENTS living on low income	GFB Volunteer s receiving OW	Women in CRISIS	HOMELESS/ at risk of homelessne ss
JAN.	16	0	0	8	3
FEB.	67	4	0	12	9
MAR.	85	7	3	6	7
APR.	42	3	2	11	6
MAY.	40	3	1	8	7
JUN.	5	0 (not avail)	0	5	0 (not avail)
	255	17	6	50	32
	\$2,550	\$170	\$60	\$1,100	\$704
					\$4,584

- ❖ The TBCF10 was primarily used to assist low-income seniors. Additional subsidies given to students and our GFB volunteers on OW.
- ❖ The full TBCF22 subsidies were given out by advocates to women in crisis and those experiencing homelessness or at risk of homelessness.

Month	VD	GFC5	GFC10
	\$7	\$5	\$10
April	19	0	0
May	19	0	3
Jun	22	1	6
Jul	24	0	5
Aug	25	7	0
Sep	19	4	5
Oct	19	1	7
Nov	21	4	7
Dec	24	4	9
Jan 2022	22	0	2
Feb 2022	11	1	0
Mar. 2022	22	1	0
	254	\$140	\$540

Additional notes - Impact of the TBCF subsidies

- ❖ **Seniors on low income:** when subsidies for seniors on low income were no longer available, the number of Box orders dropped 37% (numbers taken from three of the buildings that offered the TBCF subsidy to seniors struggling to afford the entire cost).
- ❖ **Women in crisis:** when subsidies for women in crisis were no longer available, the number of Box orders dropped 88%
- ❖ **Homeless:** when subsidies for those who were experiencing homelessness were no longer available, the number of Box orders dropped 100%

GFB HOST-SITES:

Our Neighborhood Host Sites are in integral part of the Good Food Box program; they are the access points where customers can purchase and pick up their Good Food Boxes. Many host sites are run out of community agencies, so in addition to improving access to healthy affordable food, customers are introduced to the services available in their neighborhoods. Others are run by volunteers out of their apartment buildings, providing opportunities for tenants to socialize and meet their neighbors.

❖ **70% of Host-Sites have been acting as GFB Host-Sites for 4 years or longer!**

1. Adelaide Apartments	16. Mary J.L. Black Branch (TBPL)
2. Andras Court (Cumberland St.)	17. MATAWA First Nation*
3. Animbiigoo Zaagi'igan Anishinaabek	18. MATAWA Health Cooperative
4. Anishnawbe Mushkiki	19. Mclvor Court (Lincoln St)
5. Assef Court (Simpson St.)	20. Moose Hall
6. Copenhagen Estates trailer park*	21. Northwestern Ontario Women's Centre
7. Castlegreen Cooperative	22. Norwest Community Health Centre
8. Clarke Towers (Regent St.)	23. Our Kids Count
9. Fort William First Nation	24. Patterson Court (May St. N)
10. Indigenous Friendship Centre	25. Salvation Army
11. Jasper Place/HAGI BLDG	26. Thunder Bay 55+ Centre
12. Kinna Aweya Legal Clinic	27. Tucker, Brad (shuniah)
13. Lakehead University	28. Upsala (U.V.A.S.A)
14. LAPPE	29. Wardrope Court (N.Court St)
15. Manion Court (Donald St)	30. Whitesand First Nation

❖ **Host-sites listed in BOLD are open to the public**

❖ **Sites listed in grey are no longer GFB host-sites at time of this report – Nov. 2022**

New Host Sites (open since April 1st 2022):

- 1) **ONWA**
- 2) **Brodie Branch -TBPL**
- 3) **Early ON Child & Family Centre (Northwood)**
- 4) *Metro Lions*

❖ Host-Site accessibility:

At the time of this report, we have 10 sites open to the general public. Getting sites back on board and open to the public has been the slowest part of our network re-build.

THE GFB CUSTOMERS:

Our program is intended for, and primarily serves families & individuals with low or fixed incomes including young families, sole support parents, students, seniors, and people with disabilities. To avoid stigma, we do not use any eligibility criteria.

- 54% of GFB customers indicated they often run out of money to buy food or buy food that is less healthy because it is less expensive
- 32% of our customers have been participating in the GFB program for 5 years or more
- 83% of our customers say they eat more fruits and vegetables when they purchase a good food box
- 69% of our customers, are getting at least half of all their monthly fresh fruit and vegetables from their GFB
- 65% of our customers say, they are still not getting the recommend amount of fruits and vegetables recommended by the Canada Food Guide.
- 98% of our customers feel the program is accessible
- 70% of our customers report having at least some access to the internet.
- 40% of our customers reported feeling less connected to their community since covid. Simply purchasing a box from a neighborhood host-site, makes 69% of customers feel more connected to their community.

*"I don't have to carry groceries on the bus and I get to visit with people in my building."
– customer (Mclvor Court)*

The GFB VOLUNTEERS:

During this reporting period we continued to welcome back our pack day volunteers to the Hall. In 2021 we had a total of 55 pack day volunteers on our roster, *(and in 2022, we so far have welcomed 69 unique volunteers to pack day.)* This is still far short of the 200 volunteers on our roster back in 2019 (Pre-pandemic). The GFB has decided to limit the number of pack day volunteers to 40 per pack to maintain distance and avoid over crowding (our volunteer drivers are counted separately and above this 40-person cap inside the hall - we currently have 7 volunteer drivers).

We continue to focus our volunteer training on safety proper hand hygiene, reinforcing safe distancing, requiring masking in the pack hall and staying home when not feeling well.



According to our most recent survey:

- 88% of our volunteers report eating more fruits and when they purchase a good food box
- 96% of our volunteers said they have made new friends since they started volunteering with the GFB!
- 87% feel more connected to the community
- And 61% have learned new skills they didn't have prior to volunteering



When volunteers were asked what the GFB means to them...

- ❖ “Really enjoy. look forward to it every month”
- ❖ “Great people, like a family”
- ❖ “Love it all. Socialization and contact. Being involved.”

GFB ENGAGEMENT: Getting Back in the Groove (March-Aug 2022)

Getting Back in the Groove was designed as a series of FREE mindful movement sessions, intended to engage seniors & elders (age 55 & better) make connections, get moving, and develop confidence and self awareness. Classes were advertised only through the GFB and were intended to reach seniors in the GFB community (Volunteers, Host-Site Coordinators, Customers) although folks were invited to bring a friend or neighbour, and everyone was welcome.

Each Getting Back in the Groove session included a FREE Mindful Movement CLASS (1.5 hours) led by Nele Schoutteten MSC, certified dancing mindfulness instructor, followed by some social time to eat a good snack and share some tea and connect with the folks from the class. Bus tickets to cover transportation cost to and from the venue were given upon request. Each Class was limited to 15 participants. We held 7 sessions and had 103 participants! *We hope to repeat this in 2023, in a larger space.*



Comment Cards were offered at each session, this is some of what we heard from the participants:

- ❖ *These movements help me to think positive. Good easy for the body movements.*
- ❖ *Enjoyed it very much. Great music and I felt my body moving freely. I will come again for sure. Thank you*
- ❖ *Love the music. Love the energy. Love the feeling*
- ❖ *Music is so uplifting. Wonderful, fun delightful friendly. I want to keep coming*

Participants signing up to Volunteer with the program!

some of the participants were regular pack day volunteers, or customers, others, were invited by their friends or neighbors. Thanks to the connections made from these sessions, some of the participants began reaching out to me regarding volunteering – we now have FIVE new pack day volunteers, and 1 new Host-Site volunteer!

Developing Confidence

The most exciting part was to get to see some of the repeat participants develop over time. Some shared that they were a little scared and hesitant at the beginning but became more confident to express themselves as the sessions went on.

THE LOCALLY GROWN (& MADE) FUNDRAISER BOXES:

The **Local Box** is social enterprise that raises funds for the GFB Program. Our Local Boxes are packed entirely with locally grown and produced goods that are distributed through community connections that strengthen the capacity of our local food system. Each box is sold for \$60 (the cost includes a \$20 charitable donation to the Thunder Bay GFB Program). The Local Box fundraiser allows food secure individuals in our community to participate in the GFB program; money raised supports the program, the money spent supports our local farmers and producers!! In 2021 the local box raised \$12,220. *Our 2022 fundraising campaign is still underway (GFB annual report available January 26th, 2023)*

There are 10 Different Local Boxes:

- 1 local Valentine Box (Feb)
 - 1 locally grown good garden box (Spring)
 - 6 locally grown good food fundraiser boxes (July – Nov)
 - 2 locally made Holiday Boxes (Gift & Goodie)
- **87%** of local box customers indicated that purchasing the Local Food Box has influenced them to buy produce from farmers/suppliers featured in the box
 - **90%** of local box customers indicated the Local Food Box has introduced them to new suppliers



LOCAL GOODS FROM LOCAL GROWER, MAKERS & PRODUCERS

- ❖ In 2021, April 2020-March 2021, we spent \$40,106.94 on locally grown and produced goods between the GFB (\$16480.70), local fundraiser boxes (\$23626.24).
- ❖ During the 2021 growing season we sourced goods for our locally grown good food boxes from Sleepy G Farms, Root Cellar Gardens, Jems Stawberries, Veg-e-tate, Belluz Farms, Bears' Bees & Honey, Vanderwees Greenhouses, Brule Creek Farms, Roots to Harvest, Thunder Oak Cheese Farm, Hanna Road Produce, Bill Hunt Farms, B&B Farms, Mountain Stream Orchard, Nor'Wester Maple Co., Pitch Creek Farm. Pura Vida Farms and Morning Moon Farms.

SUSTAINING DONORS: During this reporting period we started reaching out for sustaining donors (monthly donors). In 2021 we had 4 sustaining donors (average donation \$28/month) – all starting at different times during the year. In 2021 these four generous folks donated a total of \$1,187.50. We currently have 7 sustaining donors (avg donation \$22.64/month) that are expected to raise \$1,712.50 in 2022.

THE GFB BOARD:

During the reporting period, the Good Food Box board consisted of:

- Gwen O'Reilly - since Sep. 2005 (Executive Director NOWC)
- Sandy Kennedy - since Jan. 2016 (Volunteer + HS coordinator: LAPPE)
- Michelle Kolobutin - since Jan. 2018 (HS coordinator: Norwest Community Health Centre)
- Ivan Ho - since Apr. 2018 (Thunder Bay District Health Unit)
- Lark Mask – since Dec. 2020 (Volunteer)
- Emily McKenzie – since Dec 2020 (Indigenous Friendship Centre) replace by Sheena Campbell – since Jan 2022 (Indigenous Friendship Centre)
- Bill Jean-Louis - since Oct. 2018 – Dec.2021 (volunteer)



(GFB Annual Report will be available Jan.26th, 2023)



Analysis to Action on Gender Based Violence Project Coordinator Report

Prepared for the NOWC Annual General Board Meeting – Nov 30/2022
Northwestern Ontario Women's Centre

This report spans from April 1 2021 to March 31, 2022. It is important to note that I was not active in my role as Project Coordinator from September 1st, 2021 to July 18, 2022. At the time of writing this report, I continue to ease into hours on a Return-To-Work plan under the guidance of an occupational therapist. I will be back in a full-time hybrid capacity by November 28th, 2022.

The following report will introduce the AAGBV Project and provides an update of ongoing and upcoming tasks and activities of the Project Coordinator:

PROJECT INTRODUCTION

The **Analysis to Action on Gender Based Violence (AAGBV) Project** was launched in August 2019 and is funded by the Women and Gender Equality Canada Capacity Building Project. This four-year project aims to enhance the systemic advocacy work being done in the community to improve the status of women and to increase the capacity of our Centre, as well as other Thunder Bay and NWO women's organizations, to continue promoting social and systemic change towards gender equality.

- The AAGBV project will focus on the following key objectives:
- increasing capacity for systemic advocacy on gender-based violence (GBV)
- reframing GBV policy reform work using Anti-Racism/Anti-Oppression (AR,AO), Gender Based Analysis (GBA), and Trauma-Informed Approach (TIA) frameworks and Reconciliation Principles (RP)
- creating accountability measures to develop public awareness and analysis of local jurisprudence
- building capacity of NOWC and local women's advocates to act as experts and/or trainers on AR/AO/GBA/TIA and gender-based violence

Through partnerships with local women's organizations and advocates, the project aims to develop a collaborative advocacy strategy on gender-based violence that is informed by anti-racism, anti-oppression, trauma-informed, and gender-based analysis frameworks; this advocacy strategy includes connecting with broader campaigns and efforts, the creation of an online platform and communication network, the analysis of legal system outcomes through this network, and the establishment of an annual "Think Tank" for local women's advocates. Another facet of this project is to assess need of training for the target frameworks (AR, AO GBA, TIA, RP) and provide this training for local women's organization and advocates – situating them to act as expert witnesses and deliver AR/AO/GBA/TIA training for system players.

ONGOING & UPCOMING ACTIVITIES

TRAINING DELIVERY + DEVELOPMENT

Following a successful virtual Think Tank and online training event ("Trauma-Informed Approaches + Legal Accountability") in March 2021, the spring and summer months were spent planning for fall training and events.

Think Tanks (September 2021, November 2022)

A series of Think Tank events were planned for later September 2021, which were unfortunately cancelled. However, the presentation with the Newcomer Legal Clinic was held at a later date that year.

The annual Think Tank for 2022 was recently held (see current activities). A full report is forthcoming, please email me if you would like a copy.

2023 Training Development

I continue to look into opportunities for training and events focused on the project deliverables and objectives. We continue to grow the audience and participation of the AAGBV project through using virtual and hybrid-style opportunities for community members to partake.

AAGBV WEBISTE & GBV CRIMINAL CASE REVIEW

Continued development of AAGBV website

The AAGBV website was officially launched in June 2021. There remains some static content to create, as well planning for ongoing updates to the website and the creation of a e-newsletter. I anticipate more time going forward will be dedicated to updating and monitoring the AAGBV website.

Update on GBVC Case Studies

I continue to focus on researching and completing a few Criminal Case analyses, with the assistance of the GBVCC Committee. Currently, the Committee is at a standstill and we are looking for volunteers to reboot this work in the new year. We have a goal of publishing two cases in our online forum before the end of March 2023.

PROFESSIONAL DEVELOPMENT

GFB & Wen-Do Training

I continued to assist with GFB packing twice a month and additionally as needed throughout April to August. I completed additional online Wen-Do training throughout May and June 2021. I have continued to work with local trainers to revise a self-defence program with a local focus and a more trauma-informed lens.

Online Training & Conferences

I participated in the following online trainings and conferences in the reporting period:

- "Up your game: Using social media and video to deliver legal information" presented by CLEO (April 2021)
- "Domestic Homicides in Ontario: Lessons Learned from Tragedies" hosted by CREVAW (April 2021)
- "The Pandemic and Family Justice: Unequal Outcomes and Lack of Access to Justice" hosted by CREVAW (April 2021)
- "Workshop: Sex worker justice and feminism" hosted by Women's March Ottawa (May 2021)
- "Preventing Domestic Homicide Conference" hosted by CDHPI (May 2021)
- "2SLGBTQ+ Individuals Experiences of Trauma and Violence" hosted by Learning Network & Knowledge Hub (May 2021)
- "Tackling Technology-Facilitated Violence" presented by Osgoode Hall Law School at York University and the eQuality Project at the Faculty of Law, University of Ottawa (May 2021)
- "Self-Represented Litigants and Family Violence: Making a Difficult Experience Even Worse" hosted by CREVAW (June 2021)
- "Finding a better way: Strength-based trauma-informed practice" hosted by Learning Network & Knowledge Hub (July 2021)
- "Legal Advocacy to End Discrimination against women with disabilities" hosted by Learning Network & Knowledge Hub (Aug 2021)
- "The Supreme Court of Canada's Extreme Intoxication Decisions: Why We Should Care" hosted by CREVAW (July 2022)
- "Hardware Solutions for Your Hybrid Meetings" hosted by Zoom Headquarters (Sept 13th)

- "A Calls to Action Conversation on Truth and Reconciliation" hosted by the Yellowhead Institute (Sept 29th)
- "Navigating Disclosures of GBV" hosted by OCASI, presented by the Barbra Schlifer Commemorative Clinic (October 2022)
- "Gender-Based Violence Against Two Spirit People" presented by Learning Network & Knowledge Hub (October 2022)
- "Access to Justice in the Wake of the Divorce Act Amendments" hosted by Access to Justice & Law Reform Institute (October 2022)
- "GBV Safety Planning & Risk Assessment w/ Barbra Schlifer" hosted by OCASI (November 2022)
- "Best of Both Worlds: Your Guide to Hybrid Collaboration Confirmation" hosted by Zoom (November 2022)
- "Gender-Based Violence, Disability, and Immigration" hosted by OCASI (November 2022)

COMMUNITY INVOLVEMENT

I continue to promote the AAGBV Project to the community, as well as participating in trainings, conferences, and community groups throughout 2021; however, due to ongoing and changing Covid-19 restrictions, many in-person opportunities changed. I have been diligent with staying in contact and participating virtually whenever I can, and have worked to rekindle community partnerships upon my return to this role after time away.

I applied for and was accepted to work EGALE on an Intervention Action Committee, focused on expanding understanding of tech-facilitated violence and dating violence in the experiences of 2SLGBTQ youth. I attended a handful of online meeting and sessions; unfortunately, I unable to continue with the committee following September 2021.

I have stepped back from attending TBDCEWA meetings as I returned to full-time hours.

CURRENT PERIOD ACTIVITIES:

Since July 2022, I have been working on returning to full-time capacity. My primary focus has been organizing and hosting Fall Think Tank 2022 (November 21st to 23rd). We hosted an in-person gathering which featured our keynote speaker, Dean Spade, and a creative movement facilitation by Jayal Chung. This event will be bookended by two virtual discussions: a presentation about the Court Watch Program from NWOC staff, as well as a panel discussion held as a final reflective event.

Report prepared by

Steph Simko



GENDER BASED VIOLENCE NAVIGATION ADVOCATE

Prepared for the NOWC AGM by Jennifer Hastings

November 30, 2022

This year the Gender Based Violence Navigation Advocate position has seen a significant growth in survivor's supported and a diversity in supports and services provided to survivors.

Here are some highlights from April 2021 - March 2022.

- I continue to sit on various community tables including the TBDCCEWA, the VAW Leads Table, and the Thunder Bay Situation Table.
- I have attended the Good Food Box Pack Days, support women with the Luke's Place Virtual Legal Clinic, and participated in the Family Court and Criminal Court watch programs.
- I routinely engaged with and provided case consults with VAW service providers.
- I continue to monitor the needs of survivors and the structural gaps that limit the safety of survivors.
- I actively attended webinars, trainings, and conferences and networked with VAW service providers locally and throughout the province.

TOTAL WOMEN SUPPORTED BY THE GBVNA

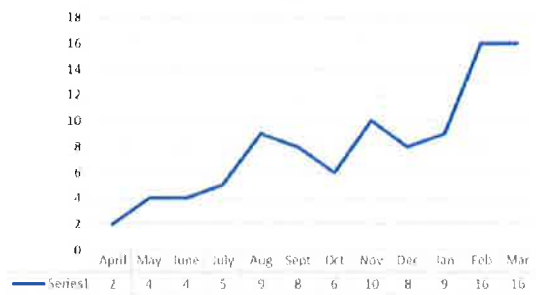
50

COMPUTER SPACE

Total Contact



Women Supported

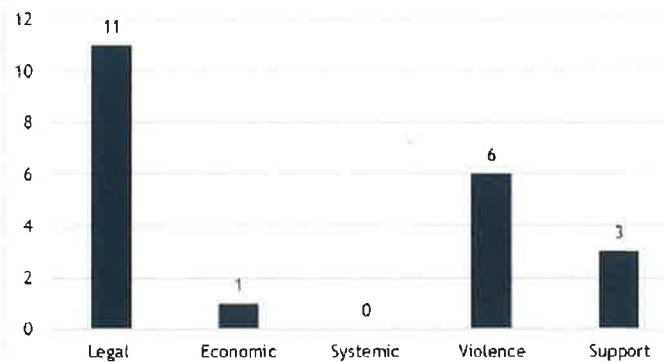


Intake Month

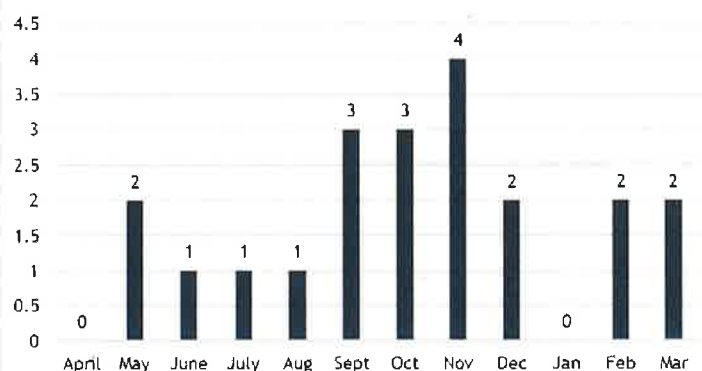


The Computer Space Was Used 21 Times

Type of Computer Space Use

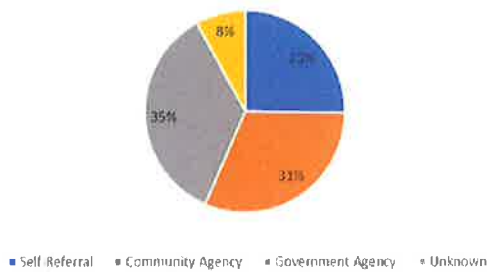


Monthly Computer Space Use

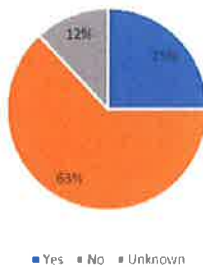


INTAKE INFORMATION FOR THE GBVNA AND COURT ADVOCATE

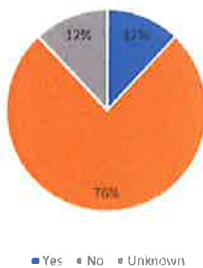
Referral Source



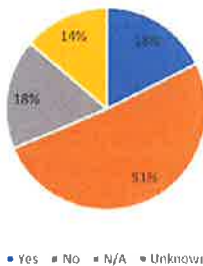
Safety Plan Completed Prior To Referral?



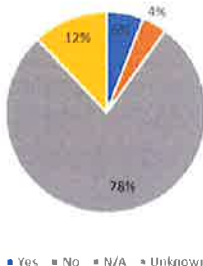
Risk Assessment Completed Prior to Referral



Has a Family Lawyer

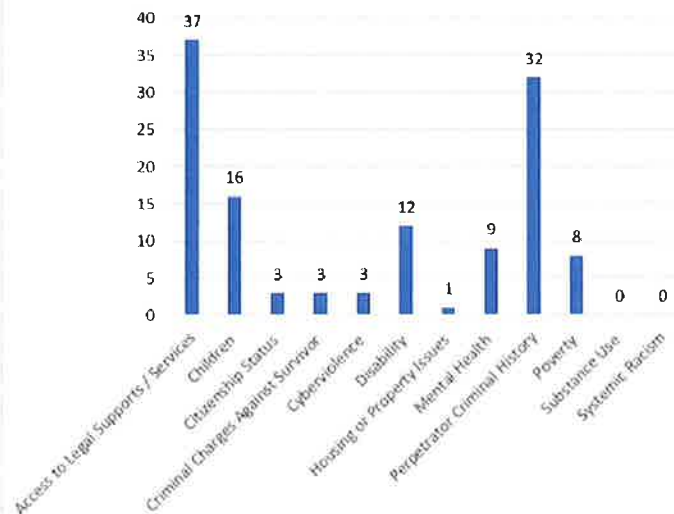


Has a Criminal Lawyer

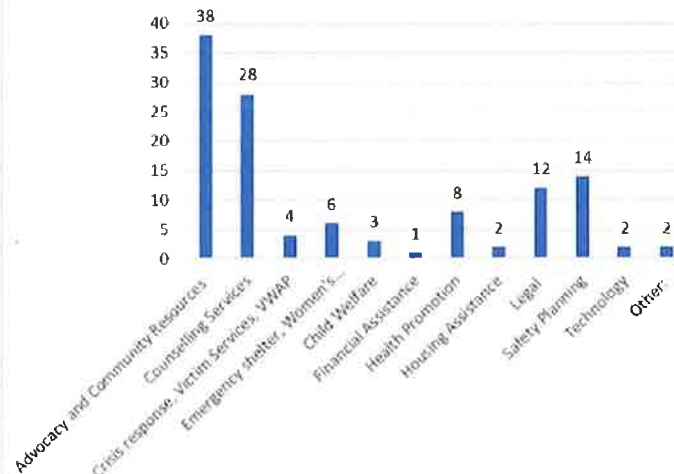


- 35% of referrals are coming from Government Agencies (VWAP, Police, CAS)
- 63% of women did not have a safety plan completed prior to their referral
- 76% of women did not have a risk assessment completed prior to their referral
- 51% of women involved with the family court system did not have a family lawyer
- 78% of women did not need a criminal lawyer (i.e. they were not facing any criminal charges)
- The most prevalent complicating factors experienced by women were access to legal supports and services, children, and perpetrator criminal history (i.e. criminal charges laid against their ex-partner)
- The greatest needs experienced by women were Advocacy and Community Resources, Counselling Services, Legal Support and Safety Planning

Complicating Factors



Services / Support Needed



GENDER BASED VIOLENCE COURT ADVOCATE

EMMA HAMPSON
PREPARED FOR THE NWOWC AGM
NOVEMBER 25TH 2022

28

**Women received court support,
referrals and/or emotional
support/empowerment**

Connections/Partnerships Made:

- VWAP
- Bail safety officer
- Thunder Bay Counselling
- NorWest Community Health
- ONWA
- Elizabeth Fry Society
- Release from Custody Committee
- Family Court Services
- Crown's Office
- Newcomer Legal Clinic



Facilitated and attended 19 Virtual Legal Clinics

*Took notes, asked questions to
guide future support*



Facilitated Luke's Place family court watch project

*Observed motions and coordinated
volunteers to view motions regularly for the
Family Court Watch project*



Provided virtual and in- person court accompaniment to 4 women

*Facilitated connections between
Crown and survivor, helped
prepared for family court*



Developed a spreadsheet with statistics on
80 GBV offenders



Observed and recorded bail hearings, guilty
pleas, and consent releases on a daily basis

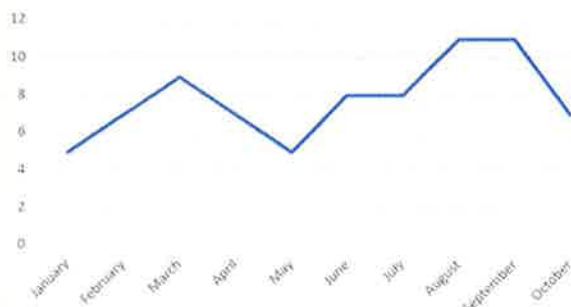


Presented preliminary findings to other
service providers

Observed motions and
coordinated volunteers
to view motions regularly
for the Family Court
Watch project

WOMEN SUPPORTED

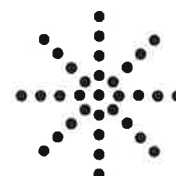
Women supported, month by month



**Participated in 9
Good Food Box Pack
Days**



EDUCATION + COMMUNICATIONS REPORT



The dual Education and Communications Coordinator position is new for the Women's Centre, and I'm thrilled to fill it as part of a supportive team of brilliant women at our small but mighty feminist organization!

Since my position started in January 2022 and this reporting period ends on March 31, 2022, my report mostly covers the first three months of my role, in addition to some highlights from more recent activities.

Getting Started

- Audited and updated main website (added GBV Navigation and Court Advocacy programs, revised resources, etc.)
- Drafted Communications Plan to map key messages and delivery channels on a yearlong timeline (to be further informed by Strategic Plan and ongoing staff input)
- Organized legal information session for February; explored possibilities for future sessions
- Started tracking website statistics
- Audited GFB website, provided recommendations and made updates with Coordinator's input

Good Food Box

In addition to ongoing communications activities, I also deliver Good Food Boxes to 2-3 host sites every month, and I'm involved in the development of a new and rebranded website with integrated e-commerce options--stay tuned!

Trainings Attended (Jan-Mar)

- Honouring Indigenous Resistance to Colonial Violence: Helping People Recover Using Response-based Practice
- Vicarious Trauma -An Indigenous Perspective: Cultural Strengths as the Roots of Resilience for Healing Trauma and Building Worker Wellness
- Promising Practices for Distance Counselling with Survivors of Sexual Violence
- Trauma Informed Practice, Traumatic Stress Services (including creating trauma-informed workplaces)
- Gender Based Violence Counselling: Tools and Approaches that Empower

International Women's Day

Created and circulated [PSA](#) (a PDF document with clickable links to online and local activities) using UN Women's Theme: Gender Equality Today for a Sustainable Tomorrow.

Participants	Date	Session
24	February 28, 2022 (virtual)	<p>Newcomer Women, Immigration Status & Intimate Partner Violence (in collaboration with the Newcomer Legal Clinic)</p> <p>Speakers: Jennifer Dagsvik, Lawyer, NLC; Anais Giasson, Law Student, NLC; Niloufar Sadroddini, Law Student, NLC; Gwen O'Reilly & Jennifer Hastings, NOWC; Shelby Ernst, Pro Bono Law Student, NOWC</p>

149

- Bill C-75 and Bill C-247 (MAY)
- ESD-NOW – train the trainer for online delivery (JUN)
- Parental Alienation (JUL)
- Changes to the Divorce Act – Impact on Child Support (SEP)

Join us for a Three Part Series
of Legal Information Sessions

WOMEN CRIMINALIZED IN THE CONTEXT OF DOMESTIC VIOLENCE

*For service providers and self-identified women navigating
the family or criminal law systems*

<p>Monday, June 15 1 pm - 3 pm</p> <p><i>Charmelle Coyne and Gina Mitchell of Women's Experiences Domestic Violence</i></p>	<p>Monday, June 20 1 pm - 3 pm</p> <p><i>Charmelle Coyne and Kristine Leckie with Family Law</i></p>	<p>Wednesday, June 22 1 pm - 3 pm</p> <p><i>Enhancing Women's Safety: Survivors' Guidance for Advocates</i></p>
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Free of charge, with ONTARIO ATTORNEY GENERAL'S OFFICE

If you identify as a woman with lived experience of domestic violence,
you are eligible to attend this series of legal information sessions.

Online and light refreshments will be provided.

For more information, email information@domesticviolence.org or call 844 3900

 **ONTARIO WOMEN'S JUSTICE INSTITUTE** 

Ontario 

[illegible]

COMMUNICATIONS

I compile, create and coordinate content for all of the Women's Centre public-facing activities in consultation with other staff. This includes, but is not limited to:

- Updating our three websites (especially What's New blog posts, Resources, and Upcoming Events)
- Creating materials and promoting legal information sessions, Craftivism workshops, Think Tank events, Good Food Box fundraisers and special events (Locally Grown Fundraiser Box, plant sale, Creative Movement)
- Acknowledging funders and announcing new funding
- Compiling and distributing resource packages (Abortion Services + Supports; Understanding GBV + Getting Help; GBV, Criminalization + Family Law), and so on.



WHAT'S NEW

feminist DISPATCH

461 recipients
30 new subscribers

In May 2022, we launched our very first e-newsletter: Feminist Dispatch!

It's our monthly offering of feminist analyses, program updates, event announcements, learning opportunities, and plenty of resources on a variety of current topics related to our work. It started in February as an impromptu staff newsletter to share resources and soon became a monthly dispatch to our members, supporters, and past legal clinic participants on the sendinblue platform.



A subscription link and past issues are available on our main website:
<https://nwowomenscentre.org/monthly-newsletter/>

WHERE TO FIND US ONLINE

Websites:

<https://nwowomenscentre.org>

<https://goodfoodboxtb.org>

<https://analyststoactiongbv.org>

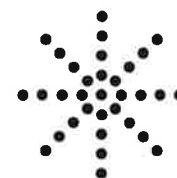
Facebook:

@nwowc

@GoodFoodBoxTBay

Instagram:

@goodfoodboxtbay





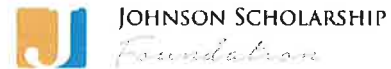
NOWC is a non-profit feminist organization.

We gratefully acknowledge the support of volunteers, donors, our funders and numerous community partners.

Space for the November 2022 Annual General Meeting has been graciously donated by Lakehead University Bora Laskin Faculty of Law



THE DISTRICT OF THUNDER BAY
SOCIAL SERVICES ADMINISTRATION BOARD



An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario



United Way
Thunder Bay