



IMPACT REPORT

2018/2019



closing the door on abuse - opening the door to hope

2018

2019

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KELLY-ANNE SALERNO

BOARD PRESIDENT

Each and every day Interim Place Staff, partners, volunteers, and community partners contribute to the tireless work being done in the VAW sector. Interim Place continues to be at the forefront of education, advocacy, and change. Interim Place Staff sit at tables with all levels of government alongside community partners to ensure the voices of women are heard and to advocate for progressive changes to legislation and policy.

Over this year Interim Place has focused on a number of key deliverables to move our work forward, as outlined in the 2017-2020 Strategic Plan. Strategies undertaken in 2018-2019 have included; securing funding for an environmental scan and the development of a business case to provide trauma-informed AR/AO sexual violence supports; obtaining a Trillium Grow Grant to establish a peer support program; establishing a Harm Reduction Committee; attaining designation as a Needle Exchange Fixed and Naloxone Distribution Site; facilitating support groups for women from marginalized communities; implementation of harm reduction onboarding training; revising program materials to reflect priority communities; and many more activities too numerous to note here. The Board's activities over the past year have included evaluating, establishing, and formalizing effective fundraising and governance strategies to increase Interim Place's capacity to deliver integral supports to our community.

This list by no means represents all of the efforts and work that Interim Place does every day. It's important to remember that all of this happens while providing 24/7 services and supports to over 2000 women and children who seek refuge and support annually at Interim Place. It almost seems insurmountable, but they do it.

My overwhelming gratitude to the Executive Director Sharon Floyd, who leads a team of remarkable dedicated Staff. Sharon's passion and dedication to ending violence against women never waivers, and was recognized with a Community Leadership Award by MP Sven Spengemann. Supporting this work for me as President of Interim Place is personal, necessary, and a privilege. It allows me to contribute to positive change in the lives of some of the most marginalized in the Peel community. I will continue to do my best, and once again thank you to everyone who stands alongside of us at Interim Place advocating for positive change.

WE ARE

Interim Place is a dynamic anti-violence organization providing shelter, counselling, and advocacy supports for women, youth, and children experiencing violence in the Region of Peel.

We are committed to supporting women who have experienced violence by addressing the multitude of barriers women face and providing a range of supports and services.

All Interim Place's services are free and confidential.

Services are provided in all languages including American Sign Language.

Interim Place works within a feminist, anti-oppressive, anti-racist, queer and trans-positive, disability justice, harm reduction framework.

OUR MISSION

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

OUR VISION

To create social change where women have economic, social, and political justice; and all forms of violence are eliminated in the lives of all women and their communities.

Message from the Executive Director



“Envision a future without violence.

Work to bring this vision to reality.”

As I reflect on the work that Interim Place has done and the role that it has played in Peel since 1981 I cannot help but think about all of our staff, volunteers, community partners, and donors who have contributed to what Interim Place is today.

This past year, Interim Place provided safety and secure shelter to 147 women and 106 children in our two 24-hour emergency shelters. We provided support to 536 women in the community through our Community Support and Outreach Program. We responded to 1,388 crisis calls on our 24-hour emergency crisis line. Our Public Education Program reached 700 youths across Peel. Interim Place's work this year also included; evaluating and working towards increasing our capacity to supporting survivors from the 2SLGBTQ+ community and women who have experienced sexual violence. We are grateful for all of our supporters that work with us to ensure that Interim Place has the capacity to respond to the needs

We stand firm in our efforts to eliminate violence in the lives of those who are most marginalized in our community



SHARON FLOYD
EXECUTIVE DIRECTOR

of those in our community and we are grateful that we have had the opportunity not just at this time but also throughout the year to acknowledge the impact that you have made in the lives of those who access the services and supports of Interim Place.

As we continue our efforts to raise public awareness, provide education, and work to prevent violence against women in our community we continue to be challenged by the attitudes and beliefs that devalue women and girls that are entrenched within our society and maintains the status quo, ultimately perpetuating the issue of violence against women in our community. The first critical step to ending gender inequality is

ensuring that women's voices are heard, that women's lived experiences are recognized, and that women are given space to champion the issues that affect them. We must remain steadfast in our resolve to dismantle the structural and systemic barriers that women and girls face preventing access to their basic human right to safety. Reclaiming Power and Place, the final report by the National Inquiry into Missing and Murdered Indigenous Women and Girls, concludes that systemic inequities, colonial violence, racism, and oppression have contributed to what amounts to acts of genocide against First Nations, Inuit and Metis women, girls, and 2SLGBTQ people¹. We are proud of the work that Interim Place does in our community and we are encouraged by the support that we received from all of you to continue to push forward and stand firm in our efforts to eliminate violence in the lives of those who are most marginalized in our community.

On any given day in Canada, 1,824 women are residing in a violence

¹ "Final Report - Reclaiming Power and Place." MMIWG, National Inquiry about Missing and Murdered Indigenous Women and Girls, 29 May 2019. Web. 2 September 2019. www.mmiwg-ffada.ca/final-report/.

against women shelter. The rate at which women are turned away Canada-wide due to a lack of capacity climbed 3.5% this past year². I say all of this not to paint a dismal picture, but to demonstrate why it is imperative that we work together as a community to ensure that organizations such as Interim Place continue to have the resources required to provide services to the women who need them. We always say that we hope that one day there is no need for organizations such as Interim Place, but as long as the need is there we will strive to do all that we can for the women and children who walk through our doors. We encourage our community members to envision a future without violence and we challenge you all to work with us to bring this vision to reality as violence against women impacts us all. Let us all continue to make a difference in the lives of women and their children impacted by violence together.

A handwritten signature in black ink, appearing to read 'Sharon Floyd'.

Sharon Floyd
Executive Director

² Women's Shelters Canada, "More than a Bed." May 1, 2019. Web. 2 September 2019.

What We Do

We are here to support you...



Agency Programs

- » Two Emergency Shelters for women experiencing violence.
- » Two 24-Hour Crisis Lines for women in the community who have experienced violence to access crisis supports
- » Community Support and Outreach Program provides support to women living in the community who have experienced violence
- » Central Intake Line provides coordinated access to Transitional Housing Supports in Peel Region
- » Public Education Program provides free workshops and training for schools and organizations



Shelter Support Counselling Advocacy

We are committed to supporting women who have experienced violence by addressing the multitude of barriers women face and providing a range of supports and services.

Services include:

- Individual Counselling
- Risk Assessment and Safety Planning
- Case Management Supports
- Sexual Violence Supports
- Harm Reduction Supports
- Advocacy Services (legal, family, immigration, criminal, civil)
- Information and referrals
- Accompaniment to legal, housing, Ontario Works, and other appointments
- Support/Educational groups
- Practical supports to obtain food, clothing, healthcare, and daycare
- Support to find safe, affordable, permanent housing

Our Board of Directors



KELLY-ANNE SALERNO
BOARD PRESIDENT

Kelly-Anne is currently the Manager of Housing Operations and Tenancy Management with the Region of Peel. She is a long-time supporter of women's issues, specifically relating to ending violence against women.



RIPIKA KAPOOR
VICE-PRESIDENT

Ripika is currently a Senior Account Supervisor in the private sector. She joined the Interim Place Board to be an advocate for women's rights and work towards supporting the journey against violence directed at women.



LUXMI JEYAVEL
TREASURER

Luxmi is currently a Director in Customer Relationship Management in the finance sector. She holds dear to her heart issues facing women and children, as well as challenges around diversity and inclusion.



JOSIE CANCELLA
SECRETARY

Josie currently works as a Director of Human Resources in the private sector. She joined Interim Place to advocate for women facing violence and create change.



AKOSUA ALAGARATNAM
MEMBER

Akosua has worked for over ten years with U of T's Women's Centre, UTM's Health Centre, and Interim Place on issues pertaining to women as well as the promotion of healthy sexuality and relationships. She is passionate about women's issues.



ANNE SMITH
MEMBER

Anne has 20+ years of varied and progressive fundraising experience and community development work. Working in the non-profit sector has fueled her passion to make a difference in the lives of people in her community, particularly women and children.



JENNY LI
MEMBER

Jenny is a medical student with an interest in women's care. Jenny joined Interim Place to work with her fellow members in improving the quality and accessibility of programs and to become a better advocate for violence against women.



SAMANTHA MAHARAJ
MEMBER

Samantha is a lawyer currently employed in the public sector. She is committed to a career in social justice advocacy. She joined Interim Place to work with an organization committed to ending violence against women.



Our Funders



The Issue

“Never doubt that a small group of thoughtful individuals can change the world. Indeed, it’s the only thing that ever has”

-Margaret Mead



1 in 2

Women have experienced violence



Every **2.5 Days**

a woman is killed by her partner



6000+

women & children stay in shelters on any given night to escape violence



You

can make a difference **for her**

Our Response

2018-2019 by the numbers.

Safely sheltered

147
Women
&
106
Children

536
Women

Supported through
Community Support & Outreach

700
Youth

Engaged in anti-violence
programming & work-
shops through our Public
Education Program



811

Safety Plans developed with
women and children



1388

Responded to 1,388 crisis calls,
providing women with
counselling, support, and
information



106%

Average occupancy rate at
Interim Place Shelters in
2018-2019



“All of us get broken in some way but what matters is how we get back up and put the pieces back together. My deepest gratitude for standing up to end violence against women.”



***HER* STORY**

Niimi is an Indigenous woman and a mother of three children who escaped from her apartment while her partner was out. She faced many types of abuse and did not want her children to continue living in an unsafe place. She called Interim Place and the worker who answered the crisis line provided her with immediate support, risk assessment, safety planning, and transportation to get to the shelter. Niimi left without any belongings due to the fear of her partner returning to the apartment. **Once at Interim Place, Niimi was supported in her healing journey with emotional support from an Elder, shelter, food, counselling, support groups, safety planning, legal advocacy, and support for her children through the Child and Youth Program.**



THEIR STORIES

Their joy is your joy. As J'nae says, "happiness doesn't come from what you get, but from what you give."

Kieran's Story

Kieran loves to bake his favourite cinnamon buns with his mommy. While Kieran was at the shelter, the fragrance of warm cinnamon buns filled the kitchen. Kieran and his mommy moved to their new home just in time for school.

Your support enables Interim Place to provide start-up pantry kits so kids like Kieran can bake with their mommies in their new homes.

J'nae's Story

Every great dream begins with a dreamer. This year J'nae will be finishing high school. Staying at the shelter is an experience she'll never forget. In fact, she hopes to one day help kids in a shelter like her to show her appreciation for the support she received at Interim Place.

Your support allows Interim Place to provide Peer Arts-Based Programming to help kids like J'nae develop leadership skills and become changemakers in their schools and communities.

Mckenna's Story

Mckenna loves school. When she came to live at Interim Place she was scared about attending a new school. After just a few weeks, she told her mom that she'd already made a new best friend! Mckenna loves art and music, but she struggles in math class.

With your support Interim Place is able to provide custom-tailored homework programs to help kids like Mckenna accomplish their goals.

On Our Own Peer Support Program

in 2018 Interim Place secured funding through the Ontario Trillium Foundation to launch On Our Own, a Peer-Based Program designed for specific communities of women to reduce social isolation through peer support and networking, increase awareness on issues of violence, increase access to social and community supports, and provide women with tools and resources that will enable them to better advocate for themselves and their children. Communities participating in On Our Own support groups include: women with disabilities, women who have experienced sexual violence, criminalized women, women with precarious immigration status, women who use substances, consumer survivors, Indigenous women, deaf and hard-of-hearing women, Trans women, and young women.



Sexual Violence Support Program

While Interim Place supports all women who have experienced any form of violence, we have identified a need for a dedicated counsellor to support women in the Peel Region who have experienced sexual violence and harrasment. In 2018 Interim Place launched a pilot project for a Sexual Violence Community Support and Outreach Counselling Program. Funding provided by the Canadian Women's Foundation enabled us to retain a dedicated Sexual Violence Counsellor for six months.



Peel Committee Against Woman Abuse



The Peel Committee Against Woman Abuse (PCAWA) is the Domestic Violence Community Coordinating Committee (DV3C) for the Region of Peel. PCAWA operates from an Integrated-Feminist, Anti-Racist, Anti-Oppression framework. Our committee is comprised of over 40 various social service providers in Brampton, Mississauga and Caledon that provide services to women who have experienced gender-based violence. PCAWA is a non-for profit agency that is led by Interim Place, the largest emergency women's shelter in Ontario. PCAWA works diligently and strategically in Peel to increase public awareness on the intersectional issues of gender-based violence, and in particular violence against women. PCAWA hosts annual awareness raising events including Take Back the Night in September, a December 6th Vigil to mark the National Day of Remembrance and Action on Violence Against Women, and an International Women's Day event in March. We are proud to have launched the Enhanced Gender-Based Violence Protocol in 2018-2019, a collaborative tool that was last updated in 2004. We trained over 100 frontline workers and non-VAW sector staff in our updated Gender-Based Violence Protocol. PCAWA also provides a safety planning booklet and quick reference guide that is available on our website: www.pcawa.net

Public Education

Our goal is to inspire youth to envision and create a future without violence. Our future is in their hands.



Interim Place's Public Education Youth Violence Prevention Strategy aims to equip youth with the knowledge and tools they need to challenge gender-based violence. In 2018-2019 Interim Place engaged over 700 youths in the strategy. The strategy includes the following programs:

Spark! Youth Leaders Against Gender-Based Violence is an arts-based program that develops youth's leadership skills to become changemakers in their own schools and communities.

Public Education Workshops are delivered in schools and youth-based organizations on topics including:

Healthy/Unhealthy Relationships, Consent and Sexual Violence, Power and Oppression, Anti-Bullying Strategies, and other topics important to today's youth.

Our Program Goals

- **Educate** youth on the issues that impact them the most.
- **Empower a New Generation of Leaders** to speak out against all forms of gender-based violence.
- **Inspire them to Envision and Create a Future Without Violence!**



Student Testimonials

"I learned that I am not the only one who has gone through abuse and that there is help. Knowing this has made me feel emotionally stronger."

"I think it's super important to have these discussions about relationship abuse because it happens so much in schools."

"I learned that consent is important for everyone and needs to be clear."



Fundraising Events

Interim Place relies on the proceeds of signature fundraising events to meet the needs of the women and children we serve. Their success is made possible by many people, to whom we are deeply thankful.

Fundraising Committee

Interim Place's Fundraising Committee plays a critical role in the coordination and successful execution of our fundraising events. The success of our events is a testament to their tireless dedication.

Sponsors

The contributions of Interim Place's corporate and small business partners help to elevate our events, improve attendees' experiences, and ensure that we achieve our fundraising targets.

Event Volunteers

Volunteers ensure that our events run smoothly, and greet guests with a smile. We appreciate each and every one of the many volunteers who has invested time and energy into making our events a success.

Attendees

It is heartening to see the community support evidenced by our event attendees. The commitment and passion of event attendees makes Interim Place's work possible.





2nd Annual Purple Tie Luncheon

Date: June 3rd, 2018 | **Credit Valley Golf & Country Club**

Interim Place's *2nd Annual Purple Tie Luncheon* focused on the importance of male allies as role models, advocates, and non-bystanders in the work to end violence against women. The event featured keynote speaker Clayton Babcock, father of the late Laura Babcock, and raised \$31,075.



7th Annual Steps to End Violence Against Women

Date: August 26th, 2018 | **J.C. Saddington Park**

Interim Place's *7th Annual Steps to End Violence Against Women Walk* invited community members to step forward for women facing violence in Peel Region. The event raised \$41,000 in support of Interim Place's essential programs and services.



8th Annual Rays of Hope Gala

Date: March 2nd, 2019 | **Lakeshore Convention Centre**

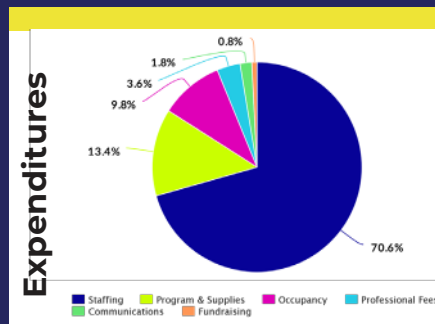
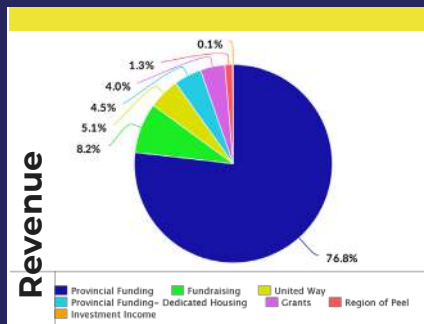
Interim Place's *8th Annual Rays of Hope Gala, "Celebration of Legends,"* invited attendees to join us in celebrating social justice thought leaders, changemakers, and pacesetters. The event raised \$55,235, with just under \$20,000 going towards a new living and dining area in our North Shelter location.

STATEMENT OF OPERATIONS

Revenue	2019	2018
Provincial Funding	\$3,356,945	\$3,131,660
Donations & Fundraising	\$358,027	\$372,770
United Way	\$222,200	\$222,200
Provincial Funding-Dedicated Housing	\$197,248	\$197,509
Grants	\$175,105	\$129,488
Region of Peel	\$55,778	\$62,292
Investment Income	\$3,655	\$2,504
	\$4,368,958	\$4,118,423
Expenditures		
Staffing	\$3,052,658	\$2916,306
Program and Supplies	\$579,449	\$521,512
Occupancy	\$422,465	\$337,885
Professional Fees	\$155,847	\$184,374
Communications	\$77,424	\$84,192
Fundraising & Community Projects	\$34,846	\$78,082
	\$4,322,689	\$4,122,351
Excess of Revenue Over Expenditures Before the Undernoted items	\$46,269	\$3,928
Other Expenses (Ammortization of capital assets)	\$129,528	\$120,922
Excess (Deficiency) of Revenue Over Expenditures	(\$83,259)	(\$124, 850)

Treasurer's Report

Luxmi Jeyavel, Board Treasurer



For the fiscal year ending March 31, 2019, Interim Place saw an increase in revenue of 6% to \$4.4 million as well as an increase in expenses of 5% to \$4.3 million, resulting in an excess of revenues over expenditures before amortization costs of \$46,269. Factoring in amortization costs, Interim Place saw a net loss of \$83,259, compared to a net loss of \$124,850 in the prior fiscal year. Our revenue mix remained relatively the same year over year, with 77% coming from the Ministry of Community and Social Services (MCCSS). We would like to thank the MCCSS for their continued support this fiscal year and the increase in funding by \$225,285 to \$3.4 million. Interim Place was successful in receiving grant funding for multiple projects during this past year. We would like to take this opportunity

to thank The Community Foundation of Mississauga, The Canadian Women's Foundation, Ontario Trillium Foundation, The Region of Peel, The Mississauga Real Estate Board and The Ministry of Children, Community and Social Services for their investment in helping Interim Place to enhance their supports and services to women and their children accessing supports at Interim Place. While Interim Place was successful in engaging new community members and supporters at key events, such as the Purple Tie Luncheon, and the Annual Rays of Hope Gala, overall donations and other fundraising activities were \$14,743, or 4%, lower than the previous year. This decrease was more than offset by Interim's Place grant efforts to support critical programs. On behalf of Interim Place, I would

like to take this opportunity to thank our donors and community partners for your ongoing support so we can provide the necessary shelter, support, counselling and advocacy to help abused women and their children break the cycle of violence. Our efforts and impact would not be possible without your help and we look forward to working with you day in and day out to drive positive change in the lives of those most vulnerable in our community.



LUXMI JEYAVEL
BOARD TREASURER

Community *In Action*

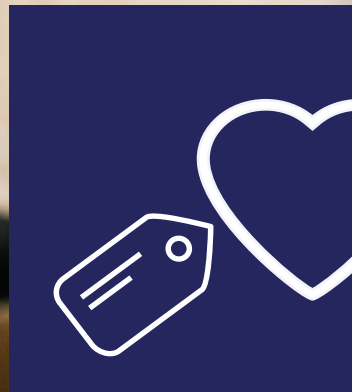
Thank you for working with us to end violence against women.



Since our doors opened in 1981, Interim Place has relied on the generosity of a caring community to meet the needs of women experiencing violence and their children. In 2018-2019 we benefitted from the support of community and corporate partners, volunteers, sponsors, and donors who share our commitment to ending violence against women.



Together We Can End Violence Against Women.



How to Help

Interim Place relies on the generosity of a caring community to meet the needs of the women and children we serve.

Donate by Mail

P.O. Box 45070
Mississauga, ON
L5G 1C9

Donate by Phone

Call 905-403-9691 ext. 2223 to make a credit card payment by phone.

Donate Online

Visit www.interimplace.com and click 'Donate Now' to make a secure donation via Canadahelps.

Donate Items from Our Wish List

Visit www.interimplace.com to download a list of our greatest needs.

Organize Fundraising Events

Plan a fundraising event or donation drive for new clothing, food, and household items.

Join Our Fundraising Committee

Help coordinate fundraising events and activities as a member of our Fundraising Committee.

Attend Our Fundraising Events

Interim Place's signature fundraising events take place in March, June, and August of every year.

Volunteer With Us

Applications available at interimplace.com.

For fundraising inquiries, event ticket sales, and volunteer opportunities please contact:

Julie Shultz, Development Manager at **t: 905-403-9691 ext. 2223 e: development@interimplace.com**.

Leadership Givers

Thank you to our Leadership Givers. These generous individuals, families, businesses, and foundations made gifts over \$1000 in 2018-2019 to Interim Place and the women and children we serve.



Erinwood Ford

R

Gary D. Reamey and
Joanne Reamey



Inniss Assurance



Junior League
Toronto

MK

Mano Kulasingam

MS

Marta Schwartz



Ontario REALTORS
Care Foundation



Peel Elementary
Teachers Local



GS



PN



Bayshore
Foundation



Brita Canada
Corporation



Clarkson Music
Theatre Inc.



Clorox Company
Foundation



Gerry Stewart



Images that Suit



Knights of
Colombus St.
Maximilian Kolbe
Council



Louise Hartley



Mary Kay Ash
Charitable
Foundation



Mississauga
Credit Valley
Lions Club



Penelope Mathieson



Perpetual Help
Woodbine West
Council

2018
2019

PB

Peter Burr



Petro Canada
Lubricants Inc.

A HOLLYFRONTIER BUSINESS



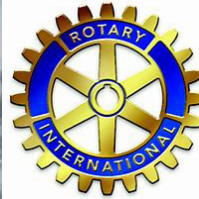
Primerica Life
Insurance Company
of Canada

RT

Raj
Thavaratnasingham

RJ

Rosemary Jansons



Rotary Club of
Mississauga West



Royal LePage
Signature Realty

RX

RX Plus Staff Fund



Streetsville Royal
Canadian Legion

JR

The Jeff Rice
Family Foundation



Westjet

W

The Williams Family



Phantom Screens

PHANTOM
SCREENS



Premier Bulk
Systems Ltd.



Randy Simmons



RBC



Royal LePage
Meadowtowne
Realty



Royal LePage
REALTY PLUS



Sisterhood of Solel



St. Christopher's
Council Knights of
Columbus



Unifor Local 972



Wecon Systems

Thank you.

Honouring the Women We've Lost

The first step is ensuring that women's voices are heard and that they are given a space to champion issues that affect them.

Violence against women, a phenomenon that is inextricably linked to gender inequality, is one of the most significant human rights violations that persists in every society across the globe. No country, culture, or region in the world is immune to this issue.

In a Canadian context:

- Eight women and two children were killed in Peel Region in the last year
- 148 women and girls were killed in Canada in acts of femicide in 2018
- On average, a woman or girl is killed every 2.5 days in Canada
- Half of all women in Canada have experienced physical or sexual violence
- More than one in four Canadian women have been assaulted by a partner
- Women living with disabilities are four times more likely to experience sexual assault than women without disabilities

Indigenous women were six times more likely than non-Indigenous women to be killed in Canada in acts of femicide in 2018. *Reclaiming Power and Place*, the final report by the National Inquiry into Missing and Murdered Indigenous Women and Girls, concludes that systemic

inequities, colonial violence, racism, and oppression have contributed to what amounts to acts of genocide against First Nations, Inuit, and Metis women, girls, and 2SLGBTQ people.

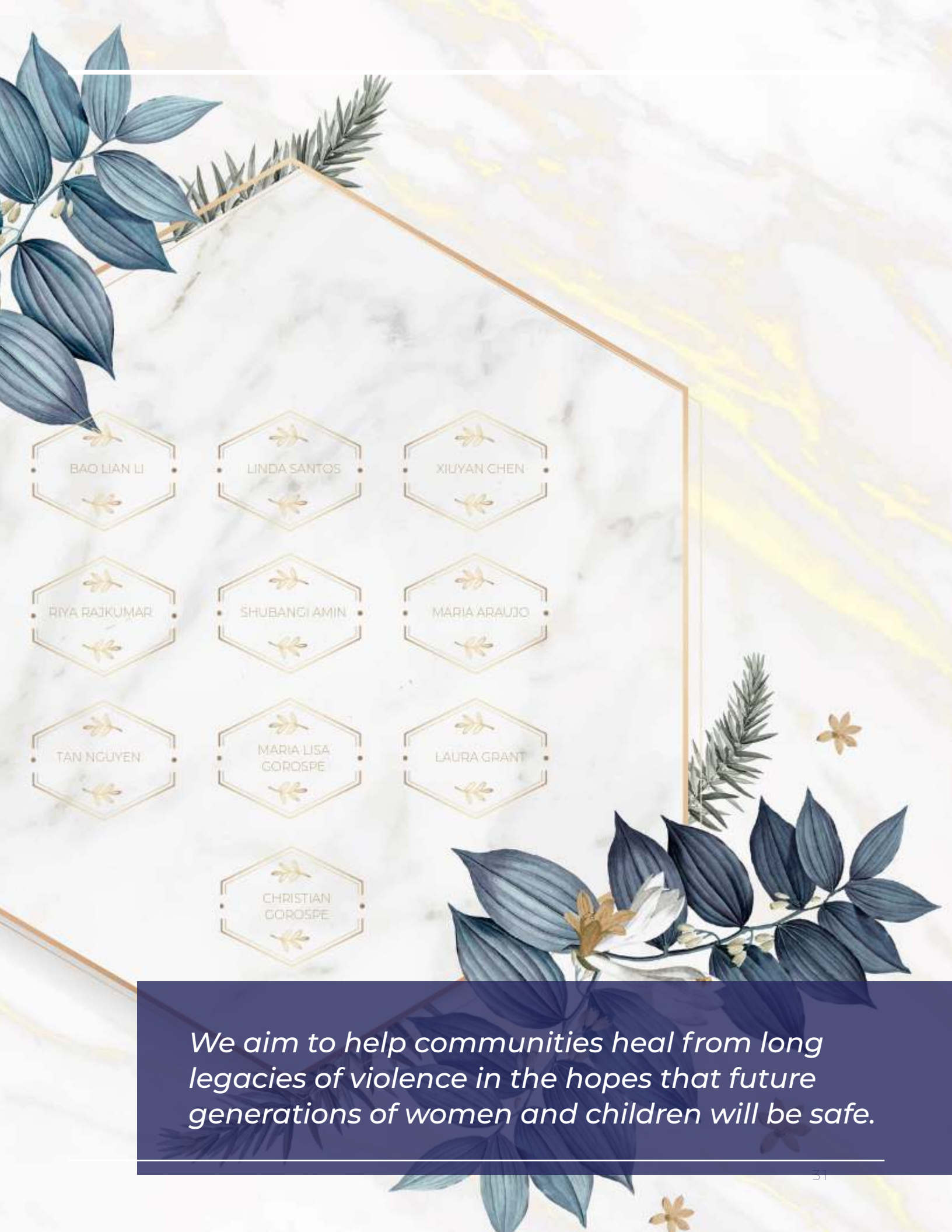
Violence against women is a critical, pervasive, systemic issue that demands a proportionate, comprehensive response. The first critical step to ending gender inequality is ensuring that women's voices are heard, that women's lived experiences are recognized, and that women are given space to champion issues that affect them.

Interim Place honours the memories of the women whose lives have been lost to gender-based violence by unceasingly striving for positive change.

Interim Place's role as a leader in Peel Region's VAW sector is to inform, to create meaningful dialogue, and to bring this insidious issue to the forefront of popular consciousness.

We provide shelter, support, counselling, and advocacy to assist women as they build lives free from violence. Ultimately, though, we aim to help communities heal from long legacies of violence in the hopes that future generations of women and children will be safe.





BAO LIAN LI

LINDA SANTOS

XIUYAN CHEN

RIYA RAJKUMAR

SHUBANGI AMIN

MARIA ARAUJO

TAN NGUYEN

MARIA LISA GOROSPE

LAURA GRANT

CHRISTIAN GOROSPE

We aim to help communities heal from long legacies of violence in the hopes that future generations of women and children will be safe.

THANK YOU FOR
STANDING UP
FOR HER

Stay Connected.



Address

Interim Place
P.O. Box 45070
Mississauga, ON
L5G 1C9

Administration

Phone: 905 403 9691
Fax: 905 403 9808
Website: Interimplace.com

Community Support & Outreach

Phone: 906 676 0257
Toll Free: 1 855 676 0257
TTY: 905 676 1413

24-Hour Crisis Lines

Toll Free: 1 855 676 8515
Phone: 905 676 8515
TTY: 905 676 0284