

GIRLS INCORPORATED OF YORK REGION

TWENTY-THIRD ANNUAL GENERAL MEETING

THURSDAY, May 8, 2003

AGENDA

- Welcome and Opening Remarks
- Introduction – Board and Staff
- Voting Procedures
- Adoption of Minutes of 22nd AGM
- President's Report
- Executive Director's Report
- Adoption of Financial Report
- Appointment of Accountant
- Committee and Staff Reports
- Approval of By-Law No. 7
- Approval of Ethical Fundraising & Financial Accountability Code
- Election of Board of Directors 2003/2004
- Staff Recognition
- Adjournment

MISSION STATEMENT

Empowering girls to realize their full potential through gender specific programming that inspires all girls to be strong, smart, and bold. sm



GIRLS INCORPORATED OF YORK REGION

MINUTES OF THE 22nd ANNUAL GENERAL MEETING – APRIL 18, 2002

Board Present: Sharon Lusthaus, Robin Holloway, Sarah Lloyd, Michelle Leblond, Sandy Gillespie, Clarinda Chan, Debbie Pivnick, Helen Trentos, Michelle Fuerst

Staff Present: Mary Beatson, Jackie Kursikowski, Hilary Byrne, Katherine Conway, Cindy Poole, Elaine Geniole, Suzanne Volpe, Lyn Alcock

Volunteers/ Community Members Present: Sylvia Tremblett, Terry Worsley, Nichole Thompson, Sgt. Wendy Heaver (York Regional Police Service)

Regrets: Joanne Cermak, Naomi Ishiguro, Barb Carnegie

CALL TO ORDER: 7:07 p.m. by Sharon Lusthaus. Sharon indicated that a quorum was present. The Mission Statement of the Big Sisters of York agency was read by Jackie Kuskikowski.

INTRODUCTION OF BOARD AND STAFF

- ♥ Everyone present introduced themselves and noted their relationship to the agency (staff, volunteer, board, other)
- ♥ Keswick store volunteers were especially welcomed and comment was made on the great turnout and support for the AGM and the agency this year in general.

VOTING PROCEDURES

- ♥ Members of record are entitled to one vote. Votes will be conducted by a show of hands and voting procedures were in the AGM report if required. Sharon requested a review of all voting members present. Anyone not paid to date is asked to forward membership payment to Mary immediately so memberships remain in good standing.

ADOPTION OF MINUTES OF 21st AGM

- ♥ Motion by Robin Holloway to approve the minutes of the 21st Annual AGM. Seconded by Michelle Leblond. Carried.

PRESIDENT'S REPORT

- ♥ Sharon requested that the President's Report be accepted as submitted. Please note this was included as an attachment to the AGM report distributed and will be added to the actual report which will be available for redistribution.
- ♥ Motion by Helen Trentos to accept the President's Report. Seconded by Debbie Pivnick. Carried.

EXECUTIVE DIRECTOR'S REPORT

- ♥ Mary Beatson read the Executive Director's report as written.
- ♥ Motion by Helen Trentos to receive the Executive Director's report. Seconded by Debbie Pivnick. Carried.

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FINANCIAL REPORT

- ♥ Robin Holloway presented the Treasurer's Report as written, noting funds received from Trillium and signature events in 2001. Motion by Sandy Gillespie to accept the Treasurer's Report. Seconded by Sharon Lusthaus. Carried.
- ♥ Robin reviewed the financial statements for the year ended December 31, 2001. Note was made that Morley, Sanderson & Millard completed a Review Engagement Report and the document was not to be taken as an audited financial statement. In the event that a funder, the United Way or anyone else requires audited financial statements, we will have them completed at that time. The Review Engagement Report is based on GAAP and looks for "reasonableness" in the information provided regarding the agencies operations, revenues and expenses. Mary and Robin have both been involved in the compiling of financial information and were comfortable with the Review Engagement Report as provided. Based on the information provided to the accounting team, no issues were noted and they expressed a comfort level with the agency's financial operations. Copies were not available for distribution due to the tight timeframe in which Robin received the information from Morley, Sanderson & Millard and copies will be made available for distribution.
- ♥ Motion by Robin Holloway to approve and accept the Review Engagement Report for the year ended December 31, 2001. Seconded by Sharon Lusthaus. Carried.
- ♥ Motion by Robin Holloway to reappoint Morley, Sanderson & Millard as accountants. Seconded by Helen Trentos. Carried

COMMITTEE AND STAFF REPORTS

- ♥ Committee and Staff Reports were not read aloud. Sharon asked that everyone individually review the reports. It was noted that Lyn Alcock's report was not received by Robin Holloway prior to the AGM Report being compiled. It will be resubmitted and added to the AGM report and will be available for distribution.
- ♥ Motion by Sarah Lloyd to receive the Committee and Staff reports for 2001 as written. Seconded by Robin Holloway. Carried.

NOMINATING COMMITTEE REPORT

- ♥ Michelle Leblond presented Nominating Committee Report, noting the agency's involvement and success with the United Way's Youth-On-Board program and the Altruvest BoardMatch program. It was noted that the nomination for Naomi Ishiguro is subject to a defined term of January 2002 to June 2003, as set by the United Way Youth-On-Board program. Efforts will continue in 2002 to achieve a full compliment on the Board of Directors and continue to diversify the skill sets and backgrounds represented.
- ♥ Motion by Michelle Leblond to elect Clarinda Chan, Debbie Pivnick, Helen Trentos, Michelle Fuerst and Barb Carnegie to the Board of Directors and to approve the Nominating Report as presented. Seconded by Sarah Lloyd. Carried.
- ♥ In absentia, Joanne Cermak was recognized for her significant contribution to the agency during her terms and was wished well in her future endeavours. Mary indicated that as a token of thanks and appreciation, Joanne would like to offer thank you gifts of her own to the staff, Keswick and Aurora stores which will be coordinated by Mary.

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STAFF / BOARD RECOGNITION

- ♥ Mary Beatson thanked the Board for their commitment to the agency and made a presentation to the directors of flowers and noted that Suzanne Volpe, Support Coordinator and resident photographer, would be taking individual board member and a group picture for posting at the office. Note was made that the efforts and guidance of the board was integral in the agency's success.
- ♥ On behalf of the Board, Sharon Lusthaus expressed appreciation to the staff for their hard work and dedication to the agency, to which the board concurred, especially over this last year. Excitement for the year ahead with the strong staff compliment was noted and a continued effort to have the board and staff work closely to achieve agency goals was requested. In recognition of their efforts, the staff was presented with gift.

CLOSING REMARKS

- ♥ Sharon closed the AGM by remarking on the growth and challenges that would be facing the agency in the year ahead and the remarkable team we have assembled, both at the board and staff level, to meet these challenges. It was further noted that the agency is gaining significant recognition in the community, with Trillium and the United Way for our programming and operations and we are excited to be able to work with other community groups to share this knowledge and experience. The strength of the agency as we move ahead was noted as a "wonderful feeling" and an indirect confirmation that we are on the right track and doing the best that we can to improve the lives of the young girls we serve and make a positive impact in the communities we operate in. Everyone was again thanked for the hours, time and ideas they contribute and were asked to continue these efforts into 2002 and beyond.

ADJOURNMENT

- ♥ Motion by Debbie Pivnick to adjourn at 7:50pm. Seconded by Robin Holloway. Carried. An open offer was made to everyone to get to know each other and take advantage of the time together.

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EXECUTIVE DIRECTOR'S REPORT

Executive Director's Report

We can truly herald our successes and accomplishments in 2002, as we moved forward with our transition from Big Sisters of York to Girls Incorporated of York Region. This transition continued to be a work in progress, as we proceeded with the development and implementation of strategies for program service delivery and a valued based business plan. The purpose of our programming is to enable girls to be strong, smart and bold and achieve their full potential. Further, our programming builds girls' capacity for confident and responsible adulthood, economic independence and personal fulfillment.

This past year, we provided and programs and services for 755 girls and their families. Programs included: One to One Matching, FRIENDS, Sisters in School, Summer Sisters, Girls in Motion, Match for a Day, Youth Leadership, Abuse Prevention Education, Volunteer Services and special events. In June 2002, Girls Incorporated of York Region (formerly Big Sisters of York), and The Rose of Sharon were thrilled to announce that CONNECTIONS: a mentoring program for young mothers received 3 years of funding from the Ontario Trillium Foundation. This was the successful outcome of a two-year process where from staff of both agencies worked collaboratively to develop this pilot project, and were successful in obtaining funding and community support.

Agency and program staff objectives for 2002: reaching more girls, providing gender specific programming, increase awareness of Girls Incorporated, volunteer development, increase corporate funding, collaboration with community partners and to be identified as a strong advocate for girls and young women.

We continue to be a leader in programs and services for girls and young women.

Our mission empowering girls to realize their full potential through gender specific programming that inspires all girls to be strong, smart and bold. This is an exciting time for our organization, and I look forward to working in partnership with all our communities, as we move forward to reach more girls.

Commitment to girls has a new name "Girls Incorporated of York Region".

Respectfully submitted

Mary Beatson
Executive Director

GIRLS INCORPORATED OF YORK REGION

TREASURER'S REPORT

Year 2002 was a year of change and challenge for the agency.

We changed our name and successfully met the challenge of satisfying our funders that our ultimate goals have not changed. We continue to receive support of the United Way and the Ontario Trillium Foundation.

We had great success with our signature events, the Auction and the Run. Combined net earnings exceeded \$65K down slightly from the prior year. We are currently exploring other avenues of fundraising in order to diversify and expand.

We are very grateful to our Foundation Committee. A dedicated group of volunteers who are committed to preparing and submitting foundation "asks". The results are not always as significant in dollars as the Trillium Foundation however every dollar counts and the increased exposure is excellent.

While the Aurora store continued to turn a moderate profit, the Keswick store did not. After months of deliberation the very difficult decision was made to close the Keswick store. It should be noted that 65% of the current year's overall loss related to the results of the Keswick store.

Operating expenditures of the agency were higher than the previous year by approximately 11%. This increase is primarily the result of the addition of a support co-ordinator. A portion of the increase was also due to promotion and training costs incurred in connection with our transition to Girls Incorporated.

Despite the overall shortfall of \$36k between revenues and expenditures, this was an excellent transition year for Girls Incorporated of York Region. We continue to investigate new and innovative ways to replace and augment current funding.

We welcome the change and challenge 2003 will bring and look forward to continued prosperity.

Robin Holloway
Treasurer

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COMMITTEE AND STAFF REPORTS

Volunteer Programs

In 2002, 735 volunteers dedicated 82,000 hours to direct and indirect services within the agency. Direct Service volunteers were active in programming for girls and young women via a vis the Matching Program, Sisters in School, Youth Leadership, Match for a Day, CONNECTIONS, Summer Sisters, FRIENDS, Sisters in School, Girls in Motion, and agency hosted special events.

Indirect Service volunteers gave their time in one or more of the following specialties: Board of Directors, Fundraising Committees, fundraising events, Bingo, newsletter, office support, Unique Repeats, Signature and agency hosted events.

The Volunteer Service Program evolved throughout the year to meet the changing needs within volunteerism, offering an increase in information, recruitment and training sessions. The volunteer opportunities within our organization reflect our commitment towards inclusivity and diverse volunteer and community involvement.

Numerous recruitment/awareness campaigns were delivered throughout the region.

Our website and agency newsletter were redesigned, and new communication outreach tools such as brochures, flyers and power point presentations were developed in tandem with our transition from Big Sisters of York to Girls Incorporated of York Region.

On behalf of the agency, I would like to take this opportunity to extend our sincere gratitude to the hundreds of volunteers for their time, commitment and dedication. We are truly appreciative of your support.

Respectfully submitted

Mary Beatson
Executive Director

GIRLS INCORPORATED OF YORK REGION

PREMATCH INTERVENTION (LITTLE SISTER WAITING) PROGRAM

As York Region continues to grow exponentially, so does the demand for our programs. In 2002, we began to see the benefits which were derived from girls attending our group programs so we began to register girls who were interested in our group programs, and not necessarily the 1-1 Matching Program. As a result, we saw a record high of over 110 girls registered for a variety of programs.

As always, the **Little Sisters Waiting** monthly recreational events continue to be a success. There was an average of 34 girls participating in the monthly events, which was an increase from 2001. I wish to thank our 35 active volunteers for all of their hard work as they drove all over York Region and South Simcoe to ensure our girls were able to make it to the planned activities. Some of the highlights from 2002 included: a pool party, bowling, craft days, and a trip to the Ontario Science Centre. Towards the end of the year, we recognized the need for girls to have programming geared more specifically towards their developmental ages and stages. In December, this program changed its name to **Girls In Motion** and throughout the next 24 months we will be implementing a number of programs that encourage girls to reach their full potential.

The **Summer Sister** program was prosperous in the year 2002. We had 15 girls participate in this program. This program helps to address the needs of our girls by providing them with a 1-1 Match friendship for the months of June, July, and August. It helps to provide some of our girls with a summer they will never forget.

The **FRIENDS Program** continues to be a very strong program. In the year 2002, we provided service to more than 45 girls the three different eight week sessions. The program continues to very quickly fill to maximum capacity. There has been lots of opportunity for growth and development of our girls in areas such as: self-esteem, social skills, bullying, and peer pressure. The core group of volunteers has been a huge asset to the program as they work with the girls in a very unique way. This program continues to be very successful in helping our girls develop healthy and positive friendships which allow them the opportunity to feel the power and friendship of an inclusive group.

Jackie Kursikowski
Support Co-ordinator - Central
Little Sister Waiting Program Co-ordinator

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YOUTH LEADERSHIP/TEEN PROGRAM

This program was developed and implemented to meet the need for activities and community involvement that would engage young women from 12 - 18 years. With past programming and experience, it has become more and more evident that young women experiencing the challenges and changes of adolescence seek age-specific activities and support systems to enhance their development.

Although our members (girls aged 12 - 18 years) often think of the program as their "Teen Program", we are moving forward to clearly identify the program as "Youth Leadership" to reflect confidence in becoming strong, smart, and bold. The change of our agency name Girls Incorporated of York Region (formerly Big Sisters of York), has already begun to enhance the Youth Leadership program. Although we have always planned educational, recreational activities, with the new "strong, smart and bold" initiative, our focus became more prominent. For example, sports and encouraging girls to try new things has always been a focus of our events. In 2002, we held continuous sessions for 2 - 3 months with themes including "Youth Leadership Sporting Series".

Included in all our events is the opportunity for our members to discuss and receive further insight/education on what Girls Incorporated is all about and the enormous opportunities for youth.

Throughout the last year, the newsletter has also featured a Youth Leadership insert. This page provides useful information specific to teens such as: bullying, communication, sports stuff, summer job tips etc. This communication link to youth will continue to provide even more information in the new year, as publication has been increased to every two months.

Respectfully submitted
Suzanne Volpe
Program Coordinator

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SISTERS IN SCHOOL 2002

Sisters in School was designed to help young girls develop confidence, build problem solving and teamwork skills as well as place value on becoming an empowered woman through play and verbal interactions.

The York Region Board of Education approached us re: running Sisters In School at Jersey P.S. again in the 2002/2003 school year. Dialogue is under way with the head of after school services from the board about starting Sisters in School in other schools, preferably North Georgina. Preliminary conversations with Simcoe County Board of Education have been initiated regarding a Sisters in School program starting in Bradford.

Sisters in School started Wednesday, September 18, 2002 and runs every Wednesday excluding holidays. The program runs after school from 3:30 to 5:00 p.m.

Working in collaboration with the Child Youth Worker, Cathy Beyea, at Jersey P.S., provides consistency for the girls. Ms. Beyea has been given all of our information regarding programs and our agency's function in the community; she in turn shares this information with other teachers, C.Y.W.'s, parents and the girls themselves. She has also been given a copy of our membership form to give girls/parents with the instruction to return forms to us by mail or to program on Wednesday's. Teachers, assistants, custodians, secretaries and the principal are welcomed visitors to our program. The girls enjoy seeing the real person after hours and are getting better with child/adult relationships in school because of it.

Sisters in School is started every day with snack and making a new nametag. This provides wind down time allowing the girls to focus on program. To date the girls have organized an evening of Alternative Health Care Information for the community. They have secured a space, set a date and time and after deciding which health care professionals to invite are in the process of contacting professionals to attend. The girls have decided to provide snack and gifts to our 'guests'. They will use flyers in the community, the Georgina Advocate, Doctor's offices and schools to advertise the evening. After deciding to use money on this event we discussed how we could pay for it. The girls have decided to do a "Chocolate Bar" fundraiser. They researched some companies and have decided to use a company that sells peanut free products. We are completing the application process and will send it February or March. Girls have decided to sell in groups and will get permission from local merchants to sell the chocolate outside their storefronts. They will also sell to parents, relatives, friends and teachers.

We have done Respect, Problem Solving and Bullying units in program. Our creative play has been open ended this year allowing girls freedom of expression. You can learn a lot watching children who do not have instructions to follow. Colouring and activity sheets are provided for those that do not cope well with freedom of creativity. Peer relations, self esteem and girl power are mixed in with all parts of program during all programs. It is constant.

This program is growing and becoming very popular. Currently we 36 girls registered with Sisters In School. Twenty two (22) are new members recruited through the program itself. Girls that are over 12 years are youth leaders; they help younger children with homework, crafts, writing assignments and problem solving.

Lyn Alcock
Program Co-ordinator

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FUNDRAISING

Girls Incorporated of York Region continues to focus on key components of our fundraising strategies.

Signature events:

Our two signature special events continue to grow in participation, proceeds and popularity.

Thrill on the Hill - 3km hike / 5 & 10 km Run

A highlight of 2002 was the Thrill on the Hill at St. Andrew's College. While the weather on October 27 was once again rather 'crisp', for the first time in years, volunteers and participants had access to St. Andrew's largest gym which provided a spacious and warm indoor location for registration and food. Over 800 runners, walkers and volunteers attended. The event was well-publicized with the wide distribution of pledge forms and posters throughout the York region. Coverage of the event included a wide range of print and television media such as CTV, the New VR, the Era Banner, the Town Crier and the Auroran. Incentive prizes were given to participants raising pledges as well as for those boasting the best costumes. The Halloween theme was again well-received as evidenced by coverage of participants in costume. The event grossed over \$35,000.

Thanks to our sponsors: Northlands Printing, Canada Trust, Running Free, Trademark Safety, Hartwell Thayer, St. Andrew's College, ING Halifax, Garrity, New Balance, and Maple Lodge Farms. Thanks also to our dedicated core committee composed of: Robin Holloway, Christina Hinshelwood, Christine Stanger, John Posca, Lina Cornacchia and Valerie Petroff.

Live and Silent Auction

The 13th annual live and silent auction "Bid on a Future: *A Spring Fling*" at Premiere Banquet Hall was enjoyed by a faithful following of 190. Guests were entertained by sports radio personality / master of impressions, Mike Richards after a fine dinner. The use of auction software facilitated its smooth running. Co-chairs Michelle Leblond and Sarah Lloyd lead the auction committee to an event that grossed \$55,000.

Thanks to our hardworking committee: Michelle Leblond, Sarah Lloyd, Karuna Patel, Karen Spence, Jamie Hakonson and Joanne Cermak.

Third party events

Our agency was one of the recipients of the proceeds of the **Magna's *El Dorado Hoedown***, a whopping \$45,000 (up from \$26,000 in 2002). Our agency assisted in this partnership by contributing \$12,509 (up from \$5,000 in 2001) worth of items for their silent auction, sold over 1,000 raffle tickets and provided 24 volunteers. The inaugural **Bell Financial 70's *Dance*** saw us receiving close to \$10,000 as a result of this evening. **Glenway Country Club's *John Marais Memorial Tennis Tournament*** raised \$889 for us.

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Bingo

Revenue from the bi-weekly sessions at the Aurora Bingo Centre and weekly sessions at Newmarket Bingo Country are applied directly to programs for girls and young women.

Donations-in-Kind

Product donations always play a vital role in facilitating the activities of any charity. Prizes, food and beverages at the run and items for the annual auction represented a formidable amount of support from the community.

Individual donors

An annual support campaign will be developed over the next two years.

Corporate donors

Aurora-based Magna International was again a stellar example of supporting our agency in a myriad of ways throughout the year. From lending us their park as a site for our picnic to choosing us as a recipient of Hoedown, Belinda Stronach continued to be a role-model of corporate support.

The new sponsorship package developed continued to be distributed to companies deemed to have aims and objectives similar to ours. Securing significant corporate support continues to be a challenge.

The United Way of York Region

We celebrate our partnership with UWYR. The support both financially and in agency development affords us the opportunity to enhance program and service delivery.

Foundations

We received half of our \$112,500 Ontario Trillium Foundation grant in 2002. The other half will be received in 2003. The purpose of the grant is to reduce the number of girls waiting to be matched from 90 to 40, enable the agency to maintain a high level of quality service.

The Ontario Trillium Foundation, an agency of the Ministry of Tourism, Culture and Recreation, receives annually \$100 million of government funding generated through Ontario's charity casino initiative. The Foundation provides grants to eligible charitable and not-for-profit organizations in the arts, culture, sports, recreation, environment and social service sectors.

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Public Relations and Community Outreach

Speaking engagements

Staff speaking to various groups was instrumental in generating honorarium income and useful contacts for the agency. The United Way of York Region executive director Wyn Chivers cites agency speakers as crucial to their campaign.

Media

Exposure of the agency, so vital to fundraising, took place in the form of interviews on local cable shows, and coverage of events on television stations. Public service announcements, press releases and articles in newspapers, monthlies and electronic billboards all kept Girls Inc. in the public forefront.

Website

Our web-site continued to improve in 2002 such that its total number of hits had grown to over 2,000 by the end of 2002. Our site is great for promoting upcoming events and for participants to register for our run on-line via a link to a secure payment site. A focus of 2002 was working with webmaster Catherine Dodds to changing over material to reflect our new organizational name and new content.

Katherine Conway
Director of Fundraising

Changing tomorrows...today

GIRLS INCORPORATED OF YORK REGION

NOMINATING COMMITTEE

In an effort to continue to build a diverse board representative, the nominating committee has continued its recruitment activities over the past year. The result has been the addition of some extremely talented professionals to our board that will lead the agency as it continues with the transition to Girls Inc. We are looking forward to a formal orientation for new members at the Board Training and Development Day coordinated by Girls Inc. in Spring 2003.

The agency continued to be a strong supporter of BoardMatch, a program of Altruvest Charitable Services. This is a free service available to registered charities to link them with qualified and motivated applicants with business experience and an interest in serving on a governance board. The BoardMatch program provides an orientation program for applicants as well as resources for agencies to improve the recruitment, motivation and retention of their volunteer boards. The charity is also invited to take part in an orientation program to develop resource networks. We have issued a letter of endorsement for BoardMatch and we have been asked to speak at various BoardMatch events regarding our experience with this service. .

Although, last year we accepted a member of the United Way's Youth-On-Board program onto our board for the term January 2002 to June 2003, family issues have required Naomi Ishiguro to resign from the board. We wish her well in her future endeavours and the best of health to her family.

This year also saw the resignation of two valuable board members, Michelle Fuerst and Sandy Gillespie who were both dynamic women who offered an important compliment to our board composition. We are proud to announce that Michelle was appointed as a judge this past summer and but saddened as this new position does not allow her to volunteer for any charitable organizations in a board capacity. Michelle's new position has allowed her to work closer to her home in Newmarket and she has promised to support the agency's events and activities in anyway she can. Sandy Gillespie, our Store Liaison, was also required to resign from the board due to work commitments. Sandy is noted for her unending efforts with both the Keswick and Aurora stores. Her ideas, dedication and support of the Keswick store were very important through the last three years as the store underwent great change and eventually, dissolution.

We have also used various United Way networking opportunities, local media outlets and our quarterly newsletter to recruit applicants interested in positions on our board of directors. The nominating committee's goal for 2003 continued to be to bring the board up to full complement of 15 and fill out the executive committee. This will promote accountability, diversity and responsibility for the governance of the organization and provide continued focus on our mission statement.

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BY-LAW NO. 7

A by-law to amend By-Laws No. 1 through 6 relating generally to the transaction of the affairs of
BIG SISTERS OF YORK

WHEREAS it is desirable to change the name of **BIG SISTERS OF YORK**,

BE IT ENACTED as a by-law of the Corporation as follows:

1. All references to Big Sisters of York in By-Laws 1 through 6 shall be deemed to read “**GIRLS INCORPORATED OF YORK REGION**”.

PASSED the _____ day of _____ 2003.

WITNESS the corporate seal of the Corporation.

President

Secretary

GIRLS INCORPORATED OF YORK REGION

ETHICAL FUNDRAISING & FINANCIAL ACCOUNTABILITY CODE

Girls Incorporated of York Region hereby adopts the Canadian Centre for Philanthropy's *Ethical Fundraising and Financial Accountability Code* as its policy. In so doing, members of the governing board commit to being responsible custodians of donated funds, to exercise due care concerning the governance of fundraising and financial reporting, and to ensure to the best of their ability that the organization adheres to the provisions of the *Code*. It is hereby confirmed that each member of the governing board has received a copy of the *Ethical Fundraising & Financial Accountability Code* and that a copy will also be provided to each person who is subsequently elected to the governing board.

GIRLS INCORPORATED OF YORK REGION

ELECTION OF BOARD OF DIRECTORS

We are pleased to present the following individuals for election to the Board of Directors of Girls Incorporated of York Region for the 2003/2004 year.

TO BE ELECTED FOR THEIR FIRST TWO YEAR TERM

Stella Kyriacou, Dayna MacLeod, Veena Singh and Rosanna Totino

The following individuals have the remaining periods left in their term as a member of the Board of Directors, in accordance with By-Law No. 6.

YEAR TWO OF THEIR FIRST TWO YEAR TERM

Barbara Carnegie, Debbie Pivnick, Helen Trentos, Clarinda Chan

YEAR THREE OF THEIR FIRST THREE YEAR TERM

Sarah Lloyd

YEAR ONE OF THEIR SECOND THREE YEAR TERM

Michelle Leblond, Robin Holloway

YEAR THREE OF THEIR SECOND THREE YEAR TERM

Sharon Lusthaus

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BOARD OF DIRECTORS - 2003

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|------------------|----------------|
| Sharon Lusthaus | President |
| Michelle Leblond | Vice President |
| Debbie Pivnick | Secretary |
| Robin Holloway | Treasurer |
| Sarah Lloyd | Deborah Swail |
| Barbara Carnegie | Helen Trentos |
| Rosanna Totino | Clarinda Chan |
| Stella Kyriakou | Veena Singh |
| Dayna MacLeod | |

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STAFF

| | |
|--------------------|---|
| Mary Beatson | Executive Director |
| Cindy Poole* | Director of Volunteers |
| Carmen Schlamb | Director of Volunteers |
| Katherine Conway | Director of Fundraising |
| Suzanne Volpe | Support Co-ordinator – South |
| Jackie Kursikowski | Support Co-ordinator – Central |
| Lyn Alcock | Support Co-ordinator – North |
| Jennifer Van Nest | Support Co-ordinator – South West |
| Elaine Genoile | Store Manager, Unique Repeats - Keswick |
| Hilary Byrne | Store Manager, Unique Repeats - Aurora |

*Left position during the year

GIRLS INCORPORATED OF YORK REGION

BOARD MISSION STATEMENT

Empowering girls to realize their full potential through gender specific programming that inspires all girls to be strong, smart and bold. sm