

# **GIRLS INCORPORATED OF YORK REGION**

## **TWENTY-FOURTH ANNUAL GENERAL MEETING**

**THURSDAY, MAY 13, 2004**

### **AGENDA**

- Welcome and Opening Remarks
- Introduction – Board and Staff
- Voting Procedures
- Adoption of Minutes of 23<sup>rd</sup> AGM
- President's Report
- Executive Director's Report
- Adoption of Financial Report
- Appointment of Accountant
- Committee and Staff Reports
- Election of Board of Directors 2004/2005
- 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. <sup>sm</sup>**



# **GIRLS INCORPORATED OF YORK REGION**

## **MINUTES OF THE 23<sup>rd</sup> ANNUAL GENERAL MEETING – MAY 8, 2003**

**Staff present:** Mary Beatson, Katherine Conway, Jackie Kursikowski, Jennifer Van Nest, Lyn Alcock, Hilary Byrne, Suzanne Volpe, Lori Nawrocki

**Board Members present:** Sharon Lusthaus, Michelle Leblond, Robin Holloway, Debbie Pivnick, Sarah Lloyd, Deborah Swail, Helen Trentos, Veena Singh, Barbara Carnegie, Dayna MacLeod, Rosanna Totino

**Volunteers & Community members present:** Anne Sagar

**Guest:** Kelli Semple (Student practicum)

**Regrets:** Stella Kyriacou, Clarinda Chan

**CALL TO ORDER:** 7:10 p.m. by Sharon Lusthaus. Sharon indicated that a quorum was present and welcomed everyone to the 1<sup>st</sup> Annual General Meeting of Girls Incorporated of York Region.

The Mission Statement of the Girls Incorporated of York agency was read by Rosanna Totino.

### **INTRODUCTION OF BOARD AND STAFF**

- ♥ Everyone present introduced themselves and noted their relationship to the agency (staff, volunteer, board, other)

### **VOTING PROCEDURES**

- ♥ Sharon Lusthaus referred to the AGM report for voting procedures. She confirmed that membership forms had been submitted by all voting members. Anyone not paid to date is asked to forward membership payment to Mary immediately so memberships remain in good standing.

### **ADOPTION OF MINUTES OF 22<sup>nd</sup> AGM**

- ♥ Motion by Michelle Leblond to approve and adopt the minutes of the 22<sup>nd</sup> Annual AGM. Seconded by Robin Holloway. Carried.

### **PRESIDENT'S REPORT**

- ♥ Sharon read the President's Report and asked that it be accepted as submitted. Please note that the Report 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 Deborah Swail to accept the President's Report. Seconded by Veena Singh. Carried.

### **EXECUTIVE DIRECTOR'S REPORT**

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

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## **FINANCIAL REPORT**

- ♥ Robin Holloway presented the Treasurer's Report as written, noting funds received from United Way, Trillium and signature events in 2002. She also made note of the difficult decision to close the Keswick store, although the location is being used for the duration of the current lease, for local programming. Motion by Sarah Lloyd to accept the Treasurer's Report. Seconded by Barbara Carnegie. Carried.
- ♥ Robin reviewed the financial statements for the year ended December 31, 2002. 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 circulated to all present, and will be filed with these minutes.
- ♥ Motion by Robin Holloway to approve and accept the Review Engagement Report for the year ended December 31, 2002. Seconded by Michelle Leblond. Carried.
- ♥ Motion by Robin Holloway to reappoint Morley, Sanderson & Millard as accountants. Seconded by Debbie Pivnick. Carried

## **COMMITTEE AND STAFF REPORTS**

- ♥ Committee and Staff Reports were not read aloud. Sharon asked that everyone individually review the reports. Mary explained that a vote is not required to approve and accept these reports; they are included in the AGM Report, for information purposes, as the Report is provided to current and potential funders.
- ♥ Motion by Helen Trentos to receive the Committee and Staff reports for 2002 as written. Seconded by Deborah Swail. Carried.

## **NOMINATING COMMITTEE REPORT**

- ♥ Michelle Leblond presented the Nominating Committee Report, noting the agency's involvement and success with the Altruvest BoardMatch program. Efforts in 2002 resulted in a close-to-full complement on the Board of Directors and solid diversification of the skillsets and backgrounds represented. Michelle acknowledged the efforts of Board members, Michelle Fuerst, Sandy Gillespie and Naomi Ishiguro, each of whom resigned during 2002/2003.
- ♥ Motion by Michelle Leblond to elect Deborah Swail, Stella Kyriacou, Dayna MacLeod, Veena Singh and Rosanna Totino to the Board of Directors. Seconded by Robin Holloway. Carried.
- ♥ The AGM Report will be amended to reflect the inadvertent omission of Deborah Swail's name, and the amended report will be available for redistribution. Motion by Sharon to approve the Nominating Committee Report, subject to the noted amendment. Seconded by Veena Singh. Carried.

## **BY-LAW No. 7**

- ♥ Helen Trentos read By-law number 7, and presented a motion to formally change the name of the Agency from Big Sisters of York to Girls Incorporated of York Region. Seconded by Sharon Lusthaus. Carried. Sharon Lusthaus, as President and Debbie Pivnick, Secretary, signed the By-law. The Agency seal will be applied by Mary Beatson and the document will be filed with the Agency Minute Books.

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## **ETHICAL FUNDRAISING & FINANCIAL ACCOUNTABILITY CODE**

- ♥ Michelle Leblond reviewed the code and explained the requirements for everyone affiliated with the Agency.
- ♥ Michelle presented a resolution for Girls Incorporated of York Region to adopt the Ethical Fundraising & Financial Accountability Code as its policy. Seconded by Helen Trentos. Carried.
- ♥ The Code will be posted on the Agency's web-site, with a hot-link to the Canadian Centre for Philanthropy web-site. A copy of the Code will be included in all Foundation reports.

## **STAFF / BOARD RECOGNITION**

- ♥ Mary Beatson formally thanked the Agency Staff for their dedication and hard work as the agency transitioned to Girls Incorporated of York Region. In addition, Agency Staff were commended for their role in increasing the Agency's visibility with local communities, through their various depositions to local Town Councils and Chambers of Commerce.
- ♥ Mary Beatson thanked the Board for their commitment to the agency and made a presentation to the Directors of cards and chocolates. Mary also presented a Girls Incorporated of York Region plaque, engraved with the names of all founding year Board Members. Mary also noted that Suzanne Volpe, Support Coordinator and resident photographer, would be taking a group picture for posting with the plaque, 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, Michelle Leblond expressed appreciation to the Staff for their hard work and dedication to the agency, to which the board concurred, especially over this last year. Michelle noted that while the Board sets the overall direction for the agency, the Staff implement that direction with enthusiasm and exciting, new programming ideas. She commented on the strong, respectful rapport between the Board and Staff, and how their complementary working relationship and solid decision-making process bode well for the years ahead, and re-affirm the decision to become Girls Incorporated of York Region. In recognition of their efforts, the staff was presented with gift of flowers and paid time off, which together with earned lieu time, will provide staff members with June 30<sup>th</sup> off, to make a Canada Day long weekend.
- ♥ Sharon Lusthaus made a presentation of flowers and thanked the members of the Board, especially the Executive, for their support over the past year.

## **CLOSING REMARKS**

- ♥ Mary noted that 2004 will be the 25<sup>th</sup> anniversary of the Agency and the 1<sup>st</sup> anniversary for Girls Incorporated of York Region.
- ♥ Sharon closed the AGM by again acknowledging the remarkable team we have assembled, both at the board and staff level, to meet the challenges in the year ahead. 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 2003 and beyond.

## **ADJOURNMENT**

- ♥ There being no further business, Barbara Carnegie made a motion to adjourn at 8:00 pm. Seconded by Deborah Swail. Carried.

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## **MESSAGE FROM THE PRESIDENT**

My dear friends,

Tonight's AGM marks the end of a 15 year journey for me....one filled with challenge, excitement, and most of all, remarkable friendships. My association with the staff, volunteers and clients of Girls Inc will never end although my time on the Board of Directors is coming to a close. Thank you all for your support over the years...I know you all truly believe in what we do and it's that strength that has carried us through all of the hard times over the years...and will sustain you for the years ahead.

2003 was one of our most challenging years as we came into our second year as Girls Incorporated of York region -- new and exciting programs, extensive training, and the financial challenges that come with the growth of our agency and our quest to serve the girls of York Region. Your board of directors has spent the past year working on new fundraising strategies to ensure our long term financial stability, developed a business plan and worked hard to complete our transition so we can become full members of Girls Inc. We've had incredible support from the Girls Inc national office, and with their assistance were able to send both board and staff for training in areas of fund development and programming.

The response from the community has been incredible....our new programs are very much in demand and we will do our best to ensure that we continue to serve more and more girls each year as the demand for our services grows! The corporations and foundations/funders that supported us previously have continued do to so and as we continue to grow, so will our opportunities to attract a more diverse group to support us financially.

The end of 2003 marks the entry into our 25th year and I look forward to seeing you all as we come together to celebrate 25 years of dedication to the STRONG, SMART and BOLD girls of York Region.

Sincerely Yours,

Sharon Lusthaus  
President, Board of Directors

# GIRLS INCORPORATED OF YORK REGION

## EXECUTIVE DIRECTOR'S REPORT

In 2003, we reached more than 3500 girls and young women through direct participation in:

- Girls Incorporated Programming
- Workshops, seminars
- Public Education and Outreach.

Our Girls Bill of Rights contains the guiding principles for all programs and services delivered by Girls Incorporated of York Region.

- ♥ *I have the right to be myself and to resist gender stereotypes*
- ♥ *I have the right to express myself with originality and enthusiasm*
- ♥ *I have the right to take risks, to strive freely, and to take pride in success*
- ♥ *I have the right to accept and appreciate my body*
- ♥ *I have the right to have confidence in myself and to be safe in the world*
- ♥ *I have the right to prepare for interesting work and economic independence*

Programs were delivered at elementary schools, high schools, community centres, and resource centres throughout York Region. Areas of programming include: career and life planning, health and sexuality, leadership and community action, sports, self-reliance and life skills, culture and heritage.

We can celebrate our successes in program service delivery as we moved forward throughout the transition process. I commend the staff for their dedication, passion and commitment to our mission and the organization.

The Business/Strategic Planning Committee completed the framework for the organizations strategic plan. The objectives include:

- ♥ Grow revenue
- ♥ Raise awareness of Girls Incorporated
- ♥ Expand/Enhance Programs
- ♥ Develop and implement Outcome Measurements for the Matching Program
- ♥ Human Resource development

We were successful in our application to be a chosen agency to participate in Value Based Business Planning training. This afforded the Executive Director and a senior Board member access to training and resources to initiate an in-depth analysis of the key components of our organization in 2004/2005

Girls Incorporated of York Region is a solid organization with proven programs and a good reputation in the community. Gender specific programming and a passionate commitment to our mission, positions Girls Incorporated of York Region as a key contributor to the success of girls and young women in York Region and Bradford.

Respectfully Submitted

Mary Beatson  
Executive Director

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## **FINANCIAL REPORT**

As we continued to market our new name in our community, 2003 was a year of challenge and change for the agency. We have satisfied our funders that our ultimate goal and agency mission have not changed and that we now have the ability to reach many more clients through expanded programming opportunities. This increase in programming has, however, placed greater demand on the financial resources of the agency.

We were recently notified that we were successful in retaining our core funding from the United Way through 2004/2005. In 2003, we were again chosen as one of the recipients of the Magna Hoedown proceeds resulting in revenue of \$37K. We have put in another application to be a recipient organization for 2004's Hoedown. We also received the final instalments from Ontario Trillium Foundation totalling \$56,200 in 2003, which was for an additional Support Coordinator to assist with girls waiting for programming opportunities.

Although not as successful as previous years, our signature events, the Auction and Thrill on the Hill, with combined net earnings of \$32,000, remain significant revenue generating activities. Understanding the time, effort and resources involved in staging special events, we are continuing to explore other avenues of fundraising in order to diversify and expand our fund development initiatives and seek to increase our unrestricted funding options.

Our gaming revenues continue to be a steady source of revenue to the agency and we currently operate weekly Newmarket bingo sessions as well as bi-weekly Aurora bingo session plus Nevada. We are investigating the possibility of obtaining additional sessions in Aurora for 2004.

The Aurora store turned a moderate profit of approximately \$9,000. Despite closing the Keswick store at the end of 2002, we were obligated to carry the rent on the property throughout 2003 resulting in an unplanned expense of \$17,000. The cumulative impact of the Keswick store has been a significant drain on the resources of the agency over the past several years and the agency will see some relief when the financial obligations are satisfied in June 2004.

Operating expenditures of the agency were higher than the previous year by approximately 5%. A portion of the increase relates to salary costs as a result of the additional programming staff being with the agency for all of 2003 to deliver the new programming opportunities to our girls and young women. This increase was offset in part by the maternity leave of our Director of Volunteers. A portion of the increase was also due to promotion, training and insurance costs incurred in connection with our transition to Girls Incorporated. These costs should remain static going forward now that the transition to Girls Incorporated is almost complete.

The challenge before the agency for 2004 will be to seek additional Trillium funding, as well as approaching other corporate and private foundations to support our new and improved Girls Incorporated programming. By generating funds from multiple sources and creating partnerships with female focused donors; we anticipate a more solid funding base as we continue through 2004.

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For the year ended December 31, 2003, we have a deficiency of revenue over expenditures of \$50K. We are aware of the position this puts the agency in and fund development is the primary focus and priority with both board and staff. Together, our strong board and a highly motivated staff are prepared to face all future challenges.

Respectfully submitted,

**Robin Holloway**  
**Treasurer**

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## COMMITTEE AND STAFF REPORTS

### FUNDRAISING

2003 saw a variety of different fundraising initiatives.

#### **Signature events:**

Our two signature special events continued to be popular.

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

2003 saw one of the wettest "Thrill on the Hills" at St. Andrew's College in recent memory. Steady rain fell throughout the morning, leading many to stay home indoors rather than venture out for a run or hike. Luckily, volunteers and participants once again had access to St. Andrew's largest gym which provided a warm and spacious indoor location for registration and food. Over 700 runners, walkers and volunteers attended. The event was well-publicized with the wide distribution of pledge forms and posters throughout the York region thanks to the use of a professional race promoter. Coverage of the event included a range of print and television media such as CTV, the New VR, the Era Banner, and the Auran. 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 \$31,000.

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

#### *Live and Silent Auction*

The 14<sup>th</sup> annual live and silent auction "Bid on a Future: *A Casino Auction*" at Tuscany Banquet Hall was enjoyed by a faithful following of 92. Guests were able to play casino games while nibbling on hors d'oeuvres. The use of auction software facilitated a smooth check in and cash out. The event grossed \$25,000.

Thanks to our hardworking committee: Theresa Chung, Sarah Lloyd, Mari Sherkin, June Thurston and Jennifer Van Nest.

#### **Third party events**

Our agency was one of the recipients of the proceeds of the **Magna's *El Dorado Hoedown***. We received \$ 37,300. Our agency assisted in this partnership by contributing over \$8,000 worth of items for their silent auction. We also sold approximately 500 raffle tickets and provided 24 volunteers.

**Bell Financial** once again hosted a **70's *Dance*** for our benefit. It saw us receiving \$4,775. **Glenway Country Club's *John Marais Memorial Tennis Tournament*** raised \$1,040 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.

## Fund Development Committee

The Fund Development Committee was formed in November of 2003 and met twice before the year's end. An overview of the various types of donations received was examined, and it was decided to encourage individual giving as the future focus of the staff and board efforts. A summary of the committees' objectives is below:

1. Drive \$400M in incremental Revenue
2. Diversify "Sources of Revenue"
3. Drive revenue from Individuals
4. Build awareness of Girls Inc.

As part of the individual giving initiative, a phone thank-you to past donors was planned in 2003 for implementation in 2004.

## 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.

A sponsorship package was distributed to companies deemed to have aims and objectives similar to ours. Securing significant corporate sponsorship 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 the second half of our \$112,500 Ontario Trillium Foundation grant in 2003, after having received the first half in 2002. 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,

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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.

### **Public Relations and Community Outreach**

#### Speaking engagements

Staff speaking to various groups was instrumental in generating honorarium income and useful contacts for the agency. Many of our staff participated in The United Way of York Region's speaker bureau where agency staff were trained in delivering speeches to United Way employee groups.

#### 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 enjoy attention in 2003. It was used to promote upcoming events and for participants to register for our run on-line via a link to a secure payment site.

Respectfully Submitted,

**Katherine Conway**  
**Director of Fundraising**

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## **Programs and Services**

The process of program development was a key focus for staff throughout 2003. The process included needs assessment, program planning, program implementation and program evaluation. Program development enhanced current programs and initiated the implementation of new programs. Our programming builds girls' capacity for confident and responsible adulthood, economic independence and personal fulfillment.

## **Girls Programming 4 – 11 Years**

### **Girls Inc. FRIENDS Program**

This past year we changed the program from 8-week sessions, to a continual program operating from October to May. This gave new members the opportunity to join throughout the year, as opposed to waiting for each session to finish. 50 girls participated in:

Girls Incorporated Sporting Chance  
Culture and Heritage Program

### **Girls Inc. Sisters in School**

41 girls participated in the Sisters in School program at Jersey Public School in Keswick. The program ran from September to May.

Programming: Will Power/Won't Power

### **Girls in Motion**

This past year, we had 96 girls participate in our weekend program. Some of the highlights from the year included craft days, tree planting for Earth Day, rock climbing, participating in the Thrill on the Hill, and a trip to the Toronto Raptor's game.

### **Lunchtime Programs**

The fall of 2003 saw Girls Incorporated embarking upon a new program. Through dialogue with Highview Public School, it was determined that we would be able to meet the needs of their Grade 5 girls by offering a weekly program through their lunch hour. We delivered the Girls Incorporated, *I Too Have A Dream Program* to 28 girls. Programming focused on a number of issues that girls cope with, such as: puberty, friendship, peer pressure and bullying. This program was a great success and plans are underway to continue to expand lunchtime programs in 2004.

Thank you to the 65 volunteers who helped with all of our group programs this past year. Your commitment and dedication to the agency is remarkable. We would not have had such great success with our programs if it weren't for your contributions of time and expertise.

Respectfully Submitted,

Jackie Kursikowski  
Program Coordinator

## **Youth Leadership 12- 18 years**

Youth Leadership programs were delivered throughout community based locations. 184 teens were actively involved in youth leadership programs throughout 2003. Programs included: Media Literacy, FriendlyPEERsuasion, and Sporting Chance.

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In November 2003, we implemented Stand Up - a lunchtime program for girls in grade 7. Feedback from the students and teachers, provided us with clear direction to expand our programs in 2004.

Teens were thrilled with their teen page in the newsletter and a hotmail address direct to program staff!!!

Program staff salute the 70 volunteers who assisted with activities and events throughout the year.

Respectfully submitted,  
Suzanne Volpe  
Youth Leadership

### **Matching Program**

370 girls and young women were part of our matching program this past year. The focus of the program is the matching of a young girl with a caring female volunteer, for a minimum of one year. Activities include: ongoing weekly visits with each match, plus as age appropriate, participation in all agency programs. The girls from ages 4 - 18 years reside in York Region and Bradford. They may come from any family constellation - both parents, mother-led, father-led or guardian. The critical determining factors are the specific needs of the individual girl. 25% of our matches have been together 5 years +.

Respectfully Submitted

Lyn Alcock  
Program Coordinator

Jennifer Van Nest  
Program Coordinator

### **Special Events**

#### **Agency Summer Picnic**

140 girls welcomed the summer with our annual picnic at Simeon Park. Between games, BBQ, swimming, banner painting and a special salute to all the agency volunteers, a wonderful time was enjoyed by one and all. A special thanks to Magna and Zehr's.

#### **Franklin Fishing**

For the second year running, our generous friends at Franklin's have provided an awesome day for 30 girls and 30 volunteers, to explore and experience the world of fishing, plus a tour of the hatchery. We are truly appreciative to all the volunteers at Franklins' for their ongoing support of this organization, and for...an awesome BBQ (plus a wicked styrofoam cooler - filled with goodies)!!!!

#### **Holiday Celebration**

This year we chose to introduce our members to the Muslim culture and celebrated Ede. We were joined by members from the female Muslim youth who created a Mosque to adorn the walls. The girls brought henna paint and tattooed members hands with traditional Muslim tattoos.

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Heartfelt thanks to Charlotte Leske (match volunteer) and crafter extraordinaire for once again organizing and running the craft portion of the day.

The day was truly a celebration of the season and a celebration of friendship.

Respectfully submitted  
Lyn Alcock  
Program Coordinator

### **Building Futures ..... Together**

This workshop is specifically designed to encourage effective communication between mothers (aunts, grandmothers, female guardians, match volunteers) and girls ages 9 - 14 years, to lay the foundation for future discussions around such topics as career options, goal setting and economic literacy. We welcome volunteers to come forward to be trained to assist with the delivery of this workshop. In 2003, Building Futures was delivered 4 times.

Respectfully submitted  
Jennifer Van Nest  
Program Coordinator

### **March Break Conference**

Girls Incorporated of York Region hosted/facilitated a conference at Seneca College for girls aged 13 - 18 years. The purpose was to conduct focus groups re gender specific programming, and to identify what girls want in programming. Girls participating in the focus groups were credited with community service hours. We had representation from across the Region, which was most beneficial in helping with our market analysis.

The Director of Volunteers oversaw the conference, which was designed and implemented by 2 practicum students from Seneca who were doing their final year placement with our organization. Congratulations to Sarah and Jenn!!!

### **Volunteer Services**

Over 700 volunteers gave of their time through direct or indirect volunteer opportunities. Volunteer recruitment and retention is a key program within our organization. Our focus is to provide rewarding enriching opportunities for volunteers from all sectors within our communities. With new and expansionary programming, we offered a broader range of volunteer opportunities.

We were limited in the extent of our outreach with changes in staffing personnel in this department, and have identified strategies to be implemented in 2004, with the return of our Director from maternity leave.

### **CONNECTIONS**

A Mentoring program for young mothers. This program is a collaborative project run by Rose of Sharon and Girls Incorporated of York Region. 2003 was year 2 of a three year project funded by The Ontario Trillium Foundation. Both organizations are thankful for this financial support.

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## **NOMINATING COMMITTEE REPORT**

In the past year, the Board of Directors made great strides to increase our diversity and has attracted some extremely talented professionals to our board who we hope will provide leadership and accountability as we continue our transition to full Girls Inc. affiliate status. While we have lost a few members this year to “busy lives”, the current board complement is solid with lots of potential still to develop. We have more breadth of experience, connections and demographics on this board than ever which is integral to ensuring our board reflects the communities it serves.

The agency remained a strong supporter of BoardMatch, a program available to registered charities to connect them with qualified and motivated applicants with business experience and an interest in board governance. The BoardMatch program provides an orientation program to applicants and resources for agencies to improve the recruitment, motivation and retention of their volunteer boards. This program has again provided the majority of our new board applicants and maintains a high level of quality in the applicants referred.

Due to the various priorities facing the board, outreach for new board applicants was limited to agency efforts, word-of-mouth and BoardMatch. We hope to fill the remaining positions on our board in the upcoming year so that we enter 2005 with a full board complement of 15 directors.

As to be expected, this year also meant that for some board members, their outside work, school and family commitments required their resignation. Deborah Swail, Helen Trentos and Clarinda Chan all left the board during this past year for these reasons though they are all still active in the agency at various levels – as committee member, volunteer, spokeswoman and most of all as supporters of our mission and values.

This year also brings an end to the longtime board career of Sharon Lusthaus. Affiliated with the agency for almost 15 years as a volunteer, former “Big Sister”, board member and most recently Board President for 8 years, Sharon has completed her final term on the board. With history, experience and agency knowledge on her side, she was integral in the decision to explore and develop our affiliation with Girls Incorporated and she played a solid role with staff and board throughout the transition. While her relationships with board members, past and present, will be remembered for years to come, we expect she will still maintain her strong connection to the agency irrespective of the role she plays on the board. As she has said so many times “this is my other family.”

Sharon, Deborah, Clarinda and Helen all continue to be associated with the agency and are active demonstrations of our mission to inspire all girls and women to be “strong, smart and bold.” They embody what we would like to see our girls and young women achieve. We thank them for their contribution and know they will be missed.

Respectfully Submitted,

Michelle Leblond  
Nominating Committee Chair

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## **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 2004/2005 year.

### **TO BE ELECTED FOR THEIR FIRST TWO YEAR TERM**

Chanel Grenaway, Elisabeth Sachs, Ranji Singh, Maureen Tabuchi, Julie Wilson

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**

Stella Kyriacou, Dayna MacLeod, Veena Singh

### **YEAR THREE OF THEIR FIRST THREE YEAR TERM**

Barbara Carnegie, Debbie Pivnick

### **YEAR ONE OF THEIR SECOND THREE YEAR TERM**

Sarah Lloyd

### **YEAR TWO OF THEIR SECOND THREE YEAR TERM**

Michelle Leblond, Robin Holloway

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## **STAFF**

|                    |  |
|--------------------|--|
| Mary Beatson       | Executive Director                     |
| 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      |
| Hilary Byrne       | Store Manager, Unique Repeats - Aurora |

\* on Maternity Leave during 2003; returning May 2004