

# **GIRLS INCORPORATED OF YORK REGION**

## **TWENTY-FIFTH ANNUAL GENERAL MEETING**

**THURSDAY, MAY 12, 2005**

### **AGENDA**

- Welcome and Opening Remarks
- Introduction – Board and Staff
- Voting Procedures
- Adoption of Minutes of 24<sup>th</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 2005/2006
- By-Law Amendment
- Staff Recognition
- Adjournment



# GIRLS INCORPORATED OF YORK REGION

***Girls Incorporated***  
empowered girls and an equitable society

***National Organizational Vision:***

To be recognized as the premiere nationwide organization that helps all girls to realize their full potential and exercise their rights.

***National Organizational Mission:***

To inspire all girls to be strong, smart, and bold.

***Girls Incorporated of York Region Mission:***

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 24<sup>th</sup> ANNUAL GENERAL MEETING – MAY 13, 2004

**Staff present:** Mary Beatson, Katherine Conway, Jackie Kursikowski, Jennifer Van Nest, Lyn Alcock, Karen Thornton, Carmen Schlamb

**Board Members present:**

Sharon Lusthaus, Michelle Leblond, Robin Holloway, Debbie Pivnick, Sarah Lloyd, Chanel Grenaway, Maureen Tabuchi, Veena Singh, Ranji Singh

**Regrets:** Elisabeth Sachs, Julie Wilson

**Absent:** Barbara Carnegie, Dayna MacLeod

**Leave of Absence:** Stella Kyriacou

**Volunteers & Community members present:**

Doreen Johnson, Brian Lusthaus, Sue Hayhurst

**CALL TO ORDER:** 7:15 p.m. by Sharon Lusthaus. Sharon indicated that a quorum was present and welcomed everyone to the 24<sup>th</sup> Annual General Meeting of the Agency -- the 2<sup>nd</sup> Annual General Meeting as Girls Incorporated of York Region. Sharon noted that this would be the last meeting over which she would be presiding as President, as this past year was her final term on the board.

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

- ♥ Everyone present introduced themselves and noted their relationship to the agency (staff, board, past 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.

### **ADOPTION OF MINUTES OF 23<sup>rd</sup> AGM**

- ♥ Motion by Sarah Lloyd to approve and adopt the minutes of the 23<sup>rd</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. Sharon advised that the Agency's 25<sup>th</sup> anniversary would be celebrated in October and invited all to join in the celebrations being planned.
- ♥ Motion by Michelle Leblond to accept the President's Report. Seconded by Chanel Grenaway. Carried.

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

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

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## FINANCIAL REPORT

- ♥ Robin Holloway read the Financial Report as written. Motion by Michelle Leblond to accept the Financial Report. Seconded by Maureen Tabuchi. Carried.
- ♥ Robin distributed and reviewed the Review Engagement Report for the year ended December 31, 2003, as prepared by Morley, Sanderson & Millard. The United Way has advised the Agency that they are now requiring audited financial statements from all organizations to whom they provide funds; therefore, Morley, Sanderson & Millard will be conducting an audit and preparing audited financial statements by the end of June 2004. The Review Engagement Report will not be circulated or formally adopted, as it will be superseded by the audited financial statements.
- ♥ Motion by Sharon Lusthaus to accept the draft financial statements as presented. Seconded by Michelle Leblond. Carried.
- ♥ Motion by Debbie Pivnick to reappoint Morley, Sanderson & Millard as accountants and to appoint them as auditors. Seconded by Veena Singh. Carried

## COMMITTEE AND STAFF REPORTS

- ♥ Committee and Staff Reports were not read aloud. Sharon asked that everyone individually review the reports.
- ♥ A question was raised regarding the impact of the Trillium funding. Mary advised that the waiting list for matches had dropped and that the new programs that were introduced provide new opportunities for girls while waiting for matches.
- ♥ Motion by Ranji Singh to receive the Committee and Staff reports for 2003 as written, with a clarification that the reference to \$400M on page 10 should read \$400 thousand. Seconded by Chanel Grenaway. Carried.

## NOMINATING COMMITTEE REPORT

- ♥ Michelle Leblond presented the Nominating Committee Report, noting the agency's continuing involvement and success with the Altruvest BoardMatch program. Efforts in 2003 again 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, Clarinda Chan, Helen Trentos and Deborah Swail, each of whom resigned from the board during 2003, but who continue to support the agency in other capacities.
- ♥ Michelle also thanked and made a presentation of flowers to Sharon for her dedication and contributions to the board and the agency over the years. Sharon has been active as a volunteer and board member, held the position as President of the board, and was instrumental in the decision to pursue the transition to Girls Inc.
- ♥ Motion by Michelle Leblond to elect Julie Wilson, Maureen Tabuchi, Elisabeth Sachs, Chanel Grenaway and Ranji Singh to the Board of Directors. Seconded by Robin Holloway. Carried.

## STAFF / BOARD RECOGNITION

- ♥ On behalf of the Board, Sharon Lusthaus expressed appreciation to the Agency staff for their great support, hard work and dedication to the agency, especially during the transition to Girls Inc. Sharon also thanked the board for their support throughout her years as President.
- ♥ Mary Beatson thanked the Board for their commitment to the agency and for their support during the transition to Girls Inc. Mary also thanked the Agency staff for their hard work and dedication to fulfilling the mission of Girls Inc. in the areas which we serve.
- ♥ Jackie Kursikowski announced that the staff will be providing wine and cheese at an upcoming board meeting, to formally thank the board for their support.
- ♥ Lyn Alcock paid a moving tribute to Sharon, thanking her for her support over the years and confirming that all the good memories will be longlasting. In recognition of Sharon's contribution to the Agency, the staff have created the "Community Spirit Award" in Sharon's

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honour. Lyn read the criteria for selecting award winners and indicated that the winner will receive a certificate, of which she showed a sample, and have their name engraved on a permanent plaque to be housed in the Agency offices. The award will be presented to a deserving individual or individuals at the annual picnic in 2004 and annually thereafter.

- ♥ Mary Beatson introduced Sue Hayhurst and thanked her for her longstanding support of the Agency, well beyond her years as a member and President of the board. Sue shared her history with the Agency in its days as Big Sisters of York Region. She confirmed how supportive she is of the decision to transition to Girls Inc, whose mission, focus and programming are so well aligned with the direction that the Agency has been taken since its inception. Sue recognized Sharon for her years of dedication to the Agency, for her energy and enthusiasm and presented her with a number of humourous souvenirs and tokens of appreciation as permanent reminders of her long association with the Agency.

### **CLOSING REMARKS**

- ♥ Sharon closed the AGM by recapping some fond memories of her association with the Agency, and reiterating her strong belief that we're on the right track for future success as a full affiliate of Girls Inc. She committed to continue her involvement with the Agency in whatever capacity was most beneficial.
- ♥ Sharon generously announced that she will provide a scholarship in the amount of \$500 annually, to be awarded on the basis of the same process and criteria as the current Hartwell scholarship.

### **ADJOURNMENT**

- ♥ There being no further business, Sharon Lusthaus made a motion to adjourn at 8:15 pm. Seconded by Doreen Johnson. Carried.

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## MESSAGE FROM THE PRESIDENT

Staff, Board, Supporters and Community:

Our AGM this evening serves as the culmination of a year of change and challenge for the agency. This last year has continued to provide great outreach opportunities for the agency, has challenged us financially (whether we wanted the challenge or not!) and has come with some great strides in staffing and agency leadership. We are also so proud to announce that we have been awarded full Girls Incorporated Affiliate status from our national body in the US – a huge achievement for staff and board alike and a well-deserved reflection of the efforts put in each day!

While the challenges might have felt insurmountable at times, 2004 can be recalled as a year for which all board and staff should be extremely proud as all milestones worth achieving take effort and dedication. Without question, the last 6 months of 2004 were a demonstration of belt-tightening, focus and determination to ensure that the agency was put into a position to ensure its future success. Building on the foundation set by our former Executive Director and Director of Fundraising, our new Executive Director and Director of Fund Development have introduced a focused, consistent and detailed fund development approach for the agency. All expenses were scrutinized as we made fiscally responsible decisions that brought increased accountability and transparency to the fore of agency operations. While finances are a challenge for most agencies, the approach taken by the executive of the board, the staff and board in general was continually positive while remaining fiscally prudent and very conservative.

The national Girls Incorporated organization continued to be a support and resource for our agency in 2004 and local foundations, agencies and patrons also continued their support and understanding of our mission, programs and services. We could not run our programs without them and the local schools, the United Way and our very dedicated staff.

In my mind, to say “thanks” to the 2004 staff and board does not even begin to sum up what they deserve. As we puzzled through business planning and financial analysis tasks, made staffing and leadership decisions and still continued to provide a high quality of service and programs, I saw first hand that a dedicated group of people who really believe in something, can indeed make a difference. I commend the 2004 executive of the board – Robin Holloway, Sarah Lloyd and Debbie Pivnick, as well as Lyn Alcock, the current ED and Mary Beatson, the former ED – for living and demonstrating our mission in every decision that was made.

The end of 2004 saw the creation of a committee structure for the agency to ensure that the board work was more evenly balanced among members and focus could be given to priority areas such as Fund Development, Communications, Business Planning and Outcome Measurements. This support to the staff in various areas of governance will also ensure that the ED has the resources available to her to make sound and timely decisions and initiate changes and programs as she sees fit. We look forward to the success of this new structure in 2005 and a more formalized approach to the strategic initiatives to the agency.

As I close this report I just want to reiterate that one person can make a difference, that everything will work out and that mistakes are often the greatest source of learning.

Yours in Service,

Michelle K. Leblond  
President, Board of Directors

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## EXECUTIVE DIRECTOR'S REPORT

To paraphrase from David Suzuki's series, *A Sacred Balance*, that within the natural world, singly there is no distinct rhythm, it is only when we work together in numbers that a pattern and harmony emerges.

From the staff perspective the year 2004 has been a turbulent one but with the remarkable support of our membership and Board of Directors a distinct harmony has taken place. 2004 saw many changes at Girls Incorporated. Our Executive Director of 13 years, Mary Beatson, left to pursue other rainbows in the sky. Our Director of Volunteers left to have her second baby and has continued to be a great resource to us as a volunteer. Katherine Conway left after five years of fund raising for our organization and there was a change in store managers. The store had a short adjustment period and it was business as usual. Girls Inc. also faced financial challenges. Staff met this challenge by cutting hours, starting an immediate campaign to solicit funds and by donating the numerous miles that they travel for work.

Barb Perdeaux and Kathleen Masters continue to run, respectively, the Aurora and Newmarket Bingo's in a skilled and professional manner for which we are most grateful. A huge thank you to all of the volunteers that help these two ladies do what they do. Bev Newman is a reliable and constant resource for our Nevada ticket sales. Thank you Bev!

A few years ago after searching for the right organization we decided to align with Girls Incorporated. This past October we finished our two year transition period with Girls Incorporated National and we are now a full affiliate, which means we are now entitled to all aspects of programming, scholarships and awards. We have recently been chosen by National to be a pilot site for the new component of Sporting Chance for girls aged 12-14 years. This is very exciting as we will give feedback that will ensure there is Canadian content in programs for girls.

Our web site saw over 208,000 hits in the last seven months that it was up and running in 2004. We are working on building the site to attract girls to our audience on the web. On average Girls Inc. has over 5,000 visitors a month.

The past year has been one of continued growth for Girls Inc. and a strengthening of our connection to an impressive range of loyal partners such as United Way York Region, local service clubs, foundations and elected officials. I extend my deepest thanks to all of the foundations, corporations, allied non-profits, donors and staff and board members who have worked so hard to bring the power of Girls Incorporated to more girls in 2004.

Our amazing staff continues to be dedicated and committed to the agency, our mission and our programs. They are a great reflection of all we hope to be for our girls and set an excellent example for them to follow. We work so closely together each day yet can still appreciate the unique contributions that each member makes to the greater whole. Without question, they are the heart of the agency and I truly thank them for all their ideas, smiles and efforts over another year.

While the staff and volunteers are the heart and soul of our unity; the Board has been the backbone. The courage and determination they have given is nothing less than phenomenal. Our Volunteer board (with an emphasis on volunteer) have given from the heart. They have been working for the sustainability of girls programs for the future.

To summarize it is an honour and a pleasure to work with all of you, the rhythm that has emerged with everyone working together has been a gift unto itself. We look forward to the upcoming year and understand clearly the challenges that lie ahead. As our Chair, Michelle, says, "Let's do it!"

Respectfully submitted

Lyn Alcock  
Executive Director

# GIRLS INCORPORATED OF YORK REGION

## FINANCIAL REPORT

Overall, 2004 can best be described as a year of change and challenge for the agency. Changes came in many forms including leadership, programming and funding. We continue to be challenged to increase agency awareness in our community and to increase funding from current and new sources, which is a common plight among all non-profit agencies.

Our funding patterns continued along previous standards and we again received our core funding from the United Way who provided \$90K during 2004, for which we are extremely thankful.

Although not as successful as previous years, our signature events, the Auction and Thrill on the Hill remain significant revenue generating activities for the agency. Understanding the time, effort and resources involved in staging special events, we continue 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 proceeds also continued to be a steady source of revenue for the agency. We currently operate weekly Newmarket and Aurora bingo sessions plus Nevada. As a result of additional sessions in Aurora during 2004, gaming revenues increased over the prior year to \$74K (from \$ 69K - 2003).

The Aurora store turned a moderate profit of approximately \$9K during 2004 which is consistent with the prior year. Due to operational challenges faced during the past year as well as a desire to focus our efforts on the core mission and programming, the decision has been made to close the store effective May 2005. We expect that this revenue will be more than offset by the time gained by GIYR staff which enables them to focus on programming and fundraising. The final rental payments on the Keswick lease were completed and totalled \$3K during 2004.

Total operating expenditures for the agency were significantly lower than the previous year which is primarily due to reduced salary costs as a result of summer hours and staffing changes. The reduction is also due to cost cutting measures taken in all areas of the agency during 2004 which continue into 2005. We expect these costs to continue to be reduced as a result of bringing the bookkeeping function in house, effective January 2005, along with the impact of various other ongoing expense reductions put into place during 2004.

Our Executive Director is extremely creative in stretching our dollars to the maximum and has been the main reason we've been able to achieve these additional savings. A tough scrutiny of all expenses was undertaken in order to ascertain where reductions could be made. While a time-consuming process, the results have been tremendous.

For the year ended December 31, 2004, we have a deficiency of revenue over expenditures of \$17K as compared to \$50K in 2003. We expect this positive trend to continue as we move forward under a highly motivated and dedicated Executive Director and staff along with a very committed board. Fund development continues to be a high priority with both board and staff.

The challenge before the agency for 2005 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 2005. Working as a team, everyone involved with the agency is prepared to face all future challenges and ensure that expenses are based on realized revenues and we operate in a fiscally responsible manner.

Respectfully submitted,

Robin Holloway  
Treasurer

# GIRLS INCORPORATED OF YORK REGION

## COMMITTEE AND STAFF REPORTS

### FUNDRAISING

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

Thrill on the Hill 2004, Sunday October 31<sup>st</sup>, was a super day with a fabulous turnout. Participation was excellent with a total of 549. This year, Saint Andrew's College allowed us the use of their gymnasium at a cost of \$500.00, which provided a spacious and warm indoor location for registration, food and activities for children. The event was well publicized with the wide distribution of posters and pledge forms throughout York Region thanks to the use of a professional race promoter, All Sports Marketing. Forms were also distributed to the York Region District School Board. Coverage of the event included a range of print and television media including features in The Era Banner and two Aurora Cable Shows – "Plugged In" and "Our Town". Thanks to Barb Hartwell for starting the 10 km run and to Belinda Stronach for starting the 5km run. The event grossed over \$32,000. Thanks to our sponsors: Aquinafina, Curves, Hartwell Thayer, Loblaw's, New Balance, Northlands Printing, Running Free, Saint Andrew's College, TD Canada Trust, Watson's Family Karate, and United Way. We would like to extend a special thank you to John Posca, of Running Free for his on-going support and hard work organizing the race component of the Thrill. We couldn't do it without him. We would also like to applaud the hard work of the Thrill committee and to all of the volunteers who made the day possible.

#### **Auction 2004: Silver Anniversary**

95 guests came out this year to celebrate our Silver Anniversary at DiNardo's Mansion. A wonderful 5-course meal and the rhythms of a Jazz ensemble created a sophisticated and elegant ambiance. Thanks to all of our donors who provided fantastic items for the event and to our supporters who helped us raise over \$20,000! A special thanks to the auction committee, and to the volunteers who worked the event.

#### **Third Party Events:**

We are very pleased to have been selected as a recipient charity for the 2004 Aurora Mayor's Charity Golf Tournament. Their support brought \$5000.00 to the agency.

Glenway Country Club hosted the John Marais Memorial Tennis Tournament and once again we were picked as one of the recipient charities. This resulted in \$1000.00 for us from the participants of the tournament. We are grateful for their on-going support.

Huron Heights' Dance Department organized a show and selected Girls Incorporated as the recipient charity. We received \$2,803.00 from this event. A huge thank you to the youth who made this happen.

#### **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, items for the annual auction, and resources for programs, represented a formidable amount of support from the community.

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## **Corporate Donors**

We are very pleased to receive the continuing support from various community minded businesses. Bell Mobility deserves special mention as they support both of our signature events and have for many years. Other corporate supporters include Events Online.ca, Hollister Limited, Enbridge, Maltman Group International, Tektronix, Swiss Herbal Remedies Limited, Warner Music Canada, Justram Equipment Inc., Grain Process Enterprises Ltd., Compass Food Sales Co., and Toshiba Canada.

## **Foundations and Service Clubs**

J.P. Bickell Foundation and F.K. Morrow Foundation committed generous funds to Girls Incorporated programming. With support from foundations we are able to purchase important resources for programs for girls. Additionally we have received financial support from various service clubs operating in the region. The funds received from these institutions are also applied directly to support the programs we offer. Thanks to the Richvale Lioness Club, Kinette Club of Keswick, Rotary Club of Aurora, Royal Canadian Legion, Milton Wesley Branch 426 Royal Canadian Legion, Aurora United Church Women, Temperanceville United Church, Chinese Ladies Golf Association, and the Aurora Optimist Club. We would also like to acknowledge the on-going support received from the Municipal Offices Township of King, Employee Volunteer Program, Bell Canada, York Region Ontario Secondary School Teacher's Federation, and the Ontario Power Generation Employees Charity Trust.

## **The United Way of York Region**

Our partnership with UWYR continues to grow and strengthen. The support received both financially and in organizational development allows us to enhance and expand program and service delivery.

## **Fund Development Committee**

The Fund Development Committee, formed in November of 2003, has continued to meet throughout 2004. The main objective of the committee is to develop, manage and oversee, a diversified fund development strategy. 2004 Objectives include:

- Drive Incremental Revenue over next 3 years
- Diversify "Sources of Revenue"
- Drive Revenue from Individuals

Respectfully Submitted,

Jennifer Van Nest  
Director of Fundraising

# GIRLS INCORPORATED OF YORK REGION

## **PROGRAMS AND SERVICES**

This year has seen a lot of changes and growth in the area of Programming. Over 330 girls participated in our programs throughout the year, a 236% increase in participants from 2003.

### **Lunchtime Programs**

This past year saw the expansion of our lunch programs. January through until May we added two programs at St. Francis Xavier Catholic School (Grade 5 and Grade 6) along with the two programs we started at Highview Public School (Grade 5 and Grade 7) in October 2003. The fall of 2004 we continued to work with Highview Public School and offered a full year program (October –May) with their Grade 5 and Grade 6 girls. We also implemented a lunch program at Jersey Public School for their Grade 4-6 girls. We have begun dialogue with many schools to expand our delivery of these programs to include their schools and hope to do so shortly. Both schools have reported great successes since the start of our programs -- they have seen a great improvement around issues of bullying, group cohesion, and respect.

### **Girls Inc. After School Programs** (formerly known as Sisters in School)

In October we started an after school program at Jersey Public School one afternoon a week. We ran components of GIRLStart, a reading recovery program for girls in grades 1-3. This program combines reading and the development of literacy skills with Operation SMART<sup>SM</sup>, and Sporting Chance<sup>SM</sup>.

### **Girls Inc. Evening Programs** (formerly known as FRIENDS Program)

This past year, the Girls Inc. FRIENDS program had 30 participants. In the fall of 2003, we altered the program to have it run throughout the school year (from October – May). This allowed for us to welcome new members throughout the year, as opposed to the Session start times from the previous years. After 5 years, we unfortunately put this program on hiatus. Due to financial circumstances, we were not able to offer the program in October 2004. We are continuing to look at this issue and hope to reinstate an evening program by the end of 2005.

The delivery of weekly programs allows us to adapt program content to meet the needs of girls in programs. As such, we are able to offer a combination of the following programs: Girls Incorporated® Operation SMART<sup>SM</sup>, Girls Incorporated® Economic Literacy<sup>SM</sup>, Girls Incorporated® Media Literacy<sup>SM</sup>, Girls Incorporated® Discovery Leadership<sup>SM</sup>, Girls Incorporated® Friendly PEERsuasion<sup>SM</sup>, and Girls Incorporated® Sporting Chance<sup>SM</sup>. It is our plan to continue to expand upon the number of weekly programs offered, so that we can best meet the needs of all girls residing in York Region and Bradford.

### **Youth Leadership** (ages 12-18)

The Youth Leadership program finished up its weekly program in Richmond Hill in May 2004. We continued the year with monthly programs, and our youth participated in several programs including: Karaoke, Rock Climbing, swimming, Drive-In, Bowling, and much more.

### **Girls In Motion** (ages 4-11)

We continued this year with our monthly programs for girls ages 4-11. We had a great year participating in activities such as: Winterfest, Wave Pool, Spring Frenzy, Franklin fishing day, and Miss Teen Canada spent an afternoon with our girls teaching them some of the tricks of the Miss Teen Canada pageant as well as how to write a platform and stand up for what you believe in. We would like to thank all the volunteers who helped with all of our group programs this past year. Their 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 generosity.

Respectfully Submitted

Jackie Barkowski  
Program Director

# GIRLS INCORPORATED OF YORK REGION

## MATCHING AND SPECIAL EVENTS

### **Matching Program**

Over 300 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, between the ages of 4-18, with a caring female volunteer, for a minimum of one year. This service is available to girls and women who reside in York Region or Bradford. The girls may come from any family constellation – both parent led, mother led, father led, or a legal guardian. Activities include ongoing weekly visits between each match as well as age appropriate agency events throughout the year for the matches to attend. 20% of the agency matches have been together for 5+ years.

### **Special Events**

#### **Summer Picnic – June 8, 2004**

The summer picnic was again held at Magna's Simeon Park at no cost to the agency. The turn out of approximately 150 members and volunteers didn't seem to mind the rain that we had on and off throughout the afternoon. Games included a Bean Bag Toss, Lawn Bowling and the Parachute. Members and volunteers also enjoyed Three Legged races, Wheelbarrow races and the Ping Pong Ball Transfer. For the first time we offered both hot dogs and veggie chili dogs, which were a really big hit. The plentiful veggie/fruit trays, chips and desserts enabled members to take home leftovers. An exciting aspect of the day was having Jade Lee, Miss Teen Canada present. Girls were able to have their pictures taken with Jade. Members and their Matches could also have their picture taken together. Two members of the agency received the first *Sharon Lusthaus Award*.

#### **Franklin Fishing – August 9, 2004**

This was the third year that the Franklin Fishing Club invited us back to their beautiful and private grounds. The agency looks forward to many more years of this strong partnership. There was a turn out of over 30 members and volunteers who were able to observe and participate in learning how to bait a hook, cast a line and take the fish off the hook. Members of the Franklin Club volunteered their time to be with us that day. Several of the members caught large trout and were able to clean and prepare their catch of the day. We fished from the shore but everyone got a chance to go out in the boat and learn how to cast. There was a great lunch of hot dogs, pop, chips and watermelon that was provided for the agency and each member received a cooler filled with goodies, fish lures and games to take home. There was also a tour of the fish hatchery, as Franklin Club has the largest hatchery in Ontario.

#### **Holiday Celebration 2004 – December 5, 2004**

The agency held the annual Holiday Party at the Aurora Lion's Club again this year. The hall was donated, with only a modest charge for the custodian. Staff, students and early arrivals decorated the hall. The small tree was placed in the center of the room again and was decorated by the members and volunteers as they arrived. The crafts and activities for the day were arranged by the agency and included Pin the Nose on Rudolph, making satchels, Snowball Treats as well as making Kwanzaa crafts. A decision was made to celebrate the cultural tradition of Kwanzaa and members and volunteers walked away that day with an understanding and appreciation for the celebration. A traditional Kwanzaa centerpiece was made and raffled off to one of the members. We also had traditional cornbread for everyone and a storyteller to entertain the younger members. The teens were taken back to the agency to make earrings and bracelets, and enjoyed having their own space. Santa arrived with candy canes and hugs for everyone. Members' families and volunteers provided an array of wonderful sandwiches, finger foods and desserts. The members left that day with donated goodie bags stuffed with gloves, pads of paper and pencils.

Respectfully Submitted

Ali Martin-Boyle  
Program Coordinator

# GIRLS INCORPORATED OF YORK REGION

## NOMINATING COMMITTEE REPORT

Throughout the last year, the board has continued to be an anchor for the agency. We are proud to say our board is representative of our community, encompassing varying depths of experience and professional backgrounds and we continue to attract a great calibre of applicants. As the board enters the 2005/2006 term at almost full capacity, we have a strong executive and have created a committee structure to focus on areas such as Business Planning, Fund Development and Communications. These committees are designed to reduce the load of individual members and encourage greater participation and input from all board members while supporting the Executive Director in her role.

As a further formalization of our governance model and processes, two significant documents were created this past year for board use – The Nominating Binder and Board Member Orientation Manual. Both serve as stand alone resources for board members to understand and undertake the nominating process as well as a great introduction to agency operations, programs, board meetings and the like. Combined, these further solidify our board's professional approach to its role within the agency. This also ensures that the resources are readily available and not connected to any one person.

Through 2004, 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. Michelle Leblond, Board President, also continues to speak on behalf of BoardMatch at agency and board applicant orientation sessions as a demonstration of our thanks and commitment to the program.

As to be expected, for some board members their outside work, school and family commitments or a change in personal goals resulted in their resignation. A very special thank you to Debbie Pivnick who, in her role as Secretary and on the Board Executive, ensured prudent and cautious analysis of any situation, an orderly and formal approach to meetings and her consistent and dependable demeanour taught us all that a great approach is everything. A thank you also to Julie Wilson, Maureen Tabuchi, Dayna MacLeod and Veena Singh who left our board in the past year. We hope they will remain involved with the agency and thank them for the time and dedication contributed.

Respectfully Submitted,

Michelle Leblond  
Nominating Committee Chair

# **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 2005/2006 year.

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

Hamida Kassamali – Bhimani, Valerie Fleck, Beatriz Friedmann, Janet Halladay, Kenneth Nwosu, Elaine Sher, Bonnie Wong

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**

Chanel Grenaway, Elisabeth Sachs, Ranji Singh

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

Stella Kyriacou

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

N/A

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

Sarah Lloyd

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

Robin Holloway, Michelle Leblond

# **GIRLS INCORPORATED OF YORK REGION**

## **BY-LAW AMENDMENT**

The By-laws of Girls Incorporated of York Region have been re-written, consolidating and clarifying administrative details from By-laws 1 through 7, as adopted since the Agency's inception and through to the end of May, 2003.

The updated By-laws have been distributed under separate cover, and the Board of Directors is recommending that voting members at this Annual General Meeting support a motion to adopt the new By-laws.

# GIRLS INCORPORATED OF YORK REGION

## STAFF

Lyn Alcock	Executive Director
Jennifer Van Nest	Director of Fundraising
Jackie Barkowski	Program Director
Ali Martin-Boyle	Program Co-ordinator
Karen Thornton	Store Manager, Unique Repeats - Aurora