



OCTEVAW - COCVFF
END VIOLENCE



**ANNUAL
REPORT
2018**



**OCTEVAW
COCVFF**

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MISSION

OCTEVAW unites organizations and individuals in Ottawa and the surrounding region to end gender-based violence and abuse, including violence and abuse against women and children.

VISION

OCTEVAW aspires to a future in which:

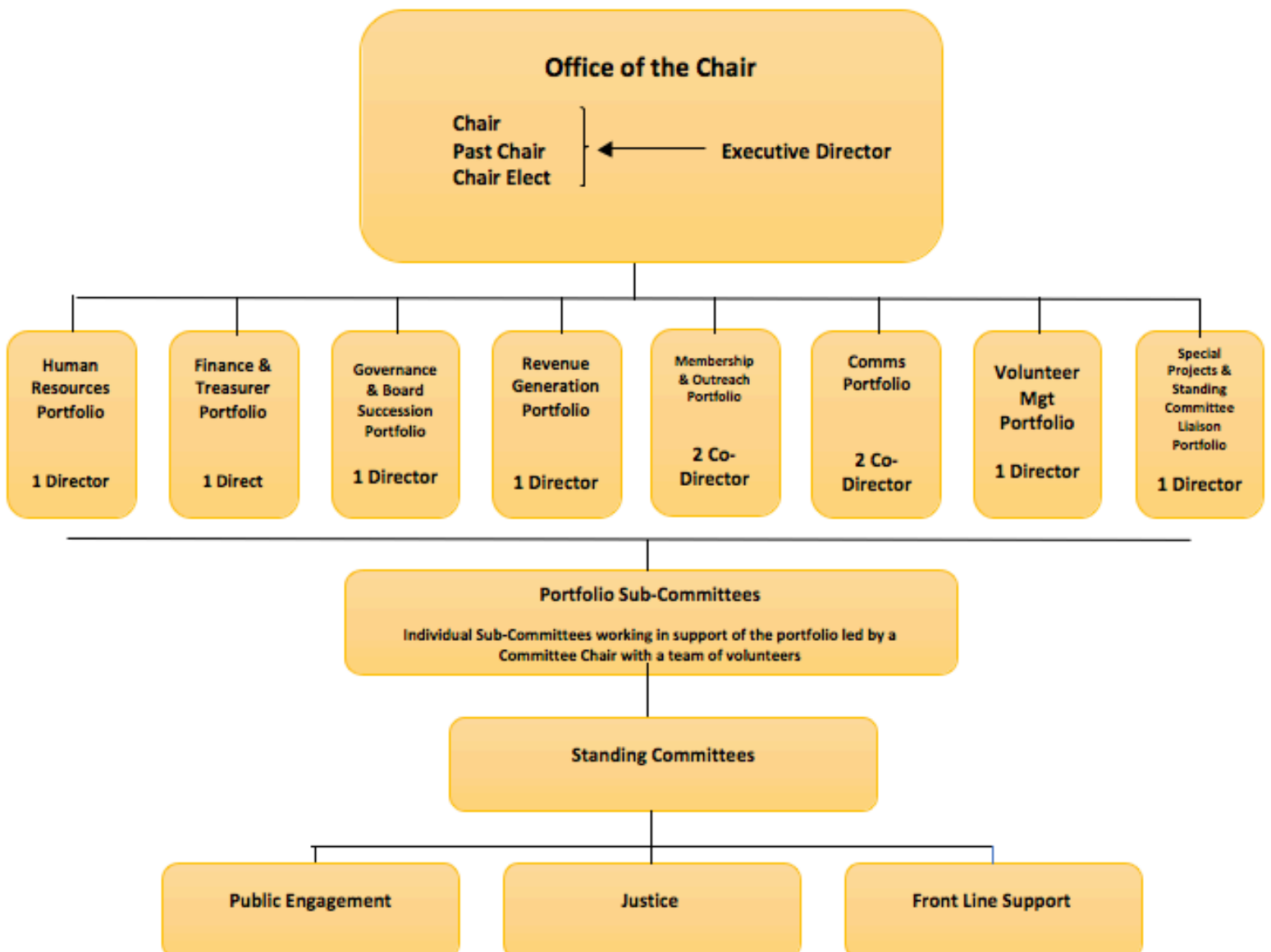
- All members of the community, including individuals, organizations, policy makers, and the legal system are united in efforts to ensure a permanent end to all gender-based violence, including violence and abuse against women and children.
- Respect for the inherent worth and dignity of women, trans and gender-variant individuals is reflected in our public institutions.
- Women, trans and gender-variant individuals are able to live violence-free lives rooted in autonomy and self-determination.

VALUES

OCTEVAW works collaboratively with members and stakeholders in accordance with feminist, anti-oppressive, anti-racist, and pro-choice principles. We recognize the intersectionality and interlocking of oppressions and seek to address these realities in our work. We are committed to the struggle for social justice for all individuals who are marginalized and oppressed, and to advancing the cause of decolonization, reproductive rights, and disability, queer and trans justice.

BOARD

STRUCTURE



REPORT FROM THE CHAIR

As Chair, I want to personally thank our Board of Directors for their creativity, patience and dedication again over the last year. We have completed a lot of work this year and made great strides in fulfilling our mandate. This group of people energize and inspire me with their questions, dedication and “LET”s GO” attitude.

We continue to refer to our Action Plan and to answer the questions “Where are we going?” and “How will we get there?” We continue to use the SMART model to ensure our outcomes meet those original objectives. So SMART means: Specific, Measurable, Achievable, Realistic, and Timely = SMART.

We are continuing to review existing action plans, making modifications in light of new projects and objectives and are moving forward ensuring that we complete our self-assessment of deliverables to make sure we are heading in the right direction.

We also continue to develop programs and responses that support the work we have been doing, that continues to be a clearer framework that is more streamlined with our day to day activities. To recap, these programming priorities are:

- Prevention of Violence Against Women and Gender-Based Violence
- Public Education and Movement Building
- Amplifying Front Line Voices

Last year, I spoke to our strategic planning and want to take this to confirm that we are on target. I did want to express my sincere thanks to Carolyn Johnston for her work as our Acting Executive Director. We couldn’t have wished for a better person to fill Erin’s shoes.

We continue to move forward in continuing to develop OCTEVAW and ensure its future growth by working towards a plan that is specific, measurable, achievable, realistic and timely. We continue to be SMART. We continue to work towards providing our Executive Director with the support that they need and making sure our Directors are held accountable to their portfolios resulting in strong and effective deliverables that will ensure the continued growth and success of OCTEVAW.

The Board would like to thank and recognize the hard work of the Chairs of the Standing Committees:

Front Line Support: Adriana Oatu/ Chelsea Vyvey as Coordinators

Justice: Jessica Poloz

Public Engagement: Bailey Reid

Sincerely,

Marie-Louise Doyle

Chair of the OCTEVAW Board of Directors

EXECUTIVE DIRECTOR'S REPORT

2018 has been another very busy year for the team at OCTEVAW and our members. We have worked together to address gaps in service and emerging issues through committee meetings, events and engagement with community partners. Some of the highlights include:

OCTEVAW was a founding member of the NowWhat?! Ottawa coalition, which was created to ensure that violence against women/gender based violence and gender equity, were key issues in the provincial and municipal election campaigns. There were numerous events, as well as the creation of a municipal election platform document, which was made available to all candidates in the municipal election. We were pleased to be working with new partners as well as some long standing partners on this initiative.

OCTEVAW continued to take a leadership role in discussions centered on community accountability in response to gender-based violence. In November OCTEVAW hosted an all members meeting with participation of the broader Ottawa community on this theme of 'Community Accountability' to map out currently available services and programs working on these issues.

We also engaged with member agencies in calling attention to and seeking to address the crisis in emergency shelter space for women fleeing violence in the City of Ottawa.

OCTEVAW participated in a session with the United Nations Special Rapporteur on Violence Against Women, its Causes and Consequences.

Our three standing committees continue to identify barriers and opportunities that are present to help shift the public narrative and effect systemic change. For example, the committees focused on mandatory charging, engaging with the Office of the Children's Lawyer in Ontario and heard from a variety of guest speakers.

OCTEVAW, furthermore, was involved in numerous events this year that helped to raise awareness related to gender-based violence and violence against women. These included our 2nd annual Feminist Lip Sync Battle as part of the Shine The Light Campaign; the screening of Slut or Nut for Sexual Assault Awareness month; participation in the 16 Days of Activism to End Gender based violence campaign – which included Dillon’s participation in a Facebook Live event on Creating a Consent Culture in the workplace and a rally and speaker’s event with the Grandmother’s Advocacy Network and Women in International Security Canada.

MANifest Change

MANifest Change focused on the launch of the Trillium-funded Young Men Leading Change program in four Ontario cities in 2018. OCTEVAW is privileged to work with the Ottawa Community Immigrant Services Organization, Immigrant Women's Services Ottawa and Notre Dame High School to deliver male ally leadership training and mentorship to young racialized men. We also continued to work closely with Carleton University's Dept. of Equity Services to train and coach 16 faculty, staff and student leaders as MANifest Change Facilitators in their workplaces. These campus leaders engaged 133 colleagues and clients in male ally interventions in just 2 months. In community organizations and schools, MANifest Change Facilitators delivered 28 workshops to 407 youth. Matt was featured in a segment on CBC’s The National for his work with MANifest Change.

Improving Institutional Accountability Project

In 2017, Status of Women Canada announced funding for our 3-Year Project to implement the Violence Against Women Victim Advocate Case Review (VACR) model (based on the Philadelphia model) in Ontario. Consequently, Status of Women Canada provided additional funding in January 2018 to support the overwhelming need and requests by communities and police services to piloting this model across Ontario, and Canada. To date we have 8 pilot communities committed to implementing the pure VACR model, 4 communities implementing a hybrid model, and we are connected to over 20 communities across Canada to onboard VACR. Moreover, we developed a VACR online platform to engage media, police services, government, as well as connect advocates from across the country. In Spring 2018, OCTEVAW held a special consultation with front-line advocates to discuss the development of a database to systematically capture the institutional barriers that survivors face. Most of the project goals were already met within year 2, and we are excited to see this project progress in year 3.

STAFFING



ERIN LEIGH

(Executive Director)



CAROLYN JOHNSTON

(Acting Executive Director)



DILLON BLACK

Improving Institutional Accountability in
VAW



MATT SCHAAF

I Can MANifest Change



SONIA FIGURACION

Bookkeeper



VOLUNTEERS

OCTEVAW relies on the intelligence and dedication of volunteers to underpin its programming. Our **MANifest Change Project** would not have the leadership necessary without volunteers. Many thanks for contributing so fundamentally to our work.

Student Interns

Samantha Haskins
Theresa Miceli
Bilien Tilaye

Lip Sync Battle

Gwen Cormier
Mali Héroux-Rhymes
Alexandre Malboeuf
Aidan Leibich

MANifest Change

Jan van Heuzen
Ariane Wylie
Tyler Blanchett
David Veshkini
Tyrone Lehmkuhl
Sabastien Callender
Ali Beshir
Omar Mahfoudhi
Phill Henry
Victor Ong
Peter Farrell
Phil Mineau
Greg White
Greg Laforce



THANK YOU TO OUR

FUNDERS

Our funders demonstrate wisdom and confidence in supporting the Coalition. Without the generous support of our funders, the important work of enhancing a coordinated response to violence against women, and prevention programming to ultimately end violence would not be possible. Thank you!

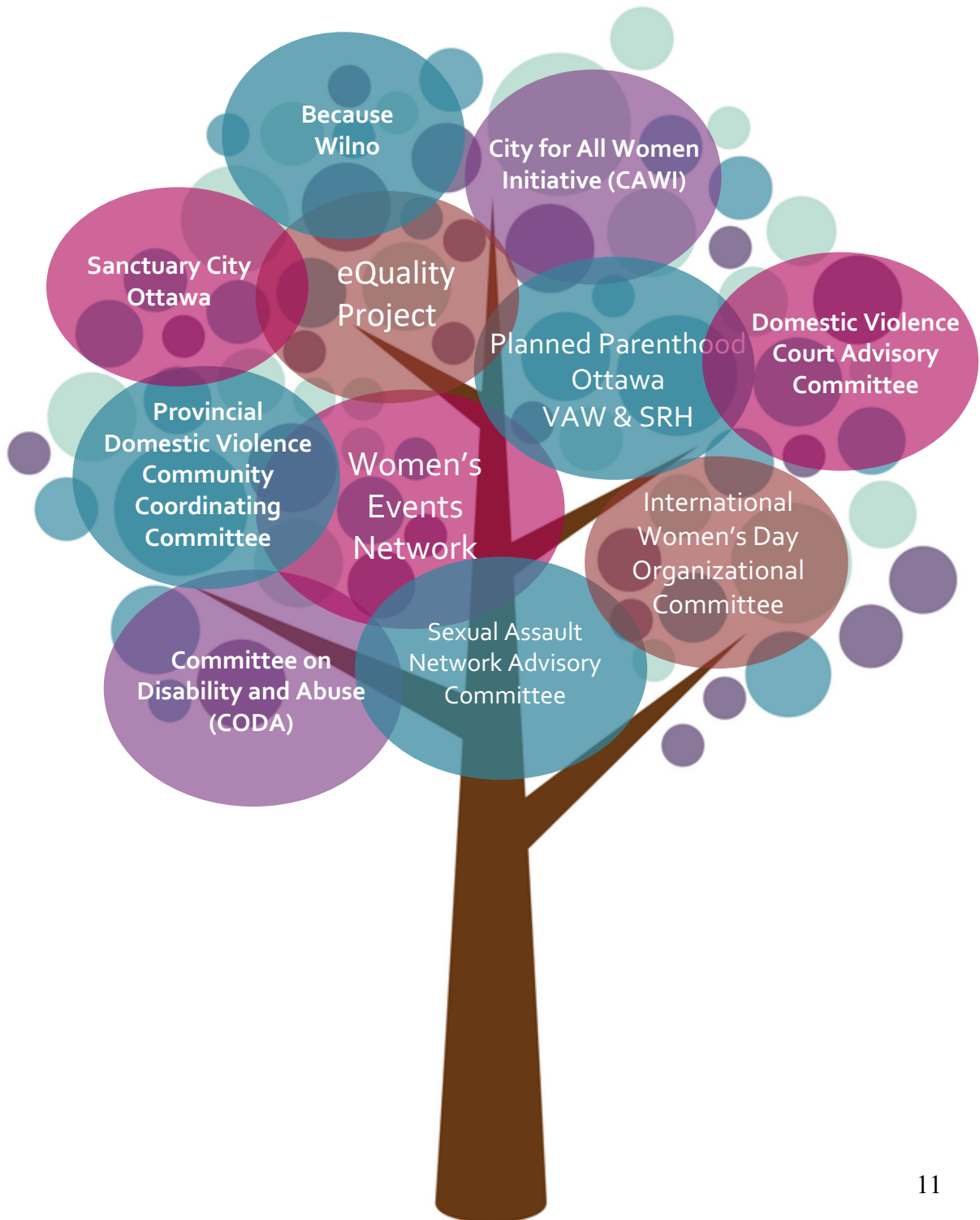


Status of Women
Canada

Condition féminine
Canada

PARTNERSHIPS

In 2017 OCTEVAW began or continued to contribute to and/or support the following agencies, projects or committees:



OCTEVAW MEMBERSHIP

VOTING MEMBER AGENCIES (2018)

Amethyst Women's Addiction Centre
Brighter Futures for Children of Young/Single Parents
Canadian Centre for Gender and Sexual Diversity
Canadian Resource Centre for Victims of Crime
Carleton University- Equity Services
Carlington Community Health Center
Cornerstone Housing for Women
CFS Ottawa
Eastern Ottawa Resource Centre
Elizabeth Fry Society
Family Services Ottawa
Feminist Twins
Interval House of Ottawa
Immigrant Women Services Ottawa
Jewish Family Services
Maison d'Amitié
Minwaashin Lodge
Nelson House of Ottawa Carleton
Odawa Native Friendship Centre
Ottawa Shelter Movers
Ottawa Victim Services
Ottawa Rape Crisis Centre
Pinecrest-Queensway Community Health Centre
Planned Parenthood Ottawa

OCTEVAW CURRENTLY HAS 15 VOTING COMMUNITY MEMBERS

Barbara Laskin
Deborah Conners
Gwen Cormer
Holly Campbell
Holly Johnson
Jenna Easton
Kellie Fong
Khoa Hoang
Laure Prevost
Melissa Pang
Peter Jupp
Toby Brooks
Valerie Auger-Voyer

Children's Aid Society of Ottawa
City of Ottawa-Ottawa Public Health
City of Ottawa – Social Services Department
Crime Prevention Ottawa
Crown Attorney's Office
Ministry of Community Safety and Correctional Services-Probation and Parole
Ottawa Community Housing
Ottawa Hospital, Partner Abuse and Sexual Assault Care Program
Ottawa Police Services, Partner Assault Unit
Ottawa Police Services, Sexual Assault and Child Abuse Unit
Ottawa Police Services, Victim Crisis Unit

REPORTS FROM OUR STANDING COMMITTEES



Frontline Support Committee

FLSC meetings are held from September to June every 6 weeks on Friday mornings at Family Services Ottawa.

Our work plan continues to have the following goals:

- Provide a forum for networking, sharing information and providing support
- Identify trends / issues within VAW field
- Optimize options for women seeking service re: abuse
- Maintain a grassroots perspective of service delivery
- Engage in political action and advocacy
- Promote public awareness regarding VAW
- Support and promote diversity and accessibility
- Acknowledge workplace safety and emotional well-being

In the past year, the FSLC engaged in the following:

OPS – Advisory Committee

Representatives from the FLSC attended the committee advocating for changes to OPS practices.

Mandatory charging research project

As part of the information coming out of the research portion of this project the committee is gathering information on the number of women who may be experiencing dual charging. We are seeking to identify how often this is happening and what kind of charges may be being applied if women are charged.

Emergency Shelter crisis in Ottawa

Committee members are gathering information to document what is happening with women/children who are referred to the City of Ottawa for emergency shelter when the VAW shelters are full. This data will help to demonstrate to the City that actions must be taken, and sustainable solutions must be found.

Office of the Children's Lawyer (OCL)

The committee is re-engaging with the Office of the Children's Lawyer to seek systemic change to improve the experiences of women when they are engaged with the OCL.

Ottawa Paramedic Service

The committee engaged with a representative of the Ottawa Paramedic Services to provide input into their development of policies and procedures when they are called to a situation that involves intimate partner violence/domestic violence or where this violence is suspected. The committee provided feedback on responses that paramedics could employ on these types of calls.

The following guest speakers were invited to FLSC meetings:

Christine Valey – Ottawa Housing Registry

Christine outlined changes in the special priority status and the required documents. She noted that a woman must have lived with abusive partner in last three months. She reviewed proof of co-habitation. The committee discussed challenges with the Portable housing subsidy and stability for women/families.

Dillon Black - Project Coordinator for OCTEVAW's Improving Accountability in Institutional responses to Violence Against Women

OCTEVAW is working on developing a database of systemic barriers that clients face related to intimate partner violence/domestic violence. This information will be helpful when doing advocacy work in terms of presenting trends, patterns, and systemic issues as opposed to relying on individual examples. The development of the database is still in process, but it is intended to capture "high-level" information, meaning that personal client data will not be tracked. The committee discussed various models and ideas that would be most helpful. It is important to make this user friendly and accessible so that information does get tracked.

Leighann Burns - Executive Director of Harmony House

Leighann Burns presented the findings of her research project reviewing the incidence of DV in family court files and the impact of DV on the ultimate resolution of those cases. Leighann was seeking feedback on the idea of a symposium to bring VAW issues forward in the family court system and

discussed the organization of an information session on writing letters of advocacy that can be considered as evidence in court.

OCTEVAW would like to express our thanks to Adriana Oatu our long serving Coordinator of this Committee. Adriana left the Coordinator role in the fall of 2018. Her dedication, leadership and organizational skills were instrumental to the work and success of this committee.

Frontline Support Members

Adriana Oatu (University of Ottawa)
Angelika Lorinser (Western Ottawa Community Resource Centre)
Anne-Marie Chamberland (Ottawa Victim Services)
Annick Lavoie (Carlington Community Health Centre)
Carrolyn Johnston (OCTEVAW)
Cindy Onuwachi (Children's Aid Society)
Dayna-Rose (SafePet Ottawa)
Deborah Conners (Community Member)
Deborah Johnston (Ottawa Public Health)
Geneviève Allard New Directions (CFS Ottawa)
Gundel Lake (Amethyst Women's Addictions Centre)
Helene Boucher (Western Ottawa Community Resource Centre)
Honora Harvey (Interval House of Ottawa)
Kathryn McKinley (Community Member)
Kristen Gilchrist-Salles (Metis Nation of Ontario)
Lynn Urquhart (Community Member)
Marie -Louise Boudreau (CFS Ottawa)
Mary Paltrineri (Dress for Success)
Melanie Winwood (South East Ottawa Community Health Centre)
Melissa Evans (Children's Aid Society)
Nancy Isaac (Ottawa Police Service)
Renee-Claude Vaillancourt (Western Ottawa Community Resource Centre)
Sakina Gairey (Ottawa Rape Crisis Centre)
Samantha Cantwell (Nelson House)
Sexual Assault Network Coordinator (Sexual Assault Network)
Sarah Caspi (Jewish Family Services)
Sarah Leclair (Vanier Community Service Centre)
Shahnaz Perveen (Immigrant Women's Services Ottawa)

Shar Chowdhury (Family Services Ottawa)
Tara Leach (Ottawa Hospital)
Valérie Auger-Voyer (Eastern Ottawa Resource Centre)
Elizabeth Rock (Shelter Movers Ottawa)
Zahra Alam (Nelson House)

Public Engagement & Advocacy

The Advocacy and Public Engagement Committee continued to build on our successes from previous years, and increased action on our work plan in 2018.

Workplan Goal 1: Advocacy

In this goal, we seek to increase the general public's understanding of gender-based violence through community events. 2018 was a particularly exciting year for advocacy, as we were able to work with a number of feminist and feminist organizations in the city on the municipal and provincial election campaigns. Our work throughout the year included:

- Formation of NowWhat?! Ottawa
- Continuation of Shine the Light for November
- Various public events throughout the year to raise awareness and contribute to movement building

NowWhat?! Ottawa

NowWhat?! Ottawa is a collective of over 10 organizations and individuals in Ottawa who are committed to addressing gender-based inequities and their root causes. In the formation of this group, we also received the support of nearly 130 volunteers who signed up to help with events, promote the messages, and stay informed about the work of this group. In working together in the year, we achieved the following:

- An 80-page policy document which we sent to every municipal candidate to base their platform promises on
- Met with 10 municipal candidates for feminist policy review
- Hosted a mayoral all-candidates debate with nearly 100 attendees
- Hosted an all-candidates debate for Ottawa Centre provincial candidates with over 100 people in attendance

Shine the Light

For Shine the Light this year, we held the second annual Feminist Lipsync Battle. Hosted at Happy Goat Coffee, this event is always a great way to connect with members in a fun way, celebrate our work, and build community through activism (and feminist music!)

Events

A&PE put on or supported several events through 2018, including:

- Supported Women's Events Network with: Clothesline Project, December 6th Vigil, and Take Back the Night
- Sexual Assault Awareness Month
- International Women's Day
- Supported the Feminist Twins with the Feminist Fair
- The PE Social Committee hosted Cards Against Misogyny events and the Sober Dance Party in partnership with Feminist Twins

Workplan Goal 2: Amplifying Frontline and Survivor Voices

OCTEVAW continued to support the work of the Advocate Case Review work with the Ottawa Police Service.

Several members also sat as part of a "Men and Feminisms" ongoing conversation in the first part of the year, to analyze and dissect how cis and trans men can be allies, survivors, and generally part of the movement to address gender-based violence.

Workplan Goal 3: Prevention Programming

Our preventions programming has several components:

- I Can MANifest Change
- Social media campaigning

I Can MANifest Change

I Can MANifest Change had another great year, with a major grant from the Ontario Trillium Foundation to support the Young Men Leading Change Project. A&PE is proud to continue this work, and look forward to the results of this new project.

Social Media Campaigning

Our social media campaigns address rape myths and other related problematic beliefs around holidays and mass gatherings. We continued to push messages this year around the following times: New Year's Eve, Valentine's Day, St. Patrick's Day, and Halloween.

Public Engagement & Advocacy Members

Carrolyn Johnston (Acting Executive Director of OCTEVAW)
Bailey Reid (Chair of Public Engagement; Carleton University)
Valerie Collicott (Chair of Advocacy; Women's Initiatives for Safer Environments)
Ally Crockford (Ottawa Rape Crisis Centre)
Jenna Spagnoli (Feminist Twins/Minwaashin Lodge)
Kayla Spagnoli (Feminist Twins/ Metis Nation of Ontario)
Jamie Dube (I Am A Kind Man; Odawa Friendship Centre)
Caroline Brunette (Fem'aide)
Johanne Verot (Maison d'amite)
Cearra McIntyre (Planned Parenthood Ottawa)
Dillon Black (OCTEVAW)
Gwen Cormier (Public Member)
Heather Hazlett (Interval House of Ottawa)
Irene Compton (Minwaashin Lodge)
Jenna Easton (Carleton University)
Khoa Hoang (Ottawa Police Service)
Matthew Schaaf (OCTEVAW I Can MANifest Change)
Sarah Crawford (Algonquin College)

Justice Committee

The Justice Committee is a great platform for information-sharing, advocacy, networking and raising awareness about issues that are of particular concern to its members.

In 2018 the Justice Committee worked towards developed a concrete workplan for the year that is in line with OCTEVAW's strategic plan. The committee decided to continue focusing on the Mandatory Charging Project and identified some themes from the research that relate most to our community in an effort to determine how to move forward with them.

In addition to the Mandatory Charging Project piece, the Justice Committee identified that moving forward, it would be important to branch outside policing as a focus. The committee would like to see more issues related to the court system addressed and would hope to work towards providing more education for survivors involved in the court process so that they feel better prepared. It would also be useful to obtain statistics of outcomes from the Crown's office, such as number of prosecutions, acquittals, etc. so that we have an accurate picture of what is occurring locally for survivors involved in the criminal court process.

Third, the Justice Committee decided that it would like to focus on how we could support the recommendations made by the Domestic Violence Death Review Committee.

The Committee continues to have presentations at its meetings for information-sharing purposes. At our September 2018 meeting Leighann Burns presented the project she is working on with regards to Family Law and Violence Against Women, providing the Justice Committee members with the opportunity to provide feedback on areas of focus. We also had a presentation from Laurraine Dorion-Davignon regarding the Active Offer of French Language Services to survivors in rural areas.

The Committee and its members have expressed an interest in continuing to be engaged in the VAW Advocate Case Review Model, which began in Ottawa in December 2017. The committee is proud to say that a few of our members have

continued to participate directly in the review of sexual assault and domestic violence cases. The Justice Committee hopes to continue discussing the progress of the project at subsequent meetings and then review the results once this information is made available to the public.

This year the Justice Committee was fortunate to welcome new members from the City of Ottawa, Probation and Parole, the University of Ottawa Community Legal Clinic, the Elizabeth Fry Society of Ottawa and the Canadian Resource Centre for Victims of Crime. We sadly said “See you later” to one of our longstanding members who retired from Family Services Ottawa, Sandy Milne. The contributions to the OCTEVAW Justice Committee from all our members are invaluable and we look forward to continuing to work collectively towards identifying and addressing key issues for survivors with respect to their legal needs and their interactions with the legal system.

Justice Members

Aline Gahimbare (Eastern Ottawa Resource Centre)
Aline Vlasceanu (Canadian Resource Centre for Victims of Crime)
Charlene Maurice (Interval House of Ottawa)
Darlene Scantland (Victim-Witness Assistance Program)
Dayna Rose-Desmarais (SafePet Ottawa)
Debbie Yu (Community member)
Diane George (The HURT Association)
Donna Watson-Elliot (Ottawa Police Service – Victim Crisis Unit)
Halina Siedlikowski (Community member)
Heather Walsh (Nelson House)
Holly Johnson (Community Member)
Jamie Dunlop (Ottawa Police Service – Criminal Investigations Directorate)
Jamie Liew (Community member)
Jeff Hurtubise (City of Ottawa)
Jessica Poloz Chair (Eastern Ottawa Resource Centre)
Joan Gullen (Community member)
John Ferguson (Ottawa Police Service – Partner Assault Unit)

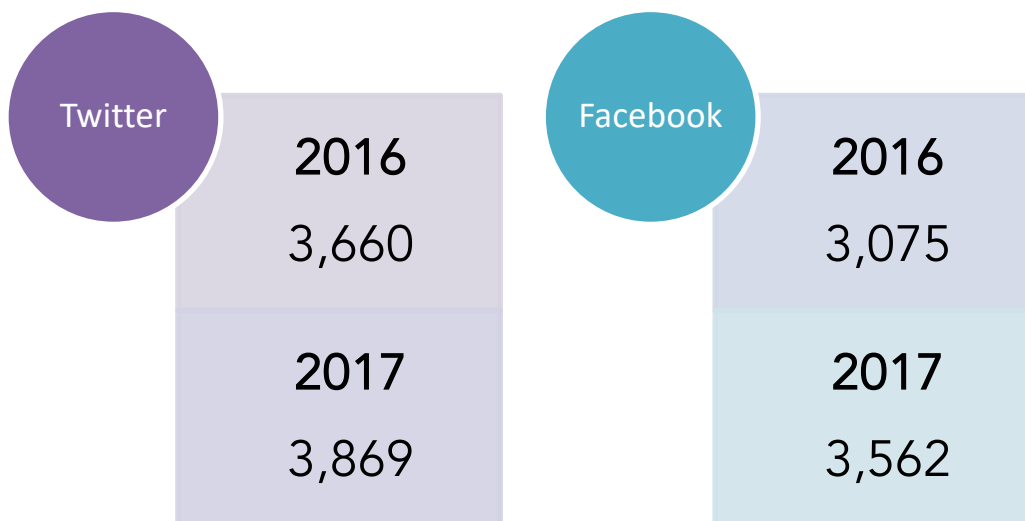
Kathryn McKinley (Community member)
Kayla Sanger (SafePet Ottawa)
Kia Rainbow (Interval House of Ottawa)
Louise Toone (Legal Aid Clinic – University of Ottawa)
Lynne Oreck-Wener (Community member)
Mark Holmes (New Directions – CFS Ottawa)
Megan Wallace (SafePet Ottawa)
Melissa Heimerl (Ottawa Victim Services)
Michelle Mulligan (City of Ottawa)
Natalie Cooper (Children’s Aid Society of Ottawa)
Nisse Bourne (Pinecrest-Queensway Community Health Centre)
Noha Kirkish (Victim-Witness Assistance Program)
Peter Jupp (Community member)
Sandy Milne (Family Services Ottawa)
Sandy Pinhey (Western Ottawa Community Resource Centre)
Sarah Davis (Elizabeth Fry Society of Ottawa)
Sonia Pacin (Community Member)
Stefanie Lomatski (Sexual Assault Network)
Sunny Marriner (Ottawa Rape Crisis Centre)
Tara Leach (The Ottawa Hospital)
Theresa Willoughby (Family Services Ottawa)
Toby Brooks (Community member)
Tracy Bray (Western Ottawa Community Resource Centre)
Vanessa Baker-Murray (University of Ottawa Community Legal Clinic)
Vicki Quesne (Probation and Parole)
Vivian Lee Stewart (Assistant Crown Attorney)

SOCIAL MEDIA

2017 was a dynamite year for OCTEVAW in terms of connecting online as we continue to grow! We are active on Facebook, Twitter, IG and our websites!

Our digital projects!

- [R.I.S.E.](#) a bilingual mobile app to help prevent sexual violence on campus! Available for free on iOS and Android
- [Just Got Weird](#), aimed to help students prevent violence on their campuses
- [Manifest Change](#) (#MANifestChange) is still continuing to do great work on engaging men with their microsite and social media campaign.
- [The Media Hub](#), a project designed to allow media access to information, statistics and sources for reporting on violence against women gained incredible traction and momentum by leveraging it as a provincial resource with the Building a Bigger Wave provincial network of VAW coordinating committees
- [Tech Without Violence](#) this new online hub provides practical information for young social media users and key recommendations social media platforms can use to address and prevent cyberviolence!
- [VACR](#)- The VAW Advocate Case Review Project (in partnership with ORCC) is underway as we develop new branding and content strategy! Check out the website for future microsite and content developments.



FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION

2018

2017

CURRENT ASSETS		
Cash	\$317,017	\$117,920
Accounts receivable	5,760	7,180
Prepaid Expenses	25,504	2,342
	348,281	\$127,442
CURRENT LIABILITIES		
Accounts payable	\$16,082	\$ 10,364
Deferred Revenue	265,663	59,142
	281,745	69,505
Internally Restricted net assets	41,902	41,902
Unrestricted net assets	24,634	16,034
	66,536	57,936
	\$348,281	\$127,442

INTERNALLY RESTRICTED NET ASSETS		
Balance beginning and end of year		\$ 41,902
UNRESTRICTED NET ASSETS		
Balance-beginning of year		\$ 3,824
Net revenue (expenditure) for the year		\$ 12,210
Balance end of year		\$ 16,035

STATEMENT OF OPERATIONS

	2018	2017
Revenue		
City of Ottawa	\$ 91,708	\$ 89,038
MCSS	25,172	31,656
Crime Prevention Ottawa	9,620	24,323
Justice Canada	7,000	6,100
Minister for Status of Women	178,920	126,431
Building a Bigger Wave	-	12,561
MANifest Change	5,146	18,585
Ontario Trillium Foundation	135,307	-
Memberships	1,655	1,585
Other revenue	3,515	12,765
	\$458,043	\$323,044
EXPENDITURE		
Salaries and Benefits	\$196,013	\$161,841
Salaries and Benefits – Partner Agencies	138,531	21,450
Occupancy costs	7,695	8,194
Staff development	1,055	2,109
Travel	11,329	11,683
Outreach	17,545	14,774
Program Facilitation and Workshops	9,582	1,506
Telephone	3,677	4,553
Translation	1,570	5,072
Professional Fees	23,474	57,436
Administration	6,852	906
Supplies	1,377	3,951
Other expenses	9,141	5,056
Honorarium	2,117	8,434
Insurance	2,573	2,509
Website	16,912	1,360
	\$449,443	\$310,834
NET REVENUE (EXPENDITURE) FOR THE YEAR	\$ 8,600	\$ 12,210

Statements prepared by Ouseley, Hanvey, Clipsham, Deep 2018



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