**Annual Report 2019-2020**

Elizabeth Fry Kingston is a non-profit organization that serves women in conflict with the law and women at risk due to financial and social barriers;

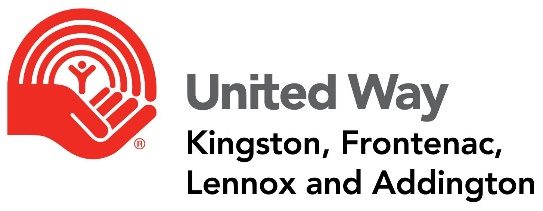
We advocate for progressive legislative and administrative reform of the Criminal Justice System and other institutions;

We educate about issues that disadvantage women in the justice system;

We encourage public participation in all aspects of justice for women







**President’s Message 2020**

It is my great pleasure to report as President of the Board of Directors to our Board Members, staff, volunteers, retirees, and the women we serve.

This has been a most trying year for all. Our need to address the pandemic safely has curtailed much of the programming and services the Society of Kingston has to offer.

During this year, through diligence, focus, and hard work, our agency has maintained a safe and healthy environment for the women and staff of Detweiler House. Within the parameters allowed, programs have continued in the HUB to the maximum of attendees permitted. This is most commendable to our Executive Director and the staff and volunteers.

The three major projects coordinated by Board, staff, and outside support such as Queen’s Smith School of Business MBA students, Spark Creative, and the United Way of Kingston are coming to finality even with the delays caused by the pandemic restrictions- our new website is now live; the placement and erection of the Tipi is imminent, and the Five Year Strategic Plan can be finished and finalized with the direction of the new, expanded Board of Directors.

These accomplishments and successes are a testament to our belief in the Society and the goal of justice, equality, and respect for all women.

As outgoing President, I wish to express my deepest gratitude to everyone for providing support and understanding with each other always. A special thank you to our Executive Director, Kathryn Londry, for her guidance and patience, and to the entire staff for their unwavering dedication to the work we do.

I look forward to continuing as a Board member of the Society in Kingston and contributing to the success of your new Board, its Executive, and staff.

Sincerely,

James McCartney

Executive Director’s Report 2020

This year marks 71 years that Elizabeth Fry Kingston has had a presence in the Kingston community and has provided support and services to women within our many programs. Without a doubt, it has been the most challenging year yet with the Coronavirus outbreak and resulting lockdown in mid-March. Unfortunately, we were forced to close two of our pillar programs during this time in order to adhere to government guidelines regarding social distancing, and in an effort to decrease the risk of spreading the virus. The Women Empowered (WE) Hub and the C.A.R.E. (Court Accompaniment, Referral and Education) Program became non-operational in March. However, as can be expected, women’s needs, risk factors, challenges and mental health have remained, even enhanced, during this period and the pandemic has not alleviated their reliance on us. While the Hub space and the courts remain closed, our incredible staff reached out and maintained regular communication with the women by telephone and have since adapted programming in order to maintain some measure of stability. We have developed a roster of smaller groups for the women, all facilitated by our current staff, in order to limit the number of people from the community in the space. This has benefitted the women in a multitude of ways including reduced isolation and loneliness, improved community connection, customized programming and service referrals, gender specific safe space, and mental and emotional support.

The Community Residential Facility and Kaye Healey Homes/Russell Street Housing programs have maintained operations with adaptations. The CRF staff have been steadfast in their dedication and commitment to the women who reside at Detweiler House. They immediately developed and implemented COVID-19 protocols, even as the information we were receiving on the virus seemed to change on a daily basis. They were successful in protecting and maintaining the safety of both residents and staff.

While these past few months have been unprecedented, our volunteers, staff, and Board of Directors are a caring and passionate team, committed to improving the lives of women and providing effective, high-quality services to those who need it most.

Stay safe,

Kathryn Londry

**BOARD & STAFF OF ELIZABETH FRY KINGSTON**

November 2020

**President** Jim McCartney

**Vice-President** Yvonne Holland

**Treasurer** Cathy Tyrrell

**Secretary** Mary Lou McCartney

**Members of the Board** Fran Chaisson

Haley Cochrane

Geoff Coons

Esther Deck

Barbara Hough

Dawn Quelch

|  |  |
| --- | --- |
| **Executive Director** | Kathryn Londry |
| **Mental Health Support Worker** | Tabatha Maloney |
| **Financial Administrator** | Julie Spencer |
| **Office Administrator** | Deb Campbell |
| **Community Outreach Worker** | Michelle McCaugherty |
| **Community Outreach Worker/**  **Programs Co-ordinator-WE Hub** | Rebecca McLauchlan |
| **Grants Co-ordinator** | Stacey Alarie |
| **Residential Case Managers** | Paola Gongora  Alyssa Henry  Alicia Howell (currently on maternity leave)  Samantha Orr |
| **Residential Night/Weekend Staff** | Amberlee Burns  Joy Harrison  Helen Wood |
| **W.E.L.L. Program Facilitator** | Judi Burrill  Allison Thompson |

# **ORGANIZATIONAL CHART**

**Board Committees & Representation**

Executive

Finance

Personnel

Policies, Procedures, and Governance

Admissions

Bursary

**Membership**

**Board of Directors**

Executive Director is Ex Officio Board Member

**Executive Committee**

**Executive Director**

**C.A.R.E.**

**Program**

**Project Lead**

Program Co-ordinator

WE Hub

(0.5)

**Mental Health Support Worker**

CRF

Case Managers

(3)

**Programming Services**

* Kaye Healey Homes & Supportive Non-Profit Housing Program
* Homelessness Prevention
* Women Empowered (WE) Hub
* Community Outreach & Education
* C.A.R.E. (Court Accompaniment, Referral & Education) Program
* Reintegration Support
* Residential Program (CRF)
* Institutional Visitation
* Mental Health Support
* Community Kitchen / Garden

Community Outreach Worker

(1.5)

Relief Residential Staff

**Students**

**Volunteers**

Office Administrator

Financial

Administrator

|  |  |
| --- | --- |
| **ELIZABETH FRY KINGSTON** | |
| **Statement of Revenue and Expenses** | |
| **For Year Ending March 31, 2020** | |
|  | |
| **Revenue** | **2019/2020** |
| City of Kingston | $ 444,722 |
| Residential Contracts | $ 233,754 |
| Other Contracts | $ 102,711 |
| Rental Income | $ 190,960 |
| United Way KFLA | $ 67,812 |
| Detweiler Estate | $ 37,035 |
| OLG Revenue | $ 27,962 |
| Donations and Fundraising | $ 25,661 |
| Grants | $ 91,200 |
| Other |  |
|  |  |
| **Total** | **$ 1,221,817** |
|  |  |
| **Expenses** | **2019/2020** |
| Salaries & Benefits | $ 606,604 |
| Mortgage Interest & Taxes | $ 114,186 |
| Utilities | $ 95,778 |
| Repairs & Maintenance | $ 106,405 |
| Office & Telecommunications | $ 44,773 |
| Client & Program Expenses | $ 21,881 |
| Rental Expense | $ 12,198 |
| Training & Meeting Expense | $ 5,159 |
| Professional Fees | $ 41,226 |
| Travel | $ 24,456 |
| Reserve Fund Expenditures | $ 5,628 |
| Insurance | $ 19,215 |
| Hub Renovations | $ 1,019 |
| Bad Debts | $ 228 |
|  |  |
| **Total** | **$ 1,098,756** |
|  |  |
| **Excess Revenue over Expenses** | $ 123,061 |
| **Forgivable Loan Interest** | $ - 8,613 |
| **Loan Interest Forgiveness** | $ 8,613 |
| **Amortization of Deferred Contributions** | $ 8,518 |
| **Amortization of Capital Assets** | $ - 139,013 |
| **Subsidy Adjustment for Prior Year** | $ |
|  |  |
| **Balance** | $ - 7,434 |
|  |  |

**STATEMENT OF REVENUE AND EXPENSES**

**♀SPECIAL THANKS & ACKNOWLEDGEMENTS♀**

**Funders and Supporters of Elizabeth Fry**

**FUNDERS**

**City of Kingston – Community & Family Services**

**Correctional Service Canada**

**Ministry of Community Safety & Correctional Services**

**United Way of KFL&A**

**The Law Foundation of Ontario**

**Detweiler Estate**

**Human Resources Development Canada (HRDC)**

**Community Spirit Bingo**

**Community Foundation of Kingston & Area**

**SUPPORTERS**

**Women’s Interfaith Group**

**Canadian Association of Elizabeth Fry Societies**

**Kingston Peer Support**

**P4W Memorial Collective**

**Partners in Mission Food Bank**

**Loving Hands**

**Home Depot**

**The Elm Cafe**

**Queen’s University Pro Bono Law Students**

**ReStart**

**Rustle Church**

**St. Lawrence College**

**The Elm Cafe**

**Value Village**

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*The views contained in this document do not necessarily reflect those of the Federal or Ontario Governments or our funder*