

**Equality. Dignity. Safety. Respect.**



**Ottawa Rape  
Crisis Centre**

**Annual General Meeting Report 2014-15  
Meeting Date: September 16, 2015 5 pm  
Location: Raw Sugar Café**

The Ottawa Rape Crisis Centre is an anti-oppressive, anti-racist, feminist non-profit registered charity working to support women who have experienced sexual violence.

ORCC provides free counselling, groups, crisis line and other supports to women survivors. To help build a stronger community we provide trainings and education on topics relating to sexual assault.

# Thank you to our dedicated 2014-15 staff, students, committees and board!

## Staff:

Anne Walzak, Counsellor  
Boglarka Tessier, Finance Coordinator  
Charu Malhotra, Counsellor  
Josephine Basudde, Crisis Line Coordinator  
Lauren Scarsella, Counsellor  
Lisa Middleton, Counselling Coordinator  
Meghan Simmons, Interim Counselling Coordinator/Counsellor  
Onessa Robertson, Program Support/Counselling  
Sunny Marriner, Executive Director  
Tara Henderson, FR and Public Ed Coordinator

## Students:

Ines Yagi, Crisis Line/Counselling Student  
Robin Harnden, Counselling Student  
Yasmin Mohammed, Counselling Student  
Heidi Bergeron, Crisis Line Student  
Mackenzie Baird, Crisis Line Student  
Ithar Abushiekar, Crisis Line Student  
Amber McMchann, Crisis Line Student  
Amanda Lam, Public Education Student  
Morgan Mackenzie, Public Education Student  
Yasmin Butlin, uOttawa Law Intern  
Brittany Whalen, uOttawa Law Intern  
Kayla Sanger, uOttawa Law Intern  
Robin Mann, uOttawa Law Intern  
Vanessa Baker, uOttawa Law Intern  
Joanna Berry, 2014 Shirley Greenberg Law Fellow  
Alyssa Louw, uOttawa Researcher

## Project Staff:

Dina Shalabi  
Lee-Anne Lee  
Janice Fraser

## Board:

Lucille Perreault, President  
Michelle Reimer, Vice President  
Kathryn Lerner-Gray, Treasurer/Finance Chair  
Denise Glasbeek, Secretary/Policy Chair  
Kim Dalglish, Past-President/R&D Chair  
Jamie Kwong, Board Member/Fundraising Chair  
Amanda Cackette, Board Member  
Karin Galldin, Board Member  
Taylor Akin, Board Member

## ORCC Committee Members:

Allison Coons, Finance  
Marwa Khallaf, Finance  
Peggy Gouskos, Finance  
Moriah Shemer, Finance  
Nicole Alie, Policy  
Amy Bernard, Policy  
Jananee Murughaiah, Policy  
Saloie Moreno, Policy  
Kaffie Abdirashid, Recruitment and Development  
Rhonda Kropp, Recruitment and Development  
Jenni-Lee Campbell, Fundraising  
Sabrina Heyde, Fundraising  
Ludmilla von Hoyningen Huene, Fundraising  
Brianna Proceviat, Fundraising  
Yulia Lagoutina, Fundraising

**For more info or to  
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**Thank you to our funders and the generosity of our individual donors!**  
*Many of the donations received throughout the year come from women who have used our services or who know people who have been impacted by sexual violence. Ideally we would thank you all by name to express our sincere gratitude, but confidentiality prevents this.*  
**Please know your donation of hard-earned dollars means the world to us!**

We are grateful for the supportive funding from the Ministry of the Attorney General, United Way, City of Ottawa, Status of Women Canada and the Kiwanis Club of Ottawa during the 2014-2015 year.



## Message from the Board President

This year, ORCC celebrated its milestone anniversary of 40 years in the community against a backdrop of high-profile media coverage of Jian Ghomeshi and the expulsion of two Liberal Members of Parliament due to sexual assault allegations. The media coverage of these events increased the awareness of sexual violence against women; however, these events also highlighted the continued need for the services ORCC offers to women in the community. In March 2015, the Ontario government launched "It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment." We can hope that these initiatives and increased public awareness will be the catalyst for true change to stop sexual violence.

To celebrate our 40th anniversary, ORCC held its First Annual Summer Celebration in June. The event allowed staff, volunteers, and Board members to mingle. The event was well attended, and I look forward to many more summer celebrations to come. In November, we had our 40th Anniversary Fund-raiser Comedy Night. We were fortunate to have Jessica Holmes, the daughter of one of our long-term employees, as the comedic entertainment for the evening.

In addition to the fundraising comedy night, ORCC held its third annual ORCC spin-a-thon in April. Cyclelogik was once again a strong supporter of ORCC by allowing us to use their facilities. We appreciate the support we receive from the community at these events and other fundraising events held throughout the year.

ORCC has made further progress building our capacity through improvements in infrastructure including implementing a stable I.T. infrastructure, and identifying and developing potential partnership opportunities in the community. Our community engagement continues to be strengthened by the efforts of ORCC's Executive Director, Sunny Marriner, and her participation in the University of Ottawa Task Force on Respect and Equality, Ottawa Police Violence against Women Initiative, and OCTEVAW. The public education work by Tara Henderson also contributes to our efforts to increase our community engagement and raise the awareness of sexual violence against women. By having strong community ties and partnerships, along with stable funding, we can ensure continued viability of the centre.

On behalf of the Board, I would like to thank the staff and the volunteers. If it were not for your efforts, ORCC would not be the organization that it is today. I would also like to thank our funders, the Ministry of the Attorney General of Ontario, United Way, and the City of Ottawa for their continued support of ORCC. We are also grateful to our generous donors and local organizations who have invested in various projects and initiatives that enable ORCC to strengthen our ability to serve our community.

Finally, as we enter into our 41st year at ORCC, I would ask that we all advocate for increased commitment from all levels of government to assist sexual assault support centres and their efforts to support survivors and stop sexual violence against women.

Lucille Perreault  
ORCC Board President



## Message from the Executive Director

2014-15 has been a watershed year in the Canadian consciousness of sexualized violence against women. Across the country politicians, activists, advocates, schools, and neighbourhoods have ignited with conversations about the realities of sexual violence and how to shift our paradigms in supporting survivors on all levels. Very few advocates for women experiencing violence can recall a time with as much awareness and attendant possibility in our four-decade history of speaking openly about sexual assault. We've seen this reflected at ORCC over our 2014/15 year. At the height of our national conversations in Fall 2014 we saw a 300% increase in requests for support in less than one month. As more information finds its way into the media and into the public discourse we expect to see the number of survivors reaching out continuing to rise. ORCC, and other centres across the province, look forward to the implementation of the Government of Ontario's Sexual Violence Action Plan so we increase our capacity and grow to meet survivors where they are, honour their strength, and support them in their journeys.

I am proud to say that ORCC met the call to respond to increasing needs, despite austere times for non-profit organizations. In 2013-14 ORCC shared four key objectives with our stakeholders in support of our Strategic Plan, "*Strengthening Our Foundations*". I am thrilled to share some of our results with our community one year later.

### **Being a community leader in building collaboration across agencies and partners:**

ORCC continued to bring a voice of leadership and change to our community in 2014-15 by embarking on numerous collaborations to improve support to women surviving sexual violence. Through new partnering agreements with CALACS francophone and Centre Novas we are now able to ensure both urban and rural francophone women receive seamless support wherever they reach out. We are further strengthening intra-service collaboration through the Ontario Coalition of Rape Crisis Centres, and in Fall 2014 were elected to represent our region on the OCRCC Executive Committee. Through developing an innovative new pilot project in Winter 2014, ORCC and CALACS have partnered with the University of Ottawa to provide training and counselling services on-campus to the university community as of September 2015. In a multi-year collaboration, ORCC is working with community partners and the Ottawa Police Service to guide their VAW strategy through our seat on the OPS-VAW Advisory Committee, Research Subcommittee, and Response Subcommittee. ORCC aspires to radically change the experience of reporting sexual violence for survivors in the Ottawa community through the many hundreds of hours we've dedicated to this initiative.

### **Evaluating and setting service standards & objectives for our direct service programs:**

ORCC's progress in strengthening our direct service programs has been overwhelming. Despite the loss midway through the year of a key crisis line support position due to funding cuts, our Crisis Line program,

with the support of our dedicated volunteer crisis support worker team, improved its annual coverage rate by 6%. The Counselling Program achieved excellent results in their objectives, with increases in practical assistance, hours of counselling provided, and an astounding 46% increase in the number of survivors who received counselling through the year. The

#### **2014-15 AT A GLANCE**

	<b>Increase Over 2013-14</b>
<b>Crisis Line Coverage</b>	<b>6%</b>
<b>Face-to-Face Counselling</b>	<b>46%</b>
<b>Volunteer Hours</b>	<b>22%</b>
<b>Practical Assistance Provided</b>	<b>26%</b>
<b>People Receiving Public Education</b>	<b>362%</b>

Public Education program exceeded all expectations through increasing the number of people ORCC reaches, educates, and trains by an astonishing 362%! The organization's hard work to set and achieve measurable, concrete results is being reflected through all our services and programs, and the ORCC team has proved themselves nothing short of exceptional in their dedication to the community, to survivors, and to working to end violence against women.

### **Strengthening our internal infrastructure to support efficiency, growth, and good governance:**

The 2014-15 year saw many changes, small and large, to ORCC's infrastructure development. Committees and programs have worked hard to develop and document tools to support succession planning, organizational memory, results-based evaluation, and reporting. The Crisis Line Program implemented new reporting to track demand and coverage, thus improving our ability to project, plan, and build the necessary supporting capacity. The Counselling Program began the hard work of developing resource and training databases to capture years of wisdom and work within the program and make it accessible to new counselors and teams joining us in future. The ORCC Board of Directors undertook a year-long project to review the history of our organizational governance, and to articulate the key elements of supporting a successful Policy Governance Board model into the future. Board training through the year included Financial Training (special thanks to our invaluable Treasurer, Kathryn Lerner-Gray), and Policy Governance training (special thanks to Board members Denise Glasbeek and Karin Galldin, and all members of the Policy Committee). Policy Committee, with the support of students from the University of Ottawa Faculty of Law, reviewed, revised and streamlined the ORCC Policy Manual to guide organizational decisions and governance into the future. With the support of our IT volunteers ORCC brought capacity and reliability up in our systems and we continue to work to replace outdated technology with systems that can support our growth and administrative needs. Finally, our volunteers, so critical to supporting our day-to-day operations, contributed over 7550 hours in 2014-15, an increase of 22% over the previous year. Planned projects for 2015-16 promise to continue our progress in improving and strengthening our organizational capacity to meet the years to come.

### **Using creative means to increase accessibility and agency for our service users, and our community:**

ORCC's commitment to our values of honouring all women and reaching all communities were reflected in 2014-15 through the partnerships we've built to support francophone women, two creative support groups using artistic expression as a healing tool, our dedicated work supporting and educating about survivors giving birth, and our partnerships to provide safe, confidential feminist counselling on campus at the University of Ottawa. In addition, counselling team members undertook challenging legal and support work with newcomer women seeking refuge in Canada, and successfully assisted women survivors of sexual violence facing deportation to countries where their lives and/or physical safety would be in jeopardy. Excitingly, in 2015 the Counselling Program built the framework and infrastructure for a new service; the ORCC Thursday Drop-In. The drop-in (launching Spring 2015) will provide an additional safe space for women looking to connect with other survivors, those waiting to receive services, and those transitioning out of on-going services. ORCC continues to work daily to improve

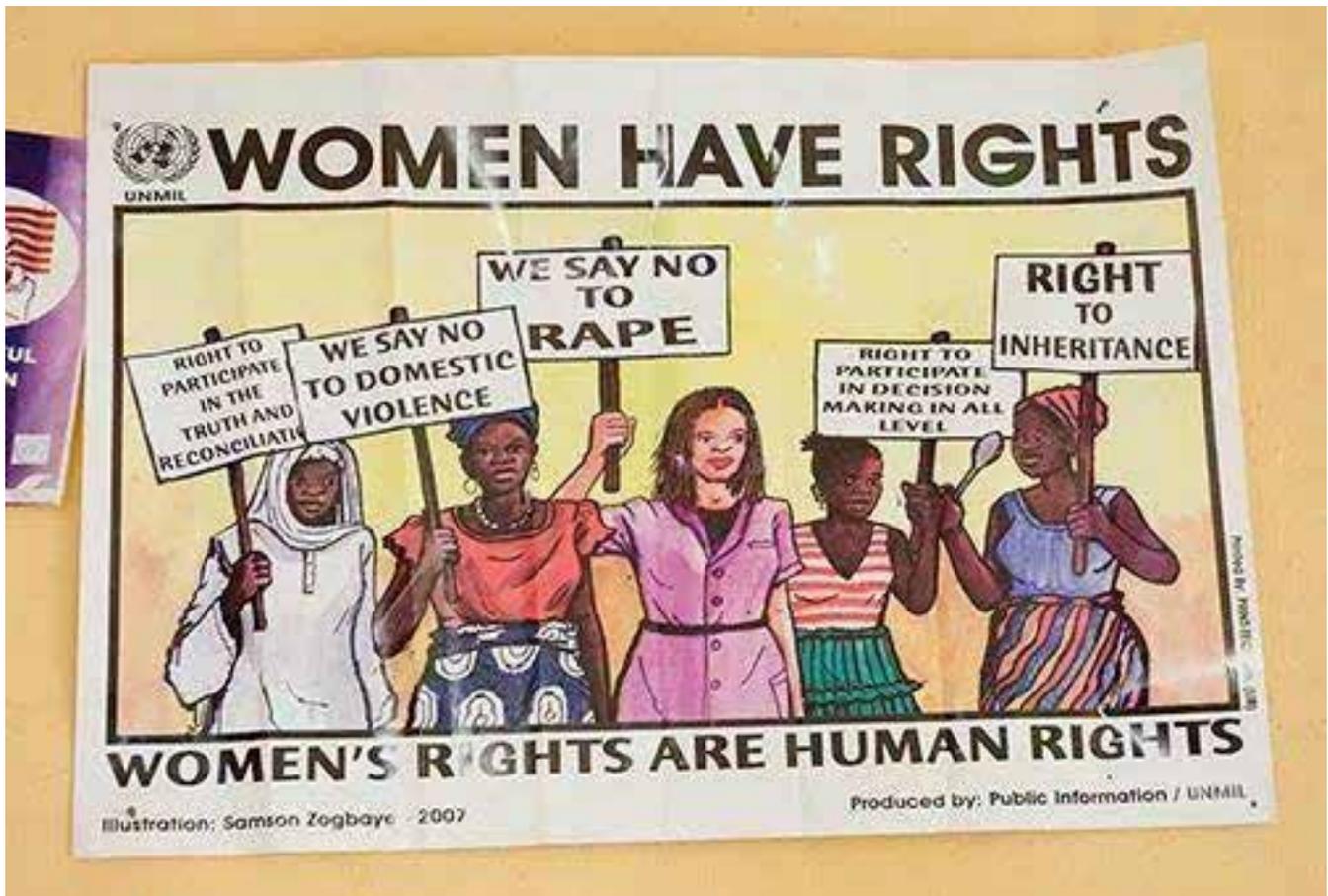


accessibility for all survivors and to ensure all communities in Ottawa feel invited, welcomed, and safe once through our doors.

It has been a privilege to grow with the ORCC team over 2014-15, and to celebrate the remarkable achievements of the women we serve, the volunteers who keep us going, and the dedicated women who make it their daily mission to tackle violence against women in all its aspects. I'm grateful for the support of all our members; our staff; our Board, volunteers, and funders; our invaluable monthly and individual donors; and particularly, all the remarkable survivors who continue to honour us with their trust, their stories, their wisdom, and their strength.

Each contribution plays a crucial part in the world-wide effort to end violence against women and I look forward to another successful year of moving mountains and making change happen together.

Sunny Marriner  
Executive Director



# Highlights of ORCC Programs

## Counselling Program

### Counselling Team

The 2014/2015 year was a dynamic one in our counselling program, as we benefitted from the skills and knowledge of a wide array of team members. Meghan Simmons served as our Interim Counselling Coordinator and counsellors Anne Walzak, Charu Malhotra, Onessa Robertson, Lauren Scarsella, and Fiona Mac Donell worked together to provide individual support to over 1000 survivors. The program has also been fortunate to have excellent support from clinical supervisor, Janice Fraser. Her knowledge and insight has a profound effect on the quality of our services, and is greatly appreciated.

In January 2015 the counselling team said goodbye to one of our most long-standing members. Laura Cain retired after 24 years of providing excellent support to ORCC. We wish Laura the best and know that her influence lasts in the lives of thousands of women, and the fabric of our team moving forward.

### Placement Students

Robin Harnden, Yasmin Mohammad and Ines Yagi joined us as placement students from the M.Ed Counselling program at St. Paul's University in 2014/2015. The women were a great addition to our team, providing individual short-term and long-term counselling as well as group counselling. We are happy to have Robin and Yasmin's continued support as they offer volunteer time to support women seeking services. We wish all three the best in their careers as counsellors.

### Individual and Group Counselling

The counselling program offers immediate and extended individual counselling, survivor support groups, and psycho-educational workshops. Demand for our services remained high in 2014-15, and as a result the program focused on tackling the challenge of wait-times, and developing more supports for survivors seeking services. As a result of these efforts, the program was proud to be able to provide immediate crisis counselling with an average wait time of 3.5 days over the course of the year. We are continuing to focus on maintaining this standard, and achieving further improvements for those seeking extended support in 2015/16.

In Fall 2014 & Winter 2015, the counselling program offered a group titled "Healing Through Expressive Arts". The fall group was facilitated by Robin Harnden and various counsellors and the winter group was facilitated by Charu Malhotra and Lauren Scarsella. The purpose of the group was to promote healing, skill building and providing support for women survivors of sexual assault through expressive arts. This innovative format was well received by the community and had on-going participation. Ultimately over 1250 survivors participated in counselling, groups, or workshops offered by the counselling program through the year. We look forward to continuing to provide unique and expanding services in 2015/16.

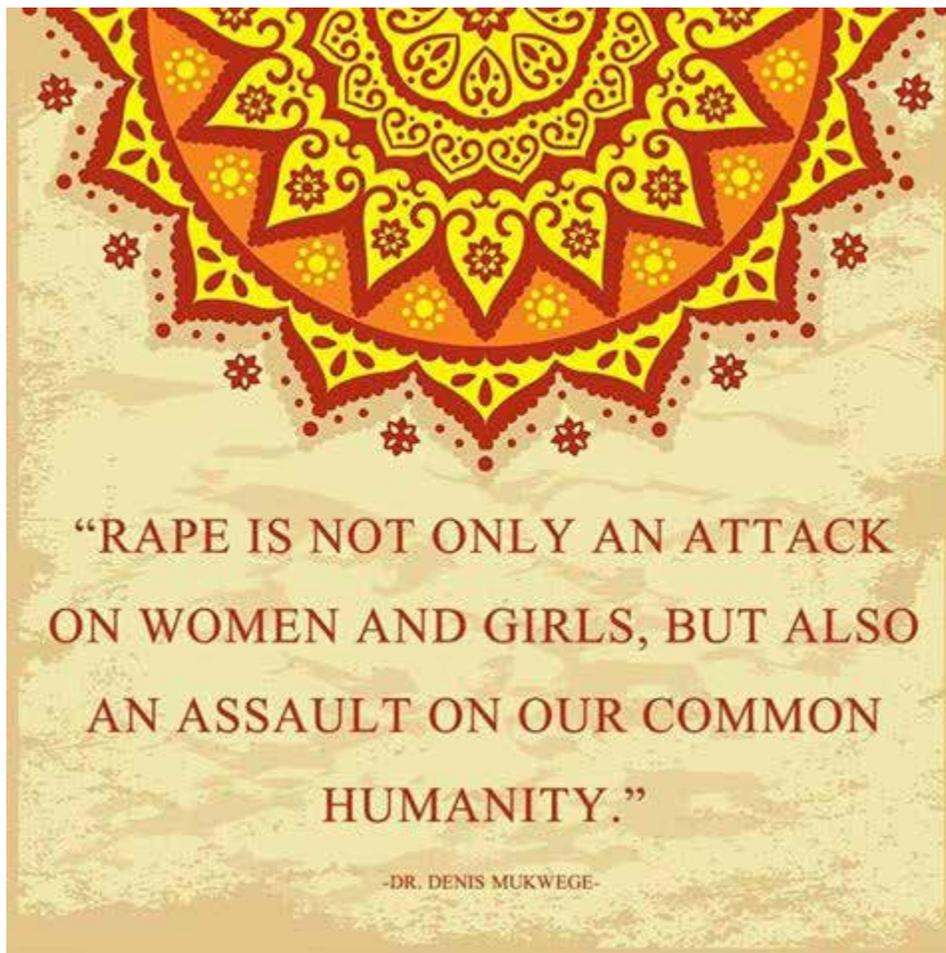


## OCDC

The ORCC has a long-standing partnership with the Ottawa Carleton Detention Centre enabling us to provide a weekly drop-in counselling group to survivors in the women's unit. Charu Malhotra and Lee-Anne Lee are our long-standing group facilitators, with combined experience of over 40 years supporting survivors of Violence Against Women. Charu and Lee-Anne work to create a safe sharing environment to assist survivors in discussing violence they may have experienced and to connect them to ORCC's services to support them once in the community. We thank both Charu and Lee-Anne for their long-standing dedication to this group, and look forward to continuing to build responsive services to criminalized and marginalized survivors of violence in our community.

## Upcoming 2015/2016

There are many exciting possibilities and projects unveiling themselves for the upcoming fiscal year. This includes our newly formed 'Drop-in Counselling' & Drop-in Yoga starting June 2015. Further, we are excited to be offering formal groups every quarter! The major focus of the upcoming fiscal year is to provide stability to the counselling program by stabilizing staff transition and lowering wait-times for long-term counselling.



## Crisis Line Program

On behalf of the Ottawa Rape Crisis Center I wish to take this opportunity to express my appreciation to the crisis line volunteers for all the hard work, time and dedication you have provided. You have served the community in the most caring and professional manner. You are highly valued and appreciated by the organization and you should be proud of the success stories we constantly hear from survivors you support. As change and support agents; you rock!

As we move into the New Year, we would like to acknowledge and at the same time say our fondest farewell to the following women, who stay committed to the fight against sexual violence but had to leave us due to life changes. The women include: Sawsane Elamiri, Leanne Hemond, Melissa Fawcett, Jodie Rice, Ashley Cambuzzi, Ashley Turcotte, Emily Cook and Ellie Mead.

With open arms and appreciation, we welcomed Nikita Arora, Ayan Ali, Julianna Morin, Lindsay Cuncins, Leslie Bennet, Marie Labbe, Robyn Henderson, Sara Wade, Sarmatha Sathianathan, Jordan Gauthier to the team!

The crisis line /volunteer program is one of the components of the many programs designed to support women survivors of sexual violence at the Ottawa Rape Crisis Centre. As the entry point to most of our programs, the crisis line received a high volume of calls requesting support for counseling; from April 1st, 2014 to March 31st, 2015 crisis line volunteers contributed 5704 hours of service and achieved a 6% increase in overall crisis line coverage. Congratulations!

One of the highlights for the program this year was the facilitation of a Self-Care workshop for the volunteers. Providing support to clients who are struggling with adversity can take a toll on a support worker's wellbeing so integrating a component of self-care is crucial in the prevention of compassion fatigue. The self-care workshop provided an opportunity to address with others some of the challenges volunteers may experience in their work. The self-care workshop provided insight on where to seek support and assisted in the processing of difficult feelings that could lead to compassion fatigue. On evaluating the workshop some of the participants stated that: "I knew it was necessary but I wasn't sure what qualified as 'self-care'. Hearing other women's perspectives helped me define it for myself."

Another participant stated that: "The bucket analogy was so insightful, I had never thought about myself in "energy levels" before. I feel like I took home a few lessons from that and definitely will be using some of the suggestions presented by the other women in my everyday life."

The success of the crisis line program has been driven by the enormous and dynamic force of our volunteers at the board level, the crisis line support workers and the staff. As we continue to honor, support and facilitate healing with survivors, the crisis line will remain a strong system of support to the women in our community who we are privileged to serve.

Josephine Basudde  
Crisis Line Coordinator



## Public Education and Fundraising Programs



The 40th Year for ORCC was a productive one for the public education and fundraising programs. Throughout the year there were events and ways to mark ORCC's 40 years with our allies, supporters, and the general public. Training workshops were held through the year sharing expertise developed through years of support, counselling, and advocacy. Our 40th Anniversary event in November featured the comedic performance of Jessica Holmes and brought people together to celebrate all the work of the past to build a rape crisis centre by women for women. ORCC created Survivor SWAG (Stuff We All Get in support of survivors) tshirts which launched at the September 2014 AGM with 'This is What A Feminist Looks Like', a revitalization of a classic feminist slogan.

Engaging communities about sexual violence and rape culture was easier this past year. The tabooed silence and reluctance to speak out or engage on the topic of sexual violence has lessened. Systemic challenges were openly criticized, reluctance to report was discussed, and sexual harassment and other forms of gendered violence were in the media much more than previous years. Jian Gimeshi, Parliamentary disclosure of names of victims, rape culture on campus, consent education in schools, Bill Cosby... These headlines helped public education engage students and the public using current events. Increased awareness and engagement helped the Centre to meet the goals of the program: build a stronger community response to sexual violence, reduce shaming and blaming for those who experience sexual violence, challenge pillars of rape culture, encourage bystander intervention, understand the need for feminist counselling and advocacy, challenge deeply held social myths and ideology. Through the year ORCC spoke in high schools and university classes to hundreds of youth about consent, healthy relationships, gender, body image, media literacy, sexual harassment, bystander intervention, and combatting rape culture. Youth ages ranged from classes of grade 9 girls to 3rd year university students (e.g. Feminist Counselling, Being a Good Support Person, Rape Culture in Language). ORCC worked in partnership with our francophone sister centre CALACS to provide teachers assistant training at Ottawa U on sexual harassment, we also provided training to Carleton U's Sexual Assault Support Program public education volunteers. ORCC had staff and volunteers present at many events throughout the year, some to provide education about services to audiences (Government of Canada United Way Fair), and others to show solidarity and support (Take Back the Night or International Women's Day). ORCC was invited to open the NASH journalism conference with some sensitivity training around non-judgmental space, consent, and bystander intervention information.

ORCC continued participation in the Stakeholder Safety Working Group with OC Transpo to address gendered and sexual violence on public transit. The 10 point safety plan was created informing the workplan which directed which priority items were implemented. Collaboration with OC Transpo security and transit management, City for All Women Initiative (CAWI), Hollaback Ottawa, OCTEVAW (Ottawa Coalition to End Violence Against Women), Women's Initiatives for Safer Environments (WISE), and the Sexual Assault Support Centre of Ottawa (SASC). The reporting system, which includes anonymous and third-party reporting, and companion public education campaign launched in June 2015 with the theme #LetOC-TranspoKnow.



Partnership with OCTEVAW (Ottawa Coalition to End Violence Against Women) continued throughout the year. ORCC supported the Status of Canada funded project to reduce sexual violence on campus with the #JustGotWeird app and education campaign which engaged frosh about bystander intervention and recognizing sexual violence in various forms.

Media and communications activity increased throughout the year in response to current events and as part of the #JustGotWeird campaign.

ORCC's digital reach into the community continues to grow organically: Facebook followers increased by 70% (double check % accuracy), Twitter followers increased by 20%, and e-newsletter reach increased by 79%. ORCC adheres to the CASL legislation which came into effect July 2014.



Fundraising went well through the year, meeting the program goals for the fiscal year. The third Spin-A-Thon came in under target in May 2014; this was made up for through other events and generous donations. The fundraising committee grew and helped pull off a 40th Anniversary Comedy Fundraiser in less than 8 weeks which netted revenue for the Centre. Vagina's Against Violence, a Feminist activism group at Carleton University produced 3 Vagina Monologues performances in March 2015 and donated 90% of the proceeds to the ORCC. SASC and ORCC co-sponsored a production of the Vagina Monologues in February 2015. Monthly donor programs and individual giving programs have an opportunity to grow over the next year.

A social work student joined the Public Education program as part of her Social Work undergrad for the winter semester of 2015. Amanda Lam helped develop public education resources and contacts, deliver and develop presentations and help build a community map of social support organizations. Amanda continues to be involved as a public education volunteer. Next fall a student placement has been coordinated for a 2 day/week position through two semesters which should help deliver more sessions to schools with volunteer support.

Tara Henderson  
Public Education and Fundraising  
Coordinator



Megan, Alison, and Amanda hosting a booth at Carleton U. Big appreciations to all the volunteers who help reach more of the public to engage them in changing our culture toward survivors, sex, and consent!

### Finance Committee

The Finance Committee of the ORCC is made up of a varied group of professional women from the community; each of whom brings a different perspective to the monthly meetings. The members of the committee are highly skilled and provide a wide range of financial experience with them. The group has been relatively stable, with only one member leaving during the year. I would like to take this opportunity to thank these amazing women for their service!

The role of the committee is to provide oversight and advice on financial matters and ensures accountability within the Centre and proper stewardship of ORCC assets. The Committee places a strong emphasis on professionalism and accountability in order to best serve the stakeholders of the ORCC. The Committee reviews financial reports, payroll registers, credit card statements and bank reconciliations on a monthly basis. On a periodic basis, the Committee monitors the budgeting process, reviews funding submissions, recommends significant disbursements to the Board for approval and oversees the annual audit process, which can include following up on the Auditor's Management letter.

The Finance & Administrative Coordinator along with the Executive Director work tirelessly to make sure that the budget of the Centre balances, while still ensuring that a high quality of service continues to be delivered to the community. The Committee works to provide assistance by regularly assessing the Centre's financial position in order to help ensure its success and long-term viability.

### Recruitment and Development (R&D) Committee

#### Committee Composition

From the Board of Directors, Kim Dalgleish chaired the Recruitment & Development (R&D) Committee joined by Marisa Chiarore, community members Kaffie Abdirashid and Rhonda Kropp, and staff members Sunny Marriner, Onessa Robertson and Anne Walzak. Together the R&D Committee contributed over 150 volunteer hours in 2014/15.

#### Recruitment

The R&D Committee reviews its volunteer recruitment process each year and continually looks for ways to make it more accessible. We are committed to recruiting volunteers whose values align with the Centre and whose diverse perspective and experience can enrich the work of the Board.

In 2014/15 the R&D Committee welcomed many new faces to the Board of Directors with the appointment of Taylor Akin, Marisa Chiarore and Jamie Kwong. In May 2014, Lucille Perreault took on the role of President of the Board. We said goodbye to Board member Michelle Reimer and would like to thank her for her contributions in her role as Vice President.

Many new volunteers joined us to sit as community members on our Board Committees. Welcome to Sabrina Heyde, Yulia Lagoutina and Brianna Perreault on the Fundraising Committee, and Kaffie Abdirashid and Rhonda Kropp on the R&D Committee. Many thanks to Moriah Shemer for her time on the Finance Committee, as well as Amy Bernard, Saloie Moreno and Jananee Murughaiah for their time and contributions to the Policy Committee.

#### Development

Thanks to Denise Glasbeek and Karin Galldin of the Board and Policy Committee for delivering this year's Board Governance Training.

# Policy Committee

## Committee Composition

From the Board of Directors, Karin Galldin chaired the Policy Committee joined by Denise Glasbeek and Taylor Akin, community members Nicole Alie, Amy Bernard, Jananee Murughaiah and Saloie Moreno, and staff members Sunny Marriner, Boglarka Tessier, Charu Malhotra, and Josephine Basudde.

## Accomplishments

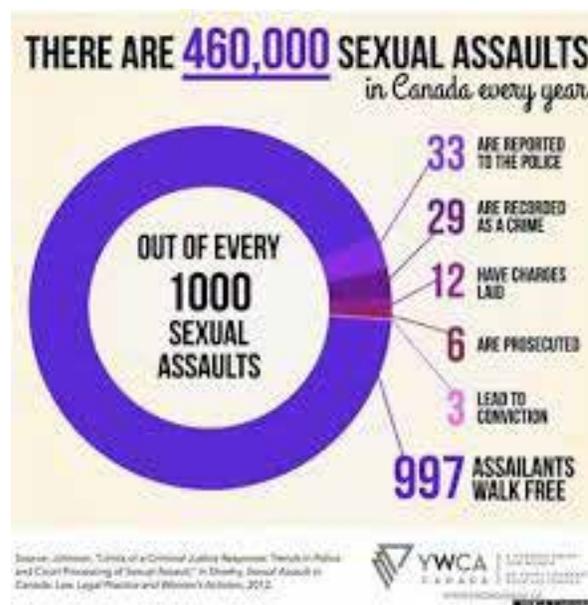
The Policy Committee works with ORCC staff to review and draft ORCC organizational policies and bylaws; the Committee also assists, on an as-needed basis, in the application of policies and procedures to human resources questions.

In 2014/15 the Policy Committee reviewed and approved an updated Policy Manual for the ORCC. Building on the work of our dedicated law student volunteers (Brittney Whalen and Yasmin Butlin), the Policy Committee has modernized a comprehensive and feminist-informed Manual.

The Policy Committee also revisited the ORCC's governance model, and determined that the ORCC's bylaws require the Board to adhere to a Carver model of policy governance, otherwise known as an "ends policy" model. This information was delivered by Policy Committee members during the orientation session for new Board members in 2014-2015.

Finally, the Policy Committee supervised the research of a law student intern, Vanessa Baker, who developed a timeline for legal milestones concerning the equality, social justice, and civic participation of women in Canada. The timeline will be of great use to ORCC representatives in their community outreach and education.

We are grateful to our Committee members for their continued commitment to the ORCC, and for their care and attention to our Committee's detail-oriented work.



## Fundraising Committee

The Fundraising Committee was reinvigorated during 2014 and 2015 with engaged energetic new membership. Thank you so much to Jamie Kwong, Jenni-Lee Campbell, Sabrina Heyde, Ludmilla von Hoyningen Huene, and Brianna Proceviat for their work over the past year. The role of the fundraising committee is to help generate undesignated revenues to support the goals of the organization through individual and organizational donors.

ORCC held a 40th Anniversary Comedy Fundraiser at the Centrepointe Theatre in November 2014 featuring the comedic talent of Jessica Holmes and emceed by Katherine Dines of Magic 100 and Catou MacKinnon of CBC. Not only did we mark 40 years of grassroots feminist work in Ottawa, we raised revenues to support our core programs and celebrated the work that is to come – empowering women, supporting survivors, and building supportive community to challenge the prevalence of sexual violence. The fundraising committee prepared for the 2015 Spin-A-Thon toward the end of the fiscal year using their talents and energy to recruit teams, rally donors, request auction and prize items, and coordinate communications to teams and the public about the event.

Over the next year the committee will aim to increase opportunities for third party fundraising and look and creative ways to generate more revenue for ORCC.



## Are you ready to get building the 2016 5th Annual Spin-A-Thon!?

It's time to start thinking about ways we can make this year bigger and better than ever! We call on our staff, board, volunteers and community members to register as team captains, rally their networks for support and spin their butts off for a great cause - supporting women survivors.

Do you have ideas for team recruitment and organizational involvement?

Do you have ideas for silent auction items that will get people excited to bid?

Do you have thoughts about how to motivate team captains to raise as much funds as possible?

Please email Tara with ideas ([tara@orcc.net](mailto:tara@orcc.net)) or consider joining our dynamic Fundraising Committee!

