

Annual General Meeting 2012-2013

September 18, 2013

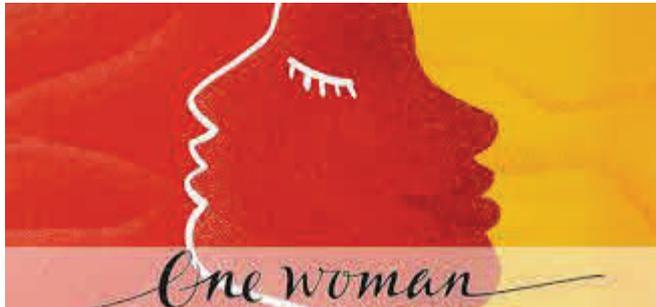
Thank You to all Staff Board Members and Volunteers!

Board Members

Kimberley Dalgleish
Amanda Cackette
Sharon Reid
Janhabi Nandy
Janet Lo
Michelle Reimer
Monica Chohan
Kathryn Lerner-Gray
Denise Glasbeek
Rebecca Bromwich
Cynthia Garcia-Diaz
Arati Dubey
Rena Bivens
Heidi Hauver
MaryAnn Notarianni
Anokhee Mehta

Committee Members

Amy Conroy
Sara Silvestri
Christine lailey
Erika Nelson
Natalie Pona
Lydia Peltz
Alison Sheepway
Alain Saumur
Melissa Newitt
Fatima Azimi
Alixé Campbell
Talile Terfe Dibaba
Natalie Fernandes
Renata Pistone
Peggy Gouskos
Joanne Midouin
Lina Moreno
Sara Silvestri
Sarah Mullen
Meaghan Bennet



Students

Jillian Anderson
Fiona MacDonel
Mariam Couture
Leila Navabzadeh-Esfahani
Ruth Alvarez

Staff

Anne Walzak
Bogi Tessier
Charu Malhotra
Chelby Daigle
Josephine Basudde
Laura Cain
Lee-Anne Lee
Lisa Middleton
Meghan Simmons
Maggie Hou
Madeline Dietrich
Onessa Robertson
Sandy Onyalo
Tara Henderson

Public Education

Volunteers

Michelle Navarro
Josie Datta
Abbie Wold

Crisis Line Volunteers

Aalya Dhanani
Ada Vaccaro
Alison Macpherson
Agnes Crnic
Alexis MacIsaac
Arshina Kassam
Ayan Jama, Ashley Turcotte
Brieanne Olibris
Brittany Piovesan
Caroline Ebener
Cristina Guevara
Ebele Onwuachi
Emily Martin
Holly Dunn
Ioana Nistorescu
Julie Jacquet
Julia Friske
Jessica Poloz
Jodie Rice
Kerry Ferguson
Kris Black
Katie Tam
Kris Black
Leanne Hemond
Melin Peng
Mory Di Yuan
Natasha Popora
Nesrin Terk
Patrycia Anweiler
Priya Kumar
Rena Bivens
Rachel Snarch
Rebecca Lantos
Reem El Sherif
Shannon Dorken
Shellie Warnock
Tina Aye, Vanessa Blair
Yasmin Mohammed
Zhen Xu

Message from the Board President



Manet - Filles

Sexual abuse changes the way women see the world, themselves, and the people in it. It can be earth shattering and redefining. Seeing women put their world back together and redefine their role in it is a privilege. ORCC gives women a chance to take control of their own healing and to do so in a way that works for them.

Over the last year, it seems like the world has finally taken notice of shocking acts of rape and violence against women around the world. Unfortunately, much of the discourse surrounding these incidents has fallen back on perpetuating rape myths that blame the victim and gender stereotypes that let the perpetrators off the hook, because “boys will be boys.” Nevertheless, despite these horrific incidents, momentum is building for positive change, as people around the globe fight back against rape culture and violence against women.

Here in Ottawa, the ORCC continues to provide important services to women affected by violence, while also engaging in public awareness campaigns and advocating for change. Over the last year, we have built our social media presence on Facebook and Twitter and enhanced our website in order to broaden our reach and join in the global movement against sexual violence.

We also had the opportunity to take stock and set our goals for the next three years through a strategic planning process. The process resulted in the articulation of five strategic directions for the next year, details of which can be found in our Strategic Plan 2013-2015. The directions are:

- Increase and diversify core funding sources***
- Increase staff resources, support and professional development opportunities***
- Build a sustainable core community of crisis line volunteers***
- Enhance communication and accountability***
- Revitalize our public education and awareness strategies***

As these directions indicate, we are proud of our successes to date and are now looking to build upon them to ensure we continue to be effective in a changing environment. With more resources and support, we will be a more powerful force for change in our community. To that end, we have started implementing the strategic plan and it has already served as a useful guide for setting priorities and allocating resources.

The last year also brought a big transition for the ORCC in the departure of Sandy Onyalo as the Executive Director. Her leadership was greatly appreciated and we wish her well in her future endeavors. The next fiscal year will see a new leader joining the team.

On behalf of the board, staff, volunteers and the women we serve, **I would like to thank our funders for their renewed and continued support for the ORCC. I would also like to acknowledge our team. None of the services we provide would be possible without the incredibly hard working staff and volunteers who consistently go above and beyond to uphold the ORCC’s values and serve our clients.** We look forward to growing and strengthening the ORCC together in the next fiscal year.

Janhabi Nandy, Board President



Serving Women Survivors and their families

The counselling program at ORCC continues to provide excellent services from a feminist, anti-racist, and anti-oppression perspective for women survivors of sexual violence including recent sexual assault, childhood sexual abuse, incest, and ritual abuse.

Although our focus is sexual violence, our service users experience a variety of issues. Some of the issues include legal issues, interpersonal relationship difficulties, mental health (depression, addiction, eating disorders, etc), physical health, and socio-economic issues.

The counseling program provides many opportunities for survivors to work, in collaboration with their counsellor, on the experience of sexual violence and its effects to reclaim their lives and well-being.

Counselling Team

Throughout 2012/2013 the counselling program experienced some transitions that included the introduction of a new counselling coordinator, Meghan Simmons replaced Lisa Middleton from May 2012-2013 while she was on maternity leave, as of May 2013, and Meghan will be taking on a new role as counsellor for ORCC.

The counselling team for 2012/2013, was comprised of Meghan Simmons, Laura Cain, Anne Walzak, Charu Malhotra and Onessa Robertson. Each woman brings her own wisdom and insight to the team. The program is fortunate to have the excellent support and guidance of Madeline Detrich as clinical supervisor. Her knowledge and insight have had a profound effect on the quality of our services and are greatly appreciated.

Placement Student

Fiona Mac Donell and Jillian Corfe joined us as placement students in 2012/2013. Fiona and Jillian were students in the M.Ed Counselling program at St. Paul's University and the University of Ottawa. Both women were a great addition to our team. They both provided individual crisis counselling. We wish them all the best in their careers as counsellors.

Individual and Group Counselling

The counselling program offers, short-term/crisis (1 to 6 sessions) and long-term (42 sessions of counselling completed in 12 months) individual counselling, therapeutic support groups and psycho-educational workshops.

In Summer 2012 yoga sessions were facilitated by our volunteer yoga instructor, Kate Mac Donald.

In Fall- Winter 2012/2013, the counselling program offered a Stage 1 therapeutic group that was facilitated by Anne Walzak and Laura Cain. The purpose of the Stage 1 group is to promote healing, skill building and providing support for women survivors of sexual assault to be able to share their stories in a safe, closed-group setting.

Lisa Middleton, Counselling Team Leader



The Girls are Chatting

For the 2012-2013 school year, Girls Chat was pleased to receive financial support from the Spin-a-Thon and Carleton University Vagina Monologues.

The Girls Chat program ran in five high schools throughout Ottawa. This past year, the Girls Chat program saw a considerable amount of growth. The 2012-2013 Girls Chat team included, long-time facilitator, Chelby Daigle and new facilitator Yu Sheng.



ORCC Mission Statement

The Ottawa Rape Crisis Centre is a proactive, anti-racist, feminist organization working to end all forms of sexual violence. We counsel and support women, educate for change and work to create a safe and equitable community.

Reaching out to Criminalized Women

The ORCC has a long-standing partnership with the Ottawa Carleton Detention Centre, providing a psycho-educational drop-in counselling group to inmates in the women's unit, with a maximum of 12 women per group. Charu Malhotra and Lee-Anne Lee facilitate these groups once a week, for two hours. Lee-Anne is a consultant with the ORCC, and has been working in the Violence against Women sector in Ottawa for several years. Charu and Lee-Anne facilitate the group in an informal way, that allows for women to engage in general discussions on issues affecting their lives, such as addiction issues, safety while living on the streets, ways to make changes in their lives, etc. The topics that are presented include Sexual Violence, Partner Violence, Healthy and Unhealthy Relationships, Boundaries, Self-Esteem, Coping Mechanisms, and the Impact of Violence on Women. This past year, they have begun taking intake forms into OCDC, to allow the women to start the process for long-term counseling. Charu has also started booking crisis appointments with the women. These two changes have helped the women access the ORCC services more easily.



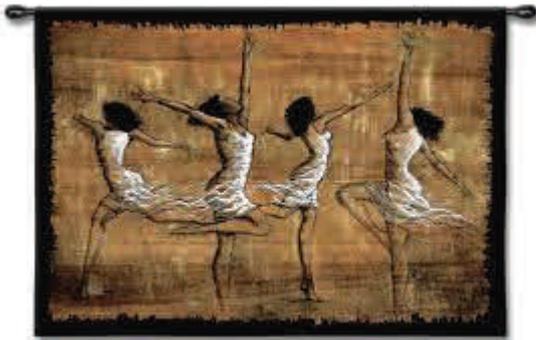
The counselling program would like to thank all of the counsellors for their ongoing dedication to their clients and their commitment to their ongoing professional development. This upcoming 2013/2014 year holds exciting possibilities that will continue to challenge and provide opportunities for ORCCs counselling program to grow.

Lisa Middleton
Counselling Team Leader



Working with Students

The crisis line program accepts students from various programs such as criminology, psychology and social work to engage in projects such as skill building in community organizing, direct practice and community based research.



Crisis Line Volunteers:

A warm welcome to our new volunteers: Alexis Maclsaac, Alice Rose Mick, Ebele Onwuachi, Jodie Rice, Rebecca Comeau, Rebecca Lantos Tomina Rioux, Arianne Gravel, Ashleigh Cambuzzi, Kyla Dowden.

Best wishes and Thank you to Kerry Ferguson, Melin Peng and, Melissa Fawcett. We wish them much success and happiness.

Crisis Line Core Activities:

The crisis line provides crisis intervention to survivors of sexual assault their families and friends. Thanks to the hard work done on the crisis line by our volunteers; the total number of hours of direct service on the crisis line last year was 5370.

The recruitment and training of crisis line volunteers continued throughout the year. On average 12 volunteers received training at each training (3 times a year). On-going professional development and volunteer meetings were facilitated to strengthen capacity and prevent burn out.

Student Placement:

The crisis line program had 2 students last year: Leila Navabzadeh-Esfahani was hired as a summer student with a grant from Service Canada and Ruth Alvarez from the Bachelor of social work program at Carleton University.

Highlights:

The strategic planning process facilitated the crisis line with direction through 2016. This process helped us review our current model for recruitment and retention, the needs of our callers and reinforced the need for continued commitment partnering to support the ever evolving needs in the community (i.e. supporting callers with mental health challenges).

Josephine Basudde,
Crisis Line Program & Volunteer Coordinator



ORCC BOARD REPORT

Perfecting Our Policies

Thanks to the incredible work of the volunteers and staff involved, the Policy Committee accomplished a lot. We revised the *Clients Under 16 Policy* significantly, resulting in a “Young Clients” policy that more clearly aligns with the Centre’s approach to serving young clients. We initiated a new *Privacy Policy* to ensure that our online activities are in line with both legal requirements and the values and standards of the Centre. The Committee also developed a *Criminal Records Check Policy*.

Throughout the year, we continued our review of other policies in the manual, making sure language is clear, consistent and inclusive as well as updating and revising content as needed. Specific activities include reviewing and refining the Human Resources policies, and considerable work on updating the Fundraising policies to match the evolution of the Centre’s approach to fundraising work. The work on these policies is on-going and should conclude in the current year.

We are still monitoring the changes required of us with the introduction of the new Not-for-Profit Act, and will make necessary adjustments to By-Laws and any Policies before this comes into effect in 2017.

Denise Glasbeek, Chair of Policy Committee



Overseeing our Financial Matters

The Finance Committee provides oversight and advice on financial matters and ensures accountability within the Centre and proper stewardship of ORCC assets. The Committee is comprised of a varied group of professional women from the community; each of whom brings a different perspective to the monthly meetings. The Committee reviews financial reports, payroll registers, 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 includes following up on the Auditor’s Management letter. The Committee also continues to be in the process of reviewing and updating financial policies in accordance with best practices. Despite turnover on the Committee, the Finance Committee continued to successfully carry out its role and responsibilities this year.

Like most non-profit agencies, the ORCC has been facing some financial challenges due to the economic environment, and ended the year with a loss. The budget for the upcoming fiscal year reflects a plan to strengthen the financial position of the organization while continuing to provide a high quality of service to the centre’s clients. The Committee will continue to regularly assess the Centre’s financial position to help ensure its success and long-term viability.

Kathryn Lerner-Gray, Chair of Finance Committee



Recruitment & Development

R&D Committee Composition

Kim Dalgleish chairs the R&D Committee. Staff members serving on the R&D Committee are **Onessa Robertson** and **Anne Walzak**. **Janet Lo** from the ORCC Board also serves on the R&D Committee, and community members serving on the committee are **Talile Derfa Dibaba**, **Renata Pistone** and **Natalie Fernandes**.

Recruitment

2012/13 has been another busy year of recruiting with the welcome of many new faces as well as some sad goodbyes. This year we appointed **Kathryn Lerner-Gray**, **Denise Glasbeek**, **Rebecca Bromwich**, **Amanda Cackette** and **Michelle Reimer** to the Board.

With **Monica Chohan** stepping into the role of Past President, **Janhabi Nandy** has taken on the role of President, **Michelle Reimer** has taken on the role of Vice President, **Kathryn Lerner-Gray** stepped into the role of Treasurer, and **Denise Glasbeek** has taken on the role of Secretary.

We said goodbye to a few Board members this year. Thank you to **Janet Lo**, **MaryAnn Notarianni**, **Rena Bivens**, **Arati Dubey** and **Cynthia Garcia-Diaz** for their contributions to the Board and Committees.

We were also busy recruiting more women to join as community members for Board Committees. Welcome to: **Erika Nelson**, **Christine Lailey**, **Saloie Moreno**, **Margarita Bratanic** and **Amy Bernard** on the Policy Committee; Lydia Peltz, Fatima Azimi and Melissa Newitt on the Fundraising Committee; Natalie Fernandes, Kimberlee Hemming and Renata Pistone on the R&D Committee; and Peggy Gouskos, Lina Moreno, Moriah Shemer and Lucille Perreault on the Finance Committee.

Development

The R&D Committee coordinated governance training for the Board and Committees in October 2012. Thanks to Sandy Onyalo for delivering the training.

We completed the second annual Board Evaluation with all Board members to gauge the Board's understanding of their legal and financial duties and self-assess how Board meetings run.



Building our fundraising base

With the assistance of a team of dedicated and talented individuals, the Committee spent much of 2012/13 building the Centre's profile within the community. The Committee also dedicated the latter half of the 2012/13 fiscal year organizing its second annual Spin-A-Thon, a hugely successful event that raised over \$20,000. A big thanks to Cyclelogik for their support in our Spin-a-thon and Carleton U who once again donated over \$9000 in ticket sales from the Vagina Monologues.

The ORCC welcomes Tara Henderson as Fundraising and Communications Program Coordinator. Tara has been a dynamo as she has been encouraging third party relationships with donors, has worked hard to increase our online presence and set up an online donation system all while organizing this year's Spin-A-Thon!

The Committee is engaged in ongoing refining of its fundraising strategy and has plans to build on the ORCC's existing and past volunteer and board relationships while forging relationships with potential donors and sponsors through the Board's and Committee's networks. We look forward to continuing to build ORCC's profile within the community, and with corporations, donors and partners.

Along with celebrating these successes, the Committee took note of important lessons for its fundraising strategy. As such, we are confident we will have even more good news to report at the 2014 AGM.

Sharon Reid, Chair of Fundraising Committee



Social Media

Social Media has become an increasingly important realm to carry on conversations about feminism, rape culture, anti-oppression and gender. Through Twitter, Facebook and Email the ORCC is contributing to conversations, supporting those who are vocal in our geographic and online communities as well as highlighting dialogues for others to take part in as they develop their own opinions.

ORCC now has a direct Facebook URL - Ottawa-Rape-Crisis. In the last quarter we grew our 'likes', received email update subscriptions & 'liked' other like-minded organizations to share their updates. We also have linked our Facebook, Twitter and email list to our website.



facebook Search for people, places and things Ottawa-Rape-Crisis-Centre Home

Promote Page

Recent
2013
2012
Founded

Ottawa Rape Crisis Centre
158 likes · 4 talking about this

Update Page Info

Non-Governmental Organization (NGO)
Founded in 1974, over the last 36 years the Centre has developed into a community leader in the fight to eliminate sexual violence against women and crea

About Photos Likes Join My List Events



Ottawa Rape Crisis
@ORCC8964

Assisting the healing journey of women and their supports and providing education in the community since 1974. Come see us at:
orcc.net.

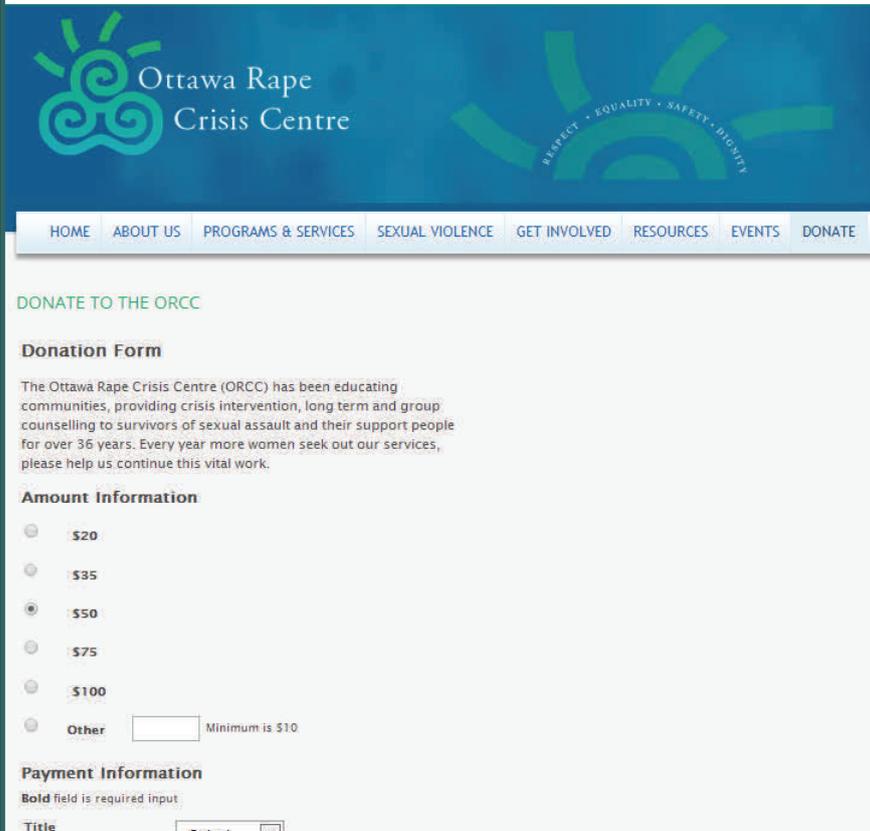
Ottawa · orcc.net

Follow us on twitter @orcc8964



How can you help?

Everyone is responsible for ending violence against women and creating a violence free environment. Free counselling is a gift — please help us help others.



The screenshot shows the ORCC website's donation page. At the top is the ORCC logo and navigation menu. The main heading is "DONATE TO THE ORCC". Below it is the "Donation Form" section, which includes a brief description of the ORCC's work, a section for "Amount Information" with radio buttons for \$20, \$35, \$50, \$75, and \$100, and an "Other" option with a text input field. The "Payment Information" section is partially visible at the bottom.



ORCC Values and Beliefs

Sexual violence against women and children is both a crime and a human rights violation;

A society which reinforces inequality between its members perpetuates sexual violence against women and children.

There is a fundamental power imbalance in this male-dominated society based on privilege and access to resources;

<http://orcc.net/about/values.html>

A special Thank You to our Funders!



Human Resources and Skills Development Canada

Ressources humaines et Développement des compétences Canada



The Ottawa Rape Crisis Centre (ORCC) is a non-profit organization and as such relies on the generosity of our community to continue the valued work we do: providing free counsel to woman and their supports, offering crisis support to those who need it, and working within the community to raise awareness and provide education about issues related to sexual violence.

The ORCC is has charitable designation with the Canada Revenue Agency (CRA) and can provide tax receipts to individuals who donate.

The ORCC Website now accepts monthly donations and one time gifts through debit or credit card at www.orcc.net/donate.

A big thank you to those who have already signed up!

