



Ottawa Rape Crisis Centre 2007/08 Annual General Meeting

October 22nd, 2008

RESPECT, EQUALITY, SAFETY, DIGNITY
EVERY WOMAN'S RIGHT!

THANK YOU TO ALL OUR STAFF & VOLUNTEERS



STAFF

Almaz Kifleyesus
Anne Walzak
Anneke Vander Kooy
Bogi Tessier
Carrolyn Johnston
Charu Malhotra
Christina Nuyens
Crystal Zhao
Faiza Hassan
Halimah Shaw
Hodan Mohammed
Ikram Jama
Josephine Basudde
Kate Sudak
Lalita Salins
Laura Cain
Lee-Anne Lee
Nicole Bedard
Odette Uwambaye
Sandy Onyalo

Tanya Cook
Zahra Karimi

STUDENTS

Alicia Bastin
Elise Harris
Melissa Heimerl

BOARD VOLUNTEERS

Ashley Knapp
Deb Tully
Elizabeth Caracristi
Julie Frizell
Katy Davies
Karin Galldin
Laurie Cole
Melissa Haggerty
Pamela Pizzaro
Rachael Crowder
Rhiannen Putt
Samantha Lamb
Sue Sheane

CRISIS LINE VOLUNTEERS

Adena Eliasoph
Alicia Bastin
Alyssa Taylor
Andrea Martell
Andrea Easton
Anneke Vander Kooy
Apiphany Gitana
Bonnie Johnson
Candace Hebert
Carrolyn Sharp
Daksha Bhasker
Debra Soh
Elisa Harris

Georgie Slogar
Greta Hall
Ioana Nistorescu
Jen Carter
Jenny Reynan
Joanna Oda
Jo-Ann Brault
Josette Cattan
Kristina Frangione
Lara Kinkartz
Leta Bourque
Liesel Aranyosi
Linda Liu
Lisa D'Adesse
Lisa Vance
Lynn Williams
Lynnea Westlind
Maria Alexopoulos
Melissa Heimerl
Nancy Hanna
Natasha Popora
Onessa Robertson
Rachel Laratta
Rachelle Bédard
Rachelle Dean
Ritoo Bhandari
Rose Fuchs
Sandra Blackman
Svetlana Delic
Tammy Parker
Teresa DuBois
Vanessa Blair
Verbena Ramah

PUBLIC EDUCATION VOLUNTEERS

Anjali Lowe
Bethany Moore

Carla Parchelo
Caroline Seguin
Chelsea Nickleson
Colleen Dockerty
Jennifer Vanderburg
Jill Hutchinson
Lauren Calderwood
Lisa D'Adesse
Maria Alexopoulos
Setorme Tsikata
Sonya Oko
Sylvia Sirivar

RESOURCE VOLUNTEERS

Carla Parchelo
Karen Schiller
Lois Larade
Theresa Willoughby

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2007-8 was a busy and rewarding year for the Ottawa Rape Crisis Centre (ORCC). We continued to work on the Cultural Competence in Sexual Violence Programming Project. The purpose of this project was to coordinate a workshop on cultural competency; hold focus groups with communities on culturally competent service provision and develop a cultural competent guidebook. We were very fortunate to have hired two amazing Project Coordinators: Hodan Mohamed and Crystal Li Zhao who both brought strong research and coordination skills to the project. Project highlights include: coordinating a full day workshop with Dr. Thomas Parham, renowned expertise on cultural competence counselling; holding focus groups with members of the Somali, Chinese, Latino and Arabic speaking communities; establishing new partnerships with the Canadian Mental Health

EXECUTIVE DIRECTOR'S MESSAGE

Association and the "Neighbours, Friends and Families" project (for the Spanish speaking community). The project was overseen by a very hard working and dedicated advisory committee including: Anna Mercedes-Guerra, South East Ottawa Community Health Centre; Halima Ali, PineCrest Queensway Community Health Services; Hamdi Mohamed, Ottawa Community Immigrant Services Organization; Theresa Willoughby, Sexual Assault Network/Family Services Ottawa; Anne Joyce, Carlington Community Health Centre; Nikki Maier, Wabano Community Health Services; and Odette Uwambaye, Rwanda Social Services and Family Counselling. Thanks also to OCISO, IWSO and PineCrest Queensway Community Health Services for their generous donations to the project.

We hired three interim staff: Zahra Karimi, interim Counselling Coordinator; Almaz Kifleyesus, interim Finance and Administrative Coordinator; and Chris Nuyens, interim public education Coordinator. Chris had a very busy and productive year which included organizing two successful fundraising events for

the Centre, the "Spring Thing" and "Girls Go to Hel" fundraisers. We acted as observers during the City of Ottawa's strategic planning process. At the suggestion of Mayor O'Brien we worked with our partners, the City of All Women Initiative, to develop a series of White Papers in response to the City's proposed governance guidelines.

Nicole Bedard coordinated a very successful Open House in September.

We continue to strengthen our partnership with Ottawa Police Services, Sexual Assault/Child Abuse Unit, working with Superintendent Peter Crosby, and Staff Sergeant John McGetrick, on developing mechanisms to better serve victims and survivors of sexual assault.

We opened our Centre to Dr. Susan Strega, Professor of Social Work at the University of Victoria, who was working in collaboration with Samantha Smyth (Canadian National Coalition of Experiential Women) on researching best practice service provision for sex workers.

I joined the newly re-structured Ottawa Coali-

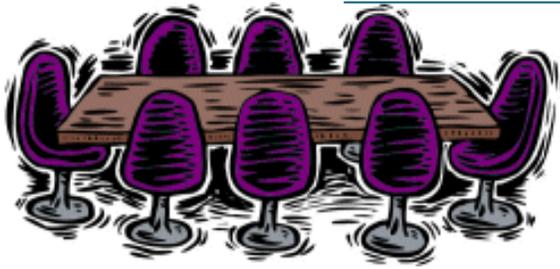
tion To End Violence Against Women (OCTEVAW) as a steering committee member and currently sit on the Finance and Justice sub-committees. OCTEVAW has re-committed to the more equitable treatment of sexual violence issues in the work of the coalition.

On behalf of the volunteers and staff, I would like to thank all of the individuals, groups and associations who generously donated to the Centre. Donors have many choices when it comes to placing their donations dollars and we appreciate their generosity and confidence they have in the work we do at the Centre. Thank you also to our annual and project funders: Ministry of the Attorney General, The City of Ottawa, United Way Centraide, Status of Women Canada, and the Community Foundation of Ottawa.

I continue to be amazed by the commitment of our staff and volunteers who, despite many challenges, diligently work with our partners, our coalitions, individuals and communities to end sexual violence against women.

Thanks to all of you!

*Sandy Onyalo,
Executive Director*



EXECUTIVE COMMITTEE

The 2007-2008 year has been one of challenges and growth for the Board of Directors. The main areas of consideration involved growth strengthening communication, policy and by-law development, and finance.

The primary theme for the board was that of comings and goings of members. As such, the board is streamlining the recruitment process in order to find a woman with the skills and expertise needed to fill the role of president, as well as women with expertise in board governance, communications, and accounting/finance. Nevertheless, the current

board consists of a strong and committed

group of women with skills in human resources, policy and social advocacy, to name a few.

Another area of focus for the board of directors is that of communication. The board continues to work to clarify its role within the centre, and the responsibilities of its individual members.

Throughout this process, it has become apparent that the ORCC by-laws should be reviewed and updated. This will be an ongoing and challenging undertaking; however, certain modifications are necessary to ensure that ORCC policies continue to support the operational reality of the organization, while meeting

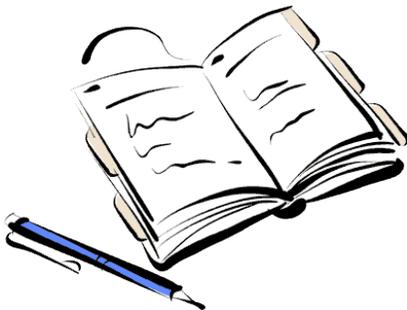
the needs of the ever-evolving client base. The board will make this a priority in the coming year.

The ORCC finds itself in a positive financial position at the end of 2007-8; as such, capital planning processes will be re-evaluated in the coming year. For instance, the organization now owns the property and has begun the laborious task of much needed and extensive renovations of the house. Despite our stable financial situation, the board is currently reviewing the role of the board in fundraising, an issue that has presented a perennial challenge for the ORCC board of directors. Over the past year the board and centre staff has been in important discussions about how to undertake fundraising endeavours and

strategic partnerships that also balance the values and broad objectives of the centre. For instance, the board has been discussing the viability of developing corporate partnerships as a source of financial support. In the coming year ongoing discussion among the board and centre staff will help us to formulate strategic priorities and guidelines that will support decision-making around this issue in the future.

These and many other discussions will continue in the year to come as we move forward with optimism and resolve to support and maintain the Ottawa Rape Crises Centre as an invaluable resource for women who have experienced sexual violence in our community.

*Sue Sheane, Vice President
Laurie Cole, Treasurer
Katy Davies, Secretary*



POLICY COMMITTEE

The Centre retained a lawyer, which will help ensure that policies and practices are consistent with our legal obligations. The Policy Commit-

tee remains committed to continuing to work on reviewing policies identified in the work plan and working with other committees, the staff

and the Board of Directors to revise the fundraising and corporate sponsorship policies to be consistent with the Centre's goal of developing

long-term strategic partnerships with sponsors. In addition, the Policy Committee remains flexible to focus on the creation of new policies as the need arises.

The Policy Committee would like to thank the staff for their hard work and support on the Committee over this past

year. The Committee looks forward to another active year in supporting the Centre's goals and objectives.

*Samantha Lamb, Board Member
Sandy Onyalo, Executive Director
Boglarka Tessier, Finance & Administrative Coordinator
Charu Malhotra, Counselling Coordinator*



FINANCE COMMITTEE

The mandate and work plan of the Finance Committee does not change much from year to year. The committee is tasked with monitoring the budgeting process, day-to-day record keeping, financial reporting and

keeping the ORCC's assets safe. We regularly review funding submissions and reports to various funders, sign-off on quarterly financial reports, and oversee the annual audit process including following up on the Auditor's Management Letter. This year the Finance Committee continued to successfully carry out its role and responsibilities, and is happy to report

that the Centre finished the year in a favourable financial situation. After several years of judicious spending and careful planning the Centre has managed to build the modest reserves necessary to provide a buffer against future uncertainty and ensure the long-term viability of the ORCC. This small reserve fund will be carefully managed by the committee, in keeping with our auditor's recommendations.

We would like to thank Boglarka Tessier, the Centre's highly organized and efficient Finance and Administrative Coordinator, for her indispensable support to the committee. We would also like to thank our auditor, Brenda van Berkom, for her services and advice over the past year.

*Sandy Onyalo, Executive Director
Bogi Tessier, Finance & Administrative Coordinator
Laurie Cole, Treasurer*



FUNDRAISING COMMITTEE

The purpose of the Fundraising Committee is to assist the ORCC in raising funds by setting fundraising targets and planning

fundraising event(s) to meet this target. We set a goal to have an enjoyable event while raising money for the ORCC; to establish networking connections; to promote the centre and its services; and to expand on our target audience to

encompass new demographics. We also evaluate fundraising events and review fundraising policies, making recommendations where necessary.

A number of fundraising issues have arisen over the year including an on

-going debate of the choice of several smaller fundraising events, one larger one, or a focus that relies more on donation appeals.

*Sue Sheane, Vice President
Ashley Knapp, Board Member
Melissa Haggerty, Board Member*



BOARD RECRUITMENT & DEVELOPMENT COMMITTEE

The recruitment and development committee continuously works to bring new members onto the board and maintain

communication with potential candidates, and current members alike. This year, the committee has been working to find women who offer skills and expertise that current members may be lacking. This includes the

development of a recruitment package for potential members, a skills matrix for current members, as well as seeking out specific individuals who may help meet the board criteria and needs. This committee is also working to develop an exit-interview process for fol-

lowing up with previous board members and creating retention activities and a plan to best utilize the current skills at the board's disposal.

*Katy Davies, Secretary
Rhiannen Putt, Board Member
Heidi Hauver, Board Mem-*



The counselling program 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 deal with variety of issues, which many of them are the effects of sexual violence. Some the issues include legal issues, interpersonal relationship difficulties, mental health (depression, addiction, eating disorders, etc), physical health, and socio-economic issues. The program provides many opportunities for survivors to work, in collaboration with their counsellors, on the experience of sexual violence and its effects to reclaim their lives and well-being.

Our counselling team is comprised of Zahra Karimi, Charu Malhotra, Carolyn Johnston, Laura Cain, Anne Walzak and Tanya Cook. Each woman brings her own wisdom and insight to

COUNSELLING PROGRAM

the team. The program is fortunate to continue having the excellent support and guidance of Lalita Salins, the clinical supervisor, through monthly group sessions with the team and individual sessions with counsellors. Her knowledge and insight have had a profound effect on the quality of our services and are greatly appreciated.

Melissa Heimerl joined us as a placement student from September 2007 to April 2008. Melissa was a student in the M.Ed Counselling program at the University of Ottawa and was an excellent addition to our team. She provided individual crisis counselling, worked with one long-term client and co-facilitated Information Sessions with other students. We wish her all the best in her career as a counsellor.

In the spring of 2007, Charu and Kate Sudak (placement student) facilitated a first Stage group. In addition, Laura offered an introductory yoga class as well as Chair yoga for women with limited mobility throughout of the fall of 2007 and spring of 2008. The yoga group has provided women with a holistic opportunity, connecting mind and

body, in their healing journeys. Moreover, in the winter 2008, Melissa and Elise Harris (placement student with the crisis line program) facilitated information sessions on topics such as anger, flashbacks, coping mechanisms, and role of survivors' support persons and families.

Zahra co-facilitated the women's group from the WAVE project with Odette Uwambaye, the project coordinator, and later on with Almaz Kifleyesus. In her work with this group Zahra started preliminary talks with a few home child-care services, including Canadian Mothercraft, Francophone Home Child Care, and Community Child Care of Ottawa-Carleton to organize a training to enable the women to open a home daycare. Zahra also found a volunteer ESL teacher, Karen Shiller to come for an hour every week to provide English language instruction for the women.

We were also fortunate to partner with Marcela Rojas who is a Nia dance instructor in the community. Nia creatively blends movements, concepts and philosophies from both Eastern and Western traditions. This movement forms help to

achieve physical, mental, emotional and spiritual well-being.

In keeping with the goal of outreach and partnership, counselling team members continue to raise ORCC's profile in the community by participating in different meetings and committees.

Carrolyn participated in the implementation task force for the restructuring of the Ottawa Coalition to End Violence Against Women (OCTEVAW), which wrapped up its work in the fall of 2007 with the election of the new steering committee. In addition, Zahra represented ORCC at the Ontario East Region Sexual Assault Centre meetings with the Ministry of Attorney General.

In line with the goal of diversifying ORCC's clientele and commitment to anti-racism and anti-oppression approach, the counselling program is also exploring the opportunity of co-facilitating a women's group in partnership with culturally diverse communities and organizations. The focus of this group will not be necessarily on sexual violence against women but rather on general topics related to women's issues. In this

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COUNSELLING PROGRAM, CONT'D

way, women have the opportunity of becoming familiar with ORCC's services without being required to focus on sexual violence, considering the fact that in many communities women would not come forward discussing sexual violence issues before establishing trust.

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 twelve women per group. Charu 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. During the time they are there, they also provide one-on-one crisis intervention to

any women who requests. Charu and Lee-Anne facilitate the group in an informal way, allowing 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 fiscal year has been very successful, as the women are opening up more about their experiences of violence and exploring ways to cope and make changes in their lives.

Lalita Salins continues to provide us with presentations on different topics. In addition, the team has participated in numerous professional develop-

ment activities. We have received two trainings in Dialectical Behavioural Therapy; a training on dissociation; problem gambling; an emotional reactions and feelings workshop; and freedom therapy techniques/emotional freedom techniques workshop. As part of the CCSVP project we all attended a wonderful conference featuring Dr. Parham speaking about cultural competency in counselling work.

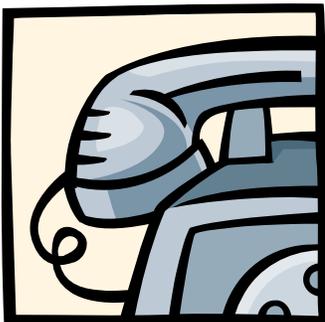
In addition to the group trainings, counsellors have been engaging in many workshops investing their time and resources to enhance their counselling skills:

- Laura completed a seven day level three sand tray training and a training on mindfulness applications in counselling in February;
- Charu participated in David Burn's workshop on depression and self-esteem, as well as first and second levels of EMDR training;

- Carolyn participated in the level one training for EMDR as well. Carolyn also joined the teaching faculty at Algonquin College in the Social Service Worker Program for the winter semester in 2008;
- Tanya attended a workshop on working with Aboriginal clients sponsored by Minwaashin Lodge;
- Zahra completed group facilitation training at Bereaved Families of Ontario and ASIST workshop at Carleton University in the spring and has been enrolled in a three-year program in Gestalt training at Gestalt Institute in Ottawa this fall.

We would like to thank all of the counsellors for their ongoing dedication to their clients and their commitment to ongoing professional development.

*Charu Malhotra and
Carrolyn Johnston
Counselling Coordinators*



The Crisis Line and Volunteer Training program had an excellent year

CRISIS LINE & VOLUNTEER PROGRAM

with highly motivated and committed women joining the team. At the close of the 2007 fiscal year we have 30 volunteers working on our 24 hour the crisis line. New members on the team included: Adena Eliasoph, Alicia Bastin, Apiphany Gitana, An-

drea Easton, Bonnie Johnson, Carolyn Sharp, Daksha Bhasker, Debra Soh, Elise Harris, Greta Hall, Jen Carter, Josette Cattan, Lara Kinkartz, Leigh Spanner, Onessa Robertson, Rachelle Bédard and Melissa Heimerl. A fond farewell and best wishes to Alyssa

Taylor, Candace Hebert, Georgie Slogar, Jenny Reynan, Joanna Oda, JoAnn Brault, Kristina Frangione, Leta Bourque, Liesel Aranyosi, Lisa D'Adesse, Lynnea Westlin, Nancy Hanna, Ritoo Bhandari, Rose Fuchs, Sandra Blackman,

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CRISIS LINE & VOLUNTEER PROGRAM, CONT'D

Tammy Parker, Teresa DuBois and Verbena Ramah.

The crisis line program successfully supported Alicia Bastin, Elise Harris and Anneke Vander Kooy in completing their placements at the centre. Alicia was a student from the Master of Education Counselling Program at the University of Ottawa, Elise was a student from the Bachelor of Social Work Program at Carleton University and Anneke was a student from

the Social Service Worker Program at Algonquin College. Best of luck to them in all their future endeavours!

The crisis line training is on-going, and this year a summer training session was integrated into the program to include students and other members in the community that have the summer off. The crisis line training includes the support of our partners in the community whose knowledge and experiences

provide diverse views of some of the issues women survivors of sexual assault encounter. Thank you to Christine Murphy who facilitates on Women with Disabilities, detective Alison Cookson, from the Ottawa Police-Sexual Assault Unit, Janice Frazier from the Center for Treatment of Sexual Abuse and Childhood Trauma and Samantha Smyth from the Canadian Coalition of Experiential Women. Your support and commitment to

the volunteer training program is greatly appreciated.

Last but not least, I would like to extend my gratitude to all the volunteers who work tirelessly on the crisis line supporting the needs of women survivors of sexual assault in our community. Your tireless effort in working towards ending violence against women is greatly appreciated.

*Josephine Basudde
Crisis Line and Volunteer
Training Coordinator*



The Public Education Program has grown over the past couple of years. While we continue to meet our mandate of educating the Ottawa community about sexual violence against women through presentations, workshops and community discussions, we also focus on designing and implementing new innovative projects that meet the needs of our growing community. Through these new projects we are reaching more people, extending our services to

newcomer groups and creating new partnerships. We received two-year project funding

from the Status of Women Canada for the "Girls Chat" project. The objective of this project is to provide young women from immigrant backgrounds the opportunity to better integrate into their new community by facilitating opportunities for them to address their issues in a manner that is culturally appropriate. Through weekly discussions, young women with immigrant and refugee background receive information on healthy body image, self-

PUBLIC EDUCATION PROGRAM

esteem, healthy sexuality and sexual violence. Another objective of the project is to organize information sessions for teachers, school administrators and other service providers in the community. In these sessions the multiple needs of the young women are highlighted and ways to increase their access to available services identified.

The Girls Chat project benefits from the partnership and collaboration of the Multicultural Liaison Program at the Ottawa Immigrant Services Organization (OCISO). The Girls Chat project facilitators closely work with the Multicultural Li-

ason Officers's in the high schools in delivering the weekly sessions.

The project was implemented in the following five Ottawa High Schools: Ridgemont, Rideau, Gloucester, Woodroffe and Brookfield. In its first year the project reached 157 people (students, teachers and service providers). We anticipate similar success when project activities restart in September 2008. Existing partnerships were strengthened, and new ones were established as well. We have connected with three more high

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PUBLIC EDUCATION PROGRAM, CONT'D

schools (Gloucester, Woodroffe and Brookfield) to establish Girls Chat Groups. The principles in these schools welcomed the program and have organized with us information sessions for their teachers. These new partnerships with the schools strengthens our working relationship with Ottawa schools board and gives us access to more young people who will receive important information about sexual violence and related issues.

The website for youth is a one-year project funded

by the Ministry of the Attorney General. The goal of this project was to build a website that is age-appropriate, visually engaging that provides information and resources about sexual violence in a safe and a secure environment. The website was designed with the input of an advisory committee of high school students who were involved with the project from beginning to end. Through an anonymous instant messaging system youth will have the opportunity to ask questions and get referrals from Ottawa Rape Crisis Cen-

tre trained volunteers. Also, there are resources and a list of community services that youth can access once they are on the website. The website www.safecity.ca is up and running.

We also received funding from the Community Foundation of Ottawa for the "Kids on the Block Teach About Sexual Abuse and Sexuality" project. This project involves training public education volunteers in puppetry and age appropriate sexual violence education. The volunteers will then perform skits to deliver the message of safe and healthy sexual-

ity to children and youth in Ottawa.

As the Public Education Program Coordinator I have had the privilege of working with many committed volunteers who came to the ORCC to give their time and share their skills. Many thanks to both past and present volunteers, your commitment and contribution to the ORCC takes us one step closer in creating safer communities and ending sexual violence against women.

*Ikram Jama
Public Education Program
Coordinator*



THE OTTAWA RAPE CRISIS CENTRE

RESPECT, EQUALITY, SAFETY, DIGNITY
EVERY WOMAN'S RIGHT!

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Youth: <http://www.safecity.ca>

History

The Ottawa Rape Crisis Centre first opened its doors on December 15, 1974. Originally located in a small apartment on Somerset Street West, it was the third such Centre in Canada (others had been established in Toronto and Vancouver). Initially, the Centre was comprised of three volunteers offering crisis line services to victims of sexual assault.

The ORCC has developed over the past twenty-four years into a community leader in the field of sexual violence. In 1976 the staff at the ORCC included four full-time staff members and 40 volunteers. Today the staff at the ORCC consists of three full-time and six part-time staff members. There are around fifty volunteers that work on the 24 - hour crisis line, provide public education activities and sit on our Board. The staff and volunteers also act as liaisons with the police, hospitals, lawyers and other social service resources.

Mission

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.