

ANNUAL REPORT 2024-2025



MESSAGE FROM THE CHAIR OF THE BOARD



For over 35 years Haldimand & Norfolk Women's Services has been serving women and children across more than 2,800 square kilometres. In our vast region the barriers to service are profoundly challenging. Physical and social isolation, persistent deficit of affordable housing, limited public transportation, are only a handful of the additional risks faced by those fleeing violence in smaller, rural communities like ours. These barriers can be life-threatening. The dedication of staff and volunteers at HNWS along with our funders, and community partners, are a vital lifeline to the women we serve.

This year, despite the challenges we face HNWS has made tremendous progress. Due to the significant generosity of the Clark Companies, the Salverda Family Fund and 100 Women Who Care Norfolk, we end our fiscal year within \$44,414.97 of paying off the mortgage on the Little House, our transitional home for women and children. Once paid off, it will become a self-sustaining, revenue-generating asset that continues to provide safety and stability for those in need. We are pleased with the continued success of our beloved GIRLS Power Camp and Roots of Empathy programs. Both of these innovative services engage our community in the vital work of prevention but continue to operate so without any source of stable funding. Another successful & innovative program is our Women's Wellness Day, where community volunteers provided free health and wellness advice on a broad range of topics including financial, dental, and physical issues. Thanks to our frontline team, thousands of hours of counselling have been delivered to women and children experiencing abuse and trauma. In addition, the board, management team, and staff collaborated to review and refresh our strategic plan. The result is a clear and thoughtful document that will guide our direction and priorities in the years ahead.

This year also marked a major leadership transition. After more than 30 years of extraordinary service, our Executive Director Jane Scheel retired in May. Jane's leadership shaped HNWS into the strong, respected, and resilient organization it is today. Her legacy will continue to guide and inspire our work for years to come.

Filling Jane's impressive shoes was no small task, and the board undertook an extensive search to find the right person to lead us into the future. We are very pleased to welcome Amber Wardell as our new Executive Director. Amber brings nearly two decades of experience in the VAW field, including previous work with HNWS. We are confident that with the foundation that Jane has so thoughtfully built, we can look forward to a solid future under Amber's leadership.

Finally, I want to express my sincere appreciation to our exceptional board members, management team and staff. Your dedication, insight, and time have been instrumental in supporting the continued success and stability of HNWS. It is a privilege to work alongside you.

With gratitude,

A handwritten signature in purple ink that reads "Kim Schott". The signature is fluid and cursive, with the first name "Kim" and last name "Schott" clearly distinguishable.

KIM SCHOTT

Chair, Board of Directors

MISSION

"DEDICATED TO A NON-OPPRESSIVE SOCIAL, POLITICAL, AND ECONOMIC ENVIRONMENT FOR WOMEN, THEIR CHILDREN & THEIR COMMUNITIES"

MESSAGE FROM THE EXECUTIVE DIRECTOR



As the books close on the 2024-25 fiscal year, so too does my career at HNWS.

During my 37 years at the agency, I have had the privilege of working with over 100 amazing staff. Their dedication and commitment to the sector have been inspiring. We have had students who have gone on to become valued employees, many who are still with us today. We have had staff pursue further education and move on to new opportunities both in and out of our sector, many of them citing their experience at HNWS as invaluable. Together we have overcome challenges and embraced innovation. Our team is always growing and goes above and beyond to support our mission and deliver exceptional services.

The journey has not been without its challenges, but it is at those times that we have the opportunity to grow, to see things from another perspective, and to make positive changes. Sadly, over the years we have lost staff who will always have a special place in our hearts and be remembered for their many contributions.

As I reflect on this journey, I am grateful to the funders, program supervisors, colleagues, and board members I have had the privilege of working with and will be forever grateful our paths crossed. To the management team that have supported me, grown their skills in amazing ways, and shown an unwavering dedication to HNWS, thank you. Although my career at HNWS has come to an end, my passion to support others, cheer on their success and be a friend will remain steadfast.

Gender-based violence (GBV) is a widespread human rights violation that affects women and girls globally, with one in three women experiencing physical or sexual violence in their lifetime. I am in awe of the many women over my career who have bravely taken steps to say no to gender-based violence. This issue affects families, communities, and entire nations. We must continue to be vigilant in the fight against GBV, rejecting violence against women as normal or acceptable. I trust HNWS will continue to shift attitudes and norms about GBV, challenge practices, and promote gender equality while continuing to support the choices of women in our community.

I want to express my gratitude for the many opportunities I have been afforded, including an environment that allowed me to be believed, trusted, challenged and innovative. I have made connections, some intentional and some by coincidence, all of which have given me gifts I didn't even know I needed but am certainly thankful for.

I wish Amber much success as she moves the organization forward in new and innovative ways. Her commitment to Gender Based Violence is such an asset to the agency. Everyone brings a kernel of truth to the table and we all can learn from each other.

Respectfully submitted,

A handwritten signature in purple ink that reads "Jane Scheel". The signature is fluid and cursive.

JANE SCHEEL

Executive Director

VISION

"A WORLD IN WHICH EVERY PERSON HAS UNDISPUTED SAFETY AND SECURITY"

PROGRAM STATISTICS

APRIL 1, 2024 - MARCH 31, 2025

WOMEN'S COUNSELLING PROGRAM

264

WOMEN SERVED IN **920** SESSIONS

1,732

COUNSELLING HOURS

+353 INTAKE SESSIONS

+248 URGENT COUNSELLING SESSIONS

SEXUAL ASSAULT/ABUSE PROGRAM

43

WOMEN COUNSELLED IN **557** SESSIONS

CAS/VAW LIAISON PROGRAM

23

INDIVIDUALS SERVED IN **107** SESSIONS

TRANSITIONAL HOUSING & SUPPORT

113

WOMEN SUPPORTED IN 3,128 SESSIONS

FAMILY COURT SUPPORT PROGRAM

119

INDIVIDUALS SERVED IN **628** SESSIONS

SHELTER PROGRAM

63

WOMEN IN
RESIDENCE

36

CHILDREN IN
RESIDENCE

73%

OCCUPANCY
(BASED ON 19 BEDS)

43

AVERAGE LENGTH OF
STAY IN DAYS

49

CHILDREN COUNSELLED
(CHILD & YOUTH
PROGRAM)

665

CRISIS CALLS

645

COUNSELLING CALLS

280

REFERRED OUT
(CAPACITY)

122

REFERRED OUT
(OTHER SERVICES)

PROGRAM STATISTICS

APRIL 1, 2024 - MARCH 31, 2025

ELEMENTARY SCHOOL-BASED COUNSELLING

(INCLUDES CHILDREN WHO WITNESS GROUP)

75

STUDENTS COUNSELLED

IN **1,552** SESSIONS

COMMUNITY EDUCATION & COUNSELLING

94

STUDENTS COUNSELLED

IN **946** SESSIONS

GIRLS POWER CAMP

66

STUDENTS PARTICIPATED

+31 FACILITATORS

+3 WILDFLOWER VOLUNTEERS

YOUTH HOUSING ADVOCACY

18

YOUTH SERVED IN **788** SESSIONS

QUETZAL FAMILY HOMES

19

WOMEN SERVED IN **262** SESSIONS

* "Sessions" includes individual counselling sessions, client contacts and outreach.

VALUES

"INTEGRITY"

OUR WORK IS GUIDED BY EXCEPTIONAL AND CONSISTENT STANDARDS OF EXCELLENCE AND ACCOUNTABILITY.

"TRANSPARENCY"

WE WORK OPENLY AND HONESTLY WITH WOMEN, FAMILIES, STAKEHOLDERS, AND OUR COMMUNITY.

"NON-JUDGEMENT"

EACH INDIVIDUAL STORY IS UNIQUE. WE HONOUR INDIVIDUAL EXPERIENCES AND AIM TO PROVIDE SERVICES THAT REFLECT THE NEEDS OF EACH PERSON WE SERVE.

"EQUITY"

WE WORK TO DISMANTLE BARRIERS, PROMOTE EQUITABLE SYSTEMS, AND ADDRESS MARGINALIZATION IN OUR COMMUNITY.

"WELLNESS"

WE AIM TO PROMOTE AND SUPPORT THE HEALTH AND WELL-BEING OF THE WHOLE PERSON.



HALDIMAND & NORFOLK WOMEN'S SERVICES RECOGNIZES
OUR FUNDER, THE MINISTRY OF COMMUNITY, CHILDREN
AND SOCIAL SERVICES (MCCSS), AND THANKS OUR
PROGRAM SUPERVISOR, SAM CURTIN.

THANK YOU TO OUR 2024-25 DONORS, WHOSE
GENEROUS SUPPORT HELPED TO PROVIDE VALUABLE,
MUCH NEEDED SERVICES TO OUR COMMUNITY.

SPECIAL THANKS TO

Ontario
Trillium
Foundation



Fondation
Trillium
de l'Ontario

An agency of the Government of Ontario.
Un organisme du gouvernement de l'Ontario.

FOR A GRANT TO FUND THE DEVELOPEMENT
OF OUR NEW 3 YEAR STRATEGIC PLAN.

WITH THANKS TO

- ♥ Wanda and Scott Salverda Foundation
- ♥ The Clark Companies Inc.
- ♥ 100 Women Who Care Norfolk



Whose contributions to our campaign have significantly paid down the mortgage on the Little House.



BOARD OF DIRECTORS

Kim Schott

Marie Steiner

Katrina Schmitz

Megan Soles

Malti Patel

Michelle Alvey

Ashley Malo

Payton Mitchell

Rebecca Malo

Chair

Vice Chair

Secretary

Treasurer

Director

Director

Director

Director

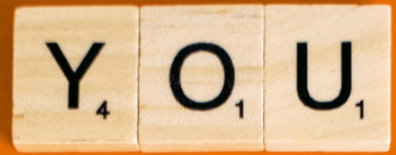
Past President

Legal Counsel

Filion Wakely Thorup Angeletti LLP

Auditor

Thompson Goossens Accountants



12 HOMEWOOD AVE. SIMCOE, ON
519-805-8188 | HNWS.ON.CA