

HURONIA TRANSITION HOMES AGM REPORT 2024 - 2025



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Charitable Registration Number:
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Our Board of Directors



Haily MacDonald
Executive Director



Kim Rowan
Chair



Victoria Ellery
Vice Chair



Judy Larmand
Treasurer



Jennifer Watson-Choi
Director



Melissa Robillard
Director



Jewel Delatour
Director

OUR MISSION & VISION

We believe that all violence against all women and children must end.

We are community members who are committed to education, advocacy, harm reduction, and poverty reduction as a means to end violence. Huronia Transition Homes is also committed to providing shelter and support to abused women and their children and to providing counselling to women survivors of sexual assault and socioeconomic opportunities through social enterprise.



our work



Support women to achieve economic participation and security

by providing access to paid training and employment opportunities.



Support women and children who have experienced violence

through emergency shelter, longer term residential living for women who have experienced human trafficking, psychoeducational courses and counselling.



Advocacy and public education

by sharing our expertise and voice on several councils and boards, and provides critical knowledge translation to members in our communities.

programs and services

La Maison Rosewood

An emergency shelter that provides support to women and their children who are fleeing abuse and/or experiencing homelessness.

Aquarius House

A county-wide anti-human trafficking program providing case management support and specialized services for women who have been trafficked including a longer-term residential program.

Choices for Children

A county-wide psychoeducational group program for women and children who have been exposed to violence against their moms/woman guardian.

Operation Grow

A social enterprise in Midland, Ontario holistically designed to address food scarcity, isolation, poverty and the impacts of trauma in the lives of women who have experienced violence.

Athena's Counselling & Advocacy Centre

A county-wide sexual assault centre providing counselling and psychoeducational supports for women who have experienced sexual abuse and/or intimate partner violence.

board chair and executive director report

Reflections on a Momentous Year

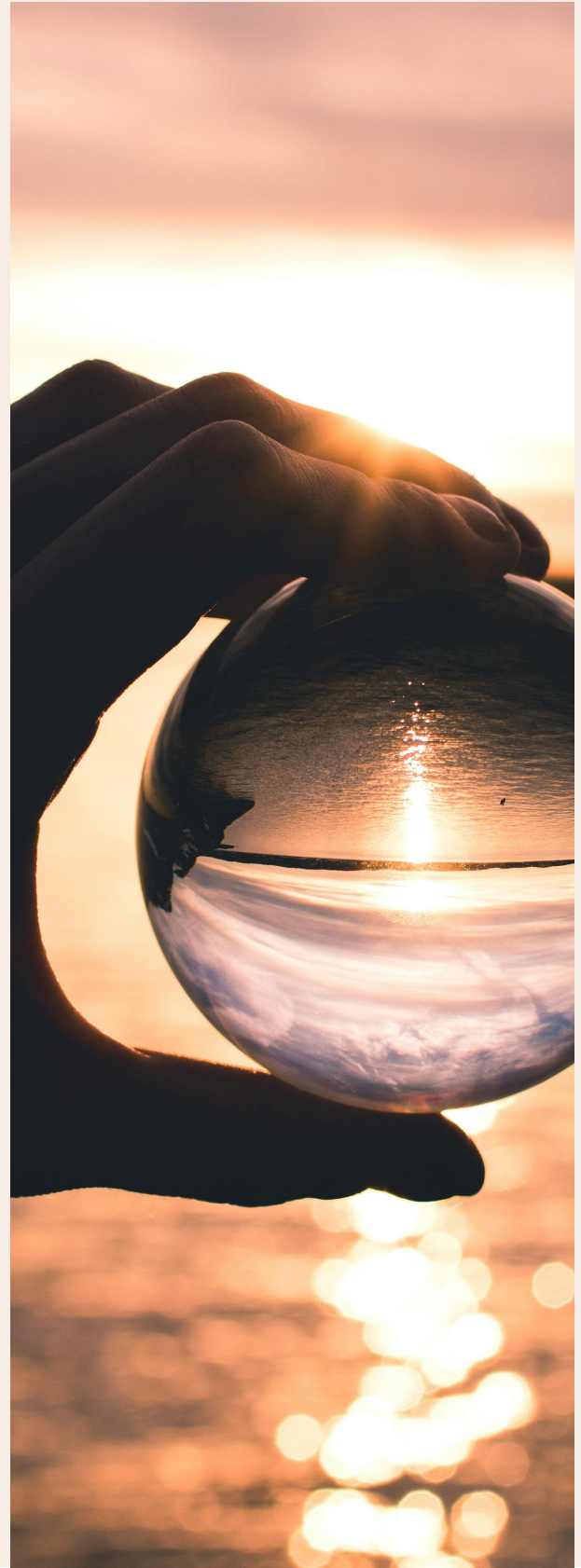
Reflecting on this year is momentous. It marked forty years since La Maison Rosewood first opened its doors in Midland; four decades of changemaking and action in the work to end all violence against all women! As we celebrated its fortieth year, our organization undertook an exciting leadership transition, embarked on several new projects and continued our work in the anti gender-based violence movement.

Celebrating Innovation and Impact

We were honoured when our social enterprise, Operation Grow (OG), received provincial recognition this year with the Excellence in Agriculture Award in the Workforce category. By integrating hydroponic farming with trauma-informed supports, the social enterprise has created a unique model for healing and economic empowerment, helping women gain confidence, employment skills, and community connection.

Leadership Transitions

This year, we were excited to appoint Kim Rowan as our new Board Chair, who brings to the table vast expertise in human resources and organizational culture. Kim's commitment to a people-centered approach alongside her strategic insights experience leading high performing teams will play a pivotal role in guiding HTH into its next chapter.





After almost three years in the acting role, Haily MacDonald, a long-time leader and advocate at HTH was made the Executive Director for the organization. Haily's hard work and dedication in addition to her connection with staff and in the community, resulted in great success this past year. In addition, Haily's passion for feminist activism and her proven ability to innovate will be sure to continue to lead HTH in its work to end gender-based violence!

We also bid a heartfelt farewell to long-time Executive Director Kathy Willis, whose leadership over three decades transformed HTH from a single shelter into a multi-program organization reaching nearly 1,000 women annually. Kathy's legacy is one of fearless innovation—from championing harm reduction practices to launching award-winning programs like Operation Grow. Her work reshaped how services for survivors of gender-based violence are delivered in Ontario, always centering dignity and inclusion. Kathy leaves a powerful legacy behind—a legacy that continues to inspire action, advocacy, and hope for a future free from violence.

Challenges we overcame

This year was also very difficult, particularly with the multiple crises facing our communities: the intimate partner violence epidemic, the housing crisis and the opioid crisis. Everyday our organization operates on the frontline of these crises and with the femicide of Julia Brady in Midland this past July the impact of this was even more pronounced. Our organization worked to mobilize the community to use Julia's femicide to raise awareness about the epidemic and worked with the Town of Midland to have a purple bench placed in community to honour her life.

This year marked a significant organizational milestone with the successful decertification of the union, following a lengthy and thoughtful process. Since then, we've taken important steps to strengthen direct communication and collaboration with staff, and we're actively working through key action items to support a culture of engagement and shared purpose

Community Engagement and Public Education

In our work to raise awareness and educate on gender-based violence, HTH enhanced its social media presence and was able to reach close to 80,000 people. The organization also ran successful public awareness events, including Take Back the Night, December 6th, and an event to honour Julia Brady.

Strategic Progress and Organizational Impact

We made strides in meeting almost all of the target outcomes described in its strategic plan. The Board worked with legal counsel to update the organizational by-laws to ensure compliance with the changes to the Ontario Non-Profit Corporations Act. The new staffing structure was fully implemented with the addition of a Director of Human Resources and Operations on the Leadership team. HTH fully transitioned to Microsoft 365, replacing Survey Monkey and Zoom, which offered both cost-savings and a streamlining of services. The Facilities Manager was able to lead a comprehensive facilities assessment and created an asset inventory at HTH.

Looking Ahead

In the upcoming year, the Board will complete the outstanding deliverable in the strategic plan; by revising the governance policies to ensure they continue to reflect best practices and provide HTH with the foundation to continue to do its impactful work. In the fall, we will host our first golf tournament fundraiser at The Nest in Friday Harbour. The day should bring together incredible supporters of HTH and raise critical funds.

Operationally we will be focused on finalizing HTH's communication strategy to provide a framework that guides all HTH's internal and external communications. We will also create and implement a program evaluation strategy that builds off the extensive work done to create organizational logic models and a theory of change.

In September, we will begin work with Endeavour Consulting, a charity that provides pro-bono consulting to non-profits. We will work with them to create a branding and packaging strategy for OG.

We will also finish work with the Town of Midland to unveil the purple bench for Julia Brady and will be advocating for both Midland and other municipalities across Simcoe County to declare intimate partner violence an epidemic.

Gratitude and Acknowledgements

We want to extend our heartfelt gratitude to our Board of Directors who volunteer their time to ensure HTH remains well positioned to continue to do its important work. We want to further extend our gratitude to the team at HTH who dedicate their lives to the movement to ending all violence against all women. You are the ones who take the crisis calls, facilitate the workshops, grow the lettuce, conduct the counselling and meet women where they are at on a daily basis. Your dedication is what truly makes HTH exceptional and is the reason why we can support so many women and children to build lives free from violence!

Thank you.

Haily MacDonald
Executive Director



Kim Rowan
Chair

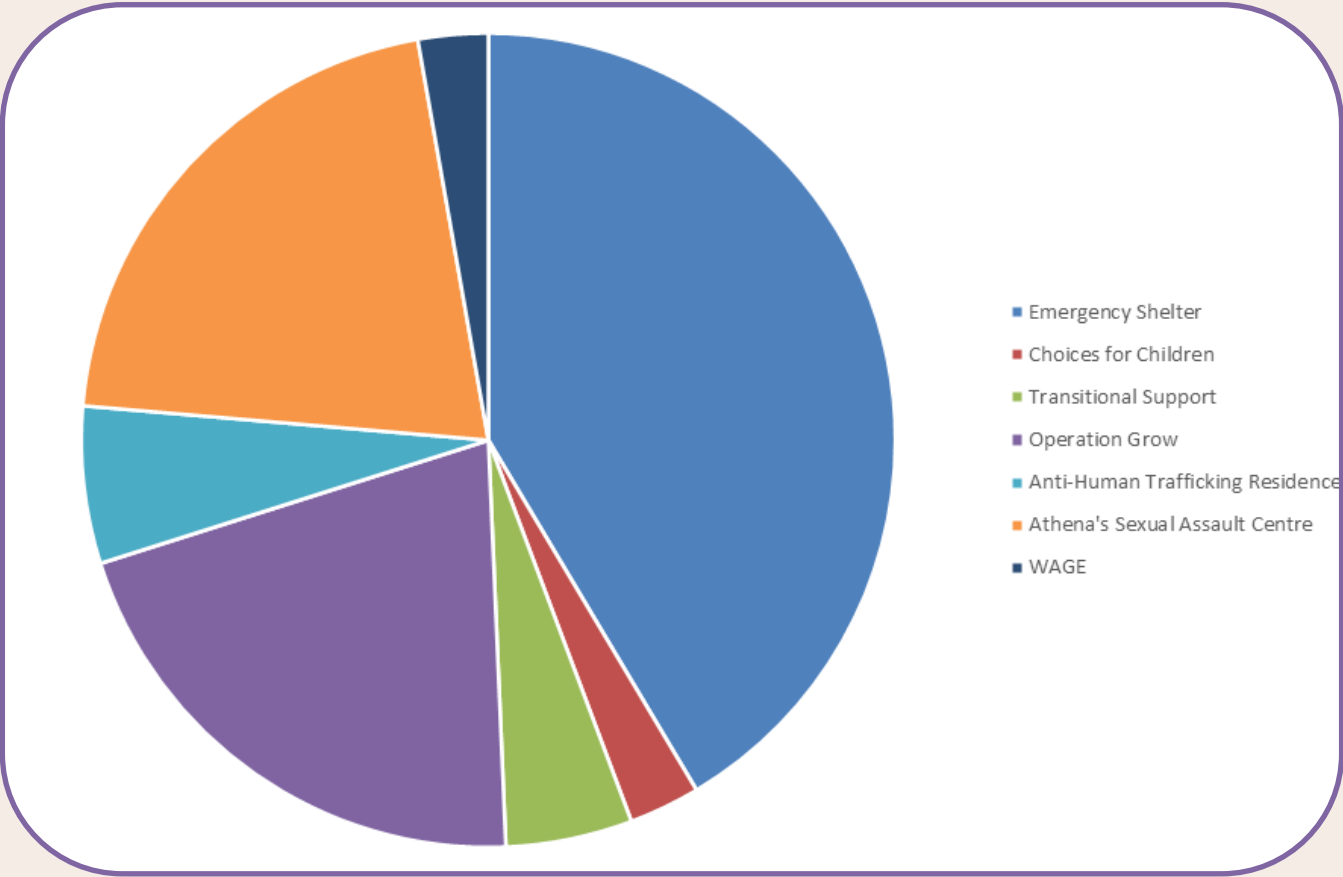


Treasurer Report

As presented by BDO, Huronia Transition Homes received a clean audit report. HTH finished the year with a deficit in operating funds of

Summary Statement of Operating Fund for the Year Ending March 31, 2025	
Total Revenue from all Sources	\$ 4,040,472
Total Expenditures	\$ 4,203,216
Total Deficit	\$ (162,744)

Expenditures by Program



Funding by Source and Expenditures by Program

Huron Transition Homes received funding from all sources of regular operation in the amount of \$4,040,472. Funding is provided by municipal, provincial, and federal ministries, and through various grants, donations and foundations. On behalf of the organization, I would like to thank all our funders, inclusive of the Ministry of Children & Community Social Services, Ontario Health, Ministry of Women and Gender Equality, the Department of National Defence, the County of Simcoe and the Les Lois Shaw Foundation for their financial support.

Investments

HTH earned interest and dividends in the current fiscal year. As of March 31, 2025, our investments increased in value from the previous year resulting in a revenue gain from investments for the year. Overall HTHs' investments are generating a consistent income for the organization through interest and dividend revenue.

This year Reinhart Weber and the Weber Foundation donated \$22.5 million dollars in one day to

13 local charities. HTH was honoured to be one of the charities supported through a \$500,000 donation to expand Operation Grow; a program the foundation helped make a reality in 2017! This \$500,000 has been invested and will be used to support the expansion and development of Operation Grow.

Highlights

HTH was successful in applying for various grants to advance the work of the organization. Specifically, HTH received funding for a multi-year project Enhancing FLS for Survivors of Violence in Simcoe County through the Ministry of Children Community and Social Services. The federal Ministry of Women and Gender Equality provided HTH with a systems change grant to launch a network in North Simcoe to mobilize support for a Basic Income Guarantee. The LesLois Shaw foundation extended funding for another three years to support Operations Grow for the entrepreneurship and employment-training programs.

Respectfully submitted,
Judy Larmand
Treasurer



Nominating Committee Report

Huronion Transition Homes (HTH) was proud to appoint Kim Rowan as Chair of the Board of Directors in January 2025. Kim brings a wealth of experience in organizational leadership, with deep expertise in board governance, strategic planning, and human resources. As a Certified Executive Human Resource Leader and Executive Coach, Kim has led high-performing teams and advised purpose-driven organizations across sectors. Her passion for social impact, combined with her business acumen, makes her a dynamic leader and a valuable asset to HTH during this time of strategic growth and evolution.

After almost a decade with HTH, and three years in the role of Board Chair, Thea Jones resigned from the Board. Thea's contributions to the governance and growth of HTH have been immeasurable. Her thoughtful insights, dedication to justice, and steadfast belief in the mission to end all forms of violence against women have left a lasting legacy. We extend our heartfelt thanks to Thea for all her commitment and energy over the years.

Over the past year, the Nominating Committee did not onboard any new board members. The Board remains deeply committed to building a diverse and representative leadership team and continues to prioritize applications from Black, Indigenous, women of colour, and queer women. This commitment reflects HTH's broader organizational values of equity, inclusion, and anti-oppression.

Looking ahead, the Board will continue to use the Board matrix as a tool to guide recruitment and ensure balanced representation across skills, lived experience, and community knowledge. We are confident that, with strong leadership and a shared commitment to social change, the Board will remain well-positioned to support HTH's mission and long-term impact.

Respectfully submitted,

Haily MacDonald
Executive Director



Investment Policy Working Group Report

The Investment Policy Working Group continued its mandate to review and strengthen HTH's investment practices to better align with the organization's values of social responsibility, equity, and community impact. Guided by the group's primary objectives, members conducted a comparative analysis of investment policies from like-minded organizations, with a focus on identifying best practices for socially responsible investing.

The group created a draft outline of twelve investment priorities, and with guidance from HTH's portfolio manager, the group refined the priorities into four core commitments. The commitments, which included some associated markers, were as follows:

- Commitment to investing in community-based and grassroots programs.
- Commitment to hiring, training and supporting diversity, anti-racism and anti-oppression.
- Commitment to global sustainability, human rights and Indigenous sovereignty.
- Commitment to HTH's negative screenings.

In the year ahead, the working group will collaborate with the portfolio manager to assess the operational feasibility of the proposed investment commitments. Insights from this process will inform you of a revised Investment Policy, which will be presented to the Board for approval.

We are excited for the year to come, as we feel we are getting closer to an investment policy that truly reflects the values of HTH.

Kind regards,

Jennifer Watson-Choi





Operation Grow Working Group Report

In January 2025, HTH's Board of Directors establish a strategic working group to explore and advance the expansion and growth of HTH's social enterprise, Operation Grow (OG). The working group was formed in January 2025, and is made up of members of the Board, HTH staff and the community at large.

The working group committed to the following priorities:

- Oversee the development of a capital campaign, including identifying and creating partnerships with potential donors.
- Review, evaluate options, and recommend appropriate course of action on Operation Grow's business activities.
- Act as a resource to help correct fiscal problems and/or discuss fiscal issues.
- Review, evaluate options and make recommendations in relation to the capital components and possible expansion.

Over the past year, the working group made significant strides in optimizing the current Operation Grow retail space. Key achievements include the procurement of new refrigeration units and additional shelving, which will enable the retail store to expand its product offerings and better serve the community.

The working group also spent a significant amount of time dedicated to communicating the impact that OG is having in the community. We are very pleased to have been awarded a consulting engagement with Endeavour Consulting to continue this work and help to further establish the OG brand.

On behalf of HTH, I extend heartfelt thanks to all members of the working group for their insight, commitment, and contributions. We look forward to expanding the group in the coming fiscal year as we continue to build momentum toward a more resilient and impactful Operation Grow.

Kind regards,
Victoria Ellery
Vice Chair



YOUR IMPACT HURONIA TRANSITION HOMES

40 years ago last November, a group of community members in Midland saw the incredible need to come together to support women who were experiencing violence. The legacy of care and collaboration is alive within the North Simcoe community today and is intrinsic to the longevity and development of our programs. In the four decades since, HTH has expanded its services and reach to support women not just in Simcoe County, but across the province.

745

women served across the organization

7538

hours of counselling provided to women across all programs

3388

crisis calls to the organization

541

hours spent on crisis calls

783

group sessions

995

hours spent in groups

A year of milestones

After 3 decades, Kathy Willis retired in 2024 from the role of Executive Director of HTH. Her expertise and energy guided and stabilized the organization, and was behind many of the innovative projects we see alive and well today across HTH.





LA MAISON ROSEWOOD

35,612

hours spent working with women
experiencing homelessness

68,459

hours spent working with women
experiencing violence

16,905

hours spent working with women
experiencing human trafficking

61

women
resided in
shelter

18

children
resided in
shelter

2773

hours of counselling
in shelter

815

crisis calls

175

hours spent
on crisis calls



legal advocate

304

hours of legal
advocacy

132

women
served

172

hours of legal
advocacy at
Athena's

78

women served
at Athena's

transitional support

32

Indigenous
women served

84

women
served

27

applications
for social
housing

16

women
found secure
housing

wellness worker



82

women
received
support

40

referrals to
community
organizations

546

appointments
with women

12

group
sessions

on-site nurse clinic

29

women
accessed
support

50

visits for
health
support

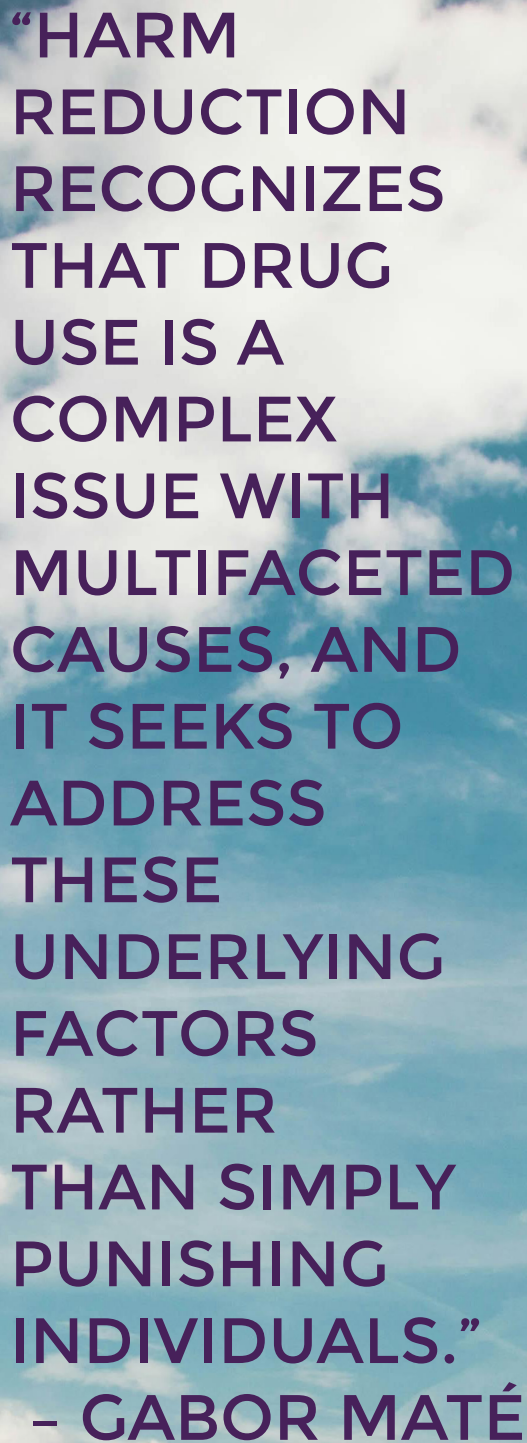
17

ODSP
applications

8

clinic days
held





**“HARM
REDUCTION
RECOGNIZES
THAT DRUG
USE IS A
COMPLEX
ISSUE WITH
MULTIFACETED
CAUSES, AND
IT SEEKS TO
ADDRESS
THESE
UNDERLYING
FACTORS
RATHER
THAN SIMPLY
PUNISHING
INDIVIDUALS.”
– GABOR MATÉ**

HARM REDUCTION

Harm reduction supplies are available through each of our programs. Harm reduction supplies can be accessed 24/7 at La Maison Rosewood.

14,570

needles returned to
Rosewood

1572

injection kits provided

529

naloxone spray
kits provided

31

individuals trained to
administer naloxone

The stats above are for the 2024-2025 year



AQUARIUS HOUSE

20

women served

11

Indigenous
women served

34

average age
of service

60%

experienced
sex trafficking

7

women
working at OG

CHOICES FOR CHILDREN

22

groups

140

hours spent in
sessions

82

women served

76

group
sessions

148

children
served

ATHENA'S COUNSELLING AND ADVOCACY CENTRE

336

women served

25

yoga sessions

24

women attended yoga

144

women accessing
psychoeducational courses

83

psychoeducational
courses run

51

racialized
women served

27

Indigenous
women served

286

hours spent in
group

177

women received
counselling

3446

hours of counselling
provided to women

1365

crisis calls taken

62

drop in
sessions
offered

367

hours spent
on crisis calls

90

ISA
appointments

communications and development coordinator



15
public
engagements

21
public
education
workshops

319
hours of
public education

28
text messages
sent

15
presentations
given

26
hours of
presentations

80
participants in
presentations

12
CAF community
members served

project BASE





OPERATION GROW

16,905

hours spent working with women
experiencing human trafficking

16

members over
the age of 65

20

members
under age 20

37

Indigenous
women served

92

referrals to community
organizations

70

job readiness
workshops

37

trainings held

63

yoga and
fitness
classes

178

members

62

women in the
apprenticeship program

2829

hours of paid
apprenticeship work

136

hours of training
provided to women

30

women who completed
the self-employment
program



French Language Services

*Parlez-vous
français?*

4

new
community
connections

24

organizational
documents
translated

2

trainings
with staff and
supervisors

BIG

The Basic Income Guarantee (BIG) Project, funded by Women and Gender Equality Canada, aims to restructure the current understanding of economic insecurity, specifically as it relates to the epidemic of violence against women and its close interconnection with poverty.

This project will create a movement for the realization of a BIG within North Simcoe through the establishment of a community network made up of municipalities, academic institutions, social services, regional committees, the local health unit, and women with lived experience of violence and poverty. This project will run for three years, from April 2024-March 2027.

6

Stewardship
Advisory Council
members

2

focus groups
facilitated

16

participants in
focus groups

1

literature
review



Huronia Transition Homes

... working to end all violence against all women



**OPERATION
GROW**