



United Way
Guelph Wellington
Dufferin

Change starts here.

2015 Annual Report

unitedwayguelph.com

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President & Executive Director's Report



Happy 75th!

2015 marked United Way Guelph Wellington Dufferin's 75th Anniversary. The local United Way began in 1940 as the Guelph Community Chest for War & Welfare Services, at a time when Canada was facing the realities of WWII. It was established to conduct a single, annual campaign for voluntary sector agencies that were conducting individual campaigns. The first fundraising goal was set for \$70,000 and 12 community agencies were supported.

Seventy-five years later, our name may have changed, but our mission remains the same. We are proud of the part United Way has played in shaping the social service framework within our local community, and look forward to continuing to make our community stronger.

In the midst of our celebrations, the 2015 fundraising campaign was met with some challenges, including labour unrest, workplace closures and economic struggles in some sectors. Despite these challenges, our generous community came together to raise a record \$3.67 million, enabling us to continue to provide stable funding for our funded agencies.

We would like to take this opportunity to thank all of our volunteers who donated their time and energy to run workplace campaigns. Our success is due, in large part, to these dedicated volunteers and their generous community spirit!

We also thank our board of directors, committee members and staff, who not only ensure that not dollars are raised, but that they are invested where they can do the most good in the community.

The success of the 2015 campaign has made it possible for United Way to invest in 92 social service programs at 57 local agencies in the City of Guelph and Wellington and Dufferin counties. We want to take a moment to recognize the contributions of the staff and volunteers of the agencies that receive funding from United Way. Their dedication to their users and our community is an inspiration.

In closing, we thank all of you for your commitment to United Way. With your support, United Way will continue to fund local programs that move people from poverty to possibility, that create strong communities, and that help kids be all that they can be. Thanks to you, we are making **change start here.**



Khalid M. Khokhar

Khalid Khokhar,
President, Board of Directors

Ken Dardano

Ken Dardano,
Executive Director

As the largest non-governmental funder of the social and voluntary sector, United Way donors, volunteers and fund recipients work together to improve lives and build community — making change start here!

"As time goes by"



**75th Anniversary
Gala Celebration
October 24, 2015**



Special Thanks to the 75th Anniversary Gala Committee:

Chair—Kimberley Rogers, Kimberley Rogers Décor & Staging Solutions

Karen Bilton, BMO Nesbitt Burns

Catherine Grinyer, Smith Valeriotte Law Firm LLP

Carolyn Hill

Danielle Marks, Smith Valeriotte Law Firm LLP

Matt McQuade, Champion Mortgage

Hillary Schlaht

Irene Thompson, University of Guelph

Maryn Vonk, The Co-operators

Brandon Yanchus, Investors Group

Colleen Murdoch & Emma Rogers, United Way



Celebrating 75 Years



For 75 years, United Way Guelph Wellington Dufferin has worked to monitor and meet the pressing social needs of our community.

The local United Way began in 1940 as the Guelph Community Chest for War & Welfare Services, at a time when Canada was facing the realities of WWII. It was established to conduct a single, annual campaign for voluntary sector agencies that were conducting individual campaigns. The first fundraising goal was set for \$70,000. Twelve community agencies were supported: Canadian Red Cross, YMCA, YWCA, Knights of Columbus, Salvation Army, Children's Aid, Canadian Legion, Victorian Order of Nurses, House of Providence, IODE, Navy League and the Canadian National Institute for the Blind.

From 1945 to 1970 the organization was known by many names, such as Red Feather, United Community Funds, Community Chest and the Guelph United Way.

By 1971, the organization had adopted the name of the Guelph and District Community Services Council, during the era of social activism and the rise of the Social Planning Movement in Canada. Responding to this important shift, the organization established a Social Planning program to identify and respond to community needs, as well as to develop a rationale basis for distributing funds. One of the first activities of the social planning program was the identification of agencies that provided services in the community. This exercise resulted in the creation of Guelph Information – an information and referral service that helped residents access community services.

Between 1976 and 1982, it was recognized that the public did not easily understand or identify with the "Community Service Council". Therefore, the name was changed to the United Way Social Planning Council to clearly identify the organization's core programs.

During this period, the campaign experienced tremendous growth, more than doubling its results in ten years. This was attributed to having participated in one of United Way of Canada's first on-site Campaign Analyses, a thorough assessment of data and campaign practices.

In the following years, the organization made significant gains in its campaign; the number of funded programs increased significantly, and a volunteer leadership development program was established.

In 1991, the United Way campaign surpassed the \$1 million mark for the first time, despite the recession that was occurring throughout Canada at the time.

After the loss of government funding in 1995, the organization re-examined its activities and decided to out-source Guelph Information and the Volunteer Leadership Development service (which became the Volunteer Centre of Guelph/Wellington). This shift reaffirmed the organization's commitment to three core programs: social planning, campaign and fund distribution.

Today, United Way Guelph Wellington Dufferin works on behalf of over 55 local agencies, to improve lives and build community. Through a network of over 90 local community programs, United Way ensures thousands of people each day have a helping hand and keeps our community safe and thriving. Our funded programs provide basic needs to those struggling financially, keep our community active and engaged and support kids as they grow and develop. Donors have contributed over \$48.25 million to United Way over the past twenty years, and the campaign continues to grow, raising over \$3.5 million in 2014.

Board of Directors & Committees



Board of Directors

The board of directors generously donate their time and talents to building and strengthening United Way through their leadership, strategic direction and financial oversight.

President: Khalid Khokhar, Islamic School of Cambridge

Vice President: Judy Sorbara, Retired Principal, Upper Grand District School Board

Treasurer: Jean Prichard, BDO Canada LLP

Past President: Steve Allen, Arcelor Mittal Dofasco Inc.

Kelly Henderson, Associated Youth Services of Peel

Stuart Holloway, Community Member

Margaret Lemoine, CUPE

Rick McCombie, The Co-operators

Terry Peach, Retired, GE Canada

Irene Thompson, University of Guelph

Vanessa Young, Intrigue Media

United Way Guelph Wellington Dufferin Executive Director: Ken Dardano

Campaign Cabinet

The success of the 2015 United Way fundraising campaign was lead by the tireless efforts of our volunteer campaign cabinet. Chaired by Karen Farbridge, cabinet members became our strongest ambassadors, encouraging their peers and their neighbours to invest in their community by giving to United Way.

Campaign Chair

Karen Farbridge

Business/Finance Co-Chairs

Sandra Dawe, The Co-operators

Kazi Marouf, Guelph Hydro

Education Division Co-Chairs

Richard Moccia, University of Guelph

Patricia Tersigni, University of Guelph

Labour Division Chair

Dawn Pewtress, City of Guelph

Leadership Co-Chairs

Irene Thompson, University of Guelph

Mark Kelland, TD Canada Trust

Manufacturing Co-Chairs

Sue Keuhl, Sleeman Breweries Ltd.

Michelle Morris, Linamar, The Centre

Chris Riecker, Cargill Canada

Roxanne Rose, Linamar Corporate

Public Sector Co-Chairs

Jason Bruder, Canadian Food Inspection, Agency – Agriculture Canada

Christine Oldfield, Volunteer Centre Guelph-Wellington



Campaign Cabinet members, and University of Guelph's United Way Campaign Co-Chairs Richard Moccia and Patricia Tersigni.



Fund Distribution Committee

Volunteers on the fund distribution committee ensure donations to United Way are put to their best use. They review the programs applying for United Way funding, ensuring they are offering services in response to the identified community needs.

Committee Chair: Kelly Henderson, Executive Director, Associated Youth Services of Peel, United Way Board of Directors

Kate Barlow, Markets & Trade Officer, Agri-Food Canada

Stuart Holloway, Community Member

Trish McComb, County of Wellington

Moustapha Oke, Research Analyst, OMAF & MRA

Susan Robinson McPetrie, Community Member

Adam Rutherford, Youth Services, City of Guelph

Lisa Schincariol McMurtry, Research Consultant

Robert Waterman, Community Member

Alia Ziesman, City of Guelph & Guelph Neighbourhood Support Coalition

United Way Staff Reps: Ken Dardano, Shakiba Shayani

Staff

(as of December 31, 2015)

Ken Dardano, Executive Director

Isabella Barretto, Campaign Manager

Carol Byron, Financial Manager

Brenda Carson, Campaign Director

Colleen Murdoch, Communications Director

Terry O'Connor, Labour Coordinator

Emma Rogers, Campaign Manager

Shakiba Shayani, Community Investment Manager

Jillian Tausky, Systems and Database Manager

Jean Thompson, Administrative Assistant

Staff moving on during 2015:

Patricia Townson



United Way Fund Distribution Committee 2015

Day of Caring



United Way's Day of Caring sees teams of employees take time from their workday to volunteer at local charities. It's a win-win for all—much needed projects are completed for agencies and volunteers learn about their community through a hands-on experience.

On October 14, 2015, teams of employees volunteered their time at Michael House, Guelph-Wellington Women In Crisis and Better Beginnings Better Futures to name a few, lending a hand

with projects including painting and yard work, to helping stock food pantries.

Thank you to all of our teams and funded agencies for helping to bring our community together.

**Day
of
Caring®**
Give. Volunteer. Act.



Labour Partnership



Since 1988, United Way Centraide Canada and the Canadian Labour Congress have been working together to strengthen communities. Union members and their families are United Way donors and volunteers, as well as users of the programs and services United Way funds. Locally, United Way Guelph Wellington Dufferin is proud of our partnership with the Guelph & District Labour Council. Through workplace campaigns and local events, Labour brings us one step closer to making *change start here*.

2015 Labour Partners

CSA
CUPE
ETFO
PSAC
Guelph Police Association

Guelph Professional Firefighters
Association
OECTA
OPSEU
OSSTF

TARA
UFCW Local 1189
UNIFOR
United Steel Workers

Community Investment



Community Impact is about achieving meaningful, long-term improvements to quality of life in Guelph Wellington and Dufferin communities by addressing not just the symptoms of problems but also getting at the root causes. Recognizing this, United Way Guelph Wellington Dufferin chooses to focus efforts in three key community investment Focus Areas essential for our community to thrive. We do this by investing in programs and by working closely with local community groups – those that receive United Way funds and those that do not – to address the social needs of individuals and groups in our community that are vulnerable to social and systemic barriers to create meaningful change.

In 2015, the Community Investment department was pleased to be an active part of the following community groups and projects to address the social service issues identified through the research activities around each table, as well as ensure that our investments are best responding to community needs and programs are having real and measureable impact on the lives of people in our community:

- Guelph & Wellington Task Force for Poverty Elimination—works collaboratively to take local action and advocate for system & policy change to address the root causes of poverty
 - Co-Chair the Research & Knowledge Mobilization Committee (a sub-committee of the PTF)
 - Contribute to the Wellington-Guelph Housing Committee (an aligned committee of the PTF)
 - Living Wage Advisory Committee
 - 20,000 Homes Leadership Committee
- Wellington-Dufferin-Guelph Coalition for Report Cards on the Well-Being of Children, contributing to the development and implementation of the Youth Survey
 - Core Indicators Advisory Committee (subcommittee of the Wellington-Dufferin-Guelph Report Card Coalition)
 - Data Access Working Group (subcommittee of the Wellington-Dufferin-Guelph Report Card Coalition)
- Guelph-Wellington Local Immigration Partnership Leadership Council
 - Research Team (subcommittee of the GWLIP)
 - Syrian refugee focus groups, assisting with the mobilization of community efforts
- Toward Common Ground Steering Committee
- Community Data Program—Wellington-Dufferin-Guelph Consortium
- External Funding Review Panels
 - Union Gas Winter Warmth Program
 - Community Advisory Board—Homelessness Partnering Strategy (HPS)

Funding By The Numbers



All That Kids Can Be	22 Agencies	29 Programs	\$533,849 Total Funding
Strong Communities	32 Agencies	44 Programs	\$1,462,176 Total Funding
From Poverty to Possibility	14 Agencies	19 Programs	\$749,615 Total Funding
Totals	57 Agencies	92 Programs	\$2,745,640 Total Funding

**Funds allocated in 2015 are distributed to programs April 1, 2016 to March 31, 2017.*



All That Kids Can Be



United Way's Goal

To help children and youth reach their full potential.

Children and youth need to live and grow in a supportive, inclusive and nurturing environment. By investing in young people, we help them grow up to be all that they can be, ensuring everyone's future is stronger.



900

children participated in mentoring programs with screened adult volunteers for safe, supportive mentoring friendships

9,100

youth in grades 1-12 participated in various presentations on child abuse, bullying and interpersonal violence

5,000

youth received information about mental health, suicide awareness and coping strategies

Funded Agencies

Action Read Community Literacy Centre
Autism Ontario—Wellington County Chapter
Big Brothers Big Sisters of Centre Wellington
Big Brothers Big Sisters of Dufferin & District
Big Brothers Big Sisters of Guelph
Big Brothers Big Sisters of North Wellington
Canadian Mental Health Association Waterloo Wellington Dufferin
Canadian National Institute for the Blind
Canadian Red Cross Society—Guelph/Wellington Branch
Child Witness Centre
Community of Hearts Lifelong Learning Centre

Dufferin Child & Family Services
Dufferin Parent Support Network
Give Yourself Credit
Guelph & District Multicultural Festival
John Howard Society of Waterloo-Wellington
Learning Disabilities Association Guelph Wellington
Rainbow Programmes for Children
Shelldale Better Beginnings Better Futures
United Way Guelph Wellington Dufferin
Wellington County Learning Centre
YMCA/YWCA of Guelph

Strong Communities



United Way's Goal

To support personal well-being & strengthen neighbourhoods.

United Way Guelph Wellington Dufferin invests in programs that make our community vibrant and safe as well as create opportunities for individuals, families and neighbourhoods. We focus on improving access to social and health-related support services, as well as supporting community integration and engagement.

1,500

seniors who are socially isolated or experiencing depression received a visit from a volunteer who cares

8,800

calls answered from those experiencing distress or in need of someone to listen

1,500

School-aged children accessed recreational & support programs to increase physical activity and community participation



Funded Agencies

ARCH: HIV /AIDS Resources & Community Health
Alzheimer Society Guelph-Wellington
Breaststrokes
Canadian Hearing Society
Canadian Mental Health Association Waterloo Wellington Dufferin
Canadian National Institute for the Blind
Canadian Red Cross Society—Guelph/Wellington Branch
Community Engagement & Global Citizenship, Student Life
Dunara Homes for Recovery
East Wellington Community Services
Family & Children's Services Guelph Wellington County
Family Counselling & Support Services
Guelph & District Labour Council
Guelph & District Multicultural Festival
Guelph Enabling Garden

Guelph Independent Living
Guelph Neighbourhood Support Coalition
Guelph Wellington Seniors Association
Guelph-Wellington Women In Crisis
Headwaters Communities in Action
Hospice Wellington
Immigrant Services Guelph-Wellington
John Howard Society of Waterloo Wellington
March of Dimes Canada
Mood Disorders Support Group of Guelph
St. John Ambulance—Fergus/Elora Branch
St. John Ambulance—Guelph Branch
Torchlight
United Way Guelph Wellington Dufferin
Victorian Order of Nurses
Volunteer Centre of Guelph/Wellington
Volunteer Dufferin

From Poverty to Possibility



United Way's Goal

To meet basic human needs & move people out of poverty.

Poverty is a complex set of stubborn, intertwined social issues. United Way Guelph Wellington Dufferin funds programs that help to meet the basic needs of the most vulnerable people in our communities, build the capacity of individuals to become economically independent, and advocate for the removal of systemic and discriminatory obstacles to economic security.



36,500

healthy meals provided to those in need

7,200

people received emergency food and household items

163

Disadvantaged adults received assistance with reading, writing and numeracy skills to improve employability

24,000

Affordable meals delivered to immobile seniors and other vulnerable members of the community

Funded Agencies

Action Read Community Literacy Centre
Centre Wellington Food Bank
Chalmers Community Services Centre
Community Resource Centre of North & Centre Wellington
East Wellington Community Services
Family Counselling & Support Services

Guelph Community Health Centre
Guelph & Wellington Task Force for Poverty Elimination
Michael House Pregnancy Care Centre
Out of Poverty Society (Guelph) Inc.
Victorian Order of Nurses
Welcome In Drop-In Centre
Wellington County Learning Centre
Wyndham House

United Way GenNext



The United Way GenNext initiative promotes a new and exciting way for young professionals to get involved in our community. By creating opportunities for future leaders to invest their time, energy and money, we are inspiring our next generation of givers to support and advance the impact of United Way locally.



2015 GenNext Committee Members

Jenna Bamsey, Sleeman Breweries
Evan Campbell, Miller Thompson LLP
Catherine Grinyer, Smith Valeriotte LLP
Kirsten Johnston, Linamar
Danielle Marks, Smith Valeriotte LLP
Matt McQuade, Champion Mortgage
Vanessa McQuade, Intrigue Media
Jaime Power, Investor's Group
Aislinn Shoveller, Inbox Marketer
Debbie Stanley, RLB LLP
Maryn Vonk, The Co-operators



The first annual GenNext Networking event was held in November 2015 at Eagle's Flight. The event saw over 100 participants and 20 community leaders participate in an interactive learning and networking opportunity, as well as a chance to hear from Linda Hassenfratz, CEO of Linamar Corporation.



United Way Campaign



2015 Highlights

With United Way thousands of community members come together, contributing their talents and money, and raising funds in support of vital social services.



Over the past 20 years, the annual United Way campaign has raised more than \$50 million to support social service and voluntary-sector programs in Guelph, Wellington and Dufferin. With more than 1,100 volunteers taking part in the campaign annually, this is truly a community achievement.

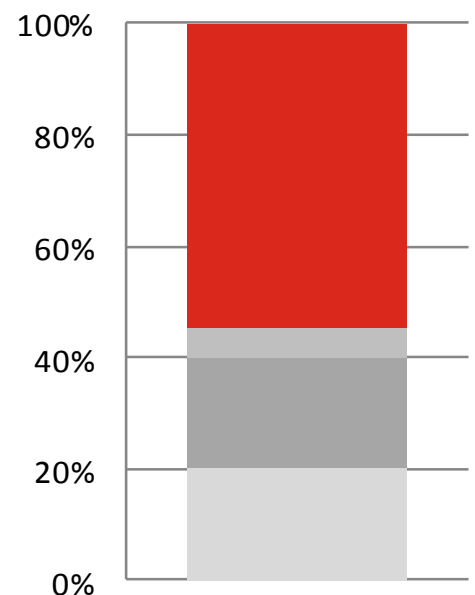
Under the leadership of Campaign Chair Karen Farbridge and the campaign cabinet, the 12 week campaign in the fall of 2015 saw 250 workplaces run campaigns. Volunteers in each workplace collected pledge forms, ran special events and shared the message of the positive changes United Way makes possible in the community. Union locals in workplaces across Guelph, Wellington and Dufferin contributed to the strength of several campaigns. Still others in the community gave through mail or online options.

Campaign by the Numbers

- \$3,634,635 total raised
- 7,371 donors
- \$493 average gift
- 525 Leadership Donors, giving over \$1,000 per year
- 640 Everyday Heroes, giving \$1 a day
- \$724,362 in corporate donations

Community Giving 2015

- Employee Giving
- Corporate Giving
- Individuals
- Special Events



2015 Financial Overview



Accountable and transparent to our donors

United Way continues to be on sound financial footing, allowing the organization to meet its commitments and carry-out its mission.

Accountability

At United Way, we strive to be open and accountable regarding how the funds we raised are put to use in the community.

- United Way Guelph Wellington Dufferin complies with United Way of Canada's Transparency, Accountability and Financial Reporting standards.
- We are a member of and adhere to Imagine Canada's Ethical Code and Donor Bill of Rights
- Our financial statements are audited by an independent auditor and are available online at unitedwayguelph.com
- United Way actively solicits in-kind donations, sponsorships, pro-bono services, loaned staff and the support of volunteers to keep expenses as low as possible. This ensures that as much as possible of every dollar raised goes directly to the local community.

Audited Statements

In our audited financial statements for 2015, revenue and expenses are stated in three areas of operation—campaign (including program funding), community services (community investment) and building and capital, and then as a combined total. Overall, the audit shows the organization is on sound financial footing, and that the financial practices at United Way are in accordance with Canadian Generally Accepted Accounting Principles.

Of United Way's three areas of operation, campaign represents the largest portion, and as such, additional details related to the campaign/community investment component of the audit are provided.

Audited statements for United Way Guelph Wellington Dufferin, 2015, are available online at unitedwayguelph.com Hard copies of the financial statements can be requested by calling the United Way office.

Financial Summary

Campaign & Community Investment

Program Funding—Of the \$3.63 million in total United Way campaign revenue pledged in 2015, \$2.76 million is going directly to program funding in 2016. This provides funding for 92 programs at 57 local agencies.

Pledge loss, funds held back to account for pledges promised that are not received (for instance, in cases of job loss), stood at 3.5 percent in 2015.

Fundraising costs account for 19 percent of campaign revenue in 2015, well below industry benchmarks of 26% and the CRA benchmark of 35%.

Key Financial Figures 2015

\$3.63 million raised

*30% increase over 5 years

**\$2.76 million
to program funding**

*40% increase over 5 years

Campaign Awards



Congratulations to the recipients of the 2015 Campaign Awards, and to all the workplaces that contributed to their community through United Way.

Campaign of the Year Award—Private Sector

- McNeil Consumer Healthcare

Campaign of the Year Award—Public Sector

- University of Guelph

Outstanding Achievement Award

- Linamar Corporation
- University of Guelph

Leadership Giving Award

- McNeil Consumer Healthcare

Everyday Hero Giving Award

- Guelph Hydro

Union-Management Workplace Campaign Award

- Guelph Hydro

Employee Campaign Coordinator of the Year

- The Co-operators Team

Union Campaign Coordinator of the Year

- Kari Clifford, Guelph Hydro

Spirit Awards

Education Spirit Awards

- Holy Rosary Catholic School
- Open Learning & Educational Support
- College of Biological Science

Manufacturing Spirit Awards

- The Centre (Linamar)
- Sleeman Breweries Ltd.
- Cargill Canada

Public Sector Spirit Awards

- OMAFRA
- OPP—Wellington County
- County of Wellington

Business & Finance Spirit Awards

- The Co-operators
- RBC Royal Bank
- RLB LLP

Agency Speaker of the Year Award

- Cassi Garrett, Action Read
- Brendan Johnson, Guelph Neighbourhood Support Coalition

United Way Day of Caring Award

- TransAlta

Outstanding Executive Support Award

- The Co-operators

Outstanding Special Event

- Zumbathon, Vehcom Manufacturing

GenNext Award

- Eagle's Flight

Employees Making a Difference Award

- Jeff Nealy, Linamar Transportation
- Sue Keuhl, Sleeman Breweries Ltd.
- Rich Moccia & Patricia Tersigni, University of Guelph

United Way Incredibles Award

- Naomi Horst, OMAFRA
- Les Hosszu, Vehcom Manufacturing

Corporate Honour Roll



These organizations donated \$5,000 or more to United Way in 2015 through corporate, employee, union member, and retiree donations. Thanks to everyone for their generosity!

\$500,000 and above

Linamar Corporation
University of Guelph community

\$200,000 to \$499,999

Cargill Canada
The Co-operators

\$100,000 to \$199,999

LCBO
McNeil Consumer Healthcare
Sleeman Breweries Ltd.

\$50,000 to \$99,999

City of Guelph employees
Guelph Hydro employees
OMAFRA/Provincial Employees
RBC Royal Bank
Wellington Catholic District School Board
Wellington County employees

\$25,000 to \$49,999

Agricorp
Blount Canada Ltd.
BMO Bank of Montreal
Government of Canada Workplace Charitable Campaign
Homewood Health Centre
Rowan Williams Davies & Irwin Inc.
TD Canada Trust

\$10,000 to \$24,999

Bayer Crop Science
Cascade (Canada) Ltd
Costco Wholesale Canada Ltd.
Denso Manufacturing Canada Inc.
Guelph General Hospital
Flowserve Canada Corp.

General Electric Canada Inc.
Guelph General Hospital
Manulife Financial
Meridian Credit Union
RLB LLP
Sun Life Assurance Company of Canada
Syngenta Crop Protection Canada
Tacoma Engineers Inc.

\$5,000 to \$9,999

Aecom
Armtec LP
Canadian Mental Health Association Waterloo
Wellington Dufferin
CIBC
CJOY/Magic FM
CpK Interior Products
EastGen
Family & Children's Services of Guelph & Wellington
Inbox Marketer Corporation
Metalumen Manufacturing Inc.
OLG Slots at Grand River Raceway
Owens Corning Canada
Scotiabank
TransAlta
United Way Guelph Wellington Dufferin employees
Upper Grand District School Board
Wellington Dufferin Guelph Public Health

Leadership Honour Roll



Leadership Giving

In 2015, 525 Leadership Donors donated over \$779,000 to the United Way Campaign. United Way Leadership donors are recognized for annual gifts of over \$1,000.

Challenge Grant

In 2015, in honour of our 75th Anniversary, generous donors came together to establish the 75th Leadership Challenge Grant. The grant provided matching funds for new or increased gifts of \$1,000 or more to United Way Guelph Wellington.

We thank the individuals below for their generosity and their contribution to improving lives and building community.

Champions (\$10,000+)

John & Pamela Rennie
1 Anonymous

Pathfinders (\$5,000-\$9,999)

John & Nancy Bligh
Sid Brodovsky & Cary Shafir
Brenda Coomber & Jamie Ford
Jim & Sandra Jarrell
Cynthia MacLeod
Maureen Mancuso & Kevin Porter
Mr. Geoff Newton

Patrons (\$2,500 - \$4,999)

Steve & Marnie Allen
Katherine Bardswick

Ian K. Barker
Doug Bouck
Dr. Donald Bruce
Dr. Anthony Clarke
Mr. Edward Clayson
Jonathan Cummins
Stephen Garrod
Christian Giroux & Anna Cox
Beverley Hale & Lloyd Cummins
Mr. James Harrington
Vicki Hodgkinson
Bahaar Luhar
J.I. MacInnes
Rick & Joanne McCombie
Stuart McCook
Mr. Gregg Mitchell
Rich & Sandra Moccia
Georgia Mason & Jonathan Newman
Bol Niwar
Sandra Rechico
Ms. Gloria Reynen
Debra Sikora
Aimee Smith & Jason Goodfellow
Mr. Michael Soligo
Al Sullivan
Dr. Ann Wilson
14 Anonymous donors

Builders (\$1,500 - \$2,499)

Dave Aberle
Daniel Atlin
Mr. Frank Bomben
Mr. Alfred Brandenburg
Robert & Catherine Brown
Mr. Jason Bruder
Alasdair & Michelle Campbell
Ken Dardano
Steven De Brabandere
Mr. Ernest Duffy
Mr. Craig Ferneyhough
Denise & Martin Fielding
Mr. Danny Fish

Mr. Philip Gosling
Gayleen Gray
Marsha Groves
Peter Guth
Ms. Sandra Harding
Martha Harley
Ms. Charlotte Hodgson
Ms. Kim Iezzi
Ms. Christina Kee
Mark & Denise Kelland
Allan & Lena King
Jim & Kelly Kirkland
Bill & Colleen Koornstra
Frank & Molly Kriksic
J Livernois
Carl & Jennifer Mackie
Ms. Jessica Martin
Jerry Matthews
Grant & Laura Maxie
John & Bonnie Melichercik
Valerie Meyer
Lucia Mitukiewicz
Paul & Kate Mlodzik
The Kitchener and Waterloo
Community Fdn
Jane & Gary O'Leary
Ms. Helen Oliver
Gard Otis & Lisbeth Sider
Cecelia Paine & James Taylor
Ann Pappert & Al Bogusky
Ella & Peter Pauls
Jeffrey Peddle
Kathy Phillips
Allen Quackenbush
Mr. James Reddin
Ms. Lorna Reid
Jaqueline Rodden
Brigitte Roth
Mr. David Skeoch
D. Stark & H. Dobson
Martin & Sandy Stocker
Ms. Lynette Stradeski
Patricia Tersigni & David Wood
Irene Thompson

Mr. Patrick Thornton
 Catherine & George Thurtell
 Mr. Janice Tigert-Walters
 Steeve Veilleux
 Frank Vieira
 Jon Warland
 Maureen & Alfons Weersink
 Glenn & Marilyn White
 Chris & Dorothea Whitfield
 Barry Wilson
 Mr. Daniel Woods
 14 Anonymous donors

Leaders

(\$1,000 - \$1,499)

Mr. Ghirmay Abarg
 Tammy Adkin
 Ms. Catherine Alexander
 Rodger & Beth Vokey
 Drohan Amos
 Ms. Melissa Annett
 Don & Debbie Armstrong
 Dr. L M Ashbourne
 Mr. Peter Baggio
 Ms. Tracy Barker
 Bill & Jo Barr
 Mr. Brian Beckenhauer
 Ms. Robin Begin
 Josh Bell
 Carmel Bellamy
 Brenda & Michael Ben
 Hugh Berges
 Mr. Tomasz Bieniarz
 The Bonifacio Family
 Ms. Melissa Bouck
 Frank O. Brewster
 Kathleen Brown
 Mr. Jason Brown
 Mr. Dave Brown
 Susan Brown
 Mr. David Brubaker
 Necip Buket
 Mr. Janusz Buskzowski
 Charles Bram Cadsby
 Mr. Wayne Caldwell
 Doug Campbell
 Malcolm Campbell
 Mr. Christopher Carpino

Sean Carscadden
 Catherine Carstairs
 Joe Caruana
 Mr. Phil Chapman
 Mr. Edwin Chestnut
 Dr. Julia Christensen Hughes
 Kurt Christie
 Joe Cincinnato
 Ms. Colleen Clack
 Jason Clark
 Mr. Edward Clemens
 Jamie Clinch
 Mr. Paul Cluthe
 Ms. Jaclyn Cockburn
 Mac Cole
 Ms. Lorraine Collingwood
 Tanis Comrie
 Dr. Peter Conlon
 Mr. Robert Cooke
 Mr. Ian Cowbrough
 Shayne Cowsill
 Mr. Jonathan Crawshaw
 Mr. Tito Crespin
 Barry Cullen
 Harry & Lynda Cummings
 C. Cunningham
 Ms. Peggy Curry
 Mr. Jeff Dahl
 Roy Danzmann
 Mr. Brock Daw
 Ms. Sandra Dawe
 Mr. Bill Dawkins
 Terry & Dorothy Daynard
 Daniel De Fidelibus
 Bryan Dennis
 Ms. Michelle Dermody
 Mr. Rob Dernovsek
 B DeRoo
 Mr. Jeff DeRuyter
 Dennis Deters
 Steve & Krista Devine
 Mr. Randy Dewar
 Trevor & Lucille Dickinson
 Kyle Dietrich
 Mr. Hoan Do
 Mr. Graham Dolby
 Ms. Gail Draper
 Mr. Ted Duchesne
 Mr. Todd Duffield

Doug Eberlee
 George Eid
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Thank you to the 640 Everyday Heroes, giving \$1 a day in support of United Way.

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United Way
Guelph Wellington
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Change starts here.

Our Mission.

United Way Guelph Wellington Dufferin strives to meet existing and emerging social needs in order to improve lives and build community.

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This report was released May 11, 2016, at United Way Guelph Wellington Dufferin's Annual General Meeting.