

KINBRIDGE.COM



Kinbridge Community Association Annual Report

2021

A MESSAGE FROM LISA WEINREICH, BOARD CHAIR JOE-ANN MCCOMB, EXECUTIVE DIRECTOR

Resilience. That is what 2021 was about. The resilience of our community, our staff and volunteers and our community leaders. 2021 continued with uncertainty, trial and errors and open and close challenges. Kinbridge staff proved to be resilient. They were not afraid of failing. They embraced the process of re-assessing, learning and leaning forward with hope to serve with community.

Relationships and engaging with community in person is fundamental to Kinbridge. Our Vision "Our neighbourhood is a community that is connected through relationships, is full of opportunities, celebrates diversity and provides a safe and inclusive environment" was being fulfilled in new ways. There were however many new challenges. Our committed work to EDI was put to the test. We began to internally challenge our Vision. We re-grouped often. Voices of community were being heard loud and clear. Truth and Reconciliation, Every Child Matters, Black Lives Matter, Islamophobia, Racism, White Supremacy and where do we come into play? What is our part? Overwhelming? Yes! We did not shrink back in silence. We spoke up supporting our neighbours. We began our internal work. We have committed to learning and understanding how we need to change and truly lean into our vision. This work will be the backbone and foundation as we move ahead.

Helm MSP INC continues to be instrumental in our ability to engage with our community and build relationships. They truly have remained committed to the purpose of our work. They have respected the uniqueness of each staff's technology situations and responded. They listened and understood the need for community to have access to internet to engage not only with Kinbridge but school, family, groceries, medical care. They are serious about security and ensure we learn the pitfalls, how to be safe, what to watch for. Safety and risk management continues in our virtual space.

Our volunteers have begun to re-engage. Selflessly giving 3,547 hours of their time, caring and compassion. We are so grateful as we were able to celebrate with their help, children were able to enjoy breakfast with Santa in person. Our Leaders in Training supported safe in person summer camps. Our Board of Directors continued to put in extra time while navigating their own lives and realities. They continue to help to keep Kinbridge's eye on the horizon, attending workshops, sitting on committees, engaging with opportunities.



Kinbridge intentionally invests in building its capacity for offering services. We know the uncertainty of the next two years will be our biggest challenge. Budgets will be challenging, there is going to be major system transformations. We are grateful for the trust of the City of Cambridge to be good stewards of our finances but also of our community. The Hallman's investment of Kinbridge with General Operating Support dollars has proved to be a sound model for funding. The trust and use of discretionary funds enable us to invest in our staff, community and organization through the pandemic. We were able to keep staff meaningfully employed, engage with community as they needed and continue working with partners.

Accessing the various government emergency supports has shored our day to day work as well keep us looking at the bigger picture. We are also grateful for Cambridge and North Dumfries Community Foundation, United Way and KW Community Foundation, the Region of Waterloo, Ministry of Heritage, Sport, Tourism and Culture Industries; Ministry of Children and Youth Services; and our donors in working with us to support our investments, for their help in keeping us moving forward with community.

Kinbridge has been able to continue to work with and rely on key partners supporting our ability to be nimble, pro-active, and responsive in innovative ways. YouthForce operated at 100% with ability to begin investing in the development of a Social Enterprise for youth employment. Cambridge Neighbourhood Table is preparing to begin as community can come together again. We are broadening our collaborative with the City of Cambridge to engage Newcomer Youth and Seniors across the neighbourhoods, to learn and understand their needs to belong here. We are excited to grow our new partnership with the System Navigator Project with Family and Children Services.

The Board of Directors remain committed in their governance role, asking hard questions, conducting financial scenario planning, and looking deep at our own practices. They are committed to understand and learn the necessary changes in governance to ensure that our Association continues to be a vibrant partner in Cambridge and the Region of Waterloo and that our programs and services are relevant, accountable, and of high quality. The Board along with staff are committed to making change, to listen deeply to community, and look inward at our own systemic injustices and biases and be an active ally.

The unprecedented issues of homelessness, increased violence, addictions and food security continue to be further impacted and with increasing number of people. We will continue to address these challenging issues with our neighbours and partners. We will be utilizing our own data and the larger disaggregated data to work better, developing meaningful actions.

In closing, a huge thank-you is extended to all volunteers, staff, community members, partners and funders. We overcame barriers, both external and internal. We refuse to lose hope. We are focused on the horizon. None of the success that Kinbridge Community Association has achieved and will continue to achieve could happen without the dedication shown by everyone involved.

With Gratitude,

Lisa Weinreich, Board Chair

Joe-Ann McComb, Executive Director

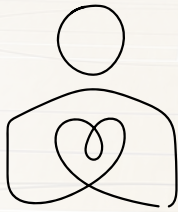


HONOURING CHALLENGES CELEBRATING SUCCESSES

2021

Social Impact

83 OESP Application



3547 VOLUNTEER HOURS
232 VOLUNTEERS

5 Peer Health Workers

42 Peer session with 188 Attending Programs

501 SENIORS ENGAGED

Events

NEWCOMER PICNIC

205 Newcomers

BREAKFAST WITH SANTA

232 Registered



Youth Development

70 Youth Employed

115 WORKSHOPS

35 LIT [lead]



Food Sustainability



732 GARDEN VISITS

25 Community Plots

723 COMMUNITY MEALS

CENTER UPDATES

NEW GYM FLOOR

SOUTHWOOD BATHROOMS RENOVATION

CHRISOPHER- CHAMPLAIN WINDOW UPDATE



Summer Camp 393 Registered
SEASONAL PROGRAM 34 Programs
STEAM 505 Participated



KINBRIDGE HIGHLIGHTS



Cambridge Newcomer Outreach Program

Supporting local initiatives in reaching newcomers and developing community-specific, relevant programs that support newcomer youth and seniors throughout the settlement and resettlement journey. We continue to cultivate and coordinate recreation and arts programming with access to language skills development, youth employment and leadership skill development to connect them to their community.

Riding the Wave – From Crisis to Pivot

Hallman funds supported our grass roots community development approach to engage with children, youth, and families, addressing needs, brainstorming solutions and implementing ideas. 530 doors knocked on with a 76% response. Kinbridge is taking this information and rolling it out for 2022 and 2023.

GOS – General Operating Support Pilot Project

This 3 year pilot has ended with great success and learning. This opportunity enhanced the capacity and impact of our organization in the areas of systems leadership, strategic capacity, collaborative and collective work, and our ability with our collaboratives to do effective change work in our communities. This project has been vital in our journey through the pandemic. Being able to invest resources where and when needed is game changing for leadership. Full report here:

<https://www.lshallmanfdn.org/Pilot-Projects.htm>



Cambridge Neighbourhood Organization

City of Cambridge partnership continues to be vital in our grassroots community development. With further funding from Lyle S. Hallman, we were able to evolve from a cooperative and mutual support network to a collaborative with shared strategies. Four core capacities drive this work: shared leadership, distributed responsibility, a stance for change and continuous strategy management. Together we learn and work with direct community residents. Check us out: cambridgeighbourhoods.ca



YouthForce

Founded in 2016 as a pre-employment and life skills training program for youth ages 15-29, YouthForce is now entering an exciting phase of Social Enterprise development. YouthForce demonstrates a successful model of utilizing multiple levels of interventions and wrap around support with partners Waterloo Region Housing, Greenway Chaplin Community Centre, Langs and Carizon. This model will be continued as a Social Enterprise.



KINBRIDGE DIRECTION



Equity, Diversity, and Inclusion

Our Vision, Mission, and Values espouse EDI. Kinbridge is fully committed to EDI. This means that we needed to dig much deeper into what these words truly meant. 2021 both Board and staff ventured on a joint learning journey. Focused Diversity Strategy Phases were developed and began rolling out. EDI will be ingrained into all we do.

Partnerships

Kinbridge respects and values the worth of partnerships. Key partnerships that helped Kinbridge survive and at times thrive are City of Cambridge, Lyle S. Hallman Foundation, CNO, Children and Youth Planning Table, Capacity Canada and United Way. More than funders, the care of our community was kept at the forefront. The vital importance of our organizations in the Region of Waterloo was invested in.

Cambridge Neighbourhood Table

First meal was ready to be served May 2020. With the Pandemic, the decision to pause was made until all partners could come together again. The need for belonging, basic needs, food housing has only increased. We are resuming this initiative to provide that gathering space, for social connection, shared meal, shared community.

New Strategy

We have learned much through the pandemic. We have learned the capacities of ourselves, our neighbours, our organizations and our humanity. As we go through our next strategic planning, EDI will be the foundation and backbone. We will use the information from our community and staff to optimize our structure, work better with community to create meaningful actions.

Community and Staff Feedback

During the middle of the pandemic, people opened their doors and engaged with our staff letting them know what was needed. Coming together, families, access to programs and sharing experiences. This on top of basic needs. Staff provided feedback not only during the pandemic but also coming out of pandemic. Mental health and wellness were key not only personally but at work and what they are seeing and hearing from participants. This information will be at the heart of our strategic planning.



AUDITED FINANCIAL REPORT

REVENUE

| | |
|-----------------------|------------|
| Grants | 978,899.00 |
| COVID-19 *note 9 | .00 |
| Registration Fees | 32,070.00 |
| Fund Raising/Donation | 13,224.00 |
| Deferred Capital | 36,434.00 |

TOTAL: 1,060,627.00

EXPENSES

| | |
|------------------------|------------|
| Human Resources | 994,480.00 |
| Programs | 74,085.00 |
| General Administration | 112,237.00 |
| Facility Costs | 11,576.00 |
| Amortization | 46,421.00 |

TOTAL: 1,238,700.00

Excess (deficiency) of revenue over expenses
Before undernoted item (178,172.00)
Government wage assistance 183,614.00

Excess of revenue expenses for year 5,442.00
Net assets (deficit), beginning of year 204,591.00

Net assets end of year 210,033.00



OUR VALUED PARTNERS

Government & Funders

Emergency Community Support Funds - United Way - Centraide Canada
Emergency Community Support Funds - Community Foundations Canada
City of Cambridge
United Way Waterloo Region Communities
Ministry of Children, Community and Social Services
Ministry of Heritage, Sport, Tourism and Culture Industries
Immigration, Refugees and Citizenship Canada
Cambridge and North Dumfries Community Foundation
Employment and Social Development Canada - Canada Summer Jobs
Lyle S. Hallman Foundation
Cowan Foundation
Toyota Motor Manufacturing Company
Region of Waterloo
Cambridge Bingo and Gaming Centre
Guelph Community Foundation
Kitchener & Waterloo Community Foundation
Ontario Trillium Foundation

Cambridge Neighbourhood Organizations

Allison Neighborhood Community Centre
Greenway Chaplin Community Centre
Preston Heights Community Centre
Silver Heights Neighborhood Association
Fiddlesticks Community Centre
Langs
Hespeler Village Neighbourhood Association
Blair Road Neighborhood Association

Community Services & Agencies

Waterloo Regional Police Service
Cambridge Food Bank
Food Bank Waterloo Region
Family and Children's Services of Waterloo Region
Lutherwood Employment Services
Carizon
Strong Start
Cambridge Fire Department
YWCA Cambridge
Community Justice Initiatives
Family Counseling Centre of CND
Non-profit Housing Waterloo Region
KW Counselling
Crime Prevention Council
Idea Exchange
House of Friendship
Muslim Women of Cambridge
Coalition of Muslim Women of KW
Children and Youth Planning Table
Child and Youth Service Planning Council

Schools & Faith-based Groups

Central Public School
Chalmers Street Public School
Stewart Ave Public School
Glenview Park Secondary School
Moffatt Creek Public School
Saint Vincent de Paul Catholic Elementary School
Holy Spirit Catholic Elementary School
Monsignor Doyle Secondary School
Tait Street Public School
Forward Church
Cedar Hill Church



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