



# 2023 Annual General Report

Strengthening community and  
building belonging at Kinbridge  
Community Association.



[www.kinbridge.ca](http://www.kinbridge.ca) | (519) 624-3855 | [info@kinbridge.ca](mailto:info@kinbridge.ca)



## A MESSAGE FROM KINBRIDGE CO-EXECUTIVE DIRECTORS & VICE CHAIR

Dear Kinbridge Community,

It is with great pleasure that we present to you the 2023 Annual General Report. As Co-Executive Directors of Kinbridge Community Association, alongside our esteemed Vice Chair, Maresa MacAskill, we are thrilled to share the incredible journey we've embarked on together.

Before delving into the achievements of the past year, we must express our deepest gratitude to our former Executive Director, Joe-Ann McComb. Her exceptional dedication over 18 years has laid a solid foundation for Kinbridge, and we are immensely thankful for her legacy.

Our transition into our roles has been a significant milestone for Kinbridge, and we're proud to have done so with unity and shared purpose. Together, we've crafted a new strategic plan that sets the course for our future endeavours.

We owe a debt of gratitude to our esteemed Board members, whose guidance and unwavering commitment have been instrumental in steering our organization toward success. Their wisdom and support have been invaluable as we navigated through transitions and embraced new initiatives.

None of our accomplishments would have been possible without the support and hard work of our exceptional staff and dedicated volunteers. Their passion and resilience have been the driving force behind every success we've achieved. In 2023, our volunteers contributed a total of 4951 hours, demonstrating their commitment to our community's well-being. We are profoundly grateful for their tireless efforts and contributions.

In our pursuit of Justice, Equity, Diversity, and Inclusion (JEDI) and Truth and Reconciliation (TR), we've made significant strides. Securing funding from the Canadian Red Cross enabled us to provide valuable training opportunities, fostering a more inclusive and understanding community. Kinbridge supported the community in 15 different languages in 2023, demonstrating our commitment to ensuring everyone feels welcome and valued.

In 2023, Kinbridge experienced a surge in community engagement, with 25,023 visits to our centers. Our commitment to fostering belonging and resilience was evident across all our programs and initiatives. From our Newcomer Program, providing tailored support for youth and older adults to navigate their settlement journey, to our dynamic youth programs and social enterprise efforts through YouthForce, each endeavour aims to empower individuals and create pathways to success.





With 98 recreation programs and diverse youth initiatives like the Leaders in Training program and basketball tournaments, we have nurtured a sense of community and personal growth. As we reflect on the year, we are proud to have facilitated connections, alleviated isolation, and provided vital support, embodying the spirit of inclusivity and empowerment at the heart of Kinbridge.

A recurrent priority expressed by our newcomer community was the need for support in securing employment opportunities. In response, we launched the Newcomer Employment Outreach program as a pilot initiative to address this crucial aspect of community empowerment. Through tailored employment readiness support for newcomers and targeted workshops for employers, we successfully met our projected annual targets within the first five months, highlighting the program's effectiveness.

Additionally, the launch of the Cambridge Neighbourhood Table (CNT) has brought our community together over shared meals and conversations. These gatherings, held weekly across multiple locations, embody our vision of nurturing connections within our neighbourhoods.

At Kinbridge, our mission is to facilitate sustainable social supports that help our neighbours reach their full potential, fostering vibrant, healthy communities where no one is left behind. Our values guide every aspect of our work, including our commitment to inclusion, celebration, and adaptability.

Reflecting on the past year fills us with inspiration and gratitude for the collective effort and resilience of our community. Together, we've proven that through collaboration and commitment, we can overcome challenges and effect positive change. As we embrace the next chapter of our journey, we do so with gratitude for the past, determination for the present, and hope for the future.

Your unwavering support and dedication inspire us, and we're eager to continue this journey together, shaping a future where every member of our community thrives.



**Taylor Bulstrode**  
Co-Executive Director



**Zeri Zigeta**  
Co-Executive Director



**Maresa MacAskill**  
Vice Chair

# 2023 Impact



25,023 Community Centre Visits

## RECREATION

75%

of employees are hired from the community!



HIRED



9,435

Recreation Program Visits

## YOUTH (12-18)



23 Drop in Programs

3,104 visits



## ADULT

7 Seasonal Programs

552 Visits



## VOLUNTEERING

381 Volunteers

4,951 hours



## FAMILY & CHILDREN

68 Seasonal Programs

1,230 Registered Participants





# 2023 Impact

## EVENTS

**261** Youth Participants  
for **3** Basketball  
Tournaments



**900**  
Participants for  
Newcomer Picnics



**490**  
Neighbourhood Day  
Participants



## SERVICES

**809** Outreach  
Referral

**141** OESP  
Applications

**1,199** Hours of  
Gardening

**858** Food Cupboard &  
Snack pick up

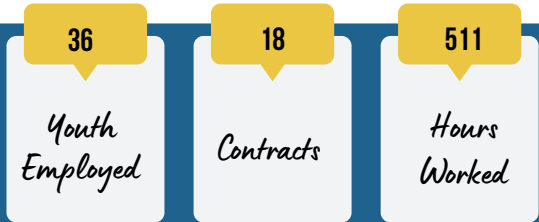
**203** Clothing  
Cupboard Visits

**407** Breakfast with  
Santa Participants



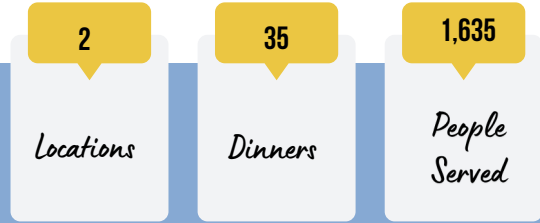


# 2023 Highlights



In 2023, YouthForce celebrated another remarkable year! With 36 youth employed, we provided opportunities for teens and young adults throughout the Waterloo Region to gain meaningful work experience and develop essential job skills. We secured 18 social enterprise contracts, furthering our commitment to supporting and uplifting the community.

Together, our dedicated team completed over 500 hours of hard work, significantly impacting the lives of our youth employees and the communities we serve. We look forward to another year of growth, empowerment through employment, and positive social change with YouthForce!



In 2023, Cambridge Neighbourhood Table (CNT) officially launched! CNT is a community initiative inviting neighbours to come together over a shared meal and conversation. In May, we launched the inaugural weekly meal at Forward Church. Then, in November, we expanded to two additional locations: Langs and the Freedom Centre. Now, we offer weekly meals on rotating Mondays and Tuesdays and every Friday, spreading nourishing meals and connections across our community. Over the next two years, our vision is to continue to partner with the community to hold a Cambridge Neighbourhood Table in a different neighbourhood across Cambridge, five days a week!





# 2023 Highlights



23

Programs

1,744

Program Visits

15

Languages Supported



*Ukrainian, Spanish, Portuguese, Farsi, Rohingya, Somali, Punjabi, Arabic, Urdu, Dari, Persian, Chinese, Arminian, Tigrinya, French & Hindi.*

The Cambridge Newcomer Outreach Program tailors services for youth (aged 15-30) and older adults (aged 55+), aiming to foster connections and belonging within the community. Over the past year, the program has continued to alleviate isolation by providing essential access to settlement services through 8-week programs and bi-annual "Let's Be Neighbours" gatherings. As a result, participation from both demographics has consistently increased. Programs like Health and Wellness sessions and Conversational Circles have facilitated newcomers' adjustment to life in Canada.



In 2023, we recognized that many participants, particularly older adults and young mothers, have experienced war-related trauma. In response, we have introduced diverse trauma relief programs tailored to their needs. These initiatives include art therapy and collaboration with community health and wellness providers, ensuring participants receive comprehensive support to address these challenges.

Meanwhile, Kinbridge's Newcomer Employment Outreach Program remained steadfast in its commitment to assisting newcomers in Cambridge facing employment barriers, offering support throughout the year. Launched initially as a pilot project in partnership with the Waterloo Region Immigration Partnership, the program nurtured collaborations with diverse community partners and local employers to bridge the gap between employers and newcomer talents. Over the past year, the program facilitated two job fairs focused on newcomers, developed a tailored workshop series to enhance newcomers' skills and capacities, and provided direct job referrals.





# Financial Audit 2023

## REVENUE

Grants	1,753,048
Registration Fees	120,394
Fundraising/Donations	64,749
Deferred Capital	36,434

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**TOTAL: 1,974,635**

## EXPENSES

Human Resources	1,470,455
Programs	239,453
Facility Costs	21,127
General Administration	171,703
Insurance	10,053
Amortization	45,349

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**TOTAL: 1,958,366**

Excess of Revenue over Expense for Year	16,269
Net Assets beginning of year	215,572
Net Assets end of year	231,841



# Strategy Plan 2024-2026

## MISSION

We facilitate social supports that help our neighbours reach their full potential, fostering vibrant, healthy communities in which no one is left behind

*What guides Kinbridge's Culture & Decision Making?*

*What does Kinbridge aim to achieve?*

## VALUES

1. People
2. Celebration
3. Relationships
4. Welcome
5. Inclusion
6. Adaptability

## VISION

Our neighbourhood is a community that is connected through relationships, is full of opportunities, celebrates diversity, and provides a safe and inclusive environment.

*What is Kinbridge's desired future?*



# Thank you to our Partners

## GOVERNMENT & FUNDERS

- Cambridge Bingo and Gaming Centre
- Canadian Red Cross
- City of Cambridge
- Cowan Community Foundation
- Employment and Social Development Canada - Canada Summer Jobs
- Immigration, Refugees and Citizenship Canada
- Immigration Partnership
- Lyle S. Hallman Foundation
- Ministry of Children, Community and Social Services
- Ministry of Heritage, Sport, Tourism and Culture Industries
- Region of Waterloo
- United Way Waterloo Region Communities
- Waterloo Region Community Foundation

## COMMUNITY SERVICES & AGENCIES

- Adventure for Change
- AFRO
- Allison Neighborhood Community Centre
- Blair Road Neighbourhood Association
- Cambridge Food Bank
- Camino Wellbeing + Mental Health
- Children and Youth Planning Table
- City of Cambridge Fire Department
- Coalition of Muslim Women of KW
- Community Justice Initiatives
- Crime Prevention Council
- Family and Children's Services of the Waterloo Region
- Fiddlesticks Community Centre
- Food Bank of Waterloo Region
- Greenway Chaplin Community Centre
- Hespeler Village Neighbourhood Association
- House of Friendship
- Idea Exchange
- Langs
- Launch
- Lutherwood Employment Services
- Ontario Health Team
- Porchlight Counselling and Addiction Services
- Preston Heights Community Group
- Reception House Waterloo Region
- Resiliency Project
- Region of Waterloo
- Rhythm and Blues Cambridge
- Silver Heights Neighborhood Association
- Somali Canadian Association of Waterloo Region
- Southwestern Ontario Aboriginal Health Access Centre
- Spectrum
- Strong Start
- The Hummingbird Centre for HOPE
- Waterloo Regional Police Service
- Waterloo Region Housing
- Women's Crisis Services of Waterloo Region
- YWCA Cambridge
- YMCA of Three Rivers

## SCHOOLS & FAITH-BASED GROUPS

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

**NEW  
WEBSITE**



@kinbridge



@kinbridgeca



@kinbridge-community-association



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