

# HEARING THE VOICES OF CHILDREN

**THE TERESA GROUP**

Annual Report

2022-2023



## Message from the Chairman, Board of Directors

I am thrilled to share the strides made by The Teresa Group in our unwavering commitment to assisting families and children affected by HIV/AIDS. As we reflect on the year 2022, our 32nd year of service to our community, we are inspired by our journey and the progress ahead.

Over the past year, The Teresa Group has focused on strengthening relationships, fostering partnerships, and nurturing collaborations that bring us closer to our core mission: promoting the dignity and well-being of those impacted by HIV/AIDS. This steadfast commitment has been the foundation of our journey, supported by the dynamic leadership of esteemed board members, who brought their expertise, commitment, and vigor to the table.

Their involvement in meetings, policy refinement, and strategic initiatives has addressed significant challenges faced by The Teresa Group. Our growth was supported by the Board Governance and Workplan training from the Ontario Organizational Development Program.

Thanks to prudent financial management and the unwavering support of our donors, The Teresa Group not only stood resilient but thrived, making a tangible and deeply resonating impact. It is the unity of our exceptional Board, dedicated staff, steadfast donors, and invaluable partners that pushes us forward.

The COVID-19 pandemic and its aftermath caused economic uncertainty globally, affecting us at The Teresa Group as well. Lockdowns and disruptions hurt families, and our fundraising events were mostly canceled, impacting our income. The pandemic increased demand for our services, and we are resilient moving forward. Your ongoing support is crucial as we address challenges and provide hope in our community. Please consider contributing to The Teresa Group.

To each of you who played an indispensable role in The Teresa Group's triumphant journey throughout this pivotal year, we salute you and extend our heartfelt gratitude. Your support serves as the driving force propelling us towards a world defined by empathy, justice, and compassion.

With profound appreciation,



**Dale Maitland (He/Him)**  
**Chairman, Board of Directors**



## Message from the Executive Director,

October 1st, 2023 is the day I celebrate my first anniversary with the Teresa Group. It has been an interesting and fascinating year of lots of learning, re-organizing, and re-establishing. I feel enormously blessed with all the commitment, dedication, trust and support I have and continue to receive from the incredible Board of Directors, staff, clients, volunteers, funders, and donors. It is most appreciated.

Personally, for me working for an organization that supports vulnerable and marginalized children and their families is something I hold close to my heart, and I am thankful to have the opportunity to make a positive difference in their lives. Sometimes life can be very harsh and difficult for the communities we serve at the Teresa Group and that is a constant reminder to me that there is a lot more work that needs to be done. I would be failing in my duty if I did not mention how the staff have worked tirelessly throughout this past year helping the communities, we serve navigate systems and maximize on resources that are available to them. The generous support of our funders and donors really goes a long way in ensuring that our programs and services are available and accessible without any interruptions. Most important of all, the deep trust and respect that I have received from our clients inspires me to continue going forward and create positive change.

Some of the highlights of this past year included a winter clothing program for the families thanks to an enormous donation from the company Patagonia, the holiday programs including toys for children, gift cards for teenagers and youth and a holiday food hamper for all the families from donations, a toy drive and a food drive run by Spearhead, UNIFOR and the Toronto Prep School. Thank you. A Leadership Development Program for HIV positive youth camp counsellors was run successfully sponsored by ViiV. I am also pleased to confirm that the Provincial Infant Formula Program, Support Groups and Case Management and Counselling are all running smoothly thanks to the generous support of the Ontario Ministry of Health and Long-Term Care and the City of Toronto.

As we continue to support children and families impacted by HIV, I am reminded of the ongoing global and local challenges of pediatric HIV. Pediatric HIV is still very real here in Canada too. The challenges our children and youth living with HIV here in Canada face are unique, and on the increase specifically around nutritional and food security, access to education, stable and safe housing, social connections, and mental health.

I would like to thank everybody for all your support and for making my first year here at the Teresa Group an eventful and exciting experience. I look forward to collaborating with all of you in solidarity in the years ahead.

Warmest regards,



**Rajesh Pisharody (He/Him)**  
**Executive Director**



## Mission

The Teresa Group Advances the dignity and well-being of children and their families affected by HIV and AIDS.

## Value Statement

The Teresa Group values and respects the Ontario Human Rights Codes (1981) that prevent discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability. We express this by acknowledging and informing ourselves of the history of discrimination (at individual and institutional levels) and its harmful effects-in all forms - on individuals and communities and by becoming sensitized to and addressing the ways individuals and organizational behaviours or actions may be experienced or interpreted as discriminatory by individuals we work with and serve, individuals within agencies/organizations/communities.

The Teresa Group, through its Board, Executive Director, employees and volunteers, values and respects the dignity and integrity of each child, woman, man whose needs brings them to the Teresa Group. We express this through respectful interpersonal relationships and our commitment to ensure the programs and services offered are of high quality with a concern for emotional, physical, socioeconomic, and spiritual well-being of individual family members and family as a unit.

The Teresa Group values and respects one another in our various capacities as volunteers, staff and Board members, for who we are as individuals and for what we contribute personally and collectively to the work of the Teresa Group. We show this by the quality of our interpersonal relationships, cooperation in a common endeavor and concern for the emotional, physical, social and spiritual wellbeing of one another.

The Teresa Group values and respects the work of other agencies, groups and individuals in their advocacy and support for families living with HIV and AIDS and where possible we express this through cooperation and collaboration.

The Teresa Group values and Respects the public and private material contributions we receive and we express this by our careful stewardship of those resources, employment practices that balance the needs and interests of employees and funders, the careful and responsible design, administration and delivery of programs and services and the distribution of these services to families in a manner that is non-discriminatory and balances between fairness and equality to all families and to the special needs of individual families or family members.

# STRATEGIC DIRECTIONS



## Strategic Direction #1

Position the Teresa Group as a leader on issues related to children and families affected by HIV and AIDS.

## Strategic Direction #2

Provide targeted unique, and high-quality programs and services.



## Strategic Direction #3

Enhance and strengthen everything we do through strategic partnerships.

## OUR PROGRAMS

Living or being affected by HIV and AIDS in the family can be a very difficult experience for children and their families. The Teresa Group programs and services strives to offer multiple options of support accessing practical and psycho-social supports. Support is accessible to children, parents, and families of all ages and at all stages of the child's development from pre-natal supports for pregnant women, all the way through childhood, adolescence until young adulthood.

### Diaper Program

**65** Packages of "Diapers" were distributed to babies



### Get Ready For Winter

**850** Family members accessed the "Get Ready for Winter" clothing program



## Infant Formula Program

1 **3050**

Cases of infant formula were distributed across the province of Ontario to mothers with newborns.

2 **129**

newborn babies were enrolled in the "Provincial Infant Formula Program" and were able to access appropriate infant formula for the duration of one year. This bio-technical intervention promotes the prevention of transmission of HIV from mother to child while breastfeeding.

3  
4



## COUNSELLING SERVICES



1240 individuals accessed the "Practical Supports and Counselling and Case Management Services" of the Teresa Group last year.

## Clarins Scholarship Program

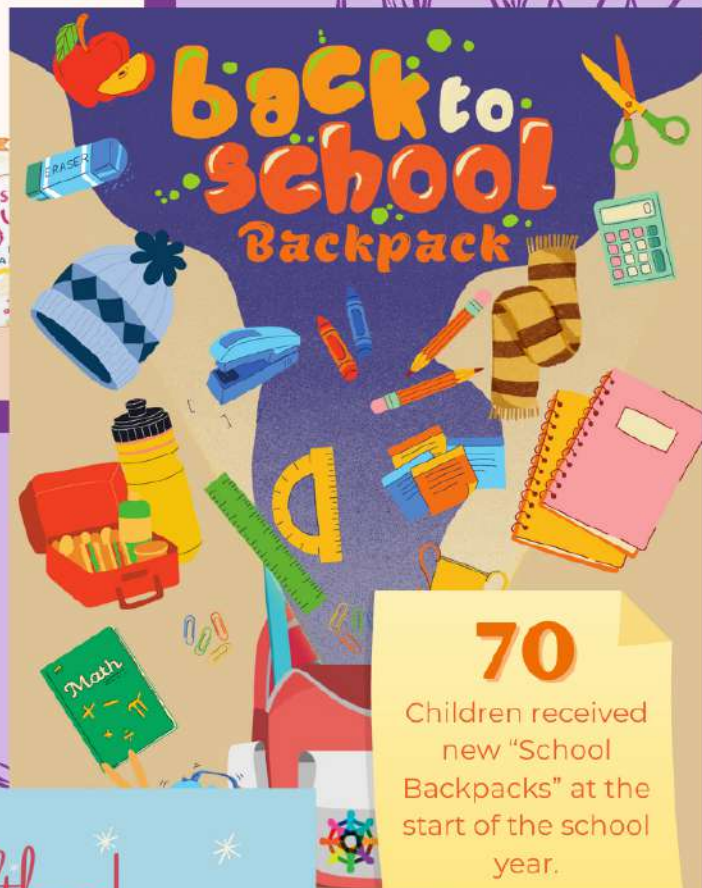
5 Youths received the "Clarins Educational Scholarship" of \$2000/- each towards their college/university.



## Family Food Hamper

# 105

Families were supported with "Holiday Food Hampers" for the holidays.



# 70

Children received new "School Backpacks" at the start of the school year.

## Holiday Giftbags!

**105** Families were supported with "Holiday Food Hampers" for the holidays.

**95** Youth received a gift card as part of the "Youth Holiday Gift Card Program".

**125** Children received a gift card as part of the "Youth Holiday Toy Program".



## Welcome Home Baby Bag



155

"New Intakes" for new parents living with HIV were completed.

36

"Welcome Home Baby Bags" were distributed to mothers with newborns. The bag included new baby clothes, blankets, feeding bottles, toys, and winter clothing.



## CAMP COUNSELORS AND VOLUNTEERS

65

Youth camp went through a "Camp Counsellor Leadership Development Training" for 7 weeks.

8225

incredible "volunteer hours" were contributed generously by dedicated volunteers to the Teresa Group.



## Women's Power Project

The "POWER" initiative is a collaborative approach to providing diverse, innovative, and practical support services for women living with HIV or AIDS in Toronto. The initiative was designed in response to women's own stated needs and interests. Its goals are to stabilize, strengthen, and expand programs for women affected by HIV and AIDS.

POWER is a consortium of five AIDS service organizations: AIDS Committee of Toronto (ACT), Black Coalition for AIDS Prevention (Black CAP), Prisoners with HIV/AIDS Support Network (PASAN), Toronto People With AIDS Foundation (PWA) and The Teresa Group (TTG).



# BOARD OF DIRECTORS

## **Dale Maitland**

Director, Chair of the Board

## **Logan Kennedy**

Director

## **Asha Ulusow**

Director

## **Chad Milbrandt**

Director, Vice Chair of the Board

## **Daniel Murcia Monroy**

Director

## **Lena Soje**

Director

## **Dwayne Nelson**

Director, Treasurer of the Board

## **Paulina Tshuma**

Director

## **Robyn Salter**

Director

## **Dave Kerr**

Director, Secretary of the Board

## **Blythe Winters**

Director

# BOARD COMMITTEES

## **Executive Committee:**

Dale Maitland, Director, Chair of the Board  
Chad Milbrandt, Director, Vice Chair of the Board  
Dwayne Nelson, Director, Treasurer of the Board  
Dave Kerr, Director, Secretary of the Board  
Paulina Tshuma, Director  
Rajesh Pisharody (ex officio)

## **Programme Committee:**

Lena Soje, Director  
Asha Ulusow, Director  
Robyn Salter, Director  
Logan Kennedy, Director

## **Human Resource Committee:**

Dale Maitland, Director, Chair of the Board  
Lena Soje, Director  
Dave Kerr, Director, Secretary of the Board  
Daniel Murcia Monroy, Director  
Chad Milbrandt, Director, Vice Chair of the Board

## **Fundraising Committee:**

Dale Maitland, Director, Chair of the Board  
Chad Milbrandt, Director, Vice Chair of the Board  
Dwayne Nelson, Director, Treasurer of the Board  
Dave Kerr, Director, Secretary of the Board  
Paulina Tshuma, Director  
Lena Soje, Director  
Daniel Murcia Monroy, Director  
Asha Ulusow, Director  
Robyn Salter, Director  
Logan Kennedy, Director

## **Finance Committee:**

Dwayne Nelson, Director, Treasurer of the Board  
Jon Wollaston, Finance Manager  
Kimroy Pennicott, Volunteer  
Richard Dell, Volunteer

## **Governance Committee:**

Lena Soje, Director  
Dale Maitland, Director, Chair of the Board  
Dave Kerr, Director, Secretary of the Board

## **Policy Committee:**

Chad Milbrandt, Director, Vice Chair of the Board  
Rajesh Pisharody (ex officio)  
Robyn Salter, Director

## TERESA GROUP STAFF

**Rajesh Pisharody**  
Executive Director

**Jon Wollaston**  
Finance Manager

**Gloria McEyeson**  
Family Support Coordinator- Support Groups,  
Counselling and Case Management Lead

**Silvana Fuentes**  
Family Support Coordinator- Support Groups,  
Counselling and Case Management Lead

**Richard Mutoti**  
Interim Volunteer and Events Coordinator

**Apira Thevakumar**  
Intern - Graphic Designer

## PAST STAFF

**Chilombo Olawoye**  
Interim Executive Director

**Dionne Duncan**  
Executive Director

**Ron McGee**  
Chief Financial Officer

**Kelly Armstrong**  
Operations and Funding Director

**Eno Akan-Essien**  
Consultant

**Muluba Habanyama**  
Senior Manager of Advocacy

**Jane Namarome**  
Community Social Worker

**Kayleigh McNamara**  
Community Social Worker

## LIST OF VOLUNTEERS

- Kemar
- Evelyn
- Fisnik Baliu
- Benedict Bello
- Letecia Brown
- Denzil Buckley
- Denzil Burkley
- food caterers
- Grace Chiutsi
- Camp counsellors
- Angela Davis
- Richard Dell
- Tammy Der
- Anne Egger
- Donna Ellis
- Donna Grace
- Donna Grace Eliss
- Maluba Habanyama
- Clare Hacksel
- Adeola Ifanse Bamidele
- Anita Ikwue
- Sarah Ionson.
- Oscar Jaciel Medina Segura
- Mario Johnson
- Logan Kennedy
- Dave Kerr
- Asha Letecia Brown
- Bernadette Lettner
- Dale Maitland
- Joan McDonald
- Sammy Miano Shad
- Chad Milbrandt
- Daniel Monroy
- Twinomuni Moses
- Twinomujuni Moses
- Timothy Muhumuza
- Kim Munro
- Richard Mutoti
- Kalenga Mwangi
- Virgo Nakuya
- Jane Namarome
- Proscovia Nyanzi Luzige
- Dwayne Nelson
- Chilombo Njolomba
- Ruth Omoregbe
- Tomas Orellana
- Josh Palamattam
- Kimroy Pennicott
- Devaduth Pisharody
- Santosh Pisharody
- Alenka Richmond
- Janet Rowe
- Robyn Salter
- Claudette Samuels
- Joe Semucyo
- Zanab Soje
- Lena Soje
- Amanie Stephens
- Arianna Thalia Fernandez Castillo
- Apira Thevakumar
- Scott Trevithick
- Paulina Tshuma
- Andrew Vasila
- Rahul Vekaria
- Chelsey Wiggins
- Sophia Williams,
- Kerron Wilson

## **OUR GENEROUS AND CARING CONTRIBUTORS**

The Teresa Group wishes to thank the numerous individuals who have given so generously over the past year. We would like to thank the following:

### **INDIVIDUAL DONORS**

Junior Kazeem Agboola	Sarah Khan
Chris Ambidge	Kevin Landry
Kelly Armstrong	Dale Maitland
Racheal Awe	Doria Manico-Daka
Adrian Betts	Gloria McEyeson
David Borsook	Nkechi Nwafor
Jason Brophy	Michael Olajide
Pamela Brown	Bambo Olawoye
Aristaea Clarkson	Rajesh Pisharody
Manik and Mithun Das	Abby Robins
Vanessa de Souza	Kathe Rogers
Dionne Duncan	Janet Rowe
David Harris	Neeta Sahadev
John Hart	Robyn Salter
Ashleigh Hart	Zahid Somani
Jermaine Ingram	Sandra Torres
Simon Johnson	Blythe Winters
V Logan Kennedy	Jon Wollaston
Dave Kerr	Stephanie Zhou

### **FOUNDATIONS**

McMillan Family Foundation  
Mackenzie Together Charitable Foundation  
CHUM Charitable Foundation

### **GOVERNMENT FUNDERS**

Provincial- Ontario Ministry of Health and Long-Term Care- AIDS Bureau  
Municipal- City of Toronto, Community Services Partnerships

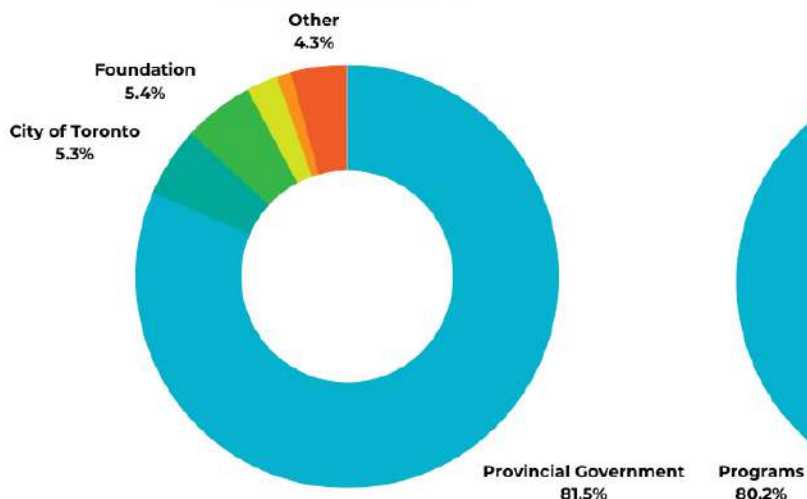
### **COPORATE DONORS**

JBS Services  
Clarins Canada Inc  
ViiV HealthCare Canada

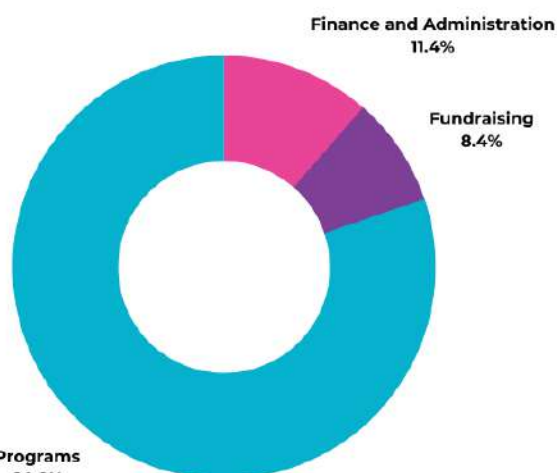
### **ORGANIZATION DONORS**

Patagonia  
Toronto Prep School  
Spearhead Leather-Denim Social Club  
UNIFOR (Local 414)  
Woodys on Church

## Revenues



## Expenses



## SUMMARIZED STATEMENT OF OPERATING FUND REVENUES AND EXPENSES, YEAR END MARCH 31 2023

	2023	2022
<b>REVENUES</b>		
Ontario Ministry of Health	\$ 619,954	\$ 619,954
Public Health Agency of Canada	-	147,131
City of Toronto	40,446	32,300
Private sector donations	80,129	113,888
Other	21,071	73,450
	-	-
	761,600	986,723
<b>EXPENSES</b>		
Programs		
Family Support	91,220	125,977
Counselling	223,200	288,315
Infant Formula	326,450	283,226
Volunteer Support	-	85,522
Summer and Day Camps	37,455	45,693
Scholarships	8,981	23,943
CCABA Project Support	18,526	21,029
	-	-
	705,832	873,705
Administration and Fundraising Expenses		
Fundraising	74,146	126,687
General and Administration	92,878	136,118
Amortization of Capital Assets	7,132	13,258
	-	-
	174,156	276,063
<b>TOTAL EXPENSES</b>	<b>879,988</b>	<b>1,149,768</b>
(Deficiency) of revenues over expenses for the year	\$ (118,388)	\$(163,045)

# EMPOWERING CHILDREN AND YOUTH, TRANSFORMING FUTURES

*"Penelope Holton - Champion of Hope" Awardees*

## Individual Awardees

Dr. Jason Brophy  
Chester Deron  
Logan Kennedy  
Sarah Khan  
Kevin Landry  
Evelyn Marquis  
Dwayne Nelson  
Chilombo Njolomba  
Janet Rowe  
Apira Thevakumar  
Jason K. Wong

## Organization Awardees

Asuretec  
Blue Doors Clinic  
Clarins Canada Inc  
Mackenzie Together Charitable Foundation  
McMillan Family Foundation  
Patagonia  
Spearhead Leather-Denim Social Club  
Toronto Prep School  
ViiV HealthCare Canada

# Hearing the Voices of Children

## Partnerships



Join us at the Commons where we build community, make connections, and provide a wide variety of supports. We are more than a neighbourhood hub as we represent a citywide suite of organizations collaborating on service provision and committed to fostering a diverse, equitable and inclusive culture. Join us at the Commons. You belong here.



## The POWER Project

The Positive Women's Empowerment & Resilience Project formerly known as "Circle of Care" is a collaboration agreement between five organizations. This agreement outlines the five partners' objectives, organizational commitments, and structures of oversight and operational decision-making. These five partners include The Black Coalition for AIDS Prevention ("Black CAP"), Toronto People with AIDS Foundation PWA, The Teresa Group, Prisoners with HIV/AIDS Support Action Network (PASAN), and AIDS Committee of Toronto (ACT).



## SickKids®

In partnership with SickKids Hospital the Teresa Group runs psycho-educational groups to help children at different ages come to terms with and understand their HIV diagnoses, help them form peer support, and assist with issues related to transitioning to adult care as they reach the age of 18.

## CHEO

In collaboration with the Children's Hospital of Eastern Ontario (CHEO), the Teresa Group administers the distribution of Infant Formula to HIV-positive mothers in Ottawa.

### Government Collaborations



### Community Collaborations



355 Church Street  
2nd Floor  
Toronto, Ontario  
Canada, M5B 0B2

Telephone: 416-596-7703  
Fax: 416-596-7910  
info@teresagroup.ca  
www.teresagroup.ca  
@theteresagroup  
  



The  
**Teresa  
Group**

HEARING THE VOICES OF CHILDREN

Imagine  
Canada  Ethical Code