

**HEARING THE VOICES
OF CHILDREN**
**The Teresa Group
Annual Report
2023-24**



MESSAGE FROM THE CHAIRMAN, BOARD OF DIRECTORS

As we look back on the year 2023, our 33rd year of service, we cannot help but feel a deep sense of pride in the remarkable progress made by The Teresa Group (TTG) in our steadfast commitment to supporting children, youth and their families affected by HIV/AIDS. This year has been particularly transformative as we rose above previous financial hardships, implementing robust systems that have laid the groundwork for a stronger and more sustainable future.

Key Accomplishments:

- **Financial Recovery:** We successfully overcame the grave financial deficit experienced in recent years. Thanks to our generous donors and funders, we have stabilized our finances and set the foundation for growth. This support has been instrumental in enabling us to expand our services and make a tangible impact in the community.
- **Strengthening Our Team:** In our commitment to enhancing our programs and operations, we warmly welcomed a group of exceptional individuals to our team. These talented individuals brought with them invaluable expertise in finance management, program development and implementation, fund development, and overall operations. Their contributions have been instrumental in propelling our mission forward.
- **Partnerships and Collaborations:** Our commitment to cultivating relationships with partners and stakeholders has been instrumental in our success. These collaborations have not only strengthened our impact within the community but have also broadened our reach and allowed us to touch the lives of many more individuals in need of support.
- **Ongoing Commitment:** Despite various challenges, TTG has demonstrated resilience, adapting to meet the growing needs of our community.

The dedication of our exceptional board members, staff, donors, and partners has been the driving force behind our achievements. Your support remains crucial as we continue to stabilize the organization and provide support and hope to those we serve. With all our accomplishments, we still need more donors and volunteers for our Board and our programs.

We sincerely thank everyone who has contributed to TTG's journey this year. Together, we are working toward a world rooted in empathy, justice, and compassion for children, youth and their families affected by HIV/AIDS.

With profound appreciation,



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

A handwritten signature in black ink, appearing to read 'Dale Maitland', written over a light blue background.



MESSAGE FROM THE EXECUTIVE DIRECTOR

On behalf of the Staff, Volunteers, and the Board of Directors of the Teresa Group, I am thrilled and excited to present to the family of the Teresa Group, the 2023-24 Annual Report. I am very happy and humbled to report that our 34th year ended very successfully with our ability to provide community members with access to a range of practical supports through program delivery and introducing new initiatives while also ensuring the financial stability of the organization. Culture, diversity, and inclusiveness were critical markers. All of this was made possible by the support of all our donors, and government funding agencies, specifically the Public Health Agency of Canada, The Ontario Ministry of Health and Long-Term Care and the City of Toronto. It would not have been possible without your ongoing and continued support. Thank you.

I am grateful to have an excellent staff power team that I work with who have a lot of leadership and expertise and put in all the concerted effort to put the communities we serve at the forefront and a topmost priority. Their wholehearted commitment, deeply rooted in child rights and social justice is what I would like us to celebrate today. I would also like to acknowledge my deep appreciation of the Board of Directors who through their leadership have constantly and continually supported me through this journey as the Executive Director of the Teresa Group this year. You made a big difference to me.

Many of the families, primarily newcomer refugees and immigrants, associated with The Teresa Group, face ongoing challenges related to immune-compromised health, immigration, poverty, income insecurity, food security, unstable housing and the ongoing stigma and discrimination associated with living with HIV. These factors can negatively impact a child or a youth's sense of well-being as well as their current and future mental health, self confidence, self esteem and engagement. The generous support from all our donors, funders and community partners allowed the Teresa Group to implement programs that made a positive difference in the lives of children, youth, and their families affected by HIV/AIDS, whom we serve. The Teresa Group has been a witness to positive change and exponential growth this last year.

The winter holiday festive programs including the Get Ready for Winter Holiday Program, The Family Food Hamper Holiday Program, the Childrens Holiday Toy Program and the Youth Gift Card program were very well received by the communities we serve. The provincial Infant Formula Program was accessed at full capacity which was very promising. The Welcome Home Baby Bag and Diaper program were very beneficial to our mothers with newborns. The Back-to-School Backpack program brought a smile to a lot of parents and their children. Youth beginning their educational journey received the Clarins educational Scholarships.

Our annual Camp Mandala included 40 campers, camp counsellors and staff who came together for a week of special and exciting activities at Moorelands Camp. Camp Mandala provided children and youth living with or affected by HIV an opportunity to connect and engage with their peers and gain life learning skills, access mental health support and tools to live and deal with their unique and complex challenges.

I would like to conclude by saying that we are very deeply committed in our vision, mission, and values to be advocates at the forefront promoting child and youth rights, focusing on the critical needs of children, youth and their families impacted by HIV/AIDS from a social justice lens while ensuring access to all resources for the communities we serve in an equitable and inclusive way. We are here to also ensure that children and youth affected by HIV/AIDS feel safe and are in an environment free of stigma and discrimination. It continues to be my privilege to be able to lead this agency with the strong support of a very committed board of directors, and a dedicated team of very reliable colleagues and volunteers. I am excited for what is in store for us moving into our 35th year and look forward to an amazing and engaging year ahead at the Teresa Group.



Rajesh Pisharody
Rajesh Pisharody (He/Him)
Executive Director

“

MISSION:

The Teresa Group advances the dignity and well-being of children, youth 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 of Directors, 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 with 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, youth, and their 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.



142

Children received a new backpack, with a lunchbox and waterbottle at the start of the school year as part of the **“Back to School Backpack”** program

445

Individuals were supported by the **“Family Holiday Food Hamper”** program





51

Mothers with newborns received a **“Welcome Home Baby Bag”** which included new baby clothes, blankets, feeding bottles, toys, and winter clothing.

9936

Cases of infant formula were distributed

138

Newborns were enrolled in the **“Ontario Infant Formula”** program



212

Packages of **“Diapers”** were distributed to parents with young ones ages 0-2.





125
 Children were given new toys as part of the **“Childrens Holiday Toy”** Program

125
 Youth received gift cards as part of the **“Youth Holiday Gift Card”** program



383
 Family members accessed the **“Get Ready for Winter Holiday Clothing”** program

An underwater scene with a large, golden fish swimming in the center. In the foreground, several people are sitting on a wooden floor, looking towards the fish. The water is clear and blue.

462

individuals accessed the
**“Practical Supports
and Counselling and
Case Management
Services”** of the Teresa
Group

An underwater scene featuring a coral reef with various fish swimming around. The water is clear and blue, with sunlight filtering through the surface.

11

Youth received the
**“Clarins Educational
Scholarship”** of \$2000/-
each towards their
college/university
education.





24
 children were able
 to spend a grand
 summer at **“Camp
 Mandala”**

11
 Youth Camp
 Counsellors went
 through a **“Camp
 Counsellor Leadership
 Development
 Training”** program





14

individuals participated in the **“World AIDS Day Event”** on Dec 01 2023

33

parents attended **“Parents Club Support Group”** to commemorate **Black History Month**



37

women were supported through the **“Women POWER Project”**



BOARD OF DIRECTORS



Dale Maitland
Director, Chair of the Board

Chad Milbrandt
Director, Vice Chair of the Board

Dave Kerr
Director, Treasurer of the Board

Paulina Tshuma
Director, Secretary of the Board

Lena Soje
Director

Robyn Salter
Director



Asha Ulusow
Director

BOARD COMMITTEES

Executive Committee:

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

Governance Committee:

Dale Maitland - *Director, Chair of the Board*
Chad Milbrandt - *Director, Vice Chair of the Board*
Dave Kerr - *Director, Treasurer of the Board*
Lena Soje - *Director*

Fundraising Committee:

Dale Maitland - *Director, Chair of the Board*
Chad Milbrandt - *Director, Vice Chair of the Board*
Dave Kerr - *Director, Treasurer of the Board*
Paulina Tshuma - *Director, Secretary of the Board*
Asha Ulusow - *Director*
Lena Soje - *Director*
Robyn Salter - *Director*
Robb Walker - *Philanthropy & Communications Manager*

Human Resources Committee:

Chad Milbrandt - *Director, Vice Chair of the Board*
Asha Ulusow - *Director*
Lena Soje - *Director*
Robyn Salter - *Director*

Programme Committee:

Asha Ulusow - *Director*
Lena Soje - *Director*
Robyn Salter - *Director*
Claudia Medina - *Programs Manager*

Finance Committee:

Dale Maitland, Director - *Chair of the Board*
Dave Kerr, Director - *Treasurer of the Board*
Jon Wollaston - *Finance Manager*

Policy Committee:

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



TERESA GROUP VOLUNTEERS

At the Heart of any organization are its volunteers. Volunteers gave us **8245 incredible volunteer hours** of their time and commitment to uphold the work and values of the Teresa Group. With heartfelt thanks to the volunteers who made a difference.



- Fisnik Baliu
- Adeola Ifanse Bamidele
- Benedict Bello
- Asha Letecia Brown
- Letecia Browzilyn
- Denzil Buckley
- Arianna Thalia Fernandez Castillo
- Angela Davis
- Tammy Der
- Anne Egger
- Donna Ellis
- Donna Grace
- Clare Hacksel
- Anita Ikwue
- Sarah Ionson
- Mario Johnson
- Logan Kennedy
- Dave Kerr
- Bernadette Lettner
- Proscovia Nanyanzi Luzige
- Dale Maitland
- Joan McDonald
- Chad Milbrandt
- Daniel Monroy
- Twinominu Moses
- Timothy Muhumuza
- Kim Munro
- Kalenga Mwange
- Virgo Nakuya
- Ruth Omoregbe
- Tomas Orellana
- Josh Palamattam
- Kimroy Pennicott
- Alenka Richmond
- Robyn Salter
- Oscar Jaciel Medina Segura
- Joe Semucyo
- Sammy Miano Shad
- Lena Soje
- Zanab Soje
- Amanie Stephens
- Apira Thevakumar
- Scott Trevithick
- Paulina Tshuma
- Andrew Vasila
- Rahui Vekaria
- Chelsey Wiggins
- Sophia Williams
- Kerron Wilson

TERESA GROUP STAFF

Rajesh Pisharody
Executive Director

Jon Wollaston
Finance Manager

Claudia Medina
Programs Manager

Robb Walker
Philanthropy &
Communications Manager

Gloria McEyeson
Family Support Co-Ordinator

Silvana Fuentes
Family Support Co-Ordinator

Kimberley Vaz
Family Support Co-Ordinator





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

Chris Ambidge
David Borsook
Jason Brophy
Pamela Brown
Chester Deron
Anezka Fagosova
John Hart
Sarah Khan
V Logan Kennedy
Kevin Landry
Chad Milbrandt
Chilombo Olawoye
Rajesh Pisharody
Abby Robins

Kathe Rogers
Janet Rowe
Neeta Sahadev
Robyn Salter
Lena Soje
Zahid Zomani
Kylee Surtel
Sandra Torres
Jessica Vielle
Blythe Winters
Jon Wollaston
Tammy Yates-Rajaduray
In Memory of Honey & Barry Sherman

GOVERNMENT FUNDERS

Provincial- Ontario Ministry of Health and Long-
Term Care- AIDS Bureau
City of Toronto

FOUNDATIONS

MacKenzie Investments
CHUM Christmas Wish

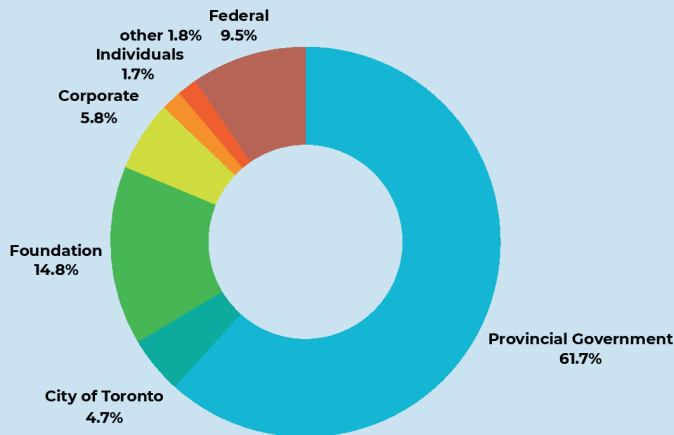
COPORATE DONORS

Clarins Canada Inc.
Viiv Healthcare Canada

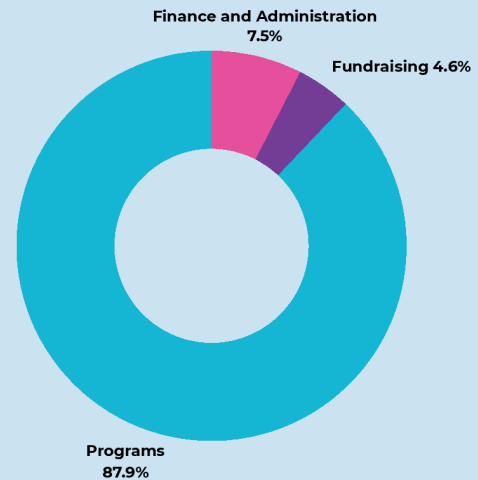
ORGANIZATION DONORS

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

Revenues



Expenses



SUMMARIZED STATEMENT OF OPERATING FUND REVENUES AND EXPENSES, YEAR END MARCH 31 2024

	2024	2023
REVENUES		
Ontario Ministry of Health	\$ 750,954	\$ 619,954
Public Health Agency of Canada	115,794	-
City of Toronto	57,686	40,446
Private sector donations	272,263	80,129
Other	20,057	21,071
	1,216,754	761,600
EXPENSES		
Programs		
Family Support	205,576	137,656
Counselling	73,804	223,200
Infant Formula	472,277	326,450
Women Speak	115,148	-
CCABA Project Support	-	18,526
	866,805	705,832
Administration and Fundraising Expenses		
Fundraising	44,826	74,146
General and Administration	69,093	92,877
Amortization of Capital Assets	5,310	7,132
	119,229	174,155
TOTAL EXPENSES	986,034	879,987
Excess (deficiency) of revenues over expenses for the year	\$ 230,720	\$(118,387)

EMPOWERING CHILDREN AND YOUTH, TRANSFORMING FUTURES

"Penelope Holton - Champion of Hope" Awardees

Individual Awardees

Joyce Henry
Dr. Mark Yudin
Dale Maitland
Daniel Murcia Monroy
Tomas Orellana
Angela Davis
Kevon Wilson
Joe Poirier
Nancy Townsend
David Borsook
Gloria McEyeson

Organization Awardees

Moorelands Camp
Diaper Bank- Heather Da Am' Rosie
Toronto Public Health

Community Awardees

The Village Pharmacy
National Ballet of 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).



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.



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



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The
**Teresa
Group**

HEARING THE VOICES OF CHILDREN



Annual Report Designed by Apira Thevakumar