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LIVING
FOR 30+ YEARS**

1993-2023



www.cayrcc.org

2023-2024 ANNUAL REPORT

BOARD OF DIRECTORS

Michelle Douglas
Chair

Lisa Padgett
Vice Chair

Brett Brinkhof
Treasurer

Wynonna Gomes
Secretary

Nishit Shah
Member at Large

DJ McCready
Member at Large

Larry Little
Member at Large

Mikaela Thompson
Member at Large

Ajith Thiyagalingam
Member at Large



A MESSAGE FROM

**MICHELLE DOUGLAS,
BOARD CHAIR**

My time as a board member and Chair of CAYR is ending. I have been so privileged to be part of this agency for the past seven years. As I reflect, I must first acknowledge all current and past board members I have had the pleasure to work with. Thank you for your commitment of time and passion for CAYR and the work you do.

When I started volunteering with CAYR in 2017, the agency was 'small and mighty'. I am not convinced I can still use that phrase when speaking of the agency it has become. With a staff of over 20 amazing individuals including a management team of five, this 'new' management structure has allowed our Executive Director to focus her energy in building the agency vs. managing the tasks of the teams.

What an incredible time for CAYR!!

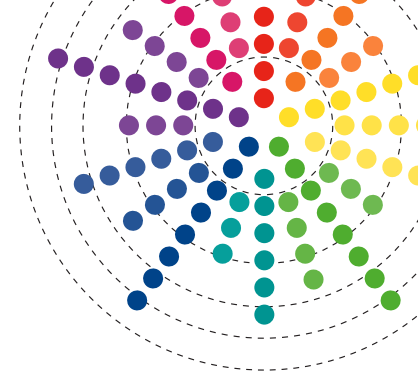
Though my term is completed as a voting Board Member I will continue to be a part of CAYR in a 'past chair' role. This is an advisory role with no voting rights though I am confident in this board and the new Chair, Lisa Padgett, who is a remarkable individual that will lead this agency forward.

Michelle Douglas, Chair



A MESSAGE FROM

**MARIE MORTON,
EXECUTIVE DIRECTOR**



It is with the deepest of gratitude that I reflect on the 2023-2024 year, being the last Annual Report and Annual General Meeting under the leadership of Board Chair Michelle Douglas. Michelle has exemplified the characteristics to which every Board member should aspire. She is a leader with vision, dedicated to the agency's mission. She has focused on supporting the agency through strong governance, while also respecting the roles of the operational team. She has been a listening ear and provided wise council. Michelle has not been afraid to roll up her sleeves to do hard work, and she has been an exceptionally effective Board Chair. CAYR Community Connections has thrived, and our Board of Directors stands strong, ready to carry on as Michelle ends her term.

One of the most notable accomplishments of the last year is completion of CAYR's 2024-2028 Strategic Plan. At CAYR, we believe that no achievement is made in isolation. Our work is made possible by the countless efforts of people in our communities, our volunteers, partners, staff, and Board, and by our clients whose lived experience strengthens our vision and steers our growth. We are deeply grateful to everyone who lent their voices and insights to the strategic planning process, from participation in surveys, interviews, discussion,

and planning. We acknowledge and thank the Strategic Planning Committee comprised of Michelle Douglas, Lisa Padgett, Wynonna Gomes, and Larry Little, for their leadership. We also thank our funders for their continued investments in our work, particularly the Ontario Trillium Foundation Resilient Communities Fund.

At the end of the strategic planning process, CAYR landed on three Strategic Directions that will guide our way over the next four years. Strategic Direction 1 is strengthening our care, where we will work to develop programming focused on specific sub-populations, and to cultivate partnerships to broaden services for clients. Strategic Direction 2 is investing in our organizational health, where we will continue to improve Board effectiveness, improve CAYR's brand through advocacy and communication, and strengthen our sustainable funding strategy. Our final Strategic Direction 3 is continuing to build our organizational culture by further development of program and service evaluation and other measures of impact, and to continue to foster an inclusive and supportive workplace environment.

With this strategic plan, CAYR is on a strong path working towards our vision of stigma-free, inclusive and informed communities, fostering an environment where individuals thrive.

CAYR recognises and acknowledges the lands originally used and occupied by the First Peoples of The Williams Treaties First Nations and other Indigenous Peoples, on behalf of our agency, we would like to thank them for sharing this land. We would also like to acknowledge the Chippewas of Georgina Island First Nation community and recognize the unique relationship the Chippewas have with the land and waters of this territory. They are the water protectors and environmental stewards of these lands, and we join them in these responsibilities.

CAYR Community Connections also acknowledges that not all people came to these lands as migrants and settlers, and not all people came here voluntarily. Some people of African descent came to North America involuntarily, particularly those brought to these lands through the Trans-Atlantic slave trade and slavery.

CAYR is committed to continually acting in support of and in solidarity with African, Caribbean, and Black communities seeking freedom and reparative justice considering the history and ongoing legacy of multiple injustices, such as systemic racism, unequal access to health care, employment, housing, and more.

As part of this commitment, and in support of CAYR's ongoing efforts to confront anti-Black racism, we pay tribute to those ancestors of African origin and descent. Our call to action is for the community to join CAYR in employing an anti-racist and anti-oppressive framework in our work and lives.

In 2023-2024 we updated & planned out CAYR's 2024-2028 Strategic Plan...

Our plan included creating SMART Objectives: Specific, Measurable, Attainable, Relevant, and Time-bound goals. We highlighted three themes to our work: Strengthening our Care through Programs and Services; Investing in our Organizational Health through Development & Funding; and Building our Organizational Culture.

OUR VISION

We envision stigma-free, inclusive and informed communities, fostering an environment where individuals thrive.

OUR MISSION

CAYR creates welcoming, confidential, and inclusive environments for dignified support and education, empowering a diverse population including:

- People living with and those affected by HIV/AIDS
- Individuals affected by or at risk of HIV/Hepatitis C
- People who use substances
- Members of the 2SLGBTQ+ community, and
- Allies and partners supporting underserved communities

OUR VALUES

Inclusion: We cultivate an environment where individuals and communities can equitably and meaningfully achieve their full potential.

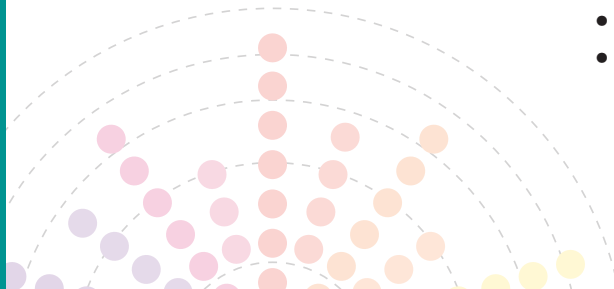
Self-Determination: We uphold human dignity and the rights of individuals and communities to make informed choices.

Well-Being: We nurture a holistic approach to well-being that includes physical, mental, emotional and spiritual aspirations.

Collaboration: We build upon the collective strengths of individuals and communities.

Our values are rooted in the principles of:

- Greater and meaningful involvement and engagement of people with lived experience of HIV/AIDS, drug and substance use, as well as 2SLGBTQ+ identified community members.
- Harm Reduction
- Anti-Racism/Anti-Oppression



PROGRAMS & SERVICES OFFERED BY CAYR

Through our agency programs that revolve around support of HIV, Hep C, substance use, and the 2SLGBTQ+ community, we help service users to build upon strengths, resiliency and the achievement of self-determination. We deliver our programs and services through education, outreach, group and individual support, testing drives, and events.



COMMUNITY ENGAGEMENT RAISING AWARENESS

We continue to raise awareness and offer education to build inclusive, safe and healthy spaces while still engaging with the community safely and respectfully. We also offer workshops, presentations and training for health, social and community service providers.

COMMUNITY SUPPORT

Every year we work together with some very generous donors, some that have become ongoing partners. We appreciate all of the support that is so valuable in helping us create safer, confidential, and inclusive spaces and services in York Region where people can access dignified support and meaningfully engage in self-determined pathways to well-being.

Some Community Goodwill Supporters that have stood out with donations of over \$2500, include:

TD Bank
Magna's Community Fund
Bounteous Canada Inc.
Bingo World Newmarket
Charitable Gaming
Apotex Inc.
Alectra Utilities

CAYR is also very grateful to our volunteers that include our Board of Directors, our Bingo Ambassadors, our Student Placements and Volunteers

MOST FREQUENTLY USED SUPPORTS BY CLIENTS AND SERVICE USERS



PRACTICAL SUPPORT SUCH AS FOOD SECURITY



GROUP AND INDIVIDUAL SUPPORT



TRANSPORTATION

1000+ services provided sessions including “just listening” case management, Wellness events and skill building workshops.



COMPASSION FUND & PRACTICAL SUPPORT

\$28,000+ GIFT CARDS

\$6,000 SUPPORT ITEMS (tents, sleeping bags, etc.)

\$10,000 ONSITE FOOD PANTRY

\$22,000+ WELLNESS & DRIVE TO CARE TRANSPORTATION

\$15,000 PRESTO CARDS

\$1,000 EDUCATIONAL FUND

\$9,000+ HOLIDAY CARE PROGRAM

\$9,300+ WELLNESS PROGRAMMING (support groups, interpretation)

8,000+ SAFER SEX SUPPLIES distributed

23,000+ HARM REDUCTION SUPPLIES provided

628 NASAL & INJECTABLE NALOXONE KITS distributed

184+ REFERRALS made

685 HIV SELF TEST KITS distributed

140+ PRESENTATIONS AND TRAININGS (Including Harm Reduction Education, Naloxone administration, HIV Basics, HIV self testing, Health & Wellness, 2SLGBTQ+ Basics & Pronouns)



International Day for the Elimination of Racial Discrimination



Outreach with support from student placement, Rachel



Outreach T-shirt



Harm reduction outreach with support from student placement, Alexis

programs

World Poisoning Awareness Day

Join us in honouring those who have lost their lives and those impacted by drug poisoning. The evening will be accompanied by guest speakers, a candlelight vigil, refreshments, and more.

Address:
Richmond Hill United Church 10201 Yonge Street, Richmond Hill

W H E N
Thursday August 31st, 2023
5 p.m. – 9 p.m.

All members of the community welcome!

For more info contact
CAYR Community Connections:
info@cayrcc.org or
289-383-0182

HRCYR HARM REDUCTION CENTRE YORK REGION
Trinity Centre York Region

World Poisoning Awareness Day August 31, 2023

SAVE THE DATE: HEALTH FAIR

WHEN JULY 21ST, 2023
FROM 10:00AM-2:00PM
at The Vaughan Welcome Centre
29100 Jane St # 66-67, Vaughan, ON L4K 0A4

- Do you know your HCV status?
- Are you 18+?
- Do you use drugs?
- Are you a York Region resident?
- Do you identify with the 2SLGBTQ+ community?

If you identify with any of these, or require transportation support
CALL Wendy AT 905-960-2888 TO BOOK YOUR VISIT NOW!
DROP-INs WELCOME

CAYR COMMUNITY CONNECTIONS People Supporting People

FINANCED BY THE PUBLIC HEALTH AGENCY OF CANADA/PUBLIC HEALTH AGENCY OF THE PROVINCE OF ONTARIO

2023 July Hep C testing drive

DRUG POISONING AWARENESS TIPS

Best Practices:

BUDDY SYSTEM
When able, join in two's or part with someone you know. Never drink alone. If you drink, don't drink alone. Don't mix drinks. Don't pass drinks out for the other person and then you drink.

ALWAYS CARRY NALOXONE
Naloxone can be used to reverse the effects of an overdose. It is approved by York Region's Public Health. Report a suspected overdose to York Region's Paramedics. They will provide you with the other person and then you drink.

TRY TO TEST YOUR DRUGS
Drug test strips are available by visiting a local harm reduction Worker. Instructions, training, and support are available wherever you're ready to learn how.

LOW AND SLOW
Start low and slow. Begin by using a small test amount. Use a syringe, only one small amount. Then slowly increase for a longer period of time. Small amounts of drugs can be harmful or fatal.

Report Best Drugs
Report Best Drugs to the York Region Paramedics. Report Best Drugs to the York Region Paramedics. Report Best Drugs to the York Region Paramedics.

CAYR COMMUNITY CONNECTIONS People Supporting People

Overdose Prevention flyer

DO YOU KNOW YOUR STATUS?

HIV self-testing kits available! Contact one of our outreach workers for support to receive your kit!

FREE OF CHARGE

Questions or training call
Alexis
289-383-0182
Sue Stone
888-966-3286
17805 Leslie St, Unit 12
Newmarket, ON
L3Y 3E3
info@cayrcc.org
http://www.cayrcc.org

CAYR COMMUNITY CONNECTIONS People Supporting People

CAYR COMMUNITY CONNECTIONS People Supporting People

HIV Self Testing flyer



CAYR and Gilead staff supporting Red for Change



Markham Pride Flag Raising, June 2023



Georgina Pow Wow, September 2023



York Pride, June 2023



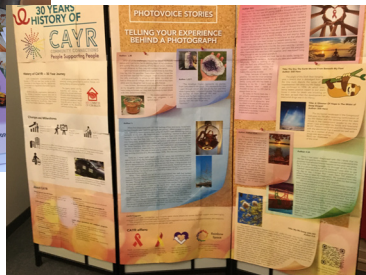
Newmarket Fred Lundy Bridge lit up red to support Red for Change, November 2023



Georgina Pride, June 2023



Georgina Pow Wow, September 2023



World AIDS Day Memorial Wall, December 2023



Gore Mutual and harm reduction kit building, June 2023



Georgina Pride Flag Raising, June 2023



World AIDS Day Kim Wheatley, Anishinaabe Cultural Consultant traditional Indigenous opening, Dec 2023

community



BrokerTeam Insurance Volunteers making red ribbons for Red for Change, November 2023



support



Gore Mutual volunteers to build harm reduction kits, June 2023



Desjardins volunteers making red ribbons for Red for Change, December 2023



CHARITABLE GAMING
BENEFITS THIS ORGANIZATION
AND YOUR COMMUNITY.

bingoworld.ca/newmarket



CAYR

2023-2024 FUNDERS

Health Canada, Substance
Use & Addictions Program
(SUAP)

City of Richmond Hill

ViiV Healthcare

Newmarket Charitable
Gaming Association

Ontario Ministry of Health,
AIDS Bureau

Ontario Trillium Foundation

Public Health Agency of
Canada

Regional Municipality of York

United Way Greater Toronto

ACKNOWLEDGES

2023-2024 DONORS & SPONSORS

105.9 The Region

Abuse Hurts

Alectra Inc.

Apotex Inc.

Avnish Mehta

Bounteous

Christopher Higgins

Daena Rundle

David Kerbel

Deanna Hart

Douglas McCready

Dzung Tran

Food Basics at Major MacKenzie &
Leslie

Gavin Demonte

Gital Shah

Gore Mutual Insurance

Hana Rashnavadi

Ian Hart

James & Susi Knox

Jason Kwok

Lisa Padgett

Little Elves

Magna Community Funds

Manoj Rastogi

Mark Koning

Michelle Sudeyko

Mikaela Thompson

Milan Shah

Ramsawamy Sunderam

Rhea Ntakos

Sandy Simoes

Sheila Godse

Shilpa Chandaria

Shoebox Project

Sidhartha Goel

Srividya Boga

Starbucks

Sucha Kimasia

TD Bank

The Great Canadian Sox Shop

The Host

Totally One Communications

TriDelta Financial

Trinity Anglican Church, Aurora

Tyler Rivas

Unionville Presbyterian Church

Vibhuti Mehra

Vino Kimasia

Walmart

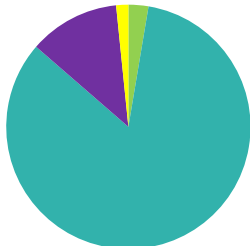
Wynonna Gomes

CAYR COMMUNITY CONNECTIONS

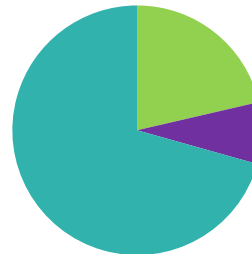
Statement of Financial Position

As at March 31, 2024

	Note	2024	2023
ASSETS			
Current			
Cash (including restricted program cash of \$8,753; 2023 - \$9,451)	\$	402,050	\$ 128,612
Investments		72,236	69,345
Grants Receivable		-	68,971
Prepaid Expenses and Sundry Receivables		31,531	19,212
		505,817	286,140
Capital Assets	[3]	39,649	27,901
TOTAL ASSETS		545,466	314,041
LIABILITIES AND FUND BALANCES			
Current			
Accounts Payable and Accrued Liabilities		103,612	27,327
Deferred Contributions	[4]	151,055	87,309
Government Remittances Payable		14,737	-
Total Liabilities		269,404	114,636
Fund Balances			
General Fund		267,309	189,954
Restricted Program Fund	[2.a]	8,753	9,451
		276,062	199,405
TOTAL LIABILITIES AND FUND BALANCES	\$	545,466	\$ 314,041



- CAYR Expenses**
- Occupancy 3%
 - Program Expenses 84%
 - Administration 12%
 - Professional Services 1%



- CAYR Revenues**
- Foundation/Other Grants 21%
 - Fundraising (incl. Bingo) 8%
 - Government/Municipal Grants 71%

CAYR COMMUNITY CONNECTIONS

Statement of Operations and

Changes in Fund Balances

For the year ended March 31, 2024

	Note	General	Restricted Program	2024	2023
Revenue					
Foundation grants		\$ 308,749	\$ -	\$ 308,749	\$ 233,679
Government grants	[5]	1,020,370	-	1,020,370	777,742
Donations		17,874	-	17,874	31,303
Fundraising - Bingo		-	70,896	70,896	63,877
Fundraising - other		22,287	-	22,287	54,434
Interest income		4,276	-	4,276	1,797
		1,373,556	70,896	1,444,452	1,162,832
Expenses					
Program Costs					
Salaries and benefits		936,844	-	936,844	823,197
Research and evaluation Programs		21,376	-	21,376	11,269
		97,681	22,066	119,747	100,680
Client wellness		6,824	49,528	56,352	80,441
Staff travel		22,524	-	22,524	10,062
Compassion fund		54	-	54	5,494
		1,085,303	71,594	1,156,897	1,031,143
Administration					
Salaries and benefits		23,381	-	23,381	21,024
Office and general		36,728	-	36,728	38,239
Building occupancy		34,279	-	34,279	32,997
Professional fees		20,899	-	20,899	15,263
Staff training and development		15,168	-	15,168	10,010
Fundraising		11,492	-	11,492	3,220
Technology enhancement		48,857	-	48,857	31,834
Promotion and publicity		5,287	-	5,287	2,124
Repairs and maintenance		2,886	-	2,886	2,275
Amortization of capital assets		11,921	-	11,921	11,958
		210,898	-	210,898	168,944
Total Expenses		1,296,201	71,594	1,367,795	1,200,087
Excess (Deficiency) of Revenues over Expenses		77,355	(698)	76,657	(37,255)
Fund Balance, Beginning of the Year		189,954	9,451	199,405	236,660
Fund Balance, End of the Year		\$ 267,309	\$ 8,753	\$ 276,062	\$ 199,405

STAFF & TEAM SUPPORT

Marie Morton
Executive Director

Mark Koning
Manager, Communications
& Operations

Waheda Ali
Program Manager, HIV Support

Kalipso Koras
Program Coordinator, HIV/AIDS
Support

Prossy Nyanzi
Program Coordinator, Wellness
& Life Skills

Shanice Harris
Program Coordinator, Women's Health

Derrick Kaweesa
Program Coordinator,
Multicultural HIV Prevention

Valerie Kuye
Programs Manager, Harm Reduction
Outreach & HCV Support

Ericha Schneider
Program Specialist, Harm Reduction
Outreach

Megan Kennedy
Outreach Worker, Harm Reduction

Karim Sakr
Program Coordinator, Hep C

Wendy Reid
Program Assistant, Hep C/
Outreach Worker, Harm Reduction

Chukwemeka Madumelu
Program Assistant, Hep C/
Outreach Worker, Harm Reduction

Isabella Garofalo
Program Manager, 2SLGBTQ+
Support Services

Jill Bates
Program Specialist, LGBTQ+ Youth

Riley LS
Program Specialist, LGBTQ+ Youth

Praanee Chandrasegaram
Program Specialist, 2SLGBTQ+
Intergenerational

Jevonie Simpson
Program Coordinator, Men's Health

Robin Robinson
Program Manager,
Harm Reduction Education

Jovaine Reid
Program Specialist,
Harm Reduction Education

Brian Muhoozi
Program Specialist,
Harm Reduction Education

Tania Vernon
Bookkeeping

Ruth Corpuz
Accountant

Greg Gallagher
Payroll

Barrie Web
IT Support & Management

We also thank our former staff and board members for their contribution and support in 2023 - 2024

Sally Goodwin
Program Specialist,
Harm Reduction Outreach

Rae Tuckey
Program Manager,
Rainbow Space

Tessa Bound
Program Specialist,
Harm Reduction Education

Adorede Adekoya
Program Manager,
Harm Reduction Education

Jason MacLennan
Program Specialist, LGBTQ+
Older Adult

Michelle Saati
Program Specialist,
Harm Reduction Education

Francisco Mendina
Program Coordinator,
HIV Support Services

David Kushner
Accountant

CAYR COMMUNITY CONNECTIONS

17665 Leslie Street, Unit 12, Newmarket ON L3Y3E3

T: 905.884.0613 Toll Free: 1.800.243.7717

E: info@cayrcc.org Website: www.cayrcc.org

All calls are completely confidential



1.4K LIKES



1.6K FOLLOWERS



903 FOLLOWERS



1111 FOLLOWERS