1984 - 2024

Annual Report

2023-2024

Volunteer
WATERLOO REGION
Volunteer Waterloo Region, looking back on a year of growth and change.

It has been a year of transition for Volunteer Waterloo Region. Ending our last program year with our rebranding with the assistance of Charitably, and a financial sustainability plan funded through an Ontario Trillium Foundation grant, we entered 2023-24 in an exciting space with huge opportunity for change and transitioning for our future. We were fortunate in the assistance we received in our second year as an SVP supported organization and in the success of a Community Services Recovery Fund grant. We have researched action plans to develop some exciting strategies to strengthen volunteer engagement in our region into the future, at a time of declining volunteerism across the country. Our year started with a huge boost toward transition.

With assistance from SVP Partners, we explored the opportunity for a significant upgrade of our online system. VolunteerAttract was developed for us by the Computer Systems Group at the University of Waterloo. It was state of the art in 2004 and has done extremely well for us and our members over the last 20 years. It is, however, dated and with components missing that we see as vital in the 2020s and beyond. We developed a case for support and have, as I write this report, nearly 2/3 of the funds. The first stages of the upgrade are underway. Stay tuned as we invite many community members, and others, to participate in testing and feedback focus groups.

Through the Community Services Recovery Fund we received funds to hire and build the foundation of a corporate and group engagement program. We were fortunate to hire Mary McGuinness for the role. Mary has over 15 years experience in Corporate Giving and Volunteering in the Insurance and Financial Sector. She will be reporting on some of her preliminary work in this report.

Our Youth Engagement Program was successful in receiving funding through the Waterloo Region Community Foundation. Again there will be updates later in this report. We are extremely proud of this youth led program that is appealing to many newcomer youth. The success has led to new partnerships with the KW Multicultural Centre and Forest Heights Collegiate Institute.

Coming to the end of Fiscal 2023-24, we have word of our success with a grant application through the Ontario Trillium Foundation to expand and redesign a Coaching and Consulting Service for the current and future needs of community benefit organizations. We are excited to include Emily Vincent formerly of PIN – People and Information Network of Guelph – as lead for this project.

In all this excitement we are transitioning through the retirement of long time staff member Dianne Boston Nyp. Before joining our staff team in 2007 Dianne had worked with member organizations and held the chair role for a community collaboration which was hosted by the Volunteer Action Centre KW and Area (previous name of Volunteer Waterloo Region). Dianne has been pivotal to the success of our centre. While missed in our day to day work, Dianne stays connected as a volunteer who will do small projects for us as we work through these numerous transitions.

Our staff team continues to stay strong and integral to our work. A very special thank you to Cameron Tai, Daniela Montoya, Emily Vincent and Mary McGuinness for their contributions this year. The board is doing a stellar job of leading our work. Thank you to David Marsh, Board Chair, and the full board team for all their support of volunteerism in Waterloo region.

Jane Hennig, Executive Director
A Word From The Board Chair

2024 marks the 40th anniversary of VWR serving volunteers, not-for-profits and the community of Waterloo Region. Just as Waterloo Region continues to change, so too does Volunteering, presenting challenges to our members. With a renewed strategic plan focusing on the four pillars of promoting, engaging, connecting and coaching, VWR is well placed to continue serving the Waterloo Region well into the future. Specifically, VWR will be focusing on multiplying impacts, removing barriers to volunteering, coaching, consulting and assisting NFPs on navigating the changing volunteer landscape and upgrading our systems that connect volunteers with volunteer opportunities.

The entire Board extends sincere thanks and appreciation to the volunteers and staff of VWR for the focus, energy and dedication they bring to the work at VWR. Jane, in particular, has continued to demonstrate leadership in advocating for volunteerism in the Region and beyond. She actively shares her knowledge and expertise with sundry community partners. Her tireless efforts on behalf of volunteerism have also resulted in Jane receiving the June Callwood Outstanding Achievement Award.

David Marsh, Chair, Board of Directors, Volunteer Waterloo Region

Treasurer’s Report

Fiscal 2024 ended the year in a small surplus, which is excellent to see considering the challenges we have witnessed within the volunteerism space within the region. The success of this year is attributed to Jane’s dedication and hard work to our cause, and we thank her tremendously for all her hard work.

The organization continued to do an outstanding job delivering on all commitments to our partners across various projects. We have been successful securing key funding to help fund our various project initiatives. In fiscal 2025, we will continue to ensure that cash management remains top of mind so that we can continue to build a Waterloo Region that is invested in volunteerism. The audited financial statements will be available at the fiscal 2024 AGM and will be made available to members upon request. We look forward to the future and are excited to continue our cause within the Region.

Jenn Hill, Treasurer, Board of Directors, Volunteer Waterloo Region
The Volunteer Centre is turning 40 years old!

We have prepared a short highlight that captures some of the moments in our history.

From our beginning as Volunteer Placement Services in the basement of the Victoria Park Pavilion, to hosting the first Volunteer Fair in Ontario, to leading Change the World in the region, and our current goals as an organization.
A Brief History of the Volunteer Centre in Waterloo Region

1984–1985
April 9, 1984 – Volunteer Placement Services opens its Kitchener office in the basement of the Victoria Park Pavilion in Victoria Park thanks to municipal funders. Reva Cooper as original Executive Director.

1985–1986
The Volunteer Placement Service became a registered charity, an active member of local and provincial voluntary associations, developed a resource library, and instituted a newsletter which was published three times during the year with a physical mailing list (pre-email era) of over 300 recipients.

1986–87
The first of its kind in Ontario, a Volunteer Fair was held at Fairview Park Mall in October. A new “Community Volunteer Recognition Awards” was held during National Volunteer Week and would continue for the next five years.

1987–88
A “Survey of Volunteerism in Waterloo Region” Report was produced in partnership with Cambridge Volunteer Bureau.

1988–89
Volunteer Placement Services became incorporated on March 10th. The first logo was designed. Plans to extend the service of recruiting, referring and placement to Elmira and Woolwich township were put in place, thus becoming a regional service with office hours one day a week.

1989–90
A “Drivers’ Task Force” was formed in response to the specific needs for this important and growing role. An inaugural “Corporate Volunteer Council” was established.

1990–91
Volunteer Placement Services became a United Way Member Agency. A change of name was made the Volunteer Action Centre of Kitchener-Waterloo & Area Inc. to reflect the agency’s overall coordinating efforts. Moved to 89 Caroline Street, Waterloo. New logo was designed by David Peacock. A Salute to Volunteers Dinner Dance was established in April.

1991–92
The United Way (KW) gave VAC responsibility for the delivery of the Volunteer Leadership Development Program (VLDP). An independent automation system was designed with the consulting assistance of Board Member and computer expert, Dave Herron. Funding was provided by the Region of Waterloo, the Good Foundation and the Kitchener and Waterloo Community Foundation.

1992–93
The first VLDP workshop “Fundraising for Non-Profit Agencies” was held in June 1992. A Speaker’s Bureau was formed; the computerization of matching volunteers to volunteer positions was incorporated into the Recruitment and Referral program. This program was a DOS program named VIP.

1993–94
Surveys completed revealed that member agencies required 2,700 new volunteers to meet needs. The types of volunteers needed were for professional and administration skills. The clients served directly by staff revealed they were extremely pleased with the services received at the Volunteer Action Centre.
1994–95
The world celebrated the International Year of the Family. The Volunteer Action Centre takes leadership with the writing of the Report on Family Volunteerism, sponsored by the Voluntary Action Directorate of the Secretary of State of Canada.

1995–96
The Report on Family Volunteerism from 1994 was printed and distributed by the Voluntary Action Program, Department of Canadian Heritage to 8,000 non-profit organizations across Canada. The opportunity for families to volunteer together strengthens our community. VAC consulted with the Region on the impact of Ontario Works on volunteers and volunteer programs.

1996–97
Development of a Corporate Membership Program to establish formal links with companies to promote volunteerism in the workplace. Funded by the Ontario Trillium Foundation (OTF).

1997–98
The first Serve your City Day was held on Mother’s Day weekend. Sponsored by ScotiaBank, this gave the Volunteer Action Centre the opportunity to help our Member Agencies complete special projects.

1998–99
Volunteer Action Centre formed a partnership with the Social Planning Council/Community Information along with a re-location to 68 Queen Street North, Kitchener. Collaboration with Cambridge Volunteer Bureau and WR School Boards around Community Involvement as part of the secondary school reform. A new brand was developed with Quarry Communications that included the slogan “Volunteering...a Timely Contribution.”

1999–2000
Leadership Waterloo Region (LWR), a program established out of the Volunteer Action Centre, received funding from the J.W. McConnell Family Foundation. LWR offered a program for rising decision-makers to acquire a fuller sense of the wide array of critical issues affecting our community. Serve Your City Day becomes Community Project Day sponsored by Clarica Insurance. A new online database system, known as VolRap, and a new website was established with support from Volunteer Toronto.

2000–2001
The Ontario Trillium Foundation gives 3 year funding to sustain a Resource Group for Supported Volunteering (RGSV) collaboration of 16 disability serving organizations helped guide the development of the program, find suitable volunteer positions and provide additional support for persons with disabilities.

2001–2002
The official launch of the International Year of Volunteers (IYV) took place on January 5, 2001 at Bankside Terrace. The IYV logo was featured on all Grand River Transit buses, City of Kitchener ice rinks, and all Adopt-A-Road signs in the Region of Waterloo. Program Coordinator for the Ready...Get Set...Volunteer Program (RGSV) was hired and the program officially launched.

2002–2003
Official unveiling of The International Year of Volunteer mural, located at Queen South and Charles Street in Kitchener entitled The Value of One...The Power of Many. Leadership Waterloo Region program was incorporated and elected its first Board of Directors and separated itself from the Volunteer Action Centre effective March 31, 2002.
2003–2004
Survey shows 40% of walk-in clients have English as a Second Language (ESL). The third year of the RGSV program served 500 new Canadians and 110 individuals with disabilities, funded by the Ontario Trillium Foundation (OTF) funding.

2004–2005
The celebration of 20th Anniversary was held on Community Project Day. VAC volunteers speak 12 languages to help almost 50% of ESL clients. Preparing for new online services funded by Ontario Trillium Foundation.

2005–2006
VAC moved to a more accessible office space, 3rd floor, 151 Frederick Street, Kitchener. New logo and print materials designed by Denison Print, with tagline “Connecting Talent and Community”. Computer Systems Group, University of Waterloo, develops a new interactive website: www.volunteerkw.ca, funded by the Ontario Trillium Foundation, and launched at the Volunteer Fair at Conestoga Mall in September along with new Mission, Vision and Values.

2006–2007
Research of faith based voluntary sub-sector shows it as the 2nd largest population of volunteer involvement. Inaugural Leadership Café was held at Victoria Park Pavilion in February. First annual Volunteer Impact Awards recognized community leaders, caregivers, organizations and corporations at a successful and prestigious gala event. The launch of the interactive website shows a direct impact on membership. Two organizations reported that over 30% of volunteers recruited came through the site.

2007–2008
Ontario Trillium Foundation funding to build partnerships for improved employee supported volunteering (ESV) by sharing successful ways to impact community needs. Laurier Centre for Community Service Learning sought our leadership for improved post secondary experiences. Punch Integrated Communication’s CreateATHon provided new print materials.

2008–2009

2009–2010
Volunteer Administration Foundations Resource Guide was designed for member organizations to use when establishing their volunteer programs (KWCF). Best practices, policies and procedures provided an outline that could be tailored to any organization’s mission, people and services.

2010–2011
Youth engagement campaign, “Passion for Progress” promoted in 8 high schools with VAC Youth Council (CTW). Libro Financial, Manulife Financial and Volunteer Canada help develop tools for engagement of youth. Completed Team Volunteering Guides for both Businesses and Organizations who engage in Employer Supported Volunteering were produced. These guides highlight local examples of meaningful community involvement for groups (Ontario Trillium Foundation funded). Launched “Volunteering Matters”, a fundraising appeal targeted skilled volunteers or professionals.
2011–2012
With support from the Waterloo Region Record and Manulife Financial, the Applauding Our Volunteers page featuring four volunteer stories became a Record monthly feature. Waterloo Wellington Learning Alliance with Guelph and Cambridge shared professional development. The National Volunteer Week committee created passports with access to recognition options.

2012–2013
The Corporate Community Involvement Council (CCIC) founded in partnership with BlackBerry, Manulife Financial collaborated to provide a forum on Corporate and Community Responsibility. Participating members included: PWC, KPMG, Cowan Insurance and Economical Insurance. Free mobile app to search for volunteer opportunities online. Database at www.volunteerkw.ca saw over 40,000 unique visitors.

2013–2014
Corporate Community Involvement Council connected options to teams of volunteers from 25 businesses. 7th Annual Volunteer Impact Awards held at Kitchener City Hall. 5th “ChangeTheWorld” Ontario Youth Volunteer Challenge engaged over 650 youth to achieve 2000 hours within the four week campaign—with students from 22 high schools. Volunteer Recruitment Fair at Conestoga Mall with 20 member agencies.

2014–2015
30th Anniversary of building and developing community capacity for volunteering. 167 member organizations with 700+ unique positions, 87,656 + website visits, 148 in person visits. PanAM and ParaPanAM games involvement. Volunteer Fair at Conestoga Mall with 28 member agencies, and over 2,500 visitors. Empowering Proactive Youth in Communities (EPYC) four-part leadership workshop series lead by youth for youth. Ontario Youth Challenge campaign had over 1,200 youth donating 5,000 hours.

2015–2016
Participated in the Syrian Refugee Resettlement process. Supported the creation and launch of a Volunteer Centre at the University of Waterloo.

2016–2017
The VAC Board of Directors was awarded the 2016 Manulife Governance Excellence Award as a result of many years of good governance. The VAC online software developed with UW Computer Systems Group (Volunteer Attract) is adopted as the data system used for provincial and national volunteerism through the Ontario Volunteer Centre Network (OVCN) and Volunteer Canada.

2017–2018
Volunteer Action Centre started offering services across Waterloo Region (following a United Way merger of Cambridge and Kitchener Waterloo). VAC satellite office opened at the Regional Employment Resource Centre in Cambridge with staff available one day a week. Canada Service Corps for Youth Engagement created a national data hub using volunteer Attract software (Kyle Young). VAC sees 30–40% increase in user activity on the website. Lily Viggiano works with Volunteer Canada presenting at an open Senate forum about Youth Engagement in Ottawa.

2018–2019
35th Anniversary of Volunteer Action Centre. Cross-Cultural Connections and Building Bridges through Authentic Interaction online interactive modules, designed by Ingrid Brand with artwork by Blake Rice. Provincial funding for these training resources gave tangible steps to build meaningful connections with diverse populations.
2019–2020
March 2020, COVID 19 Pandemic required a virtual 13th Annual Volunteer Impact Awards 2020. Began weekly live radio interviews on 98.5 CKWR. The Waterloo Region Association of Volunteer Administrators is established, connecting volunteer professionals across the region for professional development and networking.

2020–2021
Moved to the King Street E. office. Promoted essential volunteer needs while the majority of programs were placed on hiatus. Coordinated delivery of the Region’s Pandemic Volunteer Response within all eight municipalities. Over 140 volunteers were volunteering in 26 different roles with 10 different organizations resulting in over 4500 hours of volunteer contributions.

2021–2022
Redeveloped youth engagement program for virtual delivery. Modules covered Personal Skills Development; Networking and Team Building; Deep Dives into Climate Change; Truth and Reconciliation; and Change Making. Rebranded as Volunteer Waterloo Region.

2022–23
Ontario Trillium Foundation funding, along with Social Venture Partners support to develop an Organizational Sustainability Strategy to assist with the period of change post pandemic. In Person Youth Programs included Board Games and Mingle and Invitation to Belonging series to respond to post-pandemic need for extra support for newcomer youth to become engaged. Launched “Our Community Cares” recognition campaign for member on December 5th as part of International Volunteer Day.

2023–24
Volunteer Waterloo Region continues its journey into the future of supporting the community through volunteerism and advocacy. The organization is building upon it’s history in the community for the past 40 years to create an even more welcoming environment in the Region of Waterloo. With youth programming, community coaching and outreach, volunteer appreciation, and strengthening relationships with the corporate sector, Volunteer Waterloo Region continues to meet community challenges with renewed passion and purpose.

40th Anniversary Event at Victoria Park Pavilion, April 2024. From left to right: Daniela Montoya, Jane Hennig, Cameron Tai, Mary McGuinness, Catherine Jepson, Emily Vincent, Dianne Boston–Nyp
Volunteer Appreciation

This past year, we have been working hard to show off what appreciation looks like in the voluntary sector. We have two major highlights in National Volunteer Week, as well as Our Community Cares, a day of appreciation around International Volunteer Day.

Our Community Cares this year was a great success, allowing for more outreach within the community, and allowing for additional tokens of appreciation from local businesses. This event will likely continue to be a successful part of Volunteer Waterloo Region’s goal of recognizing volunteers in our community.

National Volunteer Week is now highlighted with stories, and videos showing the difference that volunteers are making with our members, and with our organization. This year, we talked with over 50 volunteers about their experiences volunteering, and how they are making “Every Moment Matter.” These stories are available on our website, and the videos are highlighted in short clips on our social media channels.

Special Events

There has been a large increase in events and in-person connections for volunteers in the community. Just this past year, our staff attended 10 events where we either hosted a booth or presented to key audiences. These events included youth, seniors, people living with mental health issues and working professionals.

Through all of this, one thing has been made clear: there is a want and hunger for volunteer opportunities here in the Region of Waterloo. People are looking to get back in touch with their community after the social isolation of COVID-19 restrictions.

Through these engagements, we have been able to connect with 500 prospective volunteers, all looking for information on who they can get involved. Through these direct connections, we are working on building a culture of community engagement and togetherness that aligns with our mission.
NEW Youth Led Programs

Youth-Led Circles — WE ARE THE FUTURE. This week-long program was created in partnership with the Kitchener-Waterloo Multicultural Centre (KWMC) to create, cultivate and facilitate a youth-led resource that amplifies the voices, ideas and lived-experiences of local newcomer youth. This program served as an opportunity for local youth to work together and bring their ideas (for a better community) into a reality with the support of both organizations.

There were 26 youth who participated in this project throughout the week, and 9 youth leaders who created, designed, and collaborated with each other to bring this program to fruition. There were 178 volunteer hours given away to program participants. Some of the topics that were facilitated by youth leaders included: Youth Advocacy/Leadership; Wellness & Mental Health—How Not to Care 101; The Environment; Community Engagement and Cultural Diversity & Belonging.

The Welcoming Table — Newcomer Leadership in Action. This program was created by two local students at Forest Heights Collegiate Institute with the support of Volunteer Waterloo Region to bring students together particularly Multilingual Learners and other newcomer youth that are experiencing difficulties getting connected to the community, and finding spaces where they feel that they belong.

Through games, youth-led activities, and peer-to-peer support youth leaders aimed to alleviate the pressure behind having to earn community engagement hours, and facilitating conversational circles for students to practice English in a space that is youth-led, and that understands the struggles of newcomers.

RETURNING Youth Programs

BoardGames & Mingle is an intergenerational program created in 2022 to address isolation and anxiety caused by the pandemic while also providing a friendly option for youth to achieve their community involvement mandate. Similarly, Seniors at a local community centre were also struggling with the same feelings due to a lack of connection in the community. The 2023 cohort engaged 49 program participants. This includes 6 local seniors (3 from the previous year), and 3 youth leaders. 330 community engagement hours were given to youth through this program.

Invitation to Belonging, also started in 2022 by two youth, to create a safe and welcoming environment for newcomer youth and families who want to learn more about community engagement in a way that is rooted in empathy, cultural awareness and embracing one’s identity. Thanks to the Business and Education Partnership of Waterloo Region for supporting this program through their Youth Creativity Fund. Another thank you to the three amazing youth leaders who created and facilitated the sessions for the 2023 cohort. There were 431 Community Engagement hours given away through this program.

Thanks to the Waterloo Region Community Foundation funding from the Youth in Recreation Grant Award, and the Welland Family Foundation Fund. As a result of this support, all VWR’s youth programs will be expanded and offered in the City of Cambridge.
Volunteer Leadership Updates

Waterloo Region Association for Volunteer Administrators (WRAVA) continues to offer monthly meetings for Volunteer Engagement Leaders throughout the area at no cost to members. When Volunteer Engagement Leaders are often the only person in the role within the organization, the opportunity to learn, problem solve, mentor, advocate and network with their peers on a regular basis is invaluable. Topics of discussion and professional development vary and reflect the interest of members, current issues and trends and may be led by staff, WRAVA members or community members.

Following over fifteen years of stellar support for volunteer engagement, Dianne Boston-Nyp retired from Volunteer Waterloo Region. When Emily Vincent assumed responsibility for the Community Engagement role, the initial focus was placed on supporting the Membership Drive, connecting with members and providing assistance to Volunteer Engagement Leaders. Professional Development training focused on volunteer engagement was provided for the Mennonite Central Committee and Minto Arts Council and consultation support to a project reviewing the Ontario Caregivers Organization.

Specialized Training

Volunteer Waterloo Region is excited to embark on the development of Coaching and Consultation Services which was outlined in our Sustainability Plan, with thanks to the Resilient Communities Fund through the Ontario Trillium Foundation. We are now in position to develop and implement robust coaching and consultation services along with supporting content and resources which will include a variety of templates, tip sheets, guides and toolkits available online and in person delivery options. Materials will be adaptable and accessible and developed for both new and experienced Volunteer Engagement Leaders. This funding will enable VWR to draw on their expertise and knowledge to better respond and support the needs of the volunteer sector within the region.
Building Relationships

In 2023, we grew our team by adding a Corporate Engagement Manager. The main focus of this role is to learn about and act on the current business needs in terms of employee volunteer engagement while serving our members to fill their volunteer gaps.

After meeting with 15 local businesses and 12 member organizations, we gathered sufficient feedback to help drive the development of an online portal to make the two groups more visible and accessible to each other. The goal is to match eligible and skilled corporate volunteers to the various needs in the community.

We also launched an event-based, low-touch onsite volunteer opportunity, called Caring Kits, where the company can choose a type of kit (hygiene, self-care, mindful activities, etc.) and a non-profit that can benefit from these supplies. Volunteer Waterloo Region assists in purchasing the items for the kits and packaging supplies as well as coordinating a speaker from the recipient organization to speak with the corporate volunteers about the cause and why these supply kits matter.
Welcome to New & Returning Members of Volunteer Waterloo Region

Brain Injury Association Waterloo Wellington
Canadian National Institute for the Blind
Contemporary Art Forum of Kitchener and Area (CAFK+A)
Cystic Fibrosis Canada
Domestic Violence Victims Alliance – Retail Therapy KW
Epilepsy South Central Ontario
Explore Waterloo Region
Independent Living Waterloo Region
Kidney Foundation
Kitchener Oktoberfest Inc.
KW Symphony Orchestra Volunteer Association
Levant Canada
Peace for All Canada
Robin in the Hood Medieval Festival
Rohingya Centre of Canada
Rainbow Coalition of Waterloo Region
SEEDS Canada
Steckle Heritage Homestead
Waterloo Region Community Legal Services
Waterloo Wellington Self-Management Program

Learn more about over 150 organizations on WWW.VOLUNTEERWR.CA
Major Funders, Donors, and Partners who help us work towards our mission in community

Core Funders:

The City of Waterloo
Cambridge
Kitchener
Region of Waterloo
United Way Waterloo Region Communities

Grants and Foundation Funding:

Community Services Recovery Fund
Canadian Red Cross
Community Foundations of Canada
United Way Centraide Canada
Ontario Trillium Foundation
Fondation Trillium de l’Ontario
Social Venture Partners
Waterloo Region Community Foundation
Community Fund
Welland Family Foundation Fund

Partners:

985 CKWR
real community radio
Volunteer Attract

To all our supporters, volunteers, donors and contributors to our work:
We simply could not do it without all of you!
Volunteer Waterloo Region Staff

Jane Hennig, Executive Director
Cameron Tai, Communication’s Specialist
Dianne Boston-Nyp, Community Engagement
(Retired December 2023)

Daniela Montoya, Youth Engagement
Emily Vincent, Community Engagement
Mary McGuinness, Corporate Engagement
Olaitan Olajide, Summer Student

Volunteer Waterloo Region Board

David Marsh, President
Nicole Hallman, Vice-President
Jenn Hill, Treasurer
Bryton Keyes, Asst. Treasurer/Secretary
Heather Rennie, Past Chair

Laurie Crocker, Board Member
Srikanth Desikachar, Board Member
Kathy Irwin, Board Member
Saba Oji, Board Member
Rachel Wagner, Board Member
Kyle Young, Board Member

Volunteers

Catherine Jepson – Photographer, Office Support, Event Committee
Dianne Boston-Nyp – Office Support, Event Committee
Sandy Nickel – Event Committee
Chelsea Miller – Content Writer

Student Placements:
Ajan Uthayakumar – University of Waterloo
Victor Abiola Adegbola – Conestoga College
Greg Armorer – Heritage Career College

Our Youth Leaders
Invitation to Belonging: Olaitan, Eyshah, Catalina
Board Games and Mingle: Catalina, Hamza, Spencer
Youth Led Circles: We are The Future; Billy, Bill, Srivatsa, Ana, Xavier, Angela, Mar, Arsemena, Mhret
The Welcoming Table: Forest Heights; Niya, Hannan

Thank you to everyone who continues to support our mission, and support their community every day in Waterloo Region