



Birchmount Bluffs
Neighbourhood Centre

Annual Report

2018-2019





VISION

We envision a strong and inclusive neighbourhood in which community members fully participate in opportunities that enhance well-being for all.

MISSION

Birchmount Bluffs Neighbourhood Centre works with diverse individuals, families and communities to overcome barriers and enhance quality of life. We do this by fostering social inclusion, developing skills and abilities, and collaborating with our partners to facilitate access to a range of flexible and responsive programs and services.

VALUES

We define these values as follows:

Respect: We believe that every person has the right to be met with compassion, accepted in a non-judgmental way, and treated with respect and dignity.

Diversity: We embrace diversity in all of its forms, in our clients, agency and community, and support non-discriminatory policies and practices.

Inclusion: We actively seek ways to welcome all members of our community and ensure they have the opportunity to participate in meaningful ways.

Capacity Building: We nurture the development of individual and community capacity by offering programs and services that enhance independence and build upon abilities.

Equitable Access: We commit to removing barriers that restrict individuals and groups from accessing services and participating in our programs.

Collaboration: We believe that each of us is enriched when we are able to work collaboratively with one another to share experiences, perspectives, information, knowledge and supports.

Integrity: We employ honesty and ethical decision-making practices in all that we do.

Accountability: We recognize that our community has entrusted us with an important responsibility, so we take care to be responsible and accountable for the management of our agency within available resources.

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Message from the Chairperson of the Board of Directors & Executive Director



Welcome to the 2019 edition of the BBNC Annual Report. This is a time to celebrate our accomplishments and share our struggles with you, our members. Also to update you with what we are busy with. BBNC is a membership based organization, and therefore accountable to its members. Our reporting period is April 01, 2018 through to March 31, 2019.

It was a challenging year with many adjustments and changes. The ending of the construction on the community centre had a positive effect in many ways, physically, financially and emotionally. Through the year, BBNC saw an increase of participants in all the programs from the EarlyOn Child and Family Centre programming to Fitness and Wellness.

After several years of financial struggle, BBNC ended the year with a small surplus.

The 2018-19 year also was the first year of the new organizational structure after an objective evaluation of the entire organization. The new organizational structure, is delivering the results expected. This has helped BBNC to be in a positive financial position. BBNC has begun to build up reserves for the future (small reserves but reserves none the less).

Our new Website is up and running. We started the online registration program and are continuing to improve on the details. Hopefully most of you have tried the online registration. If you need any help with it, thanks to a grant from IBM we now have tablets at the reception desk and our staff can help you register for programs.

We also have an ongoing fundraiser with our volunteers helping with the EBingo. We need volunteers twice/ month. If you can volunteer few hours please let us know.

Although BBNC is in a better position than it has been in prior years, BBNC still needs your support as members to come forward and be part of the volunteer board of directors and the various sub-committees. BBNC is always seeking volunteers from within its membership with expertise in Financial, Legal, Human Resources, governance, marketing, fundraising etc.

An overview of BBNC programmes

Adults

The **Fitness & Wellness and the Aquatics programs** are going strong. They all performed better than anticipated. Thanks to the support of our amazing hardworking instructors and loyal community members. More classes were added and new equipment was purchased. Fitness and Wellness is the key to maintaining healthy, involved communities. BBNC is the Center of our community and is committed to continuing to provide resources and services to all its members.

Children

The **EarlyON Child and Family Centre's programmes** are completely free of charge, thanks to the support of Toronto Children Services and United Way of Greater Toronto. The programmes saw an increase of members by ten folds. It is operating at full capacity.

BBNC Community Nursery School program prepares children for kindergarten, the program operated at almost full capacity with 16 children in each class. Classes are delivered 4 Mornings and 2 afternoons, per week.

[Continued on Page 4...](#)

Message from the Chairperson of the Board of Directors & Executive Director

Continued from page 3

Youth

For several years BBNC **Youth programming** supported the Birchmount East Eglinton Kennedy Park Youth Network (BEEKYN). In 2018-19 BBNC brought back the youth the program “home”. In partnership with other service providers BBNC builds bikes with youth and also implemented a variety of drop-ins, from Growing Leadership; a Community Garden Program; to HEPA; or from Beautiful Minds and Youth Fitness program to empowering young women.

Poverty Reduction

Through our **SHARE365 Program**, BBNC is continuing to implement our poverty reduction strategy, addressing basic needs and directly supporting 250 families struggling with poverty in South West Scarborough. It is thanks to a courageous group of hardworking volunteers who work tirelessly supporting the SHARE365 Program. To them **THANK YOU!** We could not offer this wonderful program without the volunteers! The **Seniors Poverty Animators Network** is another program that addresses poverty through civic engagement and democratic education on rights and responsibilities of all citizens. In all of our

programs, there are subsidies available for anyone who requiring assistance.

Civic Engagement

BBNC is once again confirming its commitment to social inclusion. Through the year we had democratic festivals and partner with community organizations to participated in the democratic process.

We have created a suggestion box, and placed it by the reception desk. Please offer your suggestions on programs, services and ideas for BBNC. If you would like us to followup with you, remember to put your name and contact information, with the suggestion so we can follow up.

Our goal is to continue to evolve to meet the needs of the community.

Yours Sincerely



Mamta Deshwar
Chairperson



Enrique Robert
Executive Director



Diane Dyson Keynote Speaker

A social researcher, on poverty, education and neighbourhoods, working in the community service sector. Former Director, Research & Public Policy with WoodGreen Community Services and former candidate to city council for ward 19 Beaches East York

Governance

Birchmount Bluffs Neighbourhood Centre is governed by a volunteer board of directors, a diverse group of community leaders and key decision makers who provide vision, strategic leadership, advocacy, accountability and stewardship. The board members are elected at the Annual General Meeting.

These volunteers are passionate about BBNC and dedicated to its mission to provide programs and supports and foster social inclusion within the community, with a focus on individuals who face barriers to service.

2018 - 2019 Board of Directors

Mamta Deshwar	Chairperson
Angie Joyce	Corporate Secretary
Nancy LaPlante	Vice Chair
Xueqi Lin	Treasurer
Martha Shepard	
Agnes Thomas	
Sarah Beale *	
Joanne Davidson	
Penelope Reid	
Dr. Shafi Bhuiyan	



* Completed term or left during the year



2018 - 2019 Staff

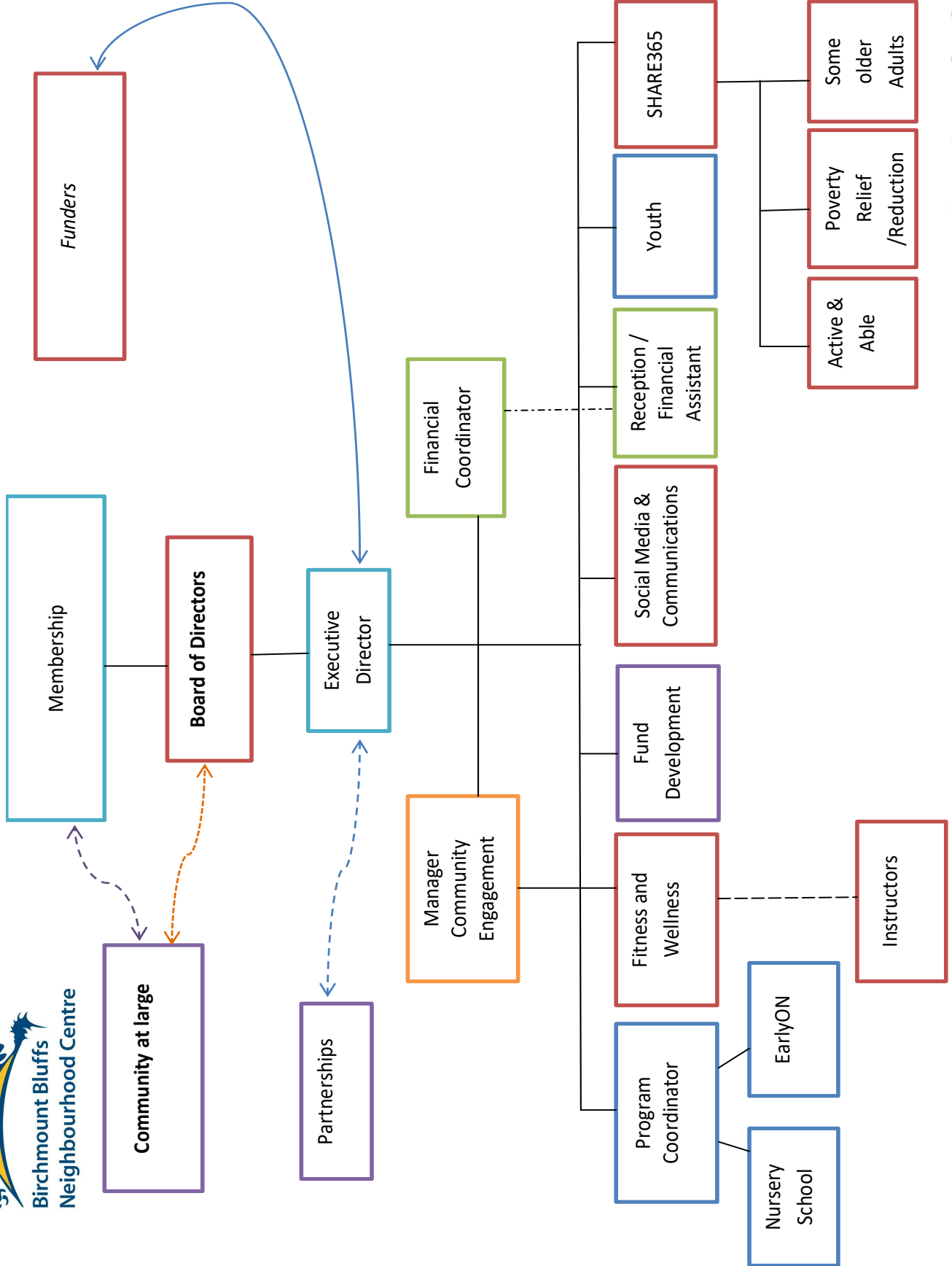
Kate Brutto	Social Media/ Communications Support
Afsana Chowdury*	Bengali Seniors Recreation Coordinator
Linda Curley	Manager, Community Engagement
Linda Driscoll**	Manager, Early Learning and Parenting
Camille Evans	SHARE365 Support Worker
Naheed Fatima	Registered Early Childhood Educator
Sadia Freeman	EarlyON Facilitator
Kevin Jagmohan*	Youth Development Initiatives Coordinator
Lisa Jardine	Volunteer Coordinator
Lelisa Mesadi	Fund Development Support
Toni Morra*	SHARE365 Support Worker
Asiya Motala	EarlyON Coordinator/ Registered Early Childhood Educator
Deborah Nurse	Financial Manager
Nisha Pragg-Singh	EarlyON Facilitator
Enrique Robert	Executive Director
Shaunette Clennon	Administrative/ Financial Assistant

* Completed contract or left during the year

** On Leave



Birchmount Bluffs
Neighbourhood Centre



H:\all - common area\BOARD OF DIRECTORS\Org Chart\Organizational chart DEC18.docx

BBNC Organizational Chart

BBNC Programs and Services

BBNC offers a variety of programs that cater to children 0-6 years of age, their families and child care providers. Our EarlyON and Nursery School staff are warm and friendly instructors who are certified in CPR/First Aid training. Nursery School staff are licenced Early Childhood Educators (RECE's) through the College of Early Childhood Education (CECE). Please see below for our programs descriptions.

EarlyON Child and Family Centre

As of January 2018, the Ontario Early Years Centres (OEYC), Parenting and Family Literacy Centres, Child Care Resource Centres and Better Beginnings, Better Future became one big family: EarlyON Child and Family Centre. EarlyON centre provides programming for children 0-6 years of age, parents/guardians and child care providers free of charge. Our EarlyON centre is a warm and welcoming environment that offers a variety of services which include, but not limited to: Fun activities (reading, sing-alongs, games and more); get advice from trained Registered Early Childhood Educators on early development; find information regarding other services in the community and connect with other families with young children.



Preschool Programs

BBNC offers a variety of programs for children 2.5-5 years of age to attend with a parent/guardian, led by trained instructors.

Community Nursery School

BBNC operates a Nursery School licenced by the Ministry of Education, which functions 37 weeks each year from September through June. Morning classes operate from Mondays-Thursdays from 9-11:30am. Afternoon classes operate on Monday's and Wednesday's from 1-3pm. Staff are qualified Registered Early Childhood Educators who devote their time, patience, and knowledge of child development.

Children's Programs

In partnership with West Scarborough Neighbourhood Centre, we offer a Boys and Girls Club. Its social, recreational and educational activities emphasize fair play and leadership. In addition, BBNC also offers Karate.

Youth Development Initiative

Youth ages 14-24 take part in a variation of engaging activities, workshops and programs encouraging social awareness, community engagement, health through education and physical activities, growth in leadership and social inclusion.



BEEKYN (Birchmount Eglinton East Kennedy Park Youth Service Providers Network) is comprised of youth and youth serving agencies assisting the Birchmount Eglinton East-Kennedy Park area. Funded by the City of Toronto's Social Development and Investment Program. The project supports engagement, access and skill building for area youth and residents.

Fitness & Wellness Programs

For those interested in fitness and wellness programs, a wide array of classes taught by CanFit Pro certified instructors are available. To facilitate choice, classes are offered in both the daytime and evening, and many are designed to accommodate persons of different physical ability levels.



BBNC Programs and Services

Older Adult Programs

Older Adult Programs at BBNC welcome the participation of community members from all backgrounds and with diverse abilities. The programming strives to meet the physical, social, and recreational needs of adults aged 60+, and works to develop a strong sense of community among its members.

S.A.S.S.I. - (Seniors Assisting Seniors Social Inclusion) is a peer led seniors active living project that offers a variety of programming and trainings which address and identify the needs of our community seniors coming from all backgrounds, with diverse abilities.



Bengali Seniors Recreation Program

Bengali seniors in Scarborough are invited to come together every Tuesday at BBNC to enjoy an afternoon of fun physical activities and social connections. Activities will include gentle exercises like yoga, gentle fitness, and walking, table games, arts activities including Bengali singing and dancing and cultural celebrations. Enjoy Health Education workshops and community trips. We celebrate our cultural and religious festival like Eid, Puja, Bengali New Year, Mother Language day, Victory Day and more. Program will be led in Bengali and English. Healthy refreshments enjoyed at each visit.



Active & Able Programs

Active and Able Programs provide inclusive services and programs that advance active living, independence and full inclusion for persons with disabilities and health barriers. The program offers access to several integrated and adapted wellness, recreational, capacity building and social programs.

Community Development Program

The Community Development Program works with residents, community groups and partner agencies to improve progressive social policy and action on key issues such as poverty, unaffordable housing, food insecurity and barriers to accessing community services.

At the organizational and program levels, we partner to offer residents facing barriers with skills training, inclusive health programming, leadership and civic engagement opportunities that enhance community engagement, inclusion and social change.

BBNC's partners in this work include Commitment To Community, Social Planning Toronto and the Toronto Neighbourhood Centre Network.



SHARE365

SHARE365 is BBNC's poverty reduction strategy focusing on individuals and families in Southwest Scarborough living in poverty. Supports are provided in terms of access to healthy foods; opportunities for improved wellness for all ages; Educational/ Employability skill building opportunities for all (Nursery School, trainings and certifications, skill building, etc.); and civic engagement



Volunteer Program

BBNC's Volunteer Program offers all ages opportunities to connect and strengthen this community. BBNC has adopted the Canadian Code for Volunteer Involvement (CCVI) and believes in meaningful and inclusive engagement of volunteers in the daily programs and services offered through BBNC. Volunteerism is an organizational responsibility and the CCVI provides the path to follow. BBNC commits to value and support the contribution of Volunteers.

Respect

298 New EarlyON Families

2859 Adult and **3404** Children

Early ON Preregistered Programs

1827 Adults and **2091** Children

Licensed Community Nursery School

101 Families



11 languages
spoken by staff!

Everyone is
welcome

An Inclusive space

Diversity

Inclusion

600 Youth enjoyed

6190 Meals/Snacks

260 Drop-In Days;

364 Educational

Workshops

386 Social/Recreational events

208 Community Collaborations
supported

268 Financial/ In-kind donations
to support

200 Families living in poverty

With **2004**

Good Food Boxes

28 Workshops/ Training sessions
attended by **165** individuals

Capacity Building

Equitable Access

400 youth/adults
with disabilities
from **12** community
partners participated
in **10** dances

60+ Partnerships
with organizations
working with to
serve the community
in Scarborough

Collaboration

Integrity

Board of Directors with **9**
volunteer directors .

12 meetings
per year plus

6 committee
meetings monthly

13093
Fitness & Wellness
class hours
were attended by

1525
individuals

Accountability

Financials

31-Mar-19

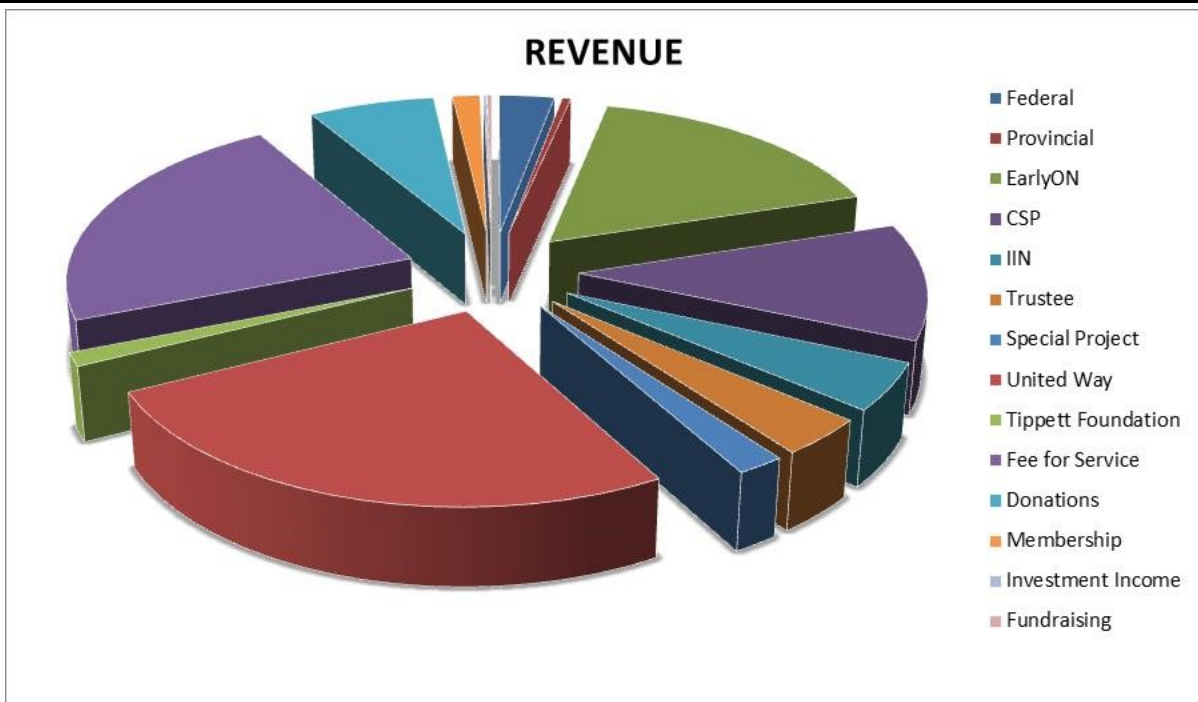
Statement of Financial Position

	2019	2018
Current Assets		
Cash and temporary, Note 3	\$87,388.00	\$121,281.00
Temporary Investment Note 3	\$36,354.00	\$35,623.00
Account receivable		
HST	\$9,653.00	\$7,322.00
Grants	\$13,043.00	\$8,487.00
Misellaneous	\$300.00	\$500.00
Prepaid Expences	\$5,453.00	\$6,086.00
Total Current	\$152,191.00	\$179,299.00
Capital Assets Note 4	\$1.00	\$1.00
Reserve Funds Note 3	\$14,727.00	\$14,727.00
	\$166,919.00	\$194,027.00
Current Liabilities		
Accounting payable and accrued liabilities	\$41,338.00	\$55,696.00
Deferred revenue	\$82,264.00	\$128,891.00
Total Liabilities	\$123,602.00	\$184,587.00
Net Assets		
Internally restricted		
Equipment reserve per statement Note5	\$14,727.00	\$14,727.00
Unrestricted		
Accumulated Surplus (Deficit) per statement	\$28,590.00	-\$5,287.00
	\$43,317.00	\$9,440.00
	\$166,919.00	\$194,027.00

Birchmount Bluffs Neighbourhood Centre's financial statements are audited by
Prentice Yates & Clark annually. Complete audited financial statements are available upon request.

Financials

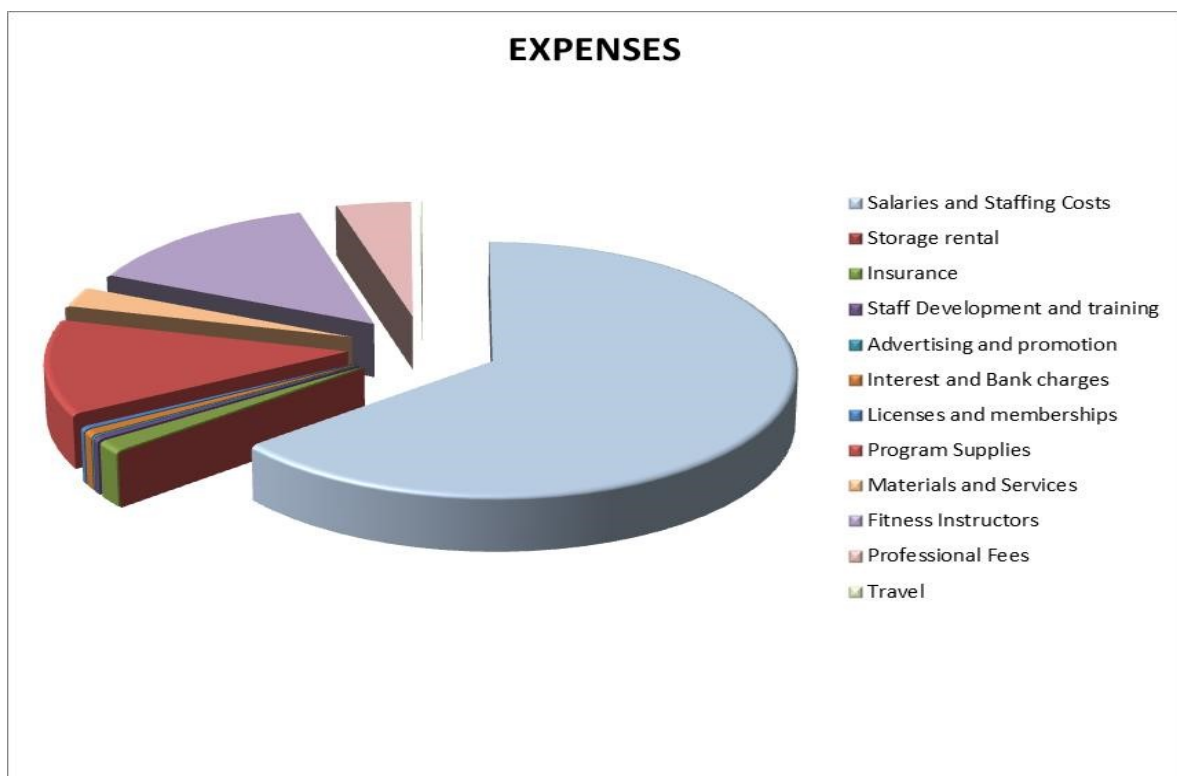
Statement of Operations	2019	2018
Revenue		
Government Grants		
Federal	\$ 22,515.00	\$ 13,668.00
Provincial	3,496.00	3,616.00
Municipal		
EarlyON, Note 9	127,714	95,257
Community Service Partnership	87,408	85,602
Investment in Neighbourhood	35,807	58,609
Trustees programs, Note 7	28,144	25,234
Special project	15,000	0
Total Government Grants	320,084	281,986
Other grants and donations		
United Way, Note 8	197,516	210,180
Tippett Foundation	10,000	0
Fees for service, Note 6	172,229	171,019
Donations	51,404	58,450
Membership Fees	11,187	12,116
Investment Income	1,092	625
Fundraising	1,873	4,615
Total Revenues	765,385	738,991



Financials

	2019		2018
Expenses			
Salaries and staffing costs	\$ 468,065	\$	550,770
Storage rental	0		999
Insurance	10,724		10,715
Staff Development and training	2,645		2,620
Advertising and promotion	1,027		883
Interest and bank charges	4,779		4,282
Licenses and memberships	2,591		2,255
Program Supplies	88,791		55,780
Materials and services	18,829		21,292
Fitness Instructors	101,916		102,631
Professional fees	31,216		15,392
Travel	925		2,985
TotalExpences	731,508		770,604

Surplus	Deficit	33,877	(31,613)
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Community Partners

A

Access Alliance Multicultural Health
and Community Services
Aisling Discoveries Child and Family Centre
Alliance for South Asian AIDS Prevention
ANC Scarborough Village
ANC Eglinton-East Kennedy Park-Ionview
Agincourt Community Services Association

B

Bellwoods Centres for Community Living
Birchmount Eglinton East Kennedy Park Youth
Network
Birchmount Park Collegiate Institute
Black Coalition for AIDS Prevention
Breaking The Cycle

C

Cardinal Newman Catholic Secondary School
Catholic Cross-Cultural Services
Centre for Independent Living, Toronto
Churches by the Bluffs Food Bank
City of Toronto Divisions:

- ◆ Adapted & Integrated Services
- ◆ Children's Services
- ◆ Community Housing Corporation
- ◆ Employment and Social Services
- ◆ Parks, Forestry & Recreation
- ◆ Public Health
- ◆ Public Library
- ◆ Social Development Finance and Administration

Cliffside Employment Centre
Commitment To Community Network
Community Living Toronto, Scarborough Region
Credit Canada

E - F

East Scarborough Storefront
Eglinton-East Kennedy Park Neighbourhood Action
Partnership
Ethno-racial People with Disabilities Coalition of
Ontario
FoodShare Toronto

L

Local Immigrant Partnership: Toronto East Quadrant

M - N

Macaulay Child Development Centre
Malvern Child and Family Centre
Ministry of Education
Neighbourhood Link

O - R

Ontario March of Dimes
Ontario Non-Profit Network (ONN)
Polycultural Immigrant and Community Services
R.H. King Academy

S

Scarborough Arts
Scarborough Centre for Healthy Communities
Scarborough Civic Action Network
Scarborough Cycles
Scarborough Resident Action Committee Project, City of
Toronto
Scarborough Transit Action
Scarborough Village Neighbourhood Action Partnership
Scarborough Women's Centre
Social Planning Toronto
South Scarborough Integrated Local Labour Market
Planning Group

T

Tobias House Attendant Care Services
Toronto Neighbourhood Centres Network (TNC)
Toronto Police Services
Toronto Works Health and Safety Legal Clinic
Tropicana Community Services

U - V

United Way of Greater Toronto
Vocational Pathways Inc.

W - Y

Warden Woods Community Centre
West Scarborough Neighbourhood Community Centre
Working Women's Centre - Victoria Park Hub
YMCA Scarborough and Newcomer Services
YouthLink
YWCA

Funding Sources

City of Toronto Divisions

Children's Services
Community Recreation and Investment
Community Partnership & Investment Program
Friends of Oakridge Park
Identity and Impact
Investing In Neighbourhoods
Community Festivals and Special Events
Parks, Forestry and Recreation
Social Development Finance and Administration
Toronto Public Health

United Way of Greater Toronto

Service Canada

Summer Jobs
New Horizons for Seniors

The Tippet Foundation



Donors—Businesses/Schools

A

Agincourt Civitan Club
Avalon Montessori School

B

Bay Street Fore A Cause
Families of BBNC
EarlyON Child & Family Centre
BBNC Line Dancers
Beaches Triangle
Bell CANADA Employee Giving Program
Benevity Community Impact Fund
Birchcliff Heights Public School
Birchmount Park Collegiate Institute
Bluffers Montessori
BMO Capital Markets
BMO Training Centre
Boardwalk Montessori School

C-D

CanadaHelps Partner
CIBC Mellon Global Securities Services
Company
Cliffcrest Book Ladies
Collins Barrow Toronto LLP
Courcelette Community Council
Courcelette Public School
Data Insight Group
Deloitte Canada

E

East Beach Community Assoc Lions Club
Eli Lilly Canada Inc
Enbridge Gas Distribution Inc.

F-G-H-I

Harlequin Enterprises Ltd
Healthtech Consultants

J-K-L-M-N

John A. Leslie Public School
John McCrae Public School
Kew Park Montessori Day School
Kiwanis Club of Riverdale
Loblaw Inc
Nelson Canada

O - P

100 Women of East Toronto
Pricewaterhouse Coopers

R

Ragnar Events
RBC
Reinhart Foods
R.H. King Academy
Robin's Book Club
Rose Volunteers

S

Scarborough Arts
Scarborough Central Lions Club
Scarborough City Cabs
Scarborough Village Public School
Scotia Wealth Management -
D.H. Gordon Foundation
Scotiabank
Scotiabank IT&S Finance
ShopBrain

T

The Social Club
Toronto General Hospital -
University Health Network

U - Z

Employees of United Way Toronto & York Region
University Health Network - SIMS
Walmart Canada - Scarborough
J.A. Workman Public School

Donors—Individuals

A

John Abad
Sharon Acorn
Poncey Acramond
Pamela Aitken
Sandra Ambos
Mary Argue
Jillian Ayres

B

Janet Bambrick
Maurice Bard
Corinne Barr
E. Bassett
Marie Bedard
Frances Bender
Bev Bernbaum
Vivian Bessel
Johnny Blue
Rachelle Boisjoli
Jennifer Bol
Gail Bornstein
Catherine Bray
Patricia Bruce

C

Donna Canniff
Nicole Chambers
Peter Chauvin
Bozena Ciepiewski
Linda Cizar
Joanne Clemente
Susan Cochrane
Dave Cowan
Glenda Cox
Judi Cummings
Linda Curley

D

Bev Dalys
Gianna Dassios
Joanne Davidson
Jennifer Della Mora
Mamta Deshwar
Karen Direkze
Joyce Dolmer
Lise Dulong
Diane Dumais
Maureen Duncan
Dawn Duvall

E

Daniel Egan
Andre Eleuterio
Charlene Enfield
Peg Everall

F

Jennifer Fiddian-Green
Lauren Fischer
Jacqueline Fleming
Judy Foremski
Christina Fox
Shannon Fraser

G

Dawn Gallant
Pat Gappmayr
Patty Garn-Moore
Patricia Gass
Sue Geddis
Erik Geddis
Deborah Gilchrist
Terry Girardin
Jennifer Goddard
Kristin Goldin
Karen Grasley
Wendy Gray
Shelley Grice
David Gumbs

H

Maya Halder
Penny & Jeff Harbin
Jackie Hardwick
Karen Harkins
MaryAnn & Paul Harvey
Katharine Harvey
Catharine Heddle
Susan Howatt
Heather Hudson-Cox

I-J

Caroline Ilaqua
Louise Imbleau
Astrid Jacques
Adriana Jimenez
Angie Joyce

K

Kate Karanidha

Emma Karunakaran
Judy Keefe
Christine Keery
Donna Kellway
Connie Kilgour
Michele Kish
Lou Kotsopoulos
Cameron Krempulec
Leslie Kulik

L

Stephanie Labbe
Barbara Lacosse
Nancy Laidlaw-Sahagian
Rika Lam
Amy Laverne
Valerie Lawson
Kassandra Llewellyn
Sybil Longley
Kelly Lunn

M

Erin Mackie
Charlotte Matheson
Mary-Anne McBean
Rita McCann
Charlotte McCloskey
Colin McColman
Susan McCoy
Tamara McKee
Debi McKinnon
Danielle Milley
Micheline Mistruzzi
Janice Motherwell
Caitlin Motherwell

N

Mary Nickel
Sheridan Nolan
Eshad Nyra Regl

P

Christine Pacheco
Erin Packman
Ellen Pekilis
Dorothy Perkins
Karen Perry
Anita Persaud
Brigitte Peter
Konrad Pichal



Donors—Individuals con't

Susan Pike
John Pirie
Kelly Pollock
Patrice Poppleton

Q-R

Nadra Qadeer
Madeleine Quigley
Tricia Quintal
Dr. Susan Reddick
Penelope Reid
Adam Rennie
Diane Robitaille
Rachel Rosenberg
Patricia Ross
Suman Roy
Anne Runyon

S

Victoria Sahagian
Molly Saunders
Judy Schembri
Ilona Schmitt
Jennifer Scott
Martha Shephard
Linda Simpson
Deborah Snucins
Lillian Stermac
Stephen Stutz
Tamara Sugunasiri
Ben Suissa
Donald Sweeney
Ben Sykes

T - Z

Doris Tai
Bruce Thompson
Shaunette Tomlinson
Joan Voyame
Clare Walker
Carrie Walker
David Walsh
Carmen Weatherup
Betty Welch
Kimberly Wells
Paula Wemp
Lynn West
Jennifer Whittaker
Kim Whittaker
Dave Wilkes
June Yee

Volunteers

A

Zarin Abbas
Beraki Abraha
Sharon Acorn
Atia Ahmed
Khurshida Ahmed
Imteaz Ahmed
Amal Akash
Khaleda Akter
Rehana Akter
Tahmina Akter
Michelle Alphonso
Samantha Ambrozy
Eric Anastacio
Pamela Anestacio
Julia Arbutina
Diana Arbutina

B

Josephine Babatunde
Scott Baker
Isha Ballgobin
Shaun Bannister
Peter Bartosit
Sarah Beale
Farida Begum
Shahanaj Begum

Shilpi Bhattacharjee
Mufrath Bhuiyan
Dr. Shafi Bhuiyan
Birch Cliff Heights
Public School Teams

Toni Blay
BMO Teams

Jasmine Boisvert
Nadine Bouchard
Darlene Boucher
Symone Boucher
Klarissa Bourne
Carren Bowen-Baker

C

Manuele (Manny) Calderari
Stanley Caravaggio
Robert Catsaris
Elaine Chang-Soong
Joel Chandrakumaran
Nishat Chowdury
Fabiha Chowdhury
Munha Chowdhury
Ramisa Chowdhury
Rifah Chowdhury
Kathy Christie
CIBC Teams

Collins Barrow Teams

Pat Conway
Oliva Csida
Rachel Coyle
James Creighton
Linda Curley

D

Rivers D'Amore
Sandra Daga
Sandra Davis
Gavin Davis
Matthew Defreitas
Deloitte Canada
Mamta Deshwar
Pritom Dutta

E

Ashley Eeg
Eli Lilly Teams
Emily Everest

F

Asma Ferdousy
Nicole Flynn
Sadie Freeman
Valerie French
Byron Frick

G

Beverly Gardiner
Frank Gaultieri
Julian Gedde
Sue Geddis
Alandra Gomez
Max Grasseman

H

Rafika Hakim
Rani Haq
Lenard Hardwick
Gwen Harrison
Elysia Harrison
Natasha Haseeb
Kelly Hatch
Kelly Hayes
Sean Henry
Diane Howarth

I

IBM Teams

Jahanara Islam
Mohsana Islam
Md.Rabiul Islam
Tamrin Islam
Aisha Ismail

J

Kevin Jagmohan
Thakksha Jeyakularaja
Petrina Johnston
Sakib Junaed
Tennessee Johnson
Rushil Joshi
Angie Joyce

K

Frank Kapiniaris
Rafi Kazi
Allister Keene
Jackie Kelly
Nazma A Khanam
Malini Khotsiphom

L

Barb Lacosse
Syeda Farhat Lamisa
Nancy LaPlante
Vivian Lau
Valerie Lawson
Brian Lee
Selene Lee
Alexander Lewis
Denva Lilly
Xueqi Lin
Cathy Line
Wilma (Willie) Little

Vivian Lockton
Ryan Low

M

Samin Mahdi
Chris Mahoney
Kathryn Mannion
Jennifer Marinos
Jennifer Marriott
Bernadine Martin
Charlotte Matheson
Kostantinos Mavromatis
Dulce Mayora
Kiara McArth
Tamara Matheson
Ian McCombe
Pat McCormick
Diana McLaren
Shawna McNeil
Corrina Melles-Orrego
David Meyers
Bob Mitchell
Fariya Mohammed
Ghalia Mohammed
Janice Motherwell
John Motherwell
Daniel Mullally
Karen Murphy
Noor Banu Mursi

N

Abraham Nazir
Kazi Nazneen nabi
Luthfun Nesa

P

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Damiana Pavone
Elizabeth Penny
Sean Pereira
Shelley Perisiol
Anita Persaud
Loreen Peters
Cheryl Pirie
Louis-Philippe Pouliot
Helen Porter
Nisha Pragg-Singh
Chris Preeble
Nicholas Preeble
Pricewaterhouse Cooper Teams

R

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Asif Rahman
Fardin Rahman
Khalilur Rahman
Mehnaaz Rahman
Rufaida Rahman

Melissa Rajaram
Kishan Raju

RBC Teams

Penny Reid
David Remedios
RH King Academy Teams
Lansa Ricoud
Elizabeth Ritchie
Barb Rodwell
Ethan Roper
Michelle Rupnarain

S

Namrata Saha
Tasfar Saif
Satchin Sapkota
Bidyut Sarker
Brian Schirley
Scotiabank Teams
Shirin Seema
Sohan Shahab
Nischal Sharma
Martha Shephard
Ayesha Sherien
Dumadean Simpson
Sharon Slattery
Valerie Smith
Doreen Smith
EveAnna Spehar
Jeeyan Syed

T

Tasfia Tabassum
Yvonne Tait
Austin Tan
Nadira Dolly Tarassum
John Telford
Veena Thayanithy
Jessica Thom
Agnes Thomas
Diana Thomson

U - V

Beverly Vanderlinde
Najma Velshi
Alyssa Vidal

W - Z

David Walters
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Morgan White
Cathy Wong
Mathew Wright
Connie Zhang



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