

United Way
Waterloo Region
Communities

Annual Report

2025-2026

UNITED IS THE WAY™

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United Way Waterloo Region is a registered charity — governed by a local board directors — that raises funds and invests directly into our community.

Our work is made possible through generous donations from individuals, corporations, and foundations. **Our approach aims to tackle complex social issues by uniting people, organizations, and resources to address the many causes and effects of poverty and inequality.**

We invest in key interconnected areas that meet practical needs and address barriers that stop our community from thriving. We fund local, autonomous, volunteer-based organizations to assess community conditions, invest in focused goals, and create long-term change.

United is the way we bring together individuals and organizations to mobilize resources across Waterloo Region to understand community needs and facilitate a network approach to solving complex social issues.

Territorial Acknowledgement

We gratefully acknowledge that the communities where we live, work, and invest are located on the traditional territories of the Anishinaabe, Haudenosaunee, and Chonnonton (Neutral) peoples, including the Haldimand Tract, land promised in 1784 to the Haudenosaunee of the Six Nations of the Grand River. This agreement encompassed six miles on either side of the Grand River, totaling approximately 950,000 acres. Today, less than five percent of that land remains under the stewardship of the Six Nations community. We recognize this history and the enduring relationship of Indigenous Peoples to these lands, waters, and communities.

At United Way Waterloo Region, we offer this acknowledgement not as a formality, but as a commitment to learning, accountability, and action. As a community funder, we have a responsibility to advance reconciliation in how we work with Indigenous communities. Guided by the Truth and Reconciliation Commission's Call to Action #92, we seek to build meaningful relationships, make equitable investments, and ensure our staff and volunteer leaders deepen their understanding of the ongoing impacts of colonial policies and institutions, including the residential school system.

We have made important progress, particularly in supporting Indigenous-led organizations and initiatives through our community investments. At the same time, we recognize that reconciliation requires more than funding alone. There is still more work to do to strengthen relationships, expand learning, and embed reconciliation more fully across our organization and practices. We remain committed to learning from Indigenous voices, honouring Indigenous rights and self-determination, and working alongside Indigenous communities to help build a more just and equitable future for everyone.





Equity, Diversity, Inclusion & Reconciliation

> ***"Equity is about fairness and giving others what they need and it means sometimes giving others more for it to be fair."***
>
> — Child Voice Project participant, Children & Youth Planning Table, 2025

This perspective reflects an important truth: people experience systems differently. While some encounter barriers rooted in poverty, discrimination, and exclusion, others experience additional harms resulting from colonialism, systemic racism, ableism, heterosexism, transphobia, and other forms of oppression. Advancing equity requires understanding these realities, responding to the needs of those most impacted, and working together to create systems that are fairer for future generations.

At United Way Waterloo Region we recognize these disparities and are committed to advancing equity. Our strongest and most visible contribution is how we invest community resources. During 2025–2026, more than one-third of Community Impact investment dollars supported organizations that are equity-led and/or intentionally serve equity-deserving communities. We continue to dedicate investments to Indigenous-led organizations and Indigenous-serving programming, while supporting organizations led by and serving Black, Racialized, Muslim, 2SLGBTQIA+, disability, and other equity-deserving communities. We also listen to community voices, building relationships and learning alongside partners through planning tables and collaborative initiatives, while continuing to strengthen our own practices, policies, learning, and accountability related to Equity, Diversity, Inclusion, and Reconciliation.

We acknowledge that lasting change requires action through multiple levers, including investments, relationships, knowledge, and systems change. At the same time, we continue to invest in established organizations that provide vital services across Waterloo Region and are working to strengthen their own equity and inclusion practices. We believe a strong and equitable community requires both community-led organizations and longstanding service providers.

By combining intentional investments with stronger relationships, shared learning, and accountability, we continue to support the advancement of a more equitable Waterloo Region where everyone has the opportunity to belong, contribute, and thrive.

CEO Report



On behalf of everyone at United Way Waterloo Region, I want to thank you for your generosity, compassion, and belief in our mission. Your support is an investment in hope, opportunity, and lasting change for the individuals, families, and communities we serve.

This has been a year of both opportunities and challenges. Our resilience has been tested by an evolving social and economic landscape, paired with ever-increasing demand for social services and supports. Yet thanks to the dedication of our donors, volunteers, community partners, and staff, we remained steadfast in our commitment to funding the agencies and programs that support our community.

What I have seen this year, more clearly than ever, is that the challenges facing our neighbours are both deepening and changing shape. Chronic homelessness in Waterloo Region has risen 129% since 2020, and on our current path it could triple by 2028. Food insecurity now touches nearly 1 in 4 households. These are not separate crises.

They are the compounding effects of an unrelenting pressure on affordability and well-being.

No single organization and no single donation can resolve multiple interconnected crises. Housing instability intersects with mental health; food insecurity with childhood development; safety and belonging with the ability to participate fully in community life. This is precisely where United Way's role matters most. Beyond funding 50+ partner organizations in the Region, we help strengthen community systems through our involvement in the Plan to End Chronic Homelessness, through the Children & Youth Planning Table, and by investing in the Counselling Collaborative's "no wrong door" approach to mental health care.



WHAT'S RAISED LOCAL • STAYS LOCAL •

Our value is not only the dollars we grant, but the network of supports we foster. This work is guided by evidence and, above all, by the people it serves. Behind every statistic in this report is a person whose life has been strengthened, a family that has found support, or a community that has become more connected because of your generosity.

Financial stewardship remains a core priority. We are committed to managing every contribution responsibly, drawing on our deep understanding of the region's most pressing needs to guide our funding decisions and ensure your donations reach those who are most vulnerable. Throughout the year, we also celebrated our successes including collaborative partnerships, workplaces coming together for meaningful causes, supporters gathering at our signature events, and volunteers giving their time, all with the united purpose of strengthening our community.

Our heartfelt thanks go to our Board of Directors, Campaign Cabinet, and Women United Committee for their unwavering support and for giving so generously of their time to advance the mission of United Way.

As we look ahead, we remain inspired by the opportunities before us. We will continue to innovate, collaborate, and advocate for meaningful change while staying true to our mission and values. The challenges are real, but so is what we can accomplish together. United is the way we build stronger, healthier, and more inclusive communities.

Thank you for believing in United Way and the difference we can make together.

All the best,



Joan S. Fisk
CEO

Board Chair Report



It is my honour to write this message, my last as Chair of the United Way. As I reflect on this past year, one word keeps coming to mind: connection.

It is the thread that runs through everything we do at United Way Waterloo Region—connecting our neighbours to the support they need, connecting donors to the causes that matter most, and connecting our community to a shared vision of what we can achieve together.

This year, thanks to your extraordinary generosity, we raised nearly $5 million —and together, we helped approximately 254,896 individuals across our region.

Those funds reach every corner of our community and supporting child & youth wellbeing, welcoming newcomers to our region, putting nutritious food on tables, supporting mental health, and helping our most vulnerable neighbours find safe and stable housing.

None of these challenges exist in isolation, and neither do their solutions. Each of these efforts is linked to the next. When a child thrives, a family is strengthened. When a newcomer finds belonging, our whole community is enriched. When hunger is addressed, people are better able to work. When someone experiencing homelessness finds stability, mental health is improved.

As Helen Keller once said, *"Alone we can do so little; together we can do so much."* That spirit of togetherness is what makes United Way unique. We do not fund isolated programs —we invest in an interconnected web of care that lifts everyone.

I invite you to be part of this connection. Come to an event. Volunteer for a workplace campaign.

Remember the United Way in your will. Donate money. Donate an auction item. Keep showing up for your community. You won't regret it.

Your contribution, no matter the size, strengthens the bonds that hold our community together. When we give, we are not merely helping others—we are investing in the place we all call home.

Every contribution strengthens that interconnected web of support that reached over 250,000 of our neighbours this year alone.

On behalf of the Board of Directors, thank you for believing in the power of connection—and for proving, year after year, that Waterloo Region is a community that looks after its own.



Neena Gupta
Board Chair



We extend our sincere appreciation to Neena for her distinguished leadership, steadfast commitment, and invaluable service as Board Chair over the past years.

United Way
Waterloo Region
Communities

Labour Report



United Way Waterloo Region and the Waterloo Regional Labour Council (WRLC) share a long history of working together to build a stronger, more equitable community. Our partnership is rooted in common values of solidarity, dignity, and a commitment to improving the lives of working people and their families.

The local labour movement demonstrates that commitment in many ways. The WRLC's Annual Labour Day Picnic has become a longstanding community tradition, with proceeds from the event donated to United Way Waterloo Region to help strengthen local programs and services.

In addition, many affiliated unions contribute directly to United Way and actively support United Way workplace campaigns through fundraising initiatives and payroll giving.

This collaboration extends beyond fundraising. United Way recognizes the important leadership role organized labour plays in advocating for healthy workplaces, strong communities, and social justice. We are also proud to support Canadian Labour Congress (CLC) education and training opportunities that help develop leadership, strengthen advocacy, and build capacity among local union members.

Together, we believe that thriving communities depend on accessible, responsive, and compassionate social services. By combining the collective strength of organized labour with the community impact of United Way, we are helping ensure that people across Waterloo Region have access to the supports they need to overcome challenges and build brighter futures.



Frank Curnew

Donor Relations Specialist/
Labour Representative

Sources of Revenue

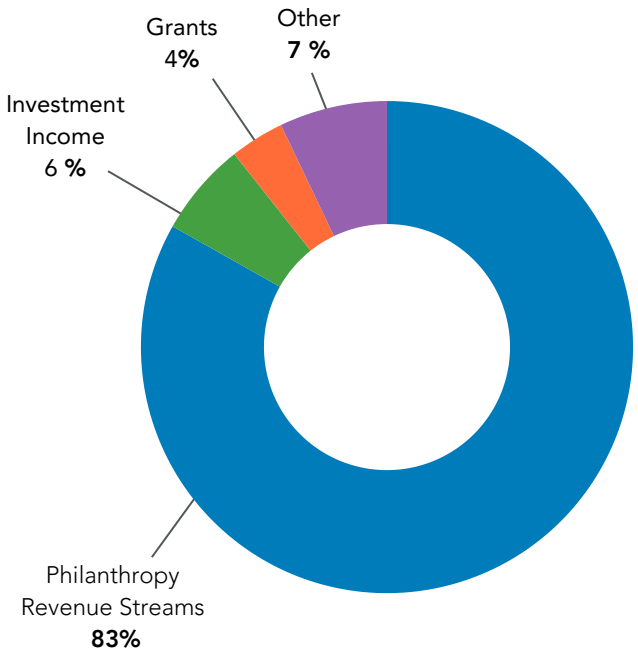
Total Revenue

Philanthropy Revenue Streams	$3,981,819
Investment Income	$296,041
Grants	$170,700
Other	$339,387
Total Revenue	**$4,787,947**

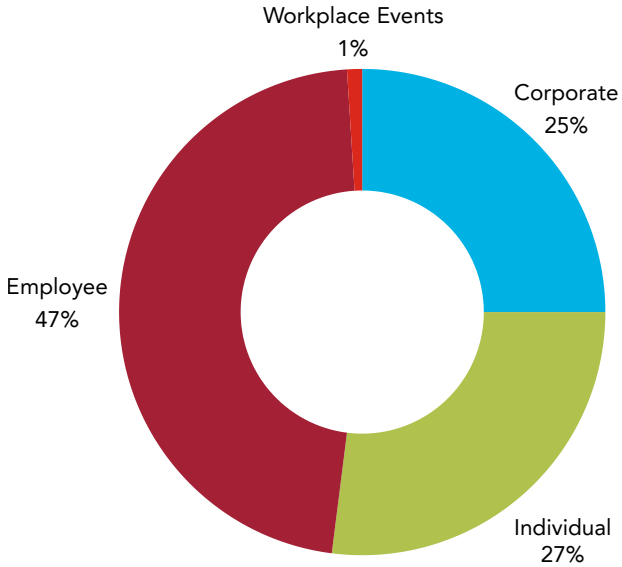
[View United Way Waterloo Region's 2025-2026 Audited Financial Statements]

www.uwaywrc.ca/about-us/operations/finances/

Total Revenue by Percentage



Philanthropy Revenue Streams

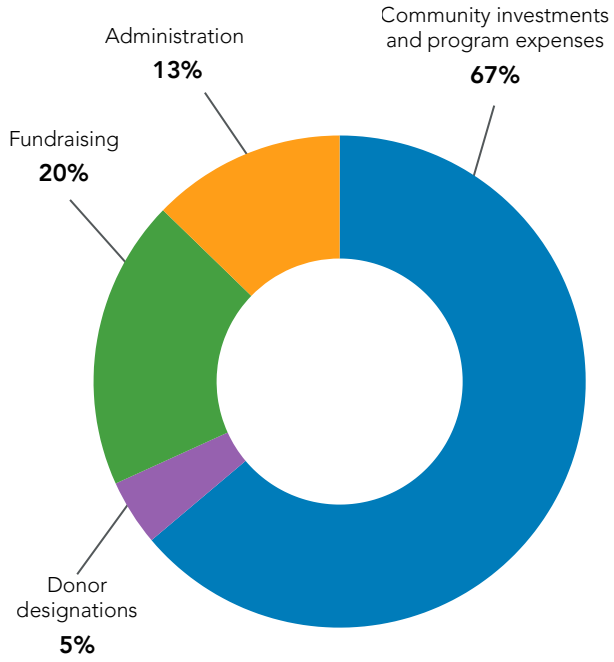


Report based on fiscal year ending March 31, 2026

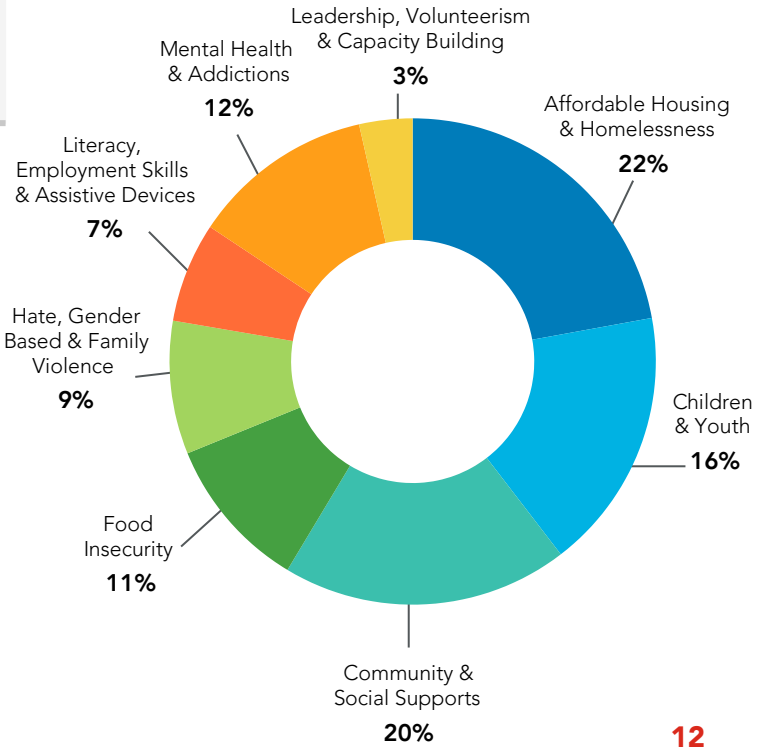
Your Dollars at Work

Expenditures

Community investments and program expenses	$ 3,205,546
Donor designations	$ 218,512
Fundraising	$ 956,898
Administration	$ 639,556
Surplus/ Deficiency	(232,565)
Total funds at work	**$ 4,787,947**



The Impact of Your Support



WHAT'S RAISED LOCAL • STAYS LOCAL •

**Report based on fiscal year ending March 31, 2026*

Endowment Funds

United Way Waterloo Region has established endowment funds with the Waterloo Region Community Foundation. These funds provide a consistent revenue source because the original gift is never spent - it remains intact as a legacy forever.

The Forever Fund

Forever Fund grants, generated by an endowment fund, are used to support programs and initiatives within Waterloo Region. In **2025/2026, $170,700** was allocated as follows:

Children & Families Mental Health	$21,200	PORCHLIGHT Counselling + Addiction Services
Innovative Initiatives for Seniors at Risk	$7,600	Community Care Concepts of Woolwich, Wellesley and Wilmot
	$7,600	Community Support Connections
Capacity Building	$134,300	United Way Waterloo Region Communities

The Tomorrow Fund

The Tomorrow Fund was established to support the needs of the Cambridge and North Dumfries communities. The fund addresses challenges through new or innovative programs and initiatives. In **2025/2026, $40,000** was allocated as follows:

Community & Social Supports	$10,000	Greenway-Chaplin Community Centre
	$10,000	Kinbridge Community Association
	$20,000	Rhythm & Blues Cambridge

**Report based on fiscal year ending March 31, 2026*

Community Investment Insights



Challenges are Interconnected

People rarely experience only one challenge at a time. Housing, food security, mental health, safety, learning, and belonging are deeply connected. **The most effective supports respond to the whole person, not just a single need.**

Belonging Is a Protective Factor

Connection, inclusion, and community contribute to long-term well-being. Across multiple issue areas, belonging emerged as a foundation for resilience. **People thrive when they feel seen, supported, and valued.**

Collaboration Strengthens Impact

No single organization can solve complex community challenges alone. Strong outcomes depend on partnerships, referrals, and coordinated services. **Collective action helps people access the right support at the right time.**

Prevention Matters

Preventing crises creates better outcomes than responding after they occur. Investments supported early intervention, skill-building, stability, and well-being. **Upstream approaches help reduce barriers before challenges escalate.**

Communities Need Shared Understanding

Effective decisions require strong data, research, and community engagement. Community surveys and needs assessments help identify emerging priorities. **Listening to lived experience strengthens planning, partnerships, and long-term impact.**

Why We Give

Voices From Our Donor Community

Every donor has their own reason for giving, but across our conversations with supporters, several common themes emerged. While every journey is unique, they share a belief that strong communities are built when people care for one another.

1 ROOTED IN COMMUNITY

For many donors, giving is deeply connected to their relationship with Waterloo Region. Some first became involved through workplace campaigns, while others were inspired by their roles as local business leaders. Over time, that connection grew into a commitment to giving back to the community they call home.

2 GIVING WITH GRATITUDE

Donors often spoke about recognizing how fortunate they have been and wanting to help create those same opportunities for others. For them, giving is an expression of gratitude and a way to share what they have with neighbours who may be facing greater challenges.

"We've been very fortunate in our lives. We've always enjoyed good health, a roof over our head, food on the table and clean clothes to wear. Unfortunately, not everybody can say the same." **— Keith & Lynn Francis**

3 TRUSTING LOCAL IMPACT

Donors value United Way's understanding of local needs and its ability to direct resources where they can have the greatest impact. Knowing their gifts remain in Waterloo Region and support local organizations gives them confidence that their generosity is making a difference close to home.

"Funds raised locally are not sent to a central office. Rather, they are invested locally. That appealed to us." **— Samson Ling**

4 SEEING WHAT OTHERS DON'T

Many donors reflected on the challenges that can remain invisible to those who aren't experiencing them firsthand — from families struggling to make ends meet to young people searching for opportunities and support.

"There are many challenges and needs in the community that people don't see, as we tend to see things from the perspective of our own circle." **— Doug and Cindy Brooks**

Together, these stories reflect the values that bring our donor community together: compassion, trust, gratitude and a shared belief that everyone deserves the opportunity to reach their full potential.

Community Initiatives

Below are some examples of United Way projects and initiatives taking place in Waterloo Region.

A Community Space for Connection



Beyond funding and community planning activities, United Way Waterloo Region contributes practical community infrastructure that supports collaboration across the nonprofit sector. Through its Community Hub, UWWR provides free meeting and boardroom space for local organizations, helping reduce operating costs and create opportunities for connection, planning, and partnership.

Between April 1, 2025 and March 31, 2026, the Community Hub hosted **87 booking**s, representing **626.5 hours of use** by **23 community organizations**. Based on a meeting space value of $100 per hour, the Community Hub **generated an estimated $62,650 in community benefit through free access to space.**

Using an average attendance of 20 participants per booking, an **estimated 1,740 people benefited** from the space through board meetings, training sessions, collaborative planning activities, volunteer engagement efforts, and partnership tables. By reducing costs and providing accessible space for organizations to connect and collaborate, the Community Hub helps strengthen the nonprofit sector and supports collective action across Waterloo Region



United Way is dedicated to bringing together funded partners, various sectors, **and community members to address local needs and deliver essential services.**

People know the United Way Waterloo Region Communities as a fundraiser and granting body for local charities and causes. At Volunteer Waterloo Region their financial support is vital to our work, but their partnership and support go much further. We are grateful that they provide a community space with current technologies that we are able to access, free of charge, to host workshops and larger meetings to build a more engaged region. Community service organizations, like ours, depend on volunteers and those that support them. Having a readily accessible, no cost space is a valuable source of support when community meeting spaces are in high demand.

– Jane Hennig, Executive Director, Volunteer Waterloo Region

UNITED IS THE WAY™

Leading New Conversations

Supported by Gore Mutual, United Way Waterloo Region began building the foundation for a community conversation about social enterprise and organizational sustainability. Through community investments, partner engagement, and planning activities, United Way identified growing interest in revenue diversification and mission-aligned enterprise approaches across the non-profit sector. During the year, United Way engaged The Community Company to provide specialized expertise and support the development of a cross-sector learning opportunity, including the design of a pre-session survey to better understand the interests, experiences, and questions of participating organizations. Together, this work helped lay the groundwork for future conversations focused on innovation, sustainability, and strengthening community impact.



GORE MUTUAL
INSURANCE THAT DOES GOOD.





Donate a Mattress Program

In March 2026, United Way Waterloo Region helped launch **Sleep Country Canada's Donate a Mattress Program** locally in partnership with **Shelter Movers**, **Argus Residence for Young People**, **Starling Community Services,** and other community partners. The program provides donated mattresses and box springs to people moving from homelessness or housing instability into stable housing.

The need was immediate. In the program's first weeks, local organizations —including oneROOF Youth Services, House of Friendship, The Working Centre, Women's Crisis Services of Waterloo Region, and Adventure4Change— **requested 50 mattresses and box springs to support clients across emergency, supportive, transitional, and permanent housing programs.**

Shelter Movers coordinated deliveries, helping ensure mattresses reached those who needed them most. While demand has outpaced available supply, the program has already become an important community resource, helping more residents start their next chapter with dignity and comfort.

United Wave: Great Beer, Greater Cause

This year, United Way Waterloo Region partnered with Wave Maker Craft Brewery to launch United Wave Amber Ale, a local collaboration that combined craft, community, and giving back. For every pint sold, 50¢ was donated to United Way, supporting local initiatives addressing urgent needs including poverty, housing, food insecurity, and mental health.

Together, the collaboration raised **$1,125** to support our community. We're grateful to Wave Maker for turning a local favourite into an opportunity to make a difference—and for demonstrating the impact that can happen when local businesses and community organizations come together.



United Voices Podcast

In 2025, United Voices became an important platform for sharing the stories, challenges, and solutions shaping Waterloo Region. We published 16 new episodes, bringing the podcast to 25 episodes overall and creating space for candid conversations with local leaders, frontline workers, and people with lived experience.

From housing and homelessness to mental health, food security, newcomer experiences, literacy, and gender-based violence, each episode helped bring greater awareness to the issues facing our community—and the people working to create change.



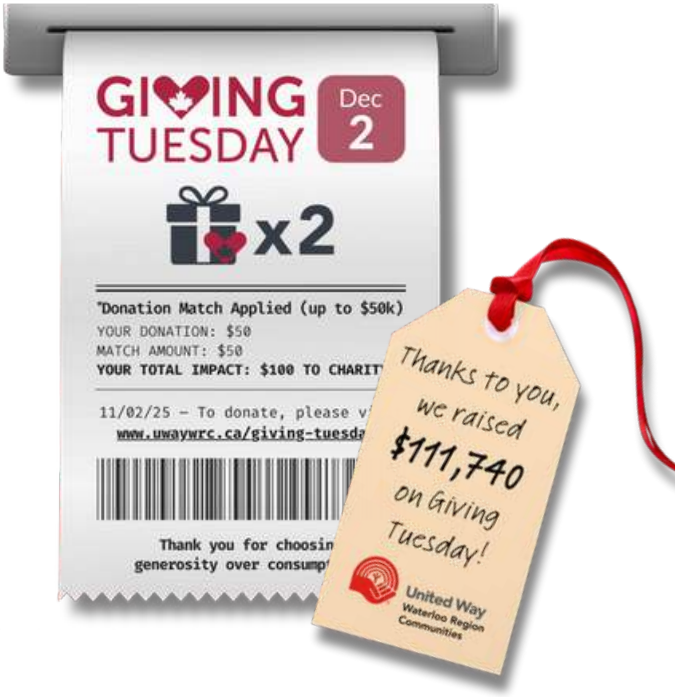
Teeing Up Together

In May 2025, volunteer members of **Westmount Golf & Country Club** came together for a special event in support of United Way Waterloo Region, helping raise funds for vital programs and services across our community.
A special thank you to **David Farhood**, our 2025 Volunteer of the Year, and **Shawky Fahel** for their leadership and commitment to making this contribution possible.



Giving Tuesday

On Giving Tuesday, our community came together to make an incredible difference for people across Waterloo Region. **Thanks to the generosity of a donor who offered a $50,000 matching gift, every donation had the opportunity to go even further** in supporting urgent local needs—from food security and emergency shelter to mental health supports and essential basic needs.



Together, our community raised an incredible **$111,740** helping ensure that vital resources reach the people and communities who need them most. This generosity is a powerful reminder of what we can accomplish when we come together to create meaningful change right here at home.

Holiday Giving

During the holiday season, our community came together to support neighbours facing difficult choices amid ongoing affordability challenges. Through our Holiday Giving initiative, generous donors helped provide essential support—from food and emergency shelter alternatives to safe, independent housing.



Together, we raised **$67, 004** bringing hope, dignity, and stability to people across Waterloo Region and helping create lasting change close to home.

United Way
Waterloo Region
Communities





2025/2026 Your Impact in Waterloo Region

Together, we're creating a stronger Waterloo Region. Your generosity supports local solutions across seven key areas, helping people find stability, build brighter futures and access the support they need to thrive.



Affordable Housing & Homelessness

$500,000

11,352 people served



Children & Youth

$394,000

13,467 people served



Community & Social Supports

$430,000

57,569 people served



Mental Health & Addictions

$274,000

41,402 people served



Food Insecurity

$231,000

125,642 people served



Hate, Gender-Based & Family Violence

$200,000

4,024 people served



Literacy, Employment Skills & Assistive Devices

$150,000

1,440 people served

211 Ontario

$40,000

Leadership, Volunteerism & Capacity Building

$80,000

Through an investment of **$2,299,000** into **52** local non-profit programs & initiatives we helped **254,896** individuals & families in our region.

Food Insecurity

Access to nutritious food is a fundamental building block for health, learning, dignity, and community well-being.

Rising costs are making it harder for individuals and families to afford the food they need. Food insecurity can affect anyone, from children and youth to working families, seniors, and people facing unexpected financial hardship. Increasing access to healthy, fresh, and culturally appropriate food, while building food-related skills, is an important step toward breaking the cycle of poverty and strengthening our community.



The Focus

- Distribution of food products and hampers
- Hot meals
- Access to fresh and culturally appropriate food
- Programs that teach food-related skills such as cooking

125,642

individuals accessed food insecurity programs and supports.

$231,000

was invested in food insecurity programs and supports.

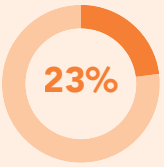
The Issues



In 2025, **more than 37K requests for food supports were identified** during contacts with the 211 service, with more individuals being unable to get their needs for food supports met than in 2024.



of food-insecure households are above the poverty line, demonstrating that food insecurity increasingly affects working individuals and families.



of households in Waterloo Region **experience food insecurity.**



The Impact

Between January and February 2026, the Cambridge Food Bank supported **6,203 unique individuals, distributing 3,902 emergency food hampers** to households across Cambridge and North Dumfries.

Community Support Connections **delivered more than 100,000 meals in 2025–2026,** helping older adults & those with disabilities remain healthy, connected, and independent in their homes.

Nutrition for Learning continued to enhance the school food experience by supporting access to more nourishing and inclusive meal programs. As of January 2026, **11% of participating schools offered social food stations or hot food options,** while **28% hosted hot breakfast programs** during the year.

1 in 7
young people
report sometimes going to school or bed hungry because there is not enough food at home.

Funded Partners

- Cambridge Food Bank
- Community Care Concepts of Woolwich, Wellesley and Wilmot
- Community Support Connections
- food4kids Waterloo Region
- nutrition for learning
- Wilmot Family Resource Centre
- YMCA of Three Rivers

Partner Perspective

"When bills are due and there is nothing left after rent, the food support helps us bridge the gap. Knowing that we can receive food at that point prevents our household from going without meals and reduces the pressure of having to decide who eats less. The food hamper provides stability during a moment of crisis and helps our family remain housed, fed, and functioning during the most vulnerable point each month."

— **Cambridge Food Bank** client

Mental Health & Addictions

Mental health and well-being are essential to a healthy, connected community, yet too many people face barriers to getting the support they need.

Mental health and addiction challenges affect people of all ages and backgrounds and can intersect with poverty, housing instability, trauma, and social isolation. For many, navigating the system or asking for help can feel overwhelming. Access to timely, affordable, stigma-free, and personalized care can make all the difference. Together, we can break down barriers and help build a community where everyone can access the mental health and addiction support they need to thrive.



The Focus

- Mental health / addiction prevention & education
- Crisis support
- Harm reduction
- Peer support
- Individual and group counselling
- Culturally grounded counselling
- Specialized counselling and supports

41,402

individuals accessed mental health and/or addiction programs and supports.

$274,000

was invested in mental health and addiction programs and supports.

The Issues

According to the 2023 Youth Impact Survey conducted through the Children & Youth Planning Table, only **55% of youth described their mental health as positive.**

70% of those experiencing homelessness who participated in Waterloo Region's Point-in-Time Count reported experiencing mental health challenges.

Long wait times, affordability, transportation barriers, and **uncertainty about where to seek help** continue to prevent many people from accessing support when they need it most.



The Impact

Counselling Collaborative partners provided more than **3,000 same-day and quick-access** counselling sessions.

According to Langs, **80% of students** participating in the **7th Inning program reported feeling positive** about school most of the time upon graduation, compared to **0% when they entered the program.**

According to Thrive HIV Prevention and Support, **9,500 people accessed prevention, health, outreach, and support services,** helping individuals strengthen their health, reduce isolation, and build connections to community and care.

Funded Partners

- camino Wellbeing + Mental Health
- ICC Interfaith Counselling Centre
- Langs Community. Health. Wellness.
- MSS
- PORCHLIGHT Counselling + Addiction Services
- Shalom Counselling Services
- THRIVE HIV Prevention + Support
- Woolwich Counselling Centre

Partner Perspective

GH was navigating long-term unemployment, financial uncertainty, and the loss of stability and routine. Hesitant to commit to ongoing therapy, he accessed **Camino Wellbeing + Mental Health's** single-session counselling through the Counselling Collaborative. A therapist validated his experience, provided practical coping strategies, and connected him with additional resources. GH left with greater stability, tools to manage stress, and confidence to seek support again. Without timely access to care, many people may never take that first step.

Affordable Housing & Homelessness



A safe, stable home is the foundation for health, well-being, and opportunity.

Across Waterloo Region, too many people face housing instability, homelessness, and barriers to securing or maintaining affordable housing. Investing in emergency shelters, eviction prevention, and long-term and transitional housing solutions can help people find stability, prevent homelessness, and build pathways toward a more secure future.

The Focus

- Homelessness prevention
- Emergency shelter
- Transitional housing
- Supportive housing
- Finding and securing housing
- Homelessness research and advocacy

11,352

people accessed housing and homelessness services and supports.

$500,000

was invested into affordable housing and homelessness supports

The Issues

Housing policy expert Dr. Carolyn Whitzman warns that it would take **1000+ years** at the **current pace of building** affordable housing, to **eliminate homelessness** and core housing needs in Canada.

Chronic homelessness in Waterloo Region has **increased by 129%** since 2020. If current trends continue, the number of residents experiencing chronic homelessness could **triple by 2028.**



of calls to 211 in Waterloo Region were **related to housing needs.**



The Impact

30 men transitioned from House of Friendship's ShelterCare program **into safe, independent housing.**

Approximately **3,000 people** were **diverted from homelessness or emergency shelter** through Argus' First Connect service.

84% of Marillac Place AfterCare participants **remained stably housed after transitioning back into the community.**

The Plan to End Chronic Homelessness

PECH is Waterloo Region's roadmap to achieving functional zero chronic homelessness by 2030.

United Way Waterloo Region and **18 of its 52 funded organizations (34.6%) participate in the PECH Co-Creators Table**, strengthening pathways from crisis to stability through homelessness prevention, housing, mental health, settlement support, and poverty reduction.

Funded Partners

A Better Tent City

ARGUS Opening Doors to Opportunities

Cambridge Shelter Embracing Hope

House of Friendship

Marillac Place Empower. Encourage. Hope.

Social Development Centre Waterloo Region

YW Kitchener-Waterloo

Partner Perspective

At ShelterCare, Doug found what a traditional shelter cannot offer: a safe private room, counselling for post-traumatic stress, addiction-clinic support, and on-site nursing care. In Doug's words:

"Here at ShelterCare, everything is different. Once I got here, my life started to get better."

Today, Doug is healing physically and emotionally, gaining self-understanding, and working alongside professional staff toward permanent housing.

Community & Social Supports

Everyone deserves to feel welcomed, valued, connected, and able to participate fully in their community.

Across Waterloo Region, community organizations provide the services, activities, and connections that help people navigate challenges, build relationships, and access meaningful support. Together, these supports create stronger communities where more people can participate, find a sense of belonging, and thrive.



The Focus

- Systems navigation
- Culturally informed services and supports
- Settlement services
- Formal and informal wrap-around services
- Cultural festivals and community gatherings
- Restorative justice
- Community centres
- Land-based healing and education
- Social enterprise projects
- Peer support
- Spaces for people to connect

57,569

people accessed community-based programs and services.

$430,000

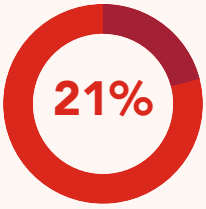
was invested in Community and social supports.

The Issues



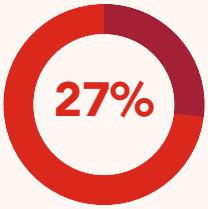
In the 2023 Youth Impact Survey, **71% of youth reported a strong sense of belonging**, up from **64% in 2021**

(Children & Youth Planning Table, 2023)



In 2023, **21% of young people** in Waterloo Region **reported feeling isolated** from others in their community.

(Argus Residence, 2025–2026 reporting)



27% of immigrants reported **not having a positive settlement** experience in Waterloo Region

(Immigrant Survey, Waterloo Region Immigration Partnership, 2023)



The Impact

According to Spectrum Waterloo Region, **95% of participants** reported feeling **safe and included at its programs**, while **more than 7400 people accessed services** and supports throughout the year.

According to Kinbridge Community Association, its **3 community sites welcomed 22,192 visits,** providing accessible spaces for **recreation, connection, and community engagement.**

According to Kind Minds Family Wellness, **2,865 individuals** accessed **culturally responsive supports** related to mental wellness, healthcare navigation, housing, food security, settlement, and community connection, helping people build supportive relationships, confidence, and stronger connections to community.

Partner Perspective

A parent of two children shared how **Kinbridge Community Association**'s affordable March Break camp and evening recreation programs helped their family overcome barriers to participation.

Prior to accessing these programs, the family had limited opportunities to engage in structured community activities. Through Kinbridge's community spaces, their children were able to build friendships, participate in recreation, and develop a stronger sense of connection to their neighbourhood.

This reflects the broader role community organizations play in creating welcoming spaces where residents can connect, participate, and belong.

Funded Partners

Hate, Gender-Based & Family Violence



Everyone deserves to feel safe, respected, and free from hate, violence, abuse, and discrimination.

Across Waterloo Region, individuals and families experience violence and discrimination that can have lasting impacts on mental health, housing stability, relationships, and well-being. Through a network of organizations working together, people can access essential supports to find safety, heal from harm, and build safer futures.

The Focus

- Crisis supports and outreach
- Education and prevention
- Emergency and transitional housing
- Counselling and recovery supports

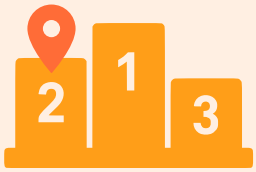
4,024

Individuals accessed services and supports related to hate, gender-based and family violence supports.

$200,000

was invested into hate, gender-based and family violence supports.

The Issues



According to Statistics Canada, Kitchener-Cambridge-Waterloo had the **second-highest rate of police-reported hate crimes among Canadian census metropolitan areas** in 2024, at 22.2 incidents per 100,000 residents.

According to the 2023 Youth Impact Survey conducted through the Children & Youth Planning Table, **48% of youth reported experiencing discrimination, up from 41% in 2021.**





The Impact

Since January 2025, Shelter Movers has **helped 1,300 survivors and family members move safely away from violence,** including **750 children** and **250 pets**. More than **1,000 volunteers contributed 8,747 hours of service** while support was coordinated through **more than 390 community partners** across Canada.

According to the Sexual Assault Support Centre Waterloo Region, **152 racialized survivors** and **149 survivors** who identified as part of the **2SLGBTQIA+ community accessed support services,** demonstrating the importance of equitable, accessible, and trauma-informed supports.

Partner Perspective

When Susan arrived at **Women's Crisis Services**, she was seeking something she had not experienced in a long time: safety. As trust developed, staff worked with her to create a plan for her future. At the shelter, she accessed music therapy, peer support, safety planning, and relationship-building activities, while receiving a safe place to stay, nutritious meals, and support from staff and fellow survivors.

"She felt safe here, and safety is a luxury that our clients didn't have before accessing our services."

Today, Susan has transitioned from the shelter and continues to access outreach supports. She is also encouraging other women experiencing abuse to seek help when they need it.

Funded Partners

Centre for Mutual Wellbeing For Racialized Communities

sasc Sexual Assault Support Centre of Waterloo Region

Shelter Movers Southwestern Ontario

Women's Crisis Services of Waterloo Region

Literacy, Employment Supports & Assistive Devices

Literacy and essential skills are foundations for confidence, independence, opportunity, and lifelong participation in community life.

Across Waterloo Region, people can access literacy programs, tutoring, employment supports, financial skills training, and assistive devices that help overcome barriers and build independence. By strengthening essential and job-related skills, these supports help people pursue education and employment, navigate daily life, and reach their full potential.



The Focus

- Adult literacy support
- Children and youth literacy support
- Employment skills
- Tutoring
- Education and practice of essential life skills
- Assistive devices

1,440

individuals accessed literacy and skills-building programs.

$150,000

was invested in literacy, employment skills and assistive device supports.

The Issues



In Waterloo Region, nearly **one in four adults lack** the **basic literacy skills needed** to fully participate in work, education, and everyday life

(The Literacy Group of Waterloo Region)



According to 2022 Census data, unemployment rates in Waterloo Region were approximately **twice as high among adults with a high school education or less** than among those with postsecondary credentials.

The Impact



The Literacy Group exceeded expectations, **reaching 121% of its learner participation target** and **133% of its learner progress target**, meaning **more learners than ever were accessing programs** and achieving their learning goals.

United for Literacy reported that 1**00% of learners improved their speaking and communication** skills, while **95% reported improvements in organizing, completing, and feeling positive about their schoolwork.**

Partner Perspective

Anna immigrated to Canada, raised a family, and built a life in her community, but limited literacy skills affected her confidence and independence. Everyday tasks like reading cards, completing forms, understanding labels, and following TV captions often required help.

As her children grew older and moved away, Anna became increasingly isolated. Traditional programs didn't fit her circumstances, but **The Literacy Group** offered flexible, personalized support.

With a tutor, Anna achieved a goal she once thought was out of reach: reading English independently. Today, she reads books, writes cards, follows TV captions, and communicates more confidently.

"It feels so good to be able to read a story by myself or closed captions on the TV without help." Anna has gained more than literacy skills—she has gained confidence and greater independence.

Funded Partners

Children & Youth

Empowering children and youth to break the cycle of poverty requires strong frontline services and coordinated community action.

Across Waterloo Region, organizations, schools, and partners support young people in developing the social, emotional, and practical skills they need to thrive. Community-wide planning and collaboration ensure these supports are accessible, connected, responsive, and data-informed—creating opportunities for healthy development and laying the foundation for long-term success.



The Focus

- Social development
- Emotional development
- Mentorship
- Counselling and mental health support
- Child and youth homelessness
- School and weekend food programs
- Education programs
- Systems navigation and advocacy
- Youth empowerment
- Leadership and volunteer opportunities
- Tutoring and academic support

13,467

individuals accessed supports related to children and youth.

$394,000

was invested in children and youth supports.

The Issues

34.2%

of children and youth lived in housing that did not meet national standards.

(Children and Youth in Waterloo Region: A Demographic Profile (2025) Children & Youth Planning Table)

1 in 3 food recipients served by the Cambridge Food Bank is a child, reflecting broader regional and national trends. *(Cambridge Food Bank)*

The Impact



YWCA Cambridge **reached 1,585 youth** through programs focused on leadership, belonging, and well-being, with participants **reporting gains in communication (86%), self-esteem (82%), resilience (76%), critical thinking (84%), and connectedness (85%).**

94% of youth diverted from emergency shelters to family or friends **did not return** for further assistance *(Argus Residence, 2025–2026 reporting)*

489 psycho-educational sessions helped children and youth understand trauma, develop coping skills, and build resilience while regaining a sense of safety.

(Child Witness Centre, 2025–2026 reporting)

*The percentage of gender-diverse youth who reported experiencing homelessness was **nearly double** that of cisgender youth (23% compared with 12% for both boys and girls).*

(Youth Impact Survey, 2023,
Children and Youth Planning Table)

Funded Partners

Big Brothers Big Sisters of Waterloo Region
Children and Youth Planning Table of Waterloo Region
Child Witness Centre
john howard society Waterloo-Wellington
oneROOF Youth Services
PEACE Canada
Preston Heights Community Group
United For Youth
YWCA Cambridge

Partner Perspective

In RiseAbove, the growth we witness is both gentle and profound—seen in the spark of a child rediscovering their confidence and in the quiet strength of a community choosing to rise together.

— **Peace for All Canada**, 2025–2026 reporting

Strategic Partnerships

United Way Waterloo Region maintains strategic partnerships with three key organizations that provide vital infrastructure and coordination across the non-profit sector. These long-term partnerships have been formalized through annual agreements and are supported with quarterly funding, reflecting our shared commitment to building a stronger, more connected community.

Empowering Children & Youth

Children and Youth Planning Table of Waterloo Region

As a strategic partner of United Way Waterloo Region, the Children and Youth Planning Table (CYPT) serves as a backbone organization for community knowledge, collaboration, data analysis, and child and youth engagement. CYPT brings together service providers, researchers, planners, funders, and young people to better understand emerging needs and support coordinated action across Waterloo Region.

Through initiatives such as the Child Voice Project and the Youth Impact Survey, CYPT ensures that children and youth play a meaningful role in identifying priorities and shaping community responses. Youth leadership is central to this work. Youth Connectors, who are hired onto the CYPT Staff Team, help design outreach, support survey implementation, and interpret findings, while youth facilitators engaged children directly through the Child Voice Project to ensure younger voices were reflected in community planning and decision-making.

As one Child Voice participant shared:

> *"Equity is about fairness and giving others what they need and it means sometimes giving others more for it to be fair."*
>
> **– Child Voice Project Participant**

Insights from the Child Voice Project, the Youth Impact Survey, and the Data in Action process help identify community priorities, including mental health, housing, safety, belonging, and youth voice. These priorities closely align with United Way Waterloo Region's investment areas and help inform community-focused funding decisions.

Youth Impact Survey findings continue to strengthen the community's ability to attract resources. Data from the survey has helped local organizations secure $2.99 million in grants from United Way Waterloo Region and other funders.

One example is the Youth Impact Project, supported again in 2025 by United Way Waterloo Region and the Region of Waterloo. The initiative funds youth-led projects that respond directly to community needs identified through youth-generated data and insights.

Learn more: https://childrenandyouthplanningtable.ca/

At the 2025 CYPT Forum, Youth Impact Project participants from Camino Wellbeing + Mental Health's Kairos Project shared:

> *We created a six-week program to support newcomers aged 14–18 to explore trades and other opportunities. This is because we found that newcomer youth often viewed university as the only path to success. Our goal was to open doors for newcomer youth to explore opportunities and trades, fields that are creative, adaptable, and full of potential.*

The Impact

23/52 of United Way Waterloo Region's 52 funded organizations (44.2%) participated in the Children & Youth Planning Table, demonstrating the strong connection between community investments and broader efforts to improve outcomes for children, youth, and families.

Building Belonging Together

IMMIGRATION PARTNERSHIP WATERLOO REGION

The **Waterloo Region Immigration Partnership (WRIP)** is one of three United Way Waterloo Region Strategic Partners, reflecting the close alignment between our shared goals and community impact. Rather than providing direct services, WRIP brings together organizations, institutions, employers, and community leaders to advance newcomer success through three interconnected pillars: Settle, Work, and Belong.

For newcomers, building a life in Waterloo Region involves far more than accessing a single service. Finding housing, securing employment, helping children succeed in school, navigating community supports, and building a sense of belonging all contribute to successful settlement and long-term community participation. Through research, convening, and collective action, WRIP helps organizations work together across these interconnected challenges.

The value of WRIP extends beyond any single organization or initiative. Through community-wide research and planning, WRIP helps build a shared understanding of immigrant experiences and emerging community needs. Its research—including the Waterloo Region Immigrant Survey—provides local organizations, planning tables, and funders with data that helps identify priorities and inform decision-making. For United Way Waterloo Region, these insights help strengthen Community Impact Fund investments and deepen our understanding of community conditions as they relate to immigrant experiences.

In 2025–2026, 18 of United Way Waterloo Region's 52 funded organizations (34.6%) were connected to the Waterloo Region Immigration Partnership, demonstrating the broad role newcomer inclusion plays across the United Way-funded network and throughout the community.

In response to significant federal funding changes, the Immigration Partnership worked to strengthen its resilience and long-term sustainability.

United Way Waterloo Region leaders worked alongside other Immigration Partnership community leaders through a Funding Sub-Committee to develop a new funding model and invite new investment to sustain the momentum of cross-sector efforts supporting successful immigration and community prosperity. This work included supporting delegations to municipal councils across Waterloo Region in support of the new Waterloo Region Immigration Strategy, as well as developing a member contribution framework designed to diversify and strengthen local investment in this important community infrastructure.

Just as Volunteer Waterloo Region strengthens volunteerism across the region, the Waterloo Region Immigration Partnership helps organizations build a more welcoming and inclusive community for newcomers.

> *Immigration Partnership has worked to strengthen its resilience and sustainability. United Way leaders have worked alongside other Immigration Partnership community leaders to develop a new funding model for this work and invite new investment to sustain the momentum of cross-sector efforts to support successful immigration and community prosperity built over more than 20 years. Throughout, United Way investment has been a catalyst for new community investment in the Immigration Partnership and maximizing community impacts of immigration overall in Waterloo Region.*
>
> **- Tara Bedard, Executive Director, Waterloo Region Immigration Partnership**

Learn more:
https://www.immigrationwaterlooregion.ca/

The Impact

9,000+

new permanent residents supported.

20,000+

new temporary residents supported.

850+

newcomers found employment or engaged in further training and credential recognition opportunities.

18/52

of our funded partner organizations (34.6%) were connected to WRIP.

4,400+

community members engaged in building a more welcoming community.

Strengthening Volunteerism Across Waterloo Region

Volunteer WATERLOO REGION

Community impact requires more than funding. It depends on people, workplaces, and organizations working together to create positive change. Through our partnership with Volunteer Waterloo Region and community engagement initiatives that connect local businesses with community organizations, United Way helps mobilize the time, talent, and energy that strengthen local organizations and build a more connected Waterloo Region.

Volunteer Waterloo Region serves as our community's volunteer hub, helping residents find meaningful opportunities to contribute while supporting non-profits in recruiting, training, and engaging volunteers.

According to Volunteer Waterloo Region, more than 250,000 volunteers have contributed nearly 42 million hours to organizations across Waterloo Region. VWR estimates the value of those contributions at more than $734 million, demonstrating the extraordinary impact of volunteerism in our community.

United Way's partnership helps sustain the infrastructure that makes volunteerism possible, allowing local organizations to focus more of their resources on serving the community.

When residents volunteer, workplaces contribute their time and expertise, and community organizations have the support they need to engage volunteers effectively, everyone benefits.

United Way's role extends beyond investing dollars. We help connect people, organizations, and workplaces in ways that strengthen community capacity, expand impact, and create opportunities for everyone to contribute to a stronger Waterloo Region.

> *We are able to dedicate 93% of our revenues to direct charitable programs because we have support from the United Way.*
>
> **- Volunteer Waterloo Region**

The Impact

272 community members received personalized assistance to overcome barriers to volunteering, helping more residents find opportunities where they felt welcomed, supported, and set up for success.

↑ 40%

of United Way funded partners used Volunteer Waterloo Region's volunteer portal to recruit and engage volunteers.

Learn more: https://volunteerwr.ca/



Community Engagement

Below are some of United Way Waterloo Region's community engagement initiatives throughout 2025.

TMMC Holiday Toy Drive

Thank you to Toyota Motor Manufacturing Canada (TMMC) for their generous toy drive donation and continued partnership with United Way. Their commitment to giving back helps strengthen our community and demonstrates the power of workplace generosity in creating meaningful local impact. The toys collected through TMMC employees were distributed to families in need through our funded partner, Preston Heights Community Group, at a special holiday gifting event.





Toyota Motor Manufacturing Canada Inc.

TMMC January Volunteer Week

This January, dedicated teams from Toyota Motor Manufacturing Canada (TMMC) spent three days of their winter plant shutdown volunteering with nine United Way Waterloo Region Communities-funded partners across Waterloo Region.

From preparing meals and sorting food to supporting shelter moves, organizing storage spaces and helping community organizations prepare for what's next, TMMC volunteers brought energy, care and a willingness to pitch in wherever they were needed. Their contributions included making pronoun pins for Camino Mental Health + Wellbeing, preparing meals for Kinbridge's Neighbourhood Table, recycling electronics with KW AccessAbility, supporting a shelter move with Cambridge Shelter Corporation, preparing Compass Refugee Centre's new office space, organizing the YWCA Cambridge storage unit, supporting Argus Residence's Uptown Thrift social enterprise, sorting food at the Cambridge Food Bank, and helping Langs with holiday take-down and volunteer package assembly.

Together, these hands-on efforts strengthened the capacity of local organizations and helped create more welcoming, accessible and supportive spaces for people across our community.









Cambridge Shelter Corporation
Supported a shelter move



Compass Refugee Centre
Helped prepare new office space

KW AccessAbility
Recycled electronics

Langs
Helped with holiday take-down and volunteer package assembly

Cambridge Food Bank
Helped sort food donations.



YWCA
Organized the storage unit



Argus Residence for Young People
Supporting Argus' social enterprise, Uptown Thrift

Camino Mental Health & Wellbeing
Made pronoun pins



Kinbridge Community Association
Prepared meals for their Neighbourhood Table



Forester Financial Hygiene Kit Donation

Sam George, a local volunteer, organized a hygiene kit initiative made possible through a Foresters Life Insurance Company grant, with supplies provided by Kits for a Cause. We're grateful to receive these kits, which will help support individuals and families in our community through The Cambridge Shelter Corporation and House of Friendship.





Toques from the Heart

Thank you to Toques from the Heart and the University of Waterloo for their generous donation of toques and socks to organizations across the United Way network. Through their buy-one, donate-one model, Toques from the Heart is helping ensure more people have access to warm winter clothing while demonstrating the power of community partnership.



Scotiabank® Holiday Toy Drive

We are incredibly grateful for the generosity of Scotiabank employees across the Region of Waterloo who donated toys through their Holiday Toy Drive. The majority of these toys have already been gratefully received by Peace for All Canada, who will distribute them to the children and families they support. With your help, we're making the holiday season brighter for our community.

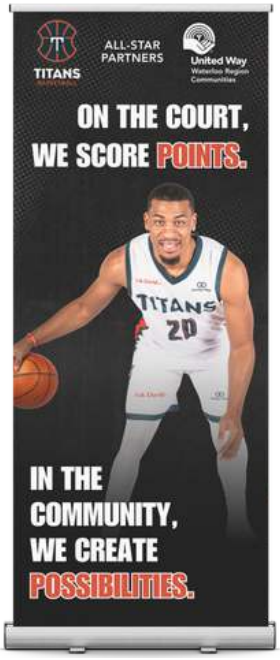


KW Titans – All Star Partnership

In 2025, we were proud to partner with the KW Titans to strengthen community connection and awareness of local resources. Through this partnership, United Way Waterloo Region shared information about our work in game programs, while funded community partners were welcomed at games to promote their services and connect with local residents. The Titans also generously provided tickets for some of our funded partners and their communities.

Our CEO, Joan Fisk, participated in the ceremonial tip-off at the Titans' March 3 home game, celebrating our shared commitment to community.

We're grateful to the KW Titans for their generosity, partnership, and shared commitment to building a stronger, more connected community.







Grand River Pride

In June, we celebrated Pride Month by joining Grand River Pride's Cambridge Pride Fest Street Party. Together, we celebrated a community where 2SLGBTQIA+ people feel welcomed, safe, valued, and celebrated—regardless of who they are or who they love.



EY Bike Build

In September, our friends at EY came together for a team-building event and built 8 new bikes, which were donated to our partners at Kinbridge Community Centre. For families facing financial challenges, a bike can provide freedom, connection, and opportunity. We're grateful to EY for creating meaningful impact through this thoughtful initiative.

Signature Events

Bringing people together to raise awareness and funds has always been at the heart of United Way. Our annual events inspire volunteerism, spark community investment, and support a network of local non-profits helping people across Waterloo Region.

Corporate Trivia Challenge **February 28, 2025**

Our Annual Corporate Trivia Challenge brought local businesses together for an evening of friendly competition, community spirit, and giving back. The event welcomed 25 **teams** and 130 participants, raising a total revenue of just over $25,000 to support critical social programs across Waterloo Region.

Hosted by local broadcaster **Mike Farwell**, the evening put teams' knowledge to the test while raising vital funds to help address urgent needs in our community.

Congratulations to **ETAS Embedded Systems Canada Inc.'s Robo Canucks** for taking home **first place**!





Spirit Awards **April 16, 2026**

The Spirit Awards are an annual celebration recognizing individuals, organizations, and partners who have made outstanding contributions to our community through their support of United Way's mission.

Spirit Award recipients:

- Outstanding workplace Campaign (Large) Award: **BMO**
- Outstanding workplace Campaign (Small-Mid-Size) Award: **Federal Economic Development Agency for Southern Ontario (FedDev)**
- Spirit of Community Award: **Women United Committee**
- Community Impact Award: **Child Witness Centre**
- Volunteer of the Year Award: **David Farhood**
- Ken Seiling Community Leader Award: **Karen Wilkinson**



Golf for a Cause

June 10, 2025

The third annual Golf for a Cause charity tournament, hosted by United Way Waterloo Region and presented by Sun Life, brought together community members, businesses, and supporters for an incredible day of connection, friendly competition, and impact. The event raised funds to support vital local programs and services that help strengthen our community and create lasting change.

Congratulations to the first-place winning team: Andrew More, David Farhood, Darren Bondy, and Nick Burke.

March of 1,000 Umbrellas

September 18, 2025

United Way Waterloo Region's 7th Annual March of 1,000 Umbrellas brought together more than 600 community members, local leaders, workplaces, and non-profit partners for the largest turnout yet for United Way's annual campaign launch. Participants marched from Waterloo City Hall to Kitchener City Hall, raising umbrellas as symbols of protection, unity, and collective action.





United Way
Waterloo Region
Communities

Board of Directors

United Way Waterloo Region Communities is governed by its Board of Directors, a diverse group of community leaders and key decision makers who provide vision, strategic leadership, accountability and stewardship.



NEENA GUPTA
Board Chair
Partner, Gowling WLG



DAN ROGOZYNSKI
Treasurer
Associate Professor, University of Waterloo



SARDOOL BHOGAL
Secretary
Broker of Record, Homewood Real Estate Inc. Brokerage



ANITA FLOOTMAN PATERSON
Vice President, Commercial Solutions, Staebler Insurance



DR. PAULA GOUVEIA
Consultant



MARC JERRY
President & Vice-Chancellor, Renison University College



DONALD PADDOCK
Retired, Finance Director, DuPont Canada



JEFF PELICH
Professional Relations Services, Elementary Teachers' Federation of Ontario



STEVEN SMUKAVICH
Product Manager, Insurance and New Markets, Empire Life



KIM WELCH
Retired, Director Resource Management, PwC Canada



SUSAN WILLIAMS-BONET
VP, Commercial Insurance Product, Wawanesa Insurance

Campaign Cabinet

Comprised of executive leaders from diverse sectors across Waterloo Region, members of the Campaign Cabinet leverage their networks, expertise, and passion for the local community to inspire giving and drive positive change for local families, friends, and neighbours.



JENNETTE VAN DER LAAN
Cabinet Chair
Branch Manager & Recruiter, RBC



DAVID FARHOOD
Associate Investment Advisor, TD Bank



ROBERT CONNELL
Partner, KPMG



SHAWKY FAHEL
CEO & Founder, JG Group of Companies



SARA COOK
Investment Advisor, BMO Nesbitt Burns



PHIL SADLER
Vice President, Administration, TMMC



BOB KALBFLEISCH
President, R.S. (Bob) Kalbfleisch Consulting Services Inc.



CHRIS HEWITT
Senior Vice President: Chief Experience & Marketing Officer, Sun Life



MARY KELLY
Professor of Finance & Chair in Insurance, Wilfrid Laurier University



LISA KEEPING
Assoc. Dean, Faculty of Graduate & Postdoctoral Studies, Wilfrid Laurier University



NANCY PRIEST
Chief Experience Officer, Glass of Learning Inc.



FARISHTA WAHAB
Assistant Branch Manager, Sales & Recruiting, RBC



ZAC ISFJORD
Senior Commercial Sales Manager, Western Financial Group



STUTI SONI
Personal Banker, TD Bank



TAMARA KERR
Managing Director, Kerr+Milton Consulting



ANABELA LOBO
Director, National Auto Claims - Operations, Wawanesa Insurance



STEPHANIE MACLACHLAN
Manager, Accident Benefits Claims, Eastern Canada, Wawanesa Insurance



UNITED WAY

WOMEN UNITED

VISION: To be a powerful force for change, where women are key drivers of philanthropy in local communities through giving and volunteering.

As we grow, we seek to be recognized as a platform for women to network, learn, and grow with like-minded individuals and organizations who share our commitment to creating a more just and equitable community.

Stronger Together Fall Event



This event **raised $20,000,** providing **$10,000 each** to **Food 4 Kids Waterloo Region** and **Nutrition for Learning Waterloo Region.**

OCTOBER 2, 2025

Hosted by Women United Waterloo Region, the Stronger Together event brought community members together for connection, conversation, and inspiration in support of meaningful change for women and children.

Keynote speaker **Grace Ibrahima** shared her powerful story of resilience and reflected on mental health, addiction, racism, and inequity. Building on the success of the inaugural 2024 event, this year's gathering **raised funds for Food for Kids and Nutrition for Learning,** supporting urgent needs among local children and youth.



Women United

Women Leading Change In Our Community.

Women United Waterloo Region is a network of professional female leaders addressing the most pressing issues facing women and children in our community. This is a Leadership Giving program, where members have made an annual gift of $1,200 or more in support of women and their families in the Waterloo Region Community.

CO-CHAIR



SARA COOK

Investment Advisor, BMO Nesbitt Burns

CO-CHAIR



JENNIFER WARD

District VP, Kitchener Waterloo (Ontario South West Region), TD Bank



KRISTA MCDOUGALL

Associate Advisor, RBC Dominion Securities



SANDRA OLIVEIRA

Branch Manager, TD Bank



RITA WESTBROOKE

(Retired), Waterloo Regional Police Service



FARISHTA WAHAB

Assistant Branch Manager, Sales & Recruiting, RBC



ARBRESHA SHALA

Assistant Branch Manager, TD Bank



TANYA LUTKIN

Sales Administrator, P&H Milling Group



ANDREA HADZIAVDIC

Branch Manager, TD Bank



LEANNE NULLMEYER

AVP, Marketing and Brand Experience, IG Wealth Management



FADHILAH BALOGUN

Executive Director, African Women's Alliance of Waterloo Region



ERIN LI

Corporate Lawyer, Gowling WLG



JILLIAN LAWRIE

Director, Sales & Strategy, ALL Corporate Printing & Branding

We believe in the power of collective giving and fundraising. Together, we're inspiring future generations to become the changemakers our community needs.

Funded Partners

Affordable Housing & Homelessness

- A Better Tent City
- Argus Residence for Young People
- Cambridge Shelter Corporation
- House of Friendship
- Marillac Place
- Social Development Centre
- YW Kitchener Waterloo

Community & Social Supports

- 211
- Adventure4Change
- COMPASS Refugee Centre
- Crow Shield Lodge
- Greenway-Chaplin Community Centre
- Kinbridge Community Association
- Kind Minds Family Wellness
- Kitchener Waterloo Multicultural Centre
- KW AccessAbility
- Rhythm & Blues Cambridge
- Spectrum Waterloo Region
- The Healing of The Seven Generations

Children & Youth

- Big Brothers Big Sisters of Waterloo Region
- Child Witness Centre of Waterloo Region
- John Howard Society of Waterloo-Wellington
- oneROOF Youth Services
- Peace for All Canada
- Preston Heights Community Group
- YWCA Cambridge
- United for Youth

Mental Health & Addictions

- Camino Wellbeing + Mental Health
- Interfaith Counselling Centre
- Langs
- Muslim Social Services
- Porchlight Counselling and Addiction Services
- Shalom Counselling
- Thrive HIV Prevention and Support (formerly ACCKWA)
- Woolwich Counselling Centre

Food Insecurity

- Cambridge Food Bank
- Community Support Connections
- Community Care Concepts of Woolwich, Wellesley and Wilmot Townships
- Food4Kids Waterloo Region
- Nutrition for Learning
- Wilmot Wellesley Resource Centre
- YMCA of Three Rivers

Hate, Gender-Based & Family Violence

- Centre for Mutual Wellbeing (Formerly Coalition of Muslim Women of KW)
- Sexual Assault Support Centre of Waterloo Region
- Shelter Movers Southwestern Ontario
- Women's Crisis Services of Waterloo Region

Literacy, Employment Skills & Assistive Devices

- Strong Start
- The Literacy Group of Waterloo Region
- United for Literacy

Strategic Partners

- Children and Youth Planning Table
- Waterloo Region Immigration Partnership
- Volunteer Waterloo Region

United Way
Waterloo Region
Communities

2025 Honour Roll

United Way sincerely thanks every donor, no matter what the size of the gift. We use this report as an opportunity to extend a special thank you to the donors that give at a major level and to encourage others who are able to give as generously.

Philanthropists' Circle - $25,000+

- Bob & Judy Astley
- Bryan Dare & Malkin Howes-Dare
- Dr. William Rickert & Karen Dotzenroth-Rickert
- Tom & Kathy Hallman
- Terry & Barra Lalande
- Karen Wilkinson

Platinum $10,000 - $24,999

- John & Dian Bell
- Werner Hohn
- Fabien Jeudy
- Hartman & Brenda Krug
- Mary Law
- Gordon MacKay Jr.
- McMurtry Family Fund (Waterloo Region Community Foundation)
- Ray & Wendy Miske Neighbourhood Association Fund (Waterloo Region Community Foundation)
- Gary & Sue Parker
- Joan & David Petras
- Ian & Jo Ann Richardson
- Rita Westbrook
- David Wright

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Donations made through third-party processors do not always provide us with donor information.
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Gold $5,000 - $9,999

- Christy Baker
- The Bertrand Family
- Doug & Cindy Brooks
- Robert & Susan Connell
- Cameron Conn-Grant
- Joan & Bryan Fisk
- Stephen & Nancy Garrett
- Sandra & Arthur Groff
- Neena Gupta & Brad Svorkdal
- Tracy Guyatt
- The Jim & Sue Hallman Family Fund (Waterloo Region Community Foundation)
- Audrey Hertzberger
- Geoffrey William Johnson Gift Fund
- Mary Kelly
- Gary Keyes
- Melanie Kliska
- Eugene Lundrigan
- Heather MacDougall
- Jonathan Newman & Georgia Mason
- Laurie & Donald Paddock
- Douglas & Sandra Peers
- Daniel Rogozynski
- Tim & Leanne Rollins
- Vanessa Skelton

Silver $2,500 - $4,999

- Ameer & Shelley Abdulla
- Daniel Abichandani
- Allan Asmussen
- Robert & Gale Blackburn Charitable Fund
- Robert & Judith Blowes
- Anthony & Lee Anne Clarke
- Norm & Pat Damaren
- Janice & Robert Deganis
- David DeVidi & Jane Forgay
- John & Leslie Doherty
- Rachael Donovan
- Paul & Kim Duxbury
- Rami El-Cheikh
- Michelle & Pat Fisher
- Keith Francis
- Keith Freeland
- Raymond Ross & Rona Goldensher
- Melissa Graham
- Sarah Urquhart
- Blaine Hertzberger
- Jason Higgins
- Carol Hulls
- James Kavanagh
- Lisa Keeping
- Sandra & John Kendall
- Derek Kidnie
- Steven Kiss
- Merv Redman & Mary Kuntz
- Steve Lambert
- Barry & Rosa Lehmann & the Lehmann's Charitable Account
- Sarah Lichti
- Paul & Tina Lorentz
- Karen & Dave Maidment
- Steve & Pat Manske
- Thomas Mitchell
- Matt Morris
- Ingrid Pregel
- Ric Hewson & Dorothee Retterath
- Tim & Carrie Rickert
- Brian Ruby
- Ken Salem & Jo Atlee
- Kathryn & Ken Seiling
- Warren & Colleen Sinclair

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Silver $2,500 - $4,999 (Continued)

- Steven & Myrna Singer
- James Skidmore
- Amanda Smerek
- Tim & Teresa Sothern
- Al Taylor
- Kathryn Tellian
- Rachel Thiessen
- Chris Timbury
- Chris Van Kooten
- Frank Voss
- John Walker
- James & Trish Weber
- Mary Wells
- Marilyn Wilkinson
- William Wilson

Bronze $1,200 - $2,499

- Geoff Adamo
- Alan Anderson
- Tim & Karen Anderson
- Mario Angeloni
- Jennifer & Trevor Annett
- Allan Antcliffe & Margot McCurry
- Armstrong Gates Family
- Marc Avaria
- Naideen & Neil Bailey
- Brice & Karen Balmer
- William Bartels
- Douglas Bates
- Wilfred & Joan Bates
- Gregory & Karen Bell
- Janice Bell
- Prabhu Benjamin
- Paul & Patricia Bigelow
- Marianne Blasman
- Michael Borkovich
- Alan Bowler
- Jason Bradley
- Bonnie & Peter Hamberger
- Anne & Bill Brubacher
- Dave Bruder
- Susan Cadell & Didier Thevenard
- Brian Chenier
- Rita & Ron Cherkewski
- Jennifer Clapp
- Kim & Bill Conway
- Robert Correll
- Larry Cox
- Trisha Crawley
- Mark Crowell
- Patricia & William Cunningham
- Richard Daugherty
- Kyle Daun
- Andrea Davis
- Doug & Louise Dawdy
- Victoria Dempster
- Shaun Devine
- Leontin Drasovean
- Glen & Joan Dyrda
- Christopher Ebanks
- Marianne & Jim Erb
- Judith Falbo
- David Farhood
- Eugene Fenton
- Paul Fieguth

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Bronze $1,200 - $2,499 (Continued)

- Blair Fingland
- Bette & Gary Flaxbard
- Shirley Forde
- Sue Foxton
- Brian & Lily Freiburger
- Lorie & Brad Freund
- Tom Galloway
- Isaiah Gardener
- Ivana Gavrilovic
- Elizabeth & Don Gayman
- Keith & Debbie Geddes
- Aimee George
- Catharine Gilbertson & Norman Scott
- Brian Gill
- Danielle Glendinning
- Vivek Goel
- Trish Goodridge
- Michael Goodwin
- Judith Gough
- Jordan Grensewich
- Laura Griffiths
- Karen Grogan
- David Grothen
- Antonio Guerra
- Jennifer Hall
- Shannon Hallett
- Scott & Katie Hamilton
- Gordon Harris
- Lucia Harrison
- Steve & Patti Haskell
- Kim Hatch
- Eric Helleiner
- Angela Hinchberger
- Alison Hitchens
- Tim Hollander
- Bob Howison
- Sarah Hughes
- Cheryl & Harry Hugill
- Thomas & Laura Shoemaker
- Martina & Doug Huras
- Kathryn & David John
- Carla Johnson
- Richard Johnson
- Lara Johnston
- Barbara Jonas
- Daniel Keon
- Dean Kirby
- Kate Konopka
- Bryce & Kelly Kraeker
- Eric Kraemer
- Sofie Lachapelle
- Kevin Lambert & Lynda Benedet
- Sharon & Stuart Lamont
- James Landon
- William Langdown
- Will Larocque
- Adam Lawrence
- Robert Lawton
- Rev. Robert & Emily Leland
- W.K. Liu
- Fred Loach
- Glen & Yvette Loffree
- Dale Lukas
- Connie MacDonald
- Deborah MacLatchy & Bill Campbell
- Robert & Nancy Mann
- Kurt Marte
- Daisy Martin
- Manuel Martins
- Jeffrey Matyas
- Andra Maxwell
- Ron & Mary McDermid
- Norma & Nathan McDonald-Ewing
- Krista McDougall
- Scott & Dianne McGaire
- Carrie McGinnis
- Randy & Marianne McGlynn
- Patti McKague

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- Frank & Cathy McLellan
- Karen Medsger
- Richard & Susan Meertens
- Carolyn Melkert
- Bev Merry
- Ian Milligan
- Walter Mittelstaedt & Patricia Hrynchak
- Ann Moore
- Pat Morabito
- Susan Moshos
- Kevin & Elaine Mullan
- Sally Murdock
- David & Wanda Murison
- John & Yvonne Newbery
- Ron & Janet Nicholson
- Leanne Nullmeyer
- Steve & Trina Parker
- Margaret Parkin
- Richard Pascoe
- Allan Pasquini
- Jeff Pelich
- Thomas Pellegrini
- Leighe Pequegnat
- Robert & Gail Pettitt
- Pfeifer Family
- Carl Piellusch
- Dana Piilo
- Doug & Erika Pond Clements
- Marilyn Powers
- Nancy Priest
- Diane Provencher
- Christina Raposo
- Mark & Darlene Rea
- Elaine & Kevin Read
- Monica Reddon
- Greg & Angela Romanick
- Vince Ryan
- Philip Sadler
- Hanif Samji
- Stephanie Scandrett
- Christopher Schaefer
- Jon Schmehl
- Alison Scott
- Bonnie Scott
- Walter & Joanne Scott
- Mark Seasons
- Adel Sedra
- Dietmar & Mary Ellen Sommerfeld
- John & Gaetanne Sorrentino
- Kyle Sparkman
- John Stapleton
- Kay Steckle
- Tanius Stroyan
- Karen Suk-Patrick & Duncan Patrick
- Mohamed Suleman
- Ray Tanguay
- Rebecca Tascona
- Peter & Jocelyn Tostick
- Randy Tracey
- Peter Van Beek
- Alannah Virtanen
- Elizabeth Vitek
- Mark Warywoda
- Natalie Weber
- David & Beth Weckman
- Ross Wells & Judy Stephens-Wells
- Scott & Sandy Willcox
- Leanne Winter
- Michael Wolf
- Pam Wolf
- Philip & Mary Woodford
- Ron Woynarski
- Marilyn & Dave Wylie
- Robert Young
- Navid Zargari
- Deborah Zettel-Schmitt

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Organization Honour Roll

United Way sincerely thanks every workplace and organization that contributes to our community. We use this report as an opportunity to extend a special acknowledgment and thank you to those that give at a major level and to encourage others who are able, to give as generously.

$100,000+

- Equitable Life Insurance
- Ernst & Young Manulife
- Sun Life Financial
- TD Bank Group
- Toyota Motor Manufacturing Canada Inc.
- Toyota Tsusho Canada Inc.
- University of Waterloo

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$25,000 - $100,000

- Astley Family Foundation
- BMO Financial Group
- BWXT Canada Ltd.
- Costco Wholesale
- Gore Insurance Company
- Government of Canada
- Government of Ontario
- Gowling WLG
- GrandBridge Energy
- KPMG
- Ontario Lottery and Gaming Corporation
- PricewaterhouseCoopers LLP
- RBC
- Regional Municipality of Waterloo
- Reliance Home Comfort
- Rockwell Automation Canada Inc.
- Scotiabank
- Waterloo Regional Police Service
- Wilfrid Laurier University

$10,000 - $25,000

- Allianz Global Assistance
- Burgundy Legacy Foundation
- Canada Life Assurance Company
- CIBC
- City of Waterloo
- Clarion Medical Technologies
- Corporation of the City of Cambridge
- Crich Holdings & Buildings Limited
- Dare Foods Limited
- Enbridge Gas Inc.
- Elementary Teachers Federation of Ontario Waterloo Region
- First Canadian Insurance
- GHD Limited
- Gift Funds Canada
- Intact Insurance - BrokerLink
- Maple Automotive Corporation
- United Way Waterloo Region Employee Giving Campaign
- P&H Milling Group
- Strite Industries Ltd.
- Virtek Vision International
- Waterloo Region Community Foundation
- Wawanesa Mutual Insurance Co.
- YHM2 - Amazon Fulfillment Centre

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