

40
yrs
ans

CROSSROADS
for women inc.

CARREFOUR
pour femmes inc.



Annual report 2020-2021



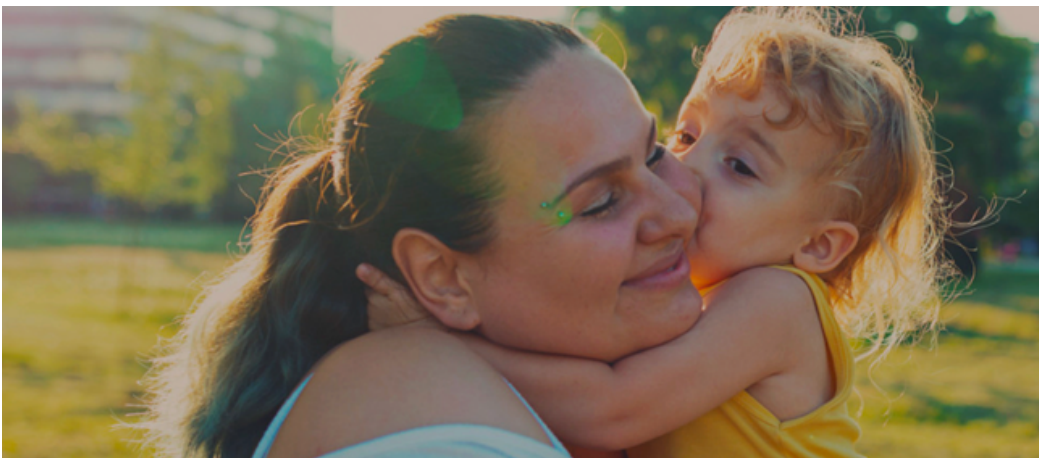


Table of Contents

Message from the President	1
Board of Directors	2
History/Mandate/Mission	3
Programs:	4
• Transition House	4-5
• Crisis Line/ Child & Youth Support Program	6
• Blossom House/Second Stage/ SESAC	7
• Domestic Violence Outreach	8
Human Resources / Covid-19	9
40th anniversary	10
40th anniversary testimonials	11
Next 40 Campaign	12
Administration Team	13
Transition House Team	14
Thank you to our donors	15
Our donors	16-18
Financial report	19
Day of Caring & Day of Love	20
Testimonial	21
Thank you	22

Message from the President

It's rare to have opportunities that you can look back on as having made a difference. The genuine honour of having been asked to act as President of the Board of Directors at Crossroads for Women is one of them.

These past years have allowed me to see what true dedication looks like in the face of seemingly overwhelming situations. Time and again I've witnessed our organization face a variety of challenges, ranging from having to turn away women due to a shortage of beds through to the funding and health risk challenges presented by the pandemic.

As we saw schools send their students home, businesses shut their doors, and virtually every other place go into lockdown, our staff turned up 24 hours a day, 7 days a week, knowing full well that this is the one place that simply can not close its doors. They've been open, and stayed open, for 40 years, and because of extraordinary people, they'll continue to stay open.

While it's been incredibly hard to realize the worst things people can do, I've also seen how people can rise up in the face of domestic violence. These women have taken hugely courageous steps and the Crossroads for Women staff have dug deep into their hearts to find the love they need to give. Our volunteers give tirelessly, our funders find support to give, and our leaders set new, bold visions of what we could be as an organization.

This time has given me far more than I could ever give back, and I'd like to express my deepest thanks to my fellow board members and to Chantal, and her predecessors Geneviève and Tina for all the support they've given me in my time as President.

And so, in departing, I leave Crossroads in the capable hands of Patrick Goguen as new President, a solid and diverse Board of Directors, a strong Executive Director with Chantal and an extremely dedicated staff. I thank all the volunteers and donors for your time and support and I hope you realize how appreciative our residents are for an organization like Crossroads for Women. Thank you for being a part of creating a path to safety for those who need it most.

Dwayne Hayes
President

Board of Directors



Dwayne Hayes
President



Patrick Goguen
Vice President



Pauline Vautour
Treasurer

Members of the Board of Directors:

- Dwayne Hayes - President
- Patrick Goguen - Vice President
- Pauline Vautour - Treasurer

Directors:

- Christy Elliott
- Darrell Nameth
- Kim Bustin
- Marc Landry
- Nathalie Joseph
- Patty Musgrave Quinn
- Ross Cleveland
- Sara Sears

Thank you to our funders:

- City of Moncton
- Government of Canada - Canada Summer Jobs
- Province of New Brunswick S.E.E.D.
- Province of New Brunswick Social Development
- Province of New Brunswick Women's Equality Branch
- United Way of Greater Moncton and Southeastern New Brunswick



History

Since 1981 Crossroads for Women has been empowering and assisting survivors of violence by providing education, resources, emergency shelter, one on one support, and crisis intervention 24 hours a day, 7 days a week for South Eastern New Brunswick. Crossroads for Women is the only domestic violence and sexual assault shelter in South-Eastern New Brunswick.



Mission

Helping women and children transition from crisis to empowerment by providing safe housing, education, and support.

Mandate

Our mandate is to empower victims and survivors of violence and their families break the cycle of abuse by providing shelter and on-going support services, as well as public awareness and prevention programs.

Programs

Transition House

- Safe temporary emergency housing for women and children who are victims of domestic violence;
- Residents are able to stay at the Transition House until they are able to secure safe housing for themselves;
- Residents have access to a number of resources including our trained staff. Staff promote awareness surrounding Domestic Violence, assistance through peer support, life skills and housing support;



- Crossroads has 41 beds, which includes 3 wheelchair accessible beds, and 3 cribs. Residents have access to a fully stocked kitchen, adult lounge area, family lounge area, children's playroom, laundry rooms, and resource center;
- This is a service provided free of charge to those in need.

In 2020

We housed 169 adults and 63 children

We had 600 counselling sessions and crisis interventions

Transition House (Cont'd)

- Addition of a 24-hour Text Crisis Line with trained staff to assist DV clients in creating a safety plan to remove themselves from a violent situation;
- Winning the \$100K from IA Financial along with additional funding from the United Way, allowed us to renovate the pantry, add a walk-in freezer, and create office space on the employee side of the shelter for the admin team;
- Currently renovating part of the garage to have a staff lounge;
- Added storage solutions to the garage to provide organization to client belongings and shelter supplies;
- Changed the Transition House Coordinator role to Transition House Manager and provided support to this role with the addition of a Team Lead. Additional night staff has been added as well to ensure double coverage overnight.



CRISIS LINE

- Supportive listening and creation of a safety plan;
- Information on our services and on those offered in the community. This service respects diversity and takes an inclusive approach to culture, language and accessibility needs;
- Respect for confidentiality;
- Services are offered free of charge.

Since May 2021,
Crisis Text Line
Available 24/7 / Free service



**In 2020, we answered
938 crisis calls**

Child & Youth Support Program

- Provides education and early intervention for children and youth who are victims of violence. The programs are tailored to the needs of each child and youth;
- Parenting education programs to help mothers learn about child development, behavioral intervention and discipline.



**From April 2020 to
February 2021 ,
we accompanied 55
children**



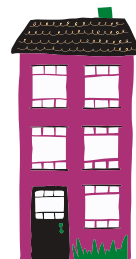
Blossom House

- Supportive and affordable long-term housing program for women who are struggling with mental health or addiction;
- Residents are paired with an Outreach worker who is there to support and help them in reaching their chosen goals;
- Blossom house provides housing for 4 women.

Second Stage/Third Stage

- One-year supportive and affordable housing program for women and children who are experiencing family violence;
- Residents are paired with an Outreach worker who helps support them on their journey;
- Second and Third Stage provides housing for 7 women / families.

**We deliver food boxes to
the tenants bi-weekly**



South East Sexual Assault Centre (SESAC)

- Free, confidential specialized sexual assault violence services, including crisis and long-term counselling services, in person and through our 24-hour support line;
- Hospital, court and police accompaniment and support;
- Added Jessica to the team as SESAC Manager.



Volunteers needed!

For more information about our next training:
Call the office at 506-377-5152

Or e-mail: sesac.casse@crossroadsforwomen.ca

Community Outreach Program

- Free support service available to victims of domestic and family violence, either recently or in the past;
- The Outreach workers help empower victims by providing resources, advocacy, and support in areas that women identify they need support in;
- Outreach support is available for as long as needed;
- Increased coverage to rural areas outside Greater Moncton.

The most common type of violence reported was emotional abuse, followed by physical abuse.

With COVID-19, we adapted our delivery of services to include more phone and Zoom appointments.



Melissa

Community Outreach worker



Ashley

Community Outreach worker

From 2020-2021, the Outreach team increased their case load by 109 new clients.

Human Resources

- Introduced the new Employee Handbook;
- Introduced a new Orientation Manual for new Interveners;
- Increased vacation for all employees to three weeks;
- Increased staff wages and introduced a Covid top-up of \$1 for all staff due to Covid.

Covid-19

- Covid protocols were held to the highest level with mandatory mask wearing rule upheld at all times, hand washing, physical distancing, and sanitation stations throughout the Transition House;
- PPE was provided to staff to follow strict donation protocols;
- Hired a sanitation worker full time to uphold strict Covid-19 cleaning protocols;
- Throughout the recent surge in cases in Greater Moncton, the Transition House has managed Covid and isolation protocols as directed by Public Health. To date, the Transition House has had zero positive cases to report;
- In September of this year, we introduced rapid testing for all staff and residents 3 times a week.



40th anniversary



June 28th 2021 marked 4 decades of serving those affected by domestic violence which provided services that had never been offered before in our community. Then, a small band of dedicated volunteers drew on the support of the community and local government to open the doors to Crossroads for Women's first location on Archibald St. Since then, we've empowered thousands of women to find a new path to safety.

40th Anniversary Testimonials



Huberte Gautreau

Co-Founder of Crossroads for Women

In 1979, the Women's Advisory Council presented the film: "Who did that to your face?" at the Université de Moncton. From then on, she knew something had to be done. 2 years later, Crossroads opened their doors with 7 full time employees and many volunteers.



Marc Albert

CEO of DPL, former resident

"When I was in 8th grade, my mom picked us up after school. She brought us to Crossroads for Women. They offered a lot of support. I know it made a massive difference for my family. I am eternally grateful. I really believe it had a great impact on shaping my path through life after that."



Yolande Saulnier

One of Crossroads' employees

Yolande worked for Carrefour for 35 years! She always felt the need to help others. Yolande was a victim of abuse herself, which is why this cause is so close to her heart. She enjoyed working with the community.

Next 40 Campaign



Winter Blossom

Help us plant our Winter Blossom

Blossom House has been damaged beyond repair due to a fire. As a result, Crossroads has rehoused the 4 women impacted. Crossroads is now fundraising for new premises that these women will call their future home.

How Can You Help?

Both individuals and organizations are invited to be part of this vital initiative. You can be part of the Next 40 by helping in one of three ways:

- Making a Financial Donation
 - Volunteering
 - Donating Goods and Services
-
- Visit our website to contribute today to our Next 40 Campaign

Administration Team



Chantal Poirier
Executive Director



Tammy Daigle
Associate Director and
Second Stage Coordinator



From left to right:

Jennifer Wood-Human Resources Generalist

Sharon Gallant-Accountant

Marie-Hélène Michaud-Communications Officer

Stéphanie Melanson-Administrative Assistant

Transition House Team



Justine MacTavish
Transition House Manager



Rene Wade
Team Lead

Housing and Peer Support

Kim Armstrong
Stephanie Carver

Child & Youth

Bethany Baert

Crisis Intake Worker

Jaime Olsen

Custodial Services

Linda Thebeau

Crisis Interveners

Emily Gibbs	Jorja McGraw
Gabrielle Daigle	Julie Breau
Gillian Brown	Kiara Bubar
Hayley Woodside	Melanie Doiron
Jennifer Wilson	Sara Ramos
Joelle Leger	

Covid Assistant

Kelly Cormier



THANK YOU TO OUR DONORS



OUR DONORS

Partners (\$25,000 and up)

- Michael Whittaker
- Canadian Women's Foundation
- Medavie
- United Way of Greater Moncton & Southeast NB
- Women's Shelters Canada

Patrons (\$10,000 - \$24,999)

- City of Moncton
- Fondation Radius Inc.
- Greater Moncton Realtors
- Groupe Forage Major Drilling Group
- Lockhart Foundation
- Saint John Human Development Council



Leaders (\$5,000 - \$9,999)

- Angus Johnson
- Beatrice Landry
- Digital Products Limited
- DPL
- Frank & Julie McKenna
- Kor Bran Holdings Inc.
- Le Groupe Jean Coutu (PJC) Inc.
- Martine Savoie
- NB Liquor
- RBC Foundation
- Rogers Communication
- Terry and Lynne Coyle
- Moncton West-Riverview Rotary Club

Friends (\$2,500 - \$4,999)

- Caisse Populaire Acadienne Ltée
- Darrell Nameth
- Denis S Albert Professional
- DKI
- Eva Martin
- The Lounsbury Group
- Margaret Potter
- Margaret Reid
- Mike Bradley Insurance Services
- The Cooperators
- The Wesley & Patricia Armour Foundation
- Unifor Social Justice Fund

Supporters (\$500 - \$2,499)

- Alma Williams & Associates Inc.
- Andrée Savoie
- Angela LeBlanc
- Angela Savoie
- Archway Insurance
- Ashford Investments Inc.
- Association des étudiant(e)s AESSUM Inc.
- Assurance Goguen Champlain Insurance
- Atlantic Compressed Air
- Atlantic Rock Run Virtual Race
- Aviva Canada Employees
- Bernard & Marie Renault
- Bethal Presbyterian Church
- Blue Cross
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- Brennan Thorne
- Brigham Law Droit
- Bulletproof Solutions ULC
- Canada Post Employees, Mark Avenue Moncton
- Centum Home Lenders Ltd.
- Christine Chasse
- Classic Burger
- CN Community Fund
- Codiac Bridge Club
- Colette Chouinard
- Commercial Eastern Inc.
- Correctional Services Canada
- Cox & Palmer
- Dames d'Acadie de Moncton Inc.
- Dave & Cathy MacFadyen
- David & Ellen Close
- David Bray
- Denyse LeBlanc
- Dianne + Jeff VanDommelen
- Dr. Sarah Lesperance, prof corp
- Duco Drilling supply inc.
- Eastern Fence Limited
- Eclair Lips+ Customers
- Elizabeth Eagles
- Englobe Corp
- Emily Murphy
- Erin Rafferty
- Ernst & Young
- Euston Park Social
- FEI CAI
- Forbes Roth Basque Lawyers
- Francine & Bernard Theriault
- George Nelson
- George's Plumbing & Heating
- Gilles LeBlanc
- Greater Moncton Women's Progress Club
- Hawkes Well Drilling inc
- Hub City Slo-Pitch League
- Ian G. Franklin
- Immaculate Heart of Mary Church Social Action
- Isabelle Pineault
- James Matheson
- Janna Hare

Supporters (\$500 - \$2,499)

- Jean Daigle
- Jeff Shaw
- Jenna Bamford
- Joan R. Sichel
- Joanne Cormier
- Johanne Thériault
- John and Janet Sanford
- John McManaman
- Kristina Kemp
- Les Religieuses de Notre-Dame du Sacre-Cœur – General
- Linda D Hardwick
- Lizon Chiasson-Foulem C.P. inc.
- LTB League
- MACC Commercial Properties
- Marc Landry
- Marc Fenety
- Mary Joshi
- Mike Randall
- Minouska Murray
- Moncton Dart Club
- Monique Richard
- Nathalie Wilson-Sallas
- National Bank
- NB Home Economics Association
- New Brunswick Nurses Union
- Norman and Rachel Bastarache
- NorthStar Associate inc
- Odette Snow
- Peter Cormier
- Postal Workers Canteen
- Reverie Hair Loft
- Riverside-Albert Baptist Church Inc.
- Riverview East School
- Robert & Heather Gauvin
- Robert Leblanc
- Roddy Awad
- Rose-Marie Haché
- Ross Cleveland
- Sara Maisonneuve
- Satish Punna
- Sharon Gallant
- Shawn Hadley
- South Central Transition House/Second Stage Coalition
- South Eastern Mutual Insurance
- Stéphanie Carver
- Susan & Ronald Trueman
- Suzanne Gauthier
- Suzanne LeBlanc
- The Gale Force Foundation
- Tracy Grant Insurance Services
- Troy Soontiens & Associates Inc.
- Tru Earth
- United Parcel Service
- United Way of East Ontario
- Visitation Province
- Wawanesa – Winnipeg
- William & Lesley Nosworthy
- Xperigo
- Zarita Fears

With thanks to donors from
Paypal and Canadian online giving

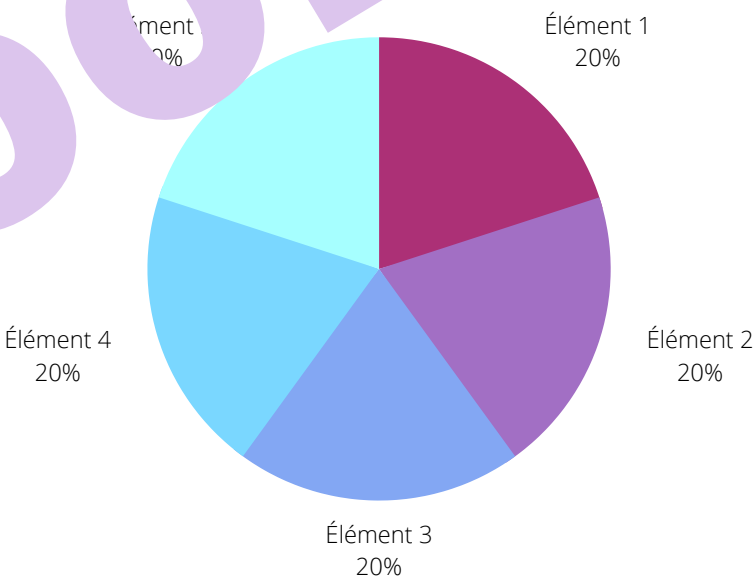
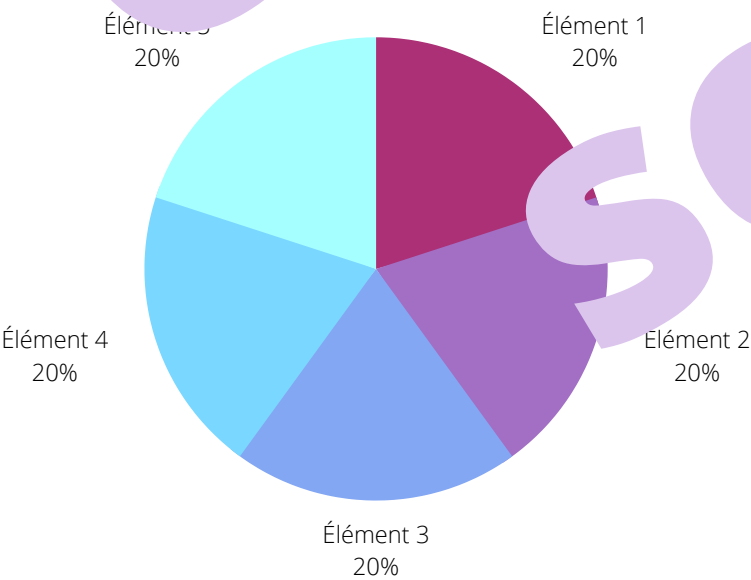
Financial Report

Revenue

- A.Dept. of Social Development
- B. Women's Equality Branch
- C.United Way
- D.Rental Income
- E.Grants
- F. Annual Fundraising

Expenses

- A.Transition House
- B. Second Street
- C. Community Outreach
- D. Family Centre
- E. Sexual Assault Centre



THANK YOU TO OUR COMMUNITY

Day of Love 2021



Major Drilling Group International Inc.



Thank you for the meal!
Domino's Pizza

Day of Caring 2021



Exxon Mobil of Moncton



Ermen Plumbing & Heating



United Way of Greater Moncton and
Southeastern New Brunswick



J.D. Irving Limited

TESTIMONIALS



The thing I can say about Crossroads is they saved my life.

I was abused, so I ended up in the hospital, three weeks. The doctor came in, he said, "Get ready, you have 20 minutes". The nurse came, she said, "You're going to Crossroads, you're gonna be safe". That was all I needed.

When I got there, there was somebody at the door, like a little angel with her arms out waiting for me. They taught me how to cope, I had lost everything, started from having a three-story house on the beach to nothing. They taught me how to be happy, to think beyond- It's so hard to explain because they do everything. These people cook for you, these people give you your meds, these people go out of their way for you.

It's been four years, I'm still with Crossroads. They still deliver food for me. I live in one of their buildings. So if anybody would wanna go to Crossroads and are scared the thing I can say is you'll be safe. You'll be safe, that's the one word that we need to hear. You need help? There's somebody there 24/7 for you, like you need to call that number. I will always say they're my heroes, they did save my life, without them I would not be here.

Resident



Thank you!

To all our devoted employees, our amazing volunteers, our generous donors and funders, to all our partners that make this possible.

Because of you, we can achieve our mission and keep improving our services. We have amazing plans for the years to come and we hope to count on your support for the future.

40
yrs
ans

CROSSROADS
for women inc.

CARREFOUR
pour femmes inc.



Crisis line: 1-844-853-0811
Admin line: (506) 857-8028



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