



**United Way**  
Windsor-Essex County

*Together, we're changing lives.*

**ANNUAL  
REPORT**

**2009**

# Contents

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**Our Mission** | To improve lives today and tomorrow in Windsor-Essex County by mobilizing people, resources, and the caring power of our community in a positive, healthy and lasting way.

**Our Vision** | Recognized as a leader and partner by measurably improving our community and making Windsor and Essex County a great place to live.

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# Message to the Community

The focus of the 2009 Annual Report is United Way's new direction – our way forward in support of improving lives and social conditions in Windsor and Essex County.

This direction is in response to the changing needs across our community. It was developed from what you, the residents, told us is most important for you and for your families over the next five years. It is supported by demographic and social data. It is anchored in the tenet that addressing root causes of social problems is the most effective approach to solving problems. Our new direction is a shared responsibility. **We cannot do it alone.** That is why United Way is engaging business, labour, government, community organizations and individuals to come together to accomplish what no single individual or group alone can achieve: **change social conditions in our community.**

The result is that, over the next 5 years, we will focus our energy and our resources on three priority areas: **supporting basic needs and independence, positioning kids and families for success, and creating thriving neighbourhoods.**



*Chair of the 2009 Board of Directors, Neil Gold and Executive Director, Sheila Wisdom*

In 2009, we invited community partners and agencies to work with us to “move the needle” on these issues. More than 83 submissions came forward. In 2010, our work on these areas of impact will begin in earnest.

Through the “*Together We Dream*” community survey, we have identified our common focus. Working with strategic partners, we will identify our shared outcomes. As we move forward over the next five years, we will report to you on our progress on these vital community issues.

2009 was an extremely challenging year for Windsor-Essex; the economic downturn resulted in record high unemployment rates, increased demand for services, and lower revenues. But as we know from experience, the strength of our region has always been our ability to reach out to one another. We know that is the surest road to a common good, a better life for all in Windsor-Essex.

Thank you to our community partners, our donors and supporters, and our volunteers.

**Together, we're changing lives,**

**Neil Gold**  
*Chair, Board of Directors*

**Sheila Wisdom**  
*Executive Director*

# Today's United Way | A New Direction

The time is now, time for a new direction that provides even more focus and effort on the priorities that matter most to the residents of Windsor and Essex County. This direction is based upon what you, the community, have told us is most important. It is anchored in research and identified best practices in making progress on social problems that affect the quality of life at an individual and community level.

## Reasons for Change

In spite of our best efforts and the dedicated work of many community agencies and organizations, social problems have continued to grow. In addition, over the past five years, our community has been under stress as a result of changes in our economy. Statistics reflect the impact on our residents. Unemployment has reached double digits. The demand for social and support services has increased dramatically. The needs are greater, yet there are fewer resources to meet the needs.

## What is our collective response to these challenges and changes?

At United Way/Centraide, we recognize that by working together we can do more and have a greater impact. The good news is that there is progress being made on understanding how to effectively address root causes of problems. Working with others and increasing our focus on root causes, we can work toward lasting solutions that improve the quality of life at an individual and community level. To achieve these results requires us to focus on areas where we can have the greatest impact. That is why United Way/Centraide is changing its focus and its funding priorities. That is why we're also asking organizations to change the way they work, to look beyond their own doors, to work in partnership with others in new and different ways.

The first step was to find out what is important to you, the people who live and work in Windsor-Essex. In 2005, United Way/Centraide took a lead role in a community consultation that ultimately involved more than 3700 local residents through conversations, forums, and the "Together We Dream" survey.

Rather than focusing on the negative, the conversations and survey focused on the positive. What do we want for the future? What aspirations and hopes do we have for ourselves, our families, and our community of Windsor-Essex? More than 700 conversations were held with business leaders, labour, public service and community organizations, and groups. Eleven themes or priorities kept recurring in those conversations.

**Over the next five years, United Way/Centraide will focus its energy and resources on:**

- Supporting Basic Needs and Independence
- Positioning Kids and Families for Success
- Creating Thriving Neighbourhoods

**Our approach will be to:**

- Focus on root causes of issues
- Increase work in partnership with others; and
- Measure results, learn, and improve

### Partners in Community Consultation

**The Ontario Trillium Foundation**

City of Windsor

County of Essex

Green Shield Canada

University of Windsor

Windsor Essex Catholic District School Board

Youth and Family Resource Network of  
Windsor-Essex County

# Today's United Way | A New Direction

In order to cast an even wider net, in 2009, we conducted a community-wide survey called *"Together We Dream"*. We asked community residents to rank, in order of priority, the eleven themes that had emerged in the community conversations. Surveys were completed online, by paper, by telephone, or by calling 211. Through this survey, four priorities jumped to the top.

The residents had spoken. They had told United Way and the community partners what is most important to them.

**Our next steps were to identify how United Way can contribute toward realizing these goals...how we can contribute toward and actively participate in "moving the needle" on our community's hopes and aspirations.**

We reviewed local statistics and data related to community priorities to get an accurate snapshot of the situation. We looked for best practices in achieving results on addressing the root causes of issues and problems we face. We identified which issues are the responsibility of other funders and organizations and therefore are outside of the mandate of United Way/Centraide.

Based on this thorough community consultation process and extensive research and data analysis, United Way/Centraide determined that it will focus on the following three priorities:

- Supporting Basic Needs and Independence
- Positioning Kids and Families for Success
- Creating thriving Neighbourhoods

This will mean a change in the programs and services United Way funds. It is a necessary change that is a direct response to what our community needs and wants. It is an investment in a positive future for the residents of Windsor-Essex.

## ***"Together We Dream" Survey Results:***

1. People's basic needs for food, shelter and other necessities are met.
2. People are healthy and have physical and mental health care that meets their needs.
3. Children are safe, healthy, and nurtured and ready to succeed.
4. Windsor-Essex economy is strong, people are literate and have the skills to obtain employment at a healthy living wage.



# Today's United Way | Supporting Basic Needs and Independence

There is likely no other area that has more impact or significance than an individual's ability to provide the basic necessities for themselves and their families. This includes the ability to provide adequate food and shelter. To provide the basic necessities, a person needs to have enough education, support, and skills to maintain employment and meet the demands of a changing economy. For residents of Windsor and Essex County, this has been a growing challenge. Structural shifts in the automotive sector have resulted in high unemployment and a workforce with limited or no job options. As a result, in the last four years, Windsor-Essex County has seen a dramatic increase in the use of local food banks, 30% increase in applications for income assistance, as well as an increase in the number of families living in poverty.

## United Way Community Investment Priority

Ensure that residents of Windsor-Essex County have access to food, shelter and other necessities that support and transition individuals and families towards greater independence.

### HOW?

United Way will invest in programs and services which focus on:

- Food security
- Income management, debt prevention and asset/wealth building
- House repair and maintenance
- Transitioning individuals from homelessness to stable housing
- Adult literacy
- Employment assistance

### Why it matters:

- Almost 10% of Windsor-Essex County residents live in low-income situations.
- More than 35% of seniors live on less than \$20,000 a year income.
- There were approximately 235,000 visits to food banks within Windsor-Essex County.
- Between 2005 and 2009, there was a 30% increase in the number of residents receiving Ontario Works income assistance.
- 46% of renters spend more than 30% of their household income on shelter costs.
- In spite of the low housing costs in Windsor-Essex, only 9% of household rental properties in the City of Windsor are affordable to tenants with low incomes.

## Community Impact

- Individuals and families experiencing low income will have increased access to nutritious and culturally sensitive food, knowledge about nutrition and cooking skills.
- Individuals and families experiencing financial distress will gain skills to manage their debt.
- Youth will gain the ability to make informed judgments and to make effective decisions about the use and management of money.
- Individuals and families will gain assets that lead to enhanced life opportunities, such as education and skill development.
- Volunteer home programs will complete repairs that address health and safety concerns and teach home repair skills for low income homeowners.
- Individuals, families and youth who are homeless or 'at-risk' of homelessness will obtain and maintain stable housing.
- Families with low-income, low-literacy and/or no high school certificate will improve literacy skills and emphasize family reading;.
- Employed individuals experiencing low-income will acquire equipment, tools, and other items required for employment purposes and maintain employment or potentially improve their level of employment.

# Today's United Way | Positioning Kids and Families for Success

Strong, healthy families are important building blocks for strong, healthy communities. To support the healthy development of children and youth, young people need positive family communication, caring schools and neighbourhoods, and positive role models. Windsor-Essex County has been experiencing many challenges, and this has affected our community's families – there has been an increase in crisis calls and requests for emotional support, as well as a 50% increase in child mental health referrals in Windsor-Essex. Self-reported drug use is higher among local high school students than the rest of the province. Parents and children need opportunities for education and support to build positive relationships with each other and those in their community.

## United Way Community Investment Priority

Provide opportunities to develop positive social and cognitive skills and to educate and support parents and kids to build stronger families.

### HOW?

United Way will invest in programs and services which focus on:

- Youth engagement
- After-school programs
- Mentoring
- Children's social and cognitive skill development
- Individual and family supports
- Parent (caregiver) education and support

#### Why it matters:

- More than 16% of children 18 years and younger in Windsor-Essex live in low-income households.
- In 2009, 94,000 visits to local food banks were by families with children.
- In 2008–2009, there were 3,331 referrals to the Children's Aid Society regarding child abuse. Abuse ranged from neglect to domestic violence and sexual and physical abuse.
- Between September 2006 and June 2008, there was more than a 50% increase in reported child mental health cases in Windsor-Essex County.
- In 2009, more students in grades 7 to 12 in the region reported drug use and other drug-related behaviours, as compared to the provincial average. This was true across most drug categories.

## Community Impact

- Windsor-Essex County youth and 'at-risk' youth will participate in programming that promotes active community engagement and improvement through philanthropy, decision-making and governance.
- School-aged 'at-risk' youth in under-served areas of Windsor-Essex County will participate in after-school programs where they will improve social-cognitive skills, improve school engagement and/or academic performance, and develop healthy habits by promoting positive choices and opportunities for leadership.
- Youth 'at risk', ages 7 to 18, will develop long-term positive trust relationships with adults that promote choice, positive decision-making and empowerment.
- Existing youth support/service skills to providers will have increased skills and knowledge regarding how to strengthen the social and cognitive development of youth.
- Individuals, seniors and families in crisis have timely access to the immediate social and cognitive supports they require, and are effectively connected with sustainable community-based support networks and opportunities that build on existing individual and family strengths.
- Parent supports and effective child-parent (caregiver) attachment opportunities will build on the existing skills of parents (caregiver) and their children.

Neighbourhoods are the social hubs that link individuals to each other. Thriving neighbourhoods give people the opportunity to work together to use their individual skills, talents, and resources to collectively make a difference in their communities. There are some neighbourhoods within Windsor-Essex County that are experiencing very high unemployment, poverty, and crime, as well as limited resources and social activities. These neighbourhoods need additional support and programs that will provide opportunities for residents to build on their strengths and develop strong leaders.

## United Way Community Investment Priority

Inspire residents to participate in and contribute to their neighbourhood, and create a sense of ownership that improves neighbourhood conditions.



United Way will invest in programs and services which focus on:

- Increasing neighbourhood engagement.

### Why it matters:

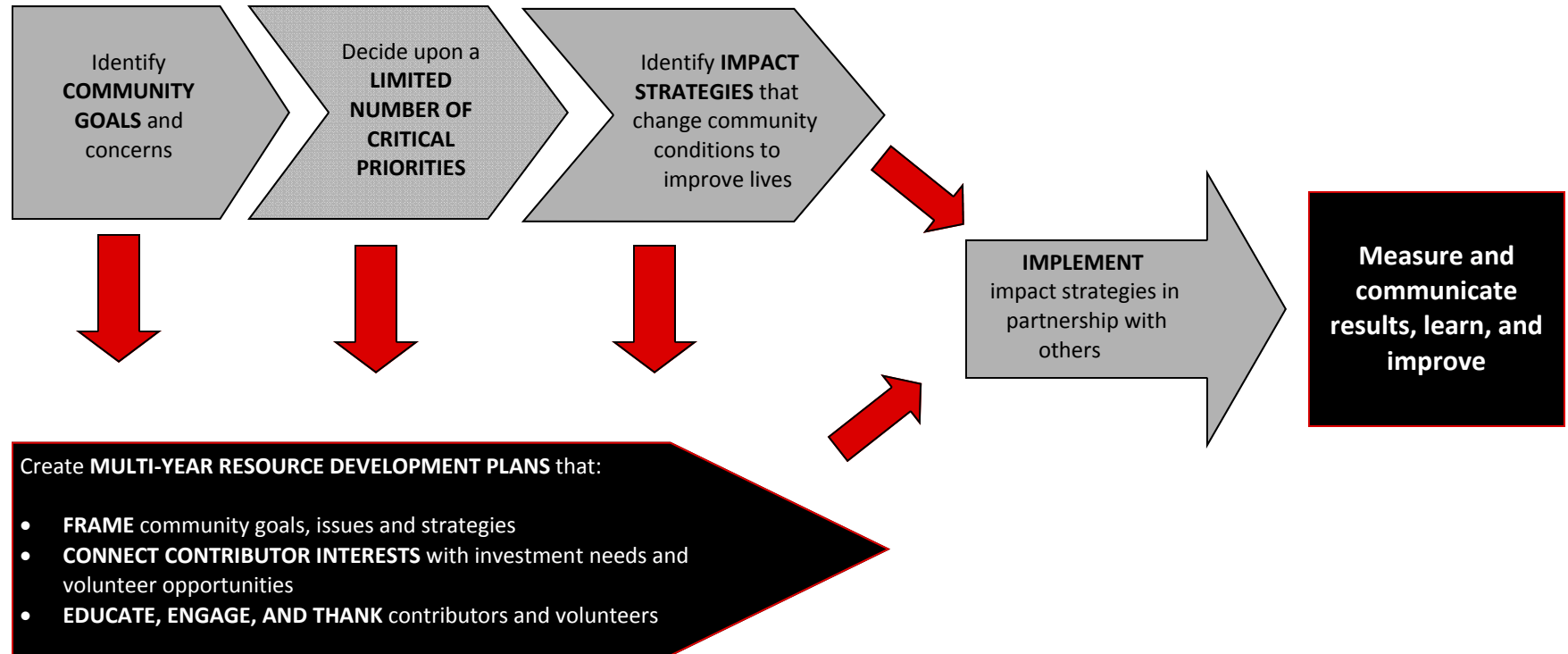
- Feeling safe in their home, school and neighbourhood is critical for young people's social, physical and emotional development.
- Even though Windsor's crime rate decreased 20% for 2006-2007, Windsor had a higher crime rate per 100,000 population than Toronto and Hamilton.
- Neighbourhoods with high home vacancy rates are more vulnerable to crime and vandalism.

## Community Impact

- Neighbourhoods will witness increased leadership among its residents in urban or rural neighbourhoods experiencing greater than average risk factors such as unemployment, poverty, safety and crime issues, limited youth activities and involvement.
- Stronger neighbourhoods are created through engagement activities that strengthen the capacity of local residents to leverage resources, and increase civic and political engagement.

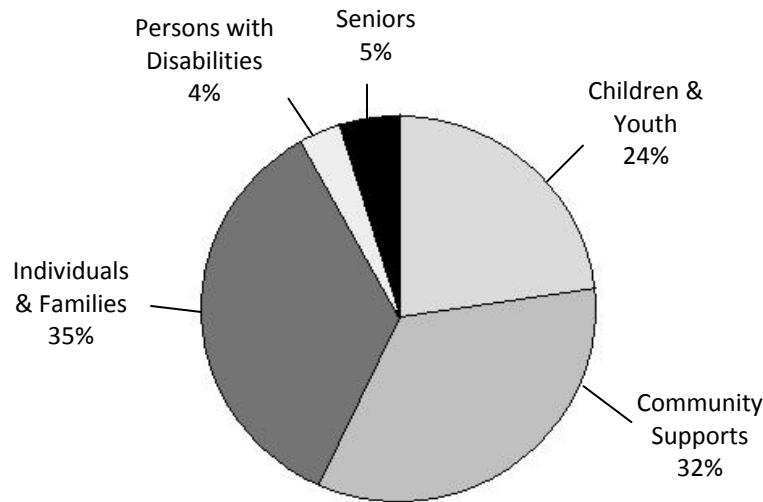
# How United Way Works

**The Mission of United Way:** to improve lives today and tomorrow. To achieve this mission, we strategically engage and build relationships with diverse community stakeholders, contributors and partners to:



# Impact by Numbers

United Way brings organizations, groups and resources together to create positive lasting community impact for the people of Windsor-Essex County. In 2009, United Way funded these agencies to deliver programs focusing on changing lives in the following areas:



For more information or a complete copy of our audited financial statements, please visit [www.weareunited.com](http://www.weareunited.com)

## Community investments from United Way/Centraide will be guided by the following principles:

- 1: Responsive:** Community investments will be responsive to the present and changing community environment and social condition, and funding strategies will be both short and long term.
- 2: Community Impact:** Programs and services will focus on measurable results that are proven to build a stronger community. The focus will be on the prevention of problems and underlying social causes.
- 3: Collaboration:** United Way/Centraide will work with organizations who are working together with others to create long-lasting change.
- 4: Building Capacity:** Investments will build on the strengths of people, neighbourhoods, organizations, with a focus of developing sustainable solutions to social problems.
- 5: Continuous Learning:** Investments will foster learning in people, associations, and organizations characterized by continuous improvement through new ideas and knowledge, and better ways to produce long-lasting, measurable results.

- 211 Windsor-Essex
- Alive Canada
- Amherstburg Community Services
- Associations for Persons with Physical Disabilities of Windsor-Essex County
- Big Brothers Big Sisters of Windsor and Essex County
- Canadian Hearing Society
- Canadian Mental Health Association Windsor-Essex County Branch
- Canadian National Institute for the Blind—Windsor
- Canadian Red Cross Windsor/Essex County
- Centres for Seniors Windsor
- Citizen Advocacy Windsor-Essex
- Community Social Planning Council—Kingsville & Leamington
- Credit Counselling Service of Southwestern Ontario
- Distress Centre of Windsor-Essex County
- East Windsor Community Service Centre (Drouillard Place)
- Essex Community Services
- Girl Guides of Canada—Windsor-Essex County Branch
- Glengarda Child & Family Services
- Hospice of Windsor and Essex County Inc.
- House of Shalom Youth Centre
- House of Sophrosyne
- John Howard Society of Windsor-Essex County
- Lakeshore Community Services
- Multicultural Council of Windsor and Essex County
- Salvation Army
- Sandwich Teen Action Group
- Scouts Canada Trishore Council in Windsor and Essex
- Sexual Assault Crisis Centre of Essex County Inc.
- Shalom Counselling Services
- South Essex Community Council
- St. Leonard's House
- Unemployed Help Centre of Windsor Inc.
- Victorian Order of Nurses Windsor-Essex County Branch
- Well-Come Centre for Human Potential
- Windsor-Essex County Family YMCA
- Windsor-Essex Family Network
- Windsor-Essex School Safety Patrol Association
- Windsor-Essex Therapeutic Riding Association
- Windsor Homes Coalition Inc.
- Windsor Jewish Community Centre
- Windsor Occupational Health Information Service
- Youth & Family Resource Network of Windsor-Essex County

# Charlie Brooks | Labour Appreciation

In 1977, Windsor-Essex experienced a tragic loss with the untimely death of Charles Brooks, labour leader with UAW Local 444. Charlie believed that everyone has a responsibility to make his or her community better. That's how he lived his life and he encouraged members of his union to do the same.

In memory of Charlie, every year since 1977, United Way / Centraide Windsor-Essex County and the Windsor and District Labour Council have joined together to honour the exceptional contribution by a local trade unionist to the community through voluntary service.

The 2009 recipient of the Charles E. Brooks Labour Award was **Peter Pellerito**, a CAW Local 444 retiree. In 1972, as a young man trying to find his place in the union, Peter remembers Charlie as a larger than life role model. Peter first served his Local as a United Way canvasser. His political involvement led him to fight for increases in minimum wage, improved social programs, changes in legislation to protect workers, and fighting for our health care system and resulted in his acting as the Chairperson of both and the Windsor District Labour Council's and CAW Local 444's Political Action Committees for many years.

Peter has worked with the Unemployed Help Centre since 1980 and was a Board member for many years with the Windsor Regional Hospital. As a CAW National Instructor, Peter taught at the CAW Family Education Centre in Port Elgin with students attending from all over Canada. He often found while he was trying to inspire others, he was inspired himself by the passion of the younger members he mentored. He currently serves on the CAW Local 444 Retiree Executive Board and the United Way Campaign Cabinet.



*Peter Pellerito, 2009 recipient of the Charles E. Brooks Labour Community Service Award, surrounded by his family and friends.*

*United Way brings people together from all walks of life in a common purpose to change social conditions and improve lives.*

# Volunteers Changing Lives

Each year since 1967, as part of National Volunteer Week, United Way, in partnership with The Windsor Star, publicly recognizes outstanding volunteers from Windsor and Essex County. The **Volunteers Changing Lives Awards** celebrate volunteers who dedicate their time, energy and talents to benefit the community. In 2009, eight awards were presented:

## Changing Lives through Inclusion Award

Angeline Pare <sup>(1)</sup>

## Changing Lives through the Workplace Award

Ford Motor Company of Canada/Nemak Canada  
CAW Locals 200 & 240 <sup>(2)</sup>

## Leaders Changing Lives Award

Richard "Mac" James <sup>(3)</sup>

## I Believe in Essex County Award

Paul Bunnett-Jones <sup>(4)</sup>

## I Believe in Windsor Award

Camilla Stodgell-Wigle (posthumously) <sup>(5)</sup>

## I Believe in My Neighbourhood Award

Art Roth <sup>(6)</sup>

## Volunteer Family: Changing Lives Together Award

Bill & Karen Cunningham <sup>(7)</sup>

## Youth Changing Lives Award

Chaouki Hamka <sup>(8)</sup>

For complete details, visit [www.weareunited.com](http://www.weareunited.com)

*What unites us is ultimately far more powerful than what divides us.*



2009 Volunteers Changing Lives Awards Recipients

# I Believe in My Community

In recognition of exceptional workplaces from our community for their strong leadership, dedication and generosity towards the 2009 Campaign, United Way presented twelve *I Believe in My Community Awards* to local businesses and organizations:

## Canvasser Team Award

Workplace Safety & Insurance Board, CUPE Local 1750<sup>(1)</sup>

## Community Partnership Awards

Reliance Home Comfort, CEP Local 1999<sup>(2)</sup>

Windsor Family Credit Union<sup>(3)</sup>

Ford Motor Company of Canada/Nemak Canada, CAW Locals 200 & 240<sup>(4)</sup>

## Community Workplace Awards

TRW Automotive, CAW Local 444<sup>(5)</sup>

Canada Border Services Agency, PSAC / C&I<sup>(6)</sup>

Chrysler Canada Inc., CAW Locals 444/1498/195 & ONA Local 8<sup>(7)</sup>

## Employee Campaign Coordinator Award

Windsor Police Service, Windsor Police Association<sup>(8)</sup>

## First-Time Employee Campaign Award

Great Lakes Fish Corporation, UFCW Local 459<sup>(9)</sup>

## Leadership Campaign Team of the Year Award

CAW-Canada Windsor Area Office<sup>(10)</sup>

## Quantum Leap Giving Award

H.J. Heinz Company of Canada LP, UFCW Locals 459 & 278W, IUOE Local 772<sup>(11)</sup>

## Quantum Leap Participation Award

BASF Canada, CEP Local 341-0<sup>(12)</sup>

For complete details, visit [www.weareunited.com/campaign](http://www.weareunited.com/campaign)



2009 I Believe in My Community Awards Recipients

# Major Gifts

## What if you could help people in our community in a big way?

At the United Way Windsor Essex, a donation of \$5,000 or more is considered a Major Gift. All Major Gift donors have an opportunity to make a significant impact in helping United Way Windsor Essex to carry out its mission.

## Major Gift donations help to provide support to:

- A special community project led by United Way
- Our Community Impact granting process
- A United Way specific project, program or service identified by our Community Impact Council

## Major Gifts Cabinet

In 2008, United Way established the Major Gifts Cabinet, comprised of a group of volunteer community leaders committed to working closely with donors to fulfill their philanthropic goals. The Major Gifts Cabinet members are:

Patrick A. Goggins, Chair, *Retired Partner, KPMG*  
Barb Bjarneson, *Community Philanthropist*  
Peter Hrastovec, *Peter Hrastovec Professional Corporation*  
Debbie Fields, *CAW Windsor Area Office*  
Jennifer Jones, *Mediastreet Productions*  
Elvira Cacciavillani, *University of Windsor*  
Christy Bacik, *The Great-West Life Assurance Company*  
Joyce Zuk, *Citizen Advocacy*

**For more information about how to donate or get involved, please contact Rob Pepper, Major Gifts Officer, at (519) 258-0000 ext. 1130 or [rpepper@weareunited.com](mailto:rpepper@weareunited.com).**

*“It has been my honour to serve as the Chair of the Major Gifts Cabinet for United Way Windsor-Essex County.*

*The volunteer Major Gifts Cabinet members have been an integral part of the success of the program, and I would like to thank each of you, and commend you for your hard work. My role has been made a lot easier because of your willingness to help our great community.”*

**Patrick Goggins**  
Volunteer Chair,  
Major Gifts Cabinet



# Time & Talent

Our volunteers and staff are a self-motivated, passionate and creative team of individuals who play a key role in creating community solutions.

## BOARD OF DIRECTORS

Neil Gold (Chair)  
Christy Bacik  
Guido Broche  
Sanjay Chand  
Dave Crosswell  
Pearl Davies (Vice Chair)  
Cameron Dickie (Treasurer)  
Wally Dunn  
Ellen E-Emmanuel  
Patrick Goggins  
Mariam Haidar  
Dave Hitchcock  
Brian Hogan  
Gary Kalaci  
Dr. Diana Kao  
Rick Laporte  
Carolyn Marcotte  
Wendy Murkar  
Gary Parent  
Bill Reeves  
John Sutton  
Adrian Vido (Past Chair)

## CAMPAIGN CABINET

Christy Bacik (Chair)  
Brian Chauvin  
Dino Chiodo  
Luigi Conte  
Gerry Farnham  
Paul Hargreaves  
Dan Hebert  
Rick Laporte  
Amy Lofaso  
Michael O'Brien  
Peter Pellerito  
Datta Pillay  
Carlos Redfern  
Bill Reeves  
Mark Rinaldi-Ross

## COMMUNITY PLANNING ADVISORY COMMITTEE

Alec Anderson  
Mary Brennan  
Michelle Burd  
Debbie Cercone  
Debra Didomenico  
Liz Haugh  
Barry Horrobin  
Cecil Houston  
Deana Johnson  
Kim Johnston  
Jenny Letink-Rivers  
Mary Medcalf  
Wendy Murkar  
Raj Patil  
Howard Pawley  
Linda Staudt  
John Sutton  
Kathie Thomas  
Raj Varma  
Kristina Verner

## FINANCE COMMITTEE

Cameron Dickie (Chair)  
Bill Carter  
Mary Brennan  
Jules Hawkins  
Fred Quenneville  
Ken Towers  
Kim Woodbridge

## GENNEXT COMMITTEE

Gary Kalaci (Chair)  
Kendra Aubry  
Benjamin Davidson  
Kyle Kootstra  
Stephanie Lyanga-McAuslan  
Katie Nanson  
Sheri Overholt

## GENNEXT COMMITTEE (continued)

Karen Pillon  
Rukshini Ponniah  
Armelle Richardson  
Leann Sassine  
Alex Shallal  
Lesley-Ann Zakoor

## HUMAN RESOURCES COMMITTEE

Gregg Merner (Chair)  
Carolyn Marcotte  
Mary Meanwell  
Mike McKinnon  
Gary Parent

## IMPACT COUNCIL

Bill Reeves (Chair)  
Jackie Caille  
Pearl Davies  
Barry Horrobin  
Sister Jacqueline Janisse  
Bill Jones  
Stephen Lynn  
Helen Martin  
Ross Moncur  
Janet Ouellette  
Craig Parrott  
Ken Pretli

## LABOUR APPRECIATION

Father Bill Capitano  
Jim Stanford  
CAW National Economist  
Dino Chiodo  
President of the WDLC  
Pearl Davies  
Chrysler Canada

## LEADERSHIP WINDSOR-ESSEX ADVISORY COMMITTEE

Diane Soucie (Chair)  
Ram Balachandar  
Sally Bennett Politidis  
Lewis Campbell  
Sherilynn Colley-Vegh  
Adam Davis  
Frank Dolan  
Michael Duben  
Dr. Mitch Fields  
Sheila Geddes  
Nancy Gosselin-Gorham  
Brian Gregg  
Craig Hilton  
Dave Hitchcock  
Clara Howitt  
Calvin Little  
Irene Moore Davis  
John Norton  
Diane Rawlings  
Kathie Thomas  
Nora Walton  
Don Willson  
Sheila Wisdom  
Jim Yanchula

## LOANED REPRESENTATIVES

Mark Chartrand  
CAW Local 1973  
Susan Decan-Robson  
Job Connect and sponsored  
in part by Enwin Utilities  
Jason DeJong  
Windsor Police Service  
Windsor Police Association  
Paul Durocher  
CAW Local 200  
Kim Geikie  
Scotiabank

## LOANED REPRESENTATIVES (continued)

Randy Homenick  
CAW Local 444  
Sheri Overholt  
University of Windsor  
CUPE Local 1393

## MARKETING & COMMUNICATIONS COMMITTEE

Dave Bussiere  
Lou Ann Gosselin  
Neil MacLellan  
Susan Stockwell-Andrews

## UNITED WAY STAFF

Fadi Al-Dandachi  
Andy Bothamley  
Sheryl Bondy +  
Maureen Curtis  
Susan Decan-Robson +  
Debbie Desjardins\*  
Heather Douglas  
Janice Forsyth  
Lynsey Fraser +\*  
Patricia Gangnon  
Lorraine Goddard  
Anjana Jacob  
Lisa Jenkins \*\*  
Chris McAgy  
Adrian McKenzie +\*  
Susan Merryfield  
Rob Pepper  
Lynn Perreault \*  
Stephanie Perta  
Bob Pulley  
Sheila Shepley  
Sheila Wisdom

## LEADERSHIP WINDSOR-ESSEX STAFF

Lisa Kolody \*  
Karen Mingay +  
Hayley Morgan \*

## PROJECT PARTNERSHIP STAFF

Jennifer Cline \*  
Talia Kleinplatz  
Colleen Mitchell +  
Heather Mullins \*\*  
Becky Parent +  
Adam Vasey

\* Left during 2009

\*\* On Leave in 2009

+ On Contract

# Workplaces

We would like to recognize the following workplaces for their support and dedication to the 2009 United Way Campaign.

A.P. Plasman Corporation - Build-A-Mold  
A.P. Plasman Inc. - Tecumseh Plant  
A.V. Gauge & Fixture Inc.  
Accu-Air Balance Co. Inc.  
Accucaps Industries - CAW Local 195  
ADM Agri-Industries Limited - CAW Local 195  
ADP Canada  
Advanced Cutting Tool Systems Inc.  
Agriculture Canada Research Station- PSAC  
AIDS Committee  
Alcohol & Gaming Commission OPSEU Local 162  
Alive! Canada  
Allstate Insurance  
Amherstburg Community Services  
Anchor Lamina Inc. / Anchor Danly  
Apotex Foundation of British Columbia  
Arbor Memorial Services  
Archon Architect Incorporated  
Association for Persons with Physical Disabilities  
- IBEW 636  
Bank of Montreal  
Bartlet & Richardes LLP  
BASF Canada - C.E.P. Local 341  
BBDO Windsor  
BDO Dunwoody  
Bectronics Ltd.  
Beddazzle  
Bell Canada - CEP Local 67  
Bell Canada Retirees  
Bell Technical Solutions - CEP Local 47  
Best Buy  
Big Brothers Big Sisters Windsor Essex  
Bio-Science Gamma-Dynacare Laboratories  
Blessed Sacrament Church  
Blondie Cleaners  
Blue Cross Blue Shield Blue Care Network of Michigan  
BMO Employee Charitable Foundation  
BMO Nesbitt Burns

Bolzano Tool & Die Co. Ltd.  
Bowman & Partners  
BP Canada Energy Company  
Brentwood Recovery Home  
Buckingham Realty (Windsor) Ltd.  
Butcher Engineering Enterprises Ltd.  
- CAW Local 195  
C.A.A. Central Ontario Inc - CAW Local 240  
CAW Local 1973  
CAW Windsor Area Office - COPE Local 343  
CAW Legal Service Plan  
CAW Local 195 - Office Staff CAW Local 240  
CAW Local 195 Retirees  
CAW Local 1959 Retirees  
CAW Local 1973 Retirees  
CAW Local 200 - Office staff CAW Local 240  
CAW Local 200 Retirees  
CAW Local 2458 - Office staff CAW Local 240  
CAW Local 444 - Office staff CAW Local 240  
CAW Local 444 Retirees  
Caesars Windsor - CAW Local 444  
Canada Border Services Agency - PSAC  
Canada Bread Company  
Canada Post - CUPW Local 630  
Canada Revenue Agency-Windsor Tax Services Office  
- UTE  
Canadian Blood Services  
Canadian Broadcasting Corp.TV/Radio  
Canadian Food Inspection Agency - PSAC  
Canadian Gaming Summit  
Canadian Hearing Society - CUPE Local 2073  
Canadian Imperial Bank of Commerce  
Canadian Medical Association  
Canadian Mental Health Association - CUPE 3740  
Canadian National Railway - CAW Local 100  
Canadian National Railway Retirees  
Canadian Salt Company Ojibway Mine/Evaporation  
- CAW Local 1959/240

Canadian Salt Company Retirees  
Canadian Union of Public Employees District Office  
Cavendish - UFCW Local 459  
CAW Community Child Care Services  
- CUPE Local 3677  
CAW Local 200 Social Justice Fund  
CAW Local 444 Social Justice Fund  
Central Stamping Limited - CAW Local 195  
Centres For Seniors Windsor  
Chemfil Canada Ltd.  
Children First  
Chrysler Canada Inc.  
- CAW Local 444/1498//195/ONA Local 8  
Chrysler Canada Retirees  
CIBC Retirees  
CIBC Wood Gundy  
Citibank  
Citizen Advocacy  
Citizenship & Immigration - PSAC  
City of Windsor - CUPE Local 543/82/2945  
City of Windsor Retirees  
CKLW/CKWW/CIDR/CIMX  
Collection Service of Windsor  
Collins Barrow  
Colonial Coffee Co. Ltd.  
Colonial Tool Group Inc. - CAW Local 195  
Community Living Essex County - CUPE 3137  
Cosgrove Holdings Ltd.  
Costco Wholesale  
Coulter's Furniture  
Countryside Chrysler-Dodge Limited  
Cunningham Sheet Metal Windsor Ltd./Windsor  
Sheet Metal International 235  
CUPE Local 543  
CUPE Local 82  
Cypher Systems Group  
D & P Ladouceur Home Hardware  
Dakkota Integrated Systems - CAW Local 444

# Workplaces

We would like to recognize the following workplaces for their support and dedication to the 2009 United Way Campaign.

Dan Hallett & Associates Inc.  
Dan Kane Chevrolet Cadillac  
Dan Reaume Photography  
Dave Hitchcock Chevrolet Limited  
Deloitte & Touche LLP  
Dept. of Public Works  
Design Systems Canada Ltd.  
Detroit & Windsor Tunnel Corporation - CAW Local 195  
Diageo Canada Inc. - CAW Local 2098  
Diageo Canada Inc - Retirees  
Dillon Consulting Limited  
Distress Centre  
DJ Galvanizing Corporation  
Dollars & Cents Investments Inc.  
Drouillard Place  
- (East Windsor Community Service Centre)  
E.D.S. of Canada  
Electrozad Supply Company Limited  
Eli Lilly Canada  
ElringKlinger Sealing Systems - CAW Local 1769  
Emrick Plastics - CAW Local 195  
Enterprise Rent-A-Car  
Enwin Utilities Ltd. / Windsor Utilities Commission  
- IBEW 636  
Erie St.Clair Community Cares Access Centre  
- CUPE Local 3626  
Essex & Kent/Windsor Area CAW Retirees  
Essex County Library - CUPE Local 2974  
Essex Free Press Ltd.  
Essex Guardian Prescription Centre  
Essex Hybrid Seed Company Limited  
Essex Region Conservation Authority - CUPE Local 3784  
Essex Terminal Railway Company  
- Teamsters 880/CAWLocal 100/USW 2004/1976  
Esso  
Expertech Network Installation  
External Affairs Passport Office  
Farm Credit Canada

Financial Fitness Windsor - UAW 251  
Flex-N-Gate Canada - CAW Local 195  
Ford Motor Company of Canada, Limited  
- CAW Local 200/240  
Ford Motor Company Retirees  
Freedom 55 Financial  
Frees of Windsor - CAW Local 1000  
Future Shop  
G&K Services Canada Inc.  
G. L. Fraser & Associates  
Gates - Windsor Operations - CAW Local 195  
General Motors of Canada Limited - CAW Local 1973  
Gennext Events  
Glengarda Child & Family Services - CAW Local 2458  
Glos Associates Inc.  
Goddard Construction  
Gosfield North Communications Co-Op Limited  
Great Lakes Fish Corporation - UFCW Local 459  
Greater Essex County District School Board.  
- CUPE/ETFO/OSSTF/WESSPA/OPC  
A. V. Graham Public School  
Amherstburg Public School  
Anderdon Public School  
Begley Public School  
Belle River District High School  
Belle River Public School  
Bellewood Public School  
Benson Public School  
Centennial Central Public School  
Central Public School  
Century High School  
Colchester North Public School  
Concord Public School  
Coronation Public School  
D. M. Eagle Public School  
David Maxwell Public School  
Dougall Public School  
Dr. H. D. Taylor Public School

East Mersea Public School  
Eastwood Public School  
Essex District High School  
Essex Public School  
Forster High School  
General Amherst High School  
General Brock Public School  
Glengarda Elementary School  
Glenwood Public School  
Gosfield North Central School  
Harrow District High School  
Harrow Jr. Public School  
Harrow Sr. Public School  
Herman High School  
Hetherington Public School  
Hugh Beaton Public School  
Jack Miner Public School  
John Campbell Public School  
John McWilliam Public School  
Kennedy Collegiate  
King Edward Public School  
Kingsville District High School  
Lakeshore Discovery Public School  
LaSalle Public School  
Leamington District Secondary School  
Maidstone Central Public School  
Malden Central Public School  
Marlborough Public School  
Maryvale School  
Massey High School  
Mill Street Public School  
Mount Carmel-Blytheswood Public School  
Northwood Public School  
Oakwood Public School  
Parkview Public School  
Pelee Island Public School  
Percy P McCallum Public School  
Prince Andrew Public School

# Workplaces

We would like to recognize the following workplaces for their support and dedication to the 2009 United Way Campaign.

Prince Edward Public School  
Princess Anne Public School  
Princess Elizabeth Public School  
Queen Elizabeth Public School  
Queen Victoria Elementary School  
Riverside High School  
Roseland Public School  
Roseville Public School  
Ruthven Public School  
Sandwich Secondary School  
Sandwich West Public School  
Southwood Public School  
Talbot Trail Public School  
Victoria Public School  
W G Davis Public School  
Walkerville High School  
Western Secondary School  
Green Shield Canada - CAW Local 240  
Green Shield Canada Retirees  
Green Tech Building Maintenance  
Guardsmark Security Company  
Gus Revenberg Pontiac-Buick GMC  
H. J. Heinz Company Limited - UFCW Local 459/  
IOE Local 772  
H. J. Heinz Retirees  
Hargreaves Stewart  
HBPO Canada - CAW Local 444  
Herald Press - GCIU 23 IBT  
Hike Metal Products Limited  
Hiram Walker & Sons Limited  
A Pernod Ricard Company  
- CAW Local 2027/IUOE Local 772  
Honeywell Retirees  
Hospice of Windsor-Essex County Inc.  
Hotel Dieu Grace Hospital - CAW Local 2458/  
ONA Local 30/OPSEU Local 142  
Hotel Dieu Grace Hospital Retirees  
House of Shalom

House of Sophrosyne - SEIU Local 519  
Howie & Partners  
HSBC Bank Canada  
Huron Lodge - CUPE Local 543  
Hydro One - Power Workers Union  
IBM Employees' Charitable Fund  
Industrial Alliance  
Integram Windsor Seating - CAW Local 444  
International Joint Commission  
International Truck & Engine Corporation Canada  
Ivanhoe Cambridge  
IXL Cleaners  
J. H. Ryder Machinery Limited  
Jamieson Laboratories Ltd. - CAW Local 195  
Janssen-Ortho Inc.  
Jerry Weingarden Limited  
Jiffy Lube  
Joe Meloche Ford Sales Ltd.  
Joey's Only Seafood Restaurant  
John Howard Society  
Johnson Controls, Inc. - CAW Local 444  
Johnson-Ambassador Insurance  
Junk Pan-Asian Grill  
K Scrap Resources Ltd. - International Operating  
Engineers Local 793/Teamsters 880  
Karen's Shoes Ltd.  
Kautex Textron - CAW Local 195  
Ken Lapain & Sons Ltd.  
Kennedy Collegiate  
Kenneth Miller  
KPMG LLP  
L.I.U.N.A. Local 625  
L.K. Metal Products Ltd.  
LA Gill Enterprises  
Labour Sponsored Community Dev't. Group  
Le Conseil Scolaire de District des Écoles  
Catholiques du Sud-Ouest- AEFO/CUPE Local 4299  
École Secondaire E. J. Lajeunesse

École Secondaire L'Essor  
Georges-P.-Vanier  
Monseigneur-Augustin-Caron  
Monseigneur-Jean-Noël  
Pavillon des Jeunes  
Saint-Ambroise  
Saint-Antoine  
Saint-Edmond  
Sainte-Marguerite-d'Youville  
Sainte-Thérèse  
Sainte-Ursule  
Saint-Jean-Baptiste  
Saint-Michel  
Saint-Paul  
Leamington Chrysler 1992 Ltd.  
Leamington District Memorial Hospital  
- ONA 101//CUPE 2044/CAW 2458  
Lifescan Canada  
Lighting Maintenance Service  
Liquor Control Board of Ontario - OPSEU Local 162  
Loebach & McKay Chartered Accountants  
Lowe's Home Improvement Warehouse  
M. Mutter & Associates  
M.T.E. Controls  
Manor Tool And Die Ltd.  
Manulife Financial Insurance Co.  
Martinrea Fabco Mettalic Inc. - CAW Local 195  
McTague Law Firm LLP  
Meloche No Frills  
Merchants Paper Company Limited - Teamsters Local 880  
Merrill Lynch  
Metro Inc.  
Miller, Canfield, Paddock and Stone P.L.C.  
Ministry of Attorney General - OPSEU Local 154  
Ministry of Community & Social Services - OPSEU Local 154  
Ministry of Education OPSEU Local 154  
Ministry of Health & Long-Term Care- OPSEU Local 143  
Ministry of Labour - OPSEU Local 154

# Workplaces

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Ministry of Revenue - OPSEU Local 154  
Ministry of Training, Colleges and Universities  
- OPSEU Local 154  
Monarch Basics  
Monty Formal Wear Rentals & Sales  
Moore Global Corporation  
Motor City Community Credit Union - CAW Local 240  
Multicultural Council of Windsor & Essex  
Municipal Property Assessment Commission  
- OPSEU Local 154  
National Auto Radiator Mfg. Co. Limited  
- CAW Local 195  
National Bank of Canada  
Nemak Canada - CAW Local 200/240  
Nickleson Machine & Tool - CAW Local 195  
Oakley Industries Sub-Assembly Inc. - CAW Local 444  
Occupational Health Clinic for Ontario Workers  
- United Steel Workers  
Omni Tool Limited  
Ontario Energy Board  
Ontario English Catholic Teachers Assoc.  
Ontario Government Retirees (C.O.R.E.)  
Ontario Ministry of Government Services  
Ontario Power Generation  
Ontario Provincial Police - OPPA  
OPSEU London & District Area Council  
Parks Canada Agency - PSAC  
PBL Insurance Limited  
Pepsi Canada - Essex Division - UFCW Local 278  
Performance Ford - CAW Local 195  
Personnel by Elsie  
Pfizer Canada  
Point-Aux-Roches Post Office  
Pollard Highway Products Ltd.  
Precision Plastics - CAW Local 89  
Premier - CAW Local 200  
PricewaterhouseCoopers LLP  
Probation and Parole - OPSEU Local 154

Procter & Gamble  
Public Health Laboratory - OPSEU 36  
Reaume Chevrolet Buick GMC.  
Reitmans  
Reko Tool & Mould Inc.  
Reliance Home Comfort  
- Communications, Energy & Paperworkers 1999  
Renaud & Lamantia LLP  
Retired Teachers of Ontario  
Revenue Canada Customs -Retirees  
Richard Tyas Realty Ltd.  
RioCan Real Estate  
Rogers Communications  
Rose City Ramblers  
Roth Mosey & Partners LLP  
RBC Dominion Securities  
RBC Royal Bank  
Royal Canadian Legion - Branch#324  
Salvation Army - SEIU Local 1  
Schukra of North America  
Sciometric Instruments Inc.  
Scotiabank  
Scouts Canada - Windsor  
Securitas Security at General Motors Transmission  
- CAW Local 195  
Sellick Equipment Limited  
Service Employees Union-Local 210  
Sexual Assault Crisis Centre  
Shalom Counselling Services - Leamington  
Shell Canada Retirees  
Shoppers Drug Mart  
Sigma Engineering Windsor  
SKD Mfg. Co. Ltd. Retirees  
South Essex Community Council - CUPE Local 4523  
Southland Insurance Brokers Ltd.  
Southpoint G.M. of Leamington  
St. Clair College - OPSEU Local 137/138  
St. Clair College Retirees

St. Joachim Post Office  
Stantec Consulting Ltd.  
State Farm Insurance Companies  
State Street Trust Company Canada  
Sun Life Assurance of Canada  
Sutherland Global Services  
Sutts, Strosberg LLP  
Syncreon Automotive of Windsor  
- CAW Local 195  
Target Building Materials Ltd.  
TD Canada Trust  
Tepperman's - Teamsters 880  
The Coffee Office  
The Co-Operators Insurance Services  
The Corporation of the County of Essex  
- CUPE Local 702  
The Corporation of the Municipality of Leamington  
- CUPE Local 528  
The Corporation of the Town of Amherstburg  
- IBEW Local 636  
The Corporation of the Town of Kingsville  
- IBEW Local 636  
The Corporation of the Town of Lakeshore  
- CUPE Local 702  
The Corporation of the Town of LaSalle  
- CUPE Local 701  
The Corporation of the Town of Tecumseh  
- CUPE Local 702  
The Document Company Xerox  
The Great-West Life Assurance Company  
The Hiram Walker Group - Retirees  
The Inn of Windsor  
The Molson Donation Fund  
The Seagram Company - Retirees  
The Sisters of St. Joseph of the Diocese of London  
The Windsor Star  
- CAW Local 240/Teamsters Local 880  
Thrasher Sales and Leasing Ltd.

# Workplaces

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Tom O'Brien Realty Ltd  
Toromont CAT  
Town Shoes Limited  
TransAlta Cogeneration L.P. - CAW Local 444  
Transit Windsor - ATU Local 616  
Tregaskiss Limited  
Trustees-Greater Essex County District  
TRW Automotive - CAW Local 444  
Unemployed Help Centre - CUPE Local 3679  
Union Gas Limited - CEP Local 758  
Union Gas Limited - Retirees  
United Communities Credit Union Limited  
United Parcel Service Canada Ltd. - Teamsters Local 880  
United Parcel Service Supply Chain Solutions  
United Way / Centraide Windsor - Essex County  
University of Toronto  
University of Windsor - CUPE Local 1393, 1001, 4580  
and CAW Local 195, 2458 and WUFA  
University Of Windsor -Retirees  
Valiant Machine & Tool Inc.  
Veltri Canada Lakeshore Division - CAW Local 195  
Ventra Plastics Limited - CAW Local 195  
Via Rail Canada Inc. - CAW Local 100  
Victorian Order of Nurses  
- CUPE Local 3741 CUPE Local 4161  
Viking Pump Inc. - CAW Local 195  
Well-Come Centre for Human Potential  
Wells Fargo Financial Corporation  
West Windsor Power/Tractebel Canada  
Weston Bakeries  
Will Insurance Brokers Ltd.  
Wincon Construction 1986 Limited  
Windsor Body & Fender Limited  
Windsor-Essex Catholic District School Board  
- OECTA/CUPE/CAW2458  
Assumption College School  
Cardinal Carter Secondary School  
Catholic Central High School

Christ The King School  
F. J. Brennan High School  
H. J. Lassaline School  
Holy Cross Elementary School  
Holy Name School  
Holy Names High School  
Immaculate Conception School  
L. A. Desmarais School  
Notre Dame School  
Our Lady of Lourdes School  
Our Lady of Mount Carmel School  
Our Lady of Perpetual Help School  
Our Lady of the Annunciation  
Queen of Peace School  
Sacred Heart School  
St. Alexander School  
St. Angela School  
St. Anne High School  
St. Anne School  
St. Anthony School  
St. Bernard School  
St. Bernard School, Amherstburg  
St. Christopher School  
St. Francis School  
St. Gabriel School  
St. Gregory School  
St. James School  
St. John de Brebeuf  
St. John School  
St. John the Baptist School  
St. John the Evangelist School  
St. John Vianney School  
St. Joseph School  
St. Joseph's High School  
St. Jules School  
St. Louis School  
St. Maria Goretti School  
St. Mary School

St. Michael's Adult Learning  
St. Michael's Alternate High School  
St. Peter School  
St. Pius X School  
St. Rose School  
St. Theresa School  
St. Thomas of Villanova Secondary School  
St. William School  
Stella Maris School  
W. J. Langlois School  
Windsor Essex Children's Aid Society - CUPE 2286  
Windsor Essex Economic Development Corporation  
Windsor Essex County Health Unit - CUPE 543  
Windsor Essex Family Network  
Windsor Factory Supply Limited  
Windsor Family Credit Union  
Windsor Fire & Rescue Services  
- Windsor Professional Fire Fighters Association  
Windsor Fire & Rescue Services - Retirees  
Windsor Homes Coalition  
Windsor Jewish Community Centre  
Windsor Mold Inc.  
Windsor Occupational Health Information Service  
- CUPE 543.5  
Windsor Police Retirees  
Windsor Police Service - WPA  
Windsor Public Libraries - CUPE 2067  
Windsor Racetrack Slots  
- OPSEU Local 111/SEIU Local 528 CAW Local 210  
Windsor Regional Hospital  
- ONA/CUPE/IBEW/CAW2458/OPSEU/PIPSC  
Windsor Regional Hospital - Retirees  
Windsor Residence Inc.  
Windsor Service Canada Centre - PSAC  
Windsor Squash & Fitness  
Windsor Utilities Commission - IBEW 636  
Windsor Utilities Retirees  
Windsor-Essex Regional Chamber of Commerce

# Workplaces

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Woodall Construction Company Limited  
Workplace Safety & Insurance Board - CUPE Local 1750  
Wyeth Retirees  
Youth & Family Resource Network of Windsor-Essex  
County  
YMCA of Windsor Essex County

## SPONSORS AND COMMUNITY SUPPORTS

29 Park  
Alzheimer Society of Windsor Essex County  
AM 800 CKLW  
BASF Canada  
BBDO Windsor  
Giovanni Caboto Club  
Caesars Windsor  
CAW Local 195  
CAW Local 1973  
CAW Local 200  
CAW Local 240  
CAW Local 2458  
CAW Local 444  
CBS Outdoor  
City of Windsor  
Deloitte & Touche LLP  
Enwin Utilities  
Job Connect  
Hargreaves Stewart  
Herald Press  
Hilton Windsor  
Hiram Walker & Sons Limited  
Holiday Inn Select  
Innopure  
Intense Media  
Junk Pan-Asian Grill  
Koolini Italian Eatery  
Lacasse Printing  
Media Street Productions  
New Dimensions  
Reliance Home Comfort

## SPONSORS AND COMMUNITY SUPPORTS

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Scotiabank  
Suede Productions  
The Corporation of the Town of Tecumseh  
The Foot Care Institute  
The Great-West Life Assurance Company  
The Windsor Star  
Union Gas  
University of Windsor and CUPE Local 1393  
University of Windsor Students Alliance  
Viewpointe Winery  
Webplanet  
Windsor Family Credit Union  
Windsor Police Service/  
Windsor Police Association  
Windsor Spitfires Foundation



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