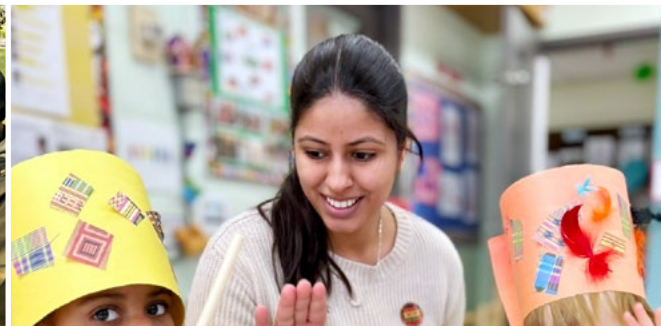




**University  
Settlement**  
FOUNDED 1910

# ANNUAL REPORT 2025





**University  
Settlement**  
FOUNDED 1910

## Our Mandate

University Settlement helps individuals and families to learn and grow by engaging them in social, cultural, recreational and educational opportunities. Founded in 1910, University Settlement is committed to enhancing the quality of life of the people in the diverse communities we serve.

## Our Vision

Our vision is a community that is safe and healthy, where individuals of all ages, from all social classes and cultures belong, mix freely and respect one another. In this place, people's basic needs are met, and they have the opportunity to grow and learn through participation in artistic, cultural, recreational, educational and employment opportunities.

## Our Values

At University Settlement, we as Staff and Volunteers:

Value partnerships and teamwork

Operate with equity and fairness

Demonstrate responsiveness to community needs

Ensure accountability and transparency to our stakeholders

Respect and celebrate the diversity of our community

Work towards excellence in all that we do

Nurture the potential of all those with whom we interact

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## Message from the Board Chair

Over the past year, our communities have faced persistent and compounding challenges. Economic pressures have intensified inequities and heightened the need for accessible, community-based supports—reinforcing the critical importance of University Settlement’s mission. In response to these evolving realities, the organization has continued to deliver a diverse range of programs and services that support children, families, seniors, and newcomers. Guided by a deep commitment to equity and inclusion, University Settlement remains a trusted anchor in the community, helping individuals navigate complexity while building pathways toward stability, resilience, and well-being.

Against this backdrop, the Board of Directors focused on ensuring that University Settlement was well positioned to deliver both immediate support and long-term impact. This work emphasized strengthening organizational capacity, supporting sustainable service delivery, and reaffirming a commitment to inclusive, community-centered approaches. To reinforce its governance role, the Board participated in governance training, monitored the implementation of the operational plan, introduced a risk management framework, and strengthened board policies.

At the same time, University Settlement continues to foster connection and belonging through vibrant community celebrations and events. In 2025, we brought communities together through events, including the 84<sup>th</sup> Annual Grange Festival, We Care, Lunar New Year, National Day for Truth and Reconciliation, Nowruz, and Halloween. The Grange Festival welcomed over 4,600 attendees, supported by valued sponsors and partners.

The beginning of the second quarter of 2026 also marked an important leadership transition in the organization. Raymond White concludes his tenure with the organization after eight years as Director of Finance

and four years as Executive Director. The Board of Directors wishes to acknowledge and thank Raymond White for his longstanding service to University Settlement. We are grateful for his contributions and leadership, and we wish him continued success in his future endeavours.

The Board is pleased to appoint Wendy Sung-Aad as the new Executive Director. With strong confidence in Wendy’s acumen and leadership capabilities, the Board wishes her every success as she leads the organization forward.

On behalf of the Board, thank you to everyone who supports University Settlement’s mission and strengthens the communities we serve. We are grateful to our dedicated staff and volunteers, and to our partners and supporters whose contributions make this work possible. We also acknowledge the continued support of our government and funding partners including the Government of Canada, the Province of Ontario, the City of Toronto, and key funders such as United Way Greater Toronto, the Ontario Trillium Foundation, and the Maestro Foundation, whose investment is essential to sustaining and expanding our impact for the communities we serve.

Thank you all for playing a critical role in our organization’s operational sustainability and continued ability to respond to the evolving needs of the community.

### Hannah Riordan

*Board Chair*



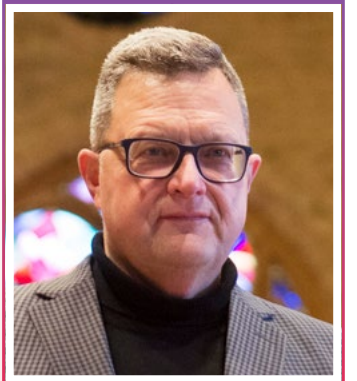
## A Look Back: Reflections from the Outgoing Executive Director

Looking back, I am proud of the resilience and dedication of our staff and management team. Despite funding pressures and rising community needs, University Settlement has remained a stable and trusted community anchor, continuing to deliver high-quality, affordable programs.

I extend sincere thanks to our funders, partners, staff, and volunteers. My final year as Executive Director after more than 12 years of service with University Settlement has been filled with deep gratitude for what we have achieved together in strengthening services, advancing equity, and deepening community impact.

### Raymond White

*Executive Director*



## Looking Forward: A Personal Message from the Incoming Executive Director

I’m thrilled to be joining the organization this May 2026, and to reconnect with a place that has been part of my story for as long as I can remember. As a young child, I grew up in this neighbourhood. While my immigrant parents worked long hours down the street. It was here that I spent my time learning to play music, sports, and swim. These early experiences as a newcomer helped shape who I am today. That lived connection continues to inspire my commitment to this organization and to building a vibrant future for our community and the next generation.

I warmly welcome you to drop by, or reach out, and say hello. I’m excited to meet all of you as we continue to honour University Settlement’s history, while forging a shining path into the future.

### Wendy Sung-Aad

*Executive Director*





# Our Programs and Impact

In 2025, University Settlement expanded and strengthened its programs across our three locations—Grange, Spadina, and North York—to better respond to the evolving needs of the diverse communities we serve.

Through a broad range of services—including Day Care, Children’s and Youth Programs, Fitness and Recreation, Music and Arts, Language and Settlement Services, Seniors and Social Services, and Employment and Training—we continued to provide inclusive, community-based support for individuals and families at every stage of life. Our work is further enriched through Partnership Initiatives, Special Projects, and a wide array of Community Engagement

Events, such as the Grange Festival, We Care Event, Lunar New Year, Nowruz, National Day for Truth and Reconciliation, Halloween, and OCAD Welcome Day.

With the continued trust and generosity of our funders and donors, we delivered essential programs that help residents and newcomers navigate daily challenges, build skills, and foster meaningful connections. From supporting early childhood development and youth engagement, to assisting individuals in their employment journeys and promoting active, connected aging for seniors, our services are designed to strengthen well-being and belonging across the community.

This work is made possible by our dedicated and experienced staff, whose compassion and commitment create welcoming spaces where people can learn, grow, and connect through social, cultural, recreational, and educational opportunities.

As we look ahead, we remain committed to building a more inclusive and resilient community. We invite our partners, clients, members, and supporters to continue working alongside us in this shared effort.

# Day Care

## Early Learning and Child Care: Building Strong Foundations for Lifelong Success

At University Settlement, our licensed Day Care program continues to provide a high-quality, nurturing environment for children from infancy to five years old—laying the foundation for healthy development, school readiness, and lifelong learning. Purposefully designed indoor and outdoor spaces, including two dedicated playgrounds overlooking Grange Park, support exploration, play, and connection to nature. A private, on-site kitchen prepares daily nutritious meals and snacks aligned with Health Canada's Canada Food Guide, reinforcing our commitment to children's health and well-being.

### Excellence in Early Childhood Education

Our team of Registered Early Childhood Educators and Child Care Workers are at the heart of program quality. In 2025, they continued to deliver responsive, inclusive, and developmentally informed programming that supports the social, emotional, cognitive, and physical growth of every child. Through reflective practice and ongoing professional learning, educators introduced innovative approaches that foster curiosity, creativity, and confidence.

Children are supported to develop critical foundational skills—including self-regulation, communication, and problem-solving—within a caring environment that prioritizes relationships, emotional safety, and a strong sense of belonging.

### Program Approach: Learning Through Play and Discovery

Our curriculum integrates both structured and emergent learning experiences, enabling children to explore, experiment, and make meaning through play. Daily activities are designed to strengthen early literacy and numeracy, enhance coordination, and encourage creativity and critical thinking.

Special events and enriched programming throughout the year further expand children's experiences, creating joyful opportunities for discovery while supporting holistic development across all domains.



### A Commitment to Diversity, Equity, and Inclusion

We are intentional in creating an environment where every child and family feels seen, valued, and respected. Located in the heart of downtown Toronto, our Day Care reflects the diversity of the community we serve. Classrooms are thoughtfully equipped with materials, books, and learning tools that represent a wide range of cultures, family structures, and abilities.

We also recognize the importance of Indigenous knowledge and perspectives, incorporating teachings and practices that honour the land and contribute to children's understanding of inclusion and respect.

### Advancing Affordability and Access

Our continued participation in the Canada-Wide Early Learning and Child Care (CWELCC) system remains central to our commitment to accessibility. Following the significant fee reductions introduced in 2024, families continued to benefit in 2025 from more affordable, high-quality child care—reducing financial barriers and enabling greater participation in the workforce and community life.

### Strengthening Support Through Community Partnership

We are grateful for the ongoing partnership with Toronto Children's Services, whose support enhances our capacity to meet diverse developmental needs. Through targeted funding, children requiring additional support receive individualized assistance in areas such as language development, motor skills, and self-regulation.

In 2025, our educators also benefited from specialized professional development opportunities, including 2SLGBTQ+ inclusion training delivered through City-led initiatives. These investments ensure our team is equipped to create affirming, inclusive spaces where every child and family can thrive.

Through a strong foundation of care, learning, and community partnership, University Settlement's Day Care program continues to make a meaningful difference—supporting children in reaching their full potential while enabling families to succeed.

## Impact story

### A Foundation of Trust, Growth, and Belonging

Since 2016, University Settlement has been a trusted part of the Frondozo family's journey—supporting their children's development while providing confidence and continuity as parents.

What began as a search for reliable child care quickly grew into a lasting relationship. *"From our very first interactions, we felt reassured—we knew our child would be cared for and truly seen."*

Educators took the time to understand their daughter as an individual, helping her settle in while building the family's confidence. Clear, consistent communication kept them informed and connected, offering peace of mind each day.

Engaging programming, outdoor play, and nutritious meals created a well-rounded experience that their child looked forward to. Over time, that experience deepened into a sense of belonging. *"We felt part of a community—not just clients, but a family."*

When it came time to choose care for their second child, the decision was easy. *"University Settlement was our only choice."*

Their story reflects the lasting impact of high-quality early learning—where children thrive and families feel supported, connected, and confident.



# Children's Programs

Inspiring Growth, Belonging, and Confidence

In 2025, University Settlement continued to deliver high-quality Children's Programs that provided a safe, inclusive, and engaging environment for children ages 4 to 12. Across Afterschool Programs, Day Camps, and Aquatics, children were supported to explore their interests, build meaningful relationships, and develop essential life skills. These programs reflect our commitment to fostering curiosity, creativity, and a strong sense of belonging within a community-centered setting.

Grounded in our core values of inclusion, safety, and joyful participation, programming extended beyond academic support to nurture the whole child. Participants strengthened their social and emotional development, built independence, and developed resilience—skills that contribute to both their educational success and overall well-being.

## Afterschool and Camps: Active Learning and Enriched Experiences

Throughout the year, our Afterschool Program and seasonal Day Camps provided diverse, hands-on learning opportunities that balanced recreation, skill-building, and creative exploration. Weekly swimming sessions supported physical literacy and confidence, while arts-based programming encouraged self-expression. Cooking and baking activities introduced practical life skills, and access to computer labs, STEM-based learning, and a variety of sports ensured a well-rounded and engaging experience.

A key enhancement in 2025 was the introduction of a complimentary Homework Club, offering children a structured and supportive space to complete schoolwork. With guidance from staff, participants developed positive study habits and increased their academic confidence in an encouraging environment.

Our programs were further enriched through valued community partnerships. Collaborations with organizations such as Kids Up Front, Sago Mini, and Toronto Metropolitan University enabled the distribution of hundreds of tickets to cultural and recreational experiences. Families accessed opportunities including professional sporting events, concerts, theatre performances, and visits to local attractions such as the Toronto Zoo and the Canadian National Exhibition, creating meaningful shared experiences beyond the program setting.



## Commitment to Quality: HIGH FIVE® Accreditation

In 2025, University Settlement proudly maintained its designation as a HIGH FIVE® Accreditation Accredited Organization. This recognition reflects our adherence to rigorous standards established by Parks and Recreation Ontario in the areas of safety, healthy child development, and program excellence. Families can be confident that our programs consistently meet and exceed sector-leading benchmarks for quality and care.



## Impact story

### More Than Afterschool: Building Stability and Opportunity for Mehr and Her Family

Since joining the Afterschool Program at University Settlement in 2023, Mehr Kochar has flourished in an environment grounded in care, connection, and opportunity. What began as a place for afterschool support has evolved into a meaningful community where Mehr feels a strong sense of belonging and confidence. Through her participation, she has developed lasting friendships with peers and built trusting relationships with staff, who have played a consistent and supportive role in her growth.

Mehr's experience reflects the strength of a program designed to nurture the whole child. From engaging in STEM activities and creative arts to building skills through swimming and cooking, she benefits from a well-rounded approach that supports both her personal development and her curiosity to learn. The integration of additional opportunities, such as on-site music lessons, has further enriched her weekly routine and enabled her to explore her interests more deeply.

For Mehr's family, the program's impact extends beyond enrichment—it has been a vital source of stability and support. During a period of career transition in 2023, the flexibility and responsiveness of program staff ensured that Mehr continued to receive consistent care, even on short notice. This reliability provided peace of mind at a critical time, allowing her parent to focus on employment opportunities knowing Mehr was safe, supported, and engaged.

Today, University Settlement is more than a program for Mehr—it is a second home. Her experience speaks to the broader impact of our Children's Programs: creating inclusive spaces where children thrive and families feel supported, connected, and confident in their community.



# Youth Programs

Building Leadership and Future Pathways

Our Youth Programs continued to evolve in 2025, offering dynamic opportunities for leadership development, mentorship, and community engagement. Through intentional programming, youth participants were supported in developing the skills, confidence, and sense of responsibility needed to contribute meaningfully to their communities.

We also expanded our collaboration with post-secondary partners by welcoming students during Reading Week to participate in community-based initiatives. This partnership with the University of Toronto strengthened program delivery while fostering mentorship opportunities and encouraging youth to envision pathways to higher education and civic leadership.

## Leaders in Training (LIT): Pathways to Leadership

The Leaders in Training (LIT) Program remained a cornerstone of our youth development strategy, serving participants aged 14 to 17 through structured leadership experiences connected to March Break and Summer Camps. The program equips youth with practical skills in teamwork, communication, and program facilitation. Notably, many LIT graduates progressed into paid Camp Counselor roles, demonstrating the program's effectiveness in cultivating the next generation of community leaders.

# Fitness & Recreation

Advancing Health, Connection, and Community Well-Being

At University Settlement, we remain committed to ensuring that accessible, high-quality fitness, recreation, and aquatic programs are available to individuals of all ages and backgrounds. Our approach is grounded in the belief that health and well-being are strengthened not only through physical activity, but also through opportunities for connection, belonging, and shared experience.

## Grange Fitness Centre: Accessible Wellness in a Community Setting

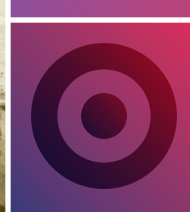
Our Grange Fitness Centre continues to serve as a welcoming, fully equipped space where members can pursue their personal health and fitness goals at every stage of their journey. In addition to a comprehensive range of equipment and self-directed training options, members benefit from personalized support through experienced trainers and a diverse schedule of group classes.

In 2025, programming expanded to include offerings such as Yoga, Strength and Flexibility Training, Pilates, Aquafit, and new classes including Dance Fitness and Core Strength. These programs not only support physical health, but also foster motivation, consistency, and a strong sense of community among participants. Regular members continue to return week after week, contributing to a welcoming environment where shared commitment to wellness strengthens social connection.

## Expanding Access and Participation

Affordability remains central to our recreation model. Reduced membership rates for older adults, youth, and students ensure that cost is not a barrier to participation. Corporate partnerships, including collaborations with institutions such as OCAD University, further extend access for staff and students while strengthening community integration through shared use of facilities.

The introduction of flexible punch card systems for activities such as badminton, basketball, and leisure swimming has further enhanced accessibility, allowing participants to engage in programming based on their individual needs and schedules. This model has been well received and is guiding future expansion into additional drop-in and aquatic offerings.



# Fitness & Recreation (continued)

## Aquatics: Building Skills, Confidence, and Community

Aquatic programming continues to be a cornerstone of our recreation services, offering swimming lessons, aquafit classes, and leisure swim opportunities throughout the year. Our pool serves as a dynamic community space where individuals and families build skills, improve fitness, and engage in healthy recreation together.

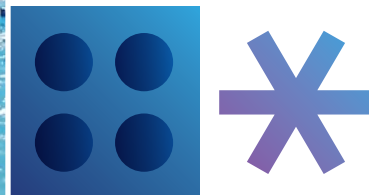
To ensure equitable access, subsidies are available for low-income families, reducing financial barriers to participation. Our swimming instruction model builds on a structured progression system, supported by certified instructors with additional training in child development through the HIGH FIVE® framework. This approach ensures that programming is both technically strong and responsive to the diverse needs of participants.

## Settlement Sharks: Skill Development Through Team Experience

In 2025, our Settlement Sharks swim program continued to provide children and youth with opportunities to build confidence, develop skills, and engage in structured team-based competition. Through participation in recreational swim meets, young swimmers experienced both personal achievement and collective pride, while forming meaningful connections with peers across the city.

## A Commitment to Community Well-Being

Across all fitness, recreation, and aquatics programs, the impact extends beyond physical activity. These spaces foster resilience, social connection, and overall well-being, reinforcing our role as a vital community hub. Through continued investment in accessibility, quality programming, and inclusive design, University Settlement remains committed to supporting a healthier, more connected community for all.



## Impact story

### From Participants to Lifeguards: A Full-Circle Journey

*“University Settlement has always been part of our lives. My brother and I first came as kids, looking for a place to spend time after school and attend summer camp.*

*What started as fun and friendship quickly became something more—a community that supported us as we grew up.*

*We always felt at home. No matter what was going on, the staff had our backs. Their encouragement and kindness made a lasting difference.*

*Looking back, those experiences shaped who we are.*

*Through programs and mentorship, we built confidence, discipline, and a strong sense of belonging.*

*We were encouraged to aim higher and reminded that we were capable of more than we thought.*

*Over time, our connection to University Settlement only deepened.*

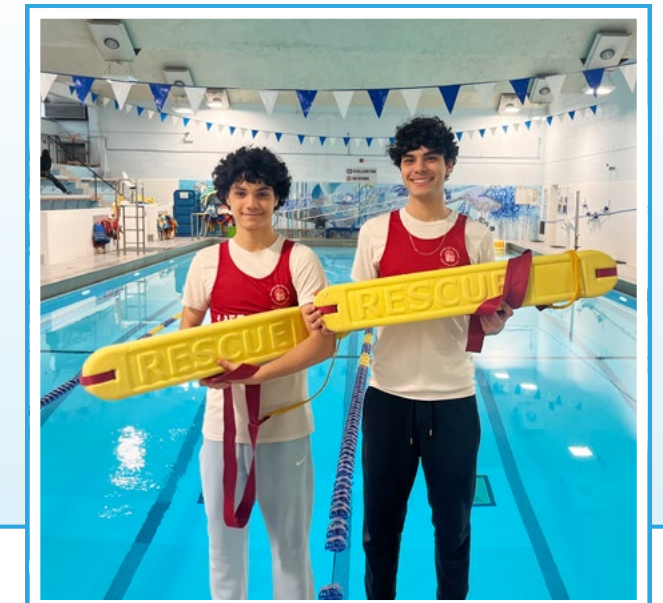
*Today, we’ve come full circle. My brother and I now work as lifeguards, giving back to the same community that supported us.*

*It’s meaningful to be able to support others the way we were once supported.*

*University Settlement has played an important role in our journey and continues to be a place of growth, opportunity, and connection.*

*We are grateful for everything it has given us—and for helping shape who we are today.”*

Nasser & Owais Ode



# Music & Arts School

Expanding Access, Nurturing Creativity, and Building Community

At University Settlement, we affirm that engagement in the arts is a fundamental right, not a privilege. Through our Music & Arts School, we remain committed to ensuring that individuals of all ages, backgrounds, abilities, and financial circumstances have equitable access to high-quality arts education in a welcoming and inclusive environment.

## Expanding Access and Reducing Barriers

Access and affordability remain central to our mandate. In 2025, we continued to offer instruction at rates significantly below market levels, supporting participation from across the Greater Toronto Area. Financial assistance remained a critical pillar of our accessibility strategy, with 27% of children and youth receiving tuition support and subsidies covering up to 80% of program fees. This investment ensures that financial barriers do not limit creative potential, and that our programs reflect the full diversity of the communities we serve.

## A Faculty Committed to Excellence and Inclusion

Our faculty is composed of highly skilled and dedicated music and arts educators who bring both technical expertise and a deep commitment to mentorship. Beyond instruction, they play a vital role in fostering confidence, discipline, and creative expression. Their work supports students not only in developing artistic skill, but also in building resilience, focus, and self-belief—attributes that extend well beyond the classroom.

## Diverse Programming and Creative Pathways

Our Music & Arts School offers a broad range of individual instruction, including piano, strings, woodwinds, percussion, and voice, alongside genres spanning classical, jazz, folk, and popular music.

Complementing individual instruction, group programming provides collaborative and community-based learning experiences. These include children's choir, chamber ensembles, early childhood music classes, ukulele groups, and dance programming, as well as music theory and ear training. Recreational visual arts offerings further broaden creative engagement. With intentionally low instructor-to-student ratios, we ensure personalized attention and meaningful progression for learners at every stage.

## A Legacy of Community, Inclusion, and Creative Expression

As Toronto's oldest community music school, our legacy is rooted in radical inclusivity and community engagement. We continue to serve as a gathering place where creativity is nurtured, diversity is celebrated, and individuals are empowered through artistic expression.

In 2025, we strengthened this legacy by maintaining an open and welcoming environment where every participant—regardless of experience level or background—is encouraged to explore their creativity, develop their skills, and find their voice.

Through this work, the Music & Arts School continues to play a vital role in strengthening community connection and ensuring that the transformative power of the arts remains accessible to all.



## Impact story

### Nurturing Excellence and Artistic Achievement

Since joining the University Settlement Music & Arts School over five years ago, Anastasia Kokkinias (12) has developed from an emerging young pianist into an accomplished and highly promising musician. Her journey reflects the impact of sustained access to high-quality, inclusive arts education supported by expert instruction and mentorship.

Studying piano under instructor Ken Marple, Anastasia has demonstrated exceptional discipline, focus, and artistic maturity. Her progress has been recognized through the awarding of the Aasta Levene Scholarship, the School's most prestigious award, which provides full tuition support for private lessons.

Her instructor describes her as *"an exceptionally engaged and committed pianist who communicates deep musical understanding and emotional clarity in her performances."*

Anastasia's technical development has been equally notable. Since 2023, she has advanced rapidly through the Royal Conservatory of Music program,

completing four examinations in two years and earning First Class Honours with Distinction in both Grade 8 and Grade 9, with marks of 90 and 91. She is currently preparing for Grade 10 repertoire.

Her achievements extend beyond examinations to competitive performance. At major festivals, including the Toronto Kiwanis Music Festival, she has earned top honours for interpretations of works by Chopin and Rachmaninoff, including Platinum awards and first-place recognition. These accomplishments have led to her selection for the Ontario Provincial Finals in Kitchener–Waterloo.

Alongside piano, Anastasia continues to expand her musical practice through voice and violin studies and is a member of the Toronto Children's Chorus.

Her story illustrates the core impact of the Music & Arts School: when young artists are provided with access, mentorship, and opportunity, they are empowered to achieve excellence and develop their full creative potential.



# Language and Settlement Services

Empowering Newcomers to Succeed in Canada

In 2025, University Settlement continued to play a vital role in supporting newcomers as they begin their lives in Canada. Through our Settlement Services and Language Instruction for Newcomers to Canada (LINC) programs, we remained committed to helping individuals and families navigate the challenges of resettlement and integration.

## Newcomer Settlement Services

Our multilingual Settlement Services team provides individualized support and group programming to assist newcomers in navigating the challenges of adapting to life in Canada. Through personalized settlement plans, clients are supported in accessing essential services, setting achievable goals, and building pathways toward education, employment, and long-term stability.

Core services included settlement counselling; assistance with government forms and benefit programs; tax filing support; translation and interpretation; referrals to

community resources; and orientation to Canadian systems and services. Clients are also supported in areas such as housing, healthcare, employment, financial literacy, legal rights, and citizenship through targeted workshops designed to build knowledge, confidence, and community connection.

Additional supports included guidance on post-secondary education and financial aid, assistance with credential recognition for internationally trained professionals, and navigation of work and study permits. Through our partnership with the Canada Revenue Agency, the Community Volunteer Income Tax Program continued to improve access to tax filing services and eligible government benefits for low- and modest-income clients.

Together, these services equip newcomers with the tools, information, and connections needed to successfully integrate and contribute to their communities.

## Language Instruction for Newcomers to Canada (LINC)

Language is central to successful settlement. Through our federally funded LINC program, we provide free English language instruction to permanent residents and protected persons, supporting learners in developing communication skills, confidence, and community connections.

Instruction focuses on practical language development across speaking, listening, reading, and writing, while also

integrating cultural orientation to Canadian life and systems. In addition to classroom learning, students participate in conversation circles, digital literacy sessions, and writing workshops. Progress is supported through the Portfolio-Based Language Assessment (PBLA) framework, enabling learners to track achievement and set individual learning goals.

Many participants report that LINC has supported them in securing employment, pursuing further education, and strengthening their sense of belonging in Canada.

## Beyond the Classroom: Making LINC More Than Just a Class

At University Settlement, language learning extends beyond the classroom. The LINC program incorporates experiential learning opportunities that connect instruction to real-world contexts, strengthening both language acquisition and community engagement.

In 2025, students participated in a range of guided learning experiences, including visits to Edwards Gardens, where they built vocabulary related to nature and navigation; the Legislative Assembly of Ontario, where they explored civic systems and governance; and the Royal Ontario Museum, where they engaged with Canadian history and culture. Additional activities included visits to CF Fairview Mall and the Toronto Post Office Museum, supporting practical language development in everyday contexts such as shopping, transportation, and communication.

These experiences reinforce classroom learning while fostering confidence, independence, and meaningful social connection.

## Integrated Settlement Support

Together, Settlement Services and LINC provide a coordinated continuum of support that addresses both practical settlement needs and language development. This integrated approach helps newcomers build the skills, confidence, and connections needed to thrive and participate fully in their communities.



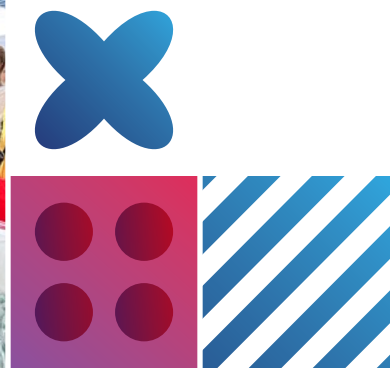
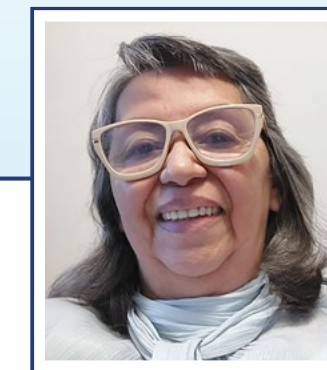
## Impact story

### English Conversation Group: Building Newcomers' Confidence One Conversation at a Time

Maria de Lourdes Serrada arrived in Canada from Venezuela in June 2024 and joined the Tuesday afternoon English Conversation Group in early 2025.

At first, she struggled to form even one sentence in English, which caused anxiety and nearly led her to quit. With gentle encouragement from the facilitator to be patient and focus on listening, Maria persevered. Consistent support and positive reinforcement helped her progress, and she rarely missed a session.

Over time, her English skills and confidence grew. Today, Maria proudly speaks English, enjoys her studies and social life, and is deeply grateful to the University Settlement staff and programs that supported her learning journey.



# Seniors Programs

Fostering Wellness, Belonging, and Lifelong Learning

University Settlement's Seniors Programs continued to provide essential services and meaningful opportunities for older adults to stay active, connected, and supported. Grounded in a community-based approach, the programs combined group activities with personalized one-on-one support to meet the needs of a diverse population, including newcomers, racialized, low-income seniors, and individuals with limited mobility.

Open to individuals aged 55 and above, all programs were free, accessible, and offered in multiple languages. Seniors received support with housing, healthcare navigation, financial assistance, and interpretation services. Group programming promoted physical and mental well-being through activities such as Tai Chi, choir, dance, pickleball, painting, crocheting, and cooking.

Participants were encouraged to build confidence, develop new skills, and maintain healthy, active lifestyles. Many

reported an increased sense of belonging and improved overall well-being.



Over the past year, the program expanded in both scale and diversity, introducing new activities in response to emerging needs while growing existing offerings. This growth was supported by a dedicated network of volunteers and field placement students, whose contributions strengthened program delivery and deepened participant engagement.

## Program Highlights

In 2025, Seniors Programs delivered 44 programs, 864 sessions, 17,152 total attendances. In addition, 8,191 one-on-one client interactions were provided, supporting seniors with individualized needs. Programs were delivered through four key initiatives: New Horizons for Seniors Program, Seniors Active Living Centre, Seniors Community Grant, and Community Service Partnership.

## New Horizons for Seniors Program

This program focused on social connection, skill-building, and digital literacy. Activities included digital literacy classes, English conversation circles, and creative workshops such as painting, crochet, and calligraphy. Social activities—including games, movie days, and picnics—along with workshops on health and safety, supported both engagement and well-being.



## Seniors Active Living Centre (SALC)

SALC prioritized health, wellness, and daily living support. Group programs such as Tai Chi, Zumba, and falls prevention classes promoted physical activity, while one-on-one support addressed housing, taxes, healthcare access, and system navigation. Over 8,100 individualized support sessions were delivered both in person and virtually.

## Seniors Community Grant (SCG)

SCG supported a diverse range of recreational and social programming, including Qigong, pickleball, dance, choir, cooking classes, and community outings. These activities encouraged active lifestyles and strengthened social connections among participants.

## Community Service Partnership (CSP)

CSP focused on high-engagement wellness and culturally relevant programming. Core activities such as Tai Chi and related practices accounted for over 320 sessions and 7,800 attendances. Arts and cultural programs, including choir and traditional dance, alongside workshops on digital literacy and cultural connection, further enriched participant experiences.



## Impact story

### Stitching Connection and Purpose

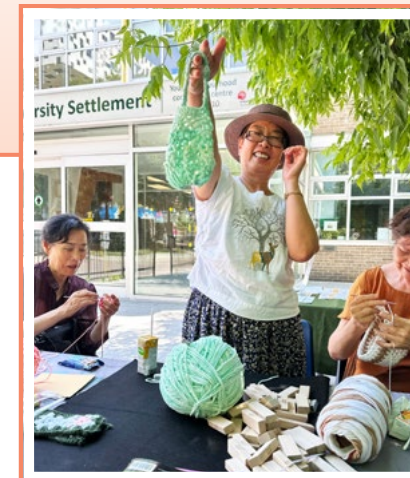
What began as a small crochet group grew into a vibrant community of connection and shared purpose. Participants—ranging from beginners to experienced crafters—came together to learn, teach, and support one another.

Beyond skill-building, the group created a space for meaningful social interaction, helping reduce isolation and foster a strong sense of belonging.

Over time, participants gained confidence, built friendships, and found joy in creating handmade items to share with others.

The impact extended beyond the sessions themselves. Seniors became more engaged, encouraged peers to join, and developed a renewed sense of purpose.

This program reflects the broader impact of University Settlement's Seniors Programs—supporting not only skills development, but also emotional well-being, social connection, and community belonging.



# Social Services

Community Programs Designed to Connect and Empower

Throughout 2025, University Settlement's Social Services programs continued to strengthen individuals and families by nurturing a sense of belonging, well-being, and resilience within our diverse community. Grounded in responsiveness and growth, our initiatives combine community capacity-building, advocacy, and wellness to support meaningful engagement and personal development. Programs offered during the year included volunteer engagement opportunities, women's discussion groups, intergenerational programming, and health and wellness workshops.

## Social Services Programming: Education, Connection, and Wellness

We delivered a range of educational events and resource fairs focused on equipping community members with practical skills and strengthening civic participation. Through free workshops, participants gained knowledge in financial literacy, food and nutrition, digital and technological skills, career exploration and professional development, and civic engagement, including voting rights.

## Building Social Connections Through Recreational Programs

Recognizing the vital role social connection plays in mental well-being, we offered recreational programs that brought together individuals of all ages. Activities such as board game socials, intergenerational book clubs, and community field trips fostered meaningful dialogue, shared learning, and relationship building. By creating safe, inclusive, and engaging spaces, our Social Services programs help reduce isolation, promote wellness, and equip community members with the skills and connections required to live meaningful lives.



## Impact story

### Building Community Through Pickleball

What began as a simple recreational program grew into a meaningful space where community came to life. The pickleball court became a place where laughter is shared, friendships are formed, and people experience a genuine sense of belonging. Participants arrived not just to play, but to connect - greeting one another, checking in, and building relationships that extended beyond the game.

For many, the program became a regular part of their routine and something to look forward to each week. Newcomers were welcomed with patience

and encouragement, while long-time participants naturally stepped into supportive roles, helping others feel included. These small but meaningful interactions fostered a strong sense of trust and connection among participants.

The impact of the pickleball program went beyond physical activity. It brought people together, strengthened relationships, and created a shared space where individuals felt seen, valued, and part of a caring community.

## Partnership Initiatives

University Settlement continues to expand its network of institutional and community partnerships to strengthen integrated service delivery across Language, Settlement, and Social Services. These collaborations enhance access, coordination, and pathways to education, employment, and community integration.

### Education & Employment Pathways

Alongside longstanding partners such as Access Employment, Housing Help Centre, and Career Foundation, University Settlement has strengthened partnerships that support client advancement and career readiness.

Through our collaboration with Humber College, students engage with staff at University Settlement and participate in mock interview sessions on campus to build employment skills and prepare for labour market entry.

We also continue to partner with the SUCCESS ACCEP-IEHP program, supporting internationally trained health professionals in navigating credential recognition pathways toward Canadian licensure. A formal Memorandum of Understanding is currently in development to further strengthen this collaboration.

### Financial Inclusion & Settlement Support

Through the Canada Revenue Agency's Community Volunteer Income Tax Program (CVITP), University Settlement provides free tax filing support to eligible low-income clients. This service is delivered by six trained volunteers during tax season, improving access to essential government benefits and financial supports.

### Community-Based Service Access

Service accessibility is further strengthened through itinerant delivery at community sites, including the Toronto Public Library Board, The Community Place Hub, Working Women Community Centre – Victoria Park Hub, YMCA, and LOFT Community Services.

These efforts are complemented by partnerships with post-secondary and sector organizations, including Seneca College, Centennial College, George Brown College, JVS Toronto, COSTI, and the Toronto District School Board – City Adult Learning Centre.

### Integrated Impact

Together, these partnerships strengthen coordinated, community-based access to services while expanding education, employment, and settlement pathways for clients.

# Employment and Training

Supporting Pathways to Financial Independence

## Integrated Employment Services (IES) program

Access to meaningful employment is a critical foundation for stability and long-term financial independence. In 2025, University Settlement's Employment and Training program concluded following the end of time-limited pandemic funding. Building on this work, the organization secured new support through Employment Ontario to launch the Integrated Employment Services (IES) program.

Since its implementation in April 2025, IES has delivered strong early results—meeting key performance targets and ranking among the top 15 service providers for volume by the end of the second quarter.

## Individuals Receive Timely and Flexible Support

Designed to be responsive and client-centered, the program offers timely and flexible support tailored to individual needs. Participants receive an initial appointment within one week, followed by ongoing check-ins as needed. A comprehensive needs assessment is completed early in the process, ensuring services are aligned with each client's goals and circumstances, while allowing for adjustments as those needs evolve.

## Emphasis on Job Readiness

IES places a strong emphasis on job readiness. Clients are supported in developing professional resumes within their first weeks of engagement and receive individualized guidance on job search strategies, applications, and interview preparation. Through established employer partnerships and community networks, participants are also connected to job opportunities, including access to the hidden job market.

Through this renewed approach, University Settlement continues to equip individuals with the skills, resources, and confidence needed to secure sustainable employment and move toward financial independence.

# Special Projects

Mentoring and Advocating for Our Community

In 2025, University Settlement strengthened its community impact through mentorship and advocacy initiatives. This included mentoring grassroots organizations and advocating for the needs of residents on issues central to our mission and core areas of action.

## OTF Organizational Mentorship

University Settlement served as an Organizational Mentor through the Youth Opportunities Fund (YOF), funded by the Ontario Trillium Foundation (OTF).

Our organization mentored the South Sudanese Parents of South Western Ontario (SSPSWO), a parent-led group supporting families of South Sudanese background. SSPSWO works to address barriers related to education, employment, healthcare, and the justice system, while fostering community connection through culturally responsive programming.

Over the past year, SSPSWO delivered a range of community-based activities, including cultural engagement events, parent discussion groups, parenting workshops, career exploration sessions, and workshops in collaboration with local law enforcement. As a growing grassroots organization without formal financial infrastructure, SSPSWO benefited from University Settlement's ongoing support in financial management, grant administration, and program planning.

University Settlement provided tailored operational and strategic guidance, ensuring alignment with funding requirements while strengthening the group's internal capacity. This mentorship approach reflects the organization's broader commitment to advancing equity by improving access to funding, knowledge, and networks for emerging community leaders.

This work will continue in 2026, with a focus on expanding mentorship capacity and deepening support for grassroots organizations across the sector.

## Grange Precinct Engagement Project

As one of the cornerstones of Toronto's Downtown West neighbourhood and surrounding areas since 1925, University Settlement works to meet the changing needs of the neighbourhood. Like many organizations in the area, this includes balancing growing demand for services with the realities of space and infrastructure.

In response, the City of Toronto initiated a review of how city-owned spaces within the Grange Precinct can better serve the community. This includes sites such as University Settlement, Harrison Pool, St. Patrick's Market, St. Patrick's Market Square, Grange Park, and surrounding public spaces. The precinct is bounded by Dundas Street West, Queen Street West, McCaul Street, and Beverley Street.

In collaboration with the City of Toronto, CreateTO, and Untitled Planning, University Settlement played a key role in advancing the Grange Precinct Engagement Project. Input was gathered from a broad range of stakeholders, including residents, workers, students, visitors, service providers, and program participants.

From September to November, the engagement process included surveys, conversation corners, and pop-up events, creating multiple accessible opportunities for community input. The feedback collected provided insights into how existing programs and spaces are being used, identified gaps and opportunities, and helped inform priorities for future improvements.

This project represents an important step in reimagining how community spaces and services can work together—from recreation and social services to cultural and public gathering spaces. These will guide future planning and investment, ensuring the Grange Precinct continues to be an inclusive, accessible, and connected community.



# 2025 PROGRAM Facts and Stats

Over **170 families** served by the Children's Programs

Nearly **250 kids** participated in the **We Care holiday craft event**

**4500+** community members attended the **Grange Festival**

**150 zoo tickets** provided to families

**450+ events and sports tickets** given through the Children's Programs

**450+ school pick-ups**

**800+ lunches** provided to campers and their families






**23 children** enrolled in Day Care

**37 cultural events** celebrated in Day Care

**494 fresh snacks** made by our Day Care cook

**2 staff retired** after 40+ years at the Day Care





**78 virtual information sessions** for seniors

**2 social and cultural events** hosted for seniors

**8191 individual counselling sessions** for seniors

**779 in-person classes and workshops** for seniors



**455 families** attended swim lessons

**2568 hours** of swim lessons

**1293 aquafit and lane swim sessions**

**35 leadership and lifesaving training sessions**

**384 fitness classes**

**200 badminton sessions**




**2616 newcomers** assisted

**114 newcomers** in LINC classes

**171 workshops** in 5 languages

**35 workshops** for staff professional development




**452 Music & Arts School** students enrolled

**96 children and youth** received subsidy

**8284 training sessions** provided by the Music & Arts School

Over **180 free tickets** for concerts/performance (partnerships)

**17 events hosted** with over 950 attendees

**68% of faculty** speaks a second language




**164 clients served** in resume building, job search, applications, and interview skills

**14 clients** secured employment





# Community Engagement and Events

Guided by a strong commitment to equity, diversity, and inclusion, University Settlement takes pride in hosting events and cultural celebrations that create meaningful opportunities for communities to connect, share, and celebrate their traditions and lived experiences.

In 2025, University Settlement hosted a range of community events, including the 84th Annual Grange Festival, We Care, Lunar New Year Celebration, National Day for Truth and Reconciliation, Nowruz, and Halloween celebrations.

## 84<sup>th</sup> Annual Grange Festival

The 84<sup>th</sup> Annual Grange Festival welcomed families with children of all ages to Grange Park for a vibrant day of community celebration. While adults enjoyed the lively atmosphere and informational booths, children participated in a wide range of activities, including inflatables, games, and interactive programming. Complimentary refreshments such as hot dogs, snow cones, ice cream, cotton candy, and popcorn were available for all attendees.

The festival also featured multicultural performances by our Music and Arts School, along with local artists. Thirty community partners contributed to the success of the event with informational sessions and activities for the attendees. In total, the event welcomed over 4,600 community members.

University Settlement staff hosted the festival in collaboration with 30 partner agencies, sponsors, and the support of 58 volunteers. Community partners and sponsors provided valuable information and connected residents to local resources related to health, housing, education, and social services, while also offering engaging activities at their booths.

The continued success of this long-standing community event—committed to fostering inclusion across economic, racial, and social boundaries—was made possible through the generous support of International Financial Data Services (IFDS), Kiwanis Club of Casa Loma, Lucky Moose, and KPMG Canada, and Generac (ecobee). University Settlement extends its sincere appreciation to all sponsors and partners for their ongoing support.



## We Care

We Care 2025 was a meaningful celebration of generosity and community spirit, welcoming 197 children to a festive holiday experience filled with creativity, connection, and joy.

Leading design firms from across Toronto engaged children aged 3 to 12 in hands-on craft activities, made possible through the generous support of MillerKnoll. Each child left with holiday treats and handcrafted keepsakes to decorate their homes, enjoy through play, or share with loved ones.

The event was further honoured by the attendance of Mayor Olivia Chow and Deputy Mayor Ausma Malik, highlighting the importance of community-driven initiatives that support children and families.

We Care was made possible through the dedication of approximately 100 volunteers from MillerKnoll, along with partners, dealers, design firms, and members of the University Settlement community. We extend our sincere appreciation to MillerKnoll for its continued leadership of this initiative, proudly delivered in partnership with University Settlement since 2012.



## National Day for Truth and Reconciliation

Honouring the National Day for Truth and Reconciliation remains an important commitment for University Settlement as an organization grounded in equity, diversity, and inclusion.

Staff across all locations participated by wearing orange in remembrance of Residential School survivors and in solidarity with Indigenous communities across Canada. Teams at our Grange Road, Spadina, and North York sites were provided time and resources to reflect, learn, and engage in activities appropriate to their environments and communities.

This day provided an opportunity to reflect on the ongoing and intergenerational impacts of Residential Schools and to reaffirm our commitment to learning, accountability, and meaningful reconciliation.



## Lunar New Year

University Settlement was proud to welcome more than 300 community members to celebrate the Lunar New Year. The vibrant energy and sense of togetherness created a meaningful and festive start to the year.

Guests participated in traditional celebrations, including the Golden Pig Cutting, Lion's Eye Dotting, Lion Dance, and Blessing Calligraphy. These ceremonies honoured cultural heritage and brought together community members across generations. Light refreshments were served, creating a warm and welcoming environment for connection.

We were honoured to welcome Deputy Mayor Ausma Malik, MPP Spadina-Fort York, Chris Glover, and members of our Board of Directors. Their presence added special significance to the event.

This celebration continues to be one of University Settlement's most valued annual traditions, reflecting our commitment to cultural inclusion, community connection, and belonging.



## OCAD Welcome Day

University Settlement participated in OCAD University's Orientation Welcome Day 2025, marking the beginning of the academic journey, and a new chapter in life, for more than 1,100 incoming students.

The event provided a valuable opportunity to connect with students and share information about our youth programs located just across Grange Park, including our Recreation and Fitness Centre, as well as volunteer and part-time employment opportunities.

Students engaged enthusiastically at our booth, spinning a prize wheel for giveaways. In total, 70 students received a complimentary Fitness Day Pass for our facility at 23 Grange Road, helping introduce them to healthy, active living within the community.



# Halloween Celebrations

Halloween celebrations began with a festive parade organized by the Day Care program. Children marched through the Grange facilities while parents and staff cheered them on and distributed treats, creating a joyful start to the day.

In the afternoon, the Afterschool Program hosted a community Halloween party for children aged 3 to 12. The event welcomed participants from the Afterschool and Day Care programs, as well as families from the broader community.

A total of 64 children participated, showcasing creative costumes, taking part in a costume contest, making themed crafts, dancing, and enjoying a Halloween movie. The event fostered community connection and provided a fun, engaging experience for participating families.



# Nowruz

University Settlement hosted a Nowruz celebration that brought together community members and valued partners, including Mennonite New Life Centre, JVS Toronto, Skills for Change, CIBC, Prospect Canada, and Toronto Police Service.

Centered around a shared community luncheon, the event served as both a cultural celebration and an opportunity to strengthen relationships among settlement service providers. A highlight of the event was a series of Persian musical performances by clients and community members, including local police representatives.

Our Farsi-speaking settlement team prepared a traditional Haft-Seen table, a Persian custom dating back over 3,000 years. Featuring seven symbolic items beginning with the letter "Seen", the display represents themes of renewal, health, growth, and prosperity—central to the spirit of Nowruz.

The celebration honoured Iranian and Persian cultural traditions while reinforcing University Settlement's commitment to cultural inclusion, cross-cultural understanding, and welcoming newcomers.



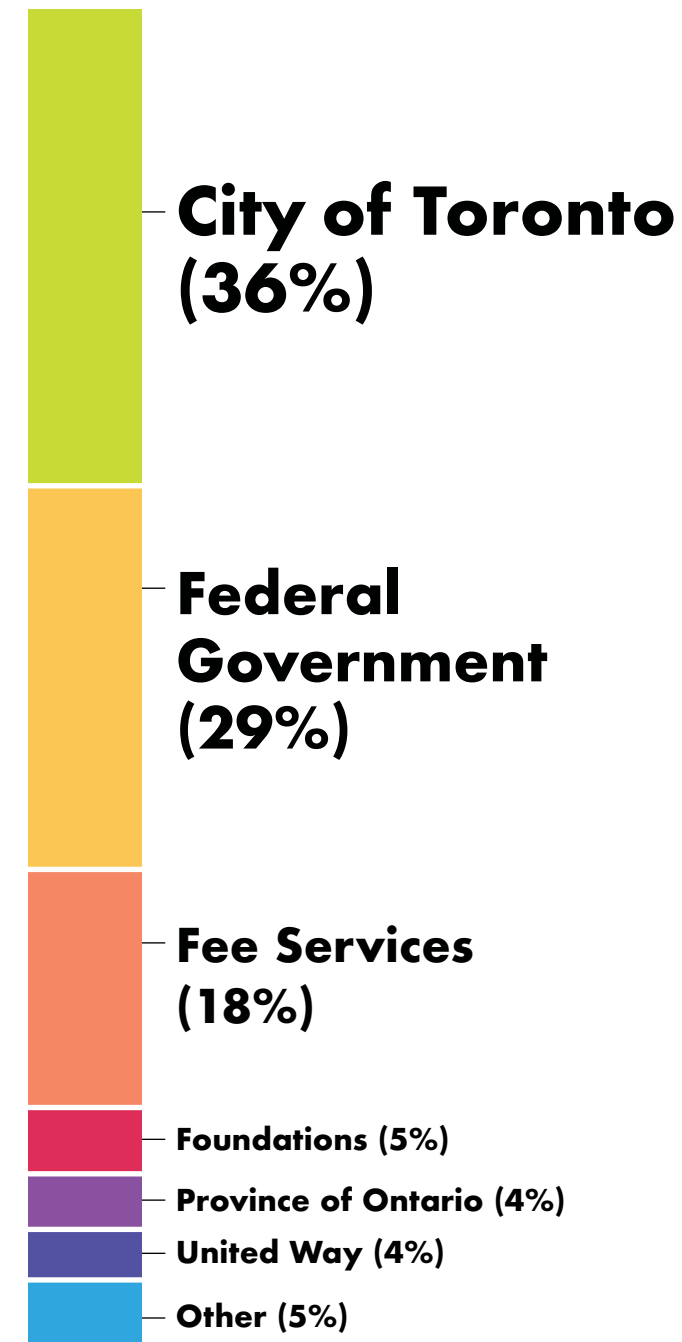
## UNIVERSITY SETTLEMENT 2025

# Financial Overview

Year ended December 31, 2025

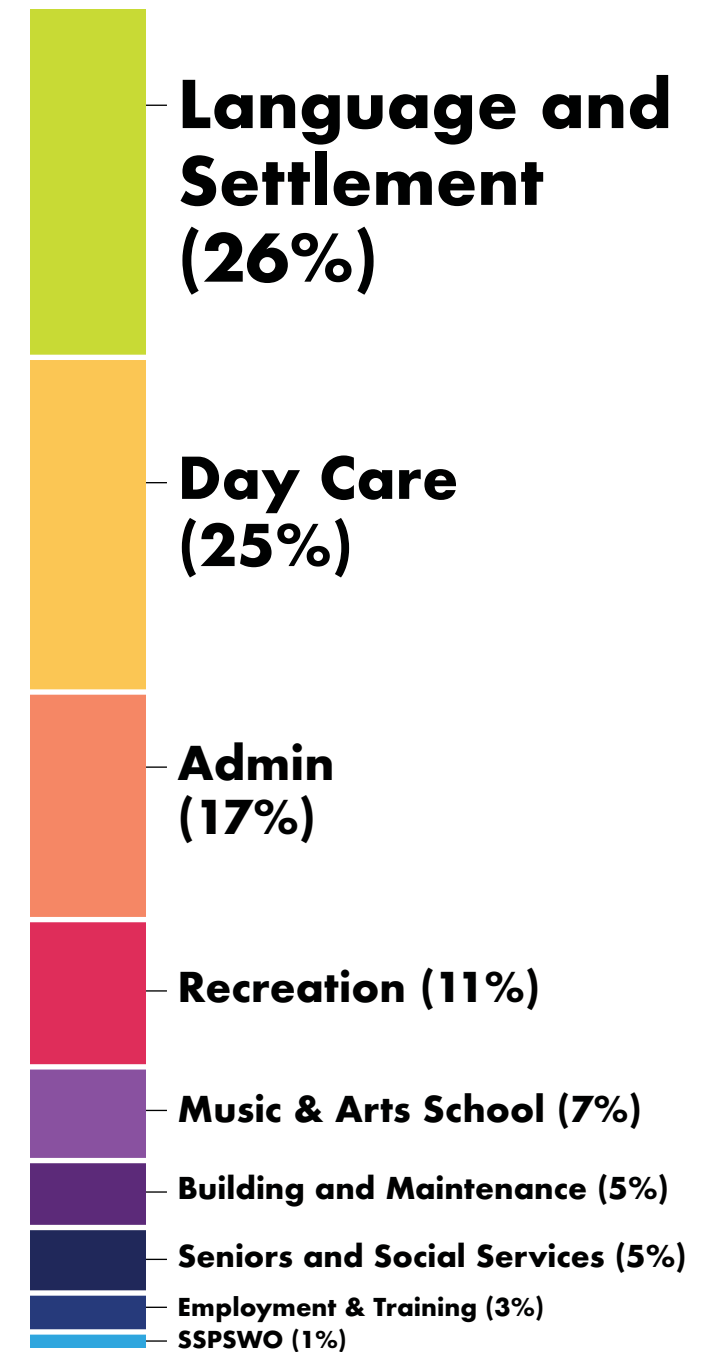
### Sources of Funds (2025)

**\$5,987,340**



### Uses of Funds (2025)

**\$5,944,242**



## OUR BOARD OF DIRECTORS

# Governance and Leadership

### Executive

**Hannah Riordan**  
Board Chair

**Mark Haan**  
Vice-Chair

**Michelle Lin**  
Treasurer

**Jeffrey Zhu**  
Secretary

### Members

**Andrew Massey**  
**Andrew Lam**

**Danielle Pal**  
**Dariusz Szypula**

**John Amardeil**  
**Mark Van Ginkel**

**Maureen Gans**  
**Myriam Gafarou**

**Ripudaman Jagayat**  
**Sherry McLean**

**Shraddha Bhagwat**  
**Sonya Gulati**

### At Pleasure of the Board

**Raymond White**  
Executive Director

“

*“As an immigrant, I understand the profound difference between simply arriving in a new country and truly belonging. I joined the Board because the organization’s mission reflects the kind of community I want to help build—one where settlement is not a solitary struggle but a supported journey.*

*Serving as Treasurer allows me to contribute my financial skills to a cause I believe in deeply. I believe in strong financial stewardship and thoughtful leadership are how we honour the dedication of our staff and ensure the door to opportunity stays open for everyone.”*

– **Michelle Lin, Treasurer**

”



## OUR SUPPORTERS

# Funders and Donors

We are grateful to the following partners and supporters whose contributions make our work possible.

### Government Funding Partners

#### Government of Canada

Immigration, Refugees and Citizenship Canada (IRCC)  
Public Health Agency of Canada (PHAC)  
Employment and Social Development Canada (ESDC)  
Human Resources Development Canada (HRDC)

#### Province of Ontario

Ministry of Labour, Training and Skills Development  
Ministry of Children, Community, and Social Services (MCCSS)  
Ministry for Seniors and Accessibility  
Employment Ontario

#### City of Toronto

Community Services Partnerships  
Toronto Employment and Social Services  
Toronto Children’s Services  
Corporate Real Estate Management (CREM)

### Foundation Funders and Program Grants

#### Major Foundation Funders

United Way Greater Toronto  
Ontario Trillium Foundation  
The Maestro Foundation

#### Program Grant Funders

Glenn Colborne Fund (Toronto Foundation)  
The Toronto Star Children’s Charities  
Associated Chamber Music Players (ACMP)  
Older Adult Centres’ Association of Ontario  
Toronto Coalition for Better Childcare

### Individual Donors

Andrew Currie  
Beverly Lewis  
Cameron Ferris  
Casey Yeung  
Catherine Southworth  
Ceta Ramkhalawansingh  
Darlene Tam  
David Olds (in honour of  
Leith, Oliver and Salma Olds)

Dora Sarmiento  
Gary Rogers  
Genevieve Trilling  
Jeff Zhu  
Jeffery Callender  
Jejin Lee  
Jia Tong Zhang  
Laraine Herzog

Larry Steinhauer  
Lauriane Ciannavei  
Lingxin Zhang  
Lizz Bryce  
Lucy Poon  
Maggie Lam  
Mark Van Ginkel  
Maureen Gans

Maxine Heppner  
Michelle Lin  
Myriam Gafarou  
Neema Thaliath  
Neil Davis  
Paul Greenwood  
Raymond White  
Saakshi Sood

Sandra Li  
Sheyfali Saujani  
Shin Bok  
Siyin Meng  
Winnie Lee  
Yiyun Wang

### Corporate and Community Supporters

#### Lead Corporate Funders

International Financial Data Services (IFDS)

#### Community Partners & Supporters

Kiwanis Club of Casa Loma  
Longboat Runners  
The Adams & Miles Foundation  
FCR Thriving Neighbourhoods Foundation  
Lynn Bevan Fund (Toronto Foundation)  
Gitel People Foundation

#### Supporting Corporate and Business Contributors

Generac (Ecobee)  
KPMG Canada  
Lucky Moose  
Sago Mini  
Clover Insurance

### Legacy and In-Memoriam Gifts

Estate of John Lynn Baker (via Allyson Baker, Executor)

### In-Kind Contributors

Google  
MillerKnoll  
Second Harvest  
Kids Up Front Toronto  
The Aga Khan Museum

National Ballet of Canada  
Massey Hall & Roy Thomson  
Hall Corporation  
Festival Wind Orchestra

OUR SUPPORTERS

# Volunteers and Field Placement Students

University Settlement extends sincere gratitude to all our volunteers and field placement students. Their generosity with their time, strong commitment, and genuine passion made it possible for us to expand our programs in 2025 and deepen our impact across the community. Their contributions were invaluable, and we are deeply grateful for the role they played in advancing our mission.

## Volunteers

### Grange Festival 2025

- |                    |                   |                     |
|--------------------|-------------------|---------------------|
| Ada Liu            | Gabriel Barrera   | Princess Gerez      |
| Alessandro Barros  | Hengame Ahmadi    | Priya Durairaj      |
| Alicia Argudo      | Nejad             | Reggie DeLazzari    |
| Anabel Roque       | Ho Pang Wong      | Rod Minden          |
| Andrew Lai         | Ines Lepage       | Sabrina Barrera     |
| Anthea Wright      | Jessica Palozzi   | Samaya Bachan       |
| Aya Hassan         | Jordan Celio      | Shannon Bogue       |
| Benedetta Parise   | Joseph Panganiban | Simone Dsouza       |
| Carolina Atapuma   | Joshua Botticelli | Soweon Lee          |
| Clara Kim          | Kathi Silke       | Stephen Chavez      |
| Cole Kilfoy        | Kathleen Browne   | Sukhbir Singh Sethi |
| Daliya Holender    | Kevin Feng        | Susan Kohlhepp      |
| Dami Olatokun      | Kyle Lobo         | Suzanne Graham      |
| David Drew         | Lauren Mathewson  | Vicky Cugliari      |
| Donald Kibblewhite | Linh Hoang        | Samuel Shears       |
| Eden Maayan        | Mamta Kadyan      | Michael Ferguson    |
| Elle Kilfoy        | Matia Caicedo     |                     |
| Emma Arevalo       | Michael Leal      |                     |
| Ezra Naizghi       | Namratta Das      |                     |
| Francesco          | Natasha D'Souza   |                     |
| Coccimiglio        | Nicole Kilfoy     |                     |
| Fraser Wilson      | Parisa Hemmati    |                     |

### Language and Settlement Services

- |                  |                    |                |                      |              |
|------------------|--------------------|----------------|----------------------|--------------|
| Azadeh Sadoughi  | Targol Alirezaefar | Sewan Lee      | Fanny Wu             | Mandy Fung   |
| Samaneh          | Asiyeh Ramezani    | Paria Aghayari | Ruishi (Lucy) Mei    | Tahsin Islam |
| Akhavanfard      | Golrokh Ansari     | Parisa Hemmati | Cielo Bingley        | Yi Cao       |
| Ghazal Farjadi   | Alireza Roknian    | Akhtar Etemadi | Huiting (Oceana) Zou | Eric Lin     |
| Elaheh Mohsenian | Ali Akbari         | Esmat Mohammad | Jobim Novak          |              |
| Maryam Mehrali   | Shayan Zhanpour    | Yan Su         | Louis Lu             |              |



### Children's Programs

- |                      |                  |
|----------------------|------------------|
| Yuechen Gao          | Alan Liu         |
| Forough Farshad      | Kazuki Chou      |
| Alyson Liu           | Gabriel Gogo     |
| Ryan Wu              | Moses Thawng     |
| Victoria Chareunsouk | Eli Goh          |
| Naima Cassidy-Sealy  | Regina Sang Te   |
| Timothy Huang        | Ruby Yeaman Park |
| Clarisse Silva       | Claire He        |
| Iva Talwar           | Maggie Li        |
| Leo Han              | Ahmad Algunideh  |
| Owais Ode            |                  |

### Music & Arts School

- |              |                |
|--------------|----------------|
| Aaron Laraby | Andrew Wolf    |
| Antonio Lin  | Sandy Thorburn |

### Day Care

- Agnes Santoso

### Seniors and Social Services

- |                 |                |             |            |           |
|-----------------|----------------|-------------|------------|-----------|
| Bojana Vojvodic | Lai-Yee Au     | Li Lan      | Monica Lee | Ada Liu   |
| Derek McLean    | Lucinda Fang   | Fanny Wu    | Kitty Chan | Grace Cao |
| Gary Pemberton  | Tony Chow      | Mary Tong   | Tina Liu   |           |
| Harry Fine      | Chuen Lin Wun  | Albert Wong | Judy Yam   |           |
| Wendy McLean    | Diana Ma       |             |            |           |
| Yongqian Guo    | Judy Yong      |             |            |           |
| Hui Ping Zhao   | Shirley Chong  |             |            |           |
| Vivina Li       | Qiu Xia Wang   |             |            |           |
| Hongyang Li     | Jin Long Li    |             |            |           |
| Catherine Xiao  | Pei Qin He     |             |            |           |
| Tangqiu Li      | Xiao Xiao      |             |            |           |
| Yingjie Cai     | Xiao Hong Wang |             |            |           |
| Chang Ping Yu   | Lynn Lin       |             |            |           |
| Ke Quan He      | Wen Lan Luo    |             |            |           |
| Kuai Le         | Wen Xiu Shi    |             |            |           |
| Joseph Lam      | Yan Xia Xiao   |             |            |           |
| Yi Lin          | Clara Xiao     |             |            |           |
| Lihe Zhang      | Grey Zhang     |             |            |           |
| Shuang Ju Tan   | Qin Wen Tong   |             |            |           |



## Field Placement Students

### Day Care

#### George Brown College

- Simranpreet Kaur  
Damanpreet Kaur  
Navjot Kaur  
Sakeena  
Breanna Thomas  
Isabel Torres  
Sonam Yangzom  
Toyin Christiana Osagie  
Paula Anne Atanasov  
Japanpreet Kaur  
Jade Khalili  
Mohit  
Erika Ponce Varela  
Harmanpreet Kaur  
Jasmine Villanueva  
Alyssa Budhoo  
Kam Miu Mak  
Jiyeon Kworn  
Honey Grace Luansing

#### Toronto Metropolitan University

- Siham Abukar  
Nicole Julaton  
Jofey Louise Adolfo  
Summaya Farah

### Language, Settlement, Seniors

#### George Brown College

- Zelin Wong  
Anahita Nayebi  
Sushila Limbu  
Yong Wang

#### George Brown Polytechnic

- Parisa Hemmati

#### York University

- Brayden Kwan  
Mara Jaldin

#### Seneca Polytechnic

- Angel Nepali  
Mahshid Ebneahmadi

#### Centennial College

- Zuhal Saidali  
Nelofar Maoudi

#### Loyalist College

- Shahin Mirhasani

#### City Adult Learning Centre

- Bimolendu Chowdhury

#### Centre for Learning and Development, IWIP

- Xiaomin (Liz) Zhang  
Mariam Kawees

THANK YOU TO

# Our Leadership Team and Staff

As a collective group, our staff dedicated themselves to the love of community by working relentlessly with passion, resilience, and inventiveness. Thank you all.

## Leadership Team

Raymond White	Ida Bertolini
Ana Tome	Oladipupo Sokunbi
Arunthathy Ratnasingham	Oswaldo Sosa Requiz
Beata Golec	Priyanka Bakhshi
Dora Sarmiento	Victoria Medeiros
H. Felix Flores	

## Staff

Aarayan Kumaresh	Chung Ming Choi	Hiu Man Kwok
Aayushi Dhuri	Cindy Ma	Ho Wong
Abdullahi Adebayo	Clarissa Tam	Honey Luansing
Alberto Di Priolo	Claudia Velez	Hui Xie
Alex Cheung	Coco Yajaman	Irish Ponce
Alicia Williams	Connor Wynn	Iryna Ostapchuk
Allan Zhou	Damini Sahu	Isabel De Barros
Allysa Rutenberg	Danica Par	Ivonne Zavala Soto
Andre Mcevenue	David Sokunbi	Jackel Agyeiwah
Anthony Policicchio	David Bloss	Jackson Shoebottom
Anthony Zhang	Diane Policicchio	James Talukdar
Babak Bagheri	Djhante Stoddart	James Langevin
Barbara Tahir	Elizabeth Kikuchi	Jamie Xiao
Beverly Lewis	Elliott Frith	Jasdeep Kaur
Bin Xu	Emily Kar Wai Tam	Jennifer Tran
Bing Han	Eugene Ponce	Jennifer Chan
Bing Fu	Fang Liu	Jenny Rabbets
Bohdan Molchanov	Faranak Zarrinabadi	Jerico Ponce
Candace Whynot	Genevieve Wong	Jessica Villagaray Camposano
Cassandra Yao	Girija Paliwal	Jing Cao
Catarina Fagulha	Guilherme Rocha	Joel Tangjerd
Celine Tchang	Guizhen Yan	Johann Taylor
Chak (Simon) Young	Hala Toubal	Joseph Lubaale
Chia An Tung	Hannah De Young	Jun Zhang
Christian Dorogan	Harmanpreet Kaur	Kam Miu Mak



## Staff (continued)

Maria Molina	Pamela Tahir	Tan Shun Hsu
Mariah Chong East	Paola Cruz Sanchez	Terrin Smith
Marion Waldmann	Pravin Dayananda	Theresa Walsh
Mark Dallas	Rene Chib	Vanessa Castellon
Martin Vuckovic	Reyhaneh Mokhayeri	Veronika Ostapchuk
Maryam Moghaddam	Robert Carroll	Wei Xia
Masaki Lee	Robert Maddocks	Weikang Huo
Matthew Koller	Roger Mloszewski	Wyatt Wong
Maya Dumas	Rong Lin	Xiao Xue (Renee) Qi
Mei Fang Li	Rosalind Saunders	Yaa Afriyie Donyina
Mery Cashu	Roshnik Sheikh	Yan Shen
Michael Dick	Sai Harishankar	Yan Juan Huang
Michael Thibodeau	Sebastian Kidston	Yat Wah Lam
Miki Takasu	Seyedeh Naghmeh Janani	Ye Chen Zhang
Morium Begum	Sharifa Sharif	Ying Gao
Nasser Ode	Sherry Squires	Ying Qi
Nataliia Bondaruk	Sienna Goncalves	Yizhuang (Maggie) Qu
Nathan Yoon	Simardeep Grewal	Yoona Kang
Nathan Yu	Sonya Daghighian	Yu Hin Choi
Ngar Yeung	Stephanie Tahir	Yuuna Lee
Nicholas Neill	Suet Lai Au	Yuxiang Jiang
Nicholas Shao	Suna Yoo	Yvonne Whitlock
Nithyapriya Thanapandi	Susan Kohlhepp	
Oliver Hirshfeld	Susan Lee	
Orville Facey	Susana Condori	

## South Sudanese Parents of Southwestern Ontario

Anyeth Kuot
Ayuel Machar
Geu Machar
Joseph Awae Makon



**University Settlement**  
FOUNDED 1910

**23 Grange Rd.**  
416-598-3444

**720 Spadina Ave. #504**  
416-408-4058

**6075 Yonge St., 4th Fl.**  
416-218-8990

**Charitable Number**  
119279412 RR0001

# CREATE CHANGE TODAY

At University Settlement, we're driven by the belief that everyone deserves a chance to thrive, regardless of their circumstances. For over a century, we've been steadfast in our mission to establish a community hub where individuals of all ages can find the assistance they require to lead enriching lives.

Your contribution doesn't just help individuals; it enriches the entire community. With your generosity, University Settlement can extend programs to people experiencing financial barriers, ensuring accessibility for all. Consider a monthly donation today to leave a lasting impact.

**Join us in making a difference and learn about the impact you can create at:**  
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## Thank You to Our Funders

