

HEARING THE VOICES OF CHILDREN

THE TERESA GROUP
ANNUAL REPORT



2024 - 25

Message from the Co-Chairpersons, Board of Directors

It is an honour and a privilege to welcome you to the Annual General Meeting of The Teresa Group (TTG). Since our founding in 1990, TTG has grown from humble beginnings, providing support to a few children, youth, and their families from the basement of a church into Canada's oldest community-based charitable organization specifically serving children, youth, and families infected and or affected by HIV and AIDS.

Over the years, our growth has been driven by a deep commitment to the people we serve. Today, TTG is a professional, compassionate, and trusted organization that continues to deliver high-quality, person-centered care to hundreds of families across the GTA and Ontario. We extend our sincere thanks to the families who place their trust in us. Your strength and resilience continue to inspire our work, and your confidence in TTG fuels our commitment to deliver safe, confidential, and equitable care with compassion and dignity.

To our community of supporters, clients, families, partners, donors, and funders, thank you for your unwavering support and belief in our mission, vision, and values. Your generosity allows us to continue addressing the evolving needs of the children, youth, and their families we serve.

We are also deeply grateful to our exceptional staff, whose dedication and professionalism ensure the delivery of consistent, high quality support services. To our volunteers both seen, and unseen thank you for your time, energy, and care. Your efforts are the quiet force that helps our programs run smoothly and effectively.

Board Priorities and Accomplishments

Over the past year, the Board has focused its work in five key areas to further strengthen our impact:

Program Impact

The Board has worked closely with the Executive Director to provide strategic direction and support for TTG's programming. This included renewing funding agreements, identifying new resources, and ensuring program sustainability. We also worked to refine our priorities and improve responsiveness to the changing needs of children, youth, and their families.

Community Partnerships

We continued to strengthen collaborations with schools, healthcare providers, and other community organizations. These partnerships enhance our ability to provide wraparound support to families and expand our reach and impact.

Governance and Oversight

The Board remained committed to upholding the highest standards of accountability, transparency, and effective leadership. This included active oversight, strategic planning discussions, and regular evaluation of our governance practices.

Board Development

In partnership with the Ontario Organizational Development Program (OODP), we engaged in a comprehensive recruitment process to bring new skills and perspectives to the Board. We welcomed several new members who bring passion, experience, and diverse expertise to strengthen our leadership. We especially thank John Miller for his invaluable guidance and patience throughout this process.

Policies and Procedures Review

We undertook a full review of our organizational policies and by-laws to ensure compliance with the Ontario Not-for-Profit Corporations Act (ONCA) and alignment with best practices in governance. Unfortunately, one of our intended goals developing a new strategic plan was not achieved this year due to competing priorities. However, we remain committed to completing this important work in the year ahead. As we reflect on our accomplishments, we acknowledge that none of this would have been possible without the support of our Executive Director, Rajesh Pisharody, the dedicated staff, volunteers, funders, donors, community partners, and importantly, the families we serve.

On behalf of the entire Board of Directors, I extend our heartfelt gratitude. Your support sustains our mission and allows The Teresa Group to continue offering respectful, inclusive, and compassionate services to all families grounded in equity, dignity, and love.

With profound appreciation,



Lena Soje (She/Her)
Co-Chairperson, Board of Directors

Dale Maitland (He/Him)
Co-Chairperson, Board of Directors



Message from the Executive Director

To our cherished community, it has been a privilege of ours to serve alongside you in this movement to support children, youth and their families impacted by HIV/AIDS. It is with immense pride and gratitude that we present this year's annual report. This message focuses on a year of positive transformation and looks forward with optimism, acknowledging the foundation that made growth possible. The organization is in a stable position, and we are financially sound. This past year was a period of exciting evolution for our organization. We embraced new strategies, expanded our reach, and, most importantly, deepened our impact on the community we are so privileged to serve.

This report provides the numbers and data that show our progress, but it's the personal, transformative stories that truly define our success. You, our dedicated supporters, made that story—and countless others—possible. Your commitment is a profound investment in the lives of the individuals we serve. By weaving together facts and human stories, we aim to show how your support fuels our outcomes and directly impacts the lives of those we touch.

As we reflect on the past year, one word comes to mind: "community." There were some challenges we faced, but they only served to highlight the incredible strength and unwavering compassion of our community—our staff, our peers and volunteers, and our generous donors and supporters.

This report is a testament to what we can achieve when we stand together. While the statistics within these pages—like the number of pregnant HIV positive women who accessed the Ontario Infant Formula Program, the children and youth who received backpacks, the youth who received the Clarins Educational Scholarships and the Stewardship Educational Scholarships, the number of new parents who accessed the Welcome Home Baby Bag and a steady supply of diapers and new baby clothes, the families who received children's toys, youth gift cards, Holiday food Hampers and new winter clothing, the youth who trained to be camp counsellors, all the children that attended Camp Mandala, parents who accessed multiple practical supports, counselling and case management and group supports—tell a powerful story, they don't capture the full picture. They don't show the small, heroic moments of kindness and the deep human connections that formed in the face of adversity.

This year's achievements have moved the organization closer to its core mission and vision. This past year, our team and our supporters embodied our mission more than ever before.

We are profoundly grateful for your trust and commitment. Thank you for being a vital part of our story and for helping us create a brighter, more hopeful future for those we serve. Our successes are a direct result of the passionate and dedicated people who make up our family. This report celebrates our collective achievements and highlights the many ways we have laid the groundwork for an even more innovative future. With the vision and support of our Board, staff, peers and volunteers, we are building a stronger and more equitable future for everyone. Thank you for your partnership on this journey. We are just getting started.

Thank you for believing in our mission and for helping us create a world where all children, youth and their families impacted by HIV/AIDS can empower their own lives, be an integral part of community and thrive. We are deeply grateful to all our government funders including the Public Health Agency of Canada, The Ontario Ministry of Health and Long-term Care and the City of Toronto for your ongoing and valuable support. We would like to thank the different foundations, private donors, and volunteers for your unwavering commitment, whether through volunteering or your generous financial contributions. Together, we are building a stronger, more resilient community for all.

With deepest gratitude,



Rajesh Pisharody (He/Him)
Executive Director



Mission:

The Teresa Group advances the dignity and well-being of children, youth and their families affected by HIV and AIDS.



Value Statement

The Teresa Group values and respects the Ontario Human Rights Codes (1981) that prevent discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability. We express this by acknowledging and informing ourselves of the history of discrimination (at individual and institutional levels) and its harmful effects, in all forms, on individuals and communities and by becoming sensitized to and addressing the ways individuals and organizational behaviours or actions may be experienced or interpreted as discriminatory by individuals we work with and serve, individuals within agencies/organizations/communities.

The Teresa Group, through its Board of Directors, Executive Director, employees and volunteers, values and respects the dignity and integrity of each child, woman, man whose needs brings them to the Teresa Group. We express this through respectful interpersonal relationships and our commitment to ensure the programs and services offered are of high quality with a concern for emotional, physical, socioeconomic, and spiritual well-being of individual family members and family as a unit.

The Teresa Group values and respects one another in our various capacities as volunteers, staff and Board members, for who we are as individuals and for what we contribute personally and collectively to the work of the Teresa Group. We show this by the quality of our interpersonal relationships, cooperation in a common endeavor and concern for the emotional, physical, social and spiritual wellbeing of one another.

The Teresa Group values and respects the work of other agencies, groups and individuals in their advocacy and support for families living with HIV and AIDS and where possible we express this through cooperation and collaboration.

The Teresa Group values and respects the public and private material contributions we receive and we express this by our careful stewardship of those resources, employment practices that balance the needs and interests of employees and funders, the careful and responsible design, administration and delivery of programs and services and the distribution of these services to families in a manner that is non-discriminatory and balances between fairness and equality to all families and to the special needs of individual families or family members.

Strategic Directions



Strategic Direction #1

Position the Teresa Group as a leader on issues related to children and families affected by HIV and AIDS.



Strategic Direction #2

Provide targeted unique, and high-quality programs and services.



Strategic Direction #3

Enhance and strengthen everything we do through strategic partnerships.

OUR PROGRAMS

Living with or being affected by HIV and AIDS in the family can be a very difficult experience for children and their families. The Teresa Group programs and services strives to offer multiple options of support accessing practical and psycho-social supports. Support is accessible to children, youth, and their families of all ages and at all stages of the child's development from pre-natal supports for pregnant women, all the way through childhood, adolescence until young adulthood.



184

Children received a new backpack, with a lunchbox and waterbottle at the start of the school year as part of the **“Back to School Backpack Program”**

202

Individuals were supported by the **“Family Holiday Food Hamper Program”**





69

Mothers with newborns received a **“Welcome Home Baby Bag”** which included new baby clothes, blankets, feeding bottles, toys, bibs, towels, and winter clothing.



11520

Cases of infant formula were distributed

160

Newborns were enrolled in the **“Ontario Ministry of Health Infant Formula Program”**



Infant Formula Program

This program is funded through the Ontario Ministry of Health and Long-Term Care.



322

Packages of **“Diapers”** were distributed to parents with young ones ages birth – 2.



287

Children were given new toys as part of the **"Childrens Holiday Toy Program"**

183

Youth received gift cards as part of the **"Youth Holiday Gift Card Program"**



468

Family members accessed the **"Get Ready for Winter Holiday Clothing Program"**

1982

Individuals accessed the
**“Practical Supports and
Counselling and Case
Management Services”**
of the Teresa Group



4

Youth received the
**“Stewardship
Educational
Scholarship Program”**
of \$2500/- each towards
their college/university
education.



4

Youth received the
**“Clarins Educational
Scholarship Program”**
of \$2500/- each towards
their college/university
education.





40

Children were able to spend a grand summer at **“Camp Mandala”**



16

Youth Camp Counsellors went through a **“Camp Counsellor Leadership Development Training Program”**





23 Children participated in the **“World AIDS Day Event”**

25 Children participated in the **“Truth and Reconciliation Day Event”**

14 Parents attended **“Parents Club Support Group”** to commemorate Black History Month

20 Mothers participated to celebrate Mothers Day and

16 Mothers accessed therapies as part of self care for Mothers Retreat



32

Women were supported through the **“Women POWER Project”**

The background is a light teal watercolor wash. It is decorated with several butterflies: a large orange and black monarch in the top left, a large orange and white butterfly in the top right, a blue butterfly in the middle right, a blue butterfly in the bottom right, and a yellow butterfly in the bottom left. There are also several orange star-shaped flowers scattered throughout.

Board of Directors

Dale Maitland

Director, Co-Chairperson
of the Board

Zahid Somani

Director, Vice Chairperson
of the Board

Dave Kerr

Director, Treasurer of the
Board

Lena Soje

Director, Co-Chairperson
of the Board

Paulina Tshuma

Director, Secretary of the
Board

Samara Carroll

Director

Chad Milbrandt

Director

Robyn Salter

Director

Asha Ulusow

Director

Board committees

Executive Committee:

Dale Maitland - *Director, Co-Chair of the Board*
Lena Soje - *Director, Co-Chair of the Board*
Zahid Somani - *Director, Vice Chair of the Board*
Dave Kerr - *Director, Treasurer of the Board*
Paulina Tshuma - *Director, Secretary of the Board*
Rajesh Pisharody (*ex officio*)

Governance Committee:

Dale Maitland - *Director, Co-Chair of the Board*
Lena Soje - *Director, Co-Chair of the Board*
Chad Milbrandt - *Director, Vice Chair of the Board*
Dave Kerr - *Director, Treasurer of the Board*

Human Resources Committee:

Lena Soje - *Director, Co-Chair of the Board*
Asha Ulusow - *Director*
Robyn Salter - *Director*

Fundraising Committee:

Dale Maitland - *Director, Co-Chair of the Board*
Chad Milbrandt - *Director*
Dave Kerr - *Director, Treasurer of the Board*
Robb Walker - *Philanthropy & Communications Manager*

Finance Committee:

Dale Maitland, Director - *Chair of the Board*
Dave Kerr, Director - *Treasurer of the Board*
Jon Wollaston - *Finance Manager*

Policy Committee:

Chad Milbrandt - *Director*
Robyn Salter - *Director*
Rajesh Pisharody (*ex officio*)

Teresa Group Staff

Rajesh Pisharody
Executive Director

Jon Wollaston
Finance Manager

Claudia Medina
Programs Manager

Robb Walker
Philanthropy & Communications
Manager

Hajjarah Nagadya
Family Support Co-Ordinator

Silvana Fuentes
Family Support Co-Ordinator

Kimberley Vaz
Family Support Co-Ordinator



Teresa Group Volunteers

At the heart of any organization are its volunteers. Volunteers gave us so much. Their time and commitment to uphold the work and values of the Teresa Group. With heartfelt thanks to the volunteers who made a difference.



- Romy Alza
- Hugo Aquino-Duncan
- Arsen Daffku
- Adeola Ifanse Bamidele
- Benedict Bello
- Rene Boni
- Kevin Borden
- Asha Letecia Brown
- Letecia Browzilh
- Denzil Buckley
- Arsen Daffku
- Angela Davis
- Paul Dawson
- Tammy Der
- Anne Egger
- Donna Ellis
- Julie Found
- Ben Gawidan
- Donna Grace
- Clare Hacksel
- Maureen Haig
- Dianne Hind
- Anita Ikwue
- Sarah Ionson
- Oscar Jaciel Medina Segura
- Mario Johnson
- Amisa Kassa
- Bernadette Lettner
- Dale Maitland
- Jenna Maertz
- Joan McDonald

- Sammy Miano Shad
- Gladys Mokeira
- Twinominu Moses
- Timothy Muhumuza
- Kim Munro
- Kalenga Mwange
- Virgo Nakuya
- Proscovia Nyanzi Luzige
- Ashiraf Nkambwe
- Ruth Omoregbe
- Tomas Orellana
- Josh Palamattam
- Kimroy Pennicott
- Nancy Plourde
- Juan Sebastian Pulido
- Erin Reeve-Newson
- Alenka Richmond
- Judy Rowley
- Robyn Salter
- Joe Semucyo
- Zanab Soje
- Zahid Somani
- Amanie Stephens
- Arianna Thalia Fernandez Castillo
- Apira Thevakumar
- Andrew Vasila
- Serge Veilleux
- Rahui Vekaria
- Jason Voulgaris
- Chelsey Wiggins
- Sophia Williams
- Kerron Wilson



OUR GENEROUS AND CARING CONTRIBUTORS

The Teresa Group wishes to thank the numerous individuals who have given so generously over the past year. We would like to thank the following:

INDIVIDUAL DONORS

Chris Ambidge
Rachel Barretto
David Borsook
Jason Brophy
Pamela Brown
Andrew Centon
Karin Comstock
Chester Deron
Mikayla Hughes
John Hart
Nathan Harley
Joyce Henry
Sarah Khan
V Logan Kennedy
Kevin Landry

Dale Maitland
Keith McCrady
Rajesh Pisharody
Erin Reeve-Newson
Kathe Rogers
Robyn Salter
Lena Soje
Denise Sum
Kylee Surtel
Wendy Thompson
Robert Walker
Blythe Winters
Jon Wollaston
Zahid Zomani
In Memory of Honey & Barry Sherman

GOVERNMENT FUNDERS

AIDS Bureau
PHAC
City of Toronto

COPORATE DONORS

Viiv Healthcare
Clarins
McCarthy Tetrault
Toronto Star Fresh Air Fund
Walmart Canada

FOUNDATIONS

MacKenzie Investments
Link Charity - Arnold Burgis
Jackman Foundation
Woodbines Cares Foundation
CHUM Christmas Wish

ORGANIZATION DONORS

Spearhead Leather-Denim Social Club
UNIFOR (Local 414)
Anglican Church Women
Toronto Prep School
St Mina/St Deimana Pharmacy

Worlds Aid Day – 2024



Mothers Day - 2024



The
Teresa
Group

Mother's Day

May 8 2024

"Dear Mother"

by Herman Vymislicky

I'm writing you to tell you that I love you
Something I hardly ever do.
I never tell you enough how much I love you
And it's something I must do.
I need to let you know mother how much
You really mean to me
So I'm telling you now you mean the world to me.
I need to thank you for all you do for me.
Your unconditional love toward me means a lot to me.
You've never turned your back on me and I know it's something you'll never do.
And anytime I need someone to talk to
You're always there to help me through
And anytime I need a favor you always seem to be there, too.
There's nothing in this world that I could do
To pay you back for all you do.
When God gave me to you,
That's the best thing he could ever do,
So this poem is dedicated to you
Because I don't know how else to say
Thank You.

Truth and Reconciliation Day - 2024



The
Teresa
Group

Truth and
Reconciliation Day
2024

Every Child Matters



Camp Mandala -2024



"I have learned that it's okay to show your feelings and I can express them in different activities like drawing"



2024

"Since coming to camp I've shown more interest and enthusiasm in participating in physical activities and I've come to realize the benefits in the activities. I've also learned that they are always better to do with friends"

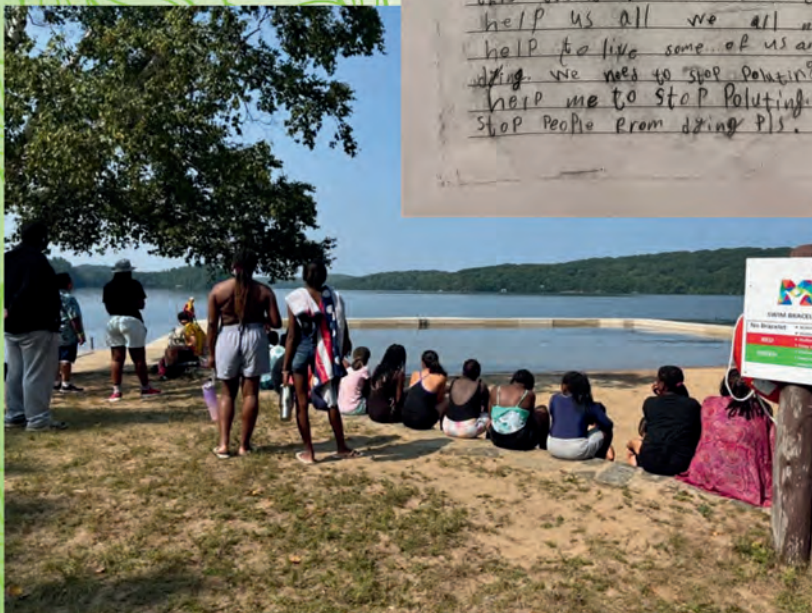
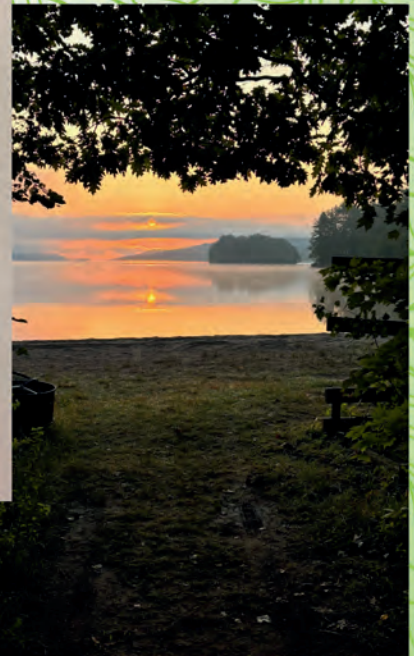
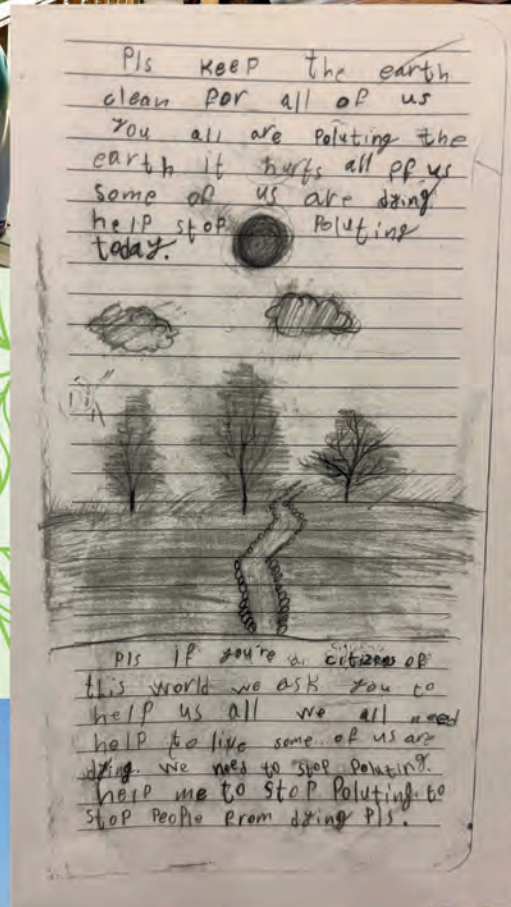


The
Teresa
Group

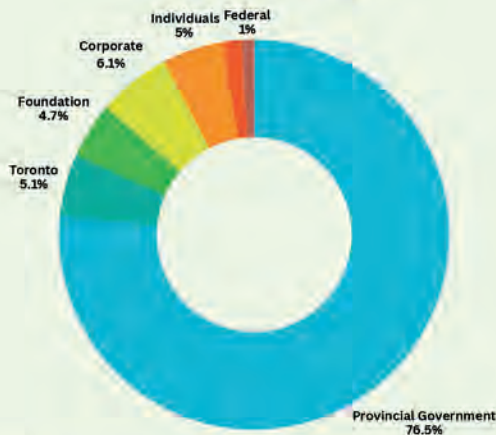
"I feel more motivated to play sports I've been introduced to here, such as volleyball, swimming and skateboarding"

"The art lesson helped me know more about myself"

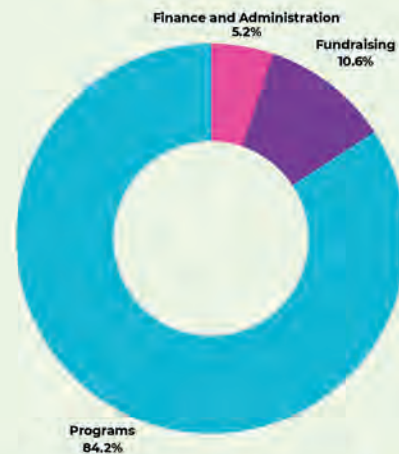
Camp Mandela - 2024



Revenues



Expenses



SUMMARIZED STATEMENT OF OPERATING FUND REVENUES AND EXPENSES, YEAR END MARCH 31 2025

	2025	2024
REVENUES		
Ontario Ministry of Health	\$ 1,000,954	\$ 750,954
Public Health Agency of Canada	13,391	115,794
City of Toronto	66,664	57,686
Private sector donations	205,997	272,263
Other	20,800	20,057
	1,307,806	1,216,754
EXPENSES		
Programs		
Family Support	316,383	205,576
Counselling	158,309	73,804
Infant Formula	554,270	472,277
Women Speak	19,590	115,148
	1,048,552	866,805
Administration and Fundraising Expenses		
Fundraising	131,842	44,826
General and Administration	43,458	69,093
Amortization of Capital Assests	21,449	5,310
	196,749	119,229
TOTAL EXPENSES	1,245,301	986,034
Excess (deficiency) of revenues over expenses for the year	\$ 62,505	\$ 230,720

EMPOWERING CHILDREN AND YOUTH, TRANSFORMING FUTURES

"Penelope Holton - Champion of Hope" Awardees

Individual Awardees

Karen Vance Wallace (Past Executive Director)
Nicci Stein (Past Executive Director)
Chilombo Olawoye (Past Executive Director)
Lena Soje (Outgoing Board Member)
Asha Ulusow (Outgoing Board Member)
Chad Milbrandt (Outgoing Board Member)
Cheryl Arneson (Sick Kids)
Jonathon Sherman
Marg Cameron
Georgina MacDougall (Sick Kids)
Serene DaSilva (Sunnybrook Hospital)
Dr Mona Loufty (Women's College Hospital)
Paulina Tshuma (Outgoing Board Member)

Organization Awardees

The Toronto Star Children's Charities

Community Awardees

Hands Up Canada
Unifor Local 414

Hearing the Voices of Children

Partnerships



Join us at the Commons where we build community, make connections, and provide a wide variety of supports. We are more than a neighbourhood hub as we represent a citywide suite of organizations collaborating on service provision and committed to fostering a diverse, equitable and inclusive culture. Join us at the Commons. You belong here.



FAMILY SERVICE TORONTO
For People. For Change.



NEWCOMER
WOMEN'S SERVICES TORONTO



The POWER Project

The Positive Women's Empowerment & Resilience Project formerly known as "Circle of Care" is a collaboration agreement between five organizations. This agreement outlines the five partners' objectives, organizational commitments, and structures of oversight and operational decision-making. These five partners include The Black Coalition for AIDS Prevention ("Black CAP"), Toronto People with AIDS Foundation PWA, The Teresa Group, Prisoners with HIV/AIDS Support Action Network (PASAN), and AIDS Committee of Toronto (ACT).



In partnership with SickKids Hospital the Teresa Group runs psycho-educational groups to help children at different ages come to terms with and understand their HIV diagnoses, help them form peer support, and assist with issues related to transitioning to adult care as they reach the age of 18.

In collaboration with the Children's Hospital of Eastern Ontario (CHEO), the Teresa Group administers the distribution of Infant Formula to HIV-positive mothers in Ottawa.

Government Collaborations



Public Health
Agency of Canada
Agence de la santé
publique du Canada



Ontario
Ministry of Health & Long Term Care



Community Collaborations



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Charitable Number:
#133699959RR0001



The
**Teresa
Group**

HEARING THE VOICES OF CHILDREN



Imagine
Canada  Ethical Code

Annual Report Designed by Apira Thevakumar