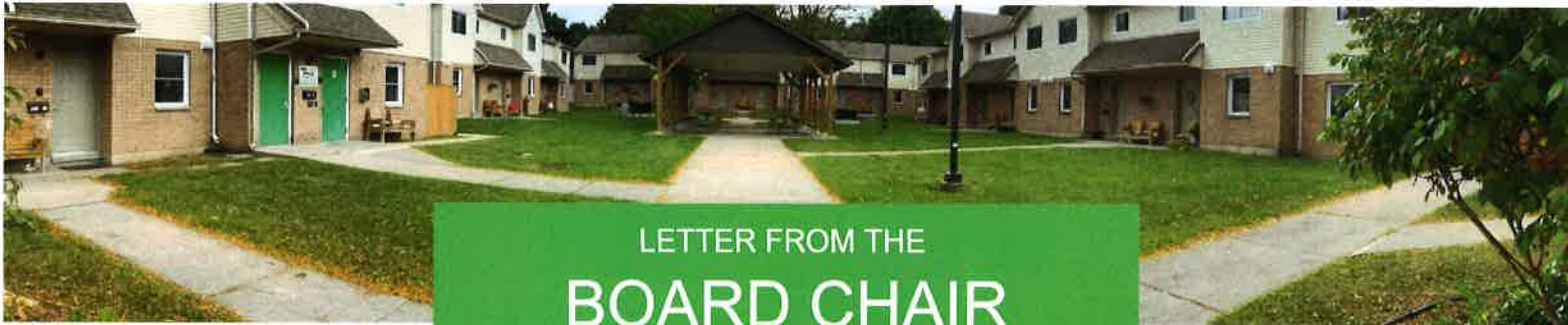


# ANNUAL REPORT

Ingamo Homes

2024 - 2025





## LETTER FROM THE BOARD CHAIR

In a reported authored by the Canadian Women's Foundation, a staggering statistic is provided that estimates in Canada, a woman is murdered by her intimate partner every six days (Canadian Women's Foundation, 2020). This statistic is unacceptable and we, as a Board of Directors, along with Ingamo and other partnering organizations in Oxford County, are working tirelessly to address this epidemic and all that goes along with it.

The team at Ingamo Homes is one that I repeatedly describe as formidable. The team works continually to bring the empowerment of women and children to a reality with resilience and hope. Ingamo, which is an Inuit word meaning "a place of friends" has truly lived up to the meaning and the reality has brought stability and safety to many.

Thank you to all who continue to guide Ingamo forward. Last year we celebrated the 35th anniversary of the existence of Ingamo. This year we bring special recognition and thanks to our superb Executive Director, Diane Harris, who is retiring after 35 years of advancing Ingamo's mission this June. Diane's vision and endless efforts has created a culture of resilience for those who have been served by Ingamo. We as a Board of Directors are deeply grateful to Diane and we wish her a great and well-deserved retirement.

Thank you, Diane!

We also warmly welcome Ashley Brown, who already has begun her work in filling the Executive Director position. She comes with experience and excellence in this field and continues to direct the valuable work of Ingamo in our community.

In the past year our community has stepped up to the plate once again and we have gratefully received their donations. Several events such as the Bonspiel and the Bob White Tournaments greatly contributed to our fundraising. There is an upcoming Golf Tournament sponsored by BrokerLink which includes Ingamo as the designated recipient for funds raised. Last fall we had our First Annual Amazing Race which was a wonderful gathering that celebrated Ingamo and raised more awareness of this organization to the Oxford County community. I would encourage everyone to reflect on the statistic at the beginning of this report and recognize that we are all responsible for the change needed. Ingamo propels us forward in this change and I am honored to be apart of it.

Respectfully submitted,  
Marion Dieleman  
Chair, Board of Directors

*Canadian Women's Foundation (2020). Retrieved from <https://canadianwomen.org>*

# LETTER FROM THE EXECUTIVE DIRECTOR



It is with great pleasure and humility, that I have stepped into the role as the Executive Director of Ingamo Homes, a 35-year-old pillar of Oxford County that has supported countless individuals and children fleeing violence to find safety and a new beginning in their journeys.

This crucial program would not be possible without my predecessor, Diane Harris, who's courage, determination and wisdom led this organization over the past 35 years through periods of seemingly insurmountable challenges. The devastating funding cuts to Ingamo's services in the 1990's left this program with little to no resources and as the sole remaining staff member, Diane Harris along with her Board of Directors, managed to keep Ingamo Homes operational through incredible determination and the generosity of this community. Today, Ingamo Homes employs eight staff members and offers countless programs to meet the diverse and unique needs of those seeking services. As a community, we must never forget the critical stability and safety that transitional housing provides to those fleeing intimate partner violence. With the ever-widening gap of economic disparity, that is further compounded by the rising costs of living and gendered inequities, transitional housing programs such as Ingamo Homes are more important now than ever before. We must continue to grow and advance the resources, education, and awareness of gender-based violence within both Oxford County and the wider community; no door should ever be the wrong door when individuals and families are seeking critical supports and safety.

I must also sincerely acknowledge the exceptional collaboration of our community partners, who have worked so hard to implement practices within their own organizations to recognize and respond to the many overt and covert ways that gender-based violence shows up in this community. Oxford County's Domestic Abuse Resource Team (DART) who is featured in this year's annual report, is a true testament to the numerous Oxford County services that understand the critical need to have shared language and a response that is focused on reducing the risk for gender-based violence and potential femicides in our community. Additionally, Children's Aid Society, Victim Assistance Services of Oxford County and Oxford Sexual Assault Services are incredible community partners who work mutually to provide efficient, accessible, trauma-informed services that respond to the profound impacts of violence on well-being and stability. Oxford County is a unique, rural community that is complicated by distance and isolation. Our services to this community are only as strong as the partnerships and relationships we develop with each other to address these challenging issues.

Lastly, it is important to highlight that gender-based violence is pervasive and happens in our communities. As we look back on Ingamo's programming and services in 2024/2025, along with the crucial services and supports that were provided, we must also consider the year ahead. As a community and a sector, we must continue to fight for increased services and resources that work toward prevention and that provide wrap around, collaborative supports for individuals at the highest risk for femicide. With the support of our deeply committed Board of Directors, our staff team and our community we will continue to strive for long-lasting, meaningful change.

*Ashley Brown*  
*Executive Director*



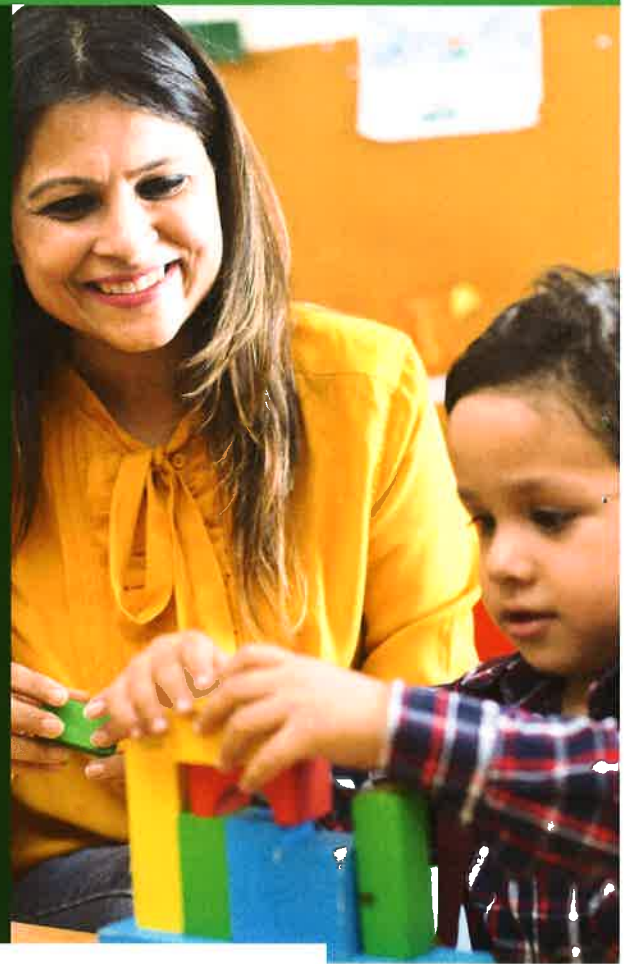
## VISION

Ingamo Homes is a non-profit organization that has been providing safe housing, counselling and support for women and their children who have left violence since 1989. Our vision remains unwavering, focusing on empowering women and children in an equitable and safe community

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## MISSION

Provide support, advocacy and housing to women and children as they transition from feeling broken to brave



## VALUES

- Integrity is acting with transparency, honesty and in an ethical manner.
- Equity is responding to the individualistic needs of clients, in a fair and impartial manner, ensuring they are provided the appropriate resources to succeed
- Inclusion embraces the diversity of all clients, such as their race, ethnicity, religion, sexual orientation, or ability
- Freedom endorses services that promote empowerment and choice
- Respect is acting in a way that acknowledges each person's worth
- Safety is promoting the condition of being protected from danger, risk, or injury

MESSAGE FROM

# Manager of Programs & Outreach

Joining Ingamo Homes at the close of 2024 has been both inspiring and humbling. In a short time, I've been warmly welcomed into a team whose dedication and resilience are truly remarkable. Learning about Ingamo's 35-year history and the challenges overcome under Diane's fearless leadership has deepened my appreciation for our mission.

Over the past year, engaging with staff, residents, and community partners has provided valuable insights into the multifaceted challenges our second-stage program addresses. Gender-based violence often intersects with housing instability, unemployment, and food insecurity, creating formidable barriers for women seeking safety and independence. The lack of affordable housing further prevents survivors from leaving abusive situations, and for those who do, they are often met with discrimination, social biases and stigma when navigating the rental market.

As I step more fully into my role in 2025, my goal is to maintain the integrity of our organization by enhancing supportive structures that strengthen our programs and services. This includes expanding partnerships with local organizations to provide comprehensive support services through collaborative system navigation, enhancing our capacity to deliver relevant and low-barrier programs to ensure residents are supported by evidence-based, best practices in transitional support towards employment readiness, financial literacy, life skills and healthy parenting. This also means building our team's capacity to strengthen relationships and provide dignified access to care for residents.

With the unwavering commitment of our dedicated staff and the resilience of those we serve, I am confident that we will continue to build a community rooted in healing, growth, and hope.

*Czarina Garcia*  
*Manager, Programs & Outreach*



# Transitional Support & Intake Team

## **Healthy Communication Group**

The Healthy Communication group for residents is facilitated weekly and provides a safe and supportive environment for participants to build assertiveness, active listening skills, boundary-setting strategies, and confidence in interpersonal interactions. Feedback from participants has been positive, with many expressing that the sessions helped them better advocate for themselves in personal and professional settings.

## **Community Kitchen**

The monthly Community Kitchen has offered participants an opportunity to come together to prepare and share a meal while fostering a sense of connection and collaboration. These gatherings have been instrumental in reducing isolation, building life skills, and promoting food security and wellness.

## **Client Support and Court Involvement**

Between September and December 2024, approximately 25 clients through both residential and outreach services received transitional services. This work included individualized support related to housing, safety planning, system navigation, and emotional well-being. A portion of this work involved providing court-related support, averaging 5–10 hours per month. Court support included assistance with documentation, preparation, emotional support, and court accompaniment.

It is important to note that providing timely and adequate court supports is a significant challenge in Oxford County and beyond. There is an ongoing lack of legal representation for clients eligible for Legal Aid. Many women are forced to seek counsel outside the area, which creates barriers to timely and effective legal advocacy. This gap has increased pressure on transitional and court support services and limits access to justice for the most vulnerable members of our community.

## **Intake Services**

The role of intake Worker is a crucial role that includes completing individual/family intake assessments to identify needs and risk to safety, along with referring clients to internal and external supports to meet these needs. In 2024/2025, Ingamo Homes has received on average, 8 applications each month from individuals seeking transitional supports; this equates to 96 applications that are received each year for Ingamo Services. Further, in 2024/2025, 9 families successfully moved into Ingamo and 8 families were able to transition to alternative, permanent housing. While it is wonderful that Ingamo was able to serve and support these 8 new families, that leaves 88 families in the last year who have reached out to Ingamo Homes and have not received our housing services.

Ingamo Homes work over the last year has made significant impact on the lives of women and their children but there is also so much more work that must be done. Without continued collaboration and expanding the available resources at Ingamo Homes and Oxford County, families in our community are not able to access the resources they need and deserve.

*MaryAnne DaCosta – Intake Worker*

*Joanna Parker – Transitional Support Worker*

# Child & Youth Program

This year, the Children's Program has seen a lot of growth, wins, challenges, changes, and most importantly, fun. On average, Ingamo Homes has between 25-30 children living on site at any given time with their ages ranging from Infant to 18 years of age. While the day-to-day tasks at Ingamo include, but are not limited to, childcare, group preparation and advocacy supports, there are several highlights and challenges the Children's Program has faced in 2024/2025.

## **Highlights**

Ingamo's partnership with the Brightside Youth Hub and D.A.R.T has been a highlight for the Children's Program this year. From the Fall 2024 to Winter 2025 Ingamo and D.A.R.T have completed three successful workshop series that run through an eight-week cycle. This collaboration has brought not only information to youth such as healthy relationships and boundaries but has also seen youth in the community engaging more frequently.

At last year's Take Back the Night, several youth both from the Brightside Youth Hub and those with their families, came out to celebrate and advocate against violence. This was a significant highlight, where staff and four to seven youth participated loudly in the chant for justice: the youth visibly showing their posters and support. It was incredible as someone who lives in this community to see the passion and engagement from the youth, living in Oxford County.

## **Challenges**

Over 2024 and 2025, Ingamo supported many new families with their own unique needs and goals. This year, there was an increase in requests to check in with kids/youth on a one-on-one basis. This is challenging because there is also a lack of therapeutic resources for kids and families in Oxford County, including waitlists, high costs and the need for both parents to consent to counselling for children under 12. These barriers have significant implications on families who have encountered Intimate Partner Violence and restrict access to important and healing resources. Additionally, Ingamo staff must be very clear to both children and caregivers about the limitations to one-on-one supports and that the services Ingamo Children's Programming provides is not formal counselling or therapy.

The Children's programming space is also incredibly small and restrictive. The space cannot accommodate more than five youth/children in the space at one time. This limits the potential for programming and groups that can be offered in the space.

*Brooke McCoy*  
*Child & Youth Worker*

# Public Education & Fundraising

2024 marked the first year of this role and Ingamo Homes' 35th anniversary—a powerful opportunity to celebrate our history while growing our visibility, community partnerships, and fundraising capacity. This year, our efforts focused on **raising awareness, increasing advocacy, and deepening community engagement.**

## KEY ACCOMPLISHMENTS & EVENTS

### Community Engagement & Education

- Hand-delivered letters to local businesses to build relationships and share our mission and funding needs
- Presented at Learning Unlimited to educate seniors on our history, programs, and impact
- Hosted an open house (June 20) welcoming the public and community partners to tour Ingamo offices and a unit, meet staff, and learn about our services

### Media & Awareness

- Produced and released a professional video tour of our facility.
- Successfully launched the **Purple Bench Campaign**, installing 8 benches across Oxford County to raise GBV awareness. Each unveiling welcomed featured community and political leaders

### Fundraising Highlights

- Supported coordination of multiple third-party events, including:
  - **Finkle Annual Fundraiser Dinner**
  - **Bob White Golf Tournament**
- **Charity of Choice** for WITAAR 2024
- Created and hosted our first **Amazing Race Fundraiser**, raising over **\$6,000**
- Held our annual **Bonspiel curling tournament**, raising over **\$13,000**
- Participated in the **NightLight Walk** in London to support second-stage shelters and amplify our voice in the regional GBV conversation

### Grant Success

- Successfully applied for and secured an **Ontario Trillium Foundation Seed Grant** for 2025—focused on expanding public education and advocacy efforts

*Sophie Foster*

*Public Education and Fundraising Coordinator*

# Highlighting Community Partners: D.A.R.T.

## **Development of Femicide Prevention Table**

In response to domestic violence death review recommendations and the urgent need to identify women at risk of femicide earlier, DART has led the development of a Femicide Prevention Table. This multi-agency initiative brings together representatives from healthcare, justice, social services, and education to collaboratively assess and respond to high-risk cases. The table is rooted in the Multi-Agency Risk Assessment Model (MARAM) and focuses on creating a coordinated, preventative response before women fall deeper into crisis or involvement with the justice system. The work is supported by Western University's Centre for Research and Education on Violence Against Women and Children (CREVAWC), and seeks to formalize pathways for risk assessment, safety planning, and support.

## **Anti-Human Trafficking**

### **Response Protocol & Awareness StoryWalk**

DART developed Oxford County's first Anti-Human Trafficking Response Protocol—a coordinated community strategy that provides clear pathways for individuals seeking to exit exploitation. Developed with input from lived experience experts and frontline service providers, the protocol strengthens referral networks and supports safety planning across sectors.

To raise awareness of the protocol and human trafficking in our region, DART also launched a community StoryWalk during Victims of Crime Week. Installed at participating agencies across Woodstock, the StoryWalk told a survivor-informed narrative about trafficking, resilience, and support, guiding participants through a QR-linked map while promoting the use of the protocol and community-based resources.

## **Brightside Youth Hub –**

### **Healthy Relationships Programming**

In partnership with Wellkin CMHA's Brightside Youth Hub, DART delivered bi-annual eight-week programming focused on healthy relationships, boundaries, and communication skills. The program aims to equip youth with the tools to identify red flags, navigate conflict, and build safe, respectful connections. Sessions are youth-driven and incorporate interactive activities like games, art, music, and guided discussions. The spring 2025 group focuses on assertiveness, helping youth advocate for themselves while maintaining respect for others. The program is open to all registered Brightside youth and has become a core part of our prevention work.

## **Community Snapshot**

The DART Community Snapshot is an annual report that compiles local data on gender-based violence, system gaps, and areas for service improvement. It is both a tool for storytelling and advocacy, providing a picture of what survivor's face in Oxford County and how systems respond. This year, the Snapshot moved toward a more qualitative, collaborative process, engaging partner agencies in defining the story we want to tell as a community. Rather than just focusing on numbers, this iteration highlights the importance of community coordination, identifies barriers to service access, and informs future policy and funding recommendations.

*Amy Maddess*

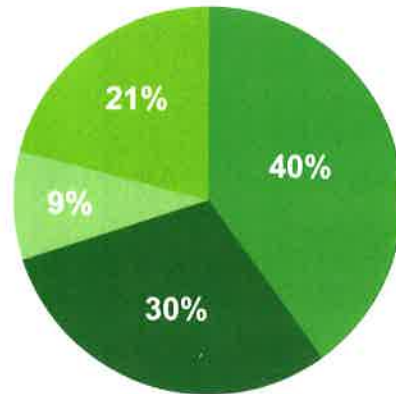
*Community Development Coordinator*



# INGAMO FINANCE REPORT

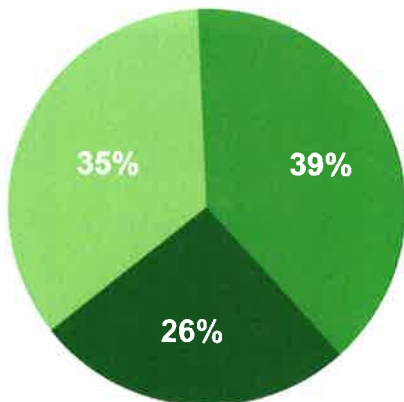
## REVENUE

40%	<b>Oxford County</b> \$438,891
30%	<b>Ministry of Children, Community and Social Services</b> \$332,794
9%	<b>Other Funds</b> \$100,997
21%	<b>Fundraising</b> \$227,761



**Total Revenue: \$1,100,443**

## EXPENSES



39%	<b>Oxford County</b> \$355,069
26%	<b>Community Based Programs</b> \$232,555
35%	<b>Ministry of Children, Community and Social Services</b> \$319,757

**Total Expenses: \$907,381**

# Thank you to our Supporters and Sponsors!

We have been fortunate over the past year, to receive numerous donations and sponsorships from our generous community.



## BOARD OF DIRECTORS

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Former Executive Director