



# **ANNUAL REPORT**

# 2025-26

## **SHARED SOLUTIONS**

**Vision Meets Movement & Hope Shapes Strategy**

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**“VISION WITHOUT ACTION IS MERELY A DREAM.  
ACTION WITHOUT VISION JUST PASSES THE TIME.  
VISION WITH ACTION CAN CHANGE THE WORLD”**

**-JOEL A. BARKER**

Teacher and Advertising Executive





**RASHMI SHETH**  
Board President



**PRIYANKA SHETH**  
Executive Director

In a year marked by both profound challenges and transformative breakthroughs, hope has not been a passive sentiment for us - it has been our strategy.

Every milestone achieved over the past twelve months is a testament to what happens when vision meets collective action. As we look across our growing community, we see more than just individual programs and initiatives; we see a movement-taking root. Together, we have shifted from reacting to urgent needs to strategically building the infrastructure, partnerships, and solutions required for lasting change.

Our strategy has always relied on the strength of the collective. By aligning our organizational goals with the lived experiences and relentless energy of the communities we serve, we have expanded our reach and deepened our impact. This progress was not achieved by standing still, but by moving forward with intention, courage, and accountability.

As we reflect on this past year and step into the next, we remain steadfast in our commitment to this work. Hope fuels our purpose, strategy directs our efforts, and together, our movement will continue to drive transformative change

## MISSION

To enhance quality of life with impactful services and engaging programs that build stronger and progressive communities.

## VISION

To build a stronger, progressive community.

## WHAT DO WE DO?

Since 1988, we have been providing free & accessible programming and services for people living in Mississauga and beyond.

All our services are responsive to community needs and informed by our service users directly.

With almost 200 staff members and volunteers, we have 18 locations and offer services in 22 languages.

## IDEAL STATEMENT

We are committed to upholding and advancing the principles of Inclusion, Diversity, Equity, Accessibility, and Learning (IDEAL) across all levels of our organization. We strive to create an environment where every individual feels seen, heard, and valued, embracing the richness of diverse perspectives, experiences, and cultures.

We ensure accessibility by fostering equitable opportunities for participation and removing barriers; physical, systemic, and bias based, that may hinder engagement. Through intentional learning, we make sure our team and community grow, challenge biases, and deepen mutual understanding.

We dedicate ourselves to creating Brave and inclusive spaces where all voices can be shared respectfully, encouraging open dialogue, continuous growth, and collaborative problem solving. By championing these principles, we aim to build a more equitable and compassionate future for everyone connected to DBNC.

Learn more  
about services  
DBNC offers

SCAN HERE



## Kurt Henry

(he/him)

# FAREWELL TO OUR BOARD MEMBERS

Kurt Henry joined the Board of DBNC in 2017. After almost a decade of stewardship, Kurt is leaving the Board. To honour his work and his commitment, here are a few words of gratitude:

### A LEGACY OF STEWARDSHIP

Nine years of steady guidance, clear and strong,  
Where balance sheets and wisdom both belong.  
A watchful eye on every dollar spent,  
With purpose, care, and excellent intent.  
You held the scales through seasons lean and bright,  
And kept our mission guided by the light.

Beyond the numbers, spreadsheets, and the reports,  
Your leadership brought calm of every sort.  
Though chapters change and titles pass away,  
The groundwork that you built is here to stay.  
We toast the years, the impact, and the care,  
And THANK YOU for the standard set so fair.

## Teresa Landry

(she/her)

Teresa Landry joined the Board of DBNC in 2016 and stayed for another year in an advisory capacity. A decade of commitment through loss and love and life, here are a few words to honour Teresa:

### A LEGACY OF PEOPLE FIRST

Nine years of caring for the core,  
The heart behind each open door.  
You brought a warmth to every plan,  
A focus on the worth of man.  
Through strategic growth and shifting space,  
You led our team with skill and grace.  
A steady hand, a thoughtful guide,  
With culture, trust, and purpose side by side.

Beyond the metrics and the role,  
You kept our mission whole and soul.  
For all the lives you helped to shape,  
And every path you helped create:  
We offer thanks for all you've done,  
For battles fought and victories won.  
Your impact stays, though chapters turn,  
A standard set for all to learn.



**13,994 Clients**  
**Total number of interactions**

**1,457 Unique clients**  
**98 Workshops delivered**  
**91 Volunteers and placement students were part of the team**  
**89 Outreach events**  
**90% ~95% Satisfaction rate**  
**5 Pop-up clinics**  
**4 Health fairs**  
**2 Community engagement event**

# COMMUNITY HEALTH & WELLNESS

Free, effective, and engaging programs to address community health, eliminate health disparities and improve community well-being. Community Ambassadors and Social Workers work within the community to link individuals to health services and support their emotional and physical health goals in navigating the healthcare system.

## MILESTONES THAT SHAPED OUR YEAR:

### APRIL - JUNE 2025

- Conducted 6 Kitting Sisterhood sessions that included health and wellness education as well
- 154 people received RSV vaccinations
- Collaborated with 30+ community partners and connected 500+ participants at the "Community Care Connection" Health Fair
- Surveyed 60+ Primary Care Providers to understand provider availability better
- We launched the Newcomers Inclusive Community Project (NICP) project

### JULY - SEPTEMBER 2025

- Arranged a visit to the Royal Ontario Museum (ROM) for 144 clients
- Delivered 28 wellness sessions and 29 staff wellness activities
- Conducted 15 outreach activities and connected with 500+ clients

### OCTOBER - DECEMBER 2025

- Organized events like "Think Pink" Breast Cancer Awareness Event, "Stress Less, Live Better", "Preventing Diabetes Together", and "Happy Crafty Holidays"
- Opened a new DBNC office at High Point Mall

### JANUARY - MARCH 2026

- Successfully provided 40 RSV vaccinations to community members
- Conducted hearing screenings for 33 clients
- Organized a New Year celebration event with clients
- Celebration of Spring with an Indigenous art activity at the "Hello Spring" Event organized by our team



**51,952 Clients**  
**visited our EarlyON centres**

**22,607 Adults & 29,345**  
**Children were in attendance**  
**1,400 Referrals were offered to**  
**other community programs**  
**2,727 Adults & 3,735 Children**  
**were unique to the program**

# EARLYON

A high-quality, free drop-in child and family program that supports early learning and development for families with children from birth - 6 years old. It offers a range of programs that support children's early literacy and numeracy development as well as their physical, social, and emotional development.

## MILESTONES THAT SHAPED OUR YEAR:

- 12 educators completed training and were certified as Infant Massage practitioners.
- Additional training completed in Mother Goose, Nobody's Perfect and Making the Connection
- Offered the Infant Massage program, along with resources and training for parents and caregivers
- "The Introduction to New Beginnings" at all five EarlyON sites formalized additional supports and resources for families with infants
- 56 families participated in Infant Program offerings

Over 50 families participated and graduated from the Transition to Kindergarten program



I attended the infant massage course with my newborn, and what I liked best was the warm and welcoming environment. The atmosphere was calm, supportive, and enjoyable. The team was friendly and engaging, and the families who attended were kind and open, which made the experience even more special. Seeing all the babies together was very heartwarming. I learned to better observe my baby's cues and responses. I became more aware of when my baby was relaxed, engaged, or needed a break, which helped deepen our connection.

At first, I felt a bit unsure, but as the classes progressed, I became more confident and relaxed. Massage became a bonding and comforting experience for both my baby and me.

Infant massage is a wonderful way to bond with your baby, build confidence as a parent, and slow down to truly connect.

**-EARLYON CLIENT**



**“TRY NOT TO RESIST THE CHANGES THAT COME  
YOUR WAY. TRUST INSTEAD THAT LIFE IS LEADING  
YOU SOMEWHERE BEAUTIFUL”**

**-RUMI**

13th-century Persian poet, Islamic scholar, and Sufi mystic



**2,125 New Clients**  
were served by  
the Employment program

**4,498 One-on-one counselling**  
sessions offered

**76 Job search, training &**  
networking group sessions, which  
had **1,010 Participants** in total



# EMPLOYMENT

Free specialized program for employers and job seekers to support hiring needs; job search and navigating the landscape of the Canadian labour market.

## MILESTONES THAT SHAPED OUR YEAR:

### APRIL - JUNE 2025

- Built stronger employer pipelines through partnerships with United Way, CIBC, Mastercard and Metro, creating more pathways to hiring opportunities for clients.
- Delivered direct networking and hiring information sessions that connected job seekers with employers, industry insights and next steps toward employment.
- Enrolled 90 new clients in the Employment Ontario program, expanding access to personalized employment supports across the community.

### JULY - SEPTEMBER 2025

- Highlighted client success story to demonstrate measurable program impact and inspire other job seekers to pursue their employment goals.
- Launched Digital Literacy Workshops that equipped clients with practical technology skills, increased workplace confidence and strengthened job-readiness.
- Adapted programming to emerging client needs, improving the relevance and accessibility of employment services.

### OCTOBER - DECEMBER 2025

- Hosted the annual Deloitte Impact Day, generating new opportunities for employer collaboration, client engagement and career exploration.
- Strengthened relationships with KPMG and TD, expanding access to employer insights, networking opportunities and potential hiring pathways.
- Grew employer networks and connected clients with more resources, helping them prepare for and pursue employment.

### JANUARY - MARCH 2026

- Hosted the Paladin Job Fair and launched a new Resume Drop-In Clinic, giving clients direct access to employers and individualized support to improve their applications.
- Participated in external job fairs, increasing community visibility and connecting job seekers with additional employers and employment opportunities.
- Welcomed 400+ individuals to Employment Services at DBNC extending the program's reach and showcasing commitment to clients success

**1,250 Clients**  
attended the Growing  
Together in Peel program

**696 Adults & 554 Children**  
were in attendance

**264 Total hours of service**  
were offered

**23 Adults & 34 Children** were  
unique to the program

# GROWING TOGETHER IN PEEL

## -CAPC

Program for families with young children birth - 6 years looking for extra help and living on low income. Access to resources that support parenting and caregiving, opportunities for networking, and emotional support.

### MILESTONES THAT SHAPED OUR YEAR:



Connected families to essential resources by supporting families in accessing the resources, services, and programs they needed most



Provided guidance & referrals by connecting families with support related to nutrition, children's behaviour, sleep, and affordable dental care



Increased awareness of community services by helping families better understand and navigate valuable services available within the community



Expanded access to DBNC services by families accessed a range of supports through DBNC, including the Community Closet, LINC, Family Sponsorship Program, and Community Health services



Strengthened community connections by increasing families' connections to ongoing supports while fostering a greater sense of belonging and community



**44,464 Clients**  
**contacted by the LINC program**

**728 Unique clients**

**152 Children attended Care for Newcomer Children**

**87 Participants attended English4CUAET classes**

**72 Clients benefited from the Chromebook loan program**

**66 Children attended LINC Summer Camp**

**33 Participants attended the Citizenship Test Preparation Circles**

**24 LINC classes conducted (Literacy level to CLB7)**

**18 Participants received the Home-Based Childcare Certificate**



# LANGUAGE INSTRUCTION CLASSES FOR NEWCOMERS

Free English Language classes to help improve self-confidence; gain knowledge of Canadian Culture; practice using English in daily life activities; prepare and pass Canadian Citizenship test, and improve English Language skills for work.

## MILESTONES THAT SHAPED OUR YEAR:

### APRIL - JUNE 2025

- Successfully completed the CIMAS inspection
- Welcomed 90+ new learners by launching CLB 1–4 language classes for CUAET permit holders
- Partnered with Peel Regional Police to help students recognize and prevent scams
- Strengthened staff digital safety through cybersecurity training

### JULY - SEPTEMBER 2025

- Students joined neighbourhood parades, celebrated Canada Day, and cared for five LINC garden beds
- Organized a Niagara Falls field trip, which created opportunities for students to connect, explore, and enjoy the summer
- Partnered with Peel Living for a community BBQ and workshops on home and online safety
- Instructors completed training to better support students with learning difficulties

### OCTOBER - DECEMBER 2025

- Helped students access affordable Chromebooks and devices for learning at home
- Celebrated Halloween through pumpkin carving, games, and cultural potlucks
- Introduced hybrid Literacy and CLB 1 classes alongside basic digital skills workshops
- Introduced weekly wellness check-ins and strengthened staff mental health training

### JANUARY - MARCH 2026

- Closed 2025 with festive class celebrations, childcare visits, and community connections
- Offered citizenship preparation and tax clinics to help newcomers navigate Canadian systems
- Partnered with TMU to develop career workshops for internationally educated professionals
- Collaborated with Peel-Halton-Dufferin language partners to strengthen programming for the year ahead



**“OUR ABILITY TO REACH UNITY IN DIVERSITY  
WILL BE THE BEAUTY AND THE TEST OF OUR  
CIVILIZATION”**

**-MAHATMA GANDHI**

Lawyer, Anti-colonial Nationalist, and Political Ethicist





I have had an extremely positive and valuable experience receiving services at DBNC. I am a newcomer with limited English skills, yet I was offered immense support and guidance.

I was assisted with psychological counselling in various areas, guidance in finding language learning centers, support with translation, and connecting me to the resources and people I needed to help me integrate into my new life. The team was kind, professional, and respectful.

The Housing Coordinator at DBNC helped me successfully navigate many challenges as a newcomer and reach a sense of stability and relative peace.

I highly recommend DBNC to anyone in need of counselling or supportive services. Staff members are true professionals. They are experienced, compassionate, and dedicated. They can make a real and positive difference in the lives of those they assist.



**-HALEH**

**1,210 Youth**

**visited the NYCE program**

**661 Volunteer hours contributed**

**285 Activities planned for youth**

**148 Total New registrations**

**43 Workshops hosted**

**4,178 Youth**

**visited the My PLAY program**

**50 Total registered for the program**



# NEWCOMER YOUTH COMMUNITY ENGAGEMENT

Free drop in programs for newcomer youth to adjust to Canadian culture, make new friends and practice or enhance their English speaking skills.

The NYCE program provides safe and supervised spaces for youth.

## MILESTONES THAT SHAPED OUR YEAR:

### APRIL - JUNE 2025

- Youth participated in clean-ups, nature walks, recreation, and community activities, strengthening their connection to local spaces
- Engaged in Asian Heritage Month and Pride Month programming and celebrations
- Participated in mental health, mindfulness, arts, Kitchen Connections, a summer kick-off BBQ, and youth leadership activities
- Expanded learning and connection through outings and a Toronto Marlies hockey game

### JULY - SEPTEMBER 2025

- Launched HIVE Cohorts 1 and 2, creating new pathways for youth leadership and engagement
- Youth contributed to gardening and mural projects at Queen Frederica
- Explored new places through field trips, outdoor activities, and community outings
- Celebrated youth achievements through a Youth Excellence event for International Youth Day
- Engaged in Truth and Reconciliation, Orange Shirt Day, employment, financial literacy, and wellness programming

### OCTOBER - DECEMBER 2025

- Youth created a Halloween Haunted House, strengthening teamwork, creativity, and leadership
- Developed skills in personal safety, communication, conflict resolution, and healthy relationships
- Kitchen Connections supported healthy, affordable meal preparation and budgeting
- Participated in spending, tax, and fraud prevention awareness activities
- Contributed to volunteering, fundraising, HIVE leadership, arts, wellness, and recreation

### JANUARY - MARCH 2026

- Launched HIVE Cohort 3 and continued HIVE Synergy programming
- Strengthened support for stress management, self-care, and wellness during exam season
- Celebrated Black History Month through workshops, discussions, creative activities, and community events
- Helped youth build confidence navigating local services, resources, and MiWay public transit
- Supported employment preparation, resume and interview skills, cyberbullying awareness, and practical life skills

Caregiver and Senior's Support Programs provide education, information, and referrals for caregivers and their care recipients. It assists individuals by involving them in their community and connecting them to resources that help them maintain optimal health, quality of life, and independence.

## MILESTONES THAT SHAPED OUR YEAR:

### APRIL - JUNE 2025

- Worked with DBNC Settlement Services and Community Health to provide seniors with information, referrals, and ongoing support
- Supported 27 seniors in one day by helping them file taxes at DBNC's tax clinic
- Organized a well-received trip to Carassauga with 29 seniors, creating opportunities for social connection and cultural engagement
- Partnered with IMAG to offer 5 yoga sessions for seniors
- Engaged seniors in community gardening activities, encouraging connection, participation, and wellness

### JULY - SEPTEMBER 2025

- Seniors visited the Ecosource Community Kitchen and prepared and shared a meal, promoting healthy living and social connection
- Continued community gardening activities, providing opportunities for seniors to stay active and connected
- Engaged seniors in seasonal celebrations and activities that fostered friendship, connection, and belonging

### OCTOBER - DECEMBER 2025

- Recognized National Seniors Day across five seniors' sessions with a "Words of Wisdom" display featuring seniors' photographs and messages for younger generations
- Celebrated the oldest senior in each group through a special cake-cutting ceremony
- Partnered with Credit Valley Family Health Team to provide health and wellness presentations
- Hosted educational presentations and activities with Peel Regional Paramedic Services, Peel Regional Police, and the Fire Department
- Collaborated with LAMP Community Health Centre to connect seniors with community health supports
- Marked Mother's Day, Valentine's Day, Easter, and the winter holidays through activities that strengthened social connection and belonging

### JANUARY - MARCH 2026

- Collaborated with Safe City Mississauga to support seniors with safety awareness and community resources
- Helped seniors access ServiceOntario programs and services, making essential resources easier to navigate
- Provided a free hearing-screening clinic, supporting 25 seniors in one day
- Organized another free income tax clinic to help seniors navigate their tax needs
- Continued collaboration across DBNC departments and community partners to provide information, referrals, and support
- Continued wellness, social, cultural, and recreational activities that helped seniors feel supported, informed, valued, and connected

**5,903 Clients**  
**Total number of interactions**

**975 Unique clients**  
**326 Outreach events**  
**23 Workshops delivered which included 207 Sessions**  
**67 Volunteers and placement students were part of the team**  
**95% Satisfaction rate**  
**23 Community engagement/ events hosted/participated**  
**5 Pop-up clinics**



## 10,203 Services

Offered for settlement and integration

4,910 Unique clients

637 Housing clients received

784 Services preventing evictions, LTB applications, appeals, subsidized and transitional housing

117 Clients received Wellness and Health Counselling

91 Total workshops delivered

40 Clients received free Glasses from LensCrafters partnership



# SETTLEMENT

Free support for newcomers of all ages to engage in various aspects of life in Canada; understand their rights and responsibilities; develop knowledge of Canadian systems; and facilitate a smooth transition through their settlement journey. Support with housing and communication with landlords and agencies.

## MILESTONES THAT SHAPED OUR YEAR:

### JULY - SEPTEMBER 2025

- Added a counsellor to expand support for newcomers' physical and mental well-being
- Supported 215 new clients with homelessness prevention, eviction, LTB matters, housing applications, advocacy, and rental assistance

### OCTOBER - DECEMBER 2025

- Supported 57 newcomer clients, receiving record-breaking positive feedback on the program's impact and participants' overall well-being

### JANUARY - MARCH 2026

- Completed specialized Train-the-Trainer training and began delivering Gender-Based Violence awareness sessions for staff and community members
- Increased community knowledge and capacity to support individuals affected by Gender-Based Violence

**1,831 Clients**

**were unique to the SWIS program**

**1,373 Orientation to the school system**

**1,107 Conversation Circle participants**

**837 Newcomer Club participants**

**563 Parent participants for workshops**

**346 After-School Activity participants**

**135 Employment bridging support for students**

# SETTLEMENT WORKER IN SCHOOLS

The program offers information and referrals for families and youth, immediately after their initial registration in the school, to support their settlement in Canada as well as foster student success.

## MILESTONES THAT SHAPED OUR YEAR:

### APRIL - JUNE 2025

- Engaged newcomer students in Earth Day, Easter, Mother's Day, Indigenous, and Pride activities
- Provided school registration and summer job workshops to help newcomer youth prepare for the next stage of their education and employment journey
- Organized field trips and end-of-school-year celebrations through Newcomer Clubs
- Connected students with summer activities and opportunities for continued engagement beyond the school year

### JULY - SEPTEMBER 2025

- Continued school registration support throughout the summer, helping newcomer families navigate the transition into the new school year
- Conducted outreach at libraries and community centres to connect newcomer families with resources and supports
- Provided WOW and iFUN newcomer student orientations to help students feel prepared and connected to their new school communities
- Supported the start of the school year, After-School Club workshops, and the launch of Newcomer Clubs
- Recognized Indigenous Day through educational workshops and activities

### OCTOBER - DECEMBER 2025

- Engaged newcomer students in Thanksgiving, harvest, Halloween, and Remembrance Day activities and workshops
- Hosted school open houses, orientations at shelters, and Parent-Teacher Interview Nights to support families in navigating their children's education
- Organized a Winter Clothing Drive to help newcomer families prepare for the colder months
- Continued Newcomer Club programming and holiday activities that encouraged connection and participation

### JANUARY - MARCH 2026

- Provided winter activities that encouraged connection, participation, and community engagement
- Offered income tax and job-search workshops to support newcomer families with practical skills and resources
- Continued school open houses and school registration support throughout the year
- Organized field trips that provided students with opportunities for learning, recreation, and community connection





**“I HAVE DISCOVERED THAT IN LIFE, THERE ARE  
WAYS OF GETTING ALMOST ANYWHERE YOU  
WANT TO GO, IF YOU REALLY WANT TO GO”**

**-LANSTAN HUGHES**

Poet, Novelist, and Playwrighter



“ One of the best centers in the Greater Toronto Area, they help all people with various subjects, work with their clients and helping their problems and provide all the help and all the documents and papers needed, especially for newcomers. They also provide financial aid, job aid, and mental health sessions. My experience here was great; they helped me with my English exam, and, much more. ”

**-IHAB BARAKI**

“ My family and I came to Canada in 2023. Starting a new life in an unfamiliar country was difficult and overwhelming, especially for my children. After enrolling my eldest daughter at John Cabot School, we met the DBNC team, who welcomed and supported us with kindness and compassion. They helped us understand the school system, helped my daughter get a laptop for her studies, and were always there whenever we needed guidance. Most importantly, their emotional support helped my daughter overcome her fears and become more confident at school. We are truly grateful to DBNC team for everything they have done for our family. ”

**-NADIN TATO**

**Income Tax Clinic**  
**2,197 Unique clients**  
**600 Interactions**  
**12 Volunteers and placement students were part of the team**

**Conflict Resolution**  
**346 Interactions**  
**310 Unique clients**  
**20 Volunteers and placement students**  
**3 Workshops delivered**

**LEAP**  
**307 Interactions**  
**199 Unique clients**  
**11 Outreach events**  
**2 Volunteers and placement students**  
**1 Workshop delivered**

**OESP**  
**286 Interactions**  
**141 Unique clients**  
**11 Outreach events**  
**2 Volunteers and placement students**  
**1 Workshops delivered**

### Community Care Closet

**247 Interactions**  
**211 Unique clients**  
**6 Outreach events**  
**5 Volunteers and placement students**

# POVERTY REDUCTION

Services aimed at alleviating poverty, improving the quality of life for disadvantaged populations, and promoting economic and social inclusion. Program offerings focus on providing basic needs like: food, education, and access to community financial resources, while also fostering sustainable economic opportunities. These programs include:

- Community Care Closet (CCC)
- Low-income Energy Assistance Program (LEAP)
- Ontario Electricity Support Program (OESP)
- Financial Empowerment
- Income Tax support

## MILESTONES THAT SHAPED OUR YEAR:

### APRIL - JUNE 2025

- The Tax Clinic supported 2,197 clients throughout the tax clinic season, with 600+ interactions recorded in April alone, reflecting strong community engagement and demand for the service
- LEAP/OESP participated in 11+ outreach events, connecting directly with community members and increasing awareness of available energy assistance programs

### JULY - SEPTEMBER 2025

- LEAP/OESP supported 340 unique clients, helping community members access valuable energy assistance
- Received overwhelmingly positive feedback highlighting the program's exceptional customer service and the value of the support provided
- Partnered with Open Window Hub to support individuals experiencing homelessness in rebuilding financial stability and working toward long-term financial independence

### OCTOBER - DECEMBER 2025

- Conflict Resolution Services supported 310 unique clients through 346 interactions, helping community members navigate challenges and work toward positive outcomes
- The Community Care Closet supported 211 unique clients, providing essential resources to individuals and families
- The Community Care Closet recorded 247 client interactions, reflecting continued engagement and the importance of accessible community resources

### JANUARY - MARCH 2026

- Conflict Resolution Services engaged 20 active volunteer mediators, expanding capacity to support individuals and families in resolving conflicts
- Financial Empowerment delivered 19+ workshops, providing clients with practical knowledge and tools to strengthen their financial well-being
- Partnered with Credit Canada to expand opportunities for clients to build greater financial stability and empowerment



## 160+ Total Staff

**66% Staff with benefits coverage**

**29 New staff hired (2026)**

**25 Seasonal summer jobs  
program staff**

**15 Internal moves to new  
roles/departments**

**9 New positions created**

# HUMAN RESOURCES

DBNC's greatest strength continues to be its people, and this year's Human Resources results reflect an organization investing deliberately in leadership, capacity, and long-term stability.

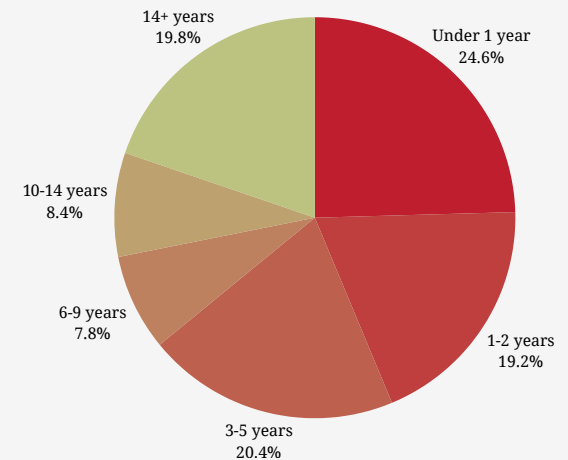
Leadership development remained a top priority. Nine new positions were created and filled this year - two Directors, one Manager, two Associate Managers, and four Coordinators - continuing DBNC's practice of promoting from within and building a pipeline of leaders equipped to guide the organization forward.

That momentum carried across the organization. In the first half of 2026 alone, DBNC welcomed 29 new staff while 15 employees moved into new roles and departments internally - clear recognition of the depth of talent already within our team, and of DBNC's ongoing commitment to career progression.

Today, DBNC's workforce has grown to over 160 staff, including 25 seasonal employees hired through the Summer Jobs Program, two of whom were retained in full-time roles - further evidence that our seasonal programs continue to double as a genuine talent pipeline.

Supporting this growing team remains a priority: 66% of DBNC's staff, are now enrolled in the employee benefits plan, an area HR continues to prioritize as the organization grows. Behind the scenes, HR completed the digitization of employee files this year, streamlining records management, and is currently leading a full revamp of organizational policies to further strengthen the administrative foundation for DBNC's continued growth.

## YEARS OF SERVICE



|                                            | 2026<br>\$       | 2025<br>\$       |
|--------------------------------------------|------------------|------------------|
| <b>ASSETS</b>                              |                  |                  |
| <b>Current</b>                             |                  |                  |
| Cash and cash equivalents                  | 2,856,757        | 1,940,589        |
| Grants and other receivables               | 127,820          | 785,520          |
| Sales taxes receivable                     | 164,586          | 81,692           |
| Prepaid expenses                           | 117,317          | 46,822           |
|                                            | <b>3,266,480</b> | <b>2,854,623</b> |
| Capital assets                             | 35,379           | 42,805           |
| <b>Total Assets</b>                        | <b>3,301,859</b> | <b>2,897,428</b> |
| <b>LIABILITIES</b>                         |                  |                  |
| <b>Current</b>                             |                  |                  |
| Accounts payable and accrued liabilities   | 929,577          | 478,656          |
| Deferred revenue                           | 676,762          | 520,463          |
|                                            | <b>1,606,339</b> | <b>999,119</b>   |
| Deferred capital contributions             | 13,248           | 42,428           |
| <b>Total Liabilities</b>                   | <b>1,619,587</b> | <b>1,041,547</b> |
| <b>FUND BALANCES</b>                       |                  |                  |
| Invested in capital assets                 | 22,131           | 377              |
| Internally restricted                      | 113,000          | 113,000          |
| Unrestricted                               | 1,547,141        | 1,742,504        |
| <b>Total Fund Balances</b>                 | <b>1,682,272</b> | <b>1,855,881</b> |
| <b>Total Liabilities and Fund Balances</b> | <b>3,301,859</b> | <b>2,897,428</b> |

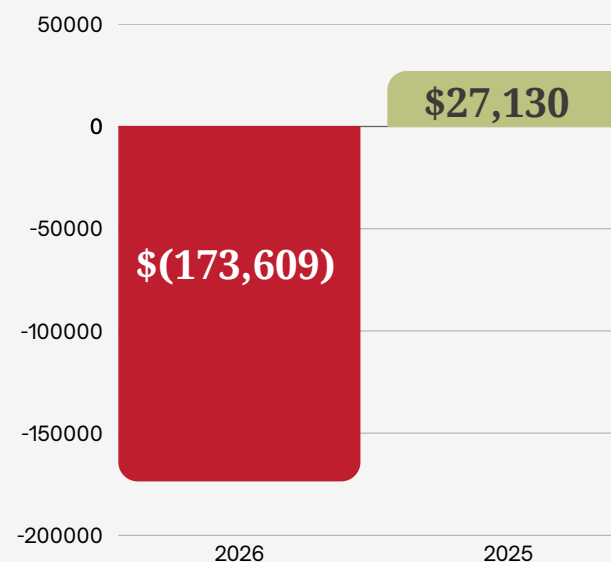
## REVENUE VS EXPENSES

### REVENUE RECEIVED FROM

- Federal grants
- Provincial Grants
- Regional Grants
- Other Grants
- United Way
- Fundraising
- Other Revenue

### EXPENSES INCURRED ON

- Salaries and Benefits
- Programs
- Rent
- Operations
- Amortization of Capital Assets



# INFORMATION TECHNOLOGY

Over the past year, the Information Technology team continued to provide reliable, high-quality services that supported DBNC programs across the organization.

- **Streamlined Print Management:** Continued optimizing printing services through a centralized print management platform, with most printing now flowing through dedicated site printers for improved cost control, oversight, and program-based tracking
  - **Infrastructure for Program Relocations:** Implemented internet, Wi-Fi, and VoIP services to support program relocations, ensuring service continuity during transitions
  - **Enhanced Security (MFA):** Deployed multi-factor authentication across DBNC accounts to strengthen account and data security
  - **CARF Alignment:** Reviewed and applied relevant CARF guidelines to support data security and information management practices
  - **Responsive Help Desk Support:** Continued providing responsive help desk support, assisting staff with day-to-day technology needs so programs operate smoothly
- 
- **Database Improvements for IRCC:** Enhanced database functionality with new features to meet updated IRCC requirements, improving reporting and operations
  - **Database Upgrade Secured (OTF-Funded):** With support from the Ontario Trillium Foundation, secured a vendor to upgrade the program database, improving data security, strengthening a unified data structure, expanding functionality, and providing long-term support for DBNC programs.





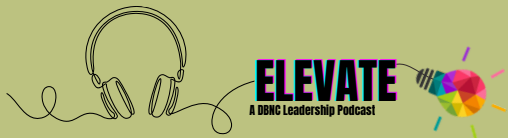
## ELEVATE: A GROWING VOICE FOR OUR COMMUNITY

What started in 2022 as Roots & Resilience has grown into ELEVATE: A DBNC Leadership Podcast, a platform that celebrates leadership, amplifies diverse voices, and shines a light on the people making a difference in our communities.

ELEVATE has evolved both in reach and diversity of its guests. What began as a space for sharing stories has grown into a meaningful platform featuring inspiring entrepreneurs, community leaders, educators, advocates, authors, youth leaders, professionals, and changemakers. Each guest brings a unique perspective, lived experience, and story of resilience, leadership, and impact.

The conversations have grown with the podcast. From leadership and entrepreneurship to mental health, inclusion, newcomer experiences, youth engagement, financial empowerment, belonging, and community change, ELEVATE creates space for conversations that matter. These stories not only recognize the achievements of our guests but also provide knowledge, encouragement, and inspiration to those listening.

The growth of ELEVATE reflects DBNC's commitment to creating opportunities for people to be heard, recognized, and celebrated. Through its expanding digital presence, the podcast brings these conversations beyond the walls of DBNC, reaching a broader audience and connecting people with ideas, experiences, and voices from across the community.



Check out all  
the episodes



# **“POUR YOURSELF A CUP OF AMBITION”**

**-DOLLY PARTON**

Singer, Songwriter, Actress, and Philanthropist





## OUR FUNDERS



An agency of the Government of Ontario  
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Immigration, Refugees  
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Ministry of  
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Ministry of Heritage, Sport, Tourism and Culture Industries  
(Ontario)

Ministry of Labour, Immigration, Training and Skills Development  
(MLITSD)

## OUR PARTNERS

- Building Multicultural Communities
- East Mississauga Community Health Centre
- Syrian Canadian Foundation
- My Neighbourhood Services
- Polycultural Immigrant and Newcomer Services
- Indus Community Services
- Peel District School Board
- Newcomer Centre of Peel
- Seva Food Bank
- MIAG
- MOHT

- Dufferin Peel Catholic District School Board
- Mississauga Community Legal Services
- Barbra Schlifer Commemorative Clinic
- Peel Career Assessment Services Inc
- Embrace Agency to End Violence
- ROOTS Community Services
- Peel Multicultural Council
- The Indigenous Network
- EveryMind
- CDRC
- Achēv
- TRIEC
- CMHA

and more...

# OUR BOARD OF DIRECTORS AND SUPPORTERS



## BOARD OF DIRECTORS

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- Councillor Chris Fonseca
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## PEER LEADERS FROM

- Applewood Heights
- Philip Pocock
- John Cabot Catholic
- St. Martin
- Glenforest
- St. Paul



## DONORS

### A SPECIAL THANK YOU to our Community Care Closet donors

Thank you to those who donated, and continue to donate, to DBNC. The gift you give has a direct impact on the families we serve. Funds raised help provide additional resources like clothing, transportation, educational supplies, hygiene products, small household necessities, and so much more.



## VOLUNTEERS

Finally, to our esteemed and dedicated volunteers, DBNC is humbled and honoured by your drive to help families in our community. Volunteers are the backbone of DBNC's work and are the reason why we are able to impact so many lives.

Thank you!



## Building Stronger, Progressive Communities

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DBNC's mission is to build stronger, progressive communities. We uphold and advance principles of Inclusion, Diversity, Equity, Accessibility, and Learning across the organization – to ensure that every individual that engages with DBNC feels that their diverse perspectives, experiences and cultures are valued. Safe spaces and opportunities are created for all to voice their thoughts respectfully, to learn and develop a deeper understanding of one another.

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Learn more  
about DBNC &  
offered programs



### Follow us:



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