

2024 Funding Recipients

Adventure4Change

\$194 600 Upstream Fund

Strengthening Organizational Capacity

This project will enable Adventure4Change to build on momentum to grow their capacity to deliver important programs. This initiative's goal is to reduce or remove barriers to inclusion, mobility, inequalities, social and community collaborations and engagement while strengthening strategic and operational capabilities of the organization.

African Women's Alliance of Waterloo Region

\$68 110 Community Capacity Building Fund

Our Health in Our Hands - 'Transforming Lives Through Health and Community'

Empowering low-income African women through comprehensive training and support networks, extending beyond physical health to encompass financial literacy, education, and mental wellbeing. By equipping women with knowledge and resources, the project aims to break the cycle of poverty and enhance overall quality of life, offering tailored programs like mental health support and financial literacy training.

Al-Salaam Islamic Centre Kitchener

2024 - \$63 245

2025 - \$60 083

Upstream Fund

Household Stability: Intimate Partner Violence Prevention Program (IPVPP)

This program aims to empower the community with prevention education, advocacy, and culturally attuned support to address intimate partner violence. Utilizing a faith-based approach, the program fosters safe environments and strengthens community bonds. This program will enhance well-being and safety for families in the Waterloo region.

Community Collaborative

\$107 030 Upstream Fund

Creating Culturally Relevant Learning Space to Ensure Youth Thrive

The Community Collaborative provides youth and their families equitable access to education and support services, focusing on culturally relevant tutoring and mentorship. This program seeks to increase access to culturally appropriate tutoring spaces, enhance academic success, facilitate connections with community organizations, and foster relationships with trusted adults. In doing this they are promoting social inclusion, mental wellbeing, and community engagement among children and youth.

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Caribbean Canadian Association of Waterloo Region (CCAWR)

**\$110 000 Community Capacity
Building Fund**

CCAWR Mentorship Program

The CCAWR Mentorship Program aims to provide guidance, education, and networking for ACB-identifying individuals in the Region of Waterloo. The mentors are ACB individuals in the Region who have agreed to share their experience and expertise to help guide mentees. The group and individual mentoring sessions are designed to build stronger community ties, improve mental and emotional health, and create a positive atmosphere for individuals to pursue their life goals.

Coalition of Muslim Women of KW

\$36 069 Upstream Fund
**\$27 176 Community Capacity
Building Fund**

Global is Local: Addressing Mental Health, Combatting Hate, and Fostering Inclusion

Addressing othering, marginalization, and the negative effects of global conflicts in our community by improving mental health and wellbeing. Programs will address mental health needs, combat hate and discrimination and provide culturally safe inclusive spaces.

Multiple methods and initiatives will create this change through training, education, therapeutic activities, creating intercultural and interfaith activities and promoting skill development.

Community Justice Initiatives of Waterloo Region

\$48 650 Upstream Fund

Sulah - Restorative and Transformative Approaches to Identity-Based Harm

Supporting people in having hard conversations with themselves and others that center identity and harm. With deep recognition that punishment does not undo or unlearn discrimination, Sulah offers non-punitive approaches to fostering awareness of how bias and systemic inequities influence cycles of harm and crime. The program will continue to be available to those who request it to facilitate discussions that invite the exploration of our perceptions/assumptions of each other and shift toward greater understanding of lived experiences.

Creative Women's Kitchen

**\$19 460 Community Capacity
Building Fund**

Continuation of a vital program that provides healthy meals to vulnerable

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populations in the Chandler-Mowat area, helping to increase accessibility to food during a time of inflation and high costs. This program also empowers the women in the community to come together, communicate and collaborate to serve.

Crow Shield Lodge

\$96 000 Upstream Fund

Connecting to Culture and Community on the Land

Continuing support of the local urban Indigenous community and the non-Indigenous communities that make up the fabric of Waterloo Region through connection to/learning about culture, healing, and community building. Stewardship of land-based sites for culture camps, ceremony, celebration and more to create safe spaces for all nations to come together in peace, respect, and relationship. These spaces support each other through the lens of the Seven Grandfather teachings of respect, truth, wisdom, honesty, humility, courage, and love to become whole and healthy communities in the Waterloo Region.

Ethiopian Association KW and Surrounding Area

2024 - \$72 975

2025 - \$69 326

Community Capacity Building Fund

Capacity Evolution: Strengthening Organizational Foundations

Expansion of efforts to continue to address issues of social and economic challenges for immigrants and newcomers in Waterloo Region, particularly young families. Hiring an Executive Director will strengthen community relationships, ensure association involvement in key decision-making, and cultivate new partnerships with funders to gain long-term sustainability.

Grand River Pride

\$38 920 Upstream Fund

Building 2SLGBTQIA+ Leadership in Cambridge and North Dumfries

Grand River Pride will grow its capacity to deliver 2SLGBTQIA+ community events in Cambridge and North Dumfries by building our Board and creating an organization plan for sustainable growth. By hiring a community engagement coordinator and working to develop diverse funding opportunities for both Cambridge and Ayr Pride 2025, we will be able to deliver engaging, inclusive, and fun celebrations of diversity, love, and acceptance for the 2SLGBTQIA+ community and allies alike in June.

Hearts Open for Everyone (H.O.P.E.)

2024 - \$97 300

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2025 - \$92 435
Upstream Fund

H.O.P.E. Forward: Building Bridges to Brighter Futures

H.O.P.E. aims to expand outreach, diversify programs and services, enhance volunteer engagement, and strengthen organizational capacity to grow community partnerships. By conducting needs assessments, implementing marketing strategies, promoting mental health support, and leading tailored programs. H.O.P.E will continue to strive to make a positive change in Elmira and beyond.

Indigenous Poets Society – ON

\$103 500 Community Capacity Building Fund

This project will create dynamic, culturally rich, community-focused spaces for celebrating and cultivating Spoken Word, Storytelling, and Visual Arts. These spaces empower artists to integrate oral traditions into their work and educate service providers and the community on Indigenous histories, intergenerational trauma, and the impact of Residential Schools and colonial aggression. Additionally, Indigenous Poets Society will address critical issues of hate crimes and safety, contributing to the resilience and empowerment of our community.

Kind Minds Family Wellness (KMFW)

\$80 000 Upstream Fund

Capacity Building

This project aims to enhance the capacity of both staff and volunteers at KMFW, focusing on vital areas such as program management, human resource management, financial sustainability, client experience, administration, and research within a Black-led non-profit organization. This funding will strengthen leadership capacity through transformative training, expand outreach and community engagement, and enhance financial sustainability through strategic grant writing.

Muslim Social Services Waterloo Region

\$145 950 Upstream Fund

Strengthening Organizational Capacity for Enhanced Community Impact

Increasing the capacity and sustainability of the organization by establishing two critical roles, Program Development Manager and Administrative Support staff. These positions will enable the organization to work towards financial sustainability, provide essential community services, and secure long-term funding for the Executive Director position.

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Nigerians in the Region of Waterloo (NIROW)

2024 - \$53 515

2025 - \$50 839

Community Capacity Building Fund

Capacity Building/Expansion of Afro-cultural Food Bank

Continued growth and momentum of the organization, and key projects that provide necessary services to the community. Continuation of the Afro-Cultural Foodbank and creation of the Afro-Urban Garden to promote sustainable living and long-term solutions to reduce food insecurity. Improving operational efficiency and capacity by hiring more support staff and developing internal mechanisms for effective implementation, mentorship opportunities, advocacy efforts, and overall support for the community.

PLAST Ukrainian Youth Association of Canada

2024 - \$8 400

2025 - \$7 980

Upstream Fund

Strengthening our Foundation: Charitable Status for Plast KW

Investing in children and youth by providing peer support, mentorship and programming needed to foster post-traumatic growth. It is led by and for the Ukrainian newcomer community, currently serving 60 children and youth

who have fled war, on a weekly basis. Funding will aid PLAST KW in becoming a registered charity to be sustainable long term.

Preston Heights Community Group

\$77 840 Upstream Fund

Preston Heights Community Group Specialized Programs

Providing tailored programs to involve youth in constructive community activities using a research-informed approach. Programs are geared towards providing valuable volunteer experiences and fostering skill development and community engagement amongst teenagers.

Resilience Project

2024 - \$48 650

2025 - \$46 218

Upstream Fund

Growing Together: Building Collective Capacity

This collaborative project aims to uplift and empower equity-deserving communities by strengthening the foundation of the grassroots organizations that grew out of the unmet needs of these communities. African Family Revival Organization (AFRO), Bridges to Belonging (B2B), Kind Minds Family Wellness (KMFV), Levant, and Muslim Social Services (MSS) will pool

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their resources and strengths to enhance community resilience.

Rhythm & Blues Cambridge

2024 - \$116 760

2025 - \$110 922

Community Capacity Building Fund

Prioritizing Black Communities in Cambridge Through Research, Engagement + Capacity Building

Rhythm and Blues Cambridge will hire a Black researcher to conduct a needs assessment in Cambridge and the surrounding area to better focus programming and collaboration efforts. They will also grow organizational capacity by recruiting new Board members, writing bylaws, implementing ongoing leadership training for Black women in Cambridge, and incorporating as a non-profit.

Run for Office WR

2024 - \$86 110

2025 - \$81 804

Upstream Fund

Continuing to identify and encourage African, Caribbean, and Black- Identifying community members to run for community office. Will also collect and communicate previous election data to aid in decision making.

Rural Upstream Collaborative - Engage Rural

\$145 950 Upstream Fund

The Rural Strategy and Action Plan seeks to address gaps and issues surrounding equity and inclusion. This plan will work with community to address increasing diversity, competing values and structural changes, while tackling issues of racism, inequality, discrimination, sexism and harassment. The plan is a commitment to working together to improve the lives of people living in rural communities and move from engagement to purposeful action.

Social Development Center, Civic Hub

2024 - \$87 570

2025 - \$83 192

Upstream Fund

Development of a growth and expansion plan that will enable the organization to continue to support grassroots partners and cultivate collaboration. The plan will allow hiring a role to manage fiscal sponsorships and assist grassroots organizations in applying for funds, running donation drives, etc.

Somali Canadian Association of Waterloo Region (SCAWR)

2024 - \$68 110

2025 - \$64 705

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Upstream Fund

Expanding Culturally Sensitive Activities for Newcomer Women Through Program Development and Capacity Building

Development of culturally sensitive programming designed for African, Caribbean, and Black-Identifying newcomer women, including private water recreation activities to promote physical and mental wellbeing in equitable program offerings. Funding will increase organizational capacity by engaging in Board of Directors recruitment and training, with a focus on Black women's leadership opportunities, and becoming a registered charity.

SPECTRUM Waterloo Region's Rainbow Community Space

2024 - \$48 650

2025 - \$46 218

Upstream Fund

Increasing Spectrum's Capacity and Financial Sustainability

Expanding organizational capacity by hiring a full-time Fundraising & Development Coordinator who will maintain the momentum that has begun to create a more robust fundraising and development plan. This will include planning events, grant application writing, building relationships with

foundations, finding corporate partners, and more donor stewardship.

Sporas Scattered

\$29 190 Community Capacity Building Fund

Funding Internal Resources, Financial Officer and Part-time Workshop Facilitation

Expanded operational capacity by hiring staff to assist with essential organizational needs to create long-term sustainability. Expansion of current workshops and programs to provide further training and guidance to build a strong community. By investing in foundational elements, will allow Sporas Scattered to continue to effectively grow and support the local Palestinian community.

The Healing of The Seven Generations

2024 - \$266 000

2025 - \$252 700

Community Capacity Building Fund

A culture-based group healing process for Indigenous people to recognize and begin to heal from harms that have impacted the Indigenous community through Residential Schools and/or the intergenerational impacts of abuse. The initiative will also provide ongoing public education of Residential School impacts and sexual assault recovery information.

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Wisahkotewinowak - An urban Indigenous Garden collective in the Waterloo-Wellington Region

2024 - \$66 500

2025 - \$63 175

Community Capacity Building Fund

The Indigenous Community Systems & Food Sovereignty Project

Expanding production of locally grown, traditional, and cultural foods that are distributed freely to urban Indigenous community members and organizations. Increasing organizational capacity and abilities to provide cultural programs and activities for community.

Townline Muslim Centre

\$126 490 Upstream Fund

Townline Muslim Centre Youth and Seniors Initiative

Education for racialized youth on the importance of mental health, risks, and techniques to improve wellbeing. As well, a senior's initiative will be created that will evaluate mental health of seniors and provide mechanisms for improving mental health. The program will then connect the youth group with the seniors' group for an intergenerational learning experience to share wisdom and insights.

Waterloo Region

Grassroots Response to the Ukrainian Crisis

\$72 975 Upstream Fund

Ukrainian Support Program

Providing culturally specific programming in collaboration with local settlement agencies, employers, churches, and service groups for Ukrainian newcomers. Empowering local community members to join to offer supporting the success of those newly settling in Waterloo Region.

Waterloo Region Jewish Community Council (WRJCC)

\$38 920 Upstream Fund

Fostering Inter- and Intra- Community Engagement and Connection

The WRJCC will build connections across the Jewish community. In addition, WRJCC will foster partnerships with other local organizations, to build a stronger larger community.

White Owl Native Ancestry Association

2024 - \$85 000

2025 - \$80 750

Upstream Fund

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Wiijindamaan Rangers

Establishment of a land-based learning collective on Wiijindamaan land (a shared land restoration project with Conestoga College, Grand River Conservation Authority, City of Kitchener, and White Owl Native Ancestry Association). Youth ages 17-30 will connect with teachers, facilitators, and peers to build community and learn about harvesting, foraging, gardening, food processing, land stewardship, survival, and thriving.

Willow River Centre

\$130 000 Community Capacity Building Fund

This program aims to empower Indigenous youth by creating leadership roles and enhancing services for Two-Spirit and queer Indigenous communities in Waterloo Region. Two Indigenous youth led roles, Project Manager and Communications Lead, will enable expanding culturally specific programs that directly address critical gaps in regional social services. The project also strengthens organizational capacity by transitioning financial management in-house, ensuring sustainable growth and enhanced community impact.

Women's Crisis Services of Waterloo Region

\$87 570 Upstream Fund

She Is Your Neighbour: Preventing Domestic Violence in Waterloo Region

With domestic violence increasing and escalating across Ontario, Women's Crisis Services of Waterloo Region is expanding its services to include prevention as a key pillar of its work. To get at the root cause of domestic violence, it is essential that the organization prioritizes prevention and takes an upstream approach to combatting violence in our communities.

Trauma and Embodiment Association of Ontario (TEAO Canada) - Wounds 2 Wings

\$92 435 Community Capacity Building Fund

Collective Community Care Outreach Integration

An integrated trauma care project aims to address service delivery gaps in the mental health care system by building embodied-trauma care and well-being support for populations who have faced disproportionate levels of trauma, including Black and Indigenous communities. It aims to support over 200 individuals and families every six months for the next two years through systemic impact awareness, trauma-responsive care training, individual counseling, group therapy, workshops, and community care events.