

Threads of Life Annual Report 2018



Ripples of kindness



CHAIR'S MESSAGE



Bill Stunt

I have been a volunteer for Threads of Life for well over a decade now. I am a member of the speakers bureau, and have served on the board of directors since 2008.

In that time, I've met many of the individuals who volunteer for this organization, and have been privileged to witness the impact they have, both on the families Threads of Life serves, and on the culture change we seek in workplaces across Canada. It amazes me to realize that all this was accomplished by just 292 people in 2018.

Growing volunteerism is one of the "Four Asks" we make of new partners (see page 7 for the others). Threads of Life is fortunate to have partners who encourage volunteerism in their own employees, and fund volunteer opportunities for others. This annual report details some of the ways in which that work happens.

Threads of Life volunteers come from two sources. One is community members who are committed to our mission of healing families and promoting safety. The other is people who've experienced a work-related tragedy, who've benefited from Threads of Life's services and want to contribute to that mission too. Both groups are equally inspiring.

The mix of community members and family members is reflected in our board of directors. Our 2018 board chair Karen Lapierre Pitts stepped down to accept a position as Threads of Life's new Manager of Family Support. Having been the board chair in the past, I have agreed to serve another term. I'd like to thank Karen for her leadership of the board through 2018. And I thank all the board members, all of Threads of Life's partners, and all of Threads of Life's volunteers, for their gifts of time and energy in the past year.

BOARD OF DIRECTORS

BILL STUNT, Chair

Production Manager (retired), CBC Radio Network & Family Member, Ontario

PETER DEINES, Vice Chair

Chief Executive Officer, CannAmm Occupational Testing Services, Alberta

JACKIE MANUEL, Treasurer

CEO Newfoundland and Labrador Construction Safety Association, Newfoundland and Labrador

WALLY POWER, Secretary

Family Member, Nova Scotia

SHELLY DAUPHINEE, Director

Vice President Claims Management and Rehabilitation, WorkSafeNB, New Brunswick

DENNIS MACDONALD, Director

General Manager, Commercial Customer Services, Wholesale and Retail Systems, Liquor Control Board of Ontario (LCBO), Ontario

WENDY-ELLEN NITTEL, Director

Family Member, Alberta

JIM SANDFORD, Director

Foreman & Elevator Mechanic and Family Member, Ontario

ELEANOR WESTWOOD, Director and Past Chair

Manager (retired), Marketing, Sales and Communications, Canadian Center for Occupational Health and Safety (CCOHS), Ontario

Ripples of kindness

“We know that when you throw a pebble into a pond, you get the first splash, then you get the waves. The ripples expand across that particular first spot right to the edges of the pond and it encompasses a vast area. That’s what happens when you volunteer. You find that one act that encourages others to do similar acts to develop the wave of kindness.”

-former Governor-General David Johnston

Threads of Life started with volunteers, and it couldn’t continue without them. We often talk about the ripple effects of a work-related tragedy. But acts of generosity, commitment and kindness cause ripples too, as former Governor-General David Johnston noted.

All of Threads of Life’s programs and events are sustained by volunteers. Our volunteers are family members who’ve healed enough to want to ease the journey for others. They’re health and safety professionals with a passion for their role. They’re community members and friends who just want to help. Together, all of them – all of YOU – start that ripple that turns into a wave of kindness and healing.

BY THE NUMBERS



19

New family members
PER MONTH IN 2018
came to Threads
of Life



80+

Partner companies
and organizations
have staff who
also volunteer for
Threads of Life.



42

Trade shows
and fundraising
events were
attended by
volunteers.



9,400+

Hours in 2018
were given by
Threads of Life
volunteers.



292

Active
volunteers in
2018.

FAMILY SUPPORT:

Families Helping Families

There's a reason Threads of Life talks a lot about journeys: healing is a process, not a destination. Many people come to Threads of Life broken by the work-related tragedy they've experienced in themselves or in their family. They are in emotional and physical pain. But as they experience the support of peers through family forums and volunteer family guides, their load begins to lighten a bit.

One important step along the road is the one that takes an individual from getting help to giving help. Many of our Threads of Life members make the decision to become volunteers so that even more people will have the chance to ride that wave of kindness.

Tami and Michelle are a perfect example. Tami has been a Volunteer Family Guide (VFG) for many years. Recently, she has been paired with Michelle, another mom. Michelle has now chosen to become a VFG herself.



19

New family members
PER MONTH IN 2018
came to Threads
of Life

Michelle

"At the time that tragedy strikes, you just feel so alone. Life goes on for everyone else but you are left with a big gaping hole and very much uncertain how you are going to survive this, and where to turn for help.

When I found my Threads of Life VFG I found someone who could relate, which immediately helped to soothe my heart. I then did a little research and found a wonderful organization full of heart, grace and good intent to spread the word in regards to safety. Seeing others who have also been affected, doing such great work, really inspired me to do the same. And in helping others there is healing to be done—when I help others, I always find I also help myself.

Volunteering is so very powerful—it builds inner strength at the same time as it builds community."

A beautiful thing!



Tami

"Helping others through one of the most painful traumatic experiences of their lives is a daunting task but one that I feel is so very important.

Just knowing that others are sharing their deepest sorrow and anger or whatever it may be with you is humbling and some of my greatest rewards for having been a safe place for all of these emotions to be stored and just held and vindicated is priceless. When I see fragile scared families finding the strength and courage to move forward it is so very moving and I am just so encouraged by it."



OUTREACH:

Volunteers with vision



Volunteers Laura Synyard left and Dayle Biggin staff the display at a conference trade show

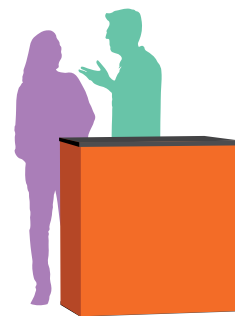
Threads of Life will lead and inspire a culture shift as a result of which work-related injuries, illnesses and deaths are morally, socially and economically unacceptable.

Since the day Threads of Life was established, this vision has been the north star for all of our family members and volunteers. Imagine the world in which this has become reality! Our volunteers are helping to realize this vision every day, by sharing their personal stories of the impact of work-related tragedy, and by spreading the word far and wide about Threads of Life's work.

In my current capacity as a Safety Officer (CSO, CHSC) with Lindsay Construction, I recognize that my most important responsibility is to ensure a safe workplace for my company's employees. I also believe it is important to promote safety as an objective for all workers and employers. This is why I have become an ambassador for the Threads of Life charity.

It is important that Threads of Life be known industry-wide and this is my goal. I have seen first-hand that our presence at conferences and trade shows has resulted in more visibility for the charity and has led to positive inroads with industry players.

-Dayle Biggin, Threads of Life volunteer



42

Trade shows and fundraising events were attended by volunteers.

Speaker presentations to sectors

135 presentations by volunteer speakers in 2018



Manufacturing



Construction



Government



Oil & Gas



Lumber



Schools



Health and Safety



Energy Utilities



Transportation

Steps for Life:

Making strides for safety



Steps for Life – Walking for Families of Workplace Tragedy is volunteer-powered. Volunteers organized each of the 27 community walks across Canada in 2018, and they also created more than a dozen Your Walk Your Way and Steps for Life-related fundraising events. Their creativity, commitment and energy made 2018 the most successful year ever for Steps for Life, raising more than \$750,000.

At least 177 people worked on Steps for Life committees last year, and dozens more came out to help at walk events. All of these volunteer roles demand varying levels of time and energy, but all are vital to making Steps for Life happen.

A few volunteer roles you may not have known about:



Cutting the cake



Directing traffic



Finessing registration



Wielding the scissors



Outshining the t-shirts



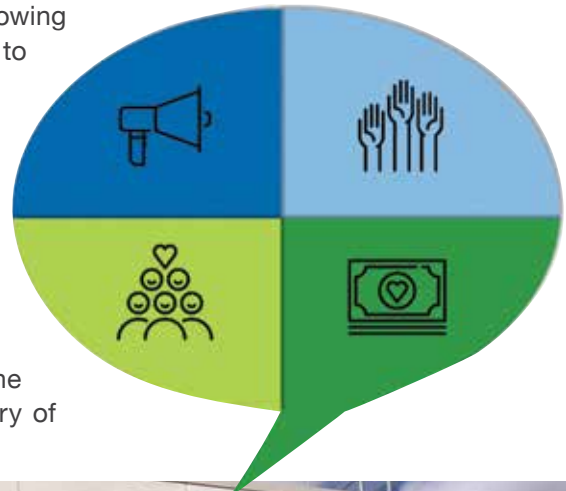
Dispensing the hugs

PARTNERSHIPS:

Growing volunteers

One of the ways *Threads of Life* asks our partners to help is by growing volunteerism. Many companies encourage their employees to volunteer, knowing that it builds skills, strengthens teams, and enriches the work experience, not to mention helping a good cause. Volunteers from more than 80 organizations help to make Steps for Life walks happen, raise funds, sit on our board of directors, and assist with programs and services.

While some volunteer roles – like speakers and volunteer family guides – can only be filled by those who’ve directly experienced a work-related tragedy, those programs would not happen without our partners either. Our partners fund the training for new speaker and VFG volunteers, and the delivery of those services. We couldn’t do it without them!



80+



National Steps for Life sponsor SPI Health and Safety encouraged employees to participate in community walks, and organized their own event where there wasn't a walk.

Partner companies and organizations have staff who also volunteer for *Threads of Life*.

“At the NLCSA, we have always encouraged our staff to volunteer. *Threads of Life* is aligned with the NLCSA’s mission and values and so, really resonated with our team. We dedicate our efforts every day to the prevention of workplace incidents and illness in the construction industry, and so the opportunity to volunteer and assist another organization that supports that mission just makes sense.”

- Jackie Manuel, CEO of the Newfoundland and Labrador Construction Safety Association, *Threads of Life* Board Member

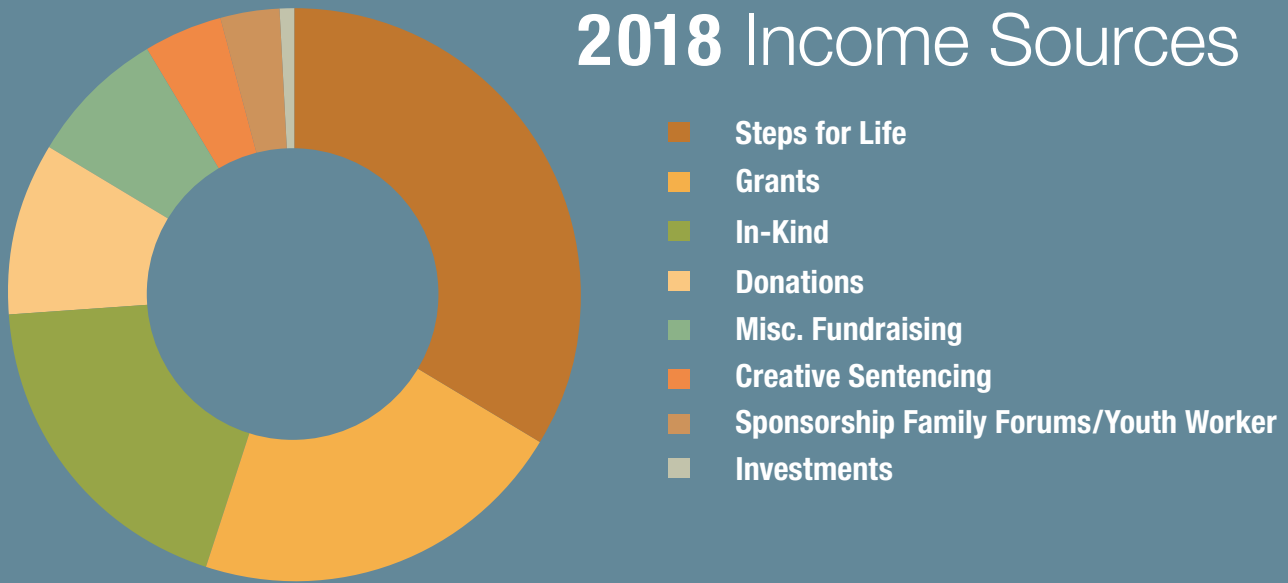
Summary of Financial Statements

	2018	2017
	Totals	Totals
ASSETS		
Current Assets	\$	\$
Cash & Marketable Securities	1,660,399	1,288,553
Accounts Receivable	4,233	21,499
Grants Receivable	0	0
GST/HST Recoverable	14,891	12,378
Prepays & Deposits	24,741	25,815
	<u>1,704,264</u>	<u>1,348,245</u>
LIABILITIES		
Accounts Payable	56,813	49,962
Deferred Revenue	156,870	173,694
	<u>213,683</u>	<u>223,656</u>
FUND BALANCES		
Unrestricted Operating Reserves	1,490,581	1,124,589
	<u>1,704,264</u>	<u>1,348,245</u>

Audited financial
information available
upon request

	2018	2018	2018	2017
	Hard Costs	Inkind	Totals	Totals
REVENUES	\$	\$	\$	\$
Grants & Awards	480,000	0	480,000	445,000
Fundraising	1,255,153	0	1,255,153	1,080,829
Inkind Donations	0	423,681	423,681	423,549
Creative Sentencing	79,875	0	79,875	0
Interest & Miscellaneous Income	14,455	0	14,455	6,221
	<u>1,829,483</u>	<u>423,681</u>	<u>2,253,164</u>	<u>1,955,599</u>
EXPENDITURES				
Salaries & Benefits	889,980	0	889,980	936,463
Purchased Support Services	33,921	53	33,974	22,973
Events	267,622	259,959	527,581	437,587
Publications & Printing	21,860	0	21,860	71,757
Publicity & Promotions	47,057	12,678	59,735	17,005
Volunteer Training & Programs	72,107	94,277	166,384	159,880
General & Office	42,486	795	43,281	43,547
Rent - Office & Storage	18,820	38,850	57,670	63,385
Communications	20,965	0	20,965	20,819
Meeting & Travel Expenses	37,096	0	37,096	40,595
Professional Fees	8,349	17,069	25,418	9,791
Board & Liability Insurance	3,228	0	3,228	3,033
	<u>1,463,491</u>	<u>423,681</u>	<u>1,887,172</u>	<u>1,826,835</u>
EXCESS REVENUES	<u>365,992</u>	<u>0</u>	<u>365,992</u>	<u>128,764</u>

2018 Income Sources



2018 Program Spending



Threads of Life Staff

Emma Morris	Content Specialist
Heather Lyle	National Manager – Steps for Life
Karen Lapierre Pitts	Manager – Family Support
Kelley Thompson	Office and Administrative Assistant
Kimberly Bondame	Administrative Coordinator
Lorna Catrambone	Regional Development Coordinator – Central Canada
Lynn Danbrook	Regional Development Coordinator – Western Canada
Patti Penny	Administrative Assistant
Sandra Hickman	Production Coordinator
Sarah Wheelan	Communications Coordinator
Scott McKay	Director – Fundraising & Partnerships
Sharon Freeman	Coordinator
Shirley Hickman	Executive Director
Susan Haldane	Manager – Marketing & Communications

Gifts of time and energy



Volunteer Bob Ocrane is recognized by Executive Director Shirley Hickman for his contributions to Program Advancement in Community Action

Our country has a huge volunteer workforce. The Conference Board of Canada estimates that volunteers gave more than two billion hours of their time in 2017. At 9,400-plus hours, Threads of Life's volunteer hours are a tiny fraction of that total, but every one of those gifts of time and energy has a huge impact in helping to heal those who've experienced a work-related tragedy and in helping to prevent such tragedies in the future.

Each year, we recognize just a few of our incredible volunteers – both individuals and organizations who have shown through their actions their commitment to Threads of Life's mission.

2018 Volunteer Awards

A COMMUNITY BOARD MEMBER OF THREADS OF LIFE

Eleanor Westwood

10 YEAR RECOGNITION OF ACTIVE & CURRENT FAMILY MEMBER VOLUNTEERS

Marilyn D'Entremont
Karen Lapierre Pitts
Cheryl Mackay
Larry Mackay
Geraldine Wheeler
Debbie Glenn
Emily Roadhouse

A FRIEND OF THREADS OF LIFE

Canadian Society of Safety Engineering (CSSE)
Workplace Safety North
Calgary Regional Safety Committee
Safety Services Manitoba
Cindy Rizzo

PROGRAM ADVANCEMENT IN FAMILY SUPPORT

Carolyn Sim

PROGRAM ADVANCEMENT IN COMMUNITY ACTION

Trevor Wieler
Bob Ocrane
Wynny Sillito
Joanne Wade
Elisa Kilbourne
Paulette Raymond
Jennifer McGillis
Dan Fleming



9,400+

Hours in 2018 were given by Threads of Life volunteers.

Be part of the wave of kindness

Threads of Life's volunteer force is small – we had 292 active volunteers in 2018 – but incredibly mighty, accomplishing amazing things. Our volunteers are building the wave of kindness that will heal those dealing with the life-long effects of work-related tragedies, and will bring about a world where such tragedies are not acceptable.

Would you like to be part of our wave?



Here are some ways you can volunteer, or support volunteers for Threads of Life:

- Join a Steps for Life committee in your community – help to plan next year's walk!
- Arrange to bring one of our volunteer speakers into your workplace for a powerful health and safety presentation.
- Encourage your employees to volunteer – maybe even provide paid time for their volunteer work!
- Make a donation to help train more Volunteer Family Guides.
- Become a Threads of Life corporate partner and help the organization to grow in every way.
- Say thank you to one of our partners - none of our work would happen without them!



292

Active volunteers
in 2018.

Each worker and family member who has been affected by a workplace tragedy is a thread in the quilt of life. Each thread, by itself, cannot stand alone, but when woven together provides strength. Although we are individuals, we are also connected in the fabric of life.



THREADS OF LIFE

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www.stepsforlife.ca

Charitable organization business #87524 8908 RR0001
Threads of Life is the Charity of Choice for workplace health and safety events.

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