

Threads of Life Annual Report **2022**



SHARING THE WEIGHT

threads[®]
OF LIFE

The logo features the text "threads" in a lowercase serif font, with "OF LIFE" in a smaller, uppercase sans-serif font below it. Underneath the text are three stylized, overlapping wavy lines in shades of orange and yellow, resembling threads or a ribbon.

CHAIR'S MESSAGE



Bill Stunt

There's a theory about sharing the load when you're hiking with a team. All the gear you need – food, tent, cooking supplies, clothes – weighs a lot. It's best to think of it as sharing

one pack among the team, but that doesn't mean everyone carries the same amount. Each team member may have different capacities, so they carry the amount they're able to, and those loads are adjusted during the trip to account for each person's abilities day by day.

What a great metaphor for Threads of Life! In our case, the pack we carry is the challenge, trauma and grief of a workplace tragedy. And our family members, our volunteers and our partners all do their best to share that weight so no individual has to carry it all themselves.

2022 was an amazing year for Threads of Life. While the pandemic was not over, we were able to return to some in-person events, which was a huge highlight for all of us. Steps for Life broke all its fundraising records, and partners renewed their commitments to supporting awareness, participation, volunteerism and revenues. Thanks to efforts from all parties, more new families found their way to Threads of Life than in any previous year. As always, we wish they didn't need us, but they do, and thanks to all of you, Threads of Life will continue to be here providing care and service.

Of course the year was not without its challenges. Some people were still hesitant to attend events in person, travel threw some curve balls, and the organization searches to make the best use of technology to reach and engage with family members, still balancing the need for a personal touch. As always, our board, staff, volunteers and partners work hard to meet those challenges and to achieve the best for Threads of Life. They are a true team, always willing to share the weight. I am grateful to each one of you, and to our family members for continuing to trust Threads of Life to be with you on your journey.

BOARD OF DIRECTORS

(as of December 31, 2022)

BILL STUNT *Chair*

Family Member, Ontario

PETER DEINES *Vice Chair*

CEO, 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

SEAN ALGER *Director*

SVP Corporate Services, Ledcor, Alberta

SHELLY DAUPHINEE *Director*

Workplace Services & Specialized Adjudication, Workers' Compensation Board of Nova Scotia

WENDY-ELLEN NITTEL *Director*

Family Member, Alberta

ERIN PITRUZZELLA *Director*

Family Member, Ontario



L-R: Jackie Manuel, Shelly Dauphinee, Bill Stunt, Erin Pitruzzella, Sean Alger, Wendy-Ellen Nittel, Peter Deines
Absent: Wally Power



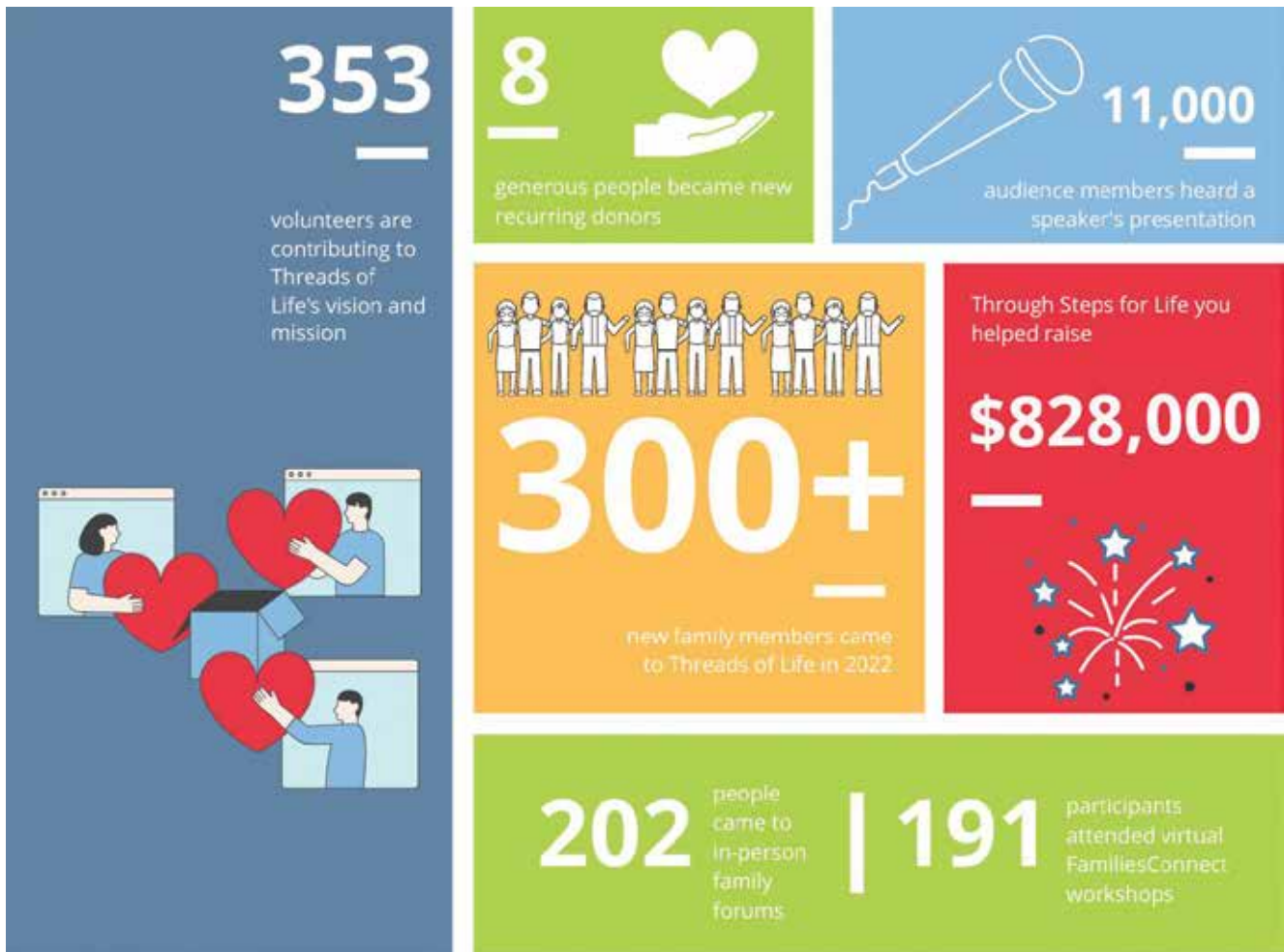
SHARING THE WEIGHT

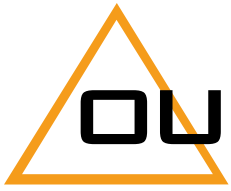
Most of us will never find ourselves at the top of Mount Everest. But we can all imagine the months of training and preparation, the lists of gear and provisions, the challenge of days of climbing in thin air, carrying all those supplies on your back. And we can imagine how relieved and grateful we'd feel to have someone to walk with us, to guide us on the right trail, to help us carry the weight — someone who cares about our wellbeing and has travelled this route before.

For Threads of Life, 2022 showed over and over the value of sharing the weight among many. We saw family members help one another carry their burdens; volunteers walk along with us; partners and donors concerned and committed enough to join us on the trail and shoulder some of the weight as well.

Together, these companions smoothed the way for the organization and our members, ensuring those affected by tragedy have a community of support, and helping to change safety cultures to prevent tragedies in the future.

Report highlights 2022



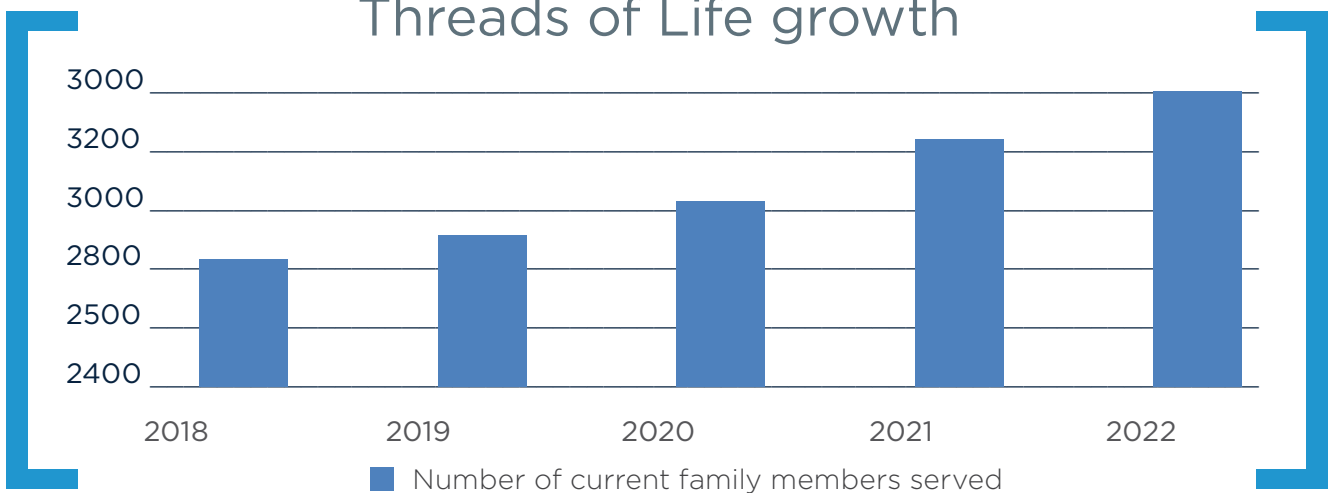


OUR WORK: Supporting Families

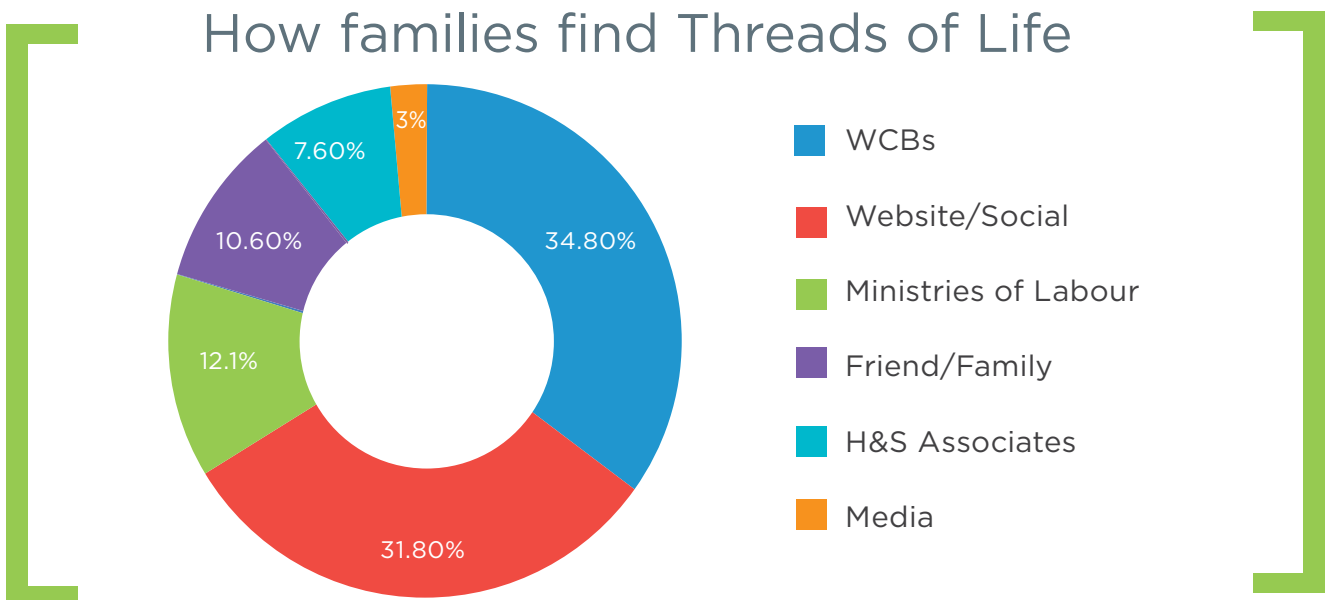
Workplace tragedy is a heavy burden, whether it's the responsibility of caring for a loved one, the daily pain and drudgery of coping with illness or injury, or the grief of a work-related death. Over and over, Threads of Life's family members tell us how much it means to find someone who knows this road and can help them carry the weight.

In 2022, more than 300 new family members came to Threads of Life – the largest number of new families ever. While thousands of families have been supported over the history of Threads of Life, we are currently serving more than 3,350 family members.

Threads of Life growth



How families find Threads of Life



OUR WORK: Supporting Families

Both new and existing family members were able to share their burdens through our family support programs:

- The return to in-person Family Forums was a highlight for family members as well as for staff. 202 participants attended one of the three regional forums in 2022.
- Virtual FamiliesConnect workshops continued to offer support and learning each month. 191 attended workshops in 2022.
- Volunteer Family Guides continued to support other family members connecting through phone conversations and emails. Many new members were matched with guides to support them and help them carry the weight of coping with tragedy.

Volunteering is at the heart of Threads of Life's work. Achieving our mission - to help families heal through a community of support and to promote the elimination of life-altering workplace injuries, illnesses and deaths - couldn't happen without our volunteers. For many family members, the willingness to become a volunteer marks a point on their journey where they want to give back, help other family members and prevent future tragedies. In the fall of 2022, after a two-year gap, 12 new volunteers gathered for training to become Volunteer Family Guides or Volunteer Speakers.



For the first time since 2020, volunteers gathered in person in November to become volunteer speakers or Volunteer Family Guides.

OUR WORK: Prevention Outreach

For those who've experienced the pain and loss of a work-related injury, illness or death, one thing that can lighten the load of grief is knowing they're helping to spare other families the same pain.



Volunteer speakers like Alex Tuff change workplace cultures by sharing their personal experience.

In 2022, Threads of Life families contributed to this important work in several ways:

- Threads of Life volunteer speakers change workplace safety cultures by sharing their personal experience dealing with fatality, injury or illness. These moving stories influence beliefs and behaviour for thousands of workers, safety staff, students and partners each year. In 2022, changing pandemic restrictions meant a blend of in-person and virtual presentations. Volunteer speakers made a total of 88 presentations for more than 11,000 audience members.
- To fulfill Threads of Life's two-part mission — helping families heal through a community of support and promoting the elimination of life-altering workplace injuries, illnesses and deaths — dozens of family members also shared their stories through video, newsletters and articles for distribution in our partners' communication channels.

- Threads of Life wants to ensure any individual who could benefit from our programs and services is aware of the organization. One way to increase this awareness is through media. In 2022 Threads of Life commissioned a survey on health and safety for young workers, and launched a media relations campaign to increase the public's understanding of the hazards facing young workers, and to improve recognition of Threads of Life. The campaign resulted in more than 450,000 views and 2,230 engagements.

OUR WORK: Steps for Life

During the pandemic, we were awed by the way our partners, sponsors and in particular, our volunteers made Steps for Life a success in spite of the challenges. And in 2022 this important fundraising and awareness event came roaring back. Most walks were in person, but many still incorporated ideas and activities learned during the pandemic. Public events were held in 26 communities, many joined the National Online Walk, and organizations and teams across the country organized their own Steps for Life walks — and it all added up to the most successful year ever for Steps for Life, raising a record-breaking \$828,000.

Steps for Life-Walking for Families of Workplace Tragedy is a chance to honour those affected by fatalities, injuries and illness. In 2022 the broader community stepped up in force to help carry the weight of those tragedies and ensure that families and individuals continue to have access to programs and services that will help them heal.





SHARING THE WEIGHT:

Our partners and donors

“Many hands make light work,” the saying goes, and Threads of Life is blessed to have many hands, many friends who share the journey with us. These partners support our work, and lighten the burdens of our family members, by growing awareness, increasing participation, encouraging volunteerism and boosting revenues.

In 2022 they made sure family members have access to healing programs and services by:

- Ensuring predictable and consistent funding – eight individuals became new recurring donors,
- Hosting numerous fundraising events such as golf tournaments and barbecues,
- Matching the donations from their staff to Threads of Life,
- Supporting their employees’ time and energy to organize Steps for Life events.

Threads of Life partners include:

- 3** major corporate partners who provide a defined level of financial support to Threads of Life.
- 23** program partners who provide funding for specific programs on a year-to-year basis.
- 110** Steps for Life sponsors at both the national and community level.
- 3** supporting partners who provide Threads of Life with valued non-financial support and strategic alliances.

Thank you to ALL our 2022 donors:

- 265** donors to Threads of Life in 2022
- 4150** donors to Threads of Life through Steps for Life in 2022

BCRSP scholarship recipients

The Board of Canadian Registered Safety Professionals each year provides funding for scholarships to help students directly affected by a workplace tragedy further their education. In 2022 the scholarship recipients were:

- Riley Chisholm
- Mark Sisson
- Jolene Gust
- Jackson Toms

SHARING THE WEIGHT:

Our volunteers!



Threads of Life volunteers fill many roles!
 Volunteer Estella Hickey, left, with staff member Kelley Thompson, served as volunteer MC for the Atlantic Family Forum in 2022.

Threads of Life's volunteers have 353 ways to share the weight - in fact, more than that because many of our 353 volunteers fulfill more than one role: speakers, trained listeners, planners, organizers, fundraisers, networkers, sharers. Our new Community Engagement Volunteers - a role just introduced in 2021 - are true ambassadors for Threads of Life. They attend trade shows, introduce Threads of Life to their networks and new partners, distribute materials and find new ways to spread the word about Threads of Life in their communities. Eight new Community Engagement Volunteers trained in 2022.

We are endlessly grateful to all our volunteers!



2022 Volunteer Awards

10-Year Recognition Of Active & Current Family Member Volunteers

Wally Power
 Shelby Jean Sandford
 Paulette Raymond
 Donna Green

A Board Member of Threads of Life

Shelly Dauphinee

A Partner of Threads of Life

Workers Compensation Board of Nova Scotia
 CCOHS - Canadian Centre for Occupational Health and Safety
 CANNAMM Occupational Testing Services
 Flynn
 Stantec
 Nova Chemical

Program Advancement in Family Support

Elisa Kilbourne
 Marsha Pidgeon

Program Advancement in Community Action

Holly Baril
 Jennifer Wright
 CK DesGrosseilliers
 Penny Glover
 Marilyn D'Entremont

Steps for Life Length of Volunteer Service

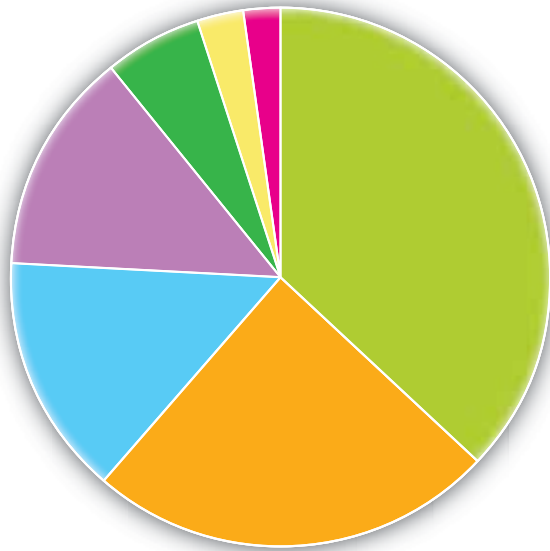
Lisa Tkaczuk (Toronto)

Summary of Financial Statements

	2022	2021
	Totals	Totals
ASSETS		
Current Assets	\$	\$
Cash & Marketable Securities	2,952,165	2,714,927
Accounts Receivable	12,090	9,109
Grants Receivable	0	0
GST/HST Recoverable	17,913	5,552
Prepays & Deposits	34,439	23,687
	<u>3,016,607</u>	<u>2,753,275</u>
LIABILITIES		
Accounts Payable	46,481	48,757
Deferred Revenue	168,085	175,628
Canadian Emergency Business Account Loan	0	60,000
	<u>214,566</u>	<u>284,385</u>
FUND BALANCES		
Unrestricted Operating Reserves	2,802,041	2,468,890
	<u>3,016,607</u>	<u>2,753,275</u>

**Audited financial
information available
upon request**

	2022	2022	2022	2021
	Hard Costs	Inkind	Totals	Totals
REVENUES	\$	\$	\$	\$
Grants & Awards	495,333	0	495,333	525,333
Fundraising	1,209,351	0	1,209,351	768,171
Inkind Donations	0	293,818	293,818	212,836
Creative Sentencing	15,000	0	15,000	20,000
Government Subsidies	20,000	0	20,000	205,984
Interest & Miscellaneous Income	41,586	0	41,586	9,241
	<u>1,781,270</u>	<u>293,818</u>	<u>2,075,088</u>	<u>1,741,565</u>
EXPENDITURES				
Salaries & Benefits	938,934	678	939,612	939,011
Purchased Support Services	42,518	0	42,518	25,197
Events	195,516	190,168	385,684	180,273
Publications & Printing	27,739	0	27,739	23,555
Publicity & Promotions	19,419	5,382	24,801	18,851
Volunteer Training & Programs	78,069	45,564	123,633	28,722
General & Office	45,719	0	45,719	37,188
Rent - Office & Storage	18,820	40,000	58,820	56,574
Communications	22,337	10,244	32,581	17,777
Meeting & Travel Expenses	38,458	0	38,458	2,034
Professional Fees	8,315	1,782	10,097	28,784
Scholarships	7,500	0	7,500	10,000
Board & Liability Insurance	4,776	0	4,776	4,638
	<u>1,448,120</u>	<u>293,818</u>	<u>1,741,938</u>	<u>1,372,604</u>
EXCESS REVENUES	<u>333,150</u>	<u>0</u>	<u>333,150</u>	<u>368,961</u>

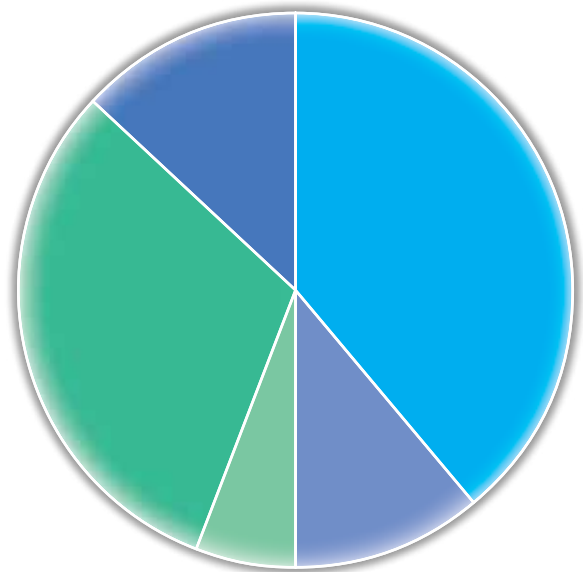


2022 Income Sources

- Steps for Life
- Grants
- In-Kind
- Donations
- Misc. Fundraising
- Sponsorship Family Forums
- Creative Sentencing
- Investments

2022 Program Spending

- Education
- Fundraising
- Administration
- Family Support
- Training



Threads of Life Staff

(as of December 31, 2022)

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	Associate Director Fundraising and Partnerships
Sandra Hickman	Production Coordinator
Sarah de Lange	Regional Development Coordinator – Atlantic Canada and Quebec
Sarah Wheelan	Communications Coordinator
Scott McKay	Director – Fundraising & Partnerships
Shari Hinz	Regional Development Coordinator – Western Canada
Sharon Freeman	Coordinator
Shirley Hickman	Executive Director
Susan Haldane	Manager – Marketing & Communications
Tracey Csordas	Regional Development Coordinator – Central Canada

HOW YOU CAN HELP SHARE THE WEIGHT

We are travelers together, and each journey – even the dark path after a workplace tragedy – is made easier when we help carry one another's burdens. Here's how you can support individuals and families affected by work-related illness, life-altering injuries and fatalities:

SPREAD THE WORD – Tell someone who needs support about Threads of Life.

VOLUNTEER – Support Threads of Life's programs, events and activities across Canada.

PARTICIPATE – If you're a family member, come to a FamiliesConnect workshop or Family Forum. If you're a supporter, sign up for Steps for Life.

DONATE – Consider a monthly gift to ensure families and individuals affected by workplace tragedy have access to compassionate support.



THREADS OF LIFE

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www.threadsoflife.ca
www.stepsforlife.ca

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

Threads of Life supports the UN
Sustainable Development Goals.



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