

**ASSOCIATION FOR WORKPLACE TRAGEDY FAMILY SUPPORT**  
*(Operating as Threads of Life)*  
**Financial Statements**  
**Year Ended December 31, 2024**

**ASSOCIATION FOR WORKPLACE TRAGEDY FAMILY SUPPORT**  
***(Operating as Threads of Life)***  
**Index to Financial Statements**  
**Year Ended December 31, 2024**

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## INDEPENDENT AUDITOR'S REPORT

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To the Members of Association For Workplace Tragedy Family Support (Operating as Threads of Life)

### *Qualified Opinion*

We have audited the financial statements of Association For Workplace Tragedy Family Support (the Association), which comprise the statement of financial position as at December 31, 2024, and the statements of changes in net assets, revenues and expenditures and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### *Basis for Qualified Opinion*

In common with many not-for-profit organizations, the Association derives revenue from donations, fundraising, bequests, and in-kind donations, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to the amounts recorded in the records of the Association. Therefore, we were not able to determine whether any adjustments might be necessary to fundraising revenue, excess of revenues over expenses, and cash flows from operations for the year ended December 31, 2024, current assets and net assets as at December 31, 2024. Our audit opinion on the financial statements for the year ended December 31, 2023 was modified accordingly because of the possible effects of this limitation of scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

(continues)

*Jeremy A. Giles CPA, CA      Lissa Savage CPA, CA, CPA (Illinois)*

*Mark Snyders CPA, CA      Dillon O'Henly CPA, CA*

*James B. MacNeill FCPA, FCA, CFP (Counsel)      Robert F. Edmundson CPA, CA (Retired)*

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**INDEPENDENT AUDITOR'S REPORT** *(continued)*

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*Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

London, Ontario  
June 13, 2025

*MacNeill Edmundson*  
PROFESSIONAL CORPORATION  
CHARTERED PROFESSIONAL ACCOUNTANTS  
Authorized to practise public accounting by  
the Chartered Professional Accountants of Ontario


**ASSOCIATION FOR WORKPLACE TRAGEDY FAMILY SUPPORT**  
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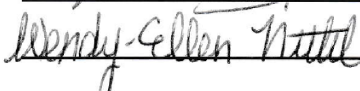
**Statement of Financial Position**

**December 31, 2024**

	2024	2023
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 192,686	\$ 288,741
Term deposits <i>(Note 3)</i>	3,300,000	3,100,000
Accounts receivable	11,590	22,654
Interest receivable	77,492	73,029
Harmonized sales tax recoverable	32,241	21,952
Prepaid expenses	22,734	17,258
	<b>\$ 3,636,743</b>	<b>\$ 3,523,634</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$ 68,605	\$ 54,043
Deferred revenue <i>(Note 4)</i>	92,814	300,333
	<b>161,419</b>	<b>354,376</b>
<b>NET ASSETS</b>	<b>3,475,324</b>	<b>3,169,258</b>
	<b>\$ 3,636,743</b>	<b>\$ 3,523,634</b>

**ON BEHALF OF THE BOARD**

 Director

 Director

MACNEILL EDMUNDSON  
PROFESSIONAL CORPORATION

**ASSOCIATION FOR WORKPLACE TRAGEDY FAMILY SUPPORT**  
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**Statement of Changes in Net Assets**

**Year Ended December 31, 2024**

	<b>2024</b>	2023
<b>NET ASSETS - BEGINNING OF YEAR</b>	<b>\$ 3,169,258</b>	\$ 2,802,041
EXCESS OF REVENUES OVER EXPENSES	<u>306,066</u>	<u>367,217</u>
<b>NET ASSETS - END OF YEAR</b>	<b><u>\$ 3,475,324</u></b>	<b><u>\$ 3,169,258</u></b>

**ASSOCIATION FOR WORKPLACE TRAGEDY FAMILY SUPPORT**  
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**Statement of Revenues and Expenditures**

**Year Ended December 31, 2024**

	2024	2023
<b>REVENUES</b>		
Fundraising	\$ 1,617,594	\$ 1,442,318
Grants <i>(Note 5)</i>	773,333	629,500
In-kind <i>(Note 6)</i>	452,247	359,485
Interest	167,708	126,588
	<u>3,010,882</u>	<u>2,557,891</u>
<b>EXPENSES</b> <i>(Note 6)</i>		
Salaries, wages and benefits	1,249,990	1,068,569
Events <i>(Note 7)</i>	611,525	492,171
Publicity and promotion	250,897	99,257
Volunteer training and programs	149,712	144,582
Purchased support services	95,701	68,920
Office	85,226	81,241
Rental	72,512	63,895
Professional fees	57,389	25,743
Meeting and travel expenses	44,425	54,125
Communications	38,642	35,058
Publications and printing	31,535	41,745
Scholarships	12,500	10,000
Insurance	4,762	5,368
	<u>2,704,816</u>	<u>2,190,674</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<u>\$ 306,066</u>	<u>\$ 367,217</u>

**ASSOCIATION FOR WORKPLACE TRAGEDY FAMILY SUPPORT**  
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**Statement of Cash Flows**  
**Year Ended December 31, 2024**

	2024	2023
<b>OPERATING ACTIVITIES</b>		
Excess of revenues over expenses	\$ 306,066	\$ 367,217
Changes in non-cash working capital:		
Accounts receivable	11,064	(10,564)
Interest receivable	(4,463)	(41,864)
Accounts payable and accrued liabilities	14,562	7,562
Deferred revenue	(207,519)	132,248
Prepaid expenses	(5,476)	17,181
Harmonized sales tax payable	(10,289)	(4,039)
	<u>(202,121)</u>	100,524
Cash flow from operating activities	<u>103,945</u>	467,741
<b>INVESTING ACTIVITY</b>		
Purchase of term deposits	<u>(200,000)</u>	(535,000)
<b>DECREASE IN CASH FLOW</b>	<u>(96,055)</u>	(67,259)
Cash - beginning of year	<u>288,741</u>	356,000
<b>CASH - END OF YEAR</b>	<u>\$ 192,686</u>	\$ 288,741



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**Notes to Financial Statements**  
**Year Ended December 31, 2024**

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DESCRIPTION OF ASSOCIATION

The association was incorporated under the Ontario Business Corporations Act on May 29, 2003 as a "Corporation Without Share Capital". The association's purpose is to support and assist families of workers who have suffered a fatal or very serious workplace injury or illness. It is currently operating under the name "Threads of Life". It was registered as a charitable organization under the *Income Tax Act* on March 21, 2007.

The Mission of the association is to help families heal through a community of support and to promote the elimination of life altering workplace injuries, illnesses and death.

Their vision is to lead and inspire a culture shift, as a result of which work related injuries, illnesses and death are morally, socially and economically unacceptable.

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1. ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Revenue recognition

Association For Workplace Tragedy Family Support follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Grant receivables

The grant receivables represent commitments of organizations for funding of approved current period programs and service expenditures. Payment schedules for those committed funds are based on completion and submission of interim and final program and project reports. The receivables are recorded at the committed values - which is considered to be at cost.

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**Year Ended December 31, 2024**

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1. ACCOUNTING POLICIES *(continued)*

Capital assets

Purchased capital assets are recorded at cost and contributed capital assets are recorded at their fair value at the date of contribution.

Intangible assets

The association's professional fees have included significant cash and in-kind costs in pursuit of various copyright and trademark registrations and creation of indemnity forms. Management has determined that there is no reasonable basis or method to determining with certainty the future economic benefits attributable to the association related to these that may flow to the association. Therefore, current and future expenses related to acquiring and maintaining copyrights and trademarks will be reported as professional fees on the Statement of Revenues and Expenditures in the year incurred.

Contributed material and services

The association records contributed material and services as revenue and expenditures when their fair value can be reasonably estimated and when the materials and services are used in the normal course of the association's operations and would otherwise have been purchased.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in operations in the period in which they become known. Actual results could differ from these estimates.

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**Notes to Financial Statements**  
**Year Ended December 31, 2024**

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**2. FINANCIAL INSTRUMENTS**

The association exposed to various risks through its financial instruments and has a comprehensive risk management framework in place to monitor, evaluate and manage these risks. The following analysis provides information about the association's risk exposure and concentration. There have been no significant change to the nature or concentration of these risks from the prior year, unless otherwise noted.

In the opinion of management, the association is not exposed to significant credit, currency, market or other price risks arising from its financial instruments.

***Liquidity risk***

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The association is exposed to this risk mainly in respect of its receipt of funds from its donors and other related sources, and accounts payable and accrued liabilities.

The association mitigates this risk through projecting its cash flow needs on a short term and long term basis.

***Interest rate risk***

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the association manages exposure through its normal operating and financing activities. The association is exposed to interest rate risk primarily through its short term investments.

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**3. TERM DEPOSITS**

The term deposits held at the end of the year were all guaranteed investment certificates, recorded at cost. All term deposits had maturity dates of one year or less, with interest rates ranging from 3.91% to 5.15%.

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**4. DEFERRED REVENUE**

	<b>2024</b>	<b>2023</b>
Deferred events	<b>\$ 77,814</b>	\$ 77,000
Deferred grants	<b>15,000</b>	223,333
	<b><u>\$ 92,814</u></b>	<b><u>\$ 300,333</u></b>

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**ASSOCIATION FOR WORKPLACE TRAGEDY FAMILY SUPPORT*****(Operating as Threads of Life)*****Notes to Financial Statements****Year Ended December 31, 2024****5. GRANT REVENUES**

Revenues are usually recognized in the year received (including donations and fundraising). Grant revenues are recognized as income in the fiscal year which the expenses for which the grant is designated will be incurred.

	<b>2024</b>	<b>2023</b>
Workplace Safety and Insurance Board	<b>\$ 291,667</b>	<b>\$ 500,000</b>
NOVA Chemicals	<b>50,000</b>	<b>50,000</b>
Mark's Work Warehouse	<b>50,000</b>	<b>50,000</b>
Department of Labour and Advanced Education - Nova Scotia	<b>40,000</b>	<b>40,000</b>
WCB - Saskatchewan	<b>33,333</b>	<b>33,333</b>
WorkplaceNL	<b>25,000</b>	<b>25,000</b>
WorkSafe - New Brunswick	<b>25,000</b>	<b>25,000</b>
The Board of Canadian Registered Safety Professionals	<b>25,000</b>	<b>25,000</b>
Christian Labour Association of Canada	<b>25,000</b>	<b>25,000</b>
WCB - Yukon	<b>-</b>	<b>2,000</b>
Subtotal	<b>565,000</b>	<b>775,333</b>
Deferred grant - WSIB	<b>-</b>	<b>(208,333)</b>
Deferred grant - WSIB from previous year	<b>208,333</b>	<b>62,500</b>
Deferred grant - NOVA Chemicals	<b>(15,000)</b>	<b>(15,000)</b>
Deferred grant - NOVA Chemicals from previous year	<b>15,000</b>	<b>15,000</b>
	<b>\$ 773,333</b>	<b>\$ 629,500</b>

The Workplace Safety and Insurance Board grant runs from January to December (previously ran from June to May). As a result \$nil (2023 - \$208,333) of the amount received in the current year has been deferred. \$291,667 was received with respect to the remainder of 2024 funding.

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**Year Ended December 31, 2024**

6. SCHEDULE FOR CASH AND IN-KIND EXPENDITURES

	Cash	In-kind	2024
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Year Ended December 31, 2024			
Salaries, wages and benefits	\$ 1,249,199	\$ 791	\$ 1,249,990
Events	360,299	251,226	611,525
Publicity and promotion	214,106	36,791	250,897
Volunteer training and programs	93,637	56,075	149,712
Purchased support services	95,701	-	95,701
Office	85,226	-	85,226
Rental	20,182	52,330	72,512
Professional fees	10,619	46,770	57,389
Meeting and travel expenses	44,425	-	44,425
Communications	30,378	8,264	38,642
Publications and printing	31,535	-	31,535
Scholarships	12,500	-	12,500
Insurance	4,762	-	4,762
	<hr/>	<hr/>	<hr/>
	\$ 2,252,569	\$ 452,247	\$ 2,704,816
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Year Ended December 31, 2023			
Salaries, wages and benefits	\$ 1,067,948	\$ 621	\$ 1,068,569
Events	287,402	204,769	492,171
Publicity and promotion	71,885	27,372	99,257
Volunteer training and programs	89,620	54,962	144,582
Purchased support services	68,920	-	68,920
Office	80,331	910	81,241
Rental	18,820	45,075	63,895
Professional fees	8,315	17,428	25,743
Meeting and travel expenses	54,125	-	54,125
Communications	26,710	8,348	35,058
Publications and printing	41,745	-	41,745
Scholarships	10,000	-	10,000
Insurance	5,368	-	5,368
	<hr/>	<hr/>	<hr/>
	\$ 1,831,189	\$ 359,485	\$ 2,190,674
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**Notes to Financial Statements**  
**Year Ended December 31, 2024**

**7. EVENTS**

	<b>2024</b>	2023
Steps for life	<b>\$ 314,270</b>	\$ 266,251
Family forums	<b>266,749</b>	211,148
Other	<b>30,506</b>	14,772
	<b><u>\$ 611,525</u></b>	<b><u>\$ 492,171</u></b>

**8. CONTRACTUAL OBLIGATIONS**

The association has contractual obligations for a building lease as follows.

Contractual obligation repayment schedule:

2025	\$ 20,306
2026	20,306
2027	20,306
2028	20,306
2029	1,692
	<b><u>\$ 82,916</u></b>