

Association for Workplace Tragedy Family Support

Annual Report 2005



*Families helping families through a
community of support and healing*

caring • listening • sharing • respect • health • passion

Message from the Executive Director



This past year can best be described as a year of milestones. Our success can be attributed to our partners working together and supporting us with significant in-kind contributions. These included strategic advice, meeting space, creative services and so much more. This commitment allowed Threads of Life to directly support the families who have been affected by workplace tragedies, and expand our organizational structure and programming to raise awareness of injury prevention.

Canadian families have benefited from the strong partnerships we have been developing and nurturing. One excellent example is the Fatalities and Immediate Response (FAIR) project. This three-year partnership between the Ontario Ministry of Labour, the Office of the Worker Adviser, Workplace Safety & Insurance Board (WSIB) and Threads of Life was expanded to include the Ministry of Labour's western Ontario region to support families living with a traumatic fatality.

We are grateful for the joint ministerial funding agreement between the Ontario Minister of Labour and Attorney General that enabled the training of the first group of Volunteer Family Guides. Eight family members, living with the outcomes of a workplace tragedy, enrolled in a 10-day residential training program to learn how to provide one-on-one peer support to other Canadian families who have suffered a similar loss and grief.

Other milestones include: hosting the first national Family and Friends Forum; launching the Community Action Program of which the national Speakers Bureau is a major component; and establishing a search committee to set up a nationally representative Board of Directors.

Behind every success is our underlying mandate to develop a strong and sustainable organization that is dedicated to providing a community of support and healing to families affected by a workplace tragedy. Our chief priority for 2006 includes obtaining secure and sustainable financial support to continue these much-needed programs for families.

On behalf of Threads of Life, I would like to thank every volunteer, family member and partner for their support and commitment to our organization. Together we will lead and inspire a culture shift where work-related injuries and illnesses are morally, socially and economically unacceptable.

With the love of our missing family members,

A handwritten signature in black ink that reads "Shirley Hickman". The signature is written in a cursive, flowing style.

Shirley Hickman
Executive Director



WHO WE ARE

Threads of Life is a not-for-profit organization dedicated to supporting families along their journey of healing, who have suffered from a life-altering workplace injury or illness or who are living with an occupational disease. Threads of Life is supported by a tapestry of volunteers from across the country who have been personally touched by a workplace tragedy.

OUR MISSION

Our mission is to help families heal through a community of support and to promote the elimination of life-altering workplace injuries, illnesses and deaths.

OUR VISION

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

OUR VALUES

We believe that:

CARING: Caring helps and heals.

LISTENING: Listening can ease pain and suffering.

SHARING: Sharing our personal losses will lead to healing and preventing future devastating work-related losses.

RESPECT: Personal experiences of loss and grief need to be honoured and respected.

HEALTH: Health and safety begin in our heads, hearts and hands, in everyday actions.

PASSION: Passionate individuals can change the world.

How it All Began



The Canadian LifeQuilt is a memorial dedicated to the thousands of young women and men between the ages of 14–24, who have been killed or injured on the job. At the unveiling of the Canadian LifeQuilt in April 2003, over 60 family members from across the country gathered together in memory of their children. They discussed what they could do and what they still need to help them along their journey of healing. A consistent thread that materialized from this gathering was that all the families at one time or another had been 'lost' and confused by the health and safety system, receiving very little support when they were dealing with the loss of their child.

As a result of families and friends working together and identifying this major gap in our country's social, health and safety system, Threads of Life was officially launched on April 14, 2003.

Our founders include:

Shirley Hickman – Mother of Tim Hickman
Paul Kells – Father of Sean Kells
Sharon Peat – Stepmother of Amanda Peat
Alec Farquhar – Office of the Worker Adviser
Clarence MacPherson – Workers Health & Safety Centre
Wayne Samuelson – Ontario Federation of Labour
Maureen Shaw – Industrial Accident Prevention Association
Linda Angove – Workplace Safety & Insurance Board (Ontario)

1st National Family Forum: Connecting Across Canada

Threads of Life held its 1st National Family Forum on April 29-May 1, 2005 in Toronto, with a variety of speakers from across Canada. More than 70 family members and friends from coast to coast gathered together for three days to learn about the unique journey of grief and healing. The Family Forum encouraged networking and sharing, which are essential in building a community of healing and support. By linking families and friends who have experienced a workplace tragedy, Threads of Life meets a tremendous need in Canada.

A memorial event on the Friday evening kicked-off the three-day event. Throughout the Family Forum there were candles, pictures of loved ones, soft music and the presence of the Canadian LifeQuilt. Over three days, the delegates heard from family members, health and safety champions, injury-prevention specialists and Threads of Life Volunteer Family Guides.



2005 MILESTONES

- Eight Ontario family members took part in a 10-day residential training program to become the first ever Volunteer Family Guides.
- 1st Annual Family & Friends Forum was held from April 29 to May 1. More than 70 family members and friends from across the country gathered to share their experiences and learn healthy coping skills.
- A joint ministerial initiative between the Ontario Ministry of Labour and the Attorney General's office was developed to support the training of the Volunteer Family Guides.
- 2nd Annual 5K Family Run/Walk was held – 120 participants successfully raised \$3,000.
- National Speakers Bureau was launched. In 2005, the 'Face of Workplace Tragedy' series has reached over 6,000 people.

Family Support Program

In Canada in 2004 there were:

- 977,184 workers' compensation claims reported
- 928 workplace fatalities

Yet these cold statistics barely touch the surface of the reality of workplace injuries and fatalities. Behind each statistic is a family left with the devastation of dealing with the loss of a family member, or living with the challenge of a life-altering injury or occupational disease. Who supports these families?

We do. Through the assistance of a Professional Advisory Group, Threads of Life developed the first **Family Support Program** of its kind in Canada. This unique one-on-one peer support program assists families who are living with the outcomes of a workplace tragedy.

VOLUNTEER FAMILY GUIDES

In March 2005, eight family members became the first group to be trained as **Volunteer Family Guides**. This core team is the backbone of our peer family support program, allowing victims of workplace tragedies to be matched up with one of the Volunteer Family Guides for support.



The Volunteer Family Guides are trained during a three-part 10-day residential training program. Plans are underway to train more Volunteer Family Guides in 2006.

The Volunteer Family Guides were trained in the following areas:

- Impact of loss and grief
- Active listening
- Healthy coping skills
- Using personal experience to help guide another family through their grief
- Community and public presentation skills
- The workplace investigation and inquest process: *Bill C-45*, etc.

The Threads of Life Volunteer Family Guides meet via teleconference once a month to share and network with each other. These courageous and dedicated volunteers donate their valuable time to help and guide other families who have experienced similar pain and suffering.

“I now know there is an organization that can help families who have lost a loved one.”

Successes...

For the first time a family member (a mom) was able to have **legal support** to prepare her questions for an inquest. This is a result of awareness and partnerships.

Community Action Plan

The Community Action Plan was created to help families, friends and injured workers move forward as a network of volunteers. This program provides opportunities to raise awareness and accountability of workplace health and safety amongst Canadians.

The four components of the Community Action Plan are: **the Speakers Bureau; Grassroots Action; Focus Group** opportunities with Threads of Life members; and **Media Relations**, which offers a short list of families able to speak to the media about the impact of injuries.

SPEAKERS BUREAU: THE FACE OF WORKPLACE TRAGEDY SERIES™

The Speakers Bureau is one of the fastest-growing programs of Threads of Life. Volunteers who have been impacted by a workplace tragedy have been trained in public speaking and provided with opportunities to tell 'their personal story' to audiences about the ripple effect of workplace tragedies to employers, workers, student groups, and delegates at conferences. These opportunities create awareness of the long-term emotional, physical and societal impacts of a workplace injury, occupational disease or a fatality. Clients have included employers, schools, not-for-profit organizations and many others.

These are some of the volunteers who are now enrolled in the new Speakers Bureau.

FACT: In 2005 Threads of Life raised the awareness and importance of injury prevention to 6,125 individuals through the Speakers Bureau.

Successes...



In September 2005, Shirley Hickman was invited to be the keynote speaker for the World Health & Safety Congress held in Orlando, Florida. Shirley presented the

'Face of Workplace Tragedy' and received a **standing ovation** from more than 3,000 health and safety professionals and CEOs from around the world. This was the first time the congress had been held in North America and the first time they had a family member speak about the personal impact of a workplace tragedy.



Anyone who has experienced a workplace tragedy would agree with the mission and vision statements of Threads of Life. If we can only prevent one unnecessary injury from happening, speaking for Threads of Life will be a rewarding experience. We are looking forward to the challenge.

– Marj Deyell, mother of John, 23 years old, who died on the job
Volunteer Speaker, Speakers Bureau

Grassroots Action – Annual 5k Family Run/Walk

Grassroots action is an opportunity for family and friends to become involved in prevention and awareness within their own community. One example is the Annual 5K Family Run/Walk fundraiser held every May. This event is a non-competitive 5K Family Run/Walk organized to raise awareness of the impact of workplace tragedies on families, and takes place as part of the North American Occupational Safety and Health (NAOSH) week. On May 1, 2005, more than 120 participants gathered on Ward's Island in Toronto to raise \$3,000 in support of Threads of Life and its family members. Threads of Life has extended an invitation to other communities to organize their own Run/Walks in support of injury prevention. A 'How To' template is available at www.threadsoflife.ca.



Successes...

We have been able to support family members by helping them **make connections to community resources**. These include access to professionals that can help them with grief, the inquest process, review of their workers compensation claims and other issues.

ADVISORY GROUP

Our Advisory Group is instrumental in offering strategic guidance, feedback and in-kind support in the development of our program and operational initiatives. We thank them for their commitment to helping families of workplace tragedies.

Council of Leaders in
Prevention Breakthroughs

FUEL Advertising

Industrial Accident
Prevention Association

Institute for
Work and Health

Office of the
Worker Adviser

Ontario Federation
of Labour

Ontario Ministry
of Labour

Workers Health &
Safety Centre

Workplace Safety &
Insurance Board (Ontario)

FREE ONLINE RESOURCES

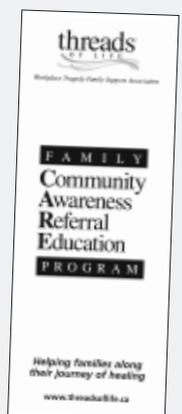
THREADS Newsletter

THREADS, our quarterly newsletter, communicates with families who have experienced a workplace tragedy. Every issue features one family's personal story, reference material, updates on Threads of Life and much more. It receives regular contributions from families and organizations. The newsletter is mailed to 400 families and organizations, distributed electronically through a wide network of associations and is available at www.threadsoflife.ca.



FamilyCARE Brochure

A new popular FamilyCARE brochure is available to family members, community organizations, health and safety system partners and companies. It outlines the kind of peer support that is available for families. The brochure is available online or by calling Threads of Life.



SUMMARIZED FINANCIAL STATEMENTS

Auditor's Report on Summarized Financial Statements

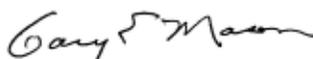
To the Directors of the Association for Workplace Tragedy Family Support

The accompanying summarized statement of financial position and statement of revenues and expenditures are derived from the complete financial statements of the Association for Workplace Tragedy Family Support as at December 31, 2005 and for the year then ended. In my auditor's report on the complete financial statements dated May 19, 2006, I expressed a qualified opinion because of the susceptibility of non-profit donation revenue to complete audit verification. The fair summarization of the complete financial statements is the responsibility of management. My responsibility, in accordance with the applicable Assurance Guideline of the Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In my opinion, the accompanying financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized financial statements do not contain all the disclosure required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the Association's financial position and results of operations, reference should be made to the related complete financial statements.

London, Ontario
June 1, 2006


GARY E. MASON
Chartered Accountant

Association for Workplace Tragedy Family Support

ASSETS	2005	2004	REVENUE	2005	2004
Current Assets	\$	\$		\$	\$
Cash and Marketable Securities	109,076	75,689	Grants	279,865	102,700
Grants Receivable	23,432	-0-	Fundraising	34,943	7,444
GST Recoverable	4,770	1,980	Inkind Donations	175,889	141,004
Prepays and Deposits	<u>5,335</u>	<u>1,125</u>	Miscellaneous	<u>6,349</u>	<u>28</u>
	142,613	78,794		<u>497,046</u>	<u>251,176</u>
Capital Assets	<u>11,168</u>	<u>11,231</u>			
	<u>153,781</u>	<u>90,025</u>	EXPENDITURES		
			Wages & Consulting Costs	179,524	85,296
LIABILITIES			Advisory Committee - Volunteer Time	69,808	80,876
Accounts Payable	7,135	2,587	Events	66,742	16,755
Deferred Revenue	<u>85,114</u>	<u>63,843</u>	Publicity & Promotions	48,228	27,760
	92,249	66,430	Volunteer Training & Programs	67,939	14,594
FUND BALANCES			Community/Volunteer Recognition	2,923	87
Capital Assets	11,168	11,231	Staff Education	516	-0-
Unrestricted Operating	<u>50,364</u>	<u>12,364</u>	General & Office	5,439	4,718
	<u>153,781</u>	<u>90,025</u>	Telecommunications	3,352	2,159
			Meeting & Travel Expenses	5,164	6,057
			Legal & Audit	2,588	2,987
			Board & Liability Insurance	3,227	810
			Amortization	<u>3,659</u>	<u>1,605</u>
				<u>459,109</u>	<u>243,704</u>
			SURPLUS	<u>37,937</u>	<u>7,472</u>



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