

2012

Threads of Life

Annual Report



Helping families of workplace tragedy along their journey of healing

life-altering injuries

occupational diseases

fatalities

One is too many: 1000 Canadian workers die on the job each year... Josh Malysh was just 21 years old.



Association for Workplace Tragedy Family Support

Threads of Life Staff

(as of December 31, 2012)

Shirley Hickman

Executive Director & Program Manager – Family Support

Susan Haldane

Program Manager – Marketing & Communications

John McCabe

Program Manager – Fundraising & Partnerships

Sandra Hickman

Production Coordinator

Kate Kennington

Event Coordinator

Eva Marks MacIsaac

Development Coordinator – Atlantic Canada

Sarah Wheelan

Communications Coordinator

Carin Whittal

Administrative Coordinator

Marissa Wolicki

Development Coordinator – Ontario

Colleen Youngblut

Development Coordinator – Western Canada

THREADS OF LIFE

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contact@threadsoflife.ca

www.threadsoflife.ca

www.stepsforlife.ca

Charitable organization business
#87524 8908 RR0001

Goodbye to Suzan Butyn

Suzan Butyn, Threads of Life's long-time Program Manager of Marketing and Communications left in the fall of 2012 to pursue her dream of a career as a veterinary technologist.

Suzan was with the organization from its earliest days, creating the communication programs and services that members appreciate today. She was among the handful of staff whose commitment and passion helped to establish and build Threads of Life. We all wish her well as she moves into the next phase of her life.



Cover: *Josh Malysh was 21 years old when he died at work in Edmonton in November of 2010. He was working with Sureway Construction installing water and sewer lines in a new subdivision. When the crew lowered a concrete sewer pipe into the trench where Josh was working, it swung around unexpectedly and pinned him against the trench wall. He was fatally crushed.*

Letter from the Chair

Bill Stunt

As chair of the board I'm proud to report that Threads of Life continues to grow and extend its reach into our communities and into the lives of the family members who have had their lives tragically affected by a workplace injury, illness or death.

Look at our signature awareness and fund raising event, Steps for Life. Volunteers organized, and participants joined in these walks in a record number of communities. This year Threads of Life initiated the Corporate Challenger program as part of the walks. We invited leading companies in health and safety to participate in a friendly competition to see who could raise the most funds. Many took up the challenge. Altogether the walks across the country raised more than \$430,000.

In recognition of the work that we do with families, many companies and organizations have made Threads of Life their "Charity of Choice", dedicating cash raised at barbecues, golf tournaments and other events to our cause. The Liquor Control Board of Ontario once again selected us for its cash register charity coin box initiative in April. These initiatives help fund our activities while raising awareness about workplace safety and the tragic results of preventable injuries and hazards on the job.

We continue to renew and forge new corporate partnerships such as Occupational Safety Group and CannAmm Occupational Safety Testing Group to help fund our family forums and training events. Mark's supports us by donating a portion of the sale of some of its work boots. McCormick Canada has

been a long time supporter, as well as the Workers' Compensation Board of Nova Scotia and Workplace Safety & Insurance Board (WSIB) Ontario. There are many others.

Much of the growth of our organization is due to the hard work and dedication of our many volunteers. Our Speakers Bureau has grown as well as our Volunteer Family Guide program. Hats off to all of you.

We, as an organization, are blessed to have a very talented group of staff members who work on our programs, fundraising forums and outreach. We have had a couple of new dynamic additions to our staff and they have done much to change our way of working and our effectiveness. We are grateful.

I'd also like to thank the members of the board of directors. We have been lucky to have some excellent long-term members who carry a history of Threads of Life that's invaluable as we confront new challenges. We've also welcomed new members who invigorate the organization with new thinking and approaches.

Please read through this annual report and see if you, like me, come away with positive feelings about where we've been over the past year and where we're heading.



BOARD OF DIRECTORS (as of December 31, 2012)

Bill Stunt, Chair

Production Manager, CBC Radio Network
Family Member, Ontario

Fred Fretz, Vice Chair

Former Vice President, Human Relations
McCormick Canada Co. (retired)

Dennis MacDonald, Treasurer

General Manager, GTA Service Centre
Liquor Control Board of Ontario (LCBO)

Jackie Manuel, Secretary

CEO
Newfoundland and Labrador Construction
Safety Association

Lynda Kolly

Postmaster, Canada Post Corp.
Family Member, Manitoba

Wally Power

Retired
Family Member, Nova Scotia

Shelley Rowan

Vice-President, Prevention and Service Delivery
Workers' Compensation Board of Nova Scotia

Jim Sandford

Foreman & Elevator Mechanic
International Union of Elevator Constructors
Family Member, Ontario

Eleanor Westwood

Communications Manager,
Canadian Center for Occupational Health
and Safety (CCOHS)

Shirley Hickman, Ex-officio Member

Executive Director
Threads of Life



Left to right - Back: Jim Sandford, Fred Fretz, Shelley Rowan, Dennis MacDonald;
Front: Eleanor Westwood, Lynda Kolly, Jackie Manuel, Bill Stunt;
Missing from photo: Wally Power

Who We Are

The Association For Workplace Tragedy Family Support — Threads of Life is a Canadian registered charity dedicated to supporting families along their journey of healing who have suffered from a workplace fatality, life-altering injury, or occupational illness. Threads of Life membership is comprised of family members who have been personally affected by a workplace tragedy.

The association mobilizes a compassionate network of volunteers who believe that workplace injuries, illnesses and deaths are preventable. They work together to raise awareness about the importance of workplace health and safety. Threads of Life is the **Charity of Choice** for workplace health and safety events. Charitable organization business #87524 8908 RR0001.

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, illnesses and deaths 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 begins in our heads, hearts and hands, in everyday actions.

Passion: Passionate individuals can change the world.

Occupational Disease



Robert Gormley Age 64

Robert Gormley worked as a welder from the age of 16 and became a master tradesman who loved his craft. He moved to Canada in the 1960s and worked at Kodak for a number of years before his retirement. He was diagnosed in 2006 with mesothelioma and died of the disease 13 months later.

Injured Worker

Donna Green

Donna Green always wanted to be a nurse and practiced many years in the profession until she suffered from a debilitating back injury. She is no longer able to work.

Donna asks, “How do we, as a society measure ourselves, or our worth? We introduce ourselves and identify ourselves by what we do. What happens when that is taken away? Do injured workers introduce themselves as being handicapped? The psychological impact of being handicapped from a work injury can cripple you and it’s not even talked about.”



Family Support Programs and Services

Families who have suffered from a workplace fatality feel a need to connect with others who understand what they're going through. They are often dealing with the confusing field of coroners' inquests, ministry of labour investigations, court cases and workers compensation issues at a traumatic time in their lives. They need help

navigating these systems while dealing with the impact of a workplace tragedy in the midst of overwhelming grief.

Traumatically injured workers and those suffering from occupational diseases also want to connect to other survivors and their families to learn how to cope and move forward.

1. Volunteer Family Guides

Volunteer Family Guides are family members who have personally experienced a workplace tragedy. They know first-hand the issues that face these families. These volunteers are trained to provide one-on-one peer support by being matched to family members in need of guidance and support. This program was the first of its kind in the world. Volunteer Family Guides are skilled listeners; they have undergone an intensive one-week residential training program, developed concrete skills to use when caring and relating to others in need and continually develop their skills through year-round training.



Volunteer Family Guides attend first-ever advanced training session

Late in 2012 seventeen volunteer family guides attended the first-ever advanced training session. With Roy Ellis as their skilled facilitator, they practiced deeper listening skills and further developed their capacity to support those in the midst of the chaos and grief that follows a workplace tragedy.

2. Regional Family Forums

The Regional Family Forums held across Canada each year bring families together who have been affected by a workplace fatality, injury or diagnosed with an occupational illness. Regional Family Forums are consistently ranked highly by families for providing them with the workshops and seminars that help them cope in a healthy way with a devastating loss. The opening evening honours loved ones in a moving Reflections ceremony where all come together to pay tribute, remember and heal. The open and welcoming environment encourages healing and positive experiences as they move forward in a community of support. In 2012 forums were held in Nova Scotia, Ontario and Alberta, and drew participants from across the country.



From the West and ...

From the East



3. Resources: Threads, a free, popular, quarterly newsletter features the personal stories of those affected by a workplace tragedy, poems, reference material, coping mechanisms, the Steps for Life walks, and news on upcoming Threads of Life initiatives and partnerships. It joins others together, offering a community of acceptance, new ideas and on-going support. Back issues are available online at www.threadsoflife.ca.

4. A Support Network to those who have experienced similar pain and suffering from a workplace tragedy.

5. Links to community support services.

6. Advisory Support regarding the workplace investigation and inquest processes.

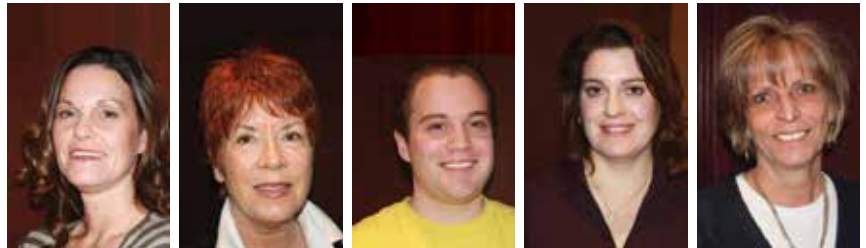
Family Members Take Action

Community action offers family members the opportunity to fuel change, to create positive change out of a terrible tragedy through its Speakers Bureau and media relations.

The Speakers Bureau: New Members

One of the ways our family members cope with a tragic loss is in their drive to spare other families from having to walk a mile in their shoes. Their mission is to help prevent further workplace injuries, fatalities and occupational disease through education. They join the Speakers Bureau to educate audiences on the ripple effect of living in the aftermath of a workplace tragedy. Their presentations help motivate and inspire Canadian workers and managers to actively participate in creating safer workplaces.

In 2012 ten new members joined the Speakers Bureau, bringing the total to 57 speakers. Throughout the year they spoke to nearly 5,000 people at conferences, schools, workplaces, professional associations and communities across the country. Their presentations are remembered long after the event is over and serve as a powerful reminder that safety is everyone's responsibility. Since 2005 speakers have presented to more than 45,000 people across Canada



Left to Right: Annette Travis, Carol Brisseau, Joshua René, Lisa Norley, Patti Penny



Left to Right: Rachel Rauhut, Ryan Norley, Shane Fehr, Shannon Payne, Shelby Sandford

Our students and faculty were truly moved by Joe Legge's story and will no doubt have a lasting understanding of safety and the workplace culture. Safety, both in our shops and in the workplace, is our number one priority in all of our trades here at NSCC and these types of 'real life' experiences really focus on its importance.

—Bruce Clark, Nova Scotia Community College

Media Relations

People can become numb to workplace statistics. Often the media approach Threads of Life to provide the personal perspective when a workplace tragedy makes the headlines. Threads of Life connects family members to the media. When our family members share their story, they spread awareness about Threads of Life and our injury prevention message to vast audiences through print and broadcast and via online editions, guaranteeing a wide distribution of the story globally. Media coverage is an important way for families to find out about Threads of Life to access the help they need.



Steps for Life / Walking for families of workplace tragedy



Each year many communities and volunteers rally across Canada to hold Steps for Life walks to raise funds for Threads of Life's family support programs and services. The 5K walks raise awareness about the importance of health and safety in all workplaces and for all Canadians. Traditionally the walks take place the first Sunday in May in conjunction with North American Occupational Safety and Health Week (NAOSH). In 2012 more than \$430,000 was raised by 4,300 walkers!

For the first time in 2012 a Corporate Challenger program was initiated inviting leading companies in health and safety to participate in a friendly competition to raise the most funds. Alta-Fab Structures Ltd. teams in Edmonton secured first and second place, followed by the Sass team from Watson Gloves in Fort McMurray. Aecon in Toronto received an honourable mention. Our families thank all participants and volunteers!



It's an honour to walk in my brother's memory, and to represent other brothers and sisters who have lost a sibling. I love meeting people every year at the walk. Seeing familiar faces, meeting new ones, supporting others in their healing process. We are making a difference by raising awareness in hopes of preventing future workplace tragedies.

—Sheena Hyde (sister), Steps for Life - Winnipeg

This walk is important to me because I believe that Wayne's death could have been prevented. My grandson will soon be entering the work force and I want him to not be afraid to speak up if he doesn't feel safe. People have to be made aware of the dangers in the workplace through proper training and to be focused on their own safety and of those around them. Don't ever think that because the training has been done once that it never has to be done again. Ongoing awareness is key.

—Sharon Post (Wayne's Fiance)



Charles Malysh participated in the 3rd Annual ATB Charity Shootout on CTV's Rink of Dreams in Edmonton for a chance to win a \$3,750 donation to his charity of choice. Charles' son Josh was 21 years old when

he died at work in Edmonton in November of 2010. Charles selected Threads of Life as his charity of choice. Although Charles did not score on the goalie, Charles received a \$1,500 donation for Threads of Life and invaluable wide-spread media attention about our cause.

Sponsorship

Sponsorship dollars and partnerships are key components of our successful Steps for Life walks. Many thanks go to our 2012 national sponsors CannAmm Occupational Testing Services, Levitt-Safety, PCL Constructors Inc., and Vale.



Partnerships

It is only possible for a small organization the size of Threads of Life to provide nation-wide service and support through the commitment and support of our partners. Threads of Life relies on our partners to help secure project funding through strategic alliances, grants, networking and other opportunities.

CannAmm Occupational Testing Safety Group is strongly aligned with the message of Threads of Life and became a corporate partner in 2011. CannAmm has been a national sponsor for Steps for Life Walk. It also provides financial support and awareness to Threads of Life through their annual health and safety forum.

Occupational Safety Group (OSG) is entering its second year of a partnership agreement with Threads of Life. It donates a percentage of all sales from its Level One Certification Training. In addition, OSG staff promote awareness of Threads of Life and support initiatives such as Steps for Life.

Mark's (formerly Mark's Work Wearhouse) donates a portion of proceeds from its sale of its Tarantula work boots to Threads of Life.

McCormick Foods Canada provides on-going support of Threads of Life.

Workers' Compensation Board of Nova Scotia provides key support for the Speaker's Bureau and the Atlantic Canada Family Forum. WCB NS Staff are also actively involved as volunteers for the Steps for Life events across Nova Scotia.

Workplace Safety & Insurance Board (WSIB) Ontario has been a key supporter since 2003.

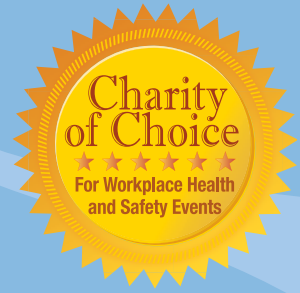
Commission de la sante' et de la sécurité' du travail du Quebec (CSST) helps us reach out to Francophone families across Quebec and French-speaking Canadians through the translation of many of our documents.

Osler, Hoskin and Harcourt LLP provides Threads of Life with invaluable legal advice and guidance, through partner Ian McSweeney and his team.

Government Financial Support

We rely strongly on financial support from government departments and agencies - both in the form of sponsorships and grants for special project funding. In 2012, Threads of Life received funding from these bodies:

- WSIB Ontario
- Workers' Compensation Board of Nova Scotia
- Nova Scotia Department of Labour & Advanced Education
- Province of Manitoba
- Workers Compensation Board of Prince Edward Island
- Workers Compensation Board Manitoba
- Yukon Workers' Compensation Board
- Worksafe BC
- Workplace Health, Safety and Compensation Commission, Newfoundland
- CSST



Charity of Choice for Workplace Health and Safety Events

As word spreads across Canada, Threads of Life has been the recipient of many company and community health and safety event donations. Some event highlights include:

- For the second year in a row, the LCBO (Liquor Control Board of Ontario) selected Threads of Life as one of its charities to support with its coin box collections at the cash in April raising more than \$10,000.
- Levitt-Safety chose Threads of Life as their charity of choice in August 2012 for their Invitational Golf Classic Tournament
- Occupational Health Clinics for Ontario Workers (OHCOW) held its 5th annual golf tournament in September 2012 and presented a cheque for more than \$2,000 to Threads of Life.
- Bird Construction donated almost \$3,000 from its golf tournament, and another \$1,700 collected at its corporate Christmas party.
- Other events included the Jim Sandford Junior Golf Tournament, BC Transit lunch fundraiser, JNE Welding BBQ, Saskatoon NAOSH event and Carillion Construction Sustainability Week event, the Learning Tree Day Care Centre, Millard Health, and many others.

Volunteerism and In-Kind Donations

Threads of Life could not help its family members without the support and tireless efforts of a corps of dedicated and reliable volunteers. These volunteers help Threads of Life in many ways: meeting its mission, accessing funding, speaking to the media and the public, spreading our injury prevention message, hosting Steps for Life walks, donating funds through fundraising events and much more. They ensure that our fundraising campaigns are successfully enabling Threads of Life to deliver support services to families.

Volunteers provide fundamental and crucial support in several ways. In 2012 volunteers collectively gave more than 4,467 volunteer hours and in-kind services to Threads of Life:

- as members of our Board of Directors
- as Volunteer Family Guides
- as Speakers Bureau members
- as regional Family Forum facilitators
- as walkers and organizers for Steps for Life events
- participating at our trade show booths
- contributing to the *Threads* quarterly newsletter
- and in many other ways.

Threads of Life thanks advertising and design firm Draft FCB for donating its time and creativity to layout and design for the newsletter and other materials for a number of years.

We received more than \$214,818 of critical in-kind donations from key partners, organizations and individuals. These donations provide additional services for family members such as strategic counsel, facilitator services, meeting space, promotional and food items for community events, discounts on services such as printing and graphic design services to name just a few.

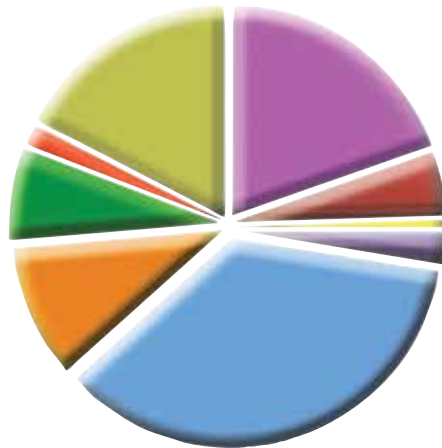
Financials

We are grateful for the financial contributions from all of our supporters. On behalf of our family members

...we thank you

Revenue (including in-kind)

- Grants
- Creative Sentencing
- Investments
- Sponsorship FF
- Steps for Life
- Donations
- Misc. Fundraising
- Quilt fund
- In-kind



Grants

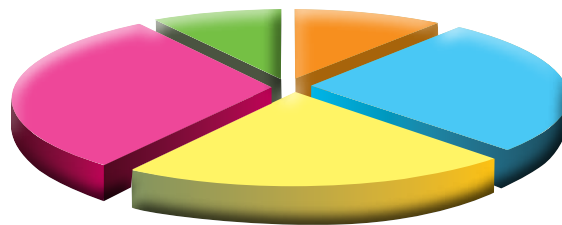
- CSST Quebec
- Development Education and Trust Grant (Nova Scotia)
- WCB Nova Scotia
- WSIB Ontario

Creative Sentencing

- Labour Canada
- Province of Alberta

Expenses (no in-kind)

- Administration 11%
- Fundraising 27%
- Family Support 21%
- Public Education 31%
- Training 9%



Note: Threads of Life does not use telemarketers or fundraising consultants.

Summary Of Financial Statements

	2012	2011
	Totals	Totals
ASSETS		
Current Assets	\$	\$
Cash & Marketable Securities	573,083	624,391
Accounts Receivable	41,889	29,496
Grants Receivable	35,370	35,368
GST/HST Recoverable	23,919	26,494
Prepays & Deposits	9,789	4,808
	<u>684,050</u>	<u>720,557</u>
LIABILITIES		
Accounts Payable	38,895	34,604
Deferred Revenue	0	37,566
	<u>38,895</u>	<u>72,170</u>
FUND BALANCES		
Life Quilt	20,824	0
Unrestricted Operating Reserves	624,331	648,387
	<u>684,050</u>	<u>720,557</u>

Audited financial
information available
upon request

	2012	2012	2012	2011
	Hard Costs	Inkind	Totals	Totals
REVENUES	\$	\$	\$	\$
Grants & Awards	299,866	0	299,866	448,601
Fundraising	702,896	0	702,896	567,381
Inkind Donations	0	214,819	214,819	229,959
Interest & Miscellaneous Income	7,233	0	7,233	7,322
	<u>1,009,995</u>	<u>214,819</u>	<u>1,224,814</u>	<u>1,253,263</u>
EXPENDITURES				
Salaries & Benefits	613,866	0	613,866	488,367
Purchased Support Services	22,732	1,033	23,765	15,934
Events	198,711	109,698	308,409	315,876
Publications & Printing	19,872	23,908	43,780	67,874
Publicity & Promotions	20,368	4,407	24,775	39,378
Volunteer Training & Programs	56,308	34,326	90,634	81,617
General & Office	18,567	0	18,567	17,015
Rent - Office & Storage	1,159	39,447	40,606	32,092
Communications	14,903	0	14,903	11,717
Meeting & Travel Expenses	31,595	0	31,595	27,909
Professional Fees	6,844	2,000	8,844	25,462
Board & Liability Insurance	8,302	0	8,302	8,391
Amortization	0	0	0	75
	<u>1,013,227</u>	<u>214,819</u>	<u>1,228,046</u>	<u>1,131,707</u>
OPERATING SURPLUS (-DEFICIT)	<u>-3,232</u>	<u>0</u>	<u>-3,232</u>	<u>121,556</u>

Donations

We appreciate all our donors, whether they give a few dollars or many, but we don't have room to list them all here. Below are donors who gave \$1,500 or more in 2012. If we have omitted a donor, please accept our apologies, and our thanks to all our generous supporters!

\$20,000 +

Mark's

CannAmm

\$15,000 to \$19,999

Levitt-Safety

Vale Canada

PCL Constructors Inc.

\$10,000 to \$14,999

Occupational Safety Group

La Cie McCormick Canada Co.

OPSEU

\$2,500 to \$9,999

Contempora Steel Builders

Rokstad Power Corporation

Bird Construction

Nova Scotia Power Inc

Toronto Hydro-Electric System Limited

\$1,500 to \$2,499

Dillon Consulting Limited

BMA Constructors

Karl Lucu

Bell Media Inc.

BFI Canada Inc.

Brandt Tractor Ltd

Canadian Fertilizers Limited

CCL Containers Limited

Chris Larente

Cratex Industries

CRCS Disaster Kleenup

CSSE Hamilton Chapter

Golder Associates Ltd.

Harris Rebar

Heritage Gas

Hydro One Networks

Kubota Metal Corp

Medicine Hat Regional Safety Committee

Morguard Investments Limited

Oldcastle Building Envelope Inc.

Park Paving Ltd.

Parkland Regional Safety Committee

Pattison Sign Group

Petrochem Forum

Suncor Energy

2012 Milestones

- Leading corporate teams in health and safety accepted the challenge to participate in the first Steps for Life Corporate Challenger initiative. Congratulations to Alta-Fab, whose two Corporate Challenger teams stepped up and finished first and second in total funds raised.
- The first-ever advanced training for Volunteer Family Guides drew together 17 committed volunteers to refresh and further develop their skills.
- *Forget Me Not: Canadian Stories of Workplace Tragedy* from the Families' Perspective has continued to be in demand since its first printing in 2010, and was used for speakers' gifts, door prizes and employee awareness at conferences, trade shows and other events.
- The Speakers Bureau included 57 members in 2012. Presentations were made at 39 events across Canada. Since 2005, these speakers have presented to more than 45,000 people at conferences, educational institutions, and workplace safety training events.
- Approximately 4,467 hours were donated by volunteers in 2012.
- Threads of Life received creative sentencing awards totaling \$60,000.
- Three Threads of Life staff and volunteers were awarded the Queen Elizabeth II Diamond Jubilee Medal: Executive Director Shirley Hickman, Director Eleanor Westwood and Threads of Life volunteer Lisa Kadosa. The medal honours significant contributions and achievements by Canadians. All three were recognized for their work with Threads of Life in addition to their other service and contributions.

2012 National Volunteer Award Recipients

- | | |
|--|---------------------------------|
| 1 A board member of Threads of Life | Bill Stunt |
| 2 A person who has donated time and expertise to Threads of Life for a minimum of two years. | Vince Garnier |
| 3 A partner of Threads of Life | Occupational Safety Group (OSG) |
| 4 A friend of Threads of Life | Alec Farquhar |
| 5 Program Advancement | Marilyn D'Entremont |
| • Family Support | Debbie Stead |
| • Partnership | Geraldine Wheeler |
| • Community Action | |



Shirley Hickman (left) receives her Queen Elizabeth II Diamond Jubilee medal from board member and fellow Jubilee medal recipient Eleanor Westwood.

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.



Association for Workplace Tragedy Family Support



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www.twitter.com/threadsoflife

THREADS OF LIFE

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