



Doing more



together



Threads of Life Annual Report 2019

CHAIR'S MESSAGE



Bill Stunt

I have attended a number of family forums over the years – both as a family member and as a Threads of Life board member. And at each one someone has made the point that Threads of Life is YOUR organization. It doesn't belong to the board of

directors or the staff. It belongs to all the family members, volunteers and passionate supporters who get involved, support one another and make all these programs and services happen; make the healing happen and make the changes happen that we all want to see in workplace safety cultures. Growing participation is one of the "Four Asks" we make of our partners. When we talk about participation at Threads of Life, this is what we mean.

As I write this message in the spring of 2020, Canada and the world are experiencing the overwhelming disruption of the COVID-19 pandemic. As a result, we are all finding new ways to participate – staff meetings by Zoom; Steps for Life as do-it-yourself activities; stories shared by video and social media. We know the coming months will pose huge challenges for individuals, families, businesses and for charities like ours. But there's comfort in knowing that at least some of Threads of Life's programs – the core services delivered through our Volunteer Family Guides for example – were designed to work at a distance. And family members and volunteers are continuing to connect emotionally, and participate despite physical isolation.

Threads of Life is blessed to have a number of volunteers who do more by caring, helping, dreaming and working on your behalf as your board of directors.

In 2019 we welcomed three new members to the board: Sean Alger, Tracey Mino and Erin Pitruzella. And we said goodbye to Jim Sandford and Dennis MacDonald as they stepped down after many years of service. Thank you to these board members, and thank you all for participating, and much more.

BOARD OF DIRECTORS

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*
VP WorkSafe Services, WorkSafeNB, New Brunswick

TRACEY MINO *Director*
Family Member, Ontario

WENDY-ELLEN NITTEL *Director*
Family Member, Alberta

ERIN PITRUZZELLA *Director*
Family Member Ontario

ELEANOR WESTWOOD *Director & Past Chair*
Communications Manager (retired), Canadian Centre for Occupational Health and safety (CCOHS) Ontario



Left -right: Eleanor Westwood, Bill Stunt, Jackie Manuel, Peter Deines, Wendy-Ellen Nittel, Shelly Dauphinee, Erin Pitruzella, Tracey Mino, Wally Power, absent: Sean Alger.

Doing more *together*

At its heart, Threads of Life is about helping people heal. Our core desire is to serve all the families we can – all those touched by work-related fatalities, life-altering injuries and occupational diseases.

One of the requests Threads of Life makes of our supporters and partners is to help us grow participation. Year over year, we see that growth in the number of people who come to use our programs. And participation means much more than that. It means families helping one another; communities helping families; families and communities working together to prevent further tragedies.

When you give to Threads of Life, walk in Steps for Life, attend an event, or share a message, that's the impact you're having. Threads of Life is YOUR organization and together, we do more than simply belong – we care, help, dream and work. We do more, together.



Do more than belong: **participate.**

Do more than care: **help.**

Do more than believe: **practice.**

Do more than be fair: **be kind.**

Do more than dream: **work.**

– William Arthur Ward

“I remember when I felt like I had nowhere to go. Threads of Life filled that gap and was so supportive I wanted to give back and help others get through some of those dark days. I feel great about this program and that it does help.”

– Newly-trained Volunteer Family Guide

FAMILY SUPPORT

Helping more *together*

In 2019, **176 new family members** found their way to Threads of Life's safe landing place. This means our services are currently being used by more than 3,000 people. Their needs and what they're looking for are as unique as the tragedies that brought them to us. Some are looking for the close one-on-one relationship of a Volunteer Family Guide – someone whose experience is similar to their own and who can simply listen as they talk. Others value the chance to learn new skills and meet new friends at a family forum. And still others jump at the chance to commit their time and energy to preventing future tragedies.

**In all these ways, these families are doing more, together.
Here's what participation looks like:**



family members journaling, growing and sharing as part of our first online creative writing group for family support.

“This was an awesome experience that I will treasure forever. It was a very good way for me to outwardly grieve. I was able to take off my ‘mask’ and truly share without fear of being judged. Thanks for making this possible.”

– Creative writing group member



new VFGs trained to respond to another family member affected by a workplace tragedy; **24** teleconference calls to connect and train Volunteer Family Guides

“The Threads of Life newsletter gave me the opportunity to share my son Adam Sura’s life story and to honor his legacy as an Arborist. Adam always put safety first on the job.



participants including **60** new members at 2019 family forums.

Unfortunately on May 4, 2018, his tragic death (and that of his co-worker) happened during a terrible windstorm when, after clearing a tree so that a child on a school bus could get home safely, a second tree fell on them taking their lives. The only solace was that Adam saved the life of a child and died doing a job he loved.



family members' stories shared in our print newsletter

The newsletter was a very healing experience for me because sharing Adam’s story was a way to keep his memory alive and honour his great contribution.”

– Deborah Wickham

Reaching more *together*

There are as many ways to participate in outreach and prevention as there are volunteers, partners and supporters. As members of the Threads of Life community, you do more than believe in health and safety – you practice it. Our shared goal is that every Canadian who could benefit from Threads of Life’s programs knows where to find us. And that one day, through the efforts of our volunteers, partners, family members, and all the like-minded people and organizations out there, Threads of Life’s programs will no longer be needed because work-related fatalities, life-altering injuries and occupational diseases will be eliminated.

**We believe this can happen, because of all we do, together.
Here’s what participation looks like:**



8,350 people heard a presentation by a Threads of Life volunteer speaker

“This is a quick follow-up on Shelby’s presentation. She did an amazing job! Honestly I was fighting back tears and received positive feedback from my supervisor on the presentation. Although the subject matter was extremely unfortunate and 100% preventable, we believe the presentation was extremely impactful.”

– Speakers bureau client



3 family members contributed videos for Day of Mourning in 2019. The videos were viewed more than **8,300** times, and close to **2,500** people visited Day of Mourning pages on our website. Threads of Life speakers made **16** Day of Mourning presentations across Canada.

“[Speakers bureau training] opened up a whole new world. Made me realize I can do this and have to. To keep Andrew’s memory alive and to make people aware of the importance of workplace safety.”

**–Speakers Bureau member
Karen Hann was one of 11 volunteers who completed their training in 2019**



44 volunteers and staff met supporters at **33** trade shows, contributing **198** volunteer hours.

STEPS FOR LIFE

Connecting more *together*

Rain or shine or snow, we love to see all those yellow T-shirts turn up – as sure a sign of spring as dandelions. Walking in Steps for Life is the most obvious form of participation, and in 2019 more than 5,500 of you joined in. But Steps for Life – Walking for Families of Workplace Tragedy is about much more than walkers. You participate and show your caring and commitment when you volunteer for a planning committee or to serve hotdogs on walk day; when you sponsor your local event or all of Steps for Life; when you share your story as a family spokesperson; when you donate to another walker. Thank you for all those gifts of participation in 2019!



walkers in **25** communities participated nationwide!



Steps for Life has seen an **18.4%** increase in funds raised to support families of workplace tragedy since 2014.



social media volunteers contributed hundreds of posts, helping to draw more than **10,000** visits to the Steps for Life website.

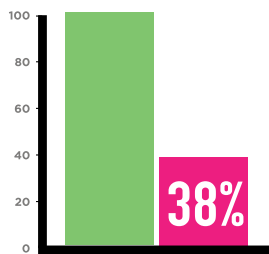


volunteers gave their time and energy on planning committees and as day-of volunteers.

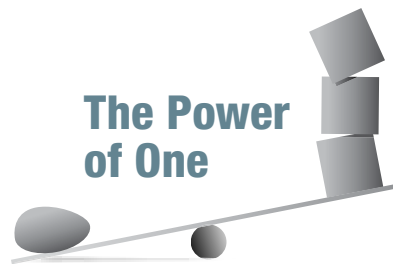
Growing more *together*

Threads of Life's strong partnerships empower participation in all our programs and projects. Our partners – government ministries, compensation boards, safety associations and companies – fund programs so those affected by workplace tragedy can participate. But more than that, they reach out to families with vital information; they support their employees to volunteer and fundraise; they serve as ambassadors within their own networks, telling others about the work of Threads of Life.

Here's what participation looks like:



In 2019 at least 38% of new families who came to Threads of Life found us through the work of our partners.



Mining executive Paul Martin attended a family forum and then advocated for Threads of Life in his own network, raising more than **\$100,000** for families of workplace tragedy.



Two creative sentencing decisions by courts at the federal and provincial level resulted in funding of **\$150,000** to contribute to Threads of Life programs and services for families.



Partners and sponsors held **17** fundraiser events with **13** volunteers and **4** staff attending.



2019 was the inaugural year for the Board of Canadian Registered Safety Professionals (BCRSP) Threads of Life scholarship, awarded to four individuals attending post-secondary institutions. This year's recipients are:

- Dion Durant, Nova Scotia
- Stacy Gaylord, Saskatchewan
- Haley Harroun, Alberta (pictured here with Shirley Hickman)
- Brodie Bergman, Prince Edward Island (Deferred to 2020).

The national scholarship recognizes academic achievement, community involvement, and need. Thank you to the BCRSP for making this possible!

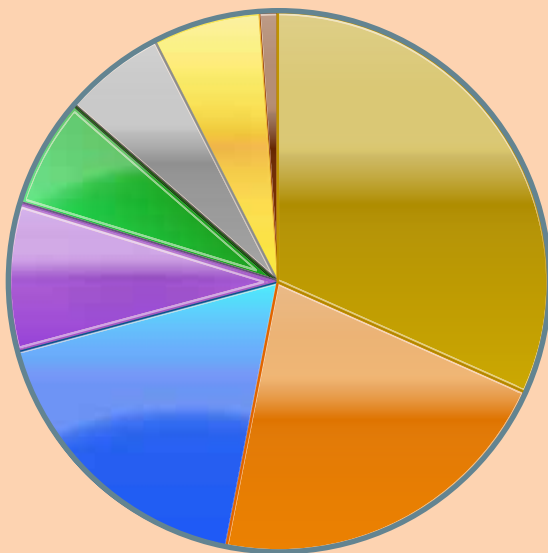
Summary of Financial Statements

	2019	2018
	Totals	Totals
ASSETS		
Current Assets	\$	\$
Cash & Marketable Securities	1,988,035	1,660,399
Accounts Receivable	17,190	4,233
Grants Receivable	0	0
GST/HST Recoverable	16,688	14,891
Prepays & Deposits	25,834	24,741
	<u>2,047,747</u>	<u>1,704,264</u>
LIABILITIES		
Accounts Payable	55,014	56,813
Deferred Revenue	211,060	156,870
	<u>266,074</u>	<u>213,683</u>
FUND BALANCES		
Unrestricted Operating Reserves	1,781,673	1,490,581
	<u>2,047,747</u>	<u>1,704,264</u>

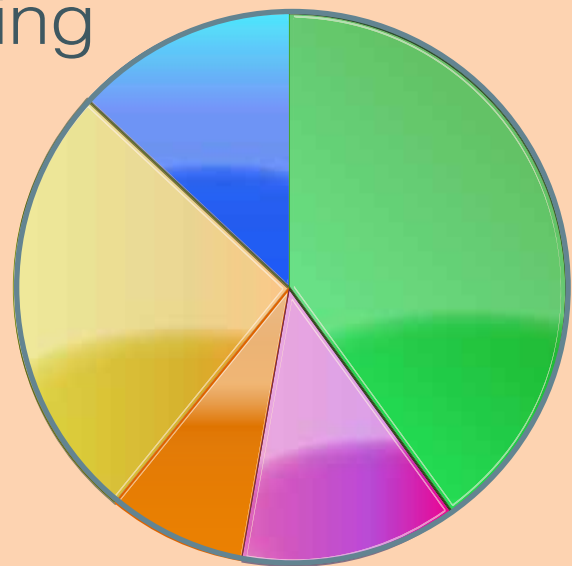
Audited financial
information available
upon request

	2019	2019	2019	2018
	Hard Costs	Inkind	Totals	Totals
REVENUES	\$	\$	\$	\$
Grants & Awards	495,000	0	495,000	480,000
Fundraising	1,249,972	0	1,249,972	1,255,153
Inkind Donations	0	415,307	415,307	423,681
Creative Sentencing	150,000	0	150,000	79,875
Interest & Miscellaneous Income	19,941	0	19,941	14,455
	<u>1,914,913</u>	<u>415,307</u>	<u>2,330,220</u>	<u>2,253,164</u>
EXPENDITURES				
Salaries & Benefits	998,097	0	998,097	889,980
Purchased Support Services	31,203	0	31,203	33,974
Events	275,839	283,119	558,958	527,581
Publications & Printing	23,992	0	23,992	21,860
Publicity & Promotions	36,534	9,137	45,671	59,735
Volunteer Training & Programs	109,457	73,131	182,588	166,384
General & Office	40,179		40,179	43,281
Rent - Office & Storage	18,820	46,250	65,070	57,670
Communications	23,521	0	23,521	20,965
Meeting & Travel Expenses	46,478	0	46,478	37,096
Professional Fees	8,315	3,670	11,985	25,418
Scholarships	7,500	0	7,500	0
Board & Liability Insurance	3,886	0	3,886	3,228
	<u>1,623,821</u>	<u>415,307</u>	<u>2,039,128</u>	<u>1,887,172</u>
REVENUES TO RESERVE	291,092	0	291,092	365,992

2019 Income Sources



2019 Program Spending



Threads of Life Staff

Heather Lyle	National Manager – Steps for Life
John Robicheau	Regional Development Coordinator – Atlantic Canada & Quebec
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	Speakers Bureau Coordinator
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
Zaria Cornwall	Content Specialist

Giving more *together*



When Threads of Life volunteers participate, they truly do more – they give of their time and energy, and they share their deepest motivations. Volunteers include family members who listen and support others as Volunteer Family Guides, others who open their hearts to share their personal story as Threads of Life speakers, and many who contribute to the mission by spreading the word through conversation, by social media, at trade shows and everywhere. Our volunteers are also those committed and passionate safety advocates who organize fundraising events, send out mailings, post articles and help in countless other ways. **Thank you all!**

**Threads of Life
volunteers gave**



8,200+
hours in 2019

2019 Volunteer Awards

A COMMUNITY BOARD MEMBER OF THREADS OF LIFE

Wally Power

A PARTNER OF THREADS OF LIFE

Infrastructure Health and Safety Association

A FRIEND OF THREADS OF LIFE

Wes Mazur - Grand River OHS
Roger Tickner - Tickner & Associates
Halifax Water
EACOM
OPG Pickering

PROGRAM ADVANCEMENT IN FAMILY SUPPORT

Tami Helgeson
Donna Van Bruggen

PROGRAM ADVANCEMENT IN COMMUNITY ACTION

Donna Jorgenson
Dermott Barrett
Bill Bowman
Shannon Kempton
Alex Tuff

How you can participate *together with us!*



Thank you for doing more, together with us in 2019.

Thank you for dreaming and working with us for a world where families are able to heal through a community of support, and where work-related injuries, illnesses and deaths are morally, socially and economically unacceptable.

Here are some ways you can participate and help others participate with Threads of Life:

- **Tell someone** who could use Threads of Life's programs how to seek help.
- **Get involved** with Steps for Life as a participant, a volunteer or a donor.
- **Share our social media posts** so more organizations and people hear about Threads of Life's programs and services.
- **Make a donation** to enable us to train more volunteers and reach more families.
- **Encourage your employees** to volunteer or participate through a fundraising event.
- **Become a Threads of Life** corporate partner and help the organization to grow in every way.

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Do more than believe: **practice.**

Do more than be fair: **be kind.**

Do more than dream: **work.**

– William Arthur Ward

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

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