



ANNUAL REPORT

2013-2014



www.stride.on.ca



Our Mission

STRIDE is committed to creating opportunities for people with mental health and addiction challenges to gain and maintain meaningful employment.

Our Vision

STRIDE envisions a world in which barriers to employment have been broken down by ending the stigma associated with mental health and addiction challenges.

Our Values

STRIDE recognizes that employment and earning power contribute significantly to a person's sense of dignity, independence and quality of life.

STRIDE believes that people with mental health and addiction challenges make significant contributions to society.

STRIDE respects the individual needs and strengths of each person. We work collaboratively with our stakeholders and clients to assist them to identify and achieve their employment goals.

We believe:

- ◆ In treating people with dignity and respect
- ◆ All individuals deserve the opportunity to achieve their employment goals
- ◆ In providing service levels that exceed our customers' expectations
- ◆ In creative, innovative responses to the ever-changing political, economic and work environments

Board Chair's Message



As my first year as Chair concludes, I am tremendously proud of the continued great service STRIDE provides to the individuals it serves. Much has been accomplished to support those with mental health and addictions challenges in achieving their employment goals. On behalf of the Board of Directors, I congratulate our clients on their progress and thank our management, staff, funders, employers, customers and community partners

for their commitment to the important work of STRIDE.

As you will see in the report from STRIDE's Executive Director, 2013/14 has been another year of strong relationships with continuing and new funders, development of exciting new service offerings and ongoing efforts to connect with the communities STRIDE serves. The Board through our strategic plan is committed to building on these achievements. To provide STRIDE's clients with the employment opportunities they need, the organization must meet the needs of our existing customers and employers while identifying new opportunities for our clients in the ever changing work environment.

While the Board provides input on strategy and oversight, it is the management and staff of STRIDE who deliver daily on the organization's vision of a world in which barriers have been broken down by ending the stigma associated with mental health and addiction challenges. Anita Lloyd leads a dedicated team that not only gets its extremely challenging job done but does so in a caring, energetic and professional manner. I thank Anita and the entire STRIDE team for these efforts and the support they provide to all of the members of the Board.

In closing, I also thank each Board member who has completed their service to STRIDE during the past year and those new members who have made the commitment to continuing the Board's work. Each Board member provides unique and important insight into the communities STRIDE serves and the challenges it will face in the future. Being an effective volunteer requires not only time and energy but also a passion for the needs of the clients. It is this passion that will allow STRIDE to continue towards achieving its vision.

Respectfully submitted,

Richard Helm, B. Comm., CA

Board Chair

Executive Director's Message



It has been another rewarding year at STRIDE. We continue to break down barriers to help people facing mental health and addiction challenges to be successful in gaining and maintaining meaningful employment. These are very exciting and busy times for us. In preparation for this, our 31st Annual Report, we have reflected on the achievements of STRIDE and are recognizing our many accomplishments.

During the 2013-14 year, we accomplished a great deal in terms of providing an employment support system which is responsive to the unique needs of our population. Our Worksite Training, Employment Connections, and Youth Employment programs continue to meet the ever increasing employment needs of Halton residents. Transitional training opportunities have also been created with the opening of our South Halton Café and the Helping Youth Prepare for Employment (HYPE) program has assisted several youth in addressing their employment goals. With the development of Key Performance Indicators, we can now provide the board, staff and stakeholders with accurate measures of our progress within these key areas of service throughout the year.

In the past year, STRIDE saw the fulfillment of a long time objective for the agency. We celebrated the re-location of our Head Office site to a larger and more enhanced work space for staff. We now have work areas for additional staff and professional meeting space for clients, staff, board and various committees.

In the 2013-14 year, we were entrusted with several new project grants. Halton Region provided us with a one-year Community Investment Fund to provide Pre-Vocational Workshops throughout Halton. We are very pleased to receive funding from the Ontario Trillium Foundation for contract procurement, development of a new website and marketing materials. Grants were also received from the Oakville Community Foundation, Burlington Community Foundation, and CIBC.

STRIDE entered into a new three-year agreement with the MH LHIN with a new Multi-Sector Service Accountability Agreement for 2014-17. We have also continued our work with the Ministry of Community and Social Services as an Ontario Disability Supports Program-Employment Supports Service Provider offering individuals with a range of employment services. STRIDE also became a new service provider for WSIB as a provider of specialized services as part of their Work Reintegration Program. The four Halton United Ways have continued to provide support for our Employment Connections Program. We acknowledge and thank our funders for their continued support.

STRIDE continues to build unique partnerships resulting in new services and resources for the clients we serve. This is the first year of our partnership with the Halton Hills Public Library, Halton District School Board, Halton Equity & Diversity Roundtable, No Wrong Door Implementation, and Milton Health Links, and we are also excited to continue our relationship with North Halton Community Living. In addition we became a member agency of Mindful Employer Canada, whereby we will work to support the ongoing journey of supporting positive workplace mental health. In February, STRIDE was invited to participate in the Breaking the Barriers event to assist in promoting the benefits of hiring our clients with employers.

STRIDE is proud that mental health and addiction issues have gained such prominence in the past few years, but we know our work is not done. Our marketing efforts continued with the development of a new employer brochure, newsletters, various articles in the Halton newspapers, a video for the Halton Hills United Way, presentations at various Rotary Clubs, the Primary Health Care event, and several Chamber of Commerce displays events. We also gained increased recognition in the community through fundraising efforts with Boston Pizza, LCBO, Knights of Columbus, and the Milton Rotary Club. This work will continue on into the upcoming year.

In 2013-2014 we continued our strategic Board recruitment and we also began the process to collaboratively develop a new strategic plan with input from our Board and staff. This plan will provide clear direction and measureable outcomes to guide the organization over the next four years.

These are just a few examples of what we've accomplished over the past year. STRIDE's successes are the direct result of the support, commitment and enthusiasm of the community we have created. Together, we are putting STRIDE in a position to thrive as a leader and change-maker in the sector during the next three to five years and beyond. We thank our Board of Directors for their leadership, our management team for their knowledge and dedication, and our staff for their energy, creativity and caring. And of course to the many individuals who trust us to help them work towards their pursuit of employment. Thank you.

It is an exciting time to be part of STRIDE. Our unique focus on serving the employment needs of individuals facing mental health and addictions continues to create results and attract attention. The achievements of the last year would not have been possible without the remarkable support of our funders, partners, volunteers, staff and board. As we celebrate our shared results we also look forward to what the next year holds.

Anita Lloyd

Executive Director

Treasurer's Report



STRIDE continues to remain in a strong financial position, ending the fiscal year with a small deficit of \$9,252 after the amortization of property, plant and equipment. The accumulated operating fund balance at March 31 was \$279,157 (2013: \$291,674).

Revenue for 2013 increased \$118,061 to \$2,097,055 (2013: \$1,978,994). The Mississauga Halton Local Health Integration

Network provided \$1,159,764 (2012: \$1,134,166) representing 55% of STRIDE's overall revenue. Despite ongoing challenges of finding new worksite customers, worksite sales increased \$59,231 to \$473,504 (2013: \$414,273). Revenue from the Ministry of Community and Social Services, Ontario Disability Supports Program-Employment Supports increased \$61,099 to \$335,973 (2013: \$274,874) due to higher number of placements and retentions under the program. The revenue increases were offset to some extent by a decrease in funding from the Region of Halton due to discontinuance of resume services.

Our partners and donors continued to provide support for our mission and initiatives. United Way (U.W.) Oakville, U.W. Burlington/Greater Hamilton, U.W. Halton Hills and the U.W. Milton provided \$42,441 in revenue for our Employment Connections program. The Region of Halton provided funding for Pre-vocational workshops enabling 72 people to receive training on a variety of job readiness skills. Funding was also received from The Burlington Community Foundation for Helping Youth Prepare for Employment which will assist youth on the waiting list to better prepare for employment.

The Oakville Community Foundation and the CIBC provided funding for the newly opened South Halton Bistro to purchase necessary equipment. The Bistro is providing training/employment for clients who wish to pursue a career in the food industry. The Oakville Knights of Columbus provided a donation that has been used to purchase equipment for the South Halton lawn maintenance training/employment endeavour.

On behalf of STRIDE I would like to thank all our funders and donors for enabling us to continue to support clients in achieving their employment goals. With the additional funding received this year we were able to provide support to the residents of Halton in unique ways.

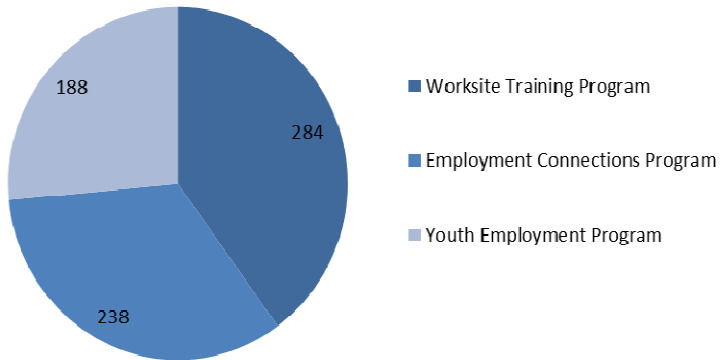
The financial results for year ending March 31, 2014 were audited by Glenn Graydon Wright LLP. Copies of the Audited financial statements are available from STRIDE.

Respectfully submitted,

Waseem Rajput

Treasurer

Clients Served in 2013/14



"I love the fact that there is a great program out there for people with mental illness and that they have somewhere to go and [be] comfortable...and I hope that it will continue on as long as it can... very highly recommended"

Client Satisfaction

- 91.1%** Programs at STRIDE have helped me cope better with everyday activities
- 90.5%** Programs at STRIDE have helped me to set positive goals and work towards achieving them.
- 89.1%** My involvement with STRIDE has improved my confidence and self-esteem
- 87.1%** When I provide feedback or make suggestions about the program(s), I feel my ideas are heard
- 85.4%** The programs have helped me be more physically active in my everyday life

Our Programs

Worksite Training Program

STRIDE's Worksite Training Program provides clients with the opportunity to develop their work skills in a structured environment which reflects what they will experience in the competitive workplace. Learning transferable work skills, practicing vocational life skills and earning a training allowance increases self-esteem and independence.

At STRIDE we provide a supportive and flexible work environment for individuals facing barriers to employment. We respect the unique needs and strengths of each person and work together with them to assist in identifying and achieving their vocational goals.

Employment Connections Program

STRIDE delivers a wide range of employment connection services including career assessments, skills development, interview practice, job coaching and ongoing job retention support.

An employment plan is developed based on skills and experience. Assistance is provided to locate, secure and maintain employment.

Youth Employment Program

STRIDE assists youth aged 16-24 who are experiencing mental health and/or addiction challenges. Youth are assisted in exploring possible employment options and gaining valuable employment skills. We provide individualized services and supports necessary to be successful in the workplace.



Alejandra, Stephanie and Barbara presenting at a local High School.

The BISTRO at STRIDE

The BISTRO at STRIDE opened in the mezzanine of the South Halton site in November 2013.

It operates as a social enterprise providing a transitional employment opportunity for STRIDE clients who have as their employment goal, a job in the food services industry. To date seven STRIDE Employment Connections clients have been employed in the BISTRO. It also is a source of a wide variety of healthy food served in a comfortable environment and at a reduced cost for worksite clients and staff.

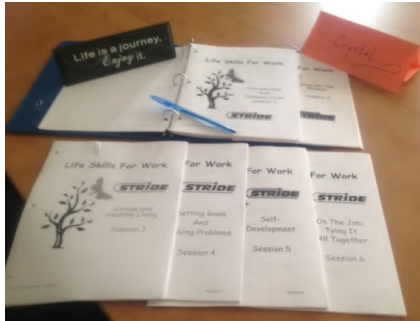
Equipment for the BISTRO was purchased with funding from the Oakville Community Fund and the Canadian Imperial Bank of Commerce. A mural on a wall in the BISTRO was painted by children enrolled in ArtHouse, a United Way Oakville funded after school program for children.

The BISTRO has experienced a steady growth in sales and the addition of a BBQ using funds raised during our Boston Pizza fundraiser in May will ensure the BISTRO becomes even more popular over the summer months.



The BISTRO!

STRIDE offers 'Life Skills for Work'



Funded under the Halton Region's Community Investment Fund, STRIDE was awarded a total of \$16,055 to develop, implement and evaluate a pre-vocational workshop for residents in Halton with mental health concerns.

Delivered over a course of six week sessions, meeting once a week for two hours, this new pilot project was created to serve a gap in service within the Halton community, thereby creating an avenue for clients to develop the appropriate vocational skills which are critical for job success.

So far, a total of 81 clients have been reached, surpassing the goal of 72 clients. Weekly modules encompass learning such as communication skills, problem solving, setting SMART goals, budgeting, self-esteem and how to deal with conflict while at work. The response from clients has been overwhelmingly positive and they have shared that they feel more confident in the skills they have learned.

"I like this program. Before I didn't know what to do. Now I feel a little more directed because I set weekly goals not just one big goal of 'get a job'"

HYPE (Helping Youth Prepare for Employment)

What's all the HYPE about?

The Helping Youth Prepare for Employment (HYPE) program was initially intended to assist with waitlist times. Now this group is being offered to existing clients, those on the waitlist and youth in the community. The group is a six week psycho-educational group which is designed to be very hands on and skill-based. The group allows each participant to leave the group with a portfolio for job hunting and the skills needed to land their dream jobs. Topics covered during the group include resume writing, targeted cover letters, job searching and interviewing skills.

Over this past year, the group has served 32 youth participants. During the group, six interviews occurred and six jobs were successfully attained. Other successes that have resulted from the group is an increase in; knowledge of the process of applying for a job, comfort level in applying for jobs on their own, feeling of preparedness for job interviews, and all youth left with a completed resume.

The HYPE group is run in the STRIDE offices as well as being offered in the community.

STRIDE Customer Recognition Award

The STRIDE Customer Recognition Award was presented to customers who have supported STRIDE by providing work for the worksites.

We would like to recognize the following customers for their support:

Alcon Canada
Belvedere International
Blackfly Lures
Eastlake Studio and Gifts
Progistix Solutions Inc.

Board of Directors

2013—14

Richard Helm - Chair
Jill Sutton - Vice-Chair
Waseem Rajput - Treasurer
Rachael Derkatz - Secretary

Lori Brudlo
Jane Bullbrook
Michelle Grouchy
Doug McCarthy
Patrick McKeen
Joanne Royce
Anita Stellinga



The Board and Management. Back row (l to r): Joanne, Doug, Richard, Mark, Patrick.

Front row (l to r) Julie, Bonnie, Anita S, Jane, Anita L, Michelle, Jan, Waseem

“I believe that STRIDE has an excellent work program. Has been very helpful with managing work and personal life.”

Staff

Anita Lloyd

Julie Lange

Jan McCabe

Mark Cox

Bonnie Trimble

Stephanie McCann

Arturo Diaz/Cheryl Kozell

Executive Director

Manager, Finance & Administration

Manager, North Halton

Manager, South Halton

Youth Employment Coordinator

Operations Administrator

Accounting Assistant

Employment Specialists

Crystal Dainard

Angela Marova

Deborah Rapelje

Terri Skov

Vocational Support Workers

Betsy Bond

Meaghan Hryhorsky

Wendy Jefferies

Maria Okroukh

Lee Sargent

Youth Employment Specialists

Laura Andersen

Brittany Joyce

Stephanie Hancock

Barbara Oliver

Lead Hands

Gary Archer

Laurier Carriere

Brad Jensen

Dorothy Welfare

Van Drivers

Gary Archer

Steven Beyrouty

Denise Clark



Back row l to r: Mark, Brad, Julie, Dorothy, Barbara, Lee, Laurier, Gary

Middle row l to r: Wendy, Terri, Stephanie M, Meaghan, Anita, Jan

*Front row l to r: Maria, Brittany, Crystal, Angela, Laura, Betsy, Stephanie H,
Bonnie, Arturo*



Betsy and Gary accepting a donation of work boots for clients from Johnson Controls.

Richard Moreau of Knights of Columbus, Oakville presenting Mark, Manager South Halton with a donation to purchase a lawn mower and trimmer .



Staff at the North Halton location celebrating Jan's 25th Anniversary at STRIDE.

Bonnie, Stephanie, Barbara and Laura at a community event.



Acknowledgements!

STRIDE gratefully acknowledges the funding and support received from the following:



Trafalgar & Hays, Oakville



Dorval Drive, Oakville



Milton



Head Office

55 Ontario Street South, Suite 26
Milton, ON L9T 2M3
(905) 693-4252

Employment Connections Program Worksite Training Program

12 Wallace Street
Acton, ON L7J 2V6
(905) 693-4252 ext. 400

55 Ontario Street South, Suite 26
Milton, ON L9T 2M3
(905) 693-4252 ext. 400

2245 Wyecroft Road, Units 1&2
Oakville, ON L6L 5L7
(905) 693-4252 ext. 300

Youth Employment Program

(905) 693-4252 ext. 303

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