

THRESHOLD
SCHOOL OF
BUILDING

**Annual Report
2016 - 2017**

**Presented at the
Annual General Meeting**

Wednesday, November 8, 2017

Threshold School of Building
110 Catharine Street North
Hamilton, ON L8R 1J4
P. 905 522 8686
www.TSOB.ca

Who We Are

We are a registered non-profit organization dedicated to practical and sustainable community development in the City of Hamilton.

Vision Statement

To pioneer truly affordable and sustainable building practices that enhances the well-being of the community.

Mission Statement

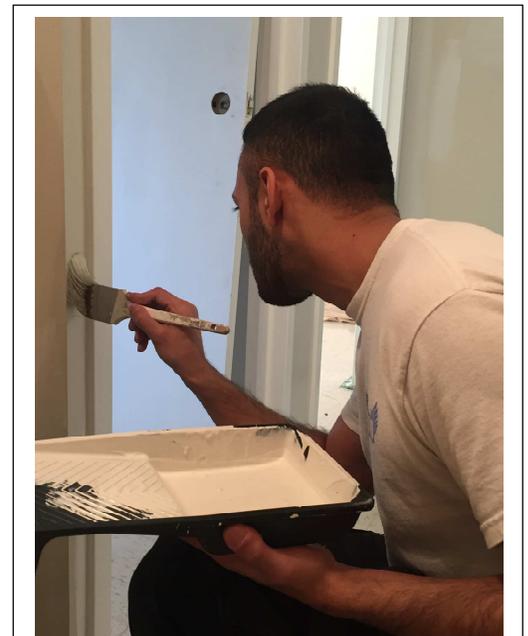
The Threshold School of Building provides a hands-on learning environment that opens pathways into the building trades and promotes a passion for good building. The school serves the community by providing building expertise, laboratories for learning and a forum for sharing new ideas.

Values

- Experiential learning
- Sustainability
- Empowering those marginalized
- Green Building
- Partnerships

We achieve this by:

- Training the next generation of construction and mechanical trade workers through our youth-at-risk program, Ready to Work
- Providing renovation and construction services to local charities, non-profit groups and neighbourhood associations
- Supporting diversity and encouraging active participation by all members in the community
- Mentoring students and volunteers with respect to essential life skills and work ethics
- Maintaining a close working relationship with employment agencies and service providers
- Teaching hands-on home renovation techniques to the general public
- Participating in other community programs



Mandeep painting an affordable apartment unit for Kiwanis on Sanford Avenue

BOARD OF DIRECTORS 2016-2017

Jeff Wingard – Chair (2017)

Structure Consulting
Hamilton, ON

Darrin Laidman – Vice Chair (2018)

Corus Entertainment
Hamilton, ON

Courtney Gilmet – Treasurer (2017)

BDO Dunwoody LLP
Hamilton, ON

Patrick O’Neil – Secretary (2018)

Hamilton Paramedic Services
Hamilton, ON

Glenn Bullock – Director (2018)

Hamilton Police Services
Hamilton, ON

Sajid Pathan – Director (2017)

BA Consulting Group
Guelph, ON

Abena Andam – Director (2019)

CIBC
Hamilton, ON

Gary Wiebe – Director (2019)

Habitat for Humanity
Hamilton, ON

Alfonso Bruno – Director (2019)

City of Hamilton
Hamilton, ON

Csilla Gnadt – Director (2019)

Native Leasing Services
Hamilton, ON

() Indicates year current term ends

THRESHOLD STAFF 2016 – 2017

John Grant Executive Director

Tricia Burney Program
Coordinator

Shelly Ferreira Job Developer

Kathy Payette Administrative
Assistant

Dan Myler Instructor

Alec Miletich Instructor

Jonathan Carby Instructor/
Threshold
Construction
Manager

David Boles Contract Instructor

Charlie Burns Contract Instructor

Jorge Bonilla Part-time Instructor

Juan Zamora Threshold
Construction

Jonas McClemont Threshold
Construction

Dallas Matthews Threshold
Construction

Bice Navarra Bookkeeper



Gary W. helping a little girl assemble a bird house at our Annual Bayfront Builder's Challenge

AGENDA

Wednesday, November 8, 2017

Meeting Location: Threshold School of Building, 110 Catharine Street North, Hamilton, Ontario

1. Welcome
2. Appointment of Recorder of Minutes
3. Approval of Minutes of November 9, 2016 Annual General Meeting
4. Treasurer's Report
5. Executive Director's Report
6. Chair's Report
7. Nomination of the Slate of Board of Directors
8. Adjournment of Meeting

TREASURER'S REPORT

Courtney Gilmet, Treasurer – See Financial Statements.

EXECUTIVE DIRECTOR'S REPORT

We are in our ninth year here on Catharine Street and, with the addition of a fifth Service Canada intake last June; we have been very busy delivering our regular programming, as well as new courses and projects. We are grateful as always to our landlords Marko and Colina from CSL Inc. for providing us with such a great facility and generous leasing arrangements.

Ready to Work

After a one-month hiatus, which we needed in order to recruit participants for the Ready to Work program, our new Service Canada contract began September 6th. As of the June 2017 year end, we were part-way through the fourth intake. The number of Service Canada contracts now totals nine, when we include the 2011 Economic Action Plan contract. This past fiscal year, RTW participants were busy with several projects: undertaking apartment clean-up and renovation work for Kiwanis Homes on Sanford Ave., completing renovations at CityHousing units, doing rooftop landscaping for the Durand Neighbourhood Garden Tour, constructing two large obstacles for the Hell in the Harbour race for charity, and erecting a stage for the HBSA architecture tour. Our overall Service Canada statistics are very impressive – we have an **83% success rate** in terms of the number of program participants who have gained employment or returned to school.

As always, our community partners are very appreciative of the work we do, and are highly supportive of the Ready to Work program. All of our partners promote the School in their literature and media releases, and the Hamilton Burlington Society of Architects donated \$2500 to the School this spring.



John & Alec sharing a joke!

There was no United Way Ready to Work program offered last fall as all our recruiting efforts went to securing participants for the Service Canada program. Nevertheless, staff, board members, and participants still raised just over \$500 for last fall's United Way Campaign.

Since our move here to Catharine Street, we have served over 450 youth with barriers to employment. Thanks to our instructors Dan Myler, Alec Miletich and Jon Carby for their commitment to Threshold's RTW program.

Corporate and General Public Courses

Our nine-week hands-on General Home Maintenance courses remain popular, and we offered them in the fall of 2016, as well as in winter and spring of 2017. We still have many people signing up, and have doubled the number of courses again this year. The demographic is still much the same; many of the participants are from outside the Hamilton area, and a good number are women and new Canadians.

Construction Program

Jon Carby, along with Jonas McClemon, Juan Zamora, Justin Fisher, and several other TSOB grads worked diligently on many deck and fence projects over the course of the summer. They completed about \$61,000 in contracts and ended up showing a small profit of a few thousand dollars. With the help of some Hamilton Community Foundation funding, we were also able to purchase a large utility trailer for the Construction Program. Thanks to the crew for their hard work and thanks to the other instructors by filling in where necessary. This year, the construction program began slowly but it looks like we will be ending on a strong note.

Other Program News

The City of Hamilton and the Hamilton Community Foundation provided funding for the City of Hamilton Housing Improvement Project, a 26-week program for 10 CityHousing residents and OW/ODSP dependents. While participants were unpaid (receiving only a few small stipends), they did a stellar job of renovating eleven CityHousing units. It was anticipated at the outset of the program that twenty-four units would be completed; however, the eleven units renovated were in serious disrepair and required a considerable amount of extra labour and materials. Seven participants graduated on January 27th. Of those, two are enrolled in pre-apprenticeship programs, one has entered college, one has started her own business, one has entered a union program and another has found full-time employment. Thanks to part-time supervisors Charlie Burns and Dave Boles for their commitment to the project.

Other programming included delivery of a spring construction course for Syrian workers from the Immigrant Workers Centre, and we have been doing a significant amount of testing for CityHousing maintenance personnel. Other affordable housing agencies have shown an interest in similar testing.

In addition to our regular and other related programming, we have been working with several community partners, as well as researchers from McMaster University, to garner statistics on mental health issues that challenge youth in Hamilton. Final results are pending.

Shelly Ferreira has stayed on as Threshold's Job Developer, a position that has been funded once again by Virgin Unite (Canada) Inc. and Hamilton Community Foundation. Shelly has created a comprehensive participant employment binder, represented the School at many community functions, participated in employment and service provider networks, and worked with many potential employers to improve our participant employment outcomes. As noted in previous reports, we have realized about a 10% increase in participant employment rates since the Job Developer position was implemented.

In other news, Tricia Burney left Threshold at the end of December to pursue her career at Pathways to Education. Tricia still drops by to visit and we wish her all the best for the future. A

new Administrative Assistant, Kathy Payette, was hired in January. It was a steep learning curve for Kathy, but she has filled her new role very effectively.

The Fourth Bayfront Builder's Challenge was held again this past June. The weather was perfect for the five teams that participated: Threshold Construction, Blue Branch Inc., Sun Life, and Johnston Woodcraft and Design. Unfortunately, Hamilton Fire was unable to attend; however, they generously donated \$1,000 instead. Johnston Woodcraft and Design were the winners with construction of a two-seat Adirondack bench. Thanks to Darrin Laidman and the Fresh FM crew, as well as Sun Life, for all their help. Extra thanks to Darrin for auctioning off the completed projects for a tidy sum of money.

We were fortunate last year to receive extra contributions to our operations from several funders, especially the Hamilton Community Foundation. This has gone a long way toward supporting unfunded staff positions such as the Administrative Assistant.

Acknowledgements

Again, I wish to acknowledge the hard work and dedication of the Threshold staff. It is always a challenge with so many programs running and so many different participant needs and expectations. Thank you to Dan Myler, Alec Miletich, Jon Carby, Shelly Ferreira, and newcomer Kathy Payette for your hard work and support. You are essentially the mainstay of this organization. Thanks also to Tricia Burney for her many years of work in support of Threshold and its programs.

I would also like to acknowledge and thank Charlie Burns and David Boles for their continued dedication, and support of our alternate programs. Thank you as well to our bookkeeper Bice Navarra, who works diligently on payroll, receivables and payables, and financial reporting.

Again, we must acknowledge and thank our major funder, Service Canada. Through the Youth-Skills-Link Project we have received financial support for thirty-four Ready to Work intakes up to June of this year. Thank you also to the newly amalgamated United Way of Halton Hamilton, for their valuable contribution to our programs, and to the Hamilton Community Foundation for its continuing generosity and unwavering commitment to our organization. Thanks also to Virgin Unite (Canada) Inc. for their support of the Job Developer position.

In addition to funders, there are local companies and individuals that help Threshold in many ways. Turkstra Lumber and Arruda's Home Improvement Centre provide the school with a discount on material purchases, Windmill Power Equipment and Rentals supplies us with discounted rental equipment, BE SAFE gives us a discount on First Aid and CPR, and the Labour Education Centre provides Working at Heights certification at a rate that is 50% less than anywhere else.

Finally, I wish to thank the Chair, Jeff Wingard, and members of the Threshold Board of Directors for their dedication and ongoing support. Courtney Gilmet is leaving this year, and she has been a great help in terms of keeping the organization on the financial straight and narrow for several years. Glenn Bullock is also leaving the Board and we wish him all the best in his coming retirement from the Hamilton Police Services. Thank you both for your hard work.

This past year, the school's financial position improved significantly, and this was due in part by unexpected donations from several sources. We have clearly raised our community profile to new levels and will endeavour to continue the trend. Again, thank you all for your continued hard work and commitment to the organization.



Participants proudly displaying their completion certificates

CHAIR'S REPORT

It has been another strong year at the Threshold School of Building, and I would like to thank our members for their continued involvement and support. The dedication and commitment of John and our excellent staff team and instructors has allowed Threshold, once again, to deliver an ambitious year of programming, teaching, renovations, and community building. From the perspective of the Board of Directors, there are several accomplishments I would like to point out.

One of the primary accomplishments was the recruitment of four new board members: Abena, Alfonso, Csilla, and Gary. These board members have brought an outstanding set of skills and enthusiasm to the governance work of Threshold. We look forward to continuing that work in the years to come as they provide leadership and guidance to the organization. We also want to

thank Courtney Gilmet who has served as the Treasurer of the Board for the last two years, and who has completed her term with the Board. You will be missed.

A focus of the Board has been to begin the development of a new Strategic Plan for the organization. With the last Strategic Plan wrapping up last year, this process presents an opportunity for the Board and Staff to envision what the next five years will look like for Threshold. This work should be completed in the first quarter of 2018.

Our flagship program remains the Ready to Work program, which is funded by the Federal Government. While we concluded our final class of this contract in August, we have applied for a three-year operating grant (instead of the current one year renewable grants) that would allow for longer term planning and increased stability for the organization. In addition to the Ready to Work program, our other programs are gaining in popularity and community awareness. Both the General Home Maintenance and the Threshold Construction Program are thriving and reflect well on our organizational reputation.

Threshold gained some national attention as we hosted a site tour and Q&A during the national Cities Reducing Poverty conference, which was held in Hamilton in early May. Delegates from across Canada saw Threshold in action and had lots of great questions for our staff.

Finally, our 4th Bayfront Builder's Challenge was held on June 10, and was a great time for all of our staff, board volunteers, and community organizations and builders who came out to build patio furniture that was judged by Keanin Loomis from the Hamilton Chamber of Commerce (Johnston Woodcraft & Design Products was the winner). The furniture was then auctioned off by our own budding star auctioneer Darrin Laidman.

The success of Threshold's programs and support from our partners allowed our organization to show a financial surplus this year. This has allowed us some flexibility to address fluctuations in funding (being used currently) as well as to provide our excellent staff with some small year-end bonuses as an expression of our thanks.

A final thank you to all of our funders that make this work possible: the Government of Canada, the Hamilton Community Foundation, the City of Hamilton, the United Way of Halton Hamilton, Virgin Mobile Canada Inc, the Hamilton-Burlington Society of Architects, Turkstra Lumber and Arruda's Home Improvement.

Respectfully,
Jeff Wingard, Chair

PROPOSED SLATE – BOARD OF DIRECTORS 2017-2018

Jeff Wingard – Chair (2020)

Structure Consulting
Hamilton, ON

Darrin Laidman – Vice Chair (2018)

Corus Entertainment
Hamilton, ON

Vacancy – Treasurer (2020)

BDO Dunwoody LLP
Hamilton, ON

Patrick O’Neil – Secretary (2018)

Hamilton Paramedic Services
Hamilton, ON

Glenn Bullock – Director (2018)

Hamilton Police Services
Hamilton, ON

Sajid Pathan – Director (2020)

BA Consulting Group
Guelph, ON

Abena Andam – Director (2019)

CIBC
Hamilton, ON

Gary Wiebe – Director (2019)

Habitat For Humanity
Hamilton, ON

Alfonso Bruno – Director (2019)

City of Hamilton
Hamilton, ON

Csilla Gnadl – Director (2019)

Native Women’s Centre
Hamilton, ON

() Indicates year current term ends



Hamilton Professional Fire Fighters Association donating funds for the Annual Bayfront Builder's Challenge