



Annual Report
April 2014 - March 2015

Vision, Mission and Values

Vision

To have thriving communities where each person feels connected, supported and encouraged.

Mission

SIRCH identifies community needs and responds with innovative services, programs and partnerships that support individuals, families and communities.

Values

- Focus on strengths
- Respectful
- Ethical
- Financially responsible
- Accountable
- Mission consistent



People

Directors and Officers 2014 – 2015:

President
Barb Fawcett

Secretary
Tammy LaRue

Vice Chair
Wendy Ladurantaye

Treasurer
Dianne Brown

Directors
Shanthi Bascombe
Anne-Marie Cyr
Aerin Greidanus

Executive Director
Gena Robertson

Volunteers

Our volunteers are too numerous to list them all here but we need to acknowledge the time our volunteers give — to be screened and oriented as well as attend training for the program they have chosen, before even starting their volunteer job. After that, it may be as little or as often as they choose. However, many of our volunteer opportunities involve a commitment of time. Board volunteers have to reliably be available one evening a month. Fundraising volunteers may be intensively involved for a relatively short period of time. Program volunteers, who work with clients, may be seeing clients weekly for a long time. Our programs and this community rely on volunteers, and we are so appreciative of those who have chosen to volunteer with SIRCH!

Partners

We could not do what we do without our partners. They are numerous and varied — other community organizations, funders, businesses, associations and others. Just a few examples of the dozens of partnerships we experienced last year:

- The Ontario Early Years Centre Haliburton Victoria Brock and the Northumberland Child Development Centre deliver CAPC & CPNP programs in other counties (with SIRCH as the lead and sponsor)
- The HKPR District Health Unit provides facilitation for our CPNP group, and partners, along with Abbey Gardens, on initiatives like Dig In and Garden Buddies
- Highland Pharmacy gives our clients store items at cost
- 4Cs donates milk for our moms in the CAPC group
- Ted Scholtes, of TPS Haliburton Holdings, has SIRCH manage Thrift Warehouse Haliburton.

Our thanks to everyone who partners with SIRCH!

Funders, Donors and Sponsors

We also could not do what we do without the funding we receive from government, foundations, businesses, and individuals. We received \$112,493 in fundraising and donations this past year. Plus we had an enormous amount of in-kind support from organizations, businesses, and individuals — 7,610 volunteer hours and \$354,126 in-kind donations. Thank you all!

People

Staff



Left to right:

Gena Robertson, Executive Director
Jacques Larroude, Operations Manager
Donna Gagnon, Administrative Coordinator
Adele Espina, Finance Co-lead
Diane Johnson, Finance Co-lead



Left to right:

Krista Patterson, School's Cool Coordinator
Margaret Shelly, CAPC & CPNP Coordinator
Marilyn Rydberg, Bereavement Program Coordinator
Alisha Lafleur, Food Initiatives Coordinator
Wendy Iles, Safe at Home Coordinator



Left to right:

Crystal Alton, Donation Pick Up Lead
Sarah Grozelle, Need a Hand Coordinator
Tammy Warburton, Cleaning Services Supervisor
Frank Salaris, Construction Lead (not shown)

People

Staff



Left to right: Thrift Warehouse Haliburton —
Cammy George, Manager
Jo-Anne Johnson, Lead Store Clerk
Corina Mansfield, Promotions & Online Sales



Left to right: Thrift Warehouse Bancroft —
Sherry Hayes, Manager
Nick Campbell, Donation Bay Receiver
Mary Ellen Coghlan, Lead Store Clerk
Jason Curtin, Donation Bay Receiver
Don Zilstra, Receiving Bay Coordinator

Report from the Executive Director

Recently a small group of people, most of whom had been connected to SIRCH in some capacity for 10 or more years, met to brainstorm a new tag line for SIRCH. We've had a couple of slogans over the years. In the 1990s it was "So It Really Can Happen". Good line but people thought the tag line was our legal name. So we changed it to "Creating today, to influence tomorrow". It was accurate – the programs, services, jobs, training that SIRCH creates today does influence the world of tomorrow – but not everyone got it. So it was time for a change.

The group brainstormed. And common words that came up were "innovation", "passion", "changing lives", "social change", "possibilities", "leader", "strengths-based", "partnerships", and "connection". What we wanted was not what SIRCH does (because that changes) but who we are at the core. The group came to agreement on one tag line, and that has been brought forward for feedback by staff and volunteers and ultimately for approval by the Board of Directors. They are proposing that our tag line be "SIRCH ... an unwavering belief in people and possibilities". And that does resonate as we present this report.

The "unwavering belief in people" resonates because:

- We have an amazing staff team at SIRCH, with incredible skills and expertise! As we expand our team we get even more diverse and capable.
- Community businesses, organizations and associations have been exceptionally generous with their promotion and support of SIRCH.
- This community was amazingly kind last year – we were able to raise over \$112,000 in donations and fundraising! That's a lot of good will, and a lot of sustainability for our programs!
- Our volunteers continue to impress and humble us with their willingness to give, give and give some more.

Our "belief in possibilities" was clearly evident over the past year:

- Thrift Warehouse expanded to Bancroft (the grand opening was Easter Weekend) resulting in five new jobs for that community and a SIRCH presence in North Hastings.
- Cook It Up, a job skills training program that engaged the community, was a huge success.
- We began to plan Mother to Mother, a breastfeeding support program.
- Our Bereavement Support Program flourished beyond our expectations.
- We refined Need a Hand, making the social enterprise more sustainable and better able to support our other programs.

SIRCH often serves as an incubator. In our 26 year history, we have developed literally dozens of programs and services. We don't always keep them, and this past year our Hospice Program, which had been with SIRCH for 20 years, was divested to Haliburton Highlands Health Services (HHHS) as part of a LHIN Integration effort. We have great faith that the Hospice staff and volunteers will continue to provide caring end-of-life support at HHHS.

As we look to the year ahead, we are filled with gratitude for the opportunities we have to be part of the woven fabric of our community.



Barb Fawcett
President



Gena Robertson
Executive Director

Programs

In the past year, SIRCH has continued to deliver a number of high quality programs, and has developed new community services as well. Here are the highlights for last year . . .

Pre and Post Natal Programs

The Canada Prenatal Nutrition Program (CPNP) focuses on assisting pre and post natal women to have healthy birth outcomes. SIRCH is the sponsor agency for CPNP programs throughout the City of Kawartha Lakes, Northumberland County and Haliburton County. The CPNP program provided support to 232 families in the tri-county area during the last fiscal year.

In Haliburton County, 23 pregnant women and new moms plus 42 children participated in the Special Delivery Club. Moms talked, listened to guest speakers, and were provided with up-to-date information, education and lots of support around pregnancy, birth, infant care and parenting. Moms and children received a nutritious meal, and group members were able to access free milk, fresh vegetables, additional food, Community Kitchen meals and prenatal vitamins. The CPNP group was co-facilitated by the Haliburton Kawartha Pine Ridge (HKPR) District Health Unit and the local Ontario Early Years Centre who also donated space at the drop in center in Haliburton.

Families With Young Children

SIRCH is also the sponsor for the Community Action Program for Children (CAPC) for the three counties of Haliburton, City of Kawartha Lakes and Northumberland. Last year, CAPC provided family supports, education and resources to 232 parents/caregivers and 284 children age six and under.

In Haliburton County, 29 parents and 43 children participated in the “Bright Starts” group. Parents received information on a variety of topics, learned to cook nutritious food, and were linked with other agencies and supports that could assist them. Specific programming for young children stimulated their developmental and social skills. This year, with CAPC’s new hub model, moms were also able to learn healthy food choices, shopping on a low budget and other tips to benefit their family’s health.

The CAPC group was co-facilitated by Point in Time Centre for Children, Youth and Parents. St. George’s United Church donated space for the CAPC group. Funding came from the Public Health Agency of Canada, fundraising and donations, including donations of food from local growers.

“I am a single mom on limited income, new to the area, on my own with no family or support. SIRCH has been super helpful in connecting me with my new community and providing assistance. The meals and milk are a huge help. I look forward to the group every week. It’s nice to connect with other moms in similar situations.”

Participant

Programs

Food Initiatives

Community Kitchen

SIRCH's Community Kitchen has been providing free, healthy, frozen meals to individuals and families in the County who are experiencing difficulty preparing or accessing food due to poverty, illness, or circumstance. The Haliburton United Church and the Township of Minden Hills (via the Community Centre) generously donated their kitchen space to make these meals, which are then frozen and distributed across the county through distribution points. In September, to increase efficiency and reduce costs, we decided to make all meals out of the Haliburton site. That change had the unexpected benefit of allowing all Community Kitchen volunteers to get to know each other and have more flexibility in scheduling. Re-usable, microwaveable containers were introduced, making it possible for recipients to use microwaves rather than ovens to re-heat their meals.

Thirty seven amazing volunteers donated 649 hours to help produce over 3,600 meals! They also helped make 250 containers of apple sauce during the 2014 Apple Sauce for Seniors Project in partnership with FoodNet and Community Care.



Dig In!

During the past year, Dig In has continued to connect families and children with local foods, providing education about growing, preparing and preserving your own foods. SIRCH, in partnership with HKPR District Health Unit and Abbey Gardens offered 12 learning events across the County this year including four local food demonstrations at the Haliburton and Carnarvon Farmers' Markets. The Dig In workshops were made possible with in-kind donations among the partners, registration fees, and a small grant from Foodland Ontario.

Garden Buddies!

In early 2014 SIRCH, Abbey Gardens and HKPR District Health Unit launched the Garden Buddies Program. Eleven experienced volunteer gardeners mentored young families and low income individuals who wanted to learn how to grow their own vegetables. There were 17 "learner locations" (representing a family, individual or group/community garden location) and an overall total of 70 participants. The program was made possible by Ontario Sport and Recreation Communities Funding, in-kind partnership donations and local donor support.

Programs

School Readiness

Last summer, 38 children of three to five years of age attended School's Cool, a 72 hour play-based program developed by SIRCH. The programs were held in a classroom in Haliburton and Minden elementary schools. The children increased their language, math, self-help, psychological and social skills on average by 75 weeks over the six week program! Five trained instructors provided a low teacher-to-student ratio so all children received quality learning time. Since instructors focused on each child's strengths, it was a positive experience for the children who enthusiastically awaited the start of school in the fall. Funding was provided by the Public Health Agency of Canada and fundraising.

Skill Increase of Children in Haliburton County 2014 (N=36)	
Developmental Skill	Increase in Weeks
Social Skills	72
Psychological Skills	90
Language Skills	62
Self Help Skills	92
Math/Cognitive Skills	60
Overall	75

"I am about to graduate from my Master's program and am planning to apply for my PhD next. I am extremely interested in looking at preventative measures for high-risk babies to reduce developmental risks. My years with School's Cool has hooked me as an advocate for early interventions with high needs children, as I know the benefits so well from that program. I am not sure where this will lead me, or what my future research opportunities might be, but I always have School's Cool on my mind."

Former instructor



Hospice Services

After over 20 years with SIRCH, Hospice was divested in September 2014 to Haliburton Highlands Health Services (HHHS). This amalgamation, facilitated by the LHIN (Local Health Integration Network), included Community Care Haliburton County and VON Adult Day and Foot Care. All were established in a new division of HHHS called the Community Services Division. We are proud to have started and nurtured Hospice Services in Haliburton County and to have also partnered on a new model of residential palliative care three years ago.

Social Enterprise

Thrift Warehouse

In April 2014, SIRCH took over management of the Thrift Warehouse in Haliburton, an 8,000 square foot building housing donated furniture, household goods, building supplies, lighting and much more. Ted Scholtes, the owner, remains very involved, and profits are split. With SIRCH managing, the business model changed from a volunteer-based model to a job creation model – 12 Haliburton County residents were employed or contracted during the fiscal year. Thrift Warehouse sold over 14,500 items and with ongoing marketing, sales increased by 197%. While most of those sales occurred in the store, as of February, we also began selling items online.

During the past year, the Thrift Warehouse experienced a number of exciting firsts: the “re-launch” of the Warehouse in June, celebrating the new partnership; a July two-day, 50% off sale (grossing an all-time high); filming at the Warehouse by Cottage Life Network’s Cabin Pressure and hosts Colin McAllister and Justin Ryan; and the most fun event, The Shopping Cart Showdown in November.

In addition to selling donated goods, the Warehouse supported individuals and families in crisis, providing them with free or much reduced furniture and household necessities. SIRCH also continued the Thrift Warehouse tradition of lending props to the Highlands Summer Festival and the Highlands Little Theatre. We met hundreds of new people, individuals from all walks of life, from antique hunters, to collectors, to customers seeking everyday goods.

It was an exhilarating first year at the Thrift Warehouse Haliburton and we continue to build our customer base along with community interest and share the SIRCH and Thrift Warehouse stories with a continually receptive audience.



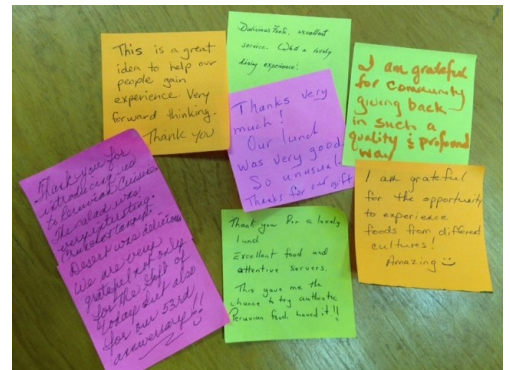
In the Incubator

SIRCH is a well established charity, with a track record of developing innovative programs and services from the ground up. Through the years, SIRCH has acted as an incubator, a safe and protected place that creates the kinds of conditions that give 'new life' the best chance to grow strong and succeed.

Cook It Up

Cook It Up was a unique model of skills development and job preparation, combined with community engagement. Eight trainees, who were unemployed or underemployed, were selected to learn food service skills. The pilot started in a classroom setting, teaching industrial kitchen skills, work etiquette, safe food handling, nutrition and more. Then, thanks to Baked & Battered owners, who generously loaned us their restaurant space every Monday (a day they were closed), the trainees were able to put the theory into action. They prepared and served a three-course meal every week for 10 weeks.

Meals were free, as a thank-you for giving the trainees real restaurant experience. Patrons were encouraged to pay it forward by donating or helping someone else. Over 600 meals were served over the 10 week period. By graduation time, five of eight trainees had been offered jobs. Community support was overwhelmingly positive and supportive.



"A lot of things in my life bring me down and make me depressed. The Cook It Up program really brought the positivity and passion out in me. People would ask me about the program and I would talk on and on about EVERYTHING I knew about the program. It has been a rare moment for me to feel so deeply for anything and be able to leap out of my comfort zone and really connect with people."

Trainee

In the Incubator

Bereavement Support Program

The Bereavement Support Program continues to grow. Over 110 people have been provided with support and/or information about grieving. As part of the Haliburton Highlands Bereavement Network (a sub-committee of Service Providers' Network) we have set up information on our website regarding bereavement supports available in our community, and sponsored speakers (such as the very successful "Coping with the Holidays").

Some volunteers were selected to receive facilitation training based on a grief recovery program created by Lyle Horn from Hospice Peterborough. As a result we are offering three levels of Journey Through Grief. Level 1 & 2 groups run weekly for 10 weeks in the spring and fall. Level 3 is a monthly drop-in.

The Bereavement Support Program is funded entirely by fundraising and donations.

"I cannot believe how much this program has helped me. I never thought I wanted to come to a group but I am so glad I did. I can talk openly in the group with people who understand my grief and my feelings. I would suggest the group to anyone, it has helped me so much."

Bereavement program participant

Need a Hand

Over the past year, SIRCH has continued to further develop our social enterprise called Need a Hand. With the help of Innoweave and a consultant, we refined the business model and have limited our services to four areas: small construction/renos; cottage/home maintenance & repair; cleaning services; and pick-up and delivery. Work is completed by salaried employees (who are insured by WSIB), as well as self-employed Registered Workers.

Over the fiscal year, Need a Hand completed nearly 250 jobs, a 150% increase from the previous year. Profits made from Need a Hand go to support the programs and services that have limited or no government funding. Our thanks to Haliburton County Development Corporation, the Ontario Trillium Foundation, and the City of Kawartha Lakes who all assisted with grants.

In the Incubator

VolunteerMatch

VolunteerMatch was a pilot, funded by the LHIN Integration through Haliburton Highlands Health Services. It focused on recruitment, screening and orientation of new volunteers, with the intent of offering these services to organizations throughout the county as a centralized, one-stop way to connect with community organizations and services. Based on individual skills, time available and other factors, new volunteers were matched with potential volunteer jobs most suited to their strengths and interests. During the pilot of this program, 40 new volunteers were recruited and matched to various opportunities. Five training modules were also developed along with a data base to support a skills based match.

Unfortunately, VolunteerMatch was only able to be piloted for six months and in that limited time could not grow to a point of sustainability. Although the program had to be closed, should the community want to look at a central intake model for volunteers in the future, the mechanisms are in place to do so.

Mother to Mother Breastfeeding Support

Mother to Mother Breastfeeding Support is a volunteer based support program which pairs pregnant women, or women who have recently given birth, with trained volunteer mentors who successfully breastfed their own children. Research shows that peer support is the most important component of a mother's successful breastfeeding experience. Mentors will provide support to the moms through texting, phone calls, emails, or face to face visits. The relationship will last as long as the mother is breastfeeding.

Mother to Mother recognizes that peer support in one area of a mother's life may translate to more confidence in other areas, which may contribute to positive decision making and outcomes for the family.

This is a partnership with the HKPR District Health Unit and is funded by Best Start.

**New SIRCH logos to
be launched in 2015!**



Report of the Independent Auditor on the Summary Financial Statements

REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS

To the Members of SIRCH Inc.

The accompanying summary financial statements of Supportive Initiative for Residents in the County of Haliburton (SIRCH), which comprise the summary statement of financial position as at March 31, 2015, and the summary statement of operations and changes in fund balances for the year were derived from the audited financial statements of SIRCH for the year ended March 31, 2015. We expressed an qualified audit opinion on those financial statements in our report dated June 10, 2015. Those financial statements, and the summary financial statements do not reflect the effects of events that occurred subsequent to the date of our report on those financial statements.

The summary financial statements do not contain all of the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of SIRCH.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation and fair presentation of these summary financial statements in accordance with the criteria described in note 2.

Auditor's Responsibility

Our responsibility is to express an opinion on these summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements".

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of SIRCH Inc. for the year ended March 31, 2015 are a fair summary of those financial statements in accordance with the criteria described in note 2.

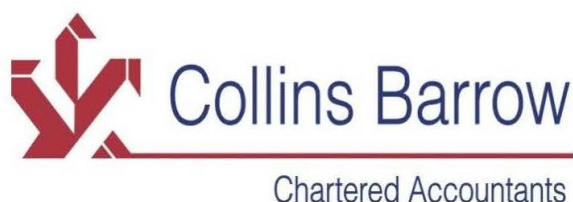
Collins Barrow Kawarthas LLP

Chartered Accountants

Licensed Public Accountants

Lindsay, Ontario

June 10, 2014



Summary Financial Statements

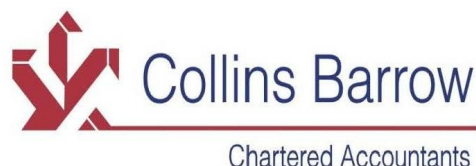
Summary Financials Statements

SIRCH Inc. Statement of Financial Position March 31, 2015

Statement of Operations and Changes in Fund Balances For the year ended March 31, 2015

	2015	2014		2015	2014
ASSETS			REVENUE		
CURRENT ASSETS			Government grants	\$691,478	\$638,634
Cash	\$45,851	\$28,839	Fee income	127,256	31,927
Accounts receivable	36,306	24,808	Donations and fundraising	112,493	90,210
Prepaid expenses	162	0	Amortization of deferred		
	82,319	53,647	contributions	2,038	2,040
			Thrift warehouse	21,976	0
Long term Assets	218,657	199,819	Expenses recovered	26,392	0
	\$300,976	\$253,466	Other	5,469	11,556
				987,102	774,367
LIABILITIES			EXPENSES		
CURRENT LIABILITIES			Salaries and benefits	545,055	428,807
Accounts payable and accrued liabilities	\$33,318	\$20,960	Supplies and other	377,983	320,073
Government remittances payable	12,185	8,704	Building occupancy	40,572	51,844
Current portion of long term debt	109,688	116,438	Contribution to HHHS	9,723	0
	155,191	146,102	Amortization	11,437	11,290
				984,770	812,014
Deferred contributions			EXCESS (DEFICIENCY) OF		
Operating	71,151	51,024	REVENUE OVER EXPENSES		
Capital	35,515	19,553	FOR THE YEAR		
	106,666	70,577		2,332	(37,647)
FUND BALANCES			FUND BALANCE - beginning of year		
Unrestricted	(308)	(6,688)		(6,688)	21,299
Internally restricted	39,427	43,475	From internally restricted	4,048	9,660
	39,119	36,787			
	\$300,976	\$253,466	FUND BALANCE - end of year		
				(\$308)	(\$6,688)

See accompanying summary financial statement auditors' report



Notes to the Summary Financial Statements

SIRCH Inc.

NOTES TO THE SUMMARY FINANCIAL STATEMENTS

For the year ended March 31, 2015

1. NATURE OF OPERATIONS

Supportive Initiative for Residents In the County of Haliburton (SIRCH), a charitable organization, was incorporated under the Corporations Act (Ontario) as a corporation without share capital on November 2, 1989 and as such is prohibited from distributing any of its funds to, or for the personal benefit of its members. As a charitable organization, SIRCH is not subject to income taxes.

2. SUMMARY FINANCIAL STATEMENTS

The summary financial statements are derived from the audited financial statements, prepared in accordance with Canadian accounting standards for not-for-profit organizations, as at March 31, 2015 and for the year then ended.

The preparation of these summary financial statements requires management to determine the information that needs to be reflected in them so that they are consistent in all material respects with, or represent a fair summary of, the audited financial statements.

Management prepared these summary financial statements using the following criteria:

- (i) the summary financial statements will have a summary of the statement of financial position, and a summary of the statement of operations and changes in net assets. Management has determined that the statement of cash flows does not provide additional useful information and as such has not included them as part of the summary financial statements.
- (ii) information in the summary financial statements agrees with the related information in the complete audited financial statements;
- (iii) in all material respects, the summary financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete audited financial statements, including notes thereto.

The complete audited financial statements of SIRCH are available upon request by contacting the Corporation.





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