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**HOPE
HELP
HOME**

04

**MESSAGE FROM THE PRESIDENT OF THE
BOARD OF DIRECTORS**

05

MESSAGE FROM THE EXECUTIVE DIRECTOR

06

FIFE HOUSE AT A GLANCE

07

**THE AIDS BEREAVEMENT RESILIENCY
PROGRAM OF ONTARIO**

08

PEER ENGAGEMENT AND VOLUNTEER SERVICES

09

ONTARIO HARM REDUCTION NETWORK

10

OUR DONORS / REVENUE AND EXPENSES

11

STRATEGIC PLAN / BOARD OF DIRECTORS

MESSAGE FROM THE PRESIDENT OF THE BOARD OF DIRECTORS

Welcome to the Fife House Annual Report for 2020-2021. The start of our fiscal year began on April 1, 2020, about two weeks into a province-wide lock down due to the COVID-19 global pandemic. Fife House had to quickly adapt to providing its essential services in an environment of uncertainty.



*Stefanie McQuaid
President,
Board of Director*

Fife House had to quickly adapt to providing its essential services in an environment of uncertainty. I am so proud of the amazing staff who, as always, stepped up, stepped in and ensured a safe environment for clients, residents and each other. Our annual A Taste for Life event, one of Fife House's signature fundraising events was scheduled in mid-April. With the lockdown

the event was cancelled, but very quickly replaced with an online matching campaign, in partnership with TD Bank Group and the Community One Foundation. Thanks to our donors and supporters, this campaign raised over \$60,000. Fife House welcomed Nadine Sookermany as the Executive Director in August. Nadine hit the ground running and has been instrumental in ensuring smooth operations of the organization during uncertain times.

The Board continued to provide leadership, albeit virtually, and moved forward with approving two strategic policies related to GIPA-MEPA and ARAO. We are proud to now be assisting to embed these principles in our work, creating a more diverse organization, free from discrimination, racism and oppression. We also began a process to develop a new strategic plan for Fife House – learning from the past year and looking to the future to ensure we continue to help people living with HIV/AIDS by providing secure, affordable housing and flexible support services. Your continued generosity and commitment allows us to continue to provide Hope, Help, and Home.

This past year, Fife House continued to provide affordable housing and support services to people living with HIV/AIDS in the greater Toronto area despite many challenges – most specifically the COVID-19 pandemic.

The Huntley Transitional Housing Program celebrated its one-year anniversary during a time when transitional housing is desperately needed – providing a safe space for the most marginalized and medically complex clients in the housing system to live. Our Homeless Outreach Program (HOP) supported clients with making connections to community and linkages to care and support – specifically focusing on Black, Indigenous and People of Colour (BIPOC) and ACB (African, Caribbean and Black) clients. Fife House continues to source unique ways to address the challenges our clients face with an out of reach rental housing market coupled with the dire need for safe, affordable supportive housing.

We are exceptionally thankful to our donors, funders, and partners who came together to support us over the past year – as we all collectively experienced the pandemic, you truly stepped up! Your generosity and commitment allowed us to continue to provide ‘Hope, Help, and Home’ during an unprecedented time. Our incredible team supported one another during this challenging time - and despite the unknown risks in the early parts of the pandemic, continued to support our clients and the communities we serve every single day.

MESSAGE FROM THE EXECUTIVE DIRECTOR

I look forward to working with our leadership team over the next three years as we unveil our 2021-24 Strategic Plan and am proud to share that the plan is framed with truth, reconciliation and action at the forefront of our implementation – specifically focused on dismantling all forms of systemic oppression with GIPA/MEPA in mind. The years ahead will be transformative and exciting for all of us at Fife House. Fife House remains focused on



*Nadine Sookermany,
Executive Director*

supporting people living with HIV/AIDS rebuild their lives through securing affordable housing, and providing flexible services and programming. We look forward to the next three years – thank you for walking alongside us in this journey!

In solidarity,
Nadine

FIFE HOUSE AT A GLANCE

TOTAL UNITS OF SERVICE

13,966

SERVED

852



UNIQUE CLIENTS LIVING WITH HIV/AIDS EXPERIENCING HOMELESSNESS

HOMELESS OUTREACH PROGRAM

SUPPORTED

258



ACTIVE CLIENTS

AND

ASSISTED

109



PEOPLE LIVING WITH HIV/AIDS TO SECURE HOUSING

COVID-19
VACCINATIONS

205



Residents Fully Vaccinated



FIFE HOUSE STAFF
HAVE BEEN FULLY
VACCINATED

3,064

MEALS SERVED



21,900

FOOD HAMPERS
DISTRIBUTED



COORDINATED ACCESS RECEIVED

104 REFERRALS
& **95** COMPLETED
INTAKE FORMS

COMMUNITY PROGRAMS

27 PEERS IN **73** UNIQUE ROLES
COMPLETING
2150.5 HOURS OF SERVICE

AIDS BEREAVEMENT RESILIENCY PROGRAM OF ONTARIO

The AIDS Bereavement and Resiliency Program of Ontario (ABRPO) develops the capacity of HIV and Harm Reduction organizations in Ontario to cope with on-going multiple loss and maintaining staff resiliency.

As a result of COVID 19, ABRPO has been working virtually since March of 2020. As a result, our service delivery model has changed to on-line only formats. With this new reality, we have worked to move our training and tools to eLearning modules. We plan to develop a new module every quarter so please check out the website www.abrpo.org regularly.

We developed a partnership with the Ontario AIDS Network and Casey House to run a series of bi-monthly meetings and learning opportunities

for Front Line Workers and Middle Managers. In the Fall and Winter ABRPO partnered with the Ontario Harm Reduction Network to deliver a series of resiliency workshops facilitated by Vikki Reynolds titled the Zone of Fabulousness, Resisting Burnout and Shouldering Each Other Up. The Turning To One Another (TTOA) peer training program has also moved to an on-line format. TTOA now holds monthly meetings for peers and staff to build their capacity and connection.

**THOMAS EGDORF,
DIRECTOR ABRPO**



PEER ENGAGEMENT PROGRAMMING

Fife House has continually increased its efforts to attract and engage its clients, residents and volunteers living with HIV/AIDS in honorarium-based opportunities where they can utilize their lived experiences with HIV/AIDS. Our Peer Engagement Team is responsible for standardizing all Peer and Volunteer training and facilitating external HIV-related workshops and guest speaker opportunities. Fife House is committed to the principles of the Greater Involvement of People Living with HIV/AIDS (GIPA) and the Meaningful Engagement of People Living with HIV/AIDS (MEPA) as reflected in the Ontario Accord and recognizes that GIPA/MEPA is always a work in progress and prioritizes renewing its commitment to ensuring the practices in all levels of the agency. With the help of our GIPA/MEPA Governance Committee and the Peer Engagement Training (PET) Committee, we have ensured that our GIPA/MEPA policy is at the forefront of all of our work so that we can continue to actively advance our policies and practices and involve Peers in our day-to-day operations. Today, Fife House is proud to have Peers represented in every area of the agency, including paid opportunities, staff positions and Volunteers, including on the Board of Directors.

VOLUNTEER SERVICES

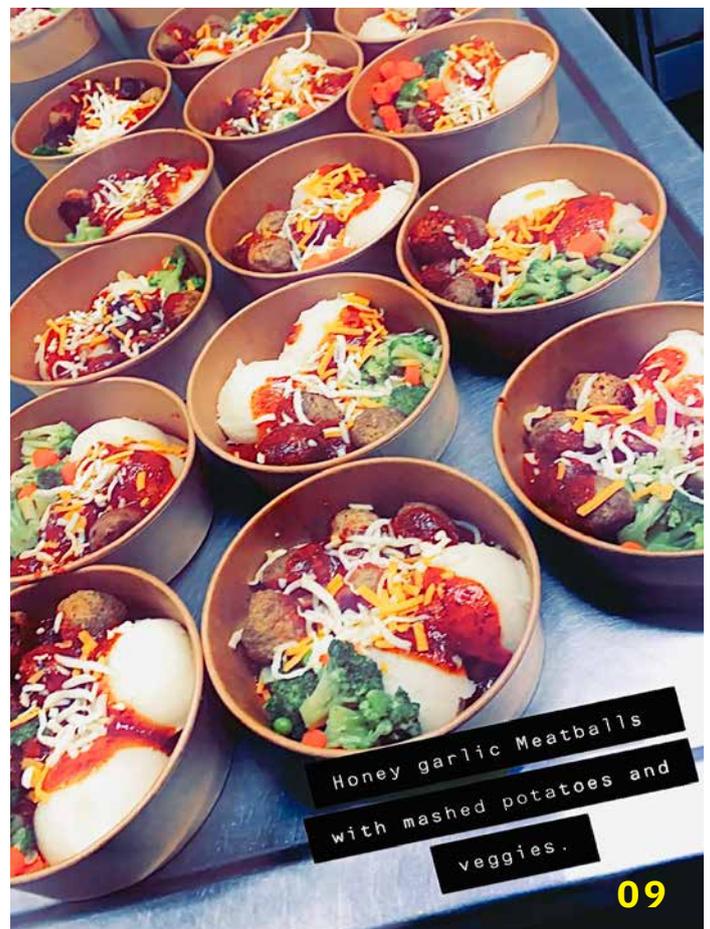
Volunteers are an integral part of Fife House, without whom we would be unable to deliver programming to our clients. During the pandemic, clients benefited from the contribution of hours by our dedicated volunteers who helped prepare and distribute emergency meal kits and food hampers. As the pandemic continued, our Food Services portfolio was reorganized with a focus on bringing daily meals to our most vulnerable clients. Our dedicated team of volunteers donated their time and skills to help Fife House in virtually every area of the agency, from direct service for our clients, to administration, governance and fundraising. The commitment and passion of our volunteers is at the core of our excellent record of service delivery and we are forever thankful to them for their contributions, generosity, dedication and unwavering support to Fife House.

ONTARIO HARM REDUCTION NETWORK

The Ontario Harm Reduction Network (OHRN) supports harm reduction efforts in Ontario by providing knowledge exchange, networking opportunities, and consultations to service providers and agencies. We bring together harm reduction workers from across the province through The Outreach Network (TON). OHRN is funded through the Ontario Ministry of Health. Over the last couple of years, OHRN has been moving away from “training” to more knowledge exchange and capacity building work. We have also been moving from in-person workshops to online events and developing knowledge products. COVID meant that we shifted our entire operations to online and we now work completely virtually. These changes meant we needed new skills on the team and in November we hired Netta Kornberg who has positively helped shift our work. We also partnered with ABRPO to facilitate discussions with members of TON at the beginning of the pandemic. Later in the year, in replacement of our annual in-person symposium, we co-hosted a series of discussions for harm reduction workers with Vikki Reynolds, to help build solidarity and mutual support, in the face of unrelenting loss and grief due to the escalating overdose crisis. Other significant events included supporting the launch of the Harm Reduction Satellite Sites Program - Guide;

working with the Ontario Harm Reduction Distribution Program to develop Connecting: A Guide to Using Harm Reduction Supplies as Engagement Tools; building our new website; producing a series of short video clips The Voices of Harm Reduction; and facilitating a discussion with Executive Directors and Board Chairs of OAN member agencies about “Drug Policy and Harm Reduction: Criminalization; stigma; prohibition; a toxic drug supply; potential advocacy”. Please sign-up for our newsletter, or read past and future updates: www.ohrn.org/updates

**DIRECTOR OHRN,
NICK BOYCE**



OUR FUNDERS

City of Toronto Shelter, Support and Housing Administration

Public Health Agency of Canada, Government of Canada

Toronto Community Housing Corporation

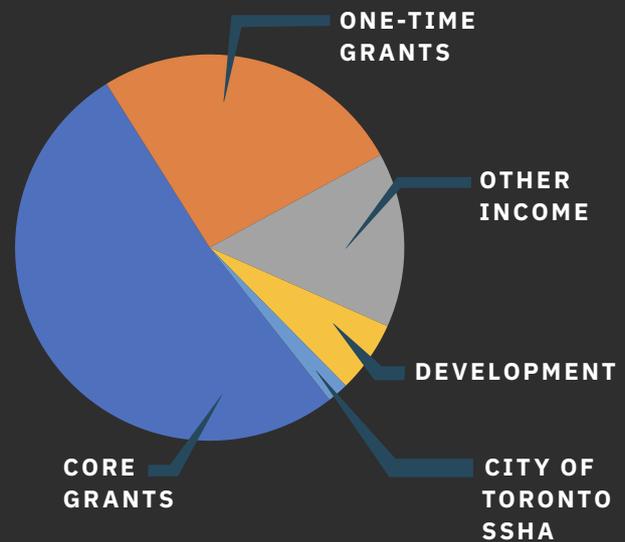
McEwan Housing and Support Service/LOFT Community Services

Habitat Services

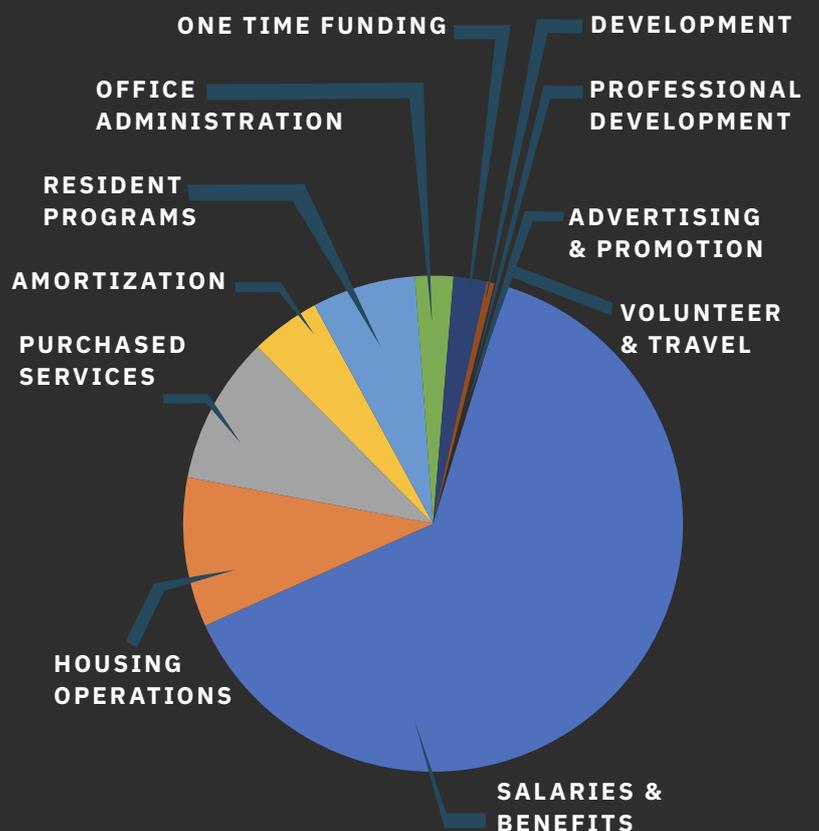
St. Clare's Multifaith Housing

Ontario Ministry of Health, Toronto Region

REVENUE AND EXPENSES



REVENUE



EXPENSES

Fife House 2021-24 Strategic Plan

In our mission to provide secure and affordable supportive housing and support services for people living with HIV/AIDS, Fife House understands that historically marginalized groups in our communities often encounter particular barriers to full access and participation. We therefore commit to actively dismantling all forms of racism and systemic oppression with GIPA/MEPA at the forefront, including in our own organization and across governance structures. As a settler agency, Fife House stands in solidarity with Indigenous and Black Peoples across Turtle Island and recognizes the role we have in the work of reconciliation and healing, therefore we frame the work of the following Strategic Plan with this in mind.

Our Vision

Everyone living with HIV/AIDS has the right to quality, stable homes in a society free of stigma.

Our Mission

Fife House provides secure affordable housing and support services to anyone living with HIV/AIDS and works to achieve social change through research and advocacy that addresses systemic oppression.

Our strategic themes and goals are organized into three areas of focus:

A. Internal Operations

1. Develop a meaningful and supportive working environment.

- Foster a positive and authentic work environment for staff.
- Equip staff to thrive in their roles and advance in their personal careers.
- Provide a “living wage” that affords staff with fair compensation for their contributions to Fife House.

2. Improve Operations

- Review and revise organizational structure.
- Develop and implement up-to-date policies and procedures.
- Establish partnerships to support efficient operations.

B. Service Development

1. Ensure Fife House services are client-centered, equitable and inclusive.

- Undertake a needs assessment of current and prospective clients.
- Improve transitions and access to community care.
- Improve access and reduce barriers to ensure equitable services.

2. Develop service delivery partnerships

- Explore/develop service partnerships as appropriate with other organizations.
- Grow and expand housing options.

C. Advocacy/Funding

1. Build and rebrand

- Raise awareness about Fife House in the broader community.

2. Get political/increase advocacy

- Expand Fife House advocacy and build advocacy partnerships.

3. Enhance funding and fundraising

- Enhance and innovate fundraising activities.
- Enhance current funding and explore new revenue sources.

BOARD OF DIRECTORS

Adam Avrashi

Paul Ellis

David McClure

Gary Rogers

Kevin Boyce

Noorin Karmali

Stefanie McQuaid

Gail Sax

Lisa Crawley

Aneeta Lal

Robin Rhodes

Kwende Thomas

BOARD COMMITTEE MEMBERS

Hollie Devlin

Van Horn Lum

Mac Ragulan (Ragu)

Ryan Walker

Gail Flintoft

Dan Newport

Bruce Staples

**For the latest on events, our work, and how you can help, please visit us on
Twitter, Facebook, Instagram, and YouTube.**



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