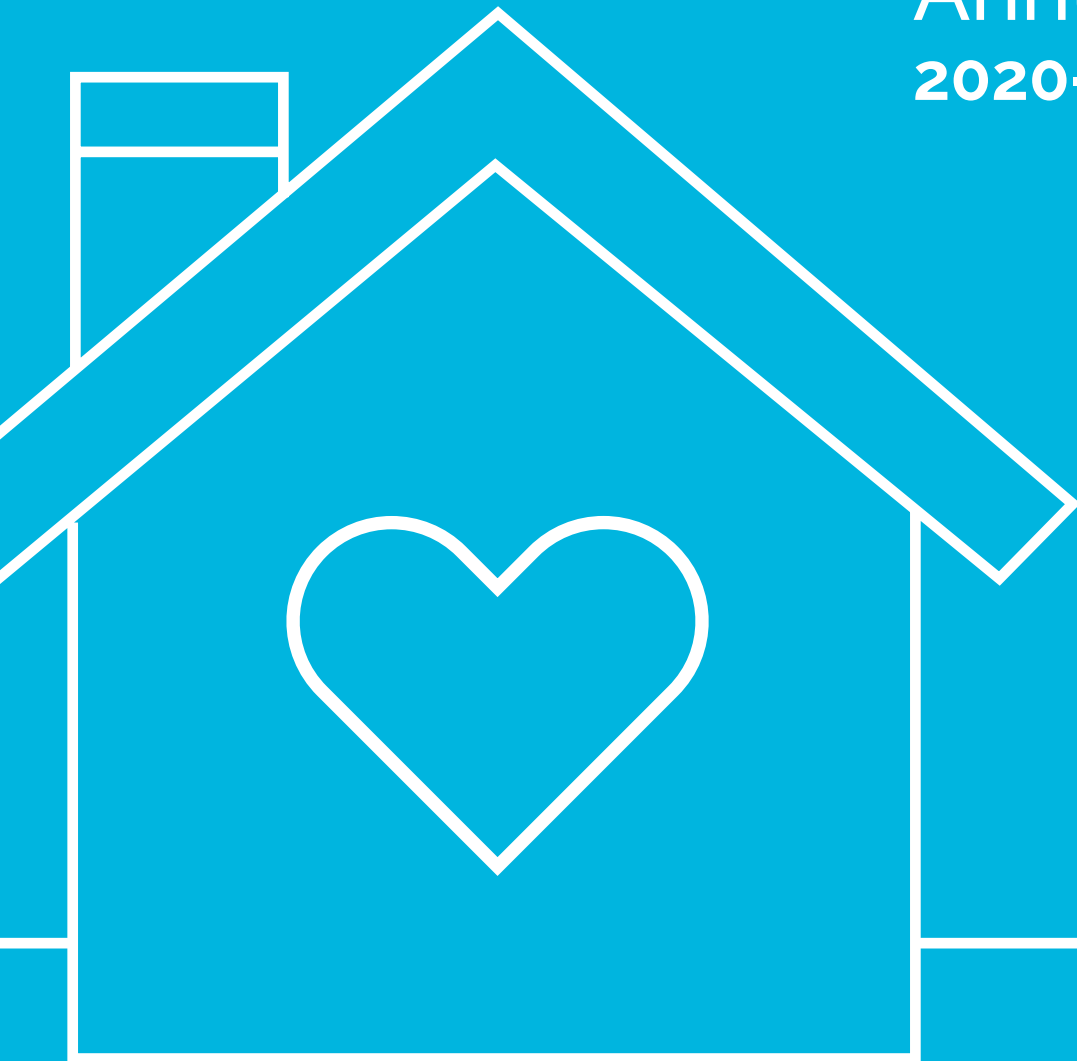
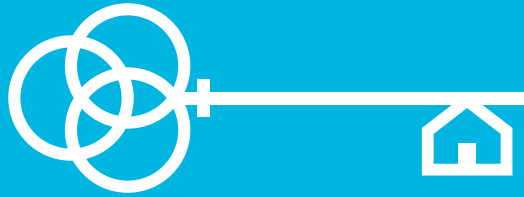


ALICE  
HOUSE

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Annual Report  
**2020–2021**





# Message from Leadership

Heather Byrne, Executive Director

The year of 2020-21 was a year full of challenges and triumphs. Our staff team and board of directors pulled together to ensure the essential services provided by Alice House were delivered. This organization and team demonstrated its resilience, flexibility, and ingenuity in providing support and services during the most demanding of times; both professionally and personally.



The women who call Alice House home showed all of us what true bravery and resilience looks like. These already isolated families were further isolated during lockdowns, and many had no access to vehicles, family, or childcare support. With our support they were able to manage through the pandemic safely, with food security and access to essential services.

We welcomed new board members this year, whose expertise and dedication is already contributing to the strength of our board and support for operations. We're pleased to have Anna Marenick, Erika Hildebrand, Erin Blay, and Stephanie Walker as new members of the board. The 2021-2022 Executive will be Donna Gallant (Chair), Sara Colburne (Vice Chair), David Davidson (Treasurer), Daniel MacKenzie (Secretary), and Sarah Simpson (Past Chair). Our board leadership effectively describes our outcomes and achievements in the following page, made possible by our culture of team work as well as the outstanding government, private sector, and individual supports.

We look forward to what 2021-22 brings for our clients, sector, and our team knowing that nothing will stop us from providing opportunities for women and their children to create a life free from intimate partner violence.

**Heather Byrne**

Executive Director



**Sarah Simpson and Donna Gallant**  
Co-Chairs, Board of Directors

## Message from Leadership

Sarah Simpson and Donna Gallant  
Co-Chairs, Board of Directors

It's been said many times, but still can't go unrecognized that the past 18 months have presented challenges that were both unexpected and unprecedented. The important work of Alice House, providing safe housing and counselling services for women and children, cannot be put on hold by a pandemic. The Alice House staff and supporters stepped up without missing a beat.

Not only did Alice House move all counselling and programs online, but they also found solutions to new challenges that arose from health restrictions. With the unflappable leadership of Heather setting the tone, the staff at Alice House were strong, compassionate, and creative. On behalf of the board, thank you to Heather, Tina, Kira, Bridget, Patricia, Chantal, Dian, Omah, Erin, Allie, and Morgan for your spirit and dedication.

Despite the pandemic, Alice House saw growth, development, and many internal improvements this year. While work like creating a board manual and updating policies may not sound exciting, this work is crucial to a healthy organization and will facilitate future growth. Much of this work was done as part of capacity building funds from Women and Gender Equality Canada (WAGE). Funding like this, that allows organizations to invest in their operations, is rare in the non-profit world and builds capacity that allows for efficiency and growth. More funding in this area could benefit many organizations and we hope to see this continue.

Traditional fundraising efforts were paused but Alice House supporters stepped up this year to ensure needs were met. From all of us at Alice House, thank you for your ongoing commitment. Your support means that Alice House can continue to help women and children find new opportunities and build independent lives free from intimate partner violence.

This progress despite challenging circumstances makes us optimistic for the future. We're confident that Alice House will continue to improve lives and contribute to a healthier, safer community here in Halifax.

**Sarah Simpson and Donna Gallant**  
Alice House Co-Chairs

# Our Team



**Heather Byrne**  
Executive Director



**Tina Riley**  
Operations Director



**Kira Kelly**  
Program Director



**Bridget McConnell**  
Housing Coordinator  
and Advocacy



**Patricia Arnoldin**  
Family Counsellor



**Erin Abbott**  
Domestic Violence  
Court Support Services  
Coordinator



**Chantal Piercy**  
Therapeutic Play  
Practitioner



**Dian Campbell**  
Program Coordinator

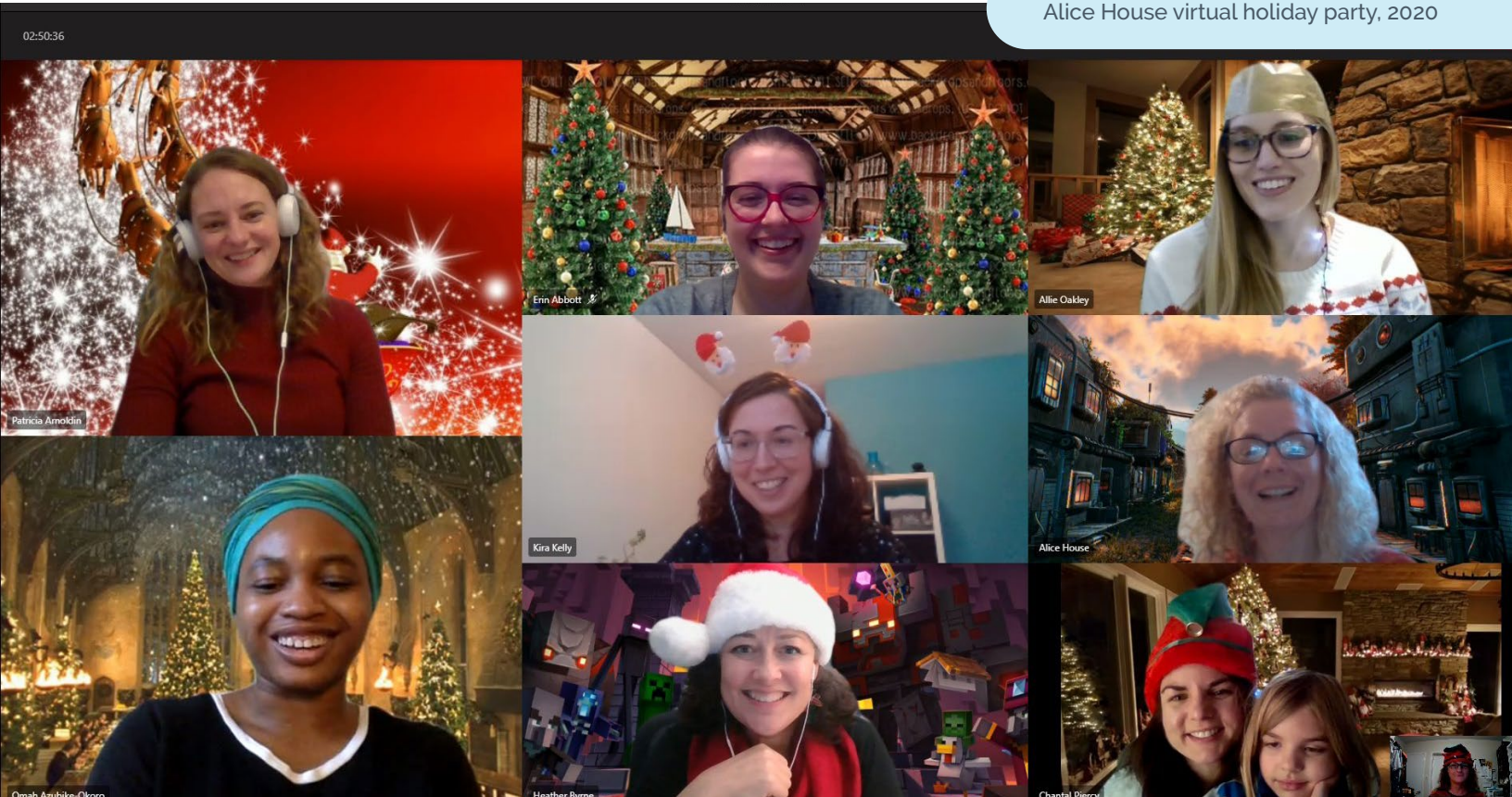


**Allie Oakley**  
Alice On the  
Go Facilitator



**Morgan Atwater**  
Communications and  
Fund Development Officer

## Alice House virtual holiday party, 2020



## Board of Directors

Alice House is administered by a Board of Directors drawn from community volunteers. Board policy is implemented by the Executive Director.

<b>Sarah Simpson</b>	Co-Chair	Senior Communications Advisor, Mass Casualty Commission
<b>Donna Gallant</b>	Co-Chair	Human Resources Consultant
<b>David Davidson</b>	Treasurer	CEO, Interuniversity Services Inc.
<b>Daniel MacKenzie</b>	Secretary	Lawyer, Stewart McKelvey
<b>Tanya Colbo</b>	Director	Realtor, Royal LePage
<b>Lorie Collins</b>	Director	Area VP Atlantic Provinces, Gallagher Benefits
<b>Sara Colburne</b>	Director	Managing Director, Engage Nova Scotia
<b>Erin Blay</b>	Director	Supervisor, Service Design & Projects, Halifax Transit
<b>Erika Hildebrand</b>	Director	Partner/Senior Consultant, Venor Recruitment Ltd.
<b>Stephanie Walker</b>	Director	Senior Director, Morneau Shepell
<b>Anna Marenick</b>	Director	Manager, Develop Nova Scotia
<b>Heather Byrne</b>	Ex-Officio/Recognized Agent	Executive Director, Alice House





## Mission

We provide opportunities for women and their children to create a life free from intimate partner violence by offering safe housing, counselling, and support services.

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## Vision

A society in which every person can live a life without fear or threat of physical, sexual, emotional, financial, social, or spiritual abuse.

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## Values

### **Equality**

We believe that all people, regardless of gender, race, sexual orientation, religion, age and ability, have the right to equal opportunities to develop their potential to live full and meaningful lives.

### **Trust**

We value the trust of our clients, partners and funders and commit to being transparent and accountable in how we deal with confidential information.

### **Community**

We continuously pursue opportunities to work with our clients, volunteers, community partners and funders to address intimate partner violence in our community.

### **Self-determination**

We provide opportunities for women and children to determine their own path to safety, healing, and the direction their lives will take.

### **Safety**

We strive to ensure our clients and staff are physically and emotionally safe to enable healing, growth and realizing their potential.

### **Respect**

We embrace diversity, support inclusion, and take conscious steps to increase equality, and create respectful environments for our clients and staff.

# Safe Housing Update

Alice House has 18 safe house units made available to women and their children fleeing violence. Our houses and apartments are confidentially located and equipped with enhanced security features including perimeter cameras, 24-hour alarm monitoring and kick proof doors. These homes are made available to women 60% below market rate. They include lawn-care, snow removal, heat, water and internet. We enter into a lease agreement with the clients as a way to build a credit and landlord history with these families who are starting over.

**25** women housed

**Move-outs:** 9 women  
5 children



**For the 1st time ever**, we connected Wi-Fi in all Alice House safe housing units. We also **provided 18 Chromebooks** so that women and children could stay connected and access the support they needed during the pandemic.

**28** children housed

**Move-ins:** 10 women  
9 children



Thank you, United Way!

## Capital repairs invested in our units

- Upgraded paint on unit doors and common room of 8-unit building
- Upgraded light fixtures from incandescent to power saving LED in 10 units
- Excavate and pave deteriorating driveway and replace storm damaged eavestrough and downspouts at 4-unit building
- Installed whole-home dehumidifier in below ground unit
- Replaced 5 aging fridges and 3 aging stoves
- Bathroom renovations in 4 units
- Capital repairs are financially supported by Royal LePage Atlantic, because of their support, we were able to make these investments over the past year.

**“I am humbled every day to see the strength and resilience flourish in the women and children we support.”**

– Bridget McConnell





# Support Services Update

For the 1st time, our support services went online due to COVID-19. While this was part of our pandemic response plan, we will continue to offer virtual support services as an option post-pandemic.

Total number of clients supported:



**187** women and children

Number of women who reached out for information, intakes, and/or safety planning:



**123** women

## Counselling and Programs for Women

### Trauma Counselling

- **35 women received trauma counselling, over 600 sessions**
  - » Trauma counselling is a type of professional help that explores the event(s) that led to and the emotions associated with the trauma in a safe and supportive setting. Trauma counselling often offers grounding practices and other exercises to help survivors feel safe while processing with a professional who is experienced in relevant traumatic experiences, like domestic or intimate partner violence.

### Food Security

- **160+ food boxes** were delivered to women and children
- **25 women access the food bank** and essential supplies on a weekly basis
  - » COVID-19 imposed many challenges for our vulnerable populations, one challenge being food security and access. At Alice

House, we offered food bank access and essential supplies 4 days a week. For some of the women we serve, this wasn't enough because they were caring for their children during a lockdown and heavy restrictions. To fill this gap, Alice House team members were grocery shopping for some of the women and delivering food boxes to doorsteps and curbs.

### NEW PROGRAM: Economic Independence Program (EIP)

- Since the launch of this program, all women who start their journey with AH, enroll in EIP as part of the reclamation of their independent lives.
- This new and innovative program grew from a recognized need. Women coming into Alice House have typically experienced financial and social abuse. The Economic Independence Program (EIP) was created to assist Alice House clients in developing skills to ensure economic independence and financial stability when they move on from Alice House. We discuss Credit 101, budgeting, and job readiness.



## Housing Search and Retention Services

- Toward the end of their time living with Alice House, our clients are intensively supported with their housing search and with applications for long-term housing.

## Transportation Support

- \$1754 = costs to cover taxis
- 100+ bus tickets distributed to those in need
  - » One of the barriers for women to access essential services is transportation. Alice House addresses that barrier by providing bus tickets and access to taxis to ensure they are getting the support and services they need.

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"I started at Alice House as the Program Coordinator in February 2021. It has been an exciting, busy, challenging yet rewarding experience. Every day, I aim to adhere to the mandate of Alice House; being mindful of the diversity of the population I serve. I exercise empathy, incorporate humour where appropriate, believe strongly in a higher power and encourage and practice self-care. A favourite motto of mine is: "I'm slow and sure."

– Dian Campbell

"There is something so powerful about being able to witness the journey of women and children who experience intensive, cumulative trauma caused by someone they loved, in addition to social and system barriers. With support services tailored to their needs, they're able to rise from the weight of it all and exhibit such amazing strength, courage, joy, and pride in all they have accomplished and overcame."

– Kira Kelly

# Counselling and Programs for Children and Youth

Our Healing Hearts Program, for children and youth ages 4 to 18 years, is a trauma-informed counselling program that helps children process their feelings and heal from witnessing intimate partner violence. In addition to trauma-informed counselling for children and youth, we offer therapeutic play because play is essential for children to develop physically, emotionally, and socially. Therapeutic play is non-directive play therapy. It is a method of helping children with behaviour and emotional challenges and provides an opportunity to “play out” their feelings and problems.

## Play Kits

- **103 play kits delivered** to children and youth
  - » One of the impacts of the COVID-19 lockdown was the shutdown of in-person schooling and other supports that are critical to children and youth like extra-curricular activities and therapy. Learning and other activities went online from home which required some creativity to ensure that kids and adolescents were engaged, stimulated, and having their needs met from home. It was important to us that our solution wasn't an added burden on mothers and caretakers.

“Therapeutic play allows a child with a trauma history to feel whole again by letting them integrate their fragmented self, shrouded through the metaphor of play. Playing through the trauma makes it less frightening so they can build new neuropathways that are telling them the world is a safe place where they can be happy and calm. Whereas past pathways made them feel afraid and unsafe.”

– Chantal Piercy

Total number of children supported:

**29**  
children



**345**  
sessions

## Parenting Support Group

- **5 groups hosted** with 32 parents, 9 children, and 15 YMCA staff
  1. Parenting Support Group
  2. Zones of Regulation
  3. Baby and Toddler Group
  4. Trauma-Informed Workshop
  5. Trauma-Informed Workshop with YMCA Immigrant Centre

“I never knew I was good at art until we did it together.”

– 7-year-old boy, talking about using clay in online, therapeutic play

“She hasn't had a meltdown in a week.”

– Quote from mom of one, talking about 5-year-old daughter after 16 sessions of therapeutic play

“He doesn't hit or kick anymore and he is able to control his emotions better.”

– Quote from Early Childhood Educator, about a 4-year-old boy who participated in therapeutic play

# Advocacy, Community Engagement, Education & Prevention Update

## Advocacy

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**64** women and children received advocacy support, **over 150 times**

### Alice on the Go

Alice on the Go is a 6-week, trauma-informed prevention and education program, built for women who face barriers to support due to work, school, childcare, transportation, or timing. Participants learn how to identify abusive behaviours, how to disrupt cycles of violence, & how to create healthy relationships.

**55 women participated in Alice on the Go**

**4 community partnerships** to help facilitate Alice on the Go

- 1.** Family SOS
- 2.** Chebucto Family Centre
- 3.** The North Grove
- 4.** Fairview Family Centre

We are able to offer the Alice on the Go program thanks to the generous support of the Nova Scotia Advisory Council on the Status of Women and the Standing Together grant.

“It has been amazing to see how many women come back and say that they would like to use all that they have learned from the program to help other women. Help with spotting potential red flags in relationships and help to empower them to build healthier relationships with themselves.”

– Allie Oakley

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“I believe in programs like Alice on the Go because I believe they’re a great tool to help women take care of themselves. Think of it as a flower, you start out as a little bud; the more you recognize yourself, the more you bloom.”

– Alice on the Go participant



## Domestic Violence Court Support

This fiscal year, the Domestic Violence Court Program was held virtually, from case conferences to court sessions. Domestic Violence Court is piloting virtual court settings to be able to adjust more fluidly to shutdowns as experienced during COVID-19.

Domestic Violence Court has allowed for counselling sessions and other services to run virtually, in-person (when allowed), or a hybrid of both.

Most Domestic Violence Court Support referrals come directly from Halifax Regional Police Victim Services.

**55 survivors** accessed Domestic Violence Court support services

Alice House attended **35 Domestic Violence Court sessions and case conferences**

"There is no better feeling than getting a call from a client telling me that they've achieved their goal. One of my favourite parts of my job is helping educate my clients on how to advocate for themselves. Many aren't aware of their rights, what they can ask for, or what they may be entitled to. Seeing my clients grow in their abilities and confidence so they can achieve their goals is truly inspiring."

– Erin Abbott

"I am so grateful and thankful to have you during all of this. It has made these tough times much smoother. I was so worried and confused by everything but am feeling much more confident now."

– Quote from a 37-year-old woman

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## Education

Most of the work we do is reactive, but we know that to prevent and end intimate partner violence, we need to educate. Like the other ways we adapted our work during the pandemic, our educational efforts went online.

**13 videos were created and distributed to schools in the Halifax Regional Municipality.**  
**Topics included:**

- Including others
- Celebrating diversity
- Respect
- Making choices
- Asking for consent

**Speaking Engagements:**

- Dalhousie Legal Aid AGM Panel: "Services in the time of Covid"
- Dalhousie Medical School
- Dalhousie's Human Rights and Equity Conference
- Generation 1 Leadership Initiative Panel: "Eliminating Intimate Partner Violence in Communities of African Descent"
- Mount Saint Vincent University: Family Violence Class, Department of Family Studies and Gerontology
- Mount Saint Vincent University: Non-Profit Panel, Department of Business & Tourism
- Saint Mary's University: Advanced Issues in Gendered Based Violence, Criminology Department
- Saint Mary's University: Victims and the Criminal Justice System class

# Donor/Funder/Sponsor Recognition



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## Royal LePage Atlantic

Since 2014, the team at Royal LePage Atlantic has supported Alice House as their charity of choice. Through annual events, their direct commission donation program, and other fundraisers, they have become one of our biggest supporters. This work is special to us because this team knows intimately how crucial it is that our homes, communities, and neighbourhoods are safe and comfortable places to be. Because of their support, we've been able to update and upgrade our safe housing units. The population we serve has experienced intense trauma, which is why it's important that our units feel like home. We're incredibly grateful to Royal LePage Atlantic and the Royal LePage Shelter Foundation for helping us make this happen. We're proud of what we've been able to accomplish together, and we look forward to what we can achieve in the future.



## Community Champions

- 3 West Medicine – Dartmouth General
- Adanac Maintenance
- Alice House Christmas Angels
- Canadian Women's Foundation
- Community Food Centres Canada
- Community Foundation of Nova Scotia
- Dalhousie University College of Continuing Education
- Dartmouth Local NSTU
- Ecclesiastical Insurance
- Feed Nova Scotia
- Flemming Charitable Foundation
- Government of Canada, Women and Gender Equality
- Halifax Protestant Infants Foundation
- I.A. Financial Group
- IKEA Halifax
- Insurance Bureau of Canada
- J & W Murphy Foundation
- Mary Kay Ash Charitable Foundation
- Medavie Health Foundation
- Mental Health Foundation of Nova Scotia
- Nova Scotia Government, Department of Community Services
- Nova Scotia Government, Department of Justice
- Nova Scotia Government, Nova Scotia Advisory Council on the Status of Women
- Preceptor Gamma Chapter, Beta Sigma Phi
- Rainbow Development Holdings Limited
- Ricki's Mic Mac Mall
- Royal LePage Shelter Foundation
- Shoppers Drug Mart 660 Portland Street (Store # 2014)
- St. Andrew's CWL
- St. James Anglican Church
- St. John's Anglican Church
- Steele Auto Group
- The Benevity Community Impact Fund
- The Halifax Assistance Fund
- The McCain Foundation
- ToysRUS (Dartmouth Crossing)
- United Ladies Bowling League
- United Way East Ontario
- United Way of Greater Toronto
- United Way of Halifax
- Women's Shelters Canada

Not on the list of community champions are our individual and anonymous donors who showed up for us during the last fiscal year. To protect privacy, we do not list donations made by individuals. To everyone on and off this list, your kindness and generosity is greatly appreciated. Your financial and in-kind support and your trust enabled us to support women, children, and fem-identifying individuals throughout the past year.

# Audited Financial Statements

## Alice House: Financial Report as of March 31, 2021

Presented by David Davidson, Treasurer

It is my pleasure, on behalf of the Alice House Board of Directors, to present the Alice House Audited Financial Statements for the year ending March 31, 2021.

### Summary

The auditors, Lyle Tilley Davidson Chartered Accounts, were able to provide a qualified opinion. The basis of the qualified opinion is consistent with not-for-profit organizations that are involved in fundraising. The "financial statements present fairly, in all material respects, the financial position of the Association as of March 31, 2021, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO)."

### Statement of Financial Position

Alice House remains in a very healthy financial position. The assets of Alice House have increased over the previous year. The accumulated assets of the organization will allow for future investments to enhance Alice House's ability to meet its mission and to continue to enhance services to women and children facing domestic violence.

### Statement of Revenue and Expenses

Alice House concluded the fiscal year with revenue in excess of expenditures by \$159,298.

Basis revenue and expenditures associated with the properties concluded the year with expenditures above revenue by \$41,779, driven by investments in property repairs and security.

Financial support from the community partners, private and public remains strong, and as a result Alice House was able to continue the growth and development of new programs and services.

David H. Davidson  
Treasurer



# Statement of Financial Position March 31, 2021

	2021	2020
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 97,472	\$ 105,956
Accounts receivable (Note 4)	22,060	20,103
	<b>119,532</b>	<b>126,059</b>
<b>CASH AND INVESTMENTS</b>		
Capital reserve (Note 3)	\$ 170,038	\$ 168,172
Operating reserve (Notes 3, 5)	450,392	333,472
Security deposits	5,420	4,589
	<b>625,850</b>	<b>506,233</b>
	<b>745,382</b>	<b>632,292</b>
<b>CAPITAL ASSETS</b> (Note 7)	502,217	518,012
<b>INVESTMENT FUND</b> (Notes 5, 6)	38,748	33,484
<b>COPYRIGHT AND TRADEMARK</b> (Note 8)	4,926	4,926
	<b>\$ 1,291,273</b>	<b>\$ 1,188,714</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$ 46,213	\$ 22,738
Security deposits	5,435	4,590
Deferred revenue (Note 9)	118,111	193,151
	<b>169,759</b>	<b>220,479</b>
<b>LONG TERM DEFERRED GOVERNMENT GRANTS</b> (Note 10)	171,223	177,242
	<b>340,982</b>	<b>397,721</b>
<b>NET ASSETS</b>		
Unrestricted	(1,134)	(45,598)
Capital Reserve (Note 3)	170,038	168,172
Operating Reserve (Note 3)	450,392	333,472
Investment in Capital Assets	330,995	334,947
	<b>950,291</b>	<b>790,993</b>
	<b>\$ 1,291,273</b>	<b>\$ 1,188,714</b>

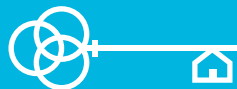
# Statement of Revenues and Expenditures

## Year Ended March 31, 2021

	<b>2021</b>	<b>2020</b>
<b>REVENUE</b> (Schedule 1)	\$ 112,547	\$ 117,975
<b>EXPENSES</b> (Schedule 1)	154,326	124,589
<b>GROSS PROFIT</b>	<b>(41,779)</b>	<b>(6,614)</b>
<b>OTHER REVENUE (EXPENDITURE)</b>		
Province of Nova Scotia	266,142	265,942
Donations and fundraising	506,553	268,971
United Way	35,349	35,230
Investment income (loss) (Note 5)	40,186	(8,522)
Criminal Injuries Justice Fund	19,788	9,650
Certification course	--	500
Government assistance	7,291	--
	<b>875,309</b>	<b>571,771</b>
<b>EXPENDITURES</b>		
Administration	31,458	30,923
Fundraising expenses	3,119	3,386
Professional fees	25,109	19,117
Program	26,256	11,953
Public relations	701	12,402
Repairs and maintenance	14,190	11,997
Salaries and wages	539,819	406,327
Telephone and technology	26,682	16,318
Travel	1,096	4,602
Utilities	5,802	8,401
	<b>674,232</b>	<b>525,426</b>
<b>EXCESS OF REVENUE OVER EXPENDITURES</b>	<b>\$ 159,298</b>	<b>\$ 39,731</b>

“It is hard for me to find the words to express how thankful I am for the way you helped navigate my pains and fears. The sessions really helped me gradually restore my mental wellbeing and I know I am on my way to full recovery. Thank you for making me feel safe and supported. I will forever be grateful”

– 29-year-old woman





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Alice House provides opportunities for women and children to create a life free from intimate partner violence by offering safe housing, counselling & support services.

P.O. Box 333, Dartmouth NS, B2Y 3Y5

Registered Charity Number 11929 8693 RR0001



[alicehouse.ca](http://alicehouse.ca)

