



2024-2025

IMPACT REPORT



Joint Message from the Executive Director and Vice Chair of the Board of Directors

This year marked the beginning of an important journey toward our 2025-2028 strategic plan. Through consultation with survivors, staff, peers, and community leaders, we've reimagined our organizational direction to reflect not only the current realities we face but also the future we strive to build.

These conversations reaffirmed the urgency to expand services and housing, deepen collaboration, increase public awareness, and ensure our internal structures are equipped for long-term sustainability.

As a result, we are proud to unveil our revised vision statement, which more fully reflects the depth and direction of our work.

Our new vision—a Nova Scotia in which women and children can heal and live a life free from intimate partner violence—affirms our commitment not only to urgent survivor-centered response, but also to prevention. It speaks to the inherently gendered nature of intimate partner violence and the urgency of addressing it at both systemic and individual levels. It also acknowledges the provincial scope of our partnerships, advocacy and education, recognizing that while our roots are in HRM, our work contributes to broader, provincial conversations about safety, healing, and justice for women and children.

At the same time, we are acutely aware of the realities shaping this work. The housing crisis in Nova Scotia continues to deepen, with limited availability of affordable, centrally located housing. While we are ready and willing to acquire more units, early challenges in this endeavor have been uncovered: properties that meet our standards are rare, and those that are available often already house individuals we are not willing to displace. Additionally, accessing capital funding for acquisition and renovation remains a significant consideration.

Despite these challenges, we are persistent. We continue to seek innovative partnerships and funding avenues that can support future expansion without compromising our values or the communities we serve.

Building on last year's operational assessment, we continued to enhance our internal systems. This year, we undertook a governance assessment to evaluate how we lead and make decisions. In response, our Board of Directors has begun the shift from an operational governance model to a policy governance model, positioning us for more strategic leadership as we grow.

We honored the insights from our operational review by implementing improvements across financial, property, and client management systems. We also adopted a piloting mindset, testing several new initiatives such as extended and more flexible drop-in hours, outreach support, and expanded court advocacy support.

We continued to invest in our housing portfolio, guided by prior Building Condition Assessments. Over the year, 12 of 18 units received energy-efficiency upgrades, two units were outfitted with new roofs and decking, and all units and common spaces underwent improved preventive inspections and enhancements. We are proud to report that 100% of new residents affirmed their units met or exceeded their standards for safety and condition at move-in.

While we have made significant progress laying the foundation for our new goals, we recognize the growing challenges in our broader community. The past year has seen a disturbing rise in domestic violence homicides, compounded by an ongoing housing and cost-of-living crisis. These realities urge us to push forward with agility, determination and hope.

As we look ahead, we remain steadfast in our dedication to service excellence, collaborative partnerships, and a strong, resilient organizational foundation. Together, we are building a future where Nova Scotian women have the support they need to recover from intimate partner violence.

With gratitude and resolve,



Jill Trites
Executive Director



Stephanie Walker
Vice Chair, Board of Directors



Mandate



MISSION

Alice House empowers women and their children to create a life free from intimate partner violence by offering safe housing, counselling and support services.



VISION

A Nova Scotia in which women and children can heal and live a life free from intimate partner violence.



VALUES

Equality • Trust • Community • Self-determination • Safety • Respect

Board of Directors

- Sara Colburne, Chair
- Stephanie Walker, Vice Chair
- Olivia MacDonald, Treasurer
- Glenn Massad, Secretary
- Erika Hildebrand
- Terri Fraser
- Samantha Gray
- Chandni Sehgal
- Shannon O'Connell
- Charlotte Hansen
- Katie Barnstead
- Renee Towns
- Michelle Benson

New 2025-2028 Strategic Plan

We are focused on increasing our impact as we acquire more units, establish a new drop-in centre, ensure our team is well-supported, expand programs and services, generate greater community awareness, and diversify funding.

Our Strategic Pillars



Expanded Access to Safe Housing & Support



Greater Awareness & Understanding of Alice House



A Strong & Sustainable Foundation

Impact Snapshot

What we accomplished this year:



Provided safe housing to **25 women and 33 children** recovering from violence



11 pets welcomed into housing, ensuring families stayed together

276

clinical counselling sessions

410

budgeting, financial literacy and economic independence **support sessions delivered**

83

parenting support sessions



Provided food and essentials **394 times**



Provided wrap around supports to **244 women and children**



Coordinated transportation **61 times for critical appointments**



Provided information and referrals to clients and community members **349 times**

107

individuals received **violence prevention education** through the Alice On The Go program



12 units received energy efficiency upgrades



Launched **weekly court support groups** in partnership with Halifax Domestic Violence Court

PROGRAM SPOTLIGHT



Now in its second year, **Growing Together** is a three-year project to create a trauma-informed training program for frontline service providers working with young children and their caregivers affected by family violence.

This year, we made significant progress:

Facilitated 96 community consultations to ensure the curriculum reflects the real-world needs of both families and service providers.

Developed 24 hours of engaging, trauma-informed content across four self-paced virtual modules.

Finalized preparations for pilot and public launches, bringing us one step closer to supporting trauma-informed care across public services.

"I used to be really anxious. I didn't want to come in or talk to anybody. I didn't even want to even leave the house. But you have all helped me. You have eased me into each step of my healing and now I can access the supports I want and need."

–Alice House Tenant



"Mom, when can we come back? I feel safe here."

–Alice House guest, 9 years old



Community Champions

To our incredible supporters: **thank you.**

Your generosity enables us to provide life-changing services to women and children recovering from violence, helping them build safe, independent lives.

To protect donor privacy, individual donors and those who requested anonymity are not listed.

354

total number
of donors

597

volunteer
service hours



- A Dollar A Day Foundation
- Admiral Insurance
- Aethera® Technologies Limited
- Air Canada Foundation
- Anglican Parish of Musquodoboit
- Ann Julia MacLeod Family Legacy Fund
- Astral Junior High
- Bedford Winners & HomeSense
- BGC Greater Halifax (Dartmouth North Site)
- Canadian Online Giving Foundation
- Canadian Progress Club - Halifax Citadel
- Charities Aid Foundation of Canada
- Canadian National Railway
- Coldstream Clear Distillery
- Cole Harbour Recreation - Youth Leadership Program
- Colleen Ryan Limited
- Community Foundation of Nova Scotia
- Community Housing Transformation Centre
- Community Services Recovery Fund/ The Canadian Red Cross
- Cox & Palmer/C & P Regional Services Limited
- Dal Students for Ethical Fashion Society
- Dartmouth Whaler's Hockey
- Ecclesiastical Insurance
- Ellenvale Junior High School
- Emera Inc.
- Enterprise Holdings Foundation
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- FEED Nova Scotia
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- FWH Chartered Professional Accountants Inc
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- Halifax Youth Foundation
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- Innovative Numerix Inc
- Integrated Staffing
- IWK Health Centre
- Kent Dartmouth Crossing
- KJW Giving Fund
- La Vie en Rose - Mic Mac Mall
- Lake Echo Lioness
- Maritime Chapter of the Risk and Insurance Management Society Inc.
- Marshalls Bayers Lake
- Mary Kay Ash Charitable Foundation
- Medavie EMS
- Mental Health Foundation of Nova Scotia
- Naval Experience Program
- Oxford Junior High School
- PayPal Giving Fund
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- Provincial Government Employees Credit Union
- Rainbow Development Holdings Limited
- Rebekah Assembly, Atlantic Provinces
- Reverie Bridal Outlet
- Room 152 Clothing Boutique
- Royal LePage Atlantic
- Royal LePage Shelter Foundation
- Shoppers Foundation for Women's Health
- Silken Lingerie
- Sisters of Charity Halifax
- Soles in Motion
- SPINCO Bedford
- St. Andrew's CWL
- St. James Anglican Church
- Star Sports Nova Scotia
- Support Services Group
- TD Insurance
- The Canadian Tiling Foundation
- The Gauthier Family Charitable Fund
- The Georgina Foundation
- The Heller Smith Family Foundation
- The Trainyard Store
- Find Your Stride/TJX Canada/Toronto Foundation
- Torchbearer Alpha - Beta Sigma Phi
- Torrington Contracting Ltd
- Totally Electric
- Transition House Association of Nova Scotia (THANS)
- Tribeca Bistro & Bar
- United Way East Ontario
- United Way Maritimes
- Vanity Fashions Limited
- Wagners
- Walmart Canada Corp
- Wilson Foundation
- Windsor Foundation
- Woodlawn High School
- WSP Canada Inc

Financial Statement Notice

To view our 2024-2025 Audited Financial Statements, please visit alicehouse.ca/annual-reports