



FIFE HOUSE

ANNUAL IMPACT & GRATITUDE REPORT

2022-2023



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LAND ACKNOWLEDGEMENT

We acknowledge that we are living on stolen land. This part of Turtle Island has, for thousands of years, been the home of many First Nations, including Anishnawabewon, the Wendat, as well as several Anishnawabeg and Haudenosaunee Nations. This was Tkaronto, the Meeting Place. This area, forcefully colonized by European empires, is now called Toronto. This land was part of Treaty 13, signed with the Mississauga of the Credit, a treaty which we have largely ignored. It is now home to many diverse peoples from around the world, including the displaced survivors of many First Nations, Inuit and Métis peoples.

While we celebrate our current diversity, we confess that we do so at the expense of the area's original inhabitants and rightful owners. We, the many settler and newcomer peoples, benefit from the historical and ongoing legacy of colonialism and racism. We acknowledge that shameful legacy as well as our own discomfort in naming it. We commit ourselves to deep unlearning and relearning from that discomfort, and to the hard work of putting Truth and Reconciliation into action.

File House is the largest provider of supportive housing and residential services for individuals and families living with HIV/AIDS in Canada.

OUR MISSION

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

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WE ARE ALL INTERCONNECTED

MESSAGE FROM OUR PRESIDENT

Welcome to the File House Annual Report for our 2022-2023 fiscal year.

This past year the organization continued to emerge from the COVID-19 pandemic, adapting the delivery of File House's essential services to a world that is looking very different. As with many not-for-profit organizations, File experienced staffing-related challenges resulting in fewer bodies doing the work. Our Executive Director, Nadine Sookhram, and her incredible staff came together and supported each other to successfully create a safe and healthy environment in which people living with HIV and AIDS could feel comfortable accessing the housing and related support services on which they have come to rely.

In usual File House fashion, the organization was nonetheless able to make progress on the first year of File House's Strategic Plan and get the word out about the organization's Vision and Mission. We continue to gradually increase the number of units of housing and find ways to bring compensation levels up to the living wage everyone deserves. The Board of Directors continued to learn about how Truth and Reconciliation and Anti-Racism and Anti-Discrimination considerations come into play as we volunteer and govern.

We can look forward with less uncertainty and be grateful that we can continue to deliver our essential services. Next year will mark File House's 35th Anniversary and lots of planning is underway to celebrate this incredible milestone. Stay tuned!

I continue to be proud and amazed at our accomplishments. I hope we can continue to count on your generosity to provide Hope, Help, and Home to some of Toronto's most marginalized communities.

Stelanie McQuaid
President, Board of Directors

THE MEANINGFUL INVOLVEMENT OF DIVERSE COMMUNITIES OF PEOPLE LIVING WITH HIV/AIDS IS ESSENTIAL TO BUILDING AND LEADING OUR AGENCY TO BRING ABOUT POSITIVE AND LASTING CHANGE.

MESSAGE FROM OUR EXECUTIVE DIRECTOR

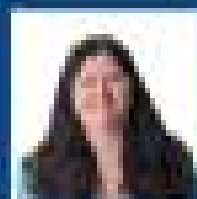
I am humbled by the achievements of our staff, volunteers and the entire File House community this past year. With strength and compassion, we collectively tackled COVID-19 and came out transformed and ready for whatever comes next. The pandemic posed particularly unique challenges for people living with HIV/AIDS as the harsh health, housing and HIV realities surfaced in full force for many members of our community, clients, staff and peers alike. For people living with HIV and organizations like File House, this was not our first experience with pandemics and as a result, our strength shone through. I am so proud of all we have achieved together, including:

- **International AIDS Conference (IAS) 2022** – A delegation from File House attended the International AIDS Conference in Montreal. The group was selected based on successful applications for funding – specifically a team with lived experience of HIV, as well as members of our Research and Communications team. In addition to receiving funding to support File House's participation, we were also accepted to present at the Canada Pavilion with a session entitled, "Finding (our way back) home: A peer-driven discussion on HIV and housing."
- **Journey toward Reconciliation and addressing Racism and Oppression** – File House acknowledged National Day of Truth and Reconciliation, National Indigenous History Month, and Black History Month last year – now annual events and celebrations. These acts of solidarity remind us of the intersections of HIV, 2SLGBTQIA identity, indigeneity and Black/mixed-race identities, as well as disability, age, gender and much more. File House is committed to providing services that acknowledge the intersectional identities and compounded oppressions our clients living with HIV, homelessness, and other social determinants of health face.
- **Union Ratification** – File House staff rounded up the year with a strong vote towards equity in the workplace by ratifying their very first collective agreement with CPSEU. This marks movement toward our Strategic Goal of providing a meaningful and supportive work environment and ensuring our staff earn a living wage for the incredible services they provide to our clients and community.

The word community resonated throughout my message because it is how we do the work here at File House – by and for the diverse HIV+ community we serve – again, my deepest gratitude for all you do.

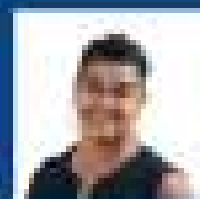
Nadine Sookermany
Executive Director

PS: Our 25th Anniversary is just around the corner – please join us to celebrate this incredible milestone – more to come!



**STEFANE
MCQUAID**

President,
Board of
Directors



**NADINE
SOOKERMANNY**

Executive
Director

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Gail Dintoff
Vicki Horne-Linn
Regalen MacLennan
Rev. John Joseph Mastandrea
Dan Newport
Elizabeth Smith

THE YEAR IN NUMBERS: THE IMPACT YOUR SUPPORT HELPS MAKE POSSIBLE



983
clients served
overall

148
new clients
housed



17
evictions
prevented



133
referrals and
intake forms
completed



40,801
total units of
service provided



7,496
prepared meals
provided to clients

350
Harm Reduction Kits
distributed



VOICES FROM THE COMMUNITY: OUR CLIENTS



"Having the stability and security of my own place has really turned things around for me. I now have hope for my future. I'm motivated to continue making things better for my life, while continuing to get the support from the team at Fife House."

ISA S.

In February, I spoke with Fife House staff, Mia, in regards to a few problems I was experiencing in my life. I found myself in a tough situation experiencing homelessness, depression and physical illness. I was battling my identity, trying to find myself and where I fit in. These issues were something I couldn't speak to anybody about, but I felt really comfortable speaking with Mia in trying to get some help.

Mia was very attentive. She listened to all my problems and introduced me to other members of the team at Fife House. Everyone was so amazing and took the time to hear my story, help me in my struggles, and guide me in the right direction to get my life on track. I paid many visits to the office where I was greeted and welcomed, every time, with a smile and someone to talk to about whatever it is I was going through. The team assisted in setting me up with the doctor to work on my physical health and a psychiatrist to work on my mental health.

Although life in a shelter was challenging, it was much better than being out in the cold. The Fife House team constantly checked up on me to make sure I was okay and getting the help that I needed. By the end of February, the team had helped me get into a shelter, which was very difficult to do at the time, and which I am forever grateful for as I was really struggling to get by.

In May, I received a call letting me know there was a place available for me to check out, and by July I was able to move in. I'm so thankful and forever grateful to the whole team for turning things around and making a huge impact on my life.

**ACCESS TO SAFE & SECURE AFFORDABLE HOUSING
IS A KEY DETERMINANT OF HEALTH & WELL-BEING
FOR PEOPLE LIVING WITH HIV/AIDS.**

PROSSY L.

“Finding an apartment in Toronto has been nothing short of a challenge. The city’s competitive rental market, combined with skyrocketing prices and harsh terms and conditions, made the search an uphill battle. I spent months (searching), only to face disappointment each time.

The process has been emotionally draining. As a newcomer to the city, I had to quickly learn the intricacies of Toronto’s rental market. It often felt like I was caught in a cycle of disappointment, viewing apartments that didn’t match their descriptions or facing rejection due to the high demand, and failure to meet the criteria set by the owners. It felt like a race against time, and the pressure to secure a suitable place was overwhelming.

I was referred by a public health nurse to Fife House and I went through the intake process for supportive housing and I was put on a waitlist. When things got difficult and there still wasn’t a vacancy at Fife House, Raj, the Housing Worker at Fife House, contacted me in another agency and with his support, I eventually got an apartment. After getting a house, I again contacted Raj for support with furniture. He advocated for me and helped me access the Furniture Bank and linked me to Sleep Country which provided me with a bed within a period of 10 days. In this sea of uncertainty, I’m thankful for the support I received from Fife House, my housing worker, and friends. Their advice and insights helped me navigate the complexities of Toronto’s rental landscape, allowing me to make more informed decisions.”



“Despite the challenges, I’m proud to say that I’ve finally found a place that feels like home. It’s a testament to perseverance and a reminder that, even in the face of adversity, determination can lead to success.”

HECTOR G.

“I was in a situation where I needed support. I came from a different country, and at that time, I was looking for solidarity from others but no one was there to support me. After a problem with the landlord, she kicked me out of the house. I was homeless and didn’t have anywhere to live.

I came to Fife House in January 2023. The housing crisis is so difficult and the social assistance for it is not perfect. One of the solutions to the housing crisis is Fife House. I feel like I saved a lot of time looking for housing, thanks to my case manager’s support. Many people don’t know how to get access or support for their housing problems. Getting in touch with Fife House was good for me, it’s okay for people to reach out and say I need help.”



“The housing crisis is so difficult.... Getting in touch with Fife House was good for me. It’s okay for people to reach out and say I need help.”

VOICES FROM THE COMMUNITY: OUR STAFF

STEVIE G.

I am Two-Spirited indigenous individual from a small town called Prince Rupert in Northern British Columbia. My life's path led me on a journey through many cities across Canada. **When I arrived in Toronto on a Greyhound bus as a young person, I did not have contacts in the city whom I could call upon so I had to stay at the shelter. It marked a significant turning point in my life.** I have now lived in the city for about 15 years. When I share my story with people now, they often commend me for my courage. However, at the time, it didn't feel that way. For me then, the moment you step into a shelter you're in survival mode. I was too focused on finding a home, getting the necessities I need. It didn't feel like courage at the time.

Today, as a Peer Case Manager, I understand the difficulties faced by individuals without a support network. I rely on my own lived experiences to provide compassionate care to individuals who are navigating similar challenges. Trauma and isolation are undeniable struggles faced by many of our clients, and we try to meet their needs with understanding and compassion. That's why I enjoy building genuine connections with each client, providing personal support, and creating a safe space for them to share their stories.



LORDIA A.

Working at File House has been a profoundly humbling and rewarding experience. In over 15 years I've dedicated to this Foundation, I've witnessed the transformative impacts it can have on the lives of those living with HIV/AIDS who are seeking housing and support services. **Every day, I have the privilege of interacting with individuals from diverse backgrounds, each with their unique stories and challenges. It has taught me the importance of client-focused and non-judgmental interactions and the power of active listening.** Through genuine connections and a willingness to understand their struggles, we can provide not only housing but also a glimmer of hope by providing them with a place they can call home and a supportive community. Witnessing the resilience of our residents and clients as they navigate and overcome challenges is both inspiring and heartwarming. Small victories, like securing a job or finding stable housing, remind me that our work matters.

Working at File House has not only enriched my life but has also reinforced my belief in the inherent goodness of humanity. The work is not without its challenges, but the rewards far outweigh them. It's a calling that has taught me the true meaning of compassion, and I'm grateful for the opportunity to contribute to the betterment of our community.





GLEN H.

"It has been a pleasure to work at File House for a little over six years now. About 2 ½ years of that has been in my current role as a Housing Stabilization Worker. Essentially, my role involves casework for clients who have recently been housed after spending some time either living in shelters or on the street. As the name implies, case management is part of an effort to assist our clients in creating a more stable environment in their lives, with appropriate supports where needed, so that they are empowered to stay stably housed over time.

As a PHA, and as someone who has previously experienced homelessness, this work is intensely personal for me. I remember promising myself, years ago, "If some day this experience can be used to help someone else in a similar circumstance, it may be worth the pain." Back then, it was a desperate attempt to maintain some sense of hope during some very dark days. Now, it is the foundational principle by which I work.

Some days, this work is incredible. Other days, it can be incredibly frustrating. On those days, I remind myself of where I've come from, and why I got into this work in the first place. **This work matters. In fact, at its best, it can be life-changing for our clients. My life experiences, traumatic at the time, are now tools in my proverbial toolbox, helping our clients achieve their true potential."**

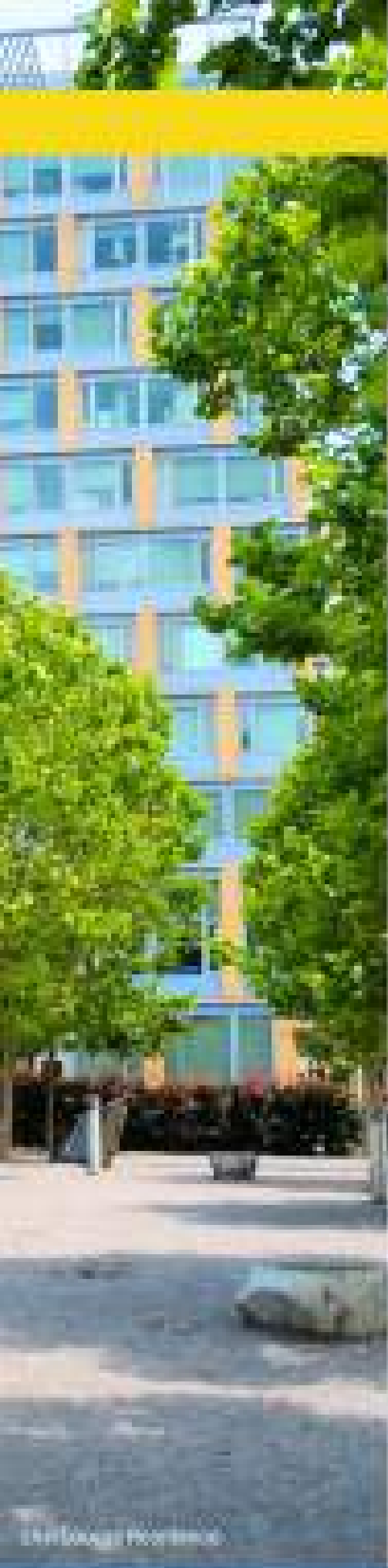
SUE Y.

This is career number three for me. I'd been at a crossroads in my work life when I decided that I'd rather work in a field that could make life better for others than to continue as a tiny cog in a big machine that made millions of dollars for someone I'd never meet. I came to File House as a placement student in February of 2007 and I've been a full-time member of the Jarvis Team for 15 years.

The Jarvis Program serves 88 residents who range in age from mid-20's right up to 80. Our work involves everything from counseling, advocacy and referrals to cooking community meals to housekeeping, personal care, and all types of housing support. I find people in general to be fascinating – their personalities, their interests and strengths, their life stories. The Jarvis Program is a remarkable place to work because we have such a diverse group of clients. My favorite aspect of the work is that we get to know each client as an individual. Some of our residents are very independent, but many others could not have remained housed without our supports. Because of this **our care can be very nuanced and tailored to each individual's unique personality and requirements.**

I find it very satisfying to know that I can contribute in some way, be it small or large, to someone being able to stay stably housed and to maintain their independence and autonomy as they age. It is a wonderful feeling to be part of the Jarvis community. Working at File House is much more than a paycheck. **It is an absolute privilege to know people, to be welcomed and accepted into their homes, and to know that I make a difference in their lives. I wouldn't trade this experience for anything.**





PROGRAMS AND SERVICES

Fife House operates safe affordable housing and essential support services for clients at multiple locations through a network of qualified staff and partnerships. Fife House also provides support to individuals living with HIV/AIDS who are experiencing homelessness, to address their needs while striving to move them to a path towards transitional and permanent housing.

- Denison Program + Satellite Locations
- Jarvis Program
- Sorauren Program
- Sherbourne Program
- Huntley Transitional Housing Program (HTHP)
- Sherbourne Transitional Housing Program (STHP)
- Addictions Supportive Housing Program (ASH)
- Personal Supports & Care Planning (PSCP)
- Linkage to Care (LTC)
- Homeless Outreach Program (HOP)

These programs are offered at five main residential locations and dozens of other satellite locations across the city.

The Denison Program is Fife House's oldest supportive housing residence with capacity for five clients. Staff provide 24/7 on-site support. Clients have their own bedroom and share common facilities like bathrooms, the kitchen, and living room. Rent is geared to income, as set out by the Ministry of Housing. The program is considered long-term transitional housing, supporting clients' independence and transition to independent living or other permanent supportive housing in the community. Clients receive case management, practical supports and assistance with activities of daily living aimed at maintaining their health and independence.

The Denison Program also provides housing support and case management services to additional clients housed at other satellite locations in partnership with St. Clare's Multifamily Housing and Toronto Community Housing.

The **Jervis Program** houses 52 clients, living independently in one bedroom units with access to onsite staff support. File House staff work in partnership with property landlord, Toronto Community Housing Corporation. Most clients are long-term residents of the building who have opted to age in place and actively contribute to a formidable sense of community. Our evolving supports respond in tandem with the aging and diverse population of residents, more frequently pertaining to activities of daily living such as appointment accompaniments, informal counselling, medication reminders, wellness checks, advocacy, housekeeping, shopping and laundry.

The **Sonsaraen Program** is a residence that has been set aside for women only. Like the Denison residence, it has capacity for 5 clients, each living independently in one bedroom units. Rent is geared-to-income and residents share common facilities like bathrooms, the kitchen, living room and yard. The program is considered long-term transitional housing, supporting clients' independence and transition to independent living or other permanent supportive housing in the community. Clients receive support workers/case management from staff based at Denison, which includes practical supports and assistance with activities of daily living aimed at maintaining their health and independence.

The **Sherbourne Program** is an integrated living residence operated under a partnership with WCB and Woodgreen. 45 of the 112 units in the building are set aside for people living with HIV/AIDS. These are a combination of one bedroom and two bedroom units for individuals and families. Support is provided 24/7 based on identified client needs and goals through ongoing case management and service plans. An emphasis is placed on life skills development and supporting independent living. The building includes a communal lounge, outdoor patio space, community kitchen and a rooftop garden.

The **Sherbourne Transitional Housing Program (STHP)** is also based at Sherbourne residence and provides clients with temporary, supportive housing in a shared communal living environment, but for a period of nine instead of 18 months. The Program has capacity for 11 clients, who largely have a lengthy history of homelessness or chronically unstable housing. Each client is provided a furnished bachelor unit with a kitchenette and private bathroom, with shared common living, dining, kitchen and laundry facilities. THP is staffed 24/7. File House partners closely with LOFT McEwan, to provide additional case management during a client's stay, which continues when they move out into the community.

The **Huntley Transitional Housing Program (HTHP)** is 20-unit residential location aimed at supporting individuals exiting or being diverted from the shelter system. The program is an incohesive partnership between File House and other community service providers, which provides clients with temporary, supportive housing for 18 months in a shared communal living environment. Clients also receive clinical care and intensive case management which focuses on recovery, rehabilitation, life skills development, harm reduction, assistance in securing long-term housing, and connecting with other community-based supports.

The **Additions Supportive Housing (ASH) Program** is a 'Housing First' partnership between LOFT McEwan and File House. ASH addresses gaps in service for individuals living with HIV/AIDS who are experiencing homelessness, physical and mental health and substance use challenges, who cycle between hospitals, incarceration, and detoxification beds. File House manages 37 units of rent-supplemented housing through head leases throughout the City of Toronto, and LOFT McEwan provides the intensive case management for clients.



Photo © Peter Michalski/Iconic at the Blueprints Toronto Writing Program

Personal Support & Care Planning (PSCP) at Seaton House is a program offered in partnership with the Toronto Central LHN and City of Toronto Shelter Support and Housing Administration. It is an assisted living model of personal support work and coordinated care for clients at Seaton House, mainly older men and men with complex health issues. The staff works in collaboration with our partners to focus on the delivery of personal care services such as bathing, hygiene, transfers, toileting, and grooming care. With higher needs clients, staff also build a broader psychosocial client engagement and goal setting process around the full scope of activities of daily living.

The Linkage-to-Care Program provides intensive case management for people living with HIV, prioritizing community members who identify as Indigenous, Black and Persons of Colour (IBPOC), and experiencing homelessness. The Program recognizes that people face many challenges in trying to navigate the complex systems of immigration, criminal justice, poverty, addictions and mental health, gendered violence, generational trauma, and forced displacement on their own. It offers a mix of outreach, team-based case management, and individual case management to support community members in navigating these systems. The Linkage to Care Program Team is committed to providing clients with support, connections, and care through referrals to necessary services, accompaniments, and advocacy.

Tribute to the Homeless Outreach Program

Rife House's **Homeless Outreach Program** closed its doors on December 30, 2022 due to lack of continued funding. The program, fondly known as HOP, was started by a Rife House housing worker named Robin over 25 years ago. At that time, people living with HIV/AIDS didn't have a place to go that provided comprehensive housing supports. It was daunting work because there were no resources to speak of for the community. Over the last 25 years, the program housed over 1,000 clients and supported many more in maintaining their housing and accessing supports. HOP also provided assistance to other AIDS Service Organizations (ASOs) across Toronto in supporting their clients. As the years went by, HOP expanded from one worker to most recently, five staff. Over the years, the team did remarkable work in a very tough environment – faced with an increasingly unaffordable housing crisis, coupled with the social, medical, and economic demands of living with HIV in Toronto.

Rife House thanks all the staff members who have ever worked at the HOP Program. Your contributions to Rife House, clients, and community will never be forgotten.



PEOPLE, CULTURE, & EVENTS

Each year, Fife House organizes and participates in myriad activities and events in and around the community, to engage our residents and clients, as well as staff, volunteers, partners and supporters. The following are just a few highlights of the many events and activities that took place this past year.

May 2022

A Taste For Life

Due to the ongoing COVID-19 pandemic, we took a different approach for A Taste for Life 2022, our signature annual fundraising event. We brought together our donors, partners, board members, volunteers and staff, and hosted a friendly Iron Chef-style cook-off featuring some of our talented food services team members as contestants to prepare the food and our esteemed guests acted as special judges to offer their critique. The event was a delightful success!



June 2022

Pride & Remembrance Run

Fife House was one of 26 organizations selected by the Pride & Remembrance Foundation as a recipient of funds raised during the 2022 Pride & Remembrance Run. We are grateful for the support. The funds raised helped augment our hot meal program for residents & clients. Fife House staff and volunteers assisted at water stations and cheered on participants along the route.



July 2022

International AIDS Conference

A delegation of File House peers and staff represented the organization at the International AIDS conference held in Montreal in July 2022. File House staff and peers with lived experience of HIV hosted a panel at the event's Canada Pavilion with a session titled, 'Finding (our way back) Home: A peer-driven discussion on HIV and Housing.'



October 2022

"Let's Talk" City Elections Town Hall Meeting

On October 6, 2022, File House collaborated with our organizational partners in the Downtown East to host a public town hall where members of the community could meet with candidates vying for the Ward Councillor position in the upcoming city elections to discuss issues like housing, homelessness, mental health, substance use and harm reduction.



January 2023

Downtown East Community Agency Gathering

In January 2023, File House hosted the first gathering of community agencies operating in the Downtown East. The event was an invaluable opportunity for staff from various agencies to connect, discuss pressing issues, share plans and strive to coordinate responses to issues affecting the community.



February 2023

Celebrating Black History Month

For the second consecutive year, File House staff, clients, volunteers and partners gathered to celebrate Black History Month. The joyous event was an important celebration of the diversity of File House as an organization and the community we serve, and was brimmed with song, kinship, passion, and meaning.



March 2023

Union Ratification

In March 2023, after several months of planning and discussions, frontline staff at Life House ratified our first collective agreement. This development was a significant step forward in Life House's strategic goal of creating a meaningful and supportive working environment that provides staff with a "living wage" and equips them to thrive in their roles.



March 2023

Return of Breakfast Club & In-Person Community Programs

The easing of pandemic restrictions meant that in-person wellness and community building activities for residents and clients could finally resume! For instance, residents at our Sherbourne location were thrilled for the return of Breakfast Club, which allowed them to convene, have a hearty breakfast together and enjoy each others company.



March 2023

Tea with Jade

Life House residents were thrilled to welcome indelible drag luminary and HIV activist, Jade Elekra, for tea and a heart-to-heart chat. Jade generously and candidly shared her story and journey - as a person, entertainer, advocate and community member living with HIV - with our residents and clients. It was an illuminating and heartfelt chat that resonated deeply with everyone at the event.



**PRINCIPLES OF EQUITY, ACCESS AND RESPECT
OF DIVERSE COMMUNITIES ARE THE
CORNERSTONE TO HELPING PEOPLE LIVING WITH HIV/AIDS THRIVE.**



RESEARCH & EVALUATION

Since 2005, the Department of Research and Evaluation at Fife House is engaged in community-based research and evaluation that impacts the program and services for people living with HIV/AIDS. COVID-19 disrupted access, HIV care and impacted the mental health of many. It therefore, became imperative to undertake an assessment of the changing needs and issues that impact people living with HIV including their housing related issues.

Research Priority Assessment (2022)

Department of Research and Evaluation conducted a research priority assessment from August -October 2022 with the following objectives:

- Identify areas of research that are key for Fife House programs and services;
- Identify gaps in research for the HIV sector, as a whole (that also influence housing);
- Identify research priorities that impacts and informs collaboration/partnerships of community partners with Fife House.

A survey was administered to Fife House staff and community partners for feedback regarding areas of research that they identify as priorities. Based on the responses, following priority areas for research were identified:

Collaborative (with community partners) Research:

- Housing needs of people aging with HIV and access to long-term care
- HIV, housing, and homelessness (including substance use, mental health, food insecurity, and discrimination)
- Barriers to accessing affordable and supportive housing for PHA's

Fife House Internal Research/Evaluation:

- Impact of housing stability on substance use and mental health of PHA's
- Impact of supportive housing on health outcomes for PHA's

Huntley Transitional Housing Program Study

Huntley Transitional Housing Program is a transformational model of housing supports using a client-centered model of care with an emphasis on recovery, rehabilitation, pathways to the right long-term housing and supports, harm reduction, disease prevention, chronic disease management and health promotion. Based on the research priority areas identified for internal research/evaluation at Fife House, the Department of Research and Evaluation developed the Huntley Transitional Housing Program study with the objective to:

- Develop an understanding of the impact of Huntley Transitional Housing Program
- Assess behavioural changes and change in health outcomes that residents experience through their residency in Huntley Transitional Housing Program.

Surveys have been developed to collect data at baseline, 9 months and 18 months. Data collection is in progress.

Needs Assessment Study

Provision of client-centered, equitable and inclusive services was identified as a theme in the File House Strategic Plan (2022-2024).

In order to achieve this goal, in July 2022, a call for participation in a working group comprising of File House management and frontline staff, community agencies providing services to underserved communities and PHAs/service users was sent out to the staff and community partners. The working group has been meeting to develop and inform the needs assessment study and assist in data collection.

Based on the recommendations of the working group, surveys were developed with the following objectives. Data collection is currently underway to:

- Identify the needs of current service users/residents
- Identify the needs of prospective service users/clients
- Develop an understanding of issues and barriers experienced
- Identify emerging housing and service needs.

TRUSTEED PROGRAM: AIDS BEREAVEMENT & RESILIENCY PROGRAM OF ONTARIO (ABRPO)



ABRPO continued to offer services virtually, such as workshops, grief care circles, management coaching, and capacity building for Managers, Workers, and Peers through resiliency & grief education and support. We continued our online learning project and published an online learning course called Grief Basics, which improves the grief awareness, shared languages, and mutual support in workplaces and communities impacted by HIV and Harm Reduction. We hosted our first blended learning cohort for Grief Basics, which created a month-long online space for sharing about our grief and receiving support and encouragement from each other. Our Turning To One Another program continued to thrive, offering monthly online gatherings for sharing knowledge and building supportive networks between Peers and Peer Engagement Coordinators across the province. We facilitated our first cohort of the TTD4 Peer Engagement Facilitator Training, a blended learning course to support the professional development of Peers to become skilled workshop facilitators.

In more online learning news, our AOB working group launched *Black Voices: Locating Our Grief*, an interactive online learning module aimed at supporting Black workers and community members to name their experiences of grief and understand how systemic oppressions can create collective grief that impacts both the individual and the community. Visit www.abrpo.org to learn more about our organization and see the resources we offer to agencies and community members.

**CO-OPERATION, COLLABORATION AND PARTNERSHIP
WITH OTHER SERVICE AGENCIES IS
ESSENTIAL TO THE DELIVERY OF FOCUSED, COST-EFFECTIVE SERVICES.**

TRUSTEED PROGRAM: ONTARIO HARM REDUCTION NETWORK (OHRN)



The Ontario Harm Reduction Network supports harm reduction efforts in Ontario by offering knowledge exchange, networking, and capacity-building opportunities to harm reduction service providers and agencies. We bring together Ontario Ministry of Health funded (AIDS and Hep C Programs) harm reduction workers and program managers from across the province through The Outreach Network (TON).

In 2022-23 – OHRN offered the sector incredible harm reduction resources and supports – including:

- Annual TON Symposium – bringing together over a network of community and outreach workers across Ontario to learn more about culturally appropriate, responsive harm reduction practices – most notably the people with lived experience panel made up of drug culture experts and others with lived experience
- OHRN Learning – harm reduction training developed with community partners and Drug Culture Consultants with living expertise in harm reduction

In collaboration with the OHRDP (Ontario Harm Reduction Distribution Program), a provincial advisory committee, and frontline workers, an award-winning guide entitled, “Connecting – A Guide to Using Harm Reduction Supplies as Engagement Tools” – a resource that would support frontline workers by presenting best practices in an accessible, reference-style format, providing step-by-step instructions that could be easily shared with individuals accessing harm reduction services was born. Along with Tides Design + Media Inc., they were recipients of the Association of Registered Graphic Designers 2022 So(cial) Good Design Award.

This past year also marks the transition of OHRN to CATIE, a leader in knowledge exchange for HIV, hepatitis C and harm reduction. The decision to move was made after extensive consultations with the Ministry of Health and other partner organizations in the sector. The strong foundation of work previously led by OHRN will be re-envisioned under CATIE’s new role in coordinating and supporting a network of harm reduction outreach workers across Ontario, as well as broader supports for other community-based, clinical and public health workers. This work, of course, builds upon a strong foundation of work previously led by the Ontario Harm Reduction Network (OHRN).

Five House joins CATIE in thanking all OHRN staff and TON members, past and present, for their important work and contributions to the sector. We also bid farewell to long-time Director, Nick Doyce, and staff members, Kim Frenchard and Stévia Arthur. For more information about CATIE and the transition, please refer to this announcement on the CATIE website: <https://www.catie.ca/catie-is-expanding-learning-and-practice-for-harm-reduction-workers-in-ontario>

**ALL PEOPLE HAVE THE RIGHT
TO LIVE AND WORK IN AN ENVIRONMENT OF
MUTUAL RESPECT, COMPASSION AND DIGNITY.
HOPE IS ESSENTIAL.**

THANK YOU TO OUR DONORS & PARTNERS

YOUR CONTRIBUTIONS HELP CHANGE LIVES TODAY AND INTO THE FUTURE

The list of donors and funders is reflective of contributions received by Fife House between April 1, 2022 to March 31, 2023.

We are grateful for the steadfast support from every one of our donors, without whom our work would not be possible. Your contributions represent vital investments in the health, safety and well-being of community members who are living with HIV/AIDS.

We also acknowledge the many donors who have chosen to remain anonymous and those not listed in this report due to space constraints.

Although we have made every effort to ensure that donors have been acknowledged correctly, if we have erred, please accept our sincere apologies and report the error or omission to us at: info@fifehouse.org or call 416-205-9686.

\$100,000 +

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The list is continued on the next page.

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THANK YOU TO OUR CIRCLE OF FIFE HOUSE BUILDERS

"Builders" are a special group of Friends of Fife House who donate monthly so as to help us build stable programs and services, and lay the foundation and sustainability for Fife House's future.

Gay Beaudin
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Kevin Finlayson

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Barry Waite
Annette Williams



ARYO W., DONOR

"I was initially introduced to Fife House by my late husband, Sylvanus. Through him, I learned about the organization's important mission and met its dedicated team of staff and volunteers.

Witnessing the profound impact Fife House had on Sylvanus' life was remarkable, he had space to engage in meaningful learning experiences, rebuild his self-confidence, and make a positive difference in the lives of others in ways that continue to inspire me."

THANK YOU TO OUR VOLUNTEERS



BRIAN W.

"I came to File House as a client in October 2015. Mine was a success story about how the system is supposed to work. I was housed by December of that year! My worker at the time suggested that I would benefit from becoming a volunteer. It would be a chance to meet some people, as Toronto hadn't been home for quite some time, and some regularity in my life would be good. I was somewhat hesitant, as I had not had good experience as a volunteer at another ASD in a different community.

But I did a Peer Volunteer Training in March, 2016, and found myself as a Reception Volunteer the following month. And my worker was right. I enjoyed being on reception – answering the phones, interacting with the staff and the clients, sharing my current knitting project. It felt good to be able to share my story as a Peer. I've also helped in other areas of the organization.

And after the pandemic, I returned to Reception when the rules allowed. Volunteering at File House has continued to provide me with some structure in my life, a chance to help others, and a safe place to be me, knitting and all."

ARSHIA A.

"Volunteering at File House for the past ten years has been a rewarding and fulfilling experience. I am filled with a sense of purpose and fulfillment each time I volunteer at events or programs. These feelings manifest in me a sense of determination to assist File House in confronting and removing barriers for the communities we serve. This is further fuelled by the professional, knowledgeable and dedicated staff who are always there to assist in any way they can.

At events, I have met clients who have confided that they would be unhoused or worse if they did not have access to the services at File House. Many clients also share that they are also happy to be volunteers, which provides them with opportunities to positively impact their communities! This was evident with the devastating effects that COVID-19 had on our communities. Isolation, fear and loneliness were experienced by many clients. However, our committed staff and volunteers valiantly soldiered on and mitigated these depressions and negative feelings. This is a prime example of "communities helping communities!"

Volunteering also gives me the opportunity to meet like-minded caring individuals who are dedicated to helping others. Being a volunteer with File House has profoundly impacted my personal and professional life. I have forged meaningful friendships and learnt a lot about the communities we serve. I am fortunate to be a volunteer and look forward to future volunteer opportunities. Go File House!"



FINANCIAL STATEMENTS

Summary of Statement of Operations

Year ended March 31, 2023 with comparative figures for 2022

Revenue	2023	2022
Core Grants	5,743,054	4,233,957
One-Time Grants	147,979	1,589,609
Development	300,688	374,943
Capital Campaign	5,809	-
Other Income	284,648	185,752
	7,082,180	7,034,261
Operating Expenses	2023	2022
Salaries and Benefits	4,732,900	4,605,412
Housing Operations	804,199	738,438
Purchased Services	548,873	679,110
Amortization	306,932	306,478
Programs	274,598	244,482
Rent	281,190	168,739
Administration	138,988	140,571
Development	59,104	10,341
Advertising and Recruitment	58,375	7,827
Others	285,375	114,970
	7,289,573	7,016,470
Excess of Revenue over Expenses	(207,393)	17,791

A full copy of our audited financial statements can be found on our website.





HOPE HELP HOME



At the end of the year, we will have a report on the progress of the HOPE HELP HOME program. We will also have a report on the progress of the HOPE HELP HOME program.

The goal of this year is to provide a report on the progress of the HOPE HELP HOME program. We will also have a report on the progress of the HOPE HELP HOME program.

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