

VISION

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

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.

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.

Message from our Executive Director

Another year of significant work, evolution and change for a significant organization.

In 2019-2020 we hosted events including our “Because of You” open house where we had an opportunity to recognize and show our work to government funders, corporate sponsors and individual donors. In October, we had the thrill of participating with the Soul Tribe Live and the Make Big Magic Event with Liz Gilbert here in Halifax where we were able to raise over \$10,000! It would not be complete if we didn’t sell 50/50 tickets at a Halifax Moosehead’s play off game too.

A highlight this year was a thrilling strategic planning endeavour which harnessed the voices of women and stakeholders about Alice House and our role in the community. The feedback informed our decision making and generated a comprehensive forward-looking plan. A result of this planning was a decision to strengthen our foundation by promoting valued employees Tina Riley into the newly established role of Operations Director and Kira Kelly to the newly established role of Program Director. These new roles provide depth of leadership to the organization as well as creating opportunity for more growth.

As will be evident this 2019-2020 Annual Report, we continue to receive outstanding support from our community reinforcing everyday that we are seen, and our services are vital. Financial and in-kind contributions are steady throughout the year

empowering us to provide safe housing and support to women and children who have had to flee domestic violence. Please see pages 17-20 and page 24 as we try and capture the magic and support we experienced this year. We are privileged to do the work and know with a community like this behind us, we can keep providing these services and more.

This year, we are saying goodbye to our board Co-Chair Michelle Black. Michelle will be finishing up her four-year term at Alice House and has provided invaluable leadership to our board, the organization and to me. There are big things on the horizon for Michelle and she will be greatly missed at Alice House.

I want to thank my amazing staff team. It is their work that is portrayed throughout this publication. They are Alice House and make a difference in the lives of these families every single day. I also want to thank our volunteer board of directors for going over and above this year. The strategic planning process was a significant amount of work and the commitment, engagement and leadership that occurred with all our board members is why we have the plan we have today.

Heather Byrne
Executive Director

Message from our Co-Chairs

A reflection on the past year would be incomplete if it did not include reference to the pandemic which has had an increasing impact on Nova Scotia around the end of Alice House's fiscal year. However, we wanted to start this report by highlighting some of the amazing things that Alice House has accomplished.

Yet again, Executive Director extraordinaire – Heather Byrne – has led a team of caring, passionate people to continue providing

the care and support for which Alice House has become known. Along the way, some of the job positions within Alice House were reviewed and revised to more directly reflect the needs of the organization while, at the same time, recognizing the strengths of those staff members.

Alice House's key fundraising event of 2019 was at the Soul Tribe Live event in October 2019 which welcomed, among others, author Elizabeth Gilbert to a two-day event. Our silent auction was a huge success, in part due to the generosity of those who donated some fantastic prizes!

Further to its earlier directives, both staff and board members participated in intensive strategic planning sessions to help determine future goals and approaches for Alice House. The results of those sessions are being finalized and will be discussed at the AGM.

We were also fortunate enough to welcome 5 new Board members: Tanya Colbo, Daniel MacKenzie, Sara Colburne, Tracy Rands, and Lorie Collins. Your 2020-2021 Executive are: Sarah Simpson and Donna Gallant (Co-chairs), David Davidson (Treasurer).

When the pandemic erupted, neither Heather nor the staff blinked. The physical distancing and isolation restrictions often exacerbated home lives that were already unstable but, working collaboratively, Alice House found creative solutions to ensure they were able to continue providing services for clients while still respecting the public health orders and ensuring, to the greatest extent possible, that everyone was safe. Sometimes the true test of an organization's fortitude is how its leader and staff respond to a crisis. COVID-19 presented Alice House with just such a test and we are so proud to say that everyone at Alice House did what they could to excel under such trying circumstances.

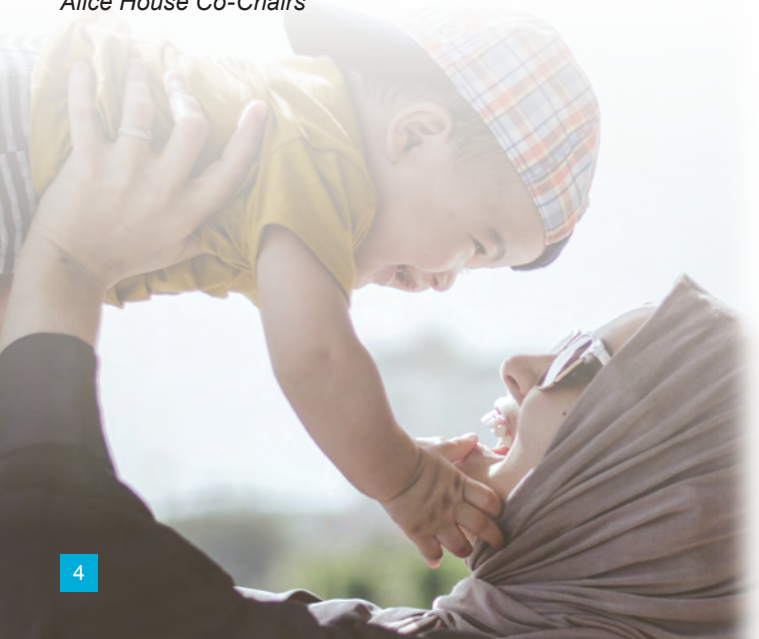
Thank you Heather, Tina, Bridget, Kira, Patricia, Erin, Chantal, and

Allie. Your tireless hard work and dedication make everyone's world a better place.

Last but certainly not least, Alice House would like to recognize the thoughtfulness and generosity of its donors. So many of you reached out to ask whether, or how, you could assist Alice House in the midst of a pandemic – and this is on top of your already amazing support. Thank you so much. With your help, Alice House can continue to provide those key opportunities for women and their children to create a life free from intimate partner violence by offering safe housing, counselling, and support services.

We look forward to the coming year and cannot thank you enough for your kindness over the past year.

*Michelle Black and Sarah Simpson
Alice House Co-Chairs*



BOARD OF DIRECTORS

Michelle Black (Co-Chair)

[Michelin](#)

Sarah Simpson (Co-Chair)

[Emera](#)

David Davidson (Treasurer)

[Interuniversity Services Inc.](#)

Donna Gallant (Secretary)

[HR Consultant](#)

Tanya Colbo (Member)

[Royal LePage Atlantic](#)

Daniel MacKenzie (Member)

[Stewart McKelvey](#)

Sara Colburne (Member)

[Engage Nova Scotia](#)

Tracy Rands (Member)

[Government of Nova Scotia](#)

OUR STAFF TEAM

Heather Byrne
Executive Director

Tina Riley
Operations Director

Kira Kelly MSW
Program Director

Bridget McConnell
Housing Coordinator

Patricia Arnoldin MSW
Family Counsellor; Women's Counsellor

Erin Abbott RSW
Domestic Violence Court Support Coordinator

Chantal Piercy
Therapeutic Play Practitioner

Rebecca Riechmann
Program Support

Allie Oakley
Student Practicum/Program Support





Funded through the Nova Scotia Advisory Council on the Status of Women, Alice undertook a comprehensive strategic review and planning process this year. Anne Stieger and Tom Dalmazie

from the Acadia Entrepreneurship guided us through a four-month exercise that included wide stakeholder surveying, in-person focus groups with current and former Alice House clients, staff and board. Our board, along with staff engaged in two full days processing the data collected, comparing it to our values and mission, and deepening our understanding of our role in community. It was an incredibly positive experience for our clients, staff and board and we could not be more focused and excited about the years to come.

Strategic Planning 2020

Our thanks to Anne and Tom for consolidating the rich dialogue into our path moving forward, and everyone who shared their thoughts and feedback with us!

Identified strategic pillars



Safe Housing



Support Services



Community Engagement & Advocacy

Operational goals



Organizational Development



Sustainable Funding

Quotes from strategic planning focus group participants:

“Thank you for helping me get through one of the hardest times. Thank you for helping me believe in myself and for the guidance that I needed. Alice House is amazing.”

“I have never felt safer, you have no idea how this helps me every day.”

“Thank you for making me realize I deserve a second chance to life.”

“Thank you for allowing me to understand how I deserve to be treated and for being with me every step of the way over the last almost 2 years now, the day I came to Alice House is the first day I got my life back. Thankful for this amazing organization and all the staff.”

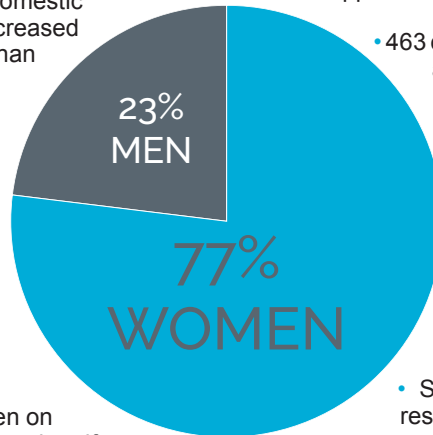


Dear Alice house staff,

When you stay in the dark life, you cannot see the good things you can do in the new future, so you prefer to stay in your corner without hope. Then you sink more and it feels like you can't breathe, and in one moment, you forget the fear and decide to break the chains and fly again, and start breathing again in another world without pain. Someone who looks like an angel comes, helps you to fly, and gives you strong wings. It gives you confidence that you are a good person who deserves the best. This is what Alice House did in my life. So thank you for everything you have given me and my children. Thank you for safety and freedom. I wish you a life free of pain and with full happiness. Thank you for everything. **Mother 41 with four children.**

Information about Domestic Violence

- Women continue to be the predominate victims of domestic violence in Nova Scotia. With 77% women and %23 percent male.*In 2018, the rate of police-reported domestic violence against females in Nova Scotia increased by 7.8% compared to 2016. This is higher than the 4.4% rate increase for Canada.*
- A woman's risk of violence actually increases when she leaves an abusive relationship.*
- 70% of spousal violence is not reported to the police.**
- Women are about four times as likely as men to be victims of intimate partner homicide.**
- Women who leave a partner to raise children on their own are five times more likely to be poor than if they had stayed.**
- Each year in Canada, it is estimated that up to 362,000 children are exposed to family violence.**
- Exposure to violence can affect children's brain development and ability to learn and lead to a wide range of behavioural and emotional issues such as anxiety, aggression, bullying and phobias.**



Alice House - 2019-2020

- 215 women reached out by phone or email to Alice House looking for support.
- 463 calls from community partners seeking information and options for clients.
- Phone and drop in support for current and past clients provided over 1100 times.
- Engaged with over 1200 students about safety in relationships and where to go for help.
- Increased community reach through social media through a 15% increase in followers and subscribers.
- Shared local, provincial and national news and research on domestic violence through Facebook.
- Provided housing for 28 families who were fleeing and recovering from violence.

*2019 Fact Sheet, NS Advisory Council on the Status of Women. ** Canadian Women's Association Right side

"I feel very blessed to be somewhere safe during these trying times. We are very well taken care of. Alice House is amazing" **56 yrs mother**

"Love the housing program! I am very thankful to have a safe, affordable place for my baby, dog and I to live while I figure things out. I am also very grateful for all the household items, furniture, and baby gear Alice House got for me" **28 yrs mother**

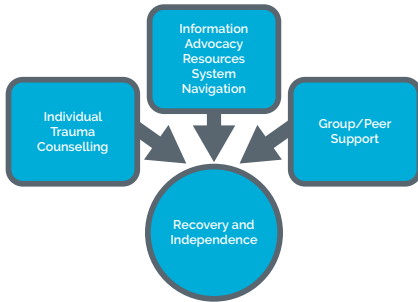
"Alice House has given me the opportunity to navigate my way through the healing process of my past by providing me with safe, supportive and affordable housing. It has given me a moment to catch my breath and plan for a new future by alleviating some major stress points and allowing me to focus. The programs offered ensure that I feel supported, understood and even 'normal'. I can't imagine this time without the help and support of Alice House." **43 yrs mother**



Rebuilding Lives – Women’s Program

Alice House works side by side with women fleeing violence to rebuild their lives after fleeing a violence relationship. Our program is multi faceted and provides wrap around support and recovery for the family.

Counselling and Support for Women



- 39 women received individual counselling with an average of 10 counselling sessions each for a total of 308 sessions provided.
- Crisis support and advocacy occurred on 193 occasions.
- Trauma symptoms decreased an average of 77%, out of the total women who completed the Alice House Counselling program this year.
- Alice House completed 148 intakes and consults.

What did you find most useful from counselling at AH?

“What was most useful from my counselling was, talking through my trauma, understanding it and how to overcome it. Recognizing the stages and cycles of abuse and my emotions. Realizing I’m not going crazy that it’s part of the process.” **Mom of three**

“Group programming helped me to not feel alone. Individual counselling helped me with grounding and calming and allowed me to be in a safe environment to talk about the abuse.” **Mom of three**

“Self esteem and confidence building, knowing I wasn’t alone. Things I didn’t feel safe to talk to anyone else about, I could talk about it in counselling. It was like a safety net, I knew it was there so I wasn’t afraid to fall.” **Mom of one**

“Understanding what I went through, understanding red flags, and that my feelings were normal. Having tricks to manage anxiety and stress, and understanding myself.” **Mom of one**

Group Programming

IN 2019-2020 48 Group Sessions were delivered including:

- Mindful meditation
- Grounding Group
- Art Exploration
- Beyond Trauma
- Trauma Informed Yoga
- Boxing Classes

Alice on the Go!

This program is an independent work from home information and recovery model where women who have experienced domestic violence, can work through a program, at their own pace, with supports when they need it. It enables women who are working or in school full time or have other obligations that render them unavailable during group counselling days and times.



“Now I know I have the tools to manage panic attacks and stress. My fears have significantly decreased. I gained courage, I didn't have that before. Courage to go out and be more. I had it before but I lost it. I also learned to laugh again.” **Mom of one**

Rebuilding Lives Program - Healing Hearts

- 47 children received counselling and support
- 162 children's counselling sessions
- 246 time Healing Heart childcare support was provided
- 47 parent support groups delivered

New Program! THERAPEUTIC PLAY THERAPY

Therapeutic play creates a safe space for children to express big feelings and work through them using play mediums such as Art, Music, Sand Play, Dance & Movement, Drama, Puppets & Masks, Creative Visualization, Storytelling and Messy Play.



"He is actually setting boundaries and expressing himself. It's huge! He never would have done this before. I'm so proud of him and so happy that he is actually being heard." (Mum of 2)

"I know Alice House! I remember riding the bus to Alice House with my Mum. Everyone was really nice and they always made my Mum feel better. She really liked going to Alice House." (5 year old boy during education presentation at his school)

"I can sleep in my own bed now. The bad dreams don't come as often, and I always do my belly-breathing. It helps me lots!" (8 yr old boy)





"Pushing myself to do things, being independent, knowing I have the right to respect and no one is superior to me. Addressing my past trauma" Mom of four

Education and Advocacy

Big thanks to the Province of Nova Scotia's 'Standing Together to Prevent Domestic Violence' funding that allows us to deliver this invaluable program to children and youth.

2019-2020 We presented to 1,278 children and youth from grades 2 through to university!



Domestic Violence Court Program

Alice House's Domestic Violence Court Support Services Coordinator (DVCSSC) is the only community organization based domestic violence court support services in Canada. Alice House's DVCSSC is able to flexibly respond to client's need on an individual basis to empower, advocate, communicate, and build collaborative, equitable, and trusting relationships (both with the client and other service providers).



We provide services such as but not limited to:

- Court updates, navigation, and explanations
- Family court navigation and explanations
- Service navigation and referrals, including counselling
- Resource coordination including case conferences
- Advocacy
- Coordination with Department of Community Services, including Child Protection

Currently the DVCSSC is working with 24 women in different capacities, the success rate of potential clients accepting services is 99.9% after initial contact.

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

Our Community Champions

- Adanac Maintenance
- Alice House Christmas Angels
- Bluteau Caseley Wealth Management Group
- Bootlegger – Mic Mac Mall
- BOYNECLARKE
- Canada Post Community Foundation
- Canadian Women's Foundation
- Clayton Park Chiropractic
- Community Foundation of Nova Scotia
- Community Health Board – Halifax
- Dartmouth High School
- Faces of Christmas
- FEED Nova Scotia
- Flemming Charitable Foundation
- Government of Canada – The Department of Women & Gender Equality
- Grace Chapel
- Grace United Church
- HALIFAX
- Halifax Dump & Run
- Halifax Harbour Bridges
- Halifax International Airport Authority
- Halifax Mooseheads
- Halifax Protestant Infants Foundation
- Halifax Shimmy Mob
- Halifax Youth Foundation
- Mary Kay Ash Charitable Foundation
- Mental Health Foundation of Nova Scotia
- Nova Scotia Advisory Council on the Status of Women
- O'Regan's Automotive Group
- Old Navy Mic Mac Mall
- Parkland Fuels Social Committee
- Province of Nova Scotia – Department of Community Services
- Province of Nova Scotia – Department of Justice
- Research Nova Scotia Corporation
- Ricki's Mic Mac Mall
- Royal LePage Atlantic
- Royal LePage Shelter Foundation
- Sackville Sports Stadium
- Shoppers Drug Mart Life Foundation
- Shoppers Drug Mart Store #2014
- Shoppers Drug Mart Store #128
- Sisters of Charity Halifax
- St. Andrew's CWL
- St. John's Anglican Church
- Tara McDonald Fit Club
- TD Canada Trust
- TD Wealth Private Investment
- The Canadian Payroll Association
- The Gap Factory Outlet
- The Georgina Foundation
- The Halifax Assistance Fund
- The Local Council of Women
- The McCain Foundation
- The Pint Public House
- The University of Toronto First Aid Society
- Totally Electric
- Trinity College Schools
- United Way of Halifax
- Wickwire Holm

To protect privacy, we do not list donations made by individuals. If we excluded anyone, please know that your kindness is greatly appreciated.

Community Engagement and Partnerships

Four Halifax Women's organizations working together presenting at National Homelessness Conference on Women's housing: Home for Good Partnership since 2016. <https://ywcahalifax.com/advocacy/home-for-good/>



Pictured from left: E. Halpern (Elizabeth Fry Society of Mainland NS) C. Gangnon (YWCA) H. Byrne (Alice House) M. Suokonautio (YWCA) L. Mullin (Marguerite Center)



Liz Gilbert event with Magic Big Magic Group. Excellent opportunity for Alice House to host a silent auction at this exciting event in Halifax. Thanks to all our sponsors we raised over \$10,000!



Royal LePage Annual Walk a Mile in her Shoes Event. This event gets bigger every year and we appreciated the support from our provincial government!

Pictured here from left Hon. Kelly Regan Minister of Community Services Hon. Tony Ince Minister of the Public Service Commission



Photo Shoppers Portland Street and Shoppers Tacoma "Growing Women's Health" Campaign!



Royal LePage Shelter Foundation trek across the Sahara raising funds and awareness!

Royal LePage Atlantic's Famous Christmas
Bake Sale and Auction! Generated \$21,145
in 3 hours of bidding!





Statement of Financial Position

Year Ended March 31, 2020

	2020	2019		2020	2019
ASSETS			LIABILITIES AND NET ASSETS		
CURRENT			CURRENT		
Cash	\$105,956	\$9,081	Accounts payable and accrued liabilities	\$ 22,739	\$32,436
Accounts receivable (Note 3)	20,103	18,062	Security deposits	4,590	4,648
Prepaid expenses	--	77	Deferred revenue (Note 9)	193,151	57,614
	126,059	27,220		220,480	94,698
CASH AND INVESTMENTS - RESTRICTED			LONG TERM DEFERRED GOVERNMENT GRANTS		
Replacement reserve (Note 4)	168,172	165,662		177,242	188,520
Security deposits	4,590	4,648		397,722	283,218
Operating reserve (Notes 4, 5)	333,472	276,901			
	506,234	447,211	NET ASSETS		
CAPITAL ASSETS (Note 6)	518,012	518,786	Unrestricted	(45,598)	(15,744)
INVESTMENT FUND (Notes 5, 7)	33,484	36,337	Replacement Reserve (Note 4)	168,172	165,662
COPYRIGHT AND TRADEMARK (Note 8)	4,926	4,926	Operating Reserve (Note 4)	333,472	276,901
	\$1,188,715	\$1,034,480	Invested in Capital Assets	334,947	324,443
				790,993	751,443
				\$ 1,188,715	\$1,034,480
			REVENUE (Schedule 1)	\$ 117,975	\$90,038
			EXPENDITURES (Schedule 1)	124,589	131,360
				(6,614)	(41,322)

Statement of Financial Position

Year Ended March 31, 2020

OTHER INCOME (EXPENDITURE)	2020	2019
Province of Nova Scotia	265,942	295,642
Donations and fundraising	268,971	257,885
United Way	35,227	54,492
Investment Income (loss) (Note 5)	(8,522)	12,474
Criminal Injuries Justice Fund	9,650	11,901
Certification course	500	4,098
	571,768	636,492

EXPENDITURES

Administration	30,920	31,299
Fundraising expenses	3,386	4,334
Professional fees	19,117	9,758
Program	11,953	11,817
Public relations	12,402	4,265
Repairs and maintenance	11,997	6,532
Salaries and wages	406,327	432,832
Telephone	16,318	13,388
Travel	4,602	3,418
Utilities	8,401	6,266
	525,423	523,909

EXCESS OF REVENUE OVER EXPENSES	\$39,731	\$71,261
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Alice House is a safe haven for women and children to heal, grow, and ultimately leave stronger than they arrived.

P.O. Box 333, Dartmouth NS B2Y 3Y5
902.466.8459

Registered charity # 11929
8693 RR0001



@alicehouse
@alicehousing

www.alicehouse.ca

Alice House – Financial Report as at March 31, 2020

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, 2020.

Summary

The auditors, Lyle Tilley Davidson Chartered Professional Accountants, were in a position to provide a qualified opinion. The “Basis for Qualified Opinion” is consistent with not-for-profit organizations that are involved in fundraising. The “financial statements present fairly, in all material respect, the financial position of the Association as at March 31, 2020”.

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 the future investment to enhance Alice House’s ability to meet its mission. Alice House has the financial stability and solid foundation to enhance services to women and children facing domestic violence.

In 2019/2020 Alice House received funding that is intended to

support multi-year projects. The funds remaining as at March 31st, were accrued to the 2020/2021 fiscal year, allowing Alice House to continue this important work.

Statement of Revenue and Expenses

Alice House concluded the fiscal year with revenue in excess of expenditures by \$39,731.

Basic revenue and expenses associated with the properties, concluded the year above expectations with only a \$6,614 shortfall. One contributing factor to this fact is the low vacancy rate. This speaks to the high demand for second stage housing.

Financial support from our community partners, private and public remains strong. The staff did an exceptional job in operating effectively within the financial resources available.

Motion

1. I move the approval of the Audited Financial Statements as presented.
2. I move the appointment of Lyle Tilley Davidson Chartered Professional Accountants as the Alice House external Auditors for the fiscal year April 1, 2020 to March 31, 2021.

David H. Davidson
Treasurer

BOYNECLARKE
LAWYERS | LLP



Mental & Health
Foundation
of Nova Scotia

feed
nova scotia

ROYAL LEPAGE

Atlantic
GO BEYOND



United Way



royal lepage
shelter foundation

NOVA SCOTIA



Canada Post
Community
Foundation

SHOPPERS
DRUG MART

