

The background features large, white, stylized letters 'PRO' repeated in a grid pattern. The letters are bold and have a clean, modern font. The 'P' is on the left, the 'R' is in the middle, and the 'O' is on the right. The letters are set against a dark blue background.

**Annual Report
2015/2016**

Open Door Group is a CARF-accredited, registered charity that operates on the fundamental believe that all individuals have the right and the ability to succeed. Our programs and initiatives are built on strong community partnerships with those we serve, including program participants, community service providers, employers, business associations, and government.

MISSION

Opening doors and inspiring all individuals to succeed.

VISION

A future where every individual's success and contribution creates thriving communities.

MESSAGE FROM THE CHAIR AND CEO

Upon reflection of the past year, the motto of “stronger together” comes to mind as a description of our achievements.

In working with our numerous community partners, we are proud to report stable financial stewardship and performance of key employment service contracts, in addition to positive returns on market investments and ongoing development of our enterprising arm and community contribution company, Open Door Ventures C.C.C. Ltd.

As such, we have seen significant community impact numbers this past year - over 1,100 individuals achieve employment and over 700 people living with a mental illness achieve personal goals towards making meaningful connections in their communities.

We are working stronger together as a cohesive team. This past year, Open Door Group received certification as a Great Place to Work. While this is a noteworthy achievement, the process itself was instrumental in identifying areas to improve, in particular reinforcing our commitment to expanding ways to increase employee feedback and to support the people that provide exemplary services on a daily basis to our customers (job seekers, clients, employers, community and government).

We continued to build on our strong relationships with employers in urban and rural communities through recruitment and placement support, training, and job fairs. In 2016, we held the very successful 4th Annual UnTapped Series in Vancouver.

The UnTapped Series concluded on June 2nd with the 2016 BC Workplace Inclusion Awards Gala. The gala wrapped up four months of discussions and employer events focused on recruiting, engaging and retaining diverse talent. More than 450 BC employers and business influencers attended the series.

This past year, we were pleased to announce that Open Door Group and Tradeworks Training Society have entered into a strategic partnership through Board and Management integration. The coming together of two well-respected organizations was based on the motto of stronger together. Our partnership will lead to enhanced programs and services by increasing access to innovative technical training programs, as well as exemplary employment services.

As we are coming to the end of our current strategic plan and look to establishing a new one, our guiding priorities of individual-centered, accessible, respectful, caring, and empowering services remain at the forefront. As such, areas of focus include the on-going development of infrastructure, community partnerships and innovative and results-focused services that respond to a changing demographic, labour market, and funding environment.

On behalf of the Board, David and I would like to express our heartfelt gratitude to the entire ODG team for another year of stellar effort. From our frontline and administrative staff at more than a dozen locations, to the management team and to the dedicated Board of Directors, your efforts are what makes the difference in the lives of the people we serve.

Respectfully yours,



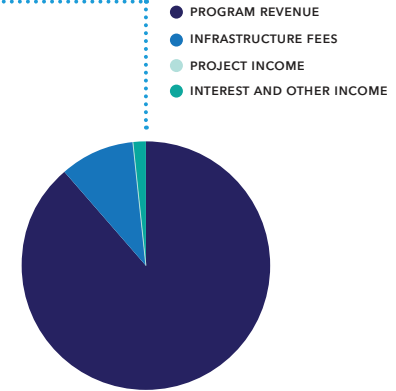
David Wells
Board Chair



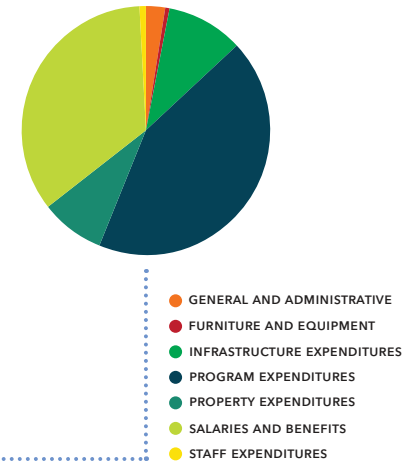
Tom Burnell
CEO

OUR FINANCES

REVENUE	2016	%	2015	%
Program Revenue	\$18,146,149.00	88.7	\$16,352,941.00	90.3
Infrastructure Fees	\$1,990,421	9.7	\$1,651,203	9.1
Project Income	\$21,663	0.1	\$16,777	0.1
Interest and Other Income	\$297,232	1.5	\$97,421.00	0.5
TOTAL INCOME	\$20,455,465.00	100	\$18,118,342.00	100



EXPENDITURES	2016	%	2015	%
General and Administrative	\$528,856.00	2.6	\$400,097.00	2.4
Furniture and Equipment	\$139,177	0.7	\$143,901	0.9
Infrastructure Expenditures	\$1,990,421	9.8	\$1,651,203	9.8
Program Expenditures	\$8,748,379	43.2	\$6,944,399	41.3
Property Expenditures	\$1,666,066	8.2	\$1,539,624	9.1
Salaries and Benefits	\$7,012,696	34.6	\$6,070,685	36.1
Staff Expenditures	\$157,650	0.8	\$84,503	0.5
TOTAL EXPENDITURES	\$20,243,245.00	100	\$16,834,412.00	100



SUCCESS STORIES

TIM

Tim is 51 and currently preparing to move into independent living. He lives with post-traumatic stress disorder and when asked why he joined the Gardengate program in Kamloops, he replied, "For the experience of meeting new people, understanding the growing process and for the cooking classes."

Tim especially enjoys learning how to make economical vegetarian dishes, baking, and working with other people in the group. He says he feels a sense of accomplishment with the food that he prepared and from the appreciative remarks from those who enjoyed the food. Tim's plan for the immediate future is to soon leave the Kamloops area to live in Victoria. He says that he will use the skills that he learned at Gardengate to help him, "be more of a productive member of society."



I HAVE A SUSTAINABLE JOB AND INCOME THAT I CAN RENT AN APARTMENT AND GET FOOD AND GET MY LIFE BACK ON TRACK.

JAMIE



When Jamie came to the downtown eastside office in July 2015 he had been struggling to secure sustainable employment. Financial hardship added additional stress in finding and maintaining stable housing.

After receiving support from a case manager, and attending a Job Search Workshop series, he was able to use his transferable skills and experience from working in Security to apply for a position at a local mechanic shop. He attended an interview with tremendous feedback from the employer and was hired on the spot.

Jamie is now employed full-time as a Customer Service Representative at the local mechanic and oil change garage.

open
door
group

40

YEARS
1976-2016



1,168 people found employment through Open Door Group in 2016

731 **91%** of people would recommend our services to a friend

people accessed the Thrive program to build skills and work toward personal goals

24,738 pounds of organic produce donated to the community by Gardengate

450 BC delegates at UnTapped series 2016

92% of attendees reported UnTapped broadened their views on diverse and inclusive recruitment strategies

50 nominations received for BC Workplace Inclusion Awards



OUR LOCATIONS

Vancouver
Head Office
300 - 30 East Sixth Avenue

Lillooet
Employment Services Centre
639B Main Street

Vancouver DTES
Employment Services Centre
112 West Hastings Street

Oliver
Employment Services Centre
291 Fairview Road, Unit D

Gibsons
Employment Services Centre
900 Gibsons Way, Unit 25

Osoyoos
Employment Services Centre
9150 Main Street, #4

Kamloops North
Employment Services Centre
795 Tranquille Road

Sechelt
Employment Services Centre
5674 Cowrie Street

Kamloops South
Employment Services Centre
100 - 275 Lansdowne Street

Sechelt
Jobs in Demand
5648 Dolphin Street

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