



# T.E.A.D. ANNUAL REPORT

2015

THE EQUESTRIAN ASSOCIATION  
FOR THE DISABLED



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## Message from the Chair of the Board

Dr. Lindsey George

In November 2015 the Board of Directors of TEAD made the difficult decision to pause the riding programs for a period of time in order for us to develop a business and service delivery model for TEAD that would continue to provide quality therapeutic riding programs and be viable and sustainable for years to come.

We put in place an experienced transition team to guide the process. They started working together in early December and we are excited to re-open in April 2016 with a new sense of purpose and focus on what we need to do as an organization to remain viable and a valuable program that will continue to offer therapeutic riding to our community. As a result we have restructured the program – here are some highlights of the changes:

- We have a new business model that includes a scaled down budget and new financial controls that will ensure ongoing budget monitoring and risk management
- We made the decision to focus on our core business of therapeutic riding
- We have a new management structure that has Kim, Hilary and Helen working together as a management team
- We made the decision for the Board to take over fundraising so that staff can focus on our operations and management
- We got good advice from other programs on our operations and fundraising that we are using to plan for the future
- We decided to be a three season therapeutic riding program and to foster the horses over the winter
- We are considering horsemanship programs to bring in revenue over the winter as our senior team will be employed yearly. During the winter we will also focus our efforts on fundraising.

Our ongoing challenge is with fundraising. We need \$70,000 in donations to get us through to the end of our November session. We are more than half way there already and feeling positive that we will accomplish our goal with the help of the community.

On behalf of the Board I would like to thank our members, riders and their families and our community partners for their ongoing support to T.E.A.D. I would especially like to thank the owners and foster families who took care of our beloved horses and farm animals during the winter, as it allowed us to focus on the planning that we needed to do to get up and running again.

We are a small not-for-profit without any ongoing government or other funding. Without the support of our community we will not be able to sustain our operations. We have a strong team, a great program and we make a difference in the lives of our riders and their families.

Much attention has been on us in the past many months. I believe we are in a very good place. Our challenge is to sustain this momentum. We can do this!



## Operational Committees

T.E.A.D. is forming Operational Committees that will be comprised of two Board Members, one to serve as Committee Chair, along with volunteers from TEAD's stakeholder and broader community. The Chairs will ensure preparation and maintenance of minutes of Committee Meetings which are circulated to the full Board, and will report to the Board of Directors on a timely basis regarding progress and any significant issues related to Committee business.

### **1. Finance and Audit**

The Finance and Audit Committee of the Board of Directors assists the Board in fulfilling its responsibilities with respect to the accuracy, completeness and fairness of the financial statements and financial reporting of TEAD. It ensures that the organization has appropriate financial controls in place, and appropriate mitigation strategies to manage financial risk.

### **2. Major Gifts and Sponsorships Fundraising**

The Major Gifts and Sponsorships Committee assists the Board in carrying out its key fund-raising role through development and implementation of an ongoing/major patronage strategy, an ongoing/major sponsorship strategy, and securing substantial horse and rider sponsorships.

### **3. Major Events Fundraising**

The Major Events Committee assists the Board in carrying out its key fund-raising role by leading the decision-making and organizing around a limited number (1 or 2) major fundraising events each year. (i.e. celebrity sports event and or community recognition and fundraising dinner gala.) Inclusion of public recognition in one event annually for riders, parents, volunteers, staff, patrons and sponsors will be an essential component of these events.

### **4. Community Engagement**

The Community Engagement Committee will assist the Board in carrying out its stakeholder communication and involvement and marketing/public relations strategies, along with its fundraising role, in large part by co-ordinating the many wonderful grassroots fundraising initiatives by TEAD's members/volunteers. The Committee will establish an annual Work Plan of events and activities designed to raise funds, engage TEAD's key stakeholders in a meaningful way, raise the profile of TEAD with both the stakeholder community and general public, as well as to co-ordinate TEAD's Stakeholder Communication and Engagement Strategy.



## Volunteers Highlights 2015

- ▶ During 2015 our busiest sessions (Spring and Fall) we required more than 250 volunteer hours each week to run the program. These volunteers assisted with classes, grooming and tacking up the horses and leading and side-walking.
- ▶ Each evening dedicated volunteers come out at 7:30pm to feed and water the horses and do final checks on them.
- ▶ Property maintenance, grounds keeping and barn chores are carried out by a small team of dedicated volunteers.
- ▶ Graphic design for brochures, flyers and advertising for our events have been sponsored by and produced by a volunteers
- ▶ Our IT support including maintenance of our website is provided by Volunteer Alistair MacKenzie of Foxroy.
- ▶ Our fundraising event committees comprise of a small number of staff and volunteers who generously give their time. They play an active role in the planning and execution of these events.
- ▶ Volunteers attend Community Fairs and events, promoting TEAD and engaging new volunteers.

## VOLUNTEER RECOGNITION

- ▶ At the end of our Spring and Fall sessions and summer camp we provide the opportunity for our volunteers to participate in a trail ride as a token of our appreciation. These trails rides are always full, our volunteers love to ride the trails on our amazing horses.
- ▶ We recognized National Volunteer week with drinks, snacks and a draw for a night at the movies, calendars and tickets to the barn dance.

**A heartfelt thank you goes out to all our volunteers for all they do to keep T.E.A.D.'s riders in the saddle and our horses, safe, healthy and happy all year long.**



## Sponsors, Donors, Grants 2015

### 2015 TEAD SPONSORS, DONORS & GRANTS

- A.B,S. Construction
- Acharge, Dampe
- Adesa Kitchener
- Albano, Shirley & Peter
- Alkerton, Ken
- Ancaster Mens Slow Pitch
- Anders, Barbara
- Anderson Family
- Anderson, Linda.
- Applegate & James Furniture
- Armstrong, Colleen
- Arrowsmith, Bill
- Axisa, Jill
- Bailey, Nancy
- Baldwin, Carol
- Ballentyne, Carol
- Barker, Dorothy
- Barker, Kathleen & Joseph
- Barrafato, Diane
- Beaver & Bulldog
- Bell Canada, Employee Volunteer Program
- Benetti, A
- Bernard, Frances
- Better Way Auto Superstore
- Bettle, James & Cathy
- Biggs, Carolyn
- Binns, Nancy
- Birnie, Kathy
- Bishop, Joyce
- Blakely, Erin
- Bomlini, Gurrina
- Bradfield, Diane
- Brantford Nissan
- Brown, Barb
- Buffalo Wild Wings
- Building Blocks Speech Pathology
- Bullen, William
- Burke, Taylor
- Campbell, Laurel
- Carnes, Linda
- Cascata Bistro
- Chatterton, Marjorie
- Chatterton, Nicole
- Chatterton, Paul
- Cheng, Dr. Alice
- CHOICES
- Cineplex
- City of Hamilton
- Clarke, Sheldon H.
- CMP Consulting.
- CNE
- Collabria Cafe
- Collins, Lynne
- Conway-Smith, Allison.
- Cooney, Kathy and Luke
- Countrywide Recycling
- Couture, Ken
- Craig, Joan
- Cronsberry, Susan
- Curran-Meadowcroft, Kim
- Czajka, Bob
- Darby, Mary
- Darby, Wendy
- Davidson, Margaret
- Davis, Jan
- DeBenedetti, M
- Delaney, Christine
- Dendekker, Rachel
- Denyer, Genie



- Depass Auto Leasing
- Don Hyde Marine
- Donat, Lois
- Donec, Julie
- Dowling, Jennie & George
- Drazilov, Lela
- Driscoll, Leah
- Dundas. Animal Hospital
- Dr, Shawn Middleton
- Dunno, Dr. Mary
- Durran, Carole-Ann
- Econotech Auto
- Eddy, Michael
- Egan, Angie
- Etherington, Joan & Dan
- Fell, Mona
- Fennell, Lara
- Ferri, Janet
- Feyerer, Beth
- Fischer, Judy & Rick
- Fletcher, Sandy
- Fodor, Vera
- Fraser, Irene & Doug
- Fraser, Tricia
- Friefeld, Cathy
- Garcia, Isidro
- Dr. Lindsey George
- George, Wendy
- Gibson, Alison
- Gilezan, Gabriela
- Glanbrook Pumping Service
- Glen Gowrie Farms
- Glover, Barbara
- GMCR Canada Holding Inc
- Goddard, Karen
- Goodman, Susan
- Gough, Anita
- Grand River Delights.
- Graves, Thomas
- Greenhawk Equestrian Supplies (Beamsvl)
- Guidice Family
- Hamilton Conservation Authority
- Hamilton Gallery of Distinction
- Hamilton Sod
- Harvey, Dr. Janice
- Hase, Linda
- Hell, Charlotte
- Hickey, Loretta
- Hierlihy, Patricia
- Hilbert, Rosemary
- Holinaty, Bill
- Holinaty, Robert
- Holinaty, Sylvia
- Holinaty, Sylvia
- Horrill, Theresa & Gary
- Ho Family
- Ibbott, Amanda
- Independent Order of Odd Fellows
- Investors Group
- Jaden Printing
- Johansen, Nancy
- Jones, Eric
- Jones, Sharon
- Jordan, Joel
- Junk Brothers
- Kent, Rosanne
- Kerr, Chrita
- King St Medical Pharmacy
- Klemens, Chris
- Knights of Columbus Council#12453
- Kultkowski, Wendy
- LaBarge, Pamela
- LaFave, Teresa



- Levin, Dr. Larry
- Lions Club District A2
- Lions Club of Hamilton Central
- Lund, Nicole
- MacMillan, Lauranne
- Manning, Sue
- Manns, Dr. Mary
- Mansfield-Jones, Judi
- Mayhew, Bob
- Mayhew, Dawn
- McCormick, Kelly
- McKay, Nancy
- McSpadden, Eric
- Merritt, Jennifer
- Mickey McGuires Cheese
- Millard, Michelle
- Mitchell & Abbott - Employees Group
- Mitchell & Abbott Group
- Mitchell, Dave
- Mitton, Del
- Mondelis Actuarial
- Mount Hope Lions
- Nash, Lynn Med Prof Corp
- Negus, Lorraine
- Nelson, Mark
- Nopper Paul & Assoc.
- O. E. S. Binbrook Chapter #117
- O'Callaghan, Joan
- Ollerhead, Leslie
- Ontario Power Generation
- Optimist Club of Stoney Creek
- Paparella, Alexandra
- Paparella, Guy
- Paulissen Technologies
- Paulissen, Deb
- Pearce, Terry & Linda
- Peeling, Dr. R.
- Perry Veterinary Prof Corp
- Phoenix Rising
- pickles, Angela
- Pickles, Phil
- Porter Lumber.
- Quinn, Catherine
- Quinn, Joanne
- R.C.L Ladies Auxiliary Br 36
- Ramsay Farms - Bryan Ramsay
- RBC Royal Bank
- Robb, Doug
- Robinson, Paul
- Rogers-Jarrell, Christina
- Ropp, Jan
- Rotary Club of Ancaster AM
- Ryerson United Church Women
- Salmon, Roland
- Saunders, Marie
- Sawford, D.
- Scotiabank
- Scott, Cathy
- Scott, Jim
- Scott, Linda
- Sergi, Tony
- Sheard, Bobby
- Simmons, Nicola
- Smedlos, Michelle
- Smith, Kathryn.
- Sobeys Mississauga
- Sobeys Tahoe
- Soth, Kimberly
- Spalding, Wendy
- St. Pierre, Claire
- Stanton, Carol.
- Stevanovic, Marko
- Steward, Alan





- Stewart, Lyndsay
- Suds Express
- Suwinski, Mary Jane
- Suwinski, Paul
- Sweet MP, David
- Szwarc, David
- Szwarc, Louise
- Tabakoff, Todor
- TD Wealth Private Client Group
- Tees, Sharon
- Terence, Lynda
- Thompson, Frances
- Thurston, Colin
- Tilley, John
- Tilley, Susan
- Tim-br Mart
- Tim's Tires
- Tomlin, Mrs. Dale
- Tope, Hugh
- Toronto Maple Leafs
- Vallentin, James & Lynn
- Vandehaar Carpets
- Vaughan, Shirley
- Vaughan, Jennifer
- Vitamin Store, The
- Voortman, John & Ellie
- Wallace, Don
- Wallace, Susan
- Wally Parr Sausage
- Watson, Trudy
- Webb, Anne
- 
- Webb, Hilary A.
- Webster, Janis
- Woods, Tim
- Woodside, Harriet & Don
- Wortel, Michelle
- Wouldstra, Brenda
- Ontario Trillium Foundation
- Ontario Sports & Rec
- RBC
- Canada Summer Jobs Program
- Mohawk College
- Rotary Club

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(We make every attempt to recognize all our donors. If we have missed you we apologize and ask you to let us know so we can be sure to include you in future)



# Financial Report

## STATEMENT OF FINANCIAL POSITION

### ASSETS

	2015	2014
Cash and other current assets	\$ 81,865	\$ 134,354
Capital assets	399,327	412,09
	\$ 481,192	\$ 547,063

### LIABILITIES

Accounts payable and accrued liabilities	\$ 75,115	\$ 23,209
Deferred Revenue	5,001	—
- Mortgage payable	338,596	350,903
Loans payable	\$ 105,000	\$ 55,000
	\$ 523,712	\$ 429,113

### NET ASSETS

	\$ (45,520)	\$ 117,950
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## STATEMENT OF OPERATIONS

### REVENUE

	2015	2014
Donations	\$ 29,465	\$ 72,657
Grants	43,566	109,200
Membership, riding & camp fees	193,740	179,534
Other – in-kind, investment income, other income	24,386	32,666
	\$ 291,157	\$ 394,057

### EXPENSES

Interest	\$ 23,625	\$ 24,077
Depreciation	13,382	14,530
Program costs	135,872	153,312
Wages & benefits	282,740	216,096
Office expenses	16,080	14,209
	\$ 368,081	\$ 404,641

### EXCESS OF REVENUE OVER EXPENSES

	\$ (161,427)	\$ 23,039
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## About T.E.A.D.

### THE EQUESTRIAN ASSOCIATION FOR THE DISABLED

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#### Website

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