Hemophilia Ontario

2014 ANNUAL COMMUNITY REPORT

Seasons of Change

Hemophilia Ontario
Hémophilie Ontario

Commemorative
Tree Planting

World Hemophilia Day
Niagara Falls lit up in Red

REPORT COVER PHOTO
Terri-Lee HIggins

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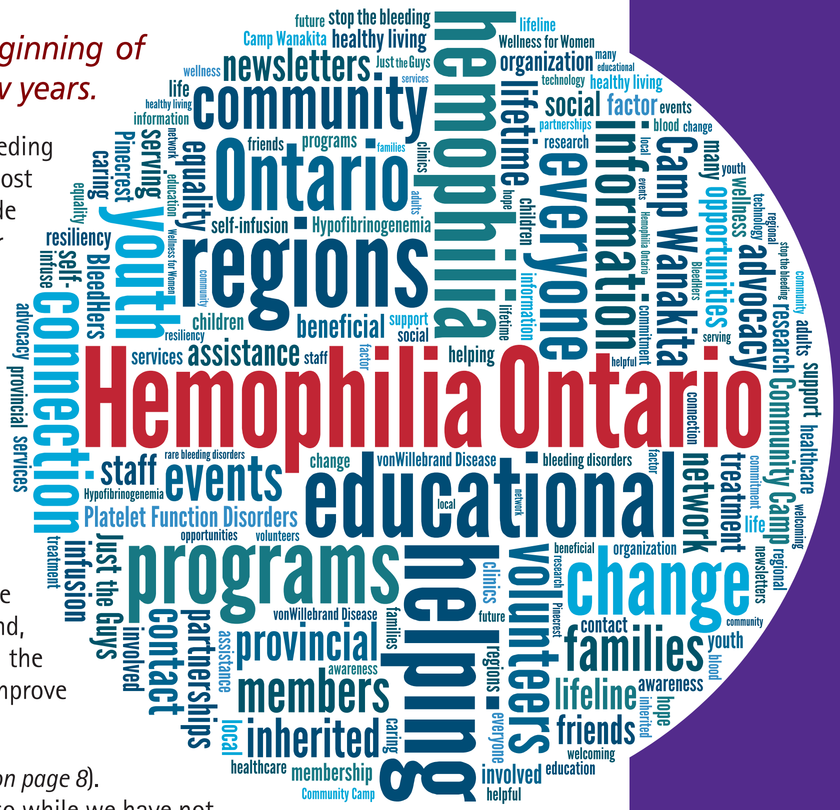
Executive Summary

Seasons of Change

2014 was a year of challenge and the beginning of change that will play out over the next few years.



Hemophilia Ontario has been serving the inherited bleeding disorders community since 1956. Our first and foremost commitment has been, and continues to be, to provide members with the supports and services that meet their needs. In reflecting on the continuing need to evolve and adapt to our environment, Hemophilia Ontario is taking a pro-active approach to meeting a new challenge. Hemophilia Ontario Board of Directors initiated a dedicated Funding Review Task Force to analyze the organization and provide recommendations, approved by the Board, to work with the Ministry of Health and Long-Term Care (MOHLTC) AIDS Bureau to begin decreasing existing funding over a multi-year term. This approach will allow for a measured and thoughtful approach to the resulting organizational change. While we don't know yet what this will look like in the end, we are embracing this as an opportunity to evaluate the organization with a goal of adapting and evolving to improve who we are and what we do.

In 2012 we introduced our organizational goals *(listed on page 8)*. There are many actions for each of the identified goals so while we have not yet met them all, we have made progress on many. The Executive Director reports semi-annually to the Board providing an update on each of the directives demonstrating the clear impact related to each identified goal. Here are a few key highlights of what we have accomplished in 2014:

- The CHS completed 8 clinic assessments, using these details we will find ways to build collaborative partnerships and work cohesively to support our HTC partners;
- We are actively engaged on local, provincial and national committees to forward our advocacy around HIV / Hep C, access to liver transplants and have representation in the blood system in Canada;
- There is a new electronic log system being introduced in 2015 to replace CHARMS;
- Increased membership by more than 100, 55% of which are women;
- 75% of regions have stronger youth engagement;
- The Northern Ontario Region established one council to oversee the two northern regions and is holding their first Regional General Meeting in March 2015;
- Provided members with access to 8 opportunities to be involved in research.

Our awareness efforts were supported across the province through programs and fundraising events. World Hemophilia Day was recognized with the lighting of Niagara Falls in red while World AIDS Day provided the opportunity for affected members to remember, honour and celebrate those lost to the tainted blood tragedy.

In 2014 we engaged in a Twinning partnership with the Hemophilia Society of Tanzania with a goal of helping Tanzania build their organizational capacity and become more effective advocates for their members. During our November visit, we were present for their first Annual General Meeting and provided an education session which included a demonstration of self-infusion. Those present were surprised that an individual could be responsible for injecting themselves with medication without the need for medical assistance and they now have another reason to raise a united voice to enhance the care in their own country. We look forward to helping them take some steps in 2015.

Finally we would like to thank all our volunteers whose hard work makes these achievements a reality and our generous donors – large and small, without whom we would not exist.

Hemophilia Ontario

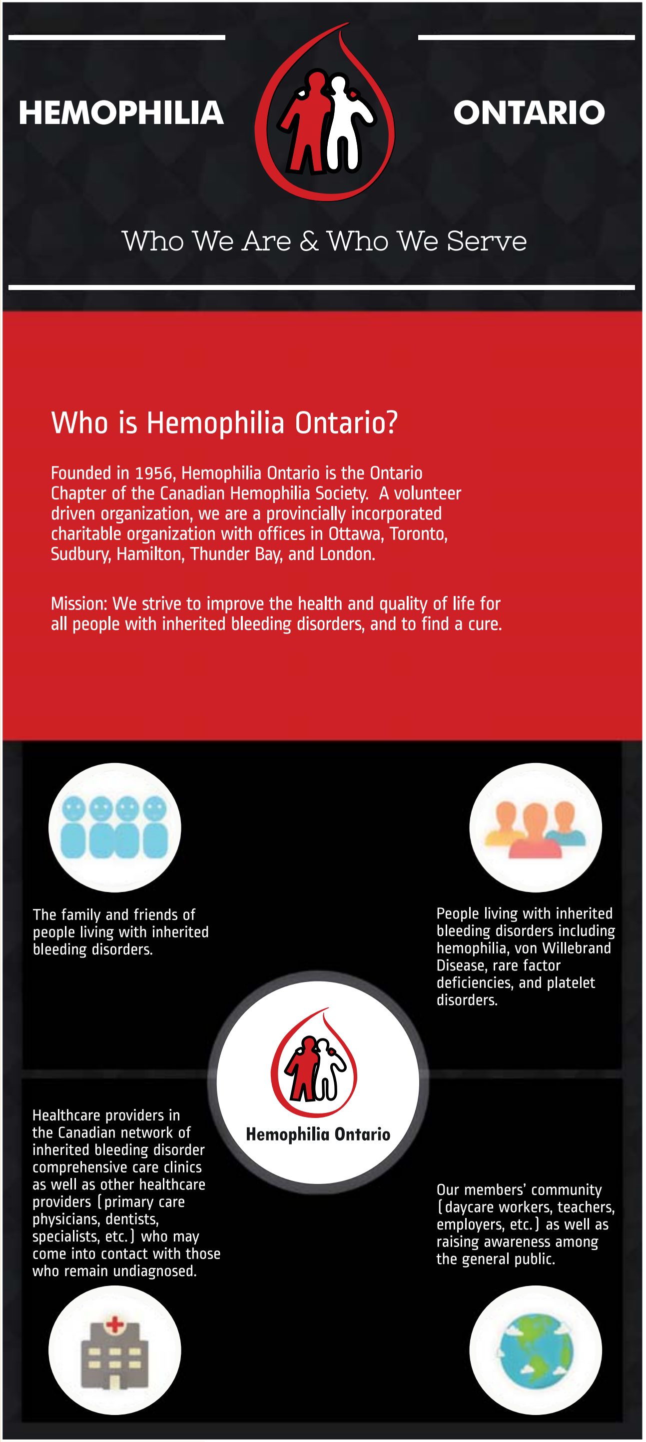
Our Values

Mission

Hemophilia Ontario strives to improve the health and quality of life for all people with inherited bleeding disorders, and to find a cure.

Vision

A world free from the pain and suffering of inherited bleeding disorders.



Who We Are & Who We Serve

Who is Hemophilia Ontario?

Founded in 1956, Hemophilia Ontario is the Ontario Chapter of the Canadian Hemophilia Society. A volunteer driven organization, we are a provincially incorporated charitable organization with offices in Ottawa, Toronto, Sudbury, Hamilton, Thunder Bay, and London.

Mission: We strive to improve the health and quality of life for all people with inherited bleeding disorders, and to find a cure.

The family and friends of people living with inherited bleeding disorders.

People living with inherited bleeding disorders including hemophilia, von Willebrand Disease, rare factor deficiencies, and platelet disorders.

Healthcare providers in the Canadian network of inherited bleeding disorder comprehensive care clinics as well as other healthcare providers (primary care physicians, dentists, specialists, etc.) who may come into contact with those who remain undiagnosed.

Our members' community (daycare workers, teachers, employers, etc.) as well as raising awareness among the general public.

Values

At Hemophilia Ontario, an integral part of our current organizational identity and experience is based in the loss suffered by the hemophilia community, those with inherited bleeding disorders and others who were infected with HIV and/or Hepatitis C and their families, friends and communities; through blood or blood products they depended on for lifesaving treatment and therapy over the past two decades.

With this principle at our core, Hemophilia Ontario is guided by the following values in the work we undertake:

Inclusiveness

By providing information, programs and services to all people with inherited bleeding disorders of all ages and their families.

Connectedness

By being well connected to our grassroots community.

Advocacy

By actively representing people with inherited bleeding disorders to improve their quality of life while working towards a cure.

Excellence

By achieving quality, efficiency and innovation while remaining open to change.

Integrity

By acting honestly, responsibly, openly and accountably.

Respect

By treating the people with whom we interact with dignity, fairness and compassion.

Collaboration

By fostering meaningful and collegial relations, and strong partnerships among our diverse stakeholders.

President's Report

Julia Sek

This past year has been a very busy year for our organization.

We continue to build our Board, staff and volunteers; the foundation of our organization. Our meetings have focused on our new governance model and education in building our skills has been meaningful. Each Board meeting had an educational component to expand our confidence in leading our organization and fulfilling our commitment to our vision and values.

Change is challenging and rewarding and we continue to build our skills and endeavour to support our up and coming leaders!

The Board worked diligently and developed two more really important committees, Volunteer Engagement and Funding Review Task Force.

We are facing a future that is changing, both financially and philosophically; hence the two groups that were formed to assist in ensuring that our community needs are kept at the forefront of what we do in the present and going forward. I have great confidence in the Board and staff and how we serve our community.

The programs provided this past year were terrific and the evaluations from participants continue to keep us informed for future programming. We know how important engagement and advocacy are.

We participated in educational Webinars, where we learned from the comfort of our homes. We hiked through forests and spent time with our community family at Wanakita.

Our Hemophilia Treatment Centres participated in reviews, according to the Canadian Comprehensive Care for Hemophilia and other Inherited Bleeding Disorders and reports have been shared with the purpose that we can support and advocate for our treatment centres and excellent health care teams.

As we navigate our future and prepare to meet the challenges, we continue to reach out to you, our members and families. Your voice is both relevant and important and together we can be the difference. Hemophilia Ontario has been and will continue to be an organization that is respected and valued for our advocacy, integrity and collaboration!

Hemophilia Ontario
Help Stop the Bleeding

Pinecrest Adventures Camp

Executive Director's Report

Terri-Lee Higgins

The Annual Report is a review of your donations, whether time or money, at work. We could not do what we do without friends like you. We deeply value your investment of time and resources, and we commit to wisely using your gifts to provide the help that people need most.

At the heart of our success is our focus on our members and our intent to provide beneficial and consistent member experiences. We realize it's not possible for every experience or interaction to provide value for every person, so we strive to achieve high levels of performance through a variety of ongoing support and engaging education programs. In 2014 we introduced a webinar series that provided a new format for interested individuals to engage from the comfort of their own homes. The presentations, by Dr. Paula James, Dr. Jerry Teitel and physiotherapist, Greig Blaimey were extremely well received and as a result we will continue to offer more 'web-based' learning opportunities in the years ahead.

As co-author on 3 educational posters, I was honoured to attend World Congress in Melbourne Australia as an organization representative. With over 4,000 attendees, it was exciting to see so many Canadians and more specifically Ontarian representatives from the inherited bleeding disorders community as speakers and participants. There were excellent medical lectures including new treatment for hemophilic arthropathy and new ideas for using factor VIII and many multi-disciplinary sessions ranging from exercise, to nutrition and women's issues. I returned to work with a long list of ideas and "to do's" to strengthen our organization and position us as a strong resource for our members.

We continue to realize a strong fiscal base with revenues exceeding expenses thanks to sound financial management by staff, a bequest from the estate of Vera Botham, a long-time supporter of the Southwestern Ontario Region (SWOR), and support from our donors and sponsors recognized later in this report.

Just the Guys
'giggles'

So what's next?

This up coming year will bring many challenges and great opportunity to evolve and grow to remain a vital member organization. Building on what we've learned about improving our member's experience, we will announce the direction of our new strategic plan that will be implemented in 2016.

Challenges and Opportunities

Risk management is a process for identifying, assessing, and prioritizing risks of different kinds to mitigate issues and protect against vulnerabilities. Whereas we work through our risk management plans to keep the organization viable, we also work to ensure that every day our staff, volunteers and members are safe from negative events. While we carry insurance that provides certain coverage we have other processes that we implement including: assessing every program venue for risk and ensuring programs are implemented as safely as possible; staff receive bi-weekly safety flashes keeping safety in the forefront of their activities; staff and the Board participate in training throughout the year and we retain volunteers with key skill sets to oversee areas such as financials and governance ensuring we protect our physical assets, data and organizational records.

In 2014 Hemophilia Ontario determined the need to take a pro-active approach to meeting a new challenge. We have been fortunate to have dedicated funding, the largest of that we receive from the Ministry of Health and Long-Term Care (MOHLTC) AIDS Bureau to provide supports for individuals infected through the tainted blood tragedy. As the number affected continues to decline, our organization is faced with a corresponding loss in this funding.

In a pre-emptive response, Hemophilia Ontario Board of Directors initiated a dedicated Funding Review Task Force to analyze the organization and provide recommendations. In order to continue serving our membership in a manner that best suits their needs and endure as a strong organization, the Task Force recommended and received Board approval for, focusing reductions on MOHLTC AIDS Bureau-subsidized areas in Hemophilia Ontario's operating budget.

If accepted by MOHLTC AIDS Bureau, these reductions would start April 1, 2015. Hemophilia Ontario will focus on building volunteer capacity to ensure continuity of our most vital services and take a measured and thoughtful approach in preparing for the forthcoming organizational change. Most importantly, Hemophilia Ontario will consult with stakeholders and develop a Communications Plan to keep the inherited bleeding disorders community informed of potential organizational changes. Hemophilia Ontario is embracing this as our opportunity to completely evaluate who we are, what we do and how we do it: this is our time to adapt, evolve and ultimately improve.

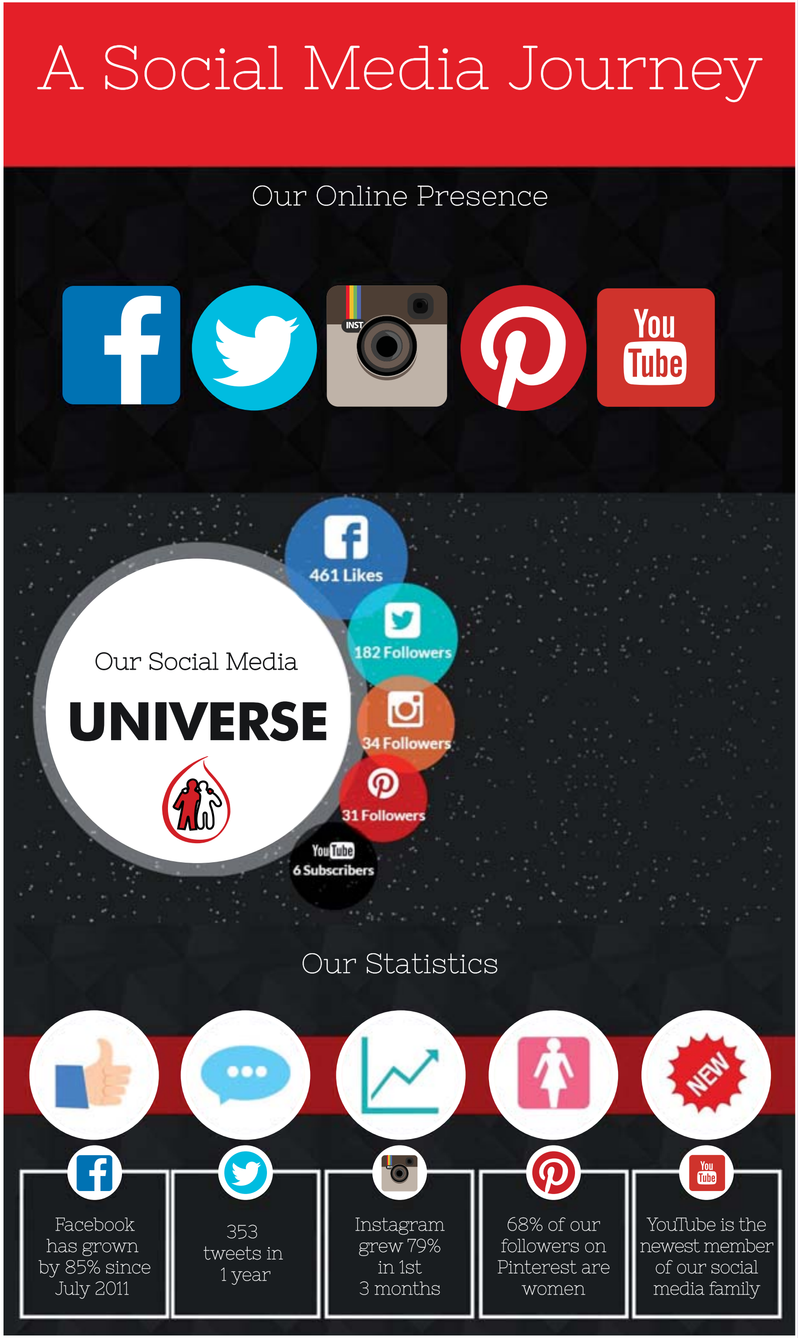
While significant changes are ahead for Hemophilia Ontario as both an organization and a vital programs and services provider to individuals with inherited bleeding disorders, hidden in this call to change is a call to action. We will be engaging all our stakeholders for feedback, including members, volunteers, HTC staff, funders and other community partners. We'll keep what works well, know where there are issues and develop new opportunities and gain an understanding of what we need to do to move forward. The truth is that we don't know what changes are ahead. What we do know is that in order to remain a viable and key resource to our members, we must look at everything, listen to what we are told and pro-actively respond to be a stronger, more effective organization.

Some of our outstanding accomplishments not already recognized in other areas of the report include:

- We were recognized for the second consecutive year as a finalist in the Voluntary Sector Reporting Awards for transparency in financial reporting finishing top 3 in Ontario in our category.

  Voluntary Sector Reporting Awards 2014
  CPA-QUEEN'S CENTRE FOR GOVERNANCE

- We connected with **1,048** members at provincial clinics, an increase of 37%.
- **$27,578** in financial assistance was provided to 167 Ontarians living with an inherited bleeding disorder.
- Our **social media impact** continued to grow in 2014 with increased engagement and two new initiatives .
- We increased the number of active volunteers over 2013 and were gifted with an amazing **7,456** volunteer hours almost double the previous year's total.
- Our newly revamped **Blood Matters** magazine has received very positive review. Thank you for your ongoing feedback and article suggestions – *keep them coming!*



A Social Media Journey

Our Online Presence

Our Social Media **UNIVERSE**

461 Likes
182 Followers
34 Followers
31 Followers
YouTube 6 Subscribers

Our Statistics

Facebook has grown by 85% since July 2011	353 tweets in 1 year	Instagram grew 79% in 1st 3 months	68% of our followers on Pinterest are women	YouTube is the newest member of our social media family

Our Goals

2015 | 2016

Care and Treatment for All

GOAL: Achieve comprehensive care for all people with inherited bleeding disorders.

Climbing to new heights at Pinecrest

Envisioned Outcomes 2015–2016:

1.1 9 Hemophilia Treatment Centers in Ontario will have been assessed to identify strengths and gaps in services as benchmarked with the national standards of care.

1.2 9 Hemophilia Treatment Centers will have services for women with inherited bleeding disorders.

1.3 Ontario will have designated provincial funding for the Hemophilia Treatment Centres.

1.4 Those co-infected with HIV and Hepatitis C to have access to liver transplants.

1.5 Hemophilia Ontario will provide services to those living with Inherited Bleeding Disorders and/or HIV/AIDS and Hepatitis C and their families.

1.6 Access to care in less economically developed countries will be expanded.

Safe and Secure Supply

GOAL: Advocate for access to a secure supply of the safest and most efficacious therapies for the treatment of inherited bleeding disorders.

Envisioned Outcomes 2015–2016:

2.1 Canadians with inherited bleeding disorders will continue to have access in a timely way to a safe and secure supply of the most advanced therapies with optimal quantities at no cost to the end-user.

2.2 Hemophilia Ontario will continue to have representation in the blood system in Canada.

2.3 Factor therapy usage will be reported through a single electronic log system linked to CHARMS and owned by the Association of Hemophilia Clinic Directors of Canada.

A Strong and Cohesive Organization

GOAL: Build a strong and cohesive organization through the development of an engaged and informed Board and membership, while putting an emphasis on better collaboration between Hemophilia Ontario and the Canadian Hemophilia Society.

Envisioned Outcomes 2015–2016:

3.1 2014 targeted revenue to increase by 8.5% or $15,000 over a baseline of 2012 target and 2015 revenue to increase by 13.5% or $24,000 over the same 2012 baseline.

3.2 Hemophilia Ontario's volunteer base will increase by 15% from 176 volunteers.

3.3 Hemophilia Ontario's membership base will increase by 100 stakeholders from 998 members. (National by-laws stipulate that members of chapters are members of the national organization)

3.4 25% of those stakeholders identified in outcome 3.3 will be women with inherited bleeding disorders, people with von Willebrand disease or rare inherited bleeding disorders.

3.5 Young people aged 18-25 will be involved as leaders at the provincial level, in each of the five regions. Each Board and operational committee shall include at least one youth. Each Regional Council shall include at least two youths.

3.6 Two reviews will be completed to determine potential areas of collaboration and to identify efforts that are unnecessarily duplicative. One review will be in partnership with the Canadian Hemophilia Society, the other with external organizations.

3.7 A Regional Council will be established in Northern Ontario which meets the requirements set out in the Regional Council mandate.

Research

GOAL: Promote research to improve treatment and to ultimately find a cure.

Envisioned Outcomes 2015–2016:

4.1 Ontario researchers will have been able to recruit sufficient subjects to conduct their research in inherited bleeding disorders, HIV and HCV.

Awareness

GOAL: Raise awareness among people with inherited bleeding disorders, their immediate communities and health care partners.

Envisioned Outcomes 2015–2016:

5.1 All people with inherited bleeding disorders in Ontario who are known to Hemophilia Treatment Centres will be entered in the Canadian Hemophilia Registry (CHR).

5.2 The number of women with inherited bleeding disorders in Ontario registered in Hemophilia Treatment Centres will increase by 5% from 1720.

5.3 The number of people with rare inherited bleeding disorders in Ontario registered in Hemophilia Treatment Centres will increase by 5% from 494.

Education and Support

GOAL: Provide effective delivery of information and support to patients and their families.

Envisioned Outcomes 2015–2016:

6.1 A defined set of five core programs and services will be offered by Hemophilia Ontario annually.

6.2 Every person with an inherited bleeding disorder registered in a Hemophilia Treatment Centre in Ontario will be informed of the existence of Hemophilia Ontario and the Canadian Hemophilia Society and their programs and services.

Provincial Program Report

Summary

Hemophilia Ontario and its regions rely on member and participant feedback to determine the priority programs to implement annually.

Provincially we focus on programs that meet a broad scope of needs. In 2014 our priority programs were: *Blood Matters* provincial magazine; *Camp Wanakita / Pinecrest Adventures Camp* where children learn self-care for their inherited bleeding disorder related needs; *Just the Guys* weekend provides a unique opportunity for participants to gain a better understanding of the diagnosis, and connect with other families through a series of education sessions, activities, and group events; *Community Camp*, operated every other year, provides education sessions for adults, couples, and children while participating in fun outdoor activities; and the *Annual General Meeting* where we learned about a unique Hamilton based physiotherapy study and elected our Board. Additionally we implemented a pilot project of 3 provincial webinars that provided the opportunity for members to learn from the experts from home. These were very well attended. Each of our regions provides education sessions designed specifically for local member needs. Together in 2014 we implemented 30 educational programs for 750 attendees.


Just the Guys Weekend

Programs in the SPOTLIGHT

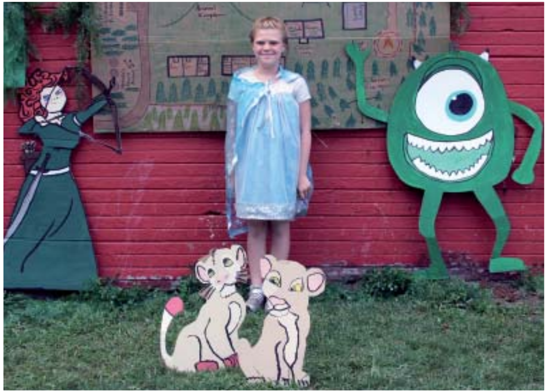
Excellence in Programming to Deliver Impact for Children

YMCA Camp Wanakita | Stefan Lubinski

I have been going to Wanakita for more or less 9 years and it has changed my life. The first time I went to Wanakita was in grade 1. I don't remember much, but I do remember that year was the first year I self-infused. The caring nurses recorded the footage and I still have it. Year after year I improved. In 2009, I was invited to come to my friend's cottage. I was 11 years of age. My parents weren't sure if I would be able to go because I wasn't very comfortable self-infusing. So that year I had a goal at Wanakita, I wanted to be able to comfortably self-infuse. After the 2 weeks at camp I achieved that goal. I ended up going to my friends' cottage.

Years passed and I met new friends and had a blast every year! On the summer of my grade 9 year, Wanakita taught me that hemophiliacs can do everything and anything someone without a inherited bleeding disorder could do. That year was my first year as Student Councillor. We went on a week of portaging and I practised doing self-infusion in the woods. I remember waking up one morning and started doing my infusion. The rest of the hemophiliacs in my group were doing the same as I and while we were doing the infusion we were watching the lake. It was an incredible experience. I can't believe how much I've accomplished with the help of Wanakita. Stefan's family shared this experience with the Canadian Hemophilia Society: **http://www.hemophilia.ca/en/our-stories/stefan---self-infusion--a-thank-you/**

Pinecrest Adventures Camp | Ruby Derbecker



My name is Ruby Derbecker, I am 10 years old. Last summer my sister Norah and I went to Camp Pinecrest for the first time. My brother Ewan has Hemophilia B but he is only 3 and isn't old enough to go to camp yet. At camp I learned a lot of facts about hemophilia and how to help someone with hemophilia. We did lots of outside activities like campfires, singing songs, games, swimming, rock climbing wall and archery. I liked arts and crafts, the food was good and the staff was amazing.

I can't wait to go back this year and the years after that, until I'm old enough to be a counsellor.

Our Global Responsibility

Hemophilia Ontario and Hemophilia Society of Tanzania Twinning

Ontario, Canada and Tanzania Twins Meet at World Congress

While our primary mission of Hemophilia Ontario is working within our own borders on behalf of Ontarians, as an organisation we recognize our responsibility to the global inherited bleeding disorders community. Canadians with inherited bleeding disorders enjoy access to the most advanced therapies in optimal quantities. Our comprehensive care clinics provide a high standard of care. Such is not the case around the world where 75% of people with hemophilia do not have access to safe factor therapy and highly trained health care providers. Life expectancy remains less than 20 years on average and these short lives are filled with pain and suffering. Hemophilia Ontario acknowledges its responsibility to work with the World Federation of Hemophilia to further its mission of TREATMENT FOR ALL.

Twinning | Candace Terpstra

David demonstrates Self-infusion

The first year of the Tanzania/Ontario Twinning has resulted in a number of very positive steps for people with inherited bleeding disorders in this east African country of 45 million. Patients can now expect improved diagnosis and improved patient care. The Mumhimbili National Referral Hospital, located in Dar Es Salaam the largest city in Tanzania, is the official site of the first Hemophilia Clinic. As of November 2014, there were seventy patients with a inherited bleeding disorder listed on what will form the basis of a National Patient Registry. Through a humanitarian aid donation from the WFH, limited use of factor concentrate now replaces the use of FFP for treatment of all bleeding episodes. With regard to the Hemophilia Society of Tanzania (HST), patients and their families now have a stronger voice in an organization that represents their interests.

This past November the HST held its first annual meeting with 30 new members in attendance. An election successfully added three new patients and family members to the Board. At that meeting, members received presentations from Dr. James and Nurse Happiness from the Muhimbili Clinic as well as an educational session and demonstration of self-infusion by David Neal, from the Hemophilia Ontario Twinning Team. Although much remains to be done, especially in the area of education required to underpin future advocacy efforts, we are all encouraged by this year's achievements.

Building Stronger Local Communities

Men's Group | Neil Mentuch

The Men's Event this year kicked off on May 24th in the VIP section at Shoxs Sports Saloon in the Junction. Participants were able to unwind with a magnificent spread of every one's favourite pub food while playing a friendly game of either pool or foosball and watching the Jays game on their big screen TV's. A thought provoking discussion amongst our intergenerational group of men was led by Jordan Lewis, Social Worker from St. Michael's Hospital. It provided us with a rare opportunity to share the unique origin tales of diagnosis and how our lives are affected by inherited bleeding disorders in day to day life. It was a treat to learn about the differences in the many inherited bleeding disorders but more importantly, how we all share a similar struggle. As an added bonus, we gained tips on Chronic Disease Self-Management and navigating the healthcare system in Toronto/Central Ontario and while travelling abroad.

I was lucky enough to attend the Men's Event for my second consecutive year. In contrast to last year's event at Bathurst Bowlerama, the atmosphere at Shoxs was slightly more encouraging for chatting one on one between participants and as a group. It was delightful to have the Men's Event open to include young men as our youngest participant reminded us that it can actually be cool to have a inherited bleeding disorder.

Special thanks go out to Maury Drutz and David Neal for their efforts in planning and to Laura Tomkins for organizing the event.

Community Camp | Ann Tolentino

My son is a 2 year old active little boy who was diagnosed with severe Hemophilia A when he was born (not surprising as we have history of hemophilia in the family.) We were referred to Nurse Betty Anne Paradis, or "grandma" as we lovingly call her, and she introduced us to the many facets of dealing with, treating and accepting hemophilia. Last October, we were invited to attend Community Camp taking place at Camp Wanakita. The first things that came into our minds were excitement and uncertainty. Uncertainty because this would be our first time to experience camping with children with hemophilia and their families. And excitement because we've never been to Camp Wanakita and it will be our child's first camping experience. And it was truly an experience to cherish and remember.

On the day of our travel to Camp Wanakita, we had an unexpected engagement early in the day which delayed our travel. We (I, my husband, our boy Caeleb and my mom) started driving to the camp at half past six in the evening and it was unfortunately raining cats and dogs. Thank goodness for the direction that was sent to us and our handy GPS. When we arrived at the camp, we were greeted graciously by friendly staff even though it was almost midnight. The cottage was big enough to accommodate 15 people and we could tell that the cottage is well maintained. The next day, we had our breakfast and were thrilled to meet different families from all over Ontario as well as the staff and nurses. After breakfast, we started to listen to different informative talks which are interactive where the audience can ask questions as well as voice their suggestions and opinions. The talks that were given started from pregnancy to young adults, giving us a guideline in protecting and caring for our children in the different stages in their lives. There are also different activities for children and adults alike. Although my child is still too young for outdoor activities, it makes me happy knowing that someday, when he is old enough, he will be able to experience these activities with his fellow hemophiliacs. And it was also encouraging to see young children being taught to infuse their own factors at a young age. My mom was so overjoyed that she exclaimed how fortunate children with hemophilia are here in Canada in comparison with the children back in the Philippines.

We've witnessed the dedication and patience of nurses in teaching these young ones. This gives us the confidence that this program's aim is to give children with hemophilia a normal and productive life. Meeting with different families makes us feel that we are not alone with this battle and was a memorable interchange of thoughts and experience. Our experience at the camp was informative, encouraging, memorable and enjoyable. We are excited for the next camping activities this coming Fall. We are forever grateful for all the people (volunteers, nurses, staff, and organizers) who made this event happen.

Women In Touch | Barb Peters

I am a mother of a 33 year old son with severe factor VIII hemophilia and roughly eleven years ago I decided that women who were affected by inherited bleeding disorders needed to come together to empower ourselves as women. It started early in people's houses as a potluck. We have now attracted women with other inherited bleeding disorder related issues, such as hepatitis which was contracted during the Tainted Blood Tragedy. We sit in a circle and respect each other and the comments of others. I poured out my heart to these women when my son went off to Queen's University. I was still infusing him every other day and we had this incredible bond. All of a sudden now he had chosen to go to Kingston and it felt like all of these aprons strings being cut because of this bond we had. As a teenager every other night we would sit, make his concentrate, get it all ready and infuse it – so we always had quality time for forty minutes every other day.

All these women get together but we come at it from different angles, from ages 25 to 60. We get together because of some inherited bleeding disorder or infection because of the Tainted Blood Tragedy. It's very powerful and has been going on for more than 10 years. We all share that common blood drop.

Learning Self-infusion at Camp Wanakita

CWOR Holiday Party

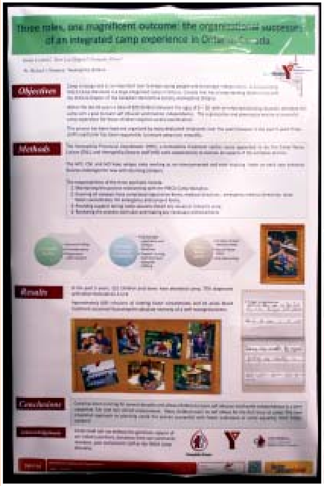
Prelude to Pinecrest

Programs | Events | Recognition


OEOR Kingston Summer BBQ

1st NEOR Just the Guys


SWOR Golf Tournament 2014 Winners


WFH Poster: Collaboration works


Kayaking adventures at Community Camp


World Hemophilia Day Booth in Sudbury


SWOR Scrapalicious Fundraiser


TCOR Polar Bear Dip


OEOR Ottawa Summer BBQ


NEOR Clinic Fun

Youth Report | Year in Review 2014

Amy Griffith

This was a year ultimately of transition for HOY (Hemophilia Ontario Youth). Near the end of 2013, the program experienced a staffing change and HOY shifted in leadership to two new staff members. This transition initially took time to settle before the new program leads sent out surveys to the then already established HOY members. HOY programming suffered in 2014 due to low attendance, interest and communication between its members (not on the part of staffing). After a number of conversations amongst youth members through various channels (Facebook, confidential surveys, direct emails) a camping trip had been scheduled and booked for the end of August. However, weeks before the date, it was cancelled. In the Fall/Winter of 2014 another survey was established for a more seasonally appropriate activity choice. After lengthy discussion it was decided that HOY would attend a Toronto Marlies hockey game in late December. HOY were given a private booth; tickets and lunch were also provided. Transportation was arranged for those commuting from outside of Toronto where the game was held. Attendance was high, consisting predominantly of new, younger members. This was an encouraging step for the program.

Moving forward we recommend the following:

1. The establishment of a self-elected HOY committee consisting of HOY members, voted in by HOY members.
2. More open discussion and less use of the confidential survey process in order to engage more discussion and accountability for programming amongst HOY members.
3. One established program per season (four annually) for consistency and to establish reliability.

Making A Difference

Member's Stories

Heather Postma | physiotherapist and mother of three sons

Cameron is 17, Graeme 16 and Bryn 13. All three boys were born prematurely related to bleeding complications. All three boys are vibrant and healthy now. Both Cameron and Bryn have hypofibrinogenemia, which is a rare inherited blood disorder involving a deficiency of fibrinogen which affects 1 in 10 million people. Similar to most inherited bleeding disorders, it affects the clotting of the blood. I like to explain it to people that we still clot we just take highway 7 when others take the 401- it just takes a little longer. I was diagnosed with hypofibrinogenemia at age 27 and had undergone two major neck surgeries and wisdom teeth removal prior to diagnosis. I did require transfusion on the second surgery but most of my difficulties were during pre/post natal times. Our biggest challenge has been to balance sports and recreation activities that Cameron and Bryn enjoy. Cameron has played football and Bryn non-contact hockey and both have excelled. I have recently been referred to as *"the coolest mom"* by a physician co-worker for being able to find a life/play balance with our knowledge of the bleeding problem. I also have had the chance to reflect on that equipment and safety has progressed in sports and I was allowed to live a "normal" sporting life prior to diagnosis. Therefore, despite knowledge of hypofibrinogenemia Cameron, Bryn and I enjoy a regular active lifestyle. We are very fortunate.

Susan Kelly | mother of twins

We found out my son Matthew had hemophilia when he was 8 months old. He had a lot of bruising when he was a baby. At 8 months I picked him up and he was awfully bruised. We took him to the pediatrician and then they directed us to Sick Kids Hospital. He was there for a week as they ran all the tests and they discovered he had severe Hemophilia B. Matthew is a twin as well. His twin Nathan doesn't have an inherited bleeding disorder, but he's very good about it. He goes with Matthew to injections and always tells people to be careful. It does hold Nathan back a bit, because there are places we don't go because I know Matthew will get hurt, but Nathan wants to go because he knows he won't get hurt. They're so active and they think they know it all. Matthew knows though, he tells you when he has a bleed. My boys are always wrestling. Matthew is always the instigator, and he always finishes it off.

Zakkary Young | being a kid in 2015 with an IBD

I really didn't understand completely, or know why I had to be so careful until one day, I ran into a tree and my lip was HUGE and would not stop bleeding. Mommy had always told me I had a inherited bleeding disorder (just like my Gramps), but I didn't understand it. All I knew was that I had to be careful. One year, my mom took me to this camp, it was a weekend with her and a few other families (Prelude to Pinecrest). Mommy says I was 5 years old. It was at this camp that I learned more about my limitations and inherited bleeding disorder. MORE IMPORTANTLY, this is where I learned how much I could still do in spite of having Hemophilia B. The weekend away was nothing compared to the many summers I have spent having fun with all the other children who are just like me. It was amazing. This past Fall I was so lucky, I got to go to Just the Guys weekend with my Godfather. I really loved it and had the best time of my life. It was so much fun playing road hockey, kayaking and having no girls around. I really want to go back again this year! As I have got older, I do wish I could play hockey (a lot), but I have enjoyed playing competitive soccer, karate (I am a purple belt) and baseball. Thanks to the support of S.W.O.R and the N.E.W. program, I have been able to try new sports. It isn't easy being the boy with a inherited bleeding disorder, but thanks to the support of Clinic and S.W.O.R, it is better. They even brought in a cool puppet show to help my friends and teachers at school understand hemophilia better. The Kids on the Block were really cool.

A Note from Mom: Thanks to S.W.O.R, Zakkary has had so many opportunities, that we could not have had otherwise. Being connected has introduced us to other families facing the same disorder, Pinecrest Adventures Camp, Just the Guys, the AMAZING N.E.W. program and the incredible support of an AMAZING team of wonderful people at clinic and S.W.O.R. Zakkary and I are forever better for having them in our lives!

Paula Dickenson | I have an inherited bleeding disorder

It was caught shortly before a hysterectomy for endometriosis which was compounded by the inherited bleeding disorder. I was 28 when I received my diagnosis. I had progressively worse and worse bleeds over the years. My menstrual bleeding was always bad, I was always getting nosebleeds and it was always just brushed off. My family doctor really wasn't helpful. It took a lot of pushing to get to see a hematologist. He flat out refused me once when I originally asked to go to one. My younger sister was diagnosed with the same inherited bleeding disorder, but before me, which I think is one of the reasons why I felt confident to keep pushing to see a hematologist, because I had so many bleeding issues and my sister was already diagnosed. My life would be put on hold for a week every month, suffering every single month for years because of my menstrual cycle, so once I finally had my hysterectomy it was such a relief. The part in the hospital went pretty well, especially with the communication between the hematology department and the doctors.

Supporting Hemophilia Ontario

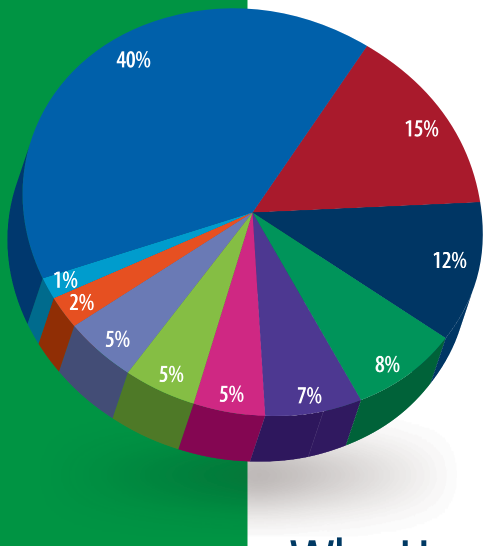
Phyllis Gray CPA, CGA | Treasurer

2014 was the first full year for Hemophilia Ontario after the amalgamation of Toronto Central Ontario Region ("TCOR"), a unification that has made our organization stronger and helped us reduce our costs. Hemophilia Ontario is very pleased and proud of our 2014 financial results, as well as with our continually expanding volunteer base. The programs and supports we provide to the inherited bleeding disorder community are always evolving, thus ensuring cost-efficient and effective results.

Our net income exceeded our expectations in 2014 due to the generosity of various parties, recognition of certain deferred revenue, and our vigilance in minimizing costs.

As we move into 2015, with some anticipated funding reductions, we look to all our members and volunteers to help us with our programming and fundraising, and provide support during this exciting period of transition. We also look to our staff for their support, as we work toward becoming an even stronger and cohesive organization.

Our financial statements are presented in a manner consistent with the standards of the Chartered Professional Accountants of Canada.



Who Has Given

MOH Grant
$408,593 [40%]

Pharmaceutical Corporation Contributions
$156,095 [15%]

Donations
$120,365 [12%]

Federated Health Charity
$77,190 [8%]

Events Revenue
$70,386 [7%]

CHS National Revenue Sharing
$55,416 [5%]

Fundraising & Gaming Activities
$50,050 [5%]

Other Contributions
$53,635 [5%]

City of Toronto
$26,390 [2%]

Other Revenue
$11,135 [1%]

Revenue

A significant portion - 40% - of our revenue came from Ministry of Health and Long Term Care ("MOHLTC") funding. 5% of revenue was from gaming and fundraising activities, and this year we saw a significant increase in donations – to 12% of revenue - due to a very generous benefactor. Although it appears pharmaceutical corporation contributions increased significantly, the increase was due to recognition of deferred revenue, as some $65,000 of contributions were received in 2013, but not used for programming until 2014. Pharmaceutical corporations contributed 15% of our recognized revenue. There was a slight reduction in bingo revenue from 2013 and Nevada revenue decreased substantially, as the number of participating retailers and sales decreased. Hemophilia Ontario does not employ staff or outside agencies to fundraise – we rely solely on our volunteers, and we thank all of our contributors and volunteers for their continued support in giving – either monetarily or of their time - in 2014.

Expenses

Hemophilia Ontario employs 5 full time and 2 part time staff to provide support and education to our inherited bleeding disorder members and their families. Staff and volunteers work diligently to provide these services in a cost-effective manner. Employee salaries are around the mid-range for equivalent positions, and are reviewed annually. Staffing costs increased from 2013 due to a new part year communications position. With increased revenue due to the amalgamation with TCOR, more funds were available for programming, thus the 14% increase in programming costs. In 2013 we had major computer upgrade costs; without those costs in 2014, our office expenses were considerably reduced. Occupancy costs remained consistent with 2013, but are anticipated to be significantly less in 2016 and beyond as we explore new options when our primary office lease expires in January 2016.

Net Effect

As can be seen on our Statement of Financial Position, our net assets increased in 2014 by $86,000. This is largely due to a bequest by one of our members.

Programs and Services

Hemophilia Ontario's purpose is to provide programs and services to support and educate those affected by inherited bleeding disorders. 100% of the funds received through receipted charitable donations are used to support member programs and provide financial assistance. Our programs this year were both educational and fun, helping to bring newly diagnosed and affected families together with others who can provide them with hope, support and encouragement. Our programs also give members and their families an opportunity to spend time together in a positive, caring environment (a great example is Camp Wanakita).

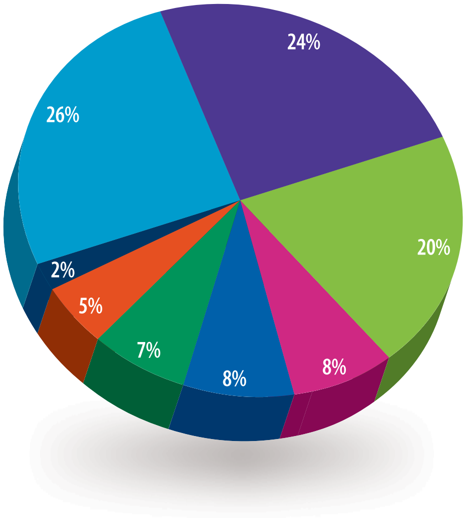
We also provide financial assistance in various ways – such as travel/parking for clinics, therapy, medication, orthotics and dental work. What a great way to share our experiences and support our members in a way that is meaningful and will benefit them for years to come.

We thank everyone – staff, volunteers, donors, supporters and other stakeholders - for your generosity in making this possible in 2014, and we hope you continue to support us in 2015 and beyond.

Condensed Statement of Financial Position

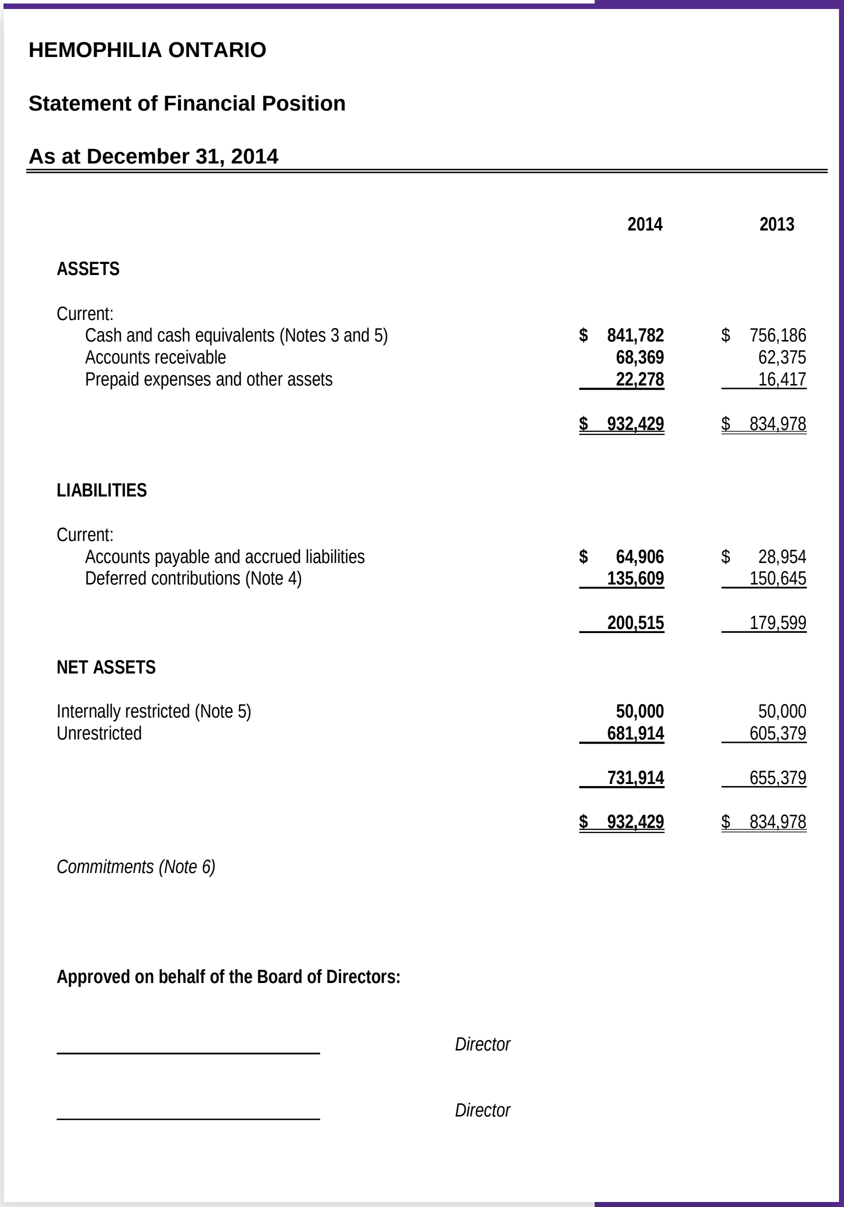
The financial information in the following condensed statements is drawn from Hemophilia Ontario's audited financial statements. If you would like a copy of the complete audited 2014 financial statement, please contact us at:

416.972.0641 or visit **www.hemophilia.on.ca**



Where We Assisted

Therapy	$7,057	[26%]
Medic Alert	$6,687	[24%]
Dental	$5,457	[20%]
Clinic Travel	$2,165	[8%]
Orthotics	$2,107	[8%]
Hospital Parking	$2,076	[7%]
Medication	$1,410	[5%]
St. Mike's Equipment	$618	[2%]



HEMOPHILIA ONTARIO

Statement of Financial Position

As at December 31, 2014

	2014	2013
ASSETS		
Current:		
Cash and cash equivalents (Notes 3 and 5)	**$ 841,782**	$ 756,186
Accounts receivable	**68,369**	62,375
Prepaid expenses and other assets	**22,278**	16,417
	$ 932,429	$ 834,978
LIABILITIES		
Current:		
Accounts payable and accrued liabilities	**$ 64,906**	$ 28,954
Deferred contributions (Note 4)	**135,609**	150,645
	200,515	179,599
NET ASSETS		
Internally restricted (Note 5)	**50,000**	50,000
Unrestricted	**681,914**	605,379
	731,914	655,379
	$ 932,429	$ 834,978

Commitments (Note 6)

Approved on behalf of the Board of Directors:

_________________________ *Director*

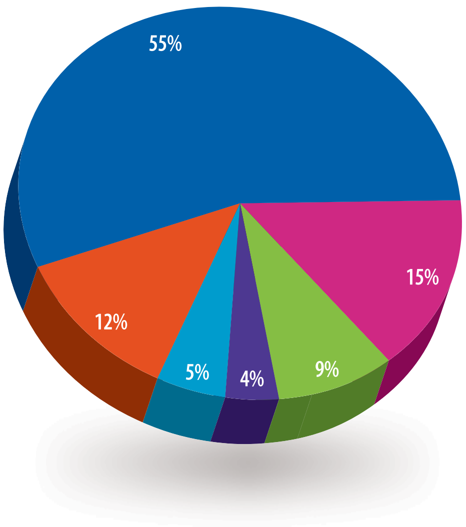
_________________________ *Director*

HEMOPHILIA ONTARIO

Statement of Operations and Changes in Net Assets

Year ended December 31, 2014

	General Program	AIDS Bureau Program	City of Toronto	2014 Total	2013 Total
REVENUES					
Grants:					
Ontario	$ -	$ 408,593	$	$ **408,593**	$ 453,543
Municipal	-		25,390	**25,390**	24,840
Programs and events	226,481			**226,481**	156,725
Donations:				-	
Federated Health Charities	77,190			**77,190**	76,945
Individuals and bequests	120,365			**120,365**	47,936
Other contributions	53,635			**53,635**	40,685
Fundraising and gaming activities:				-	
CHS national revenue sharing	55,416			**55,416**	60,399
Bingo and Provincial Nevada	50,050			**50,050**	68,422
Interest	6,631			**6,631**	5,925
Municipal property tax rebate	3,464			**3,464**	3,946
Other	1,040			**1,040**	799
	594,272	408,593	25,390	**1,028,255**	940,165
EXPENSES				-	
Staffing costs	98,533	335,667		**434,200**	410,593
Programs	276,232	4,000	25,390	**305,622**	277,227
Office supplies and expenses	42,419	19,730		**62,149**	89,868
Building occupancy (Note 6)	56,035	25,300		**81,335**	79,841
Staff and volunteer development	24,538	200		**24,738**	14,645
Travel		14,196		**14,196**	15,990
Insurance	10,878	2,500		**13,378**	13,954
Professional fees	2,493	7,000		**9,493**	12,615
Board and committee meetings	6,609			**6,609**	4,403
	517,737	408,593	25,390	**951,720**	919,136
EXCESS OF REVENUES				-	
OVER EXPENSES	76,535	-	-	**76,535**	21,029
NET ASSETS, beginning of year	655,379	-	-	**655,379**	634,350
NET ASSETS, end of year	$ 731,914	$ -	$	$ **731,914**	$ 655,379



Where You Have Given

Education, Support and Care Programs	$524,000	[55%]
Capacity Development	$143,260	[15%]
Administration	$115,084	[12%]
Awareness Programs	$87,665	[9%]
Governance	$42,265	[5%]
Community Programs	$39,447	[4%]

Foundations and Sponsors

Hemophilia Ontario would not be what we are today without the effort, energy and support of many. As a community you have been very generous. You have made an impact in many areas including youth attending camp where they learn self-care including how to self-infuse, and ensuring we can provide education and financial accessibility, important parts of our work for many years. You have invested in Hemophilia Ontario's mission to improve the health and quality of life for people living with inherited bleeding disorders. We appreciate your assistance in the work we do and are deeply grateful for your continued support.

BARRICK

Rexall Foundation

The Dewdney Family Charitable Fund

Toronto Star Fresh Air Fund Est. 1901

CANDO Rail Services

Bayer HealthCare

Baxter

CSL Behring Biotherapies for Life™

biogen idec Hemophilia

novo nordisk®

octapharma For the safe and optimal use of human proteins

Pfizer

From Our Financial Assistance Recipients

> *“To the people who have a inherited bleeding disorder and their family and friends: I am a male, 67 years of age with some health issues - Hemophilia, Muscular Dystrophy, and chronic back pain. I belong to a health club and have a personal trainer. Personal trainers are quite expensive, and without a little help from Hemophilia Ontario I just wouldn't be able to afford it. Without a trainer I could not have accomplished the range of motion and the increase of strength I have. Both my hemophilia team and my muscular dystrophy specialist have advised me to continue at the gym. Many thanks to the considerate people who have donated to this organization, without my trainer assisting me, I couldn't hope to be as mobile and do some of the exercises. Thank you so much. I am truly grateful.”* — *Affected Member*

> *“Back in the Fall of 2014 I had an unexpected injury. Dealing with VonWillibrand's and having an injury can be quite the task without the use of NSAIDs. Due to only working part time and not having medical benefits, Hemophilia Ontario helped me financially to pay for necessary physiotherapy for me to recover. Thank you Hemophilia Ontario for your assistance. Without your help, I wouldn't be on my road to recovery.”* — *Affected Member*

> *“Having your first child is a stressful situation in itself, but when your child has Hemophilia the stress is taken to a whole new level. There are things that you deal with on a daily basis that you never would have thought about if you didn't know about the genetic disorder. Bumps and bruises result in calls to the doctor, cuts potentially lead to emergency room visits, and head trauma leads to ambulance rides. Hemophilia Ontario has shown outstanding support during our sons life thus far. A simple but kind gesture such as helping fund for the purchase of our son's safety helmet has helped him live a “normal” life. He plays with his cousins, chases his cats and is going on new adventures every day. As parents, knowing that he has the proper protection helps us relax and enjoy learning and growing with him. Your support and dedication to help families like ours in need will not go unnoticed and will forever be remembered.”* — *Parents of Affected Child*

Lending a hand to camper arrival

Partnerships

Hemophilia Ontario benefits from amazing collaborative partnerships that have allowed us to increase our effectiveness as a member support organization.

Our staff, volunteers and members are engaged in a number of organizations and coalitions in both formal and informal partnerships that allow us to maintain our commitment to a higher level of service to our members.

Some of these partners include:

- Canadian Association of Nurses in Hemophilia Care (CANHC) – Ontario Region
- Canadian Physiotherapists in Hemophilia Care – Ontario
- Ontario's Hemophilia Social Workers
- Hemophilia Provincial Coordinator
- Association of Hemophilia Clinic Directors of Canada - Ontario
- AIDS Bereavement and Resiliency Project of Ontario (ABRPO)
- The AIDS Network
- A variety of local Volunteer Associations and Fundraising groups including LAVA and Volunteer Toronto

To Our Donors

Every year, we strive to say thank you to the people who generously donate during the previous fiscal year. What Hemophilia Ontario accomplishes each year with these gifts is immense, and we are thankful in equal measure for the generosity of our members, donors and sponsors. As was the case for the past number of years, we remain focused on applying best practices within the organization to ensure good financial health. Thus, the cost of fundraising is reviewed regularly, and care is made to ensure that the organization remains below the threshold. With constant monitoring we can see that all fundraising respects this aim, and current management is diligent in applying these goals. We are achieving great things, and it's thanks to you. Each year our fundraising events help us to raise the money that is essential to support our various programs and services. These events foster a sense of companionship among our families and supporters, while creating fun and memorable experiences for all.

Hemophilia Ontario recognizes it's accountability for the financial resources placed at its disposal by its contributors for the furtherance of its mission to serve those with inherited blood disorders. Donations from the public at large, which includes money from individuals, foundations, corporations and all levels of government, are used for our community and social service programs.

On behalf of Hemophilia Ontario, we thank all of you, our supporters, and invite you to remain invested in us as we continue to deliver much needed services to help our members, improve healthcare and provide support.

Volunteers

Our volunteers are the ‘life blood’ of our organization

By definition, volunteering is ‘helping, assisting, or serving another person or persons without pay’ but the value of the gift of their time is, to us, priceless. We rely on our volunteers to enhance the programs and services we offer and to assist staff to provide the highest level of support aligning with our mission and vision and in return we make every effort to present enriching experiences and exciting new learning opportunities. Together we improve the health and quality of life of individuals living with and affected by inherited bleeding disorders. In 2014 our amazing 161 volunteers, integral members of the Hemophilia Ontario team, gifted us with 7,456 hours (based on the USA independent sector volunteer values this equates to over $165,000 in time)

Please join us in recognizing and thanking our amazing volunteers!

CWOR Supercrawl
Youth Volunteers

Supercrawl Volunteers

TCOR’s Dedicated Bingo Volunteers

Hannah Higgins

For the past eight years I have been fortunate to be a volunteer for South Western Ontario Region and more recently Hemophilia Ontario. At first I did administrative tasks such as stuffing envelopes and doing mail outs, but as the years progressed I had the opportunity to take on greater involvement. In 2011 I attended Pinecrest Adventures Camp as an LIT and two years later became a first year staff. During my first year as staff I took on shared roles as Craft and Spirit leaders which allowed for personal growth and leadership experience. Camp is where I found my passion which fuels me to stay active in the community. To me, camp is not just one week it is 365 days of planning for everything to come together for the kids. In 2014 I was honoured to be recognized as a Leader of Tomorrow, and in 2013 given the Liz Clegg award at Pinecrest alongside my best friend. I volunteer to give back to a community who has given me family, friends, and experience that will stay with me throughout life. I stay involved to empower the leaders of tomorrow and help create a change I wish to see in the community.

Meagan Bordi

I was thinking about how volunteering for CWOR has impacted my life in such a positive way over the past 5 years, and what I enjoy about the experience. The great thing about being a volunteer is that it is one of the few scenarios in life where it doesn't matter whether you are young or old, whether you are male or female, whether you have a disability or not, or where you come from. All that is required is effort, ideas, and the desire to help others. This opens the doors to learning from people in all walks of life, and exposure to different ways of thinking and implementing ideas. Everyone is equally important. As a younger member in my group, I feel I benefit from the experience of the other members and am acquiring skills that will be helpful going forward in my life. Skills involving planning, organizing and executing fundraising events, learning how to communicate with participants in a group to achieve this, and recognizing how to benefit from the strengths that the others bring to the table. And on top of all this, it makes me feel good! In a world where so many struggle, people often get wrapped up in their own lives and lose perspective. I think it's important to understand that everyone has something they can offer. There is strength in numbers and no matter how small the contribution is-it all counts.

Shelley Hewett

"Your son has severe Hemophilia A". As a young mom I was terrified. I was 23 and I had a two and a half year old son and an 18 month old who was sick. My initial reaction was shock and denial but once I came to grips with what we were dealing with my husband and I promised each other that no matter what happened we could deal with it. It has been a journey for our whole family, immediate and extended. When I look back now I can't believe everything that we have conquered over the years. Our youngest son is 12 years old now and he has grown into a very responsible young man.

I decided to get more involved because I felt that I now had the time and energy to give. I want to set an example for my kids. If you are passionate about a cause and you have the ability to help then you should. I want them to know how fortunate we are to live in Canada and to have the quality of care that we do. I want them to be aware of the fact that many hemophiliacs aren't so lucky. I am hoping that by getting involved now it will move them to get involved too when they are a little older.

Appendices

Board of Directors

Hemophilia Ontario's Board of Directors consists of up to 18 volunteer members who are responsible for governance and strategic leadership, risk management and ensuring the legal purpose of the organization is achieved. The Board of Directors meets 4 times annually or more often as required. As new directors join the Board, they are provided with relevant documents and information and participate in orientation sessions to familiarize themselves with Hemophilia Ontario, its work and governance and learn from individuals living with inherited bleeding disorders about their diseases and how we make a difference in their lives.

The following individuals were elected at the 2014 Annual General Meeting to the Ontario Board of Directors:

Julia Sek	President
David Neal	Vice President, Chair of the Board Development Committee
Amy Griffith	Secretary
Phyllis Gray	Treasurer
Paul Wilton	Past President, Chair Member Engagement Committee

Directors:

Maury Drutz	
Maia Meier	
Ashwani Kurichh	
Darlene Villeneuve	
Mary Pedersen	
Rob Dinsdale	Nominations Committee Chair
Monica Mamut	Task Force Chair
Shelley Hewett	
Zachary Adams	

Individuals who served partial years:

Raja Ammoury
Victoria Kinniburgh
Moutasem Zakkar
Samuel Leon

CHS Delegate: *Ontario has the opportunity to send one member as a delegate to the Canadian Hemophilia Society Board of Directors.*

Paul Wilton completed this role for 2014-2015

Governance

The Ontario Board is responsible for reviewing and approving the annual plan and budget, strategies and policies. The Executive Director is responsible for the development and implementation of the plans and budget. At any time should plans change and budgets be impacted, there is a specific dollar threshold which requires Board approval.

Thank you to our volunteer Board of Directors:

Your commitment, compassion and the gift of your time and expertise make a difference every day to our members and staff.

SWOR Council Meeting
In Person & Teleconference

The following Committees fall under the responsibility of the Ontario Board of Directors:

Board Development Committee

Responsible to develop and implement training that meets the Board's needs. *2014 included a full day seminar on Risk Management.*

Nominations Committee

Responsible to assist the Board to fulfil oversight responsibilities related to nomination of directors.

Funding Review Task Force

Initiated by the Hemophilia Ontario Board of Directors in 2014 in response to forthcoming, certain decreasing financial commitment by the MOHLTC AIDS Bureau to not-for-profit organizations, which will include Hemophilia Ontario.

Provincial Operational Committees include:

Regional Councils

Provide direction to the local Regional Service Coordinator on programming and supports.

Care and Treatment Committee

Support and sustain Ontario's Hemophilia Treatment Programs, facilitate sharing of information among them, and help them to maintain the provincial and national standards of care for people with inherited bleeding disorders.

Programs | 3 meetings annually

Review submitted programs for the next budget year and provide recommendations to the Board.

Awards | 2 meetings annually

Review and select nominations to determine recipients.

Planning Groups | approximately 6 planning meetings annually per committee

Plan and implement provincial programs with volunteer regional representation. Community Camp / Wellness for Women / Just the Guys (North and South)

Financial Assistance Review | as required

Review and approve *(if appropriate)* submitted financial assistance claims greater than $1,000 providing funding is available.
In 2014 this included three reviews.

Each region develops and utilizes committees:

As required | *In 2014 these included:*

- 3 Golf Tournament Committees
- 8 Program Planning Committees

Pinecrest Camp 2014

Staff

Our staff is the reason we stand strong. As an organization, we strive to excel and it is through the efforts of our staff that we are able to make a difference in the inherited bleeding disorders community. Despite our small team, we are proud of our employee engagement and our history of facilitating career growth and recognizing and rewarding performance.

We are honoured to recognize this dedicated group of individuals:

Terri-Lee Higgins	Executive Director
Susan Turner	Executive Assistant / Bookkeeper
Marina Seliverstova	Accountant
Colin Patterson	Communications Officer
Alexsandra McGillivray	Regional Service Coordinator CWOR | Central Western Ontario Region
Stephanie Morrison	Regional Service Coordinator NEOR | North Eastern Ontario Region
Matthew Maynard	Regional Service Coordinator SWOR | South Western Ontario Region
Laura Tomkins	Regional Service Coordinator TCOR | Toronto and Central Ontario Region and NWOR | North Western Ontario Region

Staff who served partial years:

Shelly Whitney	Regional Service Coordinator NWOR | North Western Ontario Region
Amanda Grant	Regional Service Coordinator OEOR | Ottawa and Eastern Ontario Region
Sarah Wood	Regional Service Coordinator TCOR | Toronto and Central Ontario Region
Spencer Sterritt	Summer Journalism Student | contract

Our Breakdown of Regions

Hemophilia Ontario provides services to all of Ontario. Each region is staffed by one, or two Regional Service Coordinators. This map of Ontario shows the dividing lines for each region.

Staff Profile

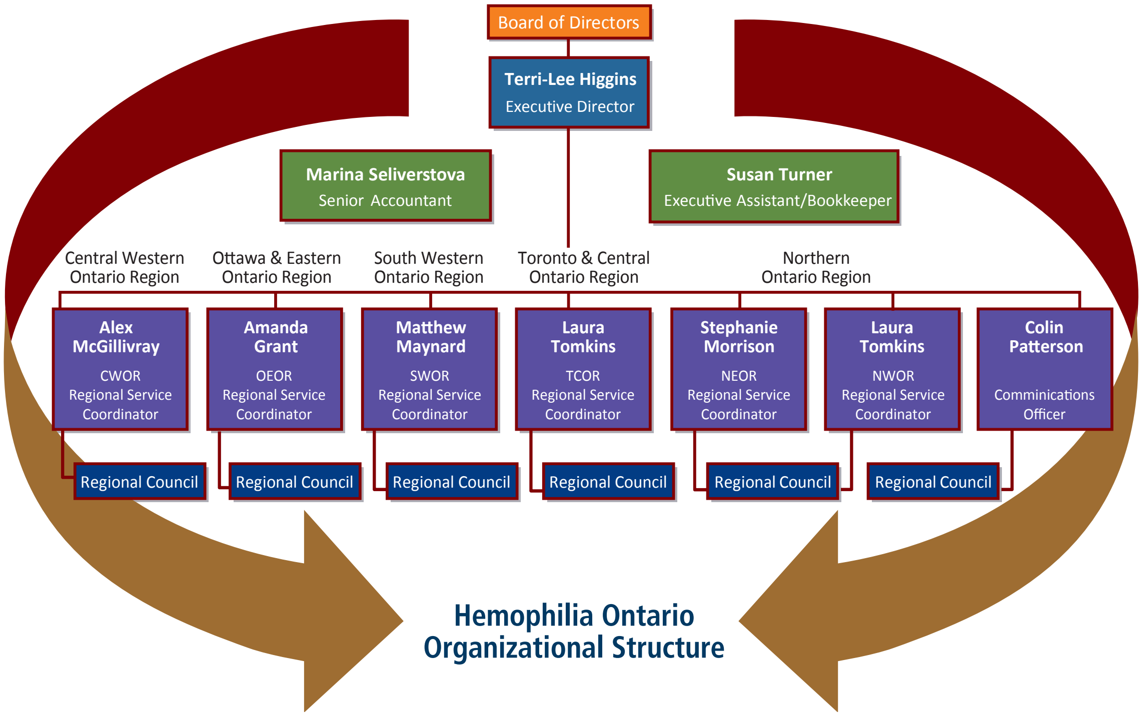
Susan Turner | 2014 Staff Leadership Recipient

I want to thank Hemophilia Ontario and extend my most sincere thanks for choosing me to receive the Staff Leadership award for this past year. Receiving an award from the Hemophilia Ontario community is such an honour. I enjoy coming to work every day because of the wonderful staff that I work with and the fabulous volunteers and members that I interact with every day.

Working with this community is a privilege and I know that the friends I have made over the years with Hemophilia Ontario will be lifelong friends.

Thank you again for this recognition!

Terri-Lee presenting Susan with her award



Hemophilia Ontario Organizational Structure

Just the Guys 2014

How to Get Involved …

Hemophilia Ontario welcomes the interest of individuals in our organization. The Board of Directors is elected at our Annual General meetings for a one year term. Each region elects a Regional Council at their Regional General Meeting.

For further information please contact:

Hemophilia Ontario, 65 Wellesley Street East, Suite 501, Toronto, ON M4Y 1G7

info@hemophilia.on.ca
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/HemophiliaON
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hemophiliaontario

How You Can Help …

Your generosity is the key to providing programs and services to individuals with inherited bleeding disorders. No other organization in Ontario offers these supports to those living with and / or affected by inherited bleeding disorders. With your passion, commitment and dedication we know we can make a difference.

HERE ARE SOME OF THE WAYS YOU CAN HELP:

DONATE

Make a donation, please visit:

http://events.hemophilia.on.ca/payments.php

Donate monthly through direct debit or on your credit card

If your employer has a charitable donation program, have an amount taken off each pay cheque

Leave a bequest in your will

FUNDRAISE

Volunteer at a fundraising event, such as Bingo

Join an event, such as the Polar Bear Dip, and obtain sponsors

Nominate Hemophilia Ontario as your company's charity of the year

CAMPAIGN

Become a Hemophilia Ontario campaigner. Tell your family, friends and colleagues about our work

VOLUNTEER

Become a Hemophilia Ontario volunteer. Each and every one of our six regions across Ontario are always looking for volunteers to become active and involved. Give a little bit of time, or give a lot. Whatever time you can give will be greatly appreciated.

Hemophilia Ontario
Hémophilie Ontario

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