



2014 annual report

Empowering people, changing lives



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A Message from Marcia

Dear friends,

Every day at EMBERS we meet people who want to change their lives for the better:

- People who face barriers to employment but are determined to get back on their feet.
- People who want to make a change but don't have the opportunities to get started.
- People who want to do something good with their lives but need a second chance.

Whether it is by connecting individuals to meaningful work or offering training and education, EMBERS provides opportunities for people to develop new skills and move their lives forward.

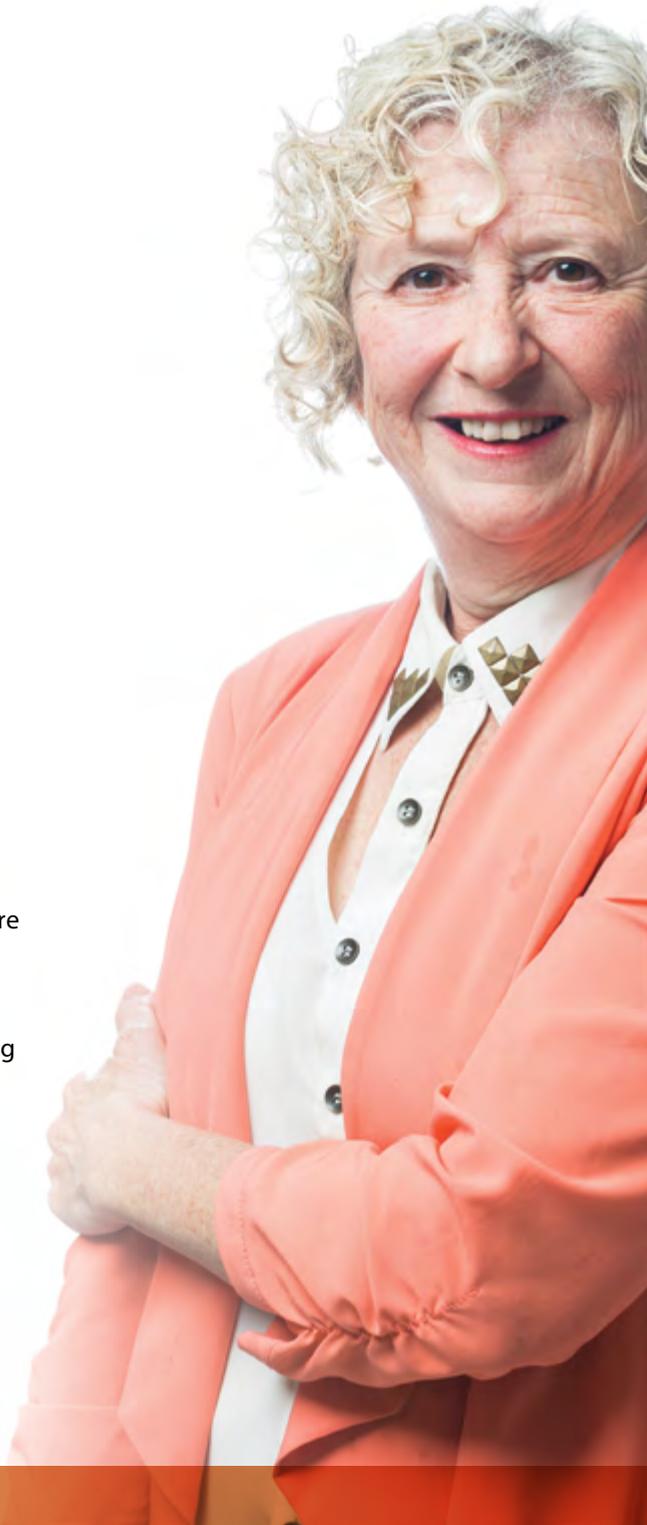
Thanks to your support, EMBERS empowered a record number of people in 2014. In the following pages, I invite you to read about the incredible individuals we have been fortunate to work with over the past year. Their stories illustrate that people truly are more powerful than the barriers they face.

On behalf of the entire EMBERS team, thank you for your unwavering support. Together, we are creating solutions, changing lives and building stronger communities.

Thank you,



Marcia Nozick
Founder and CEO
EMBERS





A Message from Our Board

Dear friends & supporters,

At EMBERS, we recognize the value of all people, but particularly those members of society who are attempting to rebuild their lives after experiencing hardship. We recognize that these people are more powerful than the barriers they face and that often, all they need is a hand up and a chance to prove themselves.

At EMBERS, we are able to provide opportunities through our award-winning employment agency, our business-training programs and other initiatives. Every day we see first hand how these programs are changing lives. With a job or successful business, our clients gain self-reliance, self-esteem and an ability to help their families and friends. The people we work with are a testament to personal triumphs. The positive changes they make in their lives reverberate throughout the entire Vancouver community and region.

Myself and the other EMBERS board members are proud to play a small role in this amazing little organization and we hope you will support EMBERS in the future so it may continue its good work.

John Lerner
President
EMBERS Board of Directors

Meet Our Board

John Lerner, PRESIDENT

John, Principle of Ecolibrio, is a sustainable development specialist with 19 years experience working in indigenous and rural communities, as well as inner-city urban settings.

Barry Fenton, VICE PRESIDENT

Barry is a senior executive and consultant with a successful track record of operational leadership within the service-driven financial services and real estate industries.

Kent Chawrun, TREASURER

As a Chartered Accountant with both public practice and industry experience working alongside private and public businesses, Kent has over 20 years financial and operational experience.

Barton Reid, SECRETARY

Bart, researcher and consultant, has an interdisciplinary Doctorate in Urban Studies and City Planning. He was an original member of the Community Economic Development Group that led to the formation of EMBERS in 2001.

Satinder Sidhu

Satinder, Associate Lawyer with Clark Wilson LLP, specializes in construction law. She is a member of the Law Society of British Columbia and the Canadian Bar Association – Construction and Insurance Sub-Sections.

Gurminder Dhaliwal, MBA

Gurminder, Senior Biopharmaceutical Representative at Amgem, is a business professional with over 10 years of sales and marketing experience. He has his BSc from Simon Fraser University and an MBA from the University of Northern British Columbia.

Robin Surcess

Robin is a Construction Manager and Sr. Superintendent with 35 years experience working in construction. He lends decades of knowledge to EMBERS, helping the organization build relationships in the construction industry.

Allysa Hopkins

Small Business BC's Vice President of Business Development, Allysa is an accomplished business executive. She brings over a decade of proven experience with building tier-one commercial partnerships, driving top line sales revenues and bolstering bottom line profits through organizational planning and management.

Keith Dolo

Keith is Vice President of Strategic Accounts with Robert Half. He has been with Robert Half for the past 11 years. Prior to that, Keith was an accountant with PricewaterhouseCoopers.



About EMBERS

EMBERS, the Eastside Movement for Business and Economic Renewal Society, is a registered community economic development charity located in Vancouver's Downtown Eastside.

Our mission is to create economic and employment opportunities for people living on low incomes.

In 2014, EMBERS helped hundreds of people facing barriers to work lead productive, fulfilling lives by offering employment opportunities and services through four key programs:



- EMBERS Staffing Solutions is a social enterprise that connects companies with high quality workers in construction, warehousing, events and admin jobs.



- EMBERS Ventures provides business training and support services to low-income entrepreneurs looking to start a small business or expand an existing one.



- EMBERS Green Renovations is a social enterprise that provides renovation services to property owners in the Lower Mainland using socially responsible labour.



- EMBERS Community Employment Services program, funded through Corrections Canada, provides employment services to conditionally released male parolees in the Vancouver Parole Region.

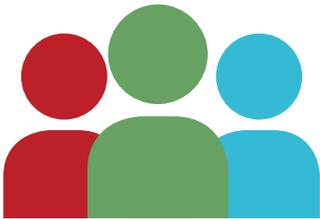
EMBERS IS...

Changing lives and communities

At EMBERS, we're able to have a lasting impact on individuals, businesses and communities.

Our unique approach and diverse programming mean we create change on three levels.

Here's how:



EMBERS is good for people.

Whether they are looking to enter or transition back into the work force or start a small business and become financially self-sufficient, we provide the opportunities that help people earn an income and build productive futures.



EMBERS is good for business.

EMBERS Staffing Solutions helps businesses meet their bottom line by providing socially responsible labour. Meanwhile, EMBERS Ventures helps new businesses get off the ground by empowering local entrepreneurs.



EMBERS is good for communities.

Each of our unique programs provides a hand up instead of a hand out, helping people lift themselves out of poverty and become active members of their community.



From the moment I walked in the door, **EMBERS** treated me like a person with potential. I was respected, trusted and given opportunities to start working again.

- Michael

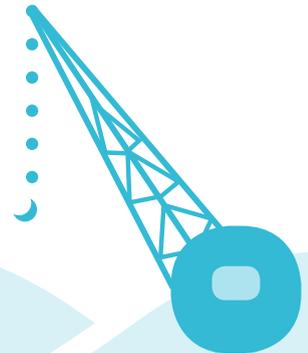
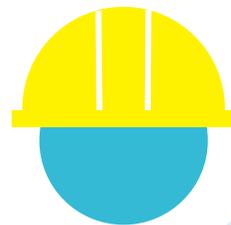


EMBERS Staffing Solutions Building Stronger Communities

At EMBERS Staffing Solutions, we provide companies with a reliable, professional and socially responsible alternative to typical employment agencies while providing workers with a ladder of opportunities to improve their skills and advance their careers.

In 2014, Staffing Solutions:

- Placed **877** people on job sites.
- Paid **\$3.1 million** to workers in our community.
- Supplied labour to **200** companies.
- Sponsored training for over **100** workers in workplace safety awareness, occupational first aid, fall protection, hoist operator, construction safety officer, forklift, traffic control, and more.





Paul's Story

The Power to Change

If you find yourself standing on the street in Vancouver, look up at the sky. You might spot Paul Lennox, a tower crane operator, who spends his days high up in the Vancouver skyline. Paul is the first to tell anyone that he didn't always feel comfortable towering above the city streets beside the penthouse apartments and swanky rooftop gardens.

"I really started from the bottom. I was living in a tent in Stanley Park for ten years," says Paul. "I got there the usual ways – illness, addiction and depression". For years, Paul called the streets home and didn't know how to start getting his life back on track. "I left home at 16 and I found the Downtown Eastside. I just couldn't seem to find my way out."

"Eventually it got to the point where I couldn't carry on with how I was living. I had two options: end my life or start making some changes," explains Paul. The first step for Paul was making it through a treatment program. It was during this time that Paul first met EMBERS Staffing Solutions' Doug Aason. After a while of working on his own, Paul turned to his old friend Doug and EMBERS to help support him and keep him working.

"The people at EMBERS are understanding and caring. They really want to see people succeed in life. A lot of us Downtown Eastside people don't have the right equipment to get out working, but EMBERS gives you hard hats, work boots and training," says Paul. With support from EMBERS Paul has been climbing the ladder by taking steps towards rebuilding his future and reaching his career goals.

"Thankfully I got out of the Downtown Eastside. And thanks to people who believe in me – now I believe in myself. It was the small changes that eventually turned into big changes. Every time I climb up the ladder to the crane and get in that seat I feel proud."

“The people at EMBERS are understanding and caring. They really want to see people succeed in life.”



EMBERS Ventures

Building Local Businesses

EMBERS Ventures continues to support low-income entrepreneurs start and grow small businesses by providing training workshops, hands-on business skill development, and business coaching and mentoring.



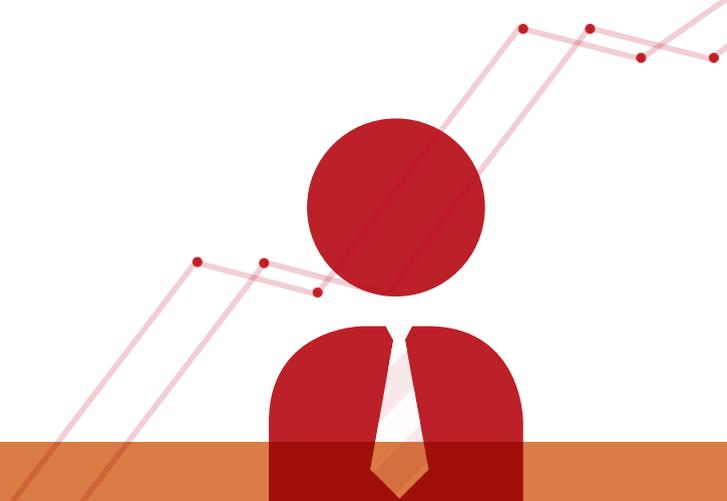
The greatest things I got from **EMBERS** were lessons in resilience and optimism from the instructors and the other students.

- Andrea
Sidesaddle Bike Shop



In 2014, EMBERS Ventures:

- Supported a community of **350** local entrepreneurs actively working in their business or on their business concept.
- Helped **65** individuals plan and launch a business through the Build A Business training program, 60% of whom were women entrepreneurs.
- Coached **23** small business owners on how to expand their business through 377 hours of 1-on-1 mentorship through the Grow A Business program.





The Last Crumb

A Recipe for Success

Life is short, eat dessert first – the motto of The Last Crumb Bakery & Café is more than just a cute saying. After losing their mom to cancer, Joanne Lee and her sister Julianne decided that there was no time like the present to follow their dream of opening up a bakery of their own.

In September 2012, The Last Crumb Bakery & Café opened its doors on Main St. Vancouver, a vibrant, inner-city neighbourhood. The bakery specializes in what Joanne calls “North American nostalgic baked goods.” Serving up everything from savoury scones to cupcakes and brownies, they make everything from scratch by hand in small batches.

Joanne joined the EMBERS Grow A Business program after a fellow entrepreneur suggested she apply, so she could get the support of a mentor.

“It was the best thing that could happen to me and my business,” says Joanne. “Managing the finances was always a scary part of owning a business and I always avoided looking at the numbers - but having a mentor really helped me crack down and understand how to use the numbers to help the business.”

Her EMBERS mentor helped her get the financial side of her business under control so she could really concentrate on growing her team and sales.

For Joanne, the next steps for her and The Last Crumb Bakery are looking at ways to improve the menu and services, and the possibility of opening up another location.

“Highlights are when customers say to me, ‘Thank you for having such a great place for me to visit’ or ‘That was so delicious’ - appreciation from customers is what reminds me that this was worth it.”

“Appreciation from customers is what reminds me that this was worth it.”



Working for **EMBERS** Green Renovations helped me change my life. It raised my self-esteem and opened new doors. Because of this experience, I'm now able to make a fair wage so I can support and spend time with my family.

- Carl



EMBERS Green Renovations

Building Sustainable Communities

After five years of providing green renovations to residential, commercial and institutional buildings in Greater Vancouver, EMBERS Green Renovations came to a close at the end of 2014.

Since it began, EMBERS Green Renovations:

- Worked on **115** projects ranging from commercial and institutional jobs to renovation services and energy efficient upgrades.
- Employed **35** part-time workers.
- Installed **110** cigarette-recycling receptacles called Butt Bins as part of a pilot program established by the City of Vancouver.

Community Employment Services Building Brighter Futures

EMBERS Community Employment Services program provides employment services and vocational training opportunities to conditionally released male parolees in the Vancouver Parole Region.

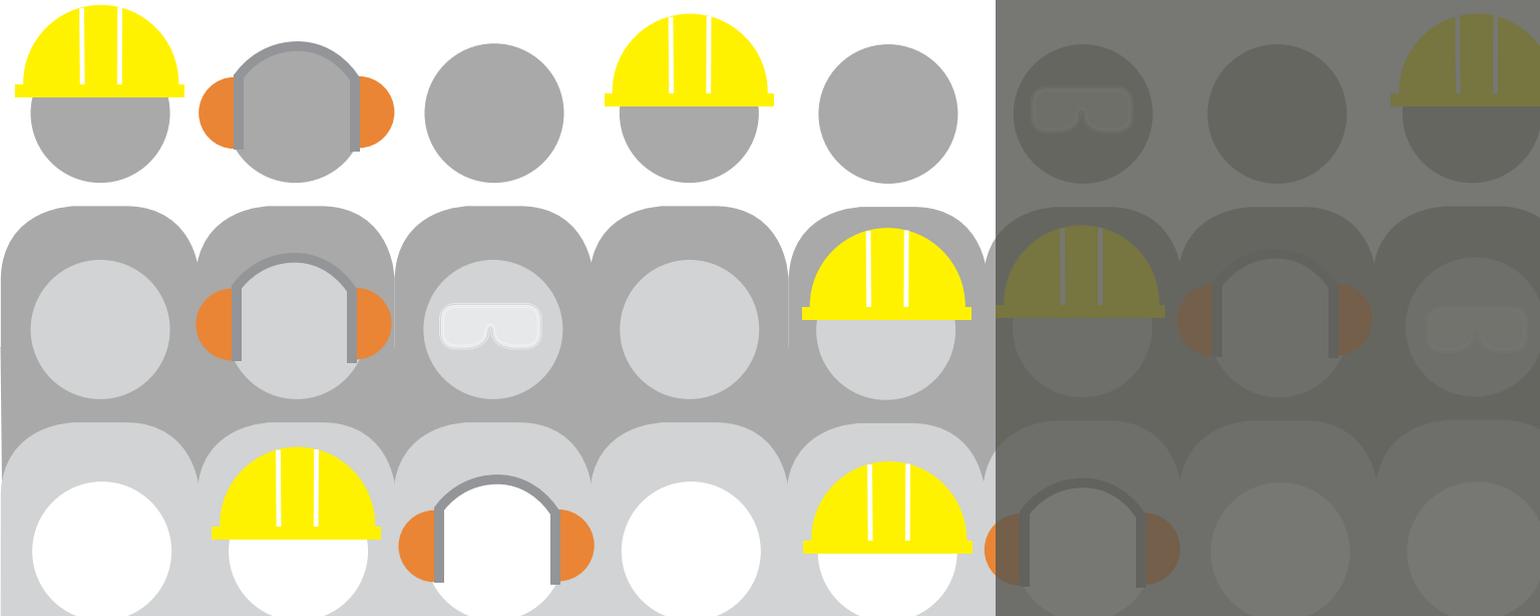
In 2014, EMBERS Community Employment Services program:

- Helped **88** people become employed.
- Supported **162** workers in getting vocational certificates.



I am so thankful and humbled that **EMBERS** is here to help push my life forward in a positive direction.

-Dan





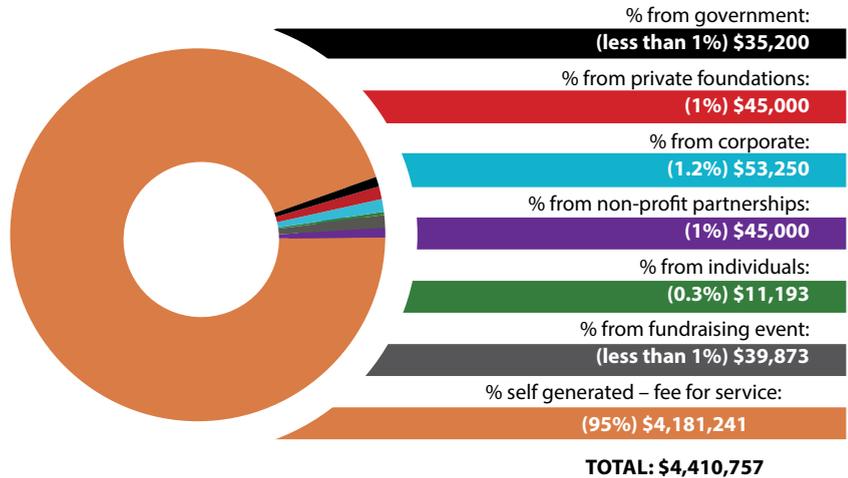
Our Financials

2014 Revenue

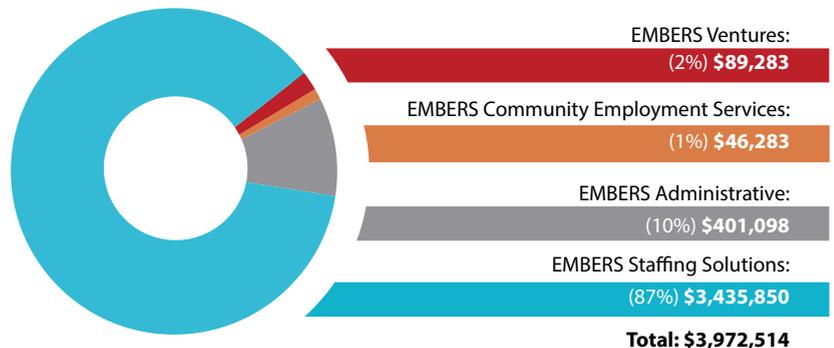
Financial Highlights

In 2014, **95%** of our revenue was self-generated.

In 2014, EMBERS Staffing Solutions paid over **\$3.1 million** in wages and benefits to our workers.



2014 Expenditures



Our 2014 Friends and Supporters

3R Demolition
Ameresco Canada
Aquilini Development & Construction Inc.
Atira Property Management Inc.
CCI Renovations
Centreville Construction Company
City of Vancouver
The Co-operators
Darwin Construction
Disability Without Poverty Network
Hazmatra Environmental Services Inc.

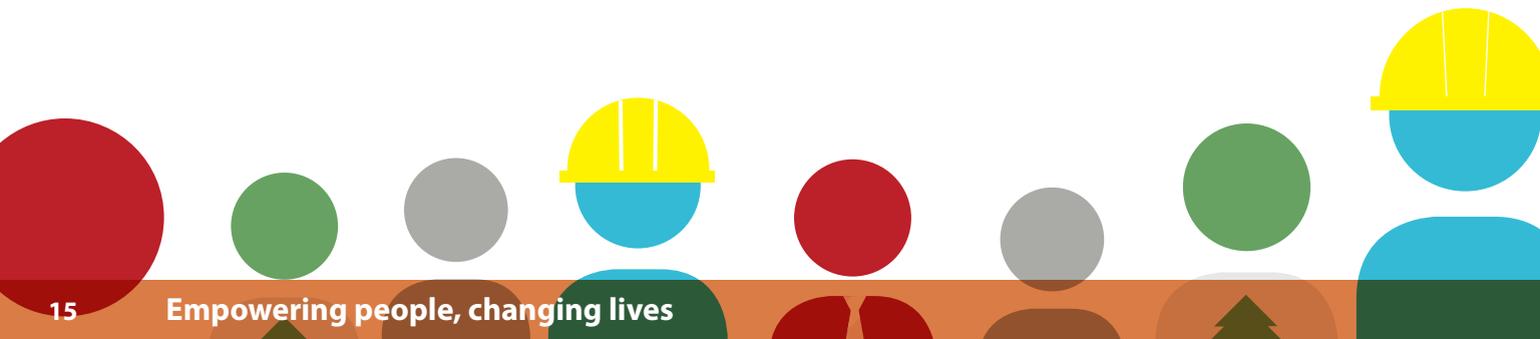
Icon West Construction Corp.
Kindred Construction Ltd.
Ledcor Group
The Marcon Group
Metro-Can Construction Ltd.
Nasco Staffing Solutions
Omicron
Pacific Solutions Contracting
Panther Group
Rendition Developments Inc.
Seagate Structures

Trico Charitable Foundation
Urban One Builders
Vancity
Vancouver Native Housing Society
Ventana Construction Corporation
Villa Roofing and Sheet Metal Ltd.
Wall Centre Financial Corporation
Whitewater Concrete Ltd.
Winmar Vancouver

Abstract Homes and Renovations Inc.
Alan Dawson Landscape Services
Allaire Group
AT Paving Stones Installations Ltd.
Battiston Homes
Blackfish Homes and Construction Ltd.
BLD Decor and Scenery Inc.
Blue Green Productions
Breakfast Club of Canada
Bridge Electric Corp.
Chambers Electric Corporation
Clay Construction Inc.
Cresco
Don Simpson Construction
Front First Designs Ltd.
Gala Fabrics Ltd.
Growing City
Heritage Drywall Ltd.

Hi-Tech Forming
Isidore Landscapes Inc.
Jonet Construction Ltd.
KFA Home Ltd.
Kinetic Construction Ltd.
Kinetic Events
Little Star Renovations
Live Nation Canada Inc.
MacBeth Roofing and Waterproofing
Mara Industries
Matra Construction Inc.
Mierau Contractors Ltd.
Nairn Holdings
Newform Construction Ltd.
Northern Touch Landscaping
Northmark Mechanical Systems Inc.
Pax Construction Ltd.
Percon Construction
Protech Welding Ltd.

Quinton Construction Ltd.
Rain Coast Weatherproofing and Restoration Inc.
Ralf Bouma Construction and Renovations
Sanford Housing Society
Seabright Holdings Inc.
SKG Renovations
Sole Foods
Solterra Group
SynLawn West Coast
TEK Roofing Ltd.
The Circadian Group
The Salvation Army
Vision Vancouver
WesBang Construction Ltd.
Wescan Construction and Renovation
Yellowridge Construction Ltd.
York West Developments



EMBERS is...

Changing lives through the power of work.

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