

2025

EXECUTIVE
DIRECTOR

ANNUAL REPORT



Prepared by:
Marcus Jamieson

July 30th, 2025

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TEAM WORK BOARD OF DIRECTORS 2025

Chair

ROBERT LAPIERRE

Treasurer

CHERYL NEWCOMBE

Executive Communications

MARGARET SCHWARTZ

Member at Large

ROGER BOYCHUK

Member at Large

AJA JOSHI

Member at Large

PAUL WILLIAMS

Member at Large

MONIQUE THOMAS

Member at Large

DAVID DIVINE

Member at Large

CAT FOGARTY

Member at Large

DEBORAH SANNI

Member at Large

TOSHA HANCOTT





OUR VISION

A world where lives are transformed through equitable, inclusive, and accessible employment

OUR MISSION

Empowering communities towards meaningful employment by honouring unique human experiences

OUR VALUES

Diversity

We celebrate and embrace the rich tapestry of backgrounds, experiences, and perspectives that our team members and community bring to TEAM Work.



Equity

We believe equity is the right and value of fair and unbiased treatment for all, recognizing and accommodating different needs to ensure equal opportunities for all.



Inclusion

We believe in enriching the social well-being of individuals by fostering trust, respect, active involvement, and providing a safe environment. We are committed to creating opportunities that ensure the inclusion of ALL people.



OUR VALUES

Belonging

We believe that belonging is possible when there is a sense of inclusion, acceptance and identity that allows all individuals to bring their authentic selves. Belonging is inviting opinions and perspectives into the conversation, and ensuring that these voices are heard, valued and appreciated. We are committed to fostering a feeling of security and support amongst not only our staff, as well as our clients, employers and community internal and external partners.

Transparency

We believe in open and honest communication with our community, including clients, employers, funders and other internal and external partners. Transparency is essential to fostering strong relationships and ensuring the success of our mission. We are committed to sharing information about our programs, finances, and decision-making processes to build trust and accountability.

Accessibility

We believe in ensuring inclusivity and accessibility for all individuals, irrespective of their abilities. We believe that everyone should have equal opportunities to access our services, programs, and resources, and we are committed to removing all barriers and creating an inclusive workplace for individuals of diverse abilities.

Accountability

People have the right to access effective and responsive services delivered in an efficient and transparent manner, to trust that commitments will be followed through, and to collaborate in achieving the best possible outcomes.



BOARD CHAIR REPORT



On behalf of the TEAM Work Cooperative staff and the board of directors, welcome all to our 28th Annual General .

It is truly my privilege to welcome you all and please, when you leave, take with you a heartfelt thank you from TEAM Work your support of our work does not go unnoticed. Let me please start out with thanking all our staff starting with executive director, Marcus Jamieson. Thank you, Marcus and all the staff, for being the compassionate, empathic and professionals you are. In fact, it's our staff that create a welcoming environment for everyone from every walk of life. The core values of; **Diversity, Equity, Inclusion, Belonging, Accessibility, Accountability & Transparency** resonate always throughout all our staff.

I'd also like to welcome all our funders, stakeholders, employers, dear friends & guests. I get a little reminiscent when I write these, heck at my age I get reminiscent meeting the morning, lol. Seriously though, it was ten years ago that a shock wave was sent through our community as "the powers that be" informed us of tough times ahead. We watched as like-minded agencies and support centres went from, 52 to 17 agencies. Those uncertain days were difficult for clients, staff and the board. However, we were recognized by funders and community alike as THE place to go for disability services in Nova Scotia. Our experienced board was steadfast in their conviction to work with our funders and community members to "weather the storm", as a result we emerged as a stronger and more resilient organization.

2025 has been another successful year. our programs are thriving thanks to the strong leadership of James, Smith, Pratibha Popat and Rob Casey, with Nova Scotia Works, Lloyd Thomas with Career Link, MJ Crawford & Randy Reede with the Workplace Support Program, Hannah Hefler and Abby Rogers with GO-3D, Jarett Burke with Skills Development Accessibility Support, Dave Wareing & Amy Grant with MentorAbility, Tyler Field and Maram Salman with Opportunities Fund, Matt Jamieson with the School Liaison, Kayla Williams with Building Bandwidth and a special thank you to Angela, our longest running employee of 17 years & to all other supporting staff.

The board of directors are very pleased to make available our 2025 Strategic Plan. This is an in-depth, living document that provides a structured understanding of our agency. At all board meetings we are provided an expansive record of reports that help guide our decisions, thanks again Marcus, Jeanette Paynter & Team, Financial Controller and Daniel Riley, Director of Operations. The board of directors are adamant we provide deliberate & balanced governance, policies & procedures & leadership.

Thank you, board members & staff for the guidance. All in all, we've had a great year with lots of new ideas & programs coming from our staff and our future truly looks bright. Please help me in thanking several fantastic colleagues & friends who have been called to another adventure in their lives: Mike Little, Dave Wareing, Young Hoon Choi, Rozina Saeed and from the board of directors, Paul Williams and Roger Boychuk. Thank you for your contribution and support, we wish you all success in your future endeavors.

In closing and on a personal note, as a person whose life has been transformed by disability thank you to all here and thank you to the staff for staying true to our DNA, the disability community.

Sincerely,

Robert LaPierre,
TEAM Work Board of Directors, Chair.

Message from the **EXECUTIVE DIRECTOR**



With gratitude and pride, I present the 2025 Executive Director's Report on behalf of TEAM Work Cooperative (TWC). This past year has been one of bold steps forward—marked by innovation, strengthened community partnerships, and a deepened commitment to inclusive employment for all.

We've laid important groundwork for the years ahead. From finalizing our 2025–2027 Strategic Plan to securing vital funding partnerships and expanding programming for youth, employers, and entrepreneurs with disabilities, our momentum is strong. At the core of it all is a dynamic, diverse team whose energy and dedication turn vision into reality every single day.

This year has truly reflected our resilience and adaptability. In the face of complex challenges, TWC remained a beacon of support and success—delivering real, lasting impact. We welcomed **1,099 Nova Scotians into our services**, and **421 clients found meaningful employment**—an average of **35 individuals each** month moving into stable work and brighter futures.

Every success story is a reminder of why we do this work. While the job market continues to evolve, barriers persist for many in our community. That's why we focus not only on immediate employment, but also on preparing individuals with the skills and confidence needed to navigate a changing world of work. Our mission remains clear: to ensure that every person we serve is empowered to succeed—today and in the future.

MARCUS JAMIESON

Executive Director
TEAM Work





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MARSTON**
THE VALLEY BEE
COMPANY

**COLETTE
RUSSELL**
ADVANCED MEDICAL
TRANSCRIPTIONIST

**MARGO
WHEATON**
MARGOWHEATON
FACILITATION

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**DARREN
SURETTE**
ACADIAN COMMUNITY
SOLUTIONS

P'TETIT

LIENCE ★ SUPPORT



Strategic Milestone

2025–2027 STRATEGIC PLAN APPROVED

We are pleased to announce that TEAM Work’s new 2025–2027 Strategic Plan has been formally approved. This plan was co-created through deep engagement with staff, board members, clients, and community partners – including a dynamic strategic planning session in November 2024 led by Ashanti Leadership.

The plan centers around six strategic priorities:

1. **Job Seeker Success**
2. **Employer Engagement**
3. **Community Collaboration**
4. **Organizational Culture**
5. **Growth and Sustainability**
6. **Championing Diversity, Equity, Inclusion, Belonging and Accessibility**

The plan is actionable, measurable, and responsive – and it will guide us as we continue to be leaders in inclusive employment and innovation.



Equity in Action

COMMUNITY EVENTS AND IMPACT

TEAM Work has significantly expanded its role as a convener and advocate in the past year through inclusive public events and campaigns:

Ability to Rise: Celebrating Disability Leadership

Held at the Westin, this event honored International Day for Persons with Disabilities, drawing over 200 guests. Highlights included keynote Prasanna Ranganathan, an intersectional panel on neurodiversity in the workplace, and our collaboration with the Department of Justice and NS League for Equal Opportunities.

Mingle & Jingle

Our first-ever job seeker/employer networking social was a tremendous success, connecting 42 job seekers and 44 employers in an innovative and relaxed setting. With games, food, and facilitated networking, this model is now being explored for replication in future events.

Hope for Holidays

In partnership with Opportunities for Social Development, Opportunity Place, and Beacon House, we distributed over 120 bags of groceries and community resources to those in need during the holiday season. The event highlighted our commitment to supporting community wellness, mental health, and poverty reduction alongside employment services

EmpowerAbility

EmpowerAbility was a powerful celebration of disability, entrepreneurship, resilience, and community, held in honour of Disability Employment Awareness Month (DEAM) with MentorAbility. The event featured inspiring guest speakers, including Matt Thompson and Bradley Daye from P4G and Junior Moako with Save We, Save Me. A highlight was the exciting fashion show by Lemonade Stand Designs, showcasing Marie Webb's latest creations fresh from New York Fashion Week. EmpowerAbility showcased talent, strength, and the power of inclusive opportunity.

Access to Success

Access to Success celebrated entrepreneurs with disabilities and the impact of programs like Opportunity Fund and GO3D. The event featured vendor showcases, a panel of new entrepreneurs, and a keynote by Sickboy Podcast's Jeremie Saunders on living with Fibromyalgia. The premiere of The Glitch, a film about seven entrepreneurs overcoming barriers, was a highlight. The event showcased how the right support helps people with disabilities thrive and find fulfillment in the workforce.

YOU ARE INVITED TO ATTEND

Ability TO Rise

CELEBRATING LEADERS
IN DISABILITY INCLUSION

DECEMBER 3, 2024

8:30 AM - 4:00 PM | WESTIN HOTEL



**PRASANNA
RANGANATHAN**
KEYNOTE SPEAKER



**ANGELA
SIMMONDS**
EMCEE



**DEE DEE
AUSTIN**
SINGER



JOB SEEKERS

Mingle & Jingle

WITH EMPLOYERS

DEC 10, 2024 3-5PM
ATLANTICA HOTEL HALIFAX

MUSIC • HORS D'OEUVRES • TRIVIA • PRIZES

Employers and Job Seekers mix, mingle, and make connections! This holiday networking event offers a relaxed afternoon where employers and job seekers can connect over seasonal treats and great conversation.




Save your spot to this fun free event! Scan the QR Code to RSVP now.



bit.ly/TWC-Holiday



Hope for the HOLIDAYS

Nourishing Minds, Health and Community

DECEMBER 18 10 AM - 1 PM

FREE PANTRY FOOD BAG GIVEAWAY

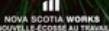
HOT CHOCOLATE | COOKIES & HOLIDAY TREATS
MUSIC | COMMUNITY RESOURCES ON-SITE

REGISTER REQUIRED
PLEASE INCLUDE PICK UP LOCATION FOR PANTRY BAG TO
AROGERS@TEAMWORKBRIDGE.ORG

- Opportunity Place, 108 Cobequid Rd, Lower Sackville,
- TEAM Work Cooperative, Suite 244, 7071 Bayers Road, Halifax

Limited pantry bags available









EmpowerAbility

**Celebrating DEAM -
Disability Employment
Awareness Month**

Thursday
October 10th, 2024
2:00pm to 4:00pm
Doors 1:30pm

Cedar Event Centre
111 Clayton Park Dr,
Halifax, NS

RSVP to
elane@teamworkbridge.org



**LEMONADE STAND
DESIGNS**
Fashion Show



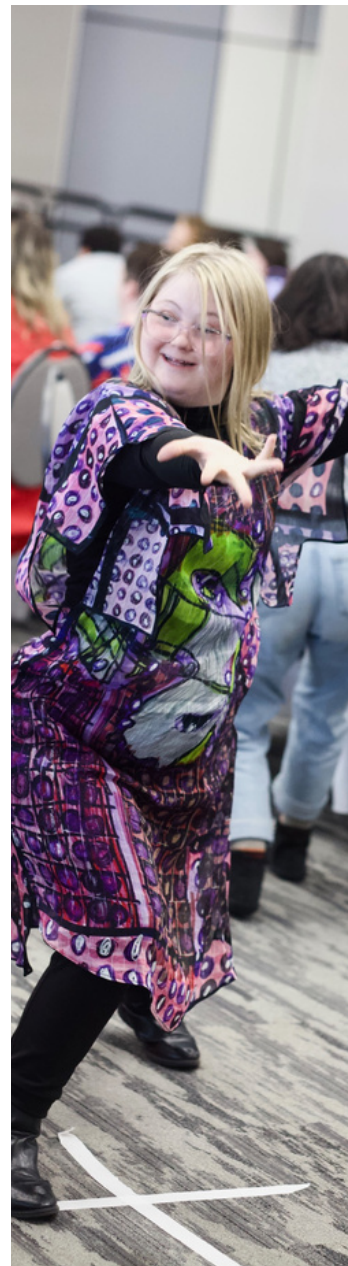
JUNIOR MOAKU
Keynote Speaker



BRADLEY/MATT
Guest Speakers



Funded in part by the
Government of Canada's
Opportunities Fund for Persons with
Disabilities



Join us for

Access to Success

Casino Nova Scotia
MAY 27
1:00 pm - 4:00 pm

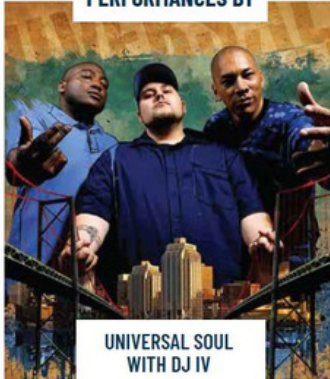
A FREE EVENT
dedicated to inspiring and uniting
entrepreneurs living with a disability

HOSTED BY



OTNI CHINENERE

PERFORMANCES BY



**UNIVERSAL SOUL
WITH DJ IV**

**KEYNOTE
PRESENTATION BY**



SICKBOY PODCAST

We believe the entrepreneurial spirit should be celebrated and encouraged, and that's exactly what this annual event is all about! With inspirational speakers, compelling panel discussions, live music, great food, and a networking reception, it's your chance to meet and learn from people just like you who've found success in self-employment.

FREE TICKETS
LEARN MORE



TEAM Work Cooperative
MentorAbility Nova Scotia
GO-3D
Funded in part by the Government of Canada's Opportunities Fund for Persons with Disabilities | Canada



Leadership Within

WHERE COMMON VALUES SHAPE VISION

Over the past year, TEAM Work Cooperative has continued to evolve in response to the changing needs of our community. At the heart of this evolution is our staff, who embody compassion, creativity, and a steadfast commitment to inclusive service.

Whether supporting clients in their employment journeys or strengthening community partnerships, our team has consistently gone above and beyond. Their ability to bring their full, authentic selves to the workplace has created a culture where others feel safe, seen, and supported to do the same.

We are especially proud of our exceptional team leaders who fearlessly expand our services and deepen our impact. Their vision and initiative continue to open new doors and drive meaningful innovation. We are profoundly grateful for their unwavering dedication to creating new opportunities for both our clients and our organization. It is also with great joy that we recognize and welcome those who have stepped into new roles within TEAM Work, as well as the newest members who have recently joined our team.

Your passion, skills, and dedication are invaluable assets, and we are absolutely thrilled to have you on board as part of our journey.

Throughout the year, our staff have championed inclusivity in every facet of our work—from front-line case management to behind-the-scenes operations. Their efforts have not only expanded access and deepened client engagement, but also reinforced our core belief: that meaningful employment is a right, not a privilege.

This year, we've seen countless examples of our team's innovation and adaptability, as they introduced new approaches, embraced fresh ideas, and stayed grounded in empathy and integrity. Their unwavering commitment ensures that TEAM Work remains a welcoming, empowering, and transformative place—for both clients and colleagues alike.

To each member of our staff: thank you. Your work matters. Your impact is felt. And your commitment is what makes TEAM Work truly extraordinary.





As we reflect on another transformative year at TEAM Work Cooperative, we are proud to continue serving as one of Nova Scotia's 15 designated NS Works Centres—delivering inclusive, client-focused employment services across the Halifax Regional Municipality. For over eight years, our ongoing partnership with the Nova Scotia Department of Labour, Skills, and Immigration (LSI) and Employment Nova Scotia (ENS) has been the cornerstone of our success.

Their support, collaborative spirit, and policy leadership have empowered us to reach further and do more for the individuals and communities we serve.

These joint efforts not only expand opportunities for our clients but also amplify best practices in workforce inclusion and accessibility. We are particularly proud of the cross-agency learning and shared innovation that emerged from this year's programming—signs of a maturing, responsive network that adapts to meet the complex and evolving needs of Nova Scotians.

Whether hosting job fairs that connect employers with untapped talent or co-developing equity-centered training, we've seen tangible outcomes that inspire us to keep moving forward.



This past year, our commitment to partnership has deepened. From strategic collaborations with YMCA, Opportunity Place, Job Junction and other Nova Scotia Works centres to innovative community events like EmpowerAbility, Ability to Rise, Access to Success initiatives, and customized employer training sessions, we have strengthened the collective impact of the employment ecosystem in Nova Scotia.

Looking ahead, TEAM Work remains steadfast in our commitment to continuous learning and improvement.

We will keep investing in data-driven evaluation, gathering stories of client success, and refining our approach to ensure every program meets the moment.

Together with our funders, partners, and community, we will continue to grow a resilient, inclusive workforce—one success story at a time.

Innovation in Action

EXPANDING ACCESS AND OPPORTUNITY

At TEAM Work Cooperative, innovation is more than a value—it's a practice embedded in everything we do. This past year, we've continued to push the boundaries of what's possible in inclusive employment services by launching and sustaining groundbreaking programs that meet the evolving needs of our diverse clients.

We're proud to have developed and maintained a suite of programs that reflect both creativity and responsiveness, including the **Opportunity Fund, Career Link, MentorAbility, GO-3D, STRIVE, Building Bandwidth, The Workplace Support Program, Skills Development Accessibility Supports and new federally funded Atlantic Canada Autism Employment Program.** These initiatives are not only designed to empower individuals with barriers to employment but also to reshape systems and expectations around inclusive hiring and skill-building.

Notable among these successes are the Building Bandwidth Program, made possible through funding from the Government of Canada, and the GO-3D program, supported by the Nova Scotia Department of Labour, Skills and Immigration. Both programs have created critical training and employment pathways for individuals looking to increase their qualifications and thrive in today's job market.

The outcomes have been encouraging—job seekers with complex barriers report renewed confidence and employers have shared positive feedback about the preparedness and potential of participants.

These accomplishments would not be possible without the essential support of our funding partners, whose commitment to inclusive employment and innovation continues to transform lives across the province. We extend our sincere thanks to:

- Nova Scotia Government Department of Opportunities and Social Development
- Nova Scotia Government Department of Labour, Skills and Immigration
- Post-Secondary Accessibility Services – Department of Advanced Education / Nova Scotia Student Assistance
- Government of Canada – Employment and Social Development Canada

Together, we are creating new opportunities, building stronger communities, and shaping a more equitable workforce for all Nova Scotians. Thank you for being part of this journey.



Looking Ahead

BUILDING ON MOMENTUM FOR A MORE INCLUSIVE FUTURE

This past year at TEAM Work Cooperative has been one of intentional growth, bold reflection, and meaningful action. We've strengthened our foundation by securing long-term program funding, deepening community relationships, and launching new initiatives that reflect the diverse needs of our clients. At the same time, we've nurtured internal culture—investing in staff wellbeing, leadership development, and collaborative innovation. This balance of internal care and external impact has reinforced our belief that when we lead with values and trust in people, lasting change is possible.

As we step into a new fiscal year, TEAM Work is energized by the road ahead. We remain steadfast in our mission to empower individuals on their employment journeys and committed to building a workforce that reflects the full diversity and strength of our communities. Drawing from the momentum of programs like, GO-3D, Building Bandwidth Workplace Support, and Career Link, as well as the continued growth of our Jobs, Halifax Nova Scotia online community, we will continue to innovate and expand our reach in service delivery.

Financially, we are on solid ground. Thanks to the continued support of our funders, donors, and community partners—and our commitment to responsible stewardship—TEAM Work has maintained strong fiscal stability.

Our audited financial statements reflect not only accountability and transparency, but also the strategic alignment of our resources to high-impact programming. This ensures we are equipped to respond to emerging needs while planning for long-term sustainability.

Looking forward, we are focused on:

- Expanding inclusive and barrier-free career services
- Deepening partnerships with employers, educators, and equity-seeking communities
- Embracing digital innovation and data-informed decision-making
- Elevating lived experience and client voice in program design and delivery
- Advocating for systemic change in employment equity and accessibility

We are also excited to continue implementing our 2025–2027 Strategic Plan, which outlines clear priorities and bold goals that will guide our work in the years to come.

To the TEAM Work staff, board members, funders, partners, and clients: thank you. Your collaboration and trust make our work not only possible but powerful. With your continued support, we are confident that TEAM Work will remain a driving force in shaping a more inclusive, equitable, and opportunity-rich future for all Nova Scotians. Together, we are not just imagining a better future—we're building it



Guiding Vision

STEWARDED IMPACT

The remarkable progress of TEAM Work Cooperative over the past 29 years would not have been possible without the leadership of our Board of Directors and the steadfast support of our funders. In a year shaped by rapid change and growing complexity—from labour market disruptions and rising inflation to the integration of new staff and programs—our organization has continued to thrive thanks to strong governance, strategic investment, and shared commitment to inclusive employment.

Managing an organization with more than 32 dedicated staff and serving thousands of job seekers annually is both a privilege and a responsibility. With the insight and direction of our Board and the trust and investment of our government and community partners, TEAM Work has remained resilient, responsive, and rooted in its mission. This past year has tested our adaptability, and yet, we've emerged stronger—introducing innovative programs, strengthening partnerships, and delivering real results for those we serve.

Our Board has provided crucial oversight, vision, and accountability throughout these changes, ensuring that TEAM Work remains a trusted partner to both clients and government. Your leadership has enabled us to uphold high standards of transparency and governance, while staying grounded in values of inclusion, equity, and impact.

Equally, our funders have been instrumental in bringing our mission to life. We are deeply grateful to our partners at the Nova Scotia Department of Opportunities and Social Development, Nova Scotia Department of Labour, Skills and Immigration, Post-Secondary Accessibility Services – Department of Advanced Education, Nova Scotia Student Assistance, and Employment and Social Development Canada (Government of Canada). Their continued investment allows us to deliver high-quality services and adapt to emerging needs. Through these partnerships, we've created new pathways to employment, expanded access to training, and provided critical support to individuals navigating complex life and career transitions.

As Executive Director, I am inspired daily by our staff—who meet challenges head-on with compassion, creativity, and our drive to support our community. But our work is only possible because of the solid foundation built and upheld by our Board and funders. Your support has guided our strategy, fueled our growth, and helped us deliver on our promise: to empower individuals, strengthen communities, and build a more inclusive workforce for Nova Scotia.

The achievements of this past year are shared ones. Together—with our Board, our funders, our staff, and our clients—we continue to lead with purpose and serve with heart.







THANK YOU

**We're deeply grateful for your support.
Your kindness, wisdom, and willingness
to work alongside us are truly
appreciated.**