



# Empowering Abilities, Fuelling Growth

Strengthening organizations. Expanding opportunity. Creating lasting impact for people with disabilities across Canada.

IMPACT REPORT

2026



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## Better Organizations. Better Opportunities. Better Outcomes.

Across Canada, organizations serving people with disabilities are working every day to remove barriers, expand opportunity, and create more inclusive communities. Yet they are doing so in an increasingly complex operating environment marked by rising demand, rapid technological advancements, evolving community needs, workforce challenges, and growing pressure to demonstrate tangible impact.

Meeting these challenges requires more than financial investment alone. Organizations need the leadership, systems, and strategic clarity to adapt, innovate, and grow. They need stronger data to tell their story, more diversified sources of revenue, and practical tools to measure what's working and where they can improve. The *Empowering Abilities, Fuelling Growth* (EAFG) initiative was developed to build this capability.

Funded in part by the Government of Canada's Social Development Partnerships Program, EAFG brought together organizations from across Canada to strengthen their operations and prepare for long-term success. Through a combination of targeted capacity-building, strategic coaching and advisory support, peer learning, technology exploration, and implementation support, organizations strengthened their ability to measure impact, diversify revenue, align operations with strategy, and explore innovative approaches to service delivery.

Over two years, we witnessed meaningful transformation. Organizations developed better tools for decision-making, strengthened their funding strategies, improved how they collect and use data, and embraced technologies that increase efficiency and effectiveness. These changes are already helping organizations reach more people, deliver higher-quality services, and improve employment and inclusion outcomes for Canadians with disabilities.

Today, participating organizations are better equipped to respond to change, seize new opportunities, and continue growing their impact. Just as importantly, they are demonstrating what is possible when organizations have the systems, support, and resources they need to thrive. Their experiences offer valuable lessons for the broader sector and show how investing in organizational capacity can create lasting benefits for communities across Canada.

We are proud of what has been accomplished through this initiative and grateful to the Government of Canada, Deloitte, our partners, and the participating organizations whose leadership, openness, and commitment made this work possible. Together, we are helping build a stronger sector — one better equipped to create a more accessible, inclusive, and prosperous Canada for everyone.

**BRUCE DEWAR**

# A message from our CEO



# Empowering Abilities, Fuelling Growth

## *Building Capacity for Greater Impact*

People with disabilities continue to face significant barriers to employment, social participation, and economic inclusion. At the same time, organizations working to address these barriers are navigating growing demand for services, funding constraints, operational complexity, and rapidly evolving technologies.

In response, LIFT launched *Empowering Abilities, Fuelling Growth* to strengthen the capacity of disability service organizations and advance more inclusive communities and workplaces. The initiative was designed around three interconnected objectives:

Increased capacity and adoption of innovative practices among SPOs, enabling greater impact for the communities they serve.

Enhanced cross-sector collaboration and knowledge sharing to advance a more accessible and barrier-free Canada.

Strengthened pathways to social inclusion and meaningful employment for people living with disabilities.

To advance these objectives, LIFT delivered an integrated capacity-building and innovation program from January 2024 to March 2026. Drawing on LIFT's proven model of coaching, tailored capacity building, implementation support, peer learning, and technology-enabled innovation, participating organizations strengthened the organizational foundations needed for sustainable growth and greater impact. Organizations enhanced their ability to adopt new approaches, improve operational effectiveness, and advance accessibility and inclusion outcomes. The initiative also fostered sector-wide knowledge sharing and catalyzed the development of innovative solutions to reduce barriers to employment for people with disabilities.

# Impact Highlights

## Turning Capacity into Impact

Through *Empowering Abilities, Fuelling Growth*, LIFT enabled disability-serving organizations to build the capacity, skills, and resilience needed to drive lasting change. As a result, people with disabilities are experiencing improved social and employment outcomes, including greater participation in community life and increased access to inclusive employment opportunities, while employers are better equipped to attract, hire, and retain diverse talent.

Through the initiative LIFT supported  
**8 Social Purpose Organizations:**

100%

of participating organizations report **stronger alignment** between strategic priorities, funding, and intended outcomes

100%

Report **stronger impact measurement and data-informed decision-making** capabilities

100%

Report an **improved ability to attract diverse resources**

94%

Report they have **integrated AI** in ways that align with their mission and capacity

By early 2026, the EAFG cohort was delivering programming and services to 69,765 clients and working with 6,457 employers and community partners across the country.

3X

Community member growth increased from 1,500 to 4,409, indicating rising national demand and the capacity to deliver at scale

Ase Community Foundation

↑ 73%

Growth in partners — expanding P4P's collaborative network and reach from 30 to 52 strategic partnerships

Partners for Planning

↑ 61%

Increase in employers with DEI practices, advancing inclusion across more workplaces, from 62 at the start of the initiative to 100

TEAM Work Cooperative

↑ 50%

Increase in clients who obtained jobs, connecting more people with meaningful employment

Community Living Parry Sound



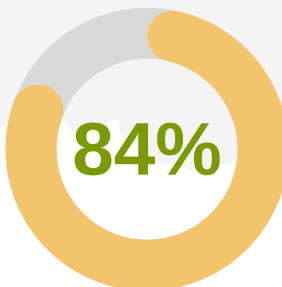
People reporting they are a valued member of society, reflecting inclusion made real in everyday lives

UNITI

\$8.2M

Total annual revenue, reflecting a significant increase from \$3.5M at the start of the initiative

Canadian Association for Supported Employment



Participant satisfaction rate, reflecting high-quality service delivery across programs

Neil Squire Society

# Convening & Collaborating

*Connecting Organizations, Ideas, and Technology for Lasting Change*

LIFT's model is built on knowledge-sharing and collaboration across the sector. Our experience shows that bringing together social purpose organizations, sector partners, and corporate leaders creates the conditions for transformative conversations, innovative ideas, and technology-enabled solutions that drive social change. Throughout the initiative, SPOs connected through a range of forums for strategic discussion, learning, and resource sharing, while building relationships that will continue to strengthen the sector beyond the initiative.

## AI Uplift

In collaboration with Deloitte, LIFT and the participating organizations explored how emerging technologies, including AI, could strengthen organizational effectiveness and improve outcomes for people with disabilities. Through a design-thinking solution lab at the Deloitte Greenhouse, leaders deepened their understanding of AI, explored use cases, and tested practical applications through hands-on experimentation. This collaboration sparked a series of follow-on initiatives focused on building AI literacy, identifying opportunities for responsible AI adoption, and developing several early-stage prototypes designed to enhance service delivery, improve data analysis, and support more personalized pathways to employment and inclusion.

## Collaborative Solutions for Collective Impact

LIFT's Chief Executive and Sector Leader Forums also provided opportunities for candid dialogue, strategic reflection, and peer-to-peer problem-solving. These sessions created space for leaders to reflect beyond day-to-day operations, share real-time challenges, and draw on the collective experience of their peers.

## Amplifying Impact through Shared Insights

The initiative's influence also extended beyond participating organizations. With support from the Social Development Partnerships Program, LIFT convened more than 100 sector leaders, government, and funding partners to share lessons, outcomes, and practical tools from the initiative. Strong engagement reflected growing demand for LIFT's capacity-building approach, peer-learning network, and AI work. Follow-up interest also highlighted the potential to scale and adapt these models, amplifying impact across the sector.



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**Our collaboration with LIFT exemplifies what's possible when technology meets deep sector expertise and lived experience to address real systemic challenges.**

AI-enabled tools have offered practical ways to increase efficiency and effectiveness for employers, employees, and the organizations supporting them, representing an important step toward advancing inclusion across Canadian workplaces.

DELOITTE CANADA



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*Behind every number is an organization strengthening its capacity to create greater opportunity, inclusion, and employment outcomes for people with disabilities.*

*These stories highlight how each of the participating organizations transformed their systems, strengthened their leadership, and expanded their impact through the initiative.*

# Stories of Impact

Ase Community Foundation for Black Canadians with Disabilities

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The Canadian Association for Supported Employment

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Community Living Parry Sound

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Neil Squire Society

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Partners for Planning

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TEAM Work Cooperative

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UNITI

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## Stronger Foundations, National Reach: Building Systems and Confidence to Advance Inclusion for Black Canadians with Disabilities



“With LIFT’s guidance, we have enhanced our organization to be more targeted, effective, and measurable, leading to increased community participation, stronger partnerships, and greater engagement with policymakers to drive systemic change.”

**ARONKE EMMANUEL**  
DIRECTOR OF STRATEGY & OPERATIONS,  
ASE COMMUNITY FOUNDATION

### The Opportunity

Ase Community Foundation for Black Canadians with Disabilities (Ase) works to advance employment and social inclusion for an underserved community navigating the dual pressures of anti-Black racism and ableism. Ase entered LIFT’s EAFG initiative with a clear ambition: to move beyond reactive, program-by-program operations and build the integrated systems, strategic clarity, and leadership capacity required for national growth. The organization needed to connect its programs, finances, and governance into a unified model — and to demonstrate its impact with the confidence and credibility that funders and partners expect.

### The Impact

Through EAFG, Ase underwent a fundamental transformation. Previously siloed functions were integrated into a unified operating model that aligned strategy, programs, finance, and governance around shared priorities. A strengthened impact measurement framework shifted the organization from compliance-driven reporting to evidence-informed decision-making, while leadership coaching enhanced strategic focus, clearer prioritization, and more effective use of data. At the same time, Ase built greater organizational sustainability. Revenue planning evolved from opportunistic to intentional, increasing non-governmental revenue from 1% to 13%. The organization also adopted AI tools to strengthen grant writing and communications, improving quality and efficiency while enabling leadership to dedicate more time to strategic priorities. Together, these changes positioned Ase for its next stage of growth. Ase has validated its readiness to operate as a national organization — with the systems, credibility, and community-centered leadership to deliver at scale.



**3x**

Growth in community members served, from 1,500 to 4,409 — meeting growing national demand

**↑ 93%**

of program participants reported developing new skills, up from 71%

**3.5x**

Expansion in programs and services offered, from 10 to 35, responding to complex, intersecting community needs



## Leading with Intention: Building the Strategic Clarity and Systems to Lead Supported Employment Nationally



“LIFT has brought knowledge and experience I can count on, and the cohort means we're learning with and from others with a shared mission. We're getting feedback grounded in the non-profit sector broadly and the supported employment sector specifically, and that's wildly valuable.”

### JOANNA GOODE

EXECUTIVE DIRECTOR, CANADIAN  
ASSOCIATION FOR SUPPORTED  
EMPLOYMENT

### The Opportunity

The Canadian Association for Supported Employment (CASE) champions employment inclusion for people with disabilities across Canada by connecting a national network of service providers, delivering sector training, and leading MentorAbility, its flagship mentorship program. While nationally recognized, CASE entered EAFG with uneven organizational capacity. MentorAbility had flourished, but other functions reflected years of volunteer-led operations and project-based funding. To sustain and scale its national leadership, CASE needed stronger strategic alignment, internal systems, and a more disciplined approach to sustainable revenue generation.

### The Impact

Through EAFG, CASE has undergone a meaningful evolution in how it understands, plans, and sustains its work. What began as efforts to address the pressures of growth has evolved into a more intentional and coordinated approach, one grounded in clearer strategy, stronger internal systems, and greater confidence in decision-making. A unified theory of change now anchors strategy, storytelling, and Board decision-making. New business planning frameworks have brought new discipline to revenue diversification, with revenue growing from \$3.5M to \$8.2M. CASE also progressed from informal AI experimentation to a formal AI use policy and implementation roadmap, enabling responsible, practical adoption across the organization. Together, these changes have strengthened CASE's capacity, positioning it to expand its national leadership with greater clarity, credibility, and impact.



583

Communities reached,  
reflecting CASE's  
growing national  
footprint

968

Registrants to Learning  
and Development and  
certificate programs —  
strengthening sector  
knowledge and skills

1,929

MentorAbility participants —  
900 mentors and 1,025  
mentees — supported by 185  
service providers nationwide



## Rooted in Community, Built for the Future: Reimagining Sustainability and Impact in Developmental Services.



"The EAFG journey took us beyond the confines of the developmental services sector and expanded our ways of thinking about how we can be sustainable in the future by considering ideas that we would never have thought about before."

**BRAD HORNE**  
EXECUTIVE DIRECTOR, COMMUNITY LIVING  
PARRY SOUND

### The Opportunity

Community Living Parry Sound (CLPS) supports people with disabilities in the Parry Sound region to live, work, and participate fully in community life. A trusted local organization with deep community roots, CLPS entered EAFG at a moment of real pressure — facing funding gaps in individualized support and employment services, compliance-driven reporting that did little to capture its full impact, and limited capacity to explore new revenue models. To fulfill its ambition of becoming the agency of choice in its region, CLPS needed to move beyond the boundaries of how developmental services organizations had traditionally operated.

### The Impact

With LIFT's support, CLPS laid the foundation for a more sustainable, impact-driven future. What began as building the foundations of impact measurement evolved into a culture where data informs decisions, strengthens services, and drives continuous improvement. Person-centered insights now shape Board governance and day-to-day operations. Revenue diversification also became more intentional, with new feasibility and business planning tools advancing fee-for-service models and contributing to growth in non-governmental revenue to 14%. At the same time, CLPS developed a practical AI roadmap to enhance employment services and established a formal AI policy to guide responsible adoption. Together, these changes have strengthened CLPS's long-term sustainability, enabling it to diversify revenue, demonstrate impact with greater credibility, and better respond to community needs.



**97%**

Client satisfaction rate maintained through significant program transition and a challenging labour context.

**99%**

of clients experienced enhanced social inclusion, sense of belonging, and increased community participation

**50%**

Increase in clients who obtained jobs — connecting more people with meaningful employment



## Turning Impact into Investment: Connecting Data, Strategy, and Fundraising to Sustain National Leadership in Disability Employment



"The most significant change has been developing a clearer, shared understanding of how impact, strategy, and fundraising connect. We have moved from describing our work through activities and programs toward articulating a stronger organizational impact story and case for support."

**CHAD LEAMAN**  
DIRECTOR OF INNOVATION, NEIL SQUIRE SOCIETY

### The Opportunity

Neil Squire Society (NSS) advances employment and independence for people with disabilities through technology, training, and workplace accommodation services. NSS entered EAFG with strong momentum and a track record of impact, but beneath that success were two barriers to long-term sustainability: heavy reliance on government funding and fragmented data that made it difficult to tell a cohesive organizational story and inspire investment in NSS as a whole. To sustain and grow its national impact, NSS needed to transform what it had long understood into evidence it could clearly demonstrate, compellingly communicate, and strategically leverage to attract sustainable investment.

### The Impact

Through EAFG, NSS underwent a meaningful evolution in how it understands, communicates, and leverages its impact. A strengthened impact measurement framework shifted the organization from tracking activities to demonstrating outcomes, weaving program-level insights into a cohesive organizational story. This cultural shift transformed data from a reporting tool into a strategic asset that informs fundraising and communications. At the same time, NSS shifted to a more intentional, evidence-based approach to fundraising, updating its case for support to demonstrate long-term impact rather than just program activities. The results were tangible: grant success rates rose from 60% to 75%, and NSS secured 22 new individual and foundation supporters in just six months. In parallel, NSS integrated AI into grant research and reporting, freeing capacity for higher-value work. Together, these changes have built a stronger foundation for sustainable growth and lasting community impact.



**3,218**

Participants who obtained jobs, connecting people with meaningful employment and economic independence

**11,306**

Total participants served across Canada — reflecting steady growth in reach and impact

**↑ 25%**

Revenue from non-governmental sources, reflecting meaningful progress toward financial diversification



## Strategic Discipline Drives Sustainable Growth: Building the Confidence, Clarity, and Capacity to Scale Impact for People with Disabilities



"I can't say enough about the impact of working with LIFT for our organization, our team, and our Board. LIFT took the time to understand us deeply, and every aspect of our work has been affected by their thoughtful coaching, generous support, timely knowledge-building, and encouragement."

### JILL TEEPLE

EXECUTIVE DIRECTOR, PARTNERS FOR PLANNING

### The Opportunity

Partners for Planning (P4P) empowers people with disabilities and their families by providing planning resources, education, and community connections that strengthen social inclusion and improve quality of life. Entering the EAFG initiative, P4P had strong momentum and a growing national profile, but recognized that sustainable growth required greater organizational discipline. To scale without compromising its mission, P4P needed stronger strategic decision-making, more integrated impact measurement, diversified revenue, and clearer systems to ensure growth remained intentional, aligned, and sustainable.

### The Impact

Through EAFG, P4P fundamentally shifted how it grows, moving from pursuing opportunities as they emerged to leading with strategic discipline and confidence. Impact measurement shifted from a year-end reporting exercise to an embedded practice that actively informs decisions and strategic conversations. New project planning frameworks have brought structure and accountability to how initiatives are launched and managed, while a more disciplined approach to funding and partnerships enabled P4P to pursue mission-aligned opportunities — and decline those that don't fit — with clarity and confidence. This strategic discipline is already yielding results: funder and partner interest have grown, including a new program secured for launch in April 2026 that will expand both reach and resources. AI has also been integrated thoughtfully into grant writing, content development, and administrative workflows, freeing staff capacity for higher-value, relational work. Together, these shifts have positioned P4P to scale nationally with greater intention, stronger systems, and the confidence to lead.



96%

of family members supported report feeling more knowledgeable after accessing P4P resources

12,700

People supported and engaged across Canada — reflecting P4P's transformational and national scale

↑ 73%

Growth in strategic partnerships, expanding P4P's collaborative network from 30 to 52 partners.



## From Momentum to Intention: Strengthening the Systems Behind Inclusive Employment in Nova Scotia



"The value of the LIFT experience was not just the tools or frameworks, but the disciplined thinking it encouraged—strengthening our confidence and reinforcing the importance of intentional, systems-level thinking. LIFT helped us slow down, clarify what matters most, and build the alignment needed to sustain our growth responsibly."

**MARCUS JAMIESON**

EXECUTIVE DIRECTOR, TEAM WORK COOPERATIVE

### The Opportunity

TEAM Work Cooperative (TWC) connects people with disabilities to meaningful employment across Nova Scotia, working with employers to build more inclusive workplaces and supporting job seekers through personalized employment services. TWC entered EAFG at a pivotal moment, experiencing growing demand and organizational momentum but also increasing complexity. Leadership structures, revenue strategies, and impact measurement had not kept pace with TWC's growth, creating the risk that expansion would outrun the systems needed to sustain it. To grow responsibly, TWC needed to move from responding to opportunity to actively shaping it, with the strategy, data, and structures to match its ambition.

### The Impact

Through EAFG, TWC evolved into a more integrated, strategy-led organization. Leadership structures were redesigned around clear strategic priorities, strengthening accountability and embedding strategy into day-to-day decision-making rather than treating it as an annual planning exercise. Impact measurement shifted from year-end reporting to a management tool that informs Board discussions, operational planning, and continuous improvement, while a more intentional approach to revenue diversification strengthened long-term financial resilience. At the same time, TWC embraced AI and technology as practical capacity enablers—streamlining reporting, strengthening communications and program development, and freeing staff to focus on higher-value, relationship-based work. Together, these changes have positioned TWC to grow with greater clarity, resilience, and discipline, ensuring that future expansion remains aligned with its mission and responsive to the communities it serves.



**2.5x**

Growth in employer partners — creating more opportunities for meaningful employment for people with disabilities

**↑ 95%**

Client satisfaction rate, up from 80% — reflecting stronger program quality and a better client experience

**61%**

Increase in employers with DEI practices, advancing inclusion across more workplaces — from 62 to 100



## Leading Together, Growing with Purpose: Building the Systems, Story, and Self-Advocacy to Lead Inclusive Community-Building



"At the start of EAFG, the question wasn't whether we had strong people or programs, but if we had the structure to translate mission into consistent practice, measurable outcomes, and sustainable funding. Working with LIFT became a 'make it real' phase: strengthening how decisions are made, how information flows, and how we stay aligned as we grow."

**DOUG TENNANT**  
CEO, UNITI

### The Opportunity

UNITI supports people with disabilities in British Columbia to live full, self-directed lives — advancing inclusion through employment support, community participation, and a deep commitment to self-advocacy. Entering the EAFG initiative, UNITI had a clear vision of becoming a recognized leader in inclusive community-building, but needed stronger systems to translate that vision into consistent practice. To grow sustainably, the organization sought to strengthen impact measurement, align decision-making around shared outcomes, build a more compelling case for investment, and ensure the voices of the people it supports were embedded in how success is defined and measured.

### The Impact

Through EAFG, UNITI shifted from compliance-driven data collection to an organization-wide culture of learning and shared accountability. Mission-aligned indicators — developed and shared with both the Board and self-advocates for the first time — changed UNITI's relationship with data from reporting what happened to shaping what comes next. Transparent costing gave UNITI a clearer picture of what its services truly cost to deliver, enabling more honest funding conversations and helping secure 354 new donors, while non-governmental revenue grew from 9% to 14%. A theory of change and outcome-aligned operating plan anchored these revenue diversification efforts in credible evidence. In parallel, UNITI developed an AI agent to help frontline staff capture impact data in real time, not just reducing administrative burden, but generating richer, more timely evidence of what is working for the people it serves, while staying grounded in the relationships and values that define the UNITI Way.



**60%**

More clients served —  
growing from 500 to  
800 and expanding  
reach to more people  
with disabilities

**↑ 2.1x**

Growth in employers whose  
labour needs were met by hiring  
UNITI clients — from 28 to 60

**90%**

of people supported report  
feeling like a valued  
member of society —  
inclusion made real in  
everyday life

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## **“The most meaningful change has been increased organizational efficiency.”**

AI has acted as a capacity multiplier, accelerating timelines without sacrificing quality and enabling staff to focus more on relationship building. We’ve seen faster turnaround on curriculum development and communications; stronger integration of impact data into decision-making; and greater openness to innovation across the organization.”

TEAM WORK COOPERATIVE





# Our Partners

## Funding Partner

This project is funded in part by the Government of Canada's Social Development Partnerships Program. The opinions and interpretations in this publication are those of the author and do not necessarily reflect those of the Government of Canada.

Funded by:

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# Canada

## Sector Collaborators

A key element of LIFT's model is our partner network, which complements the expertise of the LIFT team by providing low-cost and pro bono services. SPOs in our portfolio gain access to high-quality professional services they would not otherwise have had the opportunity to utilize. We are grateful to our following partners and collaborators for the wealth of expertise and support they have brought to the *Empowering Abilities, Fuelling Growth* initiative.

**Deloitte.**

*Blakes*

Lawyers

N|A|T|I|O|N|A|L

Trusted Partner. Bold Thinking.™



**We transform good social  
purpose organizations into  
great investments**

**LIFT Impact Partners**

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