



2024

ANNUAL REPORT

Providing Employment, Creating Opportunities

1	ABOUT GOOD FOOT DELIVERY
	2 Mission
	2 Pillars
	2 Why We Matter
	2 2024 Board of Directors
3	MESSAGE FROM THE BOARD
4	MESSAGE FROM THE EXECUTIVE DIRECTOR
5	A YEAR IN REVIEW
	COURIER PROGRAM
	5 Key Highlights
	7 Impact in Action
	8 Our Reach
	9 Courier Spotlight: Russell
	10 Delivering Customer Satisfaction
11	GOOD FOOT FORWARD
	11 Key Highlights
	12 Impact in Action
	13 Inclusive Employment in Action
14	WRAPAROUND SUPPORTS
	14 Key Highlights
	16 Spotlight: Dungeons & Dragons Social Program
17	FINANCIAL REPORTS
19	A LOOK AHEAD
20	GOOD FOOT'S GENEROUS PARTNERS



ABOUT GOOD FOOT DELIVERY

Founded in 2010, Good Foot Delivery is a registered charity and social purpose organization committed to enhancing long-term employability for the neurodivergent and autistic communities.

At the heart of Good Foot is our courier program, which provides paid work experience to neurodivergent individuals through a professional, same-day delivery service, with all deliveries completed on foot or by public transit. This program focuses on building skills, confidence, and independence, empowering Couriers to grow in a supportive and inclusive environment.

Complementing this is our employment readiness program, Good Foot Forward, which prepares participants for success in the workforce through a combination of in-class learning, job shadowing, and local workforce integration. This program equips individuals with the essential skills, workplace knowledge, and practical experience needed to succeed in the workplace.

To support our Couriers and Good Foot Forward participants fully, we provide comprehensive wraparound supports focused on mental health, life skills, and ongoing professional development. Through individualized coaching, skills-building workshops, and community-building activities, we foster personal growth, greater autonomy, and a strong sense of belonging.

Good Foot Delivery is more than just a job—it's a community where neurodivergent individuals are empowered to grow, contribute, and thrive.

Mission

Grounded in a holistic approach, Good Foot Delivery is a registered charity committed to enhancing long-term employability for the neurodivergent community by offering individualized support, training, and work experience to build skills, independence, and confidence. We provide meaningful employment through a competitive same-day courier service, delivered with pride via public transit. Our programs, our people, and our community are working together to advance workplace inclusion across the Greater Toronto Area.

Pillars

1. Good Foot Delivery fosters inclusivity in the workplace through our training and hiring practices.
2. Good Foot Delivery maintains a low carbon footprint through our delivery service executed on transit and foot.
3. Good Foot Delivery is championing the capabilities of our Couriers both within the organization and with our partners and supporters.

Why We Matter

Neurodivergent individuals continue to face disproportionately high unemployment rates. Even when motivated and capable, many are excluded from the workforce due to stigma, inaccessible hiring processes, and work environments that fail to accommodate different ways of thinking and working.

At Good Foot, we're working to close this gap.

By offering meaningful employment through our courier program, and job readiness training through Good Foot Forward, we are equipping neurodivergent individuals with the skills and tools they need to succeed.

Together, our programs are creating tangible pathways to employment, while also modeling what inclusive, supportive workplaces can look like.

2024 Board of Directors

Dominique Michaud, Co-Chair
David Wilkinson, Co-Chair
Heather Smierciak, Director
Caila Stangl, Director
Connor Whitworth, Director
Aaron Wolfe, Director

MESSAGE FROM THE BOARD

2024 was a year of meaningful transition and renewed momentum at Good Foot. We kicked off the year by warmly welcoming Aaron Wolfe to our Board of Directors. Aaron's expertise and passion have already made a meaningful impact, and we are delighted to have him join us on this journey.

This year also marked the departure of our former Managing Director, Barb Willet, who retired after several impactful years with Good Foot. Barb stepped into the role just before the COVID-19 pandemic reshaped our world, and through those uncertain times, she provided steady leadership, compassion, and strategic direction. Under her guidance, our team remained safe, supported, and focused on our mission.

One of Barb's lasting legacies was her leadership in both launching and later thoughtfully closing the In, Up & Out program. The insights gained through that work laid the foundation for Good Foot Forward, a new employment training initiative designed to better meet the needs of our community. Her leadership helped us secure essential funding from both federal and provincial governments, making this program a reality. We thank Barb for her vision, dedication, and many contributions, and wish her all the best as she begins a well-deserved retirement.

In May, we were thrilled to welcome Carey Suleiman as our new Executive Director. Carey brings a strong background in fundraising, marketing, and non-profit leadership to Good Foot, having held leadership roles with organizations such as the Toronto Symphony Orchestra, World Wildlife Fund, and Second Harvest. Beyond her professional achievements, Carey's lived experience and deep commitment to inclusive employment make her the perfect leader to guide Good Foot into its next chapter of growth and impact.

As co-chairs, we extend our heartfelt thanks to our fellow board members for their steadfast dedication, to our funders and partners for their unwavering support of our mission, and, most importantly, to our Couriers and staff, who are the heart of this organization. Your passion and commitment continue to make Good Foot a model of inclusivity and possibility in the workplace and beyond.



Dom Michaud and David Wilkinson
Co-Chairs, Board of Directors

MESSAGE FROM THE EXECUTIVE DIRECTOR

It is with immense joy and deep personal commitment that I stepped into the role of Executive Director at Good Foot Delivery in 2024. As a long-time admirer of the organization—and as a parent of an Autistic adult—joining Good Foot is both a professional and profoundly personal milestone.

I would like to extend my heartfelt thanks to Barb for her generous support during our leadership transition. Her guidance provided me with a deep understanding of the rich tapestry that makes up Good Foot, from Good Foot Forward, our robust employment training program, to Good Foot Delivery, our hands-on work experience initiative, and the vital wraparound supports provided to our community.

Over the past year, Good Foot Forward continued to grow into a distinctive model for ensuring workplace readiness, designed specifically for neurodivergent learners. Our trainees benefited from individualized coaching in an inclusive environment that emphasizes both professional growth and personal well-being. We are pleased that 83% of program participants successfully secured work placements.

We also made time to move, celebrate, and connect. Our Run Club's participation in the TCS Waterfront 5K not only energized us physically but also helped raise over \$25,000.

Our Holiday Party brought together past and present staff, program alumni, families, and friends—a joyful reminder of the strong community that defines Good Foot. As someone new to the organization, I've been especially moved by the deep sense of connection that runs through everything we do. In 2024, that spirit came to life in powerful ways.

To our Board, thank you for your strategic guidance and commitment. To our Couriers and staff, thank you for consistently demonstrating leadership, empathy, and excellence. And to our funders, donors, and business partners, thank you for standing alongside us in our mission to demonstrate the transformative power of meaningful employment for individuals with disabilities.

Together, we are building a future where inclusivity isn't just a value—it's a practice. I'm honoured to be walking this path with all of you.



Carey Suleiman
Executive Director, Good Foot Delivery
and Support Services

A YEAR IN REVIEW

COURIER PROGRAM

Our founding program, Good Foot Delivery, offers meaningful employment to neurodivergent individuals through a same-day courier service. More than just a job, it's an opportunity to build confidence, develop skills, and foster independence—all within a supportive, inclusive community.

Key Highlights

Expanded Our E-Commerce Capabilities

Thanks to support from the Government of Canada's Community Services Recovery Fund, we expanded our e-commerce capabilities by launching a new WooCommerce integration. Now, WordPress-based online stores can offer Good Foot as a delivery option directly at checkout. This seamless solution streamlines order fulfillment for our business partners, enhancing our visibility as a trusted same-day delivery provider and supporting sustainable growth.

Meeting Urgent Needs with Trusted Service

During the Canada Post strike, we quickly stepped in to support customers who needed reliable delivery solutions. From the University of Winnipeg, which entrusted us to hand deliver over 100 holiday cards to donors, to small businesses sending time-sensitive gifts, we ensured important deliveries reached their destination on time. We were also proud to assist the City of Toronto, delivering critical notices to residents and businesses. Our responsive, people-first service helped us establish new relationships and build trust with our clients.

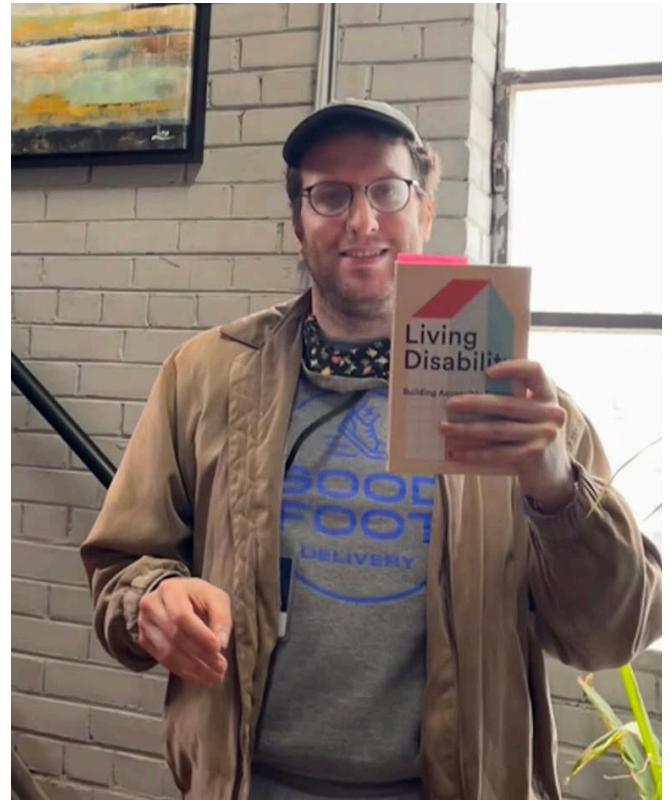
Growing our Impact

Demand for our services grew steadily, resulting in a 10% increase in order volume and a 5% rise in delivery revenue. This growth translates directly into more paid work for our Couriers and more lives positively impacted through inclusive employment. Every delivery, and every donation, helps us build a stronger, more equitable community.

Sharing Our Story in Print

We're proud to share that Good Foot Delivery, along with Couriers Jack and Zachary, is featured in *Living Disability: Building Accessible Futures for Everybody*, written by Amanda Leduc and edited by Emily Macrae.

In this inspiring collection, Jack and Zachary open up about their experiences delivering across Toronto—highlighting unique challenges, funny moments, and meaningful encounters with customers. As Zachary reflects, “I’m very schmoozy, which means I like to talk to people a lot. That’s very helpful because there’s a lot of customer service stuff going on.” Jack adds, “By the end of the day, I’m kind of exhausted, but it’s a good tired. I feel like I did something that was worth it.”



Creating Meaningful Employment

As demand grew, we were able to welcome one new Courier to our core team and brought on three additional Couriers for seasonal support. Each new role represents a step forward in our mission to create inclusive employment opportunities for neurodivergent adults.

COURIER PROGRAM

Impact in Action

A new record: 8 days
in December with over

100 orders

Completed

12,486
deliveries

December 19th marked
our busiest day, with

121 orders

543 customers

Delivered

1,142
Shopify orders

Employed

28
Couriers throughout
the year

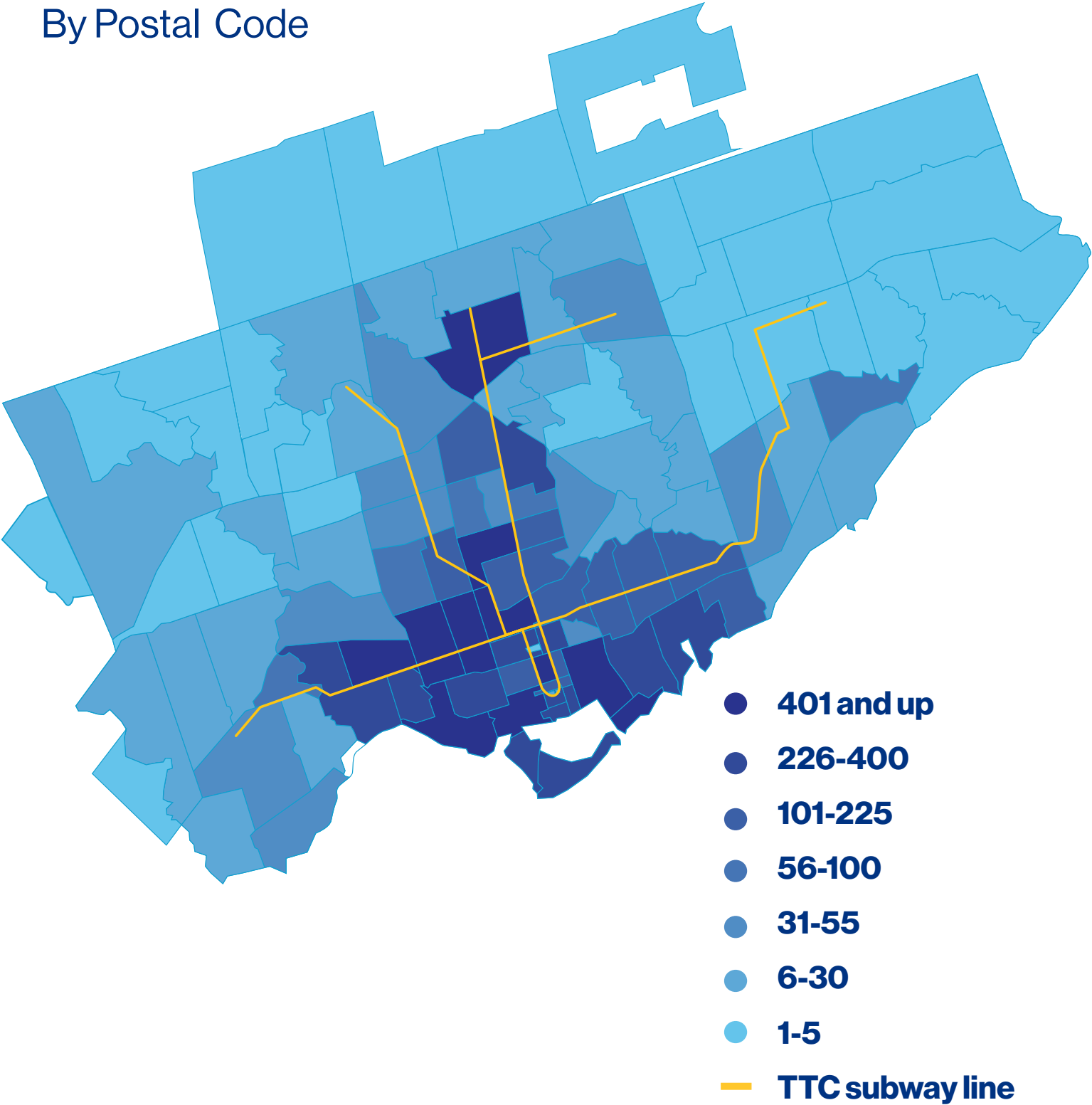
Welcomed

267
new customers

Generated

\$16,565
through flyer distribution

Number Of Deliveries
By Postal Code



Courier Spotlight: Russell

Before joining Good Foot, Russell found the job search overwhelming. As a neurodivergent person, he knew he had valuable skills but had often felt overlooked by traditional employers. Then a friend told him about Good Foot—and things started to look different. “When I heard about Good Foot,” he says “I was like, “this is perfect.”

At Good Foot, Russell found structure, community, and confidence. He appreciates the stability and predictability that the job brings. “I like the scheduling part,” he says. “You know what your hours are and when you’re working. I can keep a good work-life balance.” That consistency, paired with Good Foot’s supportive environment, has helped him manage challenges like anxiety during unexpected moments on the job. “Sometimes things don’t go as planned,” he explains, “but staff help you figure it out instead of making you feel bad about it.”



Since starting, Russell has become significantly more independent both at work and in his personal life. He now feels confident navigating the city on his own and even took a solo trip to Las Vegas. “Working at Good Foot has really improved my navigation skills,” he says. “It’s helped me feel more comfortable going to areas that are unfamiliar.” Along the way, he’s also built practical skills—from learning the best transit routes to improving his communication.

Russell also values the joy the job brings, especially when making deliveries that brighten someone's day. "Delivering for Ballooms is so fun," he says. "I love making someone's day when they see their balloons!" He's also enjoyed building connections through Good Foot's social events, like the Blue Jays game the team attended last year. Looking ahead, Russell has his sights set on becoming a Training Facilitator—a role that would allow him to support new Couriers and take on more responsibility. "I want to help people learn what I've learned," he says, "and make a bit more money, too." His story highlights how Good Foot creates meaningful employment by fostering confidence, independence, and a strong sense of belonging for neurodivergent individuals. It's not just about the work, it's about being part of a team that truly values and supports each individual.

Delivering Customer Satisfaction

"Good Foot Delivery has made bringing Ballooms to the City of Toronto possible. Not only has Good Foot been there to support our needs, they have also been there to ensure our customers are pleased with their delivery. The team goes above and beyond, making our job easier. It's hard to envision the success of Ballooms without the team and its amazing group of couriers.

Russell has become a staple in the Ballooms experience! He understands how exciting it is to receive Ballooms and his joy in delivering the product is magnetic. He champions our product and reminds us to be proud that we are delivering little moments of joy to the people in our community."

"Given the choice to send Ballooms via a traditional courier service or Good Foot, we proudly choose Good Foot every time."

-Dylan Kwacz, Ballooms



GOOD FOOT FORWARD

Good Foot Forward remains a cornerstone of our commitment to supporting neurodivergent job seekers. Through one-on-one coaching, skill-building workshops, and peer mentorship, the program helps participants grow their confidence, explore career paths, and form meaningful connections, both personally and professionally.

Key Highlights

Welcoming New Cohorts, Empowering New Futures

Thanks to lead funding from the Government of Canada's Opportunities Fund and the Ontario Ministry of Labour, Immigration, Training, and Skills Development, we welcomed three new cohorts into our program this year. Every cohort brings individuals with fresh energy, unique perspectives, and a strong desire to grow. With personalized coaching, hands-on job shadowing, and peer support, participants built valuable workplace skills, gained real-world experience, and grew more confident in their abilities.



Championing Growth from Within

We're proud to have promoted three Couriers to Training Facilitator roles, an exciting step that celebrates their professional development and leadership. As Training Facilitators, they guide participants through on-the-road job shadowing, offering guidance and building a powerful sense of community through peer-led learning.



GOOD FOOT FORWARD

Impact in Action

**In 2024,
11 individuals went through
the 9-month program.**

**83% found 3 month
work placements.**

**Each participant received
over 320 hours of job
readiness training.**

Inclusive Employment in Action

When Emily joined Good Foot Forward, she was eager to work but faced challenges navigating the job market. While she had strong motivation, she sought guidance on workplace expectations, professional communication, and self-advocacy. Throughout the program, Emily developed essential skills like time management, problem-solving, and adaptability. The job shadowing component provided her with firsthand experience structuring her workday, prioritizing tasks, and collaborating effectively with peers.

Upon completing the program's first phase, Emily began a three-month placement at Bunnery Bakeshop, a vegan and gluten-free bakery in Kensington Market. This placement allowed her to apply the skills she had developed, particularly in professional communication and task management. She took on key responsibilities, including packaging and labeling, and quickly became an integral part of the team. Emily's ability to adapt to a

fast-paced environment, seek clarification when needed, and contribute to overall efficiency made a lasting impression on her colleagues. "Emily learned quickly through her placement and is always eager to try new things," says Bunnery Manager, Anita Chaudary.

As a result of her dedication and reliability, Bunnery Bakeshop offered Emily a permanent position—

demonstrating the tangible impact of the Good Foot Forward program in facilitating long-term employment outcomes. "She is so friendly to everyone and a great addition to the Bunnery's Team," Anita tells us. Today, Emily is a valued team member, reinforcing the importance of structured employment support and inclusive hiring practices.



WRAPAROUND SUPPORTS

Good Foot is more than just a training program or workplace—it's a community. Through a range of wraparound supports, we foster belonging, build essential life skills, and promote the overall well-being of our Couriers and program participants.

Key Highlights



Workshops & Learning Opportunities

This year, we hosted seven engaging workshops on topics like transit and internet safety, managing stress and trauma, self-care strategies, and how to give and receive feedback. These learning sessions equip everyone with practical tools to navigate daily life with greater confidence and independence—both on and off the job.

Celebrating Community

Our annual holiday party once again brought the Good Foot community together in a joyful celebration attended by nearly 100 guests. The evening was filled with laughter, connection, and unforgettable performances by our very own Couriers and participants—including Finn on keyboard, Said's vocal performance, and Corey's hilarious stand-up comedy. It was a powerful reminder of the talent, courage, and spirit within our team.





Run Club & Race Day Success

In partnership with BlackToe Running, we kept our team moving with Run Club, helping participants stay active and build endurance toward an exciting goal: completing the TCS Waterfront 5K. Not only did our runners cross the finish line with pride, they also helped raise over \$25,000 to support inclusive employment through Good Foot.



Fostering Connection through Social Programming

Good Foot hosted over 65 social events throughout the year. From game nights and movie screenings to art sessions and seasonal celebrations, our programming continues to strengthen bonds, foster creativity, and bring our community together. These gatherings provide a meaningful way for Couriers and participants to connect outside of work.



Spotlight: Dungeons & Dragons Social Program

At Good Foot, we know that community and connection are just as important as employment. That's why, for over a year, a group from the Good Foot Community has been gathering twice a month to play Dungeons & Dragons—a collaborative storytelling game where imagination, strategy, and teamwork take centre stage. More than just a game, D&D has become a space for creativity, confidence-building, and genuine social connection. The group is led by Seth, one of our Couriers and Training Facilitators, who serves as Dungeon Master, guiding players through epic adventures filled with monsters, mysteries, and magic.

Seth's style is laid-back and collaborative. "I'm more like a narrator of what's happening. I let them make the big decisions." The group's adventures are equal parts chaos and heart. "They'll try to formulate a plan," he laughs, "and it always goes wrong."

Outside of the game, being a Dungeon Master has helped Seth sharpen his skills in writing, math, and puzzle design. But more importantly, it's helped him build community. "Without the opportunity provided by Good Foot, I wouldn't have had the chance to create a safe space for my colleagues to grow and build lasting relationships."

For Said, the group offers something even more meaningful than creative expression. "It's a very freeing experience to get to be myself in a space where others are doing the same," he shares. "I don't often get many chances to do that elsewhere, so to have that one reprieve—of a few reprieves—means very much to me."



For him, the group is "fun but chaotic," offering a creative, social alternative to solo gaming. Through playing, he's learned that he enjoys taking reasonable risks in games, a discovery that adds an extra layer of excitement to each session.

What Fyo enjoys most about the group dynamic is the teamwork, especially in battle, when everyone works together seamlessly to take down enemies. He says the group has also helped him become more confident and charismatic in real life.

And for all the players, the group has become something to look forward to. "Being able to meet regularly with a group of people has given me a lot to look forward to," Said shares.

From creative breakthroughs to unexpected friendships, the campaign continues to shape more than just stories—it's helped this group build a genuine community.

FINANCIAL REPORTS

Good Foot is a registered charitable organization #825692668 RR0001. The complete audited statements are available upon request.

Statement of Operations

Year ended December 31, 2024

	2024	2023
Revenue		
Government grant	\$ 591,279	\$ 488,412
Foundations	389,968	294,139
Courier delivery fees	139,551	146,026
Donations	76,457	112,305
Interest	14,157	-
Sponsorship and others	1,652	17,453
	1,213,064	1,058,335
Expenses		
Salaries, wages, and benefits	1,057,071	890,053
Professional fees	95,870	91,618
Rent	70,259	64,978
Software maintenance	35,061	15,352
Office and general	27,416	43,881
Advertising and promotion	21,967	13,912
Transportation and uniforms	16,308	14,006
Training	12,802	25,478
Insurance	3,277	5,023
Bank charges and interest	2,566	3,724
Amortization of capital assets	-	2,635
	1,342,597	1,170,660
Deficiency of revenue over expenses	\$ (129,533)	(112,325)

Statement of Financial Position

As at December 31, 2024

	2024	2023
Assets		
Current		
Cash	\$ 190,471	\$ 461,656
Short-term investments	103,646	200,050
Accounts receivable	90,286	77,695
Harmonized Sales Tax recoverable	40,595	53,930
Prepaid expenses	3,020	3,020
	428,018	796,351
Long Term Investments	-	100,000
	\$ 428,018	\$ 896,351
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 45,769	\$ 53,434
Deferred revenues	2,003	333,138
	47,772	386,572
Net Assets		
Unrestricted	80,246	209,779
Internally		
Restricted Reserve	300,000	300,000
	380,246	509,779
	\$ 428,018	\$ 896,351

Good Foot Support Services o/a Good Foot Delivery

Statement of Changes in Net Assets

Year ended December 31, 2024

	Unrestricted	Internally Restricted Reserve	2024	2023
Net assets - Beginning of year	\$ 209,779	\$ 300,000	\$ 509,779	\$ 622,104
Deficiency of revenues over expenses	(129,533)	-	(129,533)	(112,325)
Net assets - End of year	\$ 80,246	\$ 300,000	\$ 380,246	\$ 509,779

A LOOK AHEAD

As we reflect on the incredible growth and impact we've achieved together this year, we are filled with gratitude and excitement for what's ahead. Thanks to your support, Good Foot is more than a delivery service. We've built a vibrant, inclusive community where neurodivergent adults are empowered to thrive, not just at work, but in life. Looking forward, we see a world of opportunity. We plan to:

- Welcome new participants into our Good Foot Forward employment program
- Expand partnerships with local businesses and nonprofits
- Enhance social programming to foster connection and belonging
- Invest in new pathways for our team members to thrive

All of this growth is possible, but only with your continued support.

Every delivery completed, every skill learned, and every life impacted is a direct result of donor generosity. As demand for our programming, support services, and community increases, so too does the need for sustainable funding. To meet this moment, we rely on the continued support of people like you.

Thank you for believing in our mission and investing in a future where everyone can step forward with purpose and pride.

GOOD FOOT'S GENEROUS PARTNERS

Government of Canada's Opportunities Fund for Persons with Disabilities

Government of Canada's Community Services Recovery Fund

Government of Ontario's Ministry of Labour, Immigration, Training and Skills Development Fund

CIBC

Royal Bank of Canada

TELUS

TD Bank

Sony Music

Robins Appleby

The Azrieli Foundation

Geoffrey & Emma Hinton Foundation

Harry E Foster Foundation

MEH Foundation

Throw the Switch Igor! Foundation

RunTOBeer

BlackToe Running

Pattison Outdoor Advertising

A special thank you to all of our individual donors for their trust and support.



Good Foot Delivery
720 Bathurst Street
Toronto, ON M5S 2R4

416-572-3771
info@goodfootdelivery.com

Charitable #: 825692668RR0001

goodfootdelivery.com