



GOOD FOOT SUPPORT SERVICES



ANNUAL
IMPACT REPORT
2025



CONNECTED BY PURPOSE



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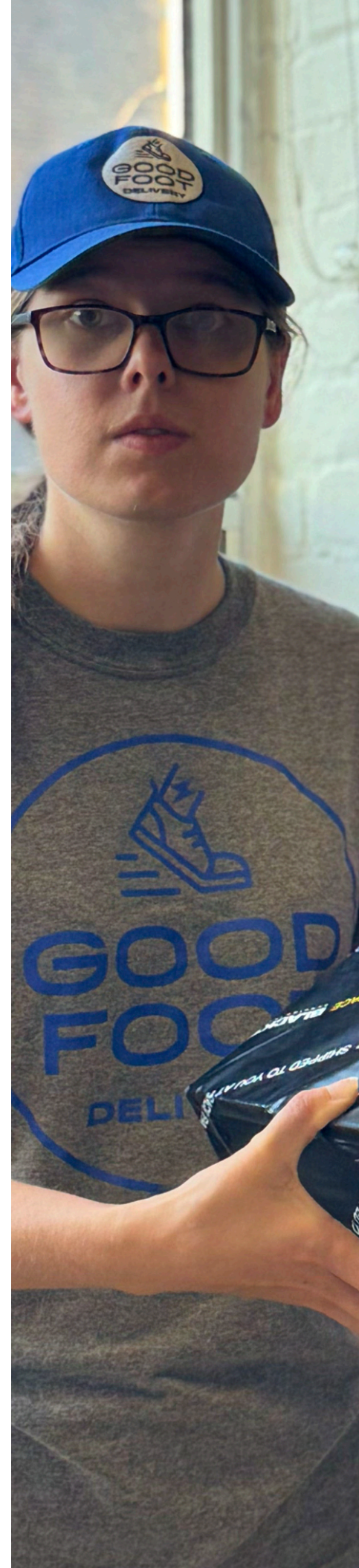
ABOUT GOOD FOOT

For fifteen years, Good Foot has been doing something the broader workforce is still catching up to: building a workplace where autistic and neurodivergent individuals are not just accommodated but are also valued, supported, and set up to thrive. As a registered charity and social purpose organization, everything we do is driven by our belief that inclusive employment changes lives.

Our Courier program puts that belief into practice every day through a professional, same-day delivery and flyer distribution service that operates entirely on foot and by public transit across Toronto. Every one of our 27 Couriers is neurodivergent, and every delivery is an opportunity to build real skills and connect to the city in a meaningful way. Our Good Foot Forward program goes further, combining classroom learning, an internship with Good Foot, and a three-month work placement to prepare participants for careers beyond Good Foot.

Woven through everything we do are wraparound supports: one-on-one coaching, life skills workshops, and a social community that ensures our Couriers and Good Foot Forward participants are never navigating their journey alone.

Good Foot is more than a delivery service: it is proof that when workplaces are built with inclusion at the centre, everyone benefits.



MISSION, VISION & VALUES

Our Mission

Good Foot empowers neurodivergent individuals through tailored training, person-centred support, and inclusive work opportunities. By cultivating practical skills and social inclusion, we help individuals build confidence, independence, and sustainable pathways to employment and community.

Our Vision

A society where neurodivergent individuals thrive and live with independence, fulfillment, and full inclusion in the communities they enrich.

Our Values

1. Good Foot respects individuals and their unique contributions and perspectives.
2. Good Foot values workplace inclusion.
3. Good Foot believes in the capabilities of the neurodivergent community and champions their abilities.
4. Good Foot values the environment by maintaining a low carbon footprint.

2025 Fiscal Year Board of Directors

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

Current Board of Directors

Heather Smierciak, Chair
Aaron Wolfe, Vice Chair
Connor Whitworth, Secretary

MESSAGE FROM THE BOARD

2025 marked an important milestone in the governance of Good Foot Support Services. After more than a decade of extraordinary service, our long-time Co-Chairs, Dominique Michaud and David Wilkinson, stepped down from their leadership roles on the Board.

For over ten years, Dom and David helped guide Good Foot through remarkable growth and evolution. Their leadership spanned pivotal moments in our history, from the launch and eventual sunset of the In Up and Out program to navigating the COVID-19 pandemic and supporting the development of Good Foot Forward. Along the way, they worked closely with multiple Executive Directors and helped steward the organization through periods of change and expansion. At our annual holiday gathering, we had the pleasure of recognizing their dedication, encouragement, and generosity of spirit. On behalf of the entire organization, we extend our heartfelt gratitude and wish them every success in their next chapters.

True to their thoughtful leadership, Dom and David helped ensure a smooth transition. I was honoured to step into the role of Board Chair this year, joined by Aaron Wolfe as Vice-Chair and Connor Whitworth as Secretary. Good Foot benefits from a deeply engaged and committed Board, and I am grateful to work alongside colleagues who bring such passion, expertise, and care to this work. In the coming year, we look forward to welcoming additional board members who will strengthen our governance and bring new perspectives to our mission.

I also want to acknowledge the dedicated staff, Couriers, and partners who make Good Foot's work possible every day. Your commitment and professionalism are at the heart of our impact. Together, we look forward to building on the strong foundation that has been created and continuing to expand opportunities for the people and communities we support.



Heather Smierciak
Board Chair, Good Foot Support Services

MESSAGE FROM THE EXECUTIVE DIRECTOR

Relationships are built with care, intention, and time. At Good Foot, they underpin and inform everything we do, between Couriers, staff, employers, funders, partners, and the communities we serve. They are what allow our work to grow and create meaningful opportunities.

This past year offered no shortage of reminders. In October, we held a Truth and Reconciliation workshop where one of our Couriers spoke about the deeply personal impact of residential schools on his family. What stayed with me wasn't just the courage it took to share that story. It was how his fellow Couriers showed up, listening closely, asking thoughtful questions, and holding space for one another in a way that reminded me our community extends well beyond the workplace.

Relationships also guided us through an important transition. When our longtime home at CSI Annex was sold, a connection with an In Up and Out alumnus helped us land our new space at Yonge and Eglinton. We are genuinely excited to be in such a vibrant location, and even more so with Line 5 opening up new routes for our Couriers across the city.

This year brought new relationships with funders who believe in our work, including the Beutel Goodman Foundation, the Stait Foundation, and the Gooder Family Foundation. We are also proud to celebrate ten years of partnership with both RBC Foundation and CIBC, milestones that speak to the strength of what we have built together.

At the centre of it all are our Couriers. Our commitment to their well-being, growth, and success is grounded in the relationships we build together, supporting one another, celebrating achievements, and creating a community where everyone belongs.

To our staff, board members, Couriers, participants, funders, customers, and supporters: thank you. Your trust, collaboration, and encouragement make this work possible. Together, we continue to build a more inclusive future.



Carey Suleiman
Executive Director, Good Foot Delivery
and Support Services

A YEAR IN REVIEW



COURIER PROGRAM

Our founding program, Good Foot Delivery, continued to grow in 2025 in volume, visibility, and impact. Every delivery made by our Couriers is a step toward a more inclusive city.



GOOD FOOT DELIVERY BY THE NUMBERS

27

Couriers Employed

239

New Customers

573

Customers

+75,000

Flyers Distributed

13,206

Deliveries Completed

\$150,202

Courier Delivery Revenue



KEY HIGHLIGHTS

A Milestone Partnership: Ten Years with CIBC

2025 marked a decade of partnership with CIBC, a relationship that has grown alongside Good Foot and reflects a shared commitment to inclusive employment. It was fitting, then, that CIBC marked National AccessAbility Week by featuring one of our Couriers, Said, and Mariza, a Good Foot Forward participant, in a community spotlight that brought their stories to a wider audience.

Said, who joined Good Foot in 2020 and has since grown into a Training Facilitator role, spoke to what the work has meant to him.

“This job has shown me how much I actually contribute through the work I do. It showed me how capable I really am.”
— Said

Mariza, who began the Good Foot Forward program in May 2024, reflected on how the experience built both her skills and her confidence, including the job shadowing component, which had her talking to customers on her own. When her training was complete, Said summed it up simply: “I did it! I helped somebody grow up!”



Couriers Out in the Community

In May 2025, Zachary Perlmutter participated in a panel discussion titled *Nurturing an Inclusive Community* at the national Pushing the Boundaries: Disability, Inclusion, and Jewish Community conference. His participation was a powerful reminder of the importance of centering neurodivergent voices in conversations about employment, accessibility, and inclusion.



Latner GATE MBA Internship Case Study

Good Foot Delivery was the subject of a case study published by the Institute for Gender and the Economy at the University of Toronto's Rotman School of Management. Researched and written through the Latner GATE MBA Internships Program, *Balancing Mission and Margin: The Good Foot Delivery Model* explores how Good Foot navigates the intersection of social purpose and financial sustainability while keeping inclusion at the heart of every decision.

The case study highlights what makes Good Foot's model distinctive: a neurodiversity-informed approach to hiring and onboarding, individualized accommodations built into daily operations, and a Courier team whose skills, reliability, and professionalism challenge assumptions at every door they knock on.

That our work is being featured in MBA classrooms speaks to the fact that what we do here isn't just meaningful, it's a model worth investing in.

COURIER SPOTLIGHTS



Braden

Braden has been with Good Foot since 2016. Before joining Good Foot, he had never had a job. Today, he's one of the most familiar faces in our community: consistent on the road, present in the office, and a regular at the social events that keep the Good Foot team close.

His days have a shape he's come to rely on. He shows up, picks up his deliveries, and gets to work. He takes real pride in finishing everything on time. "I feel good about it because I'm doing my job and getting paid," he says.

But what's changed around that core routine is harder to quantify. People who knew Braden before Good Foot will tell you how much more social he's become. It makes sense. Courier work is, at its core, a people job. Every delivery is a conversation: a greeting at pickup, a handoff at the door, a moment of connection with someone whose day you've just made a little easier. Over hundreds of those interactions, something shifts. You get comfortable; you learn to read a room, navigate small talk, and advocate for yourself when a pickup goes sideways. "Good Foot will always

help out if there are problems," Braden says. But more and more, he's finding he can handle the unexpected on his own.

That growth hasn't only happened on the streets. Braden is a regular at Good Foot's social events: game nights, seasonal celebrations, and gatherings that give our team a chance to be together outside of work. Those events have been their own kind of training ground, helping Couriers and participants build the social confidence that spills over into everything else.

Braden says that the Courier work he does is unpredictable: one day you're downtown, the next you're out east, and that's just how it is. You learn to adapt. For Braden, Good Foot has been the place where he learned how.



— EST 2016 —

BRADEN

IS ON THE GOOD FOOT



Adam

When Adam first came across Good Foot in 2021, he was searching for work and not finding much. He saw an ad for Good Foot on the subway, which advertised supporting neurodivergent individuals, and was intrigued. He landed a job in July 2021 and quickly became a talented Courier.

What followed wasn't a straight line. He took time away in 2022 to finish his degree at Trent University, but when he graduated, he came back. "I knew I wanted to return," he says simply. Good Foot had left an impression.

Today, Adam is both a Courier and a Training Facilitator, a role he stepped into after proving himself on the road and developing a knack for guiding others. His days have a rhythm he's made his own: arriving early when he can, working through the morning rush, hunting down a Tim Hortons somewhere mid-route (he's become something of a legend for his tea habit) and then pressing on until the job is done, wherever in the city that happens to be.

And the city is never small. "One time I went all the way from Kipling to Kennedy," he laughs. For Adam, that kind of range is part of what makes

the work satisfying. He's become a confident navigator of Toronto's streets and transit network, a skill that didn't come overnight but was built steadily through the work itself.

What's kept him at Good Foot, though, goes deeper than logistics. As a neurodivergent person, Adam has found something rare here: a workplace that adapts to him, not the other way around. "Good Foot is a really accommodating organization," he says. "If something does happen, they're willing to work with you through it." That support, he explains, has changed how he sees himself. "Since starting with Good Foot, I've been looking at myself in a more neurodivergent way. It's made me realize how I identify as neurodivergent, and how important that is to my identity." His proudest moments have come through training others in the Good Foot Forward program. "It taught me how to teach. It's improved my confidence."

If Adam had one thing he wished more people understood about his work, it's this: "Good Foot exists to provide meaningful employment. I wish more people understood that it is possible to employ neurodivergent people – you just have to be willing to accommodate."



— EST 2021 —

ADAM

IS ON THE GOOD FOOT

GOOD FOOT DELIVERY CUSTOMER SPOTLIGHT



Rafiken Social Enterprises

Launched in 2022, Toronto-based Rafiken Social Enterprises was built around the reality that neurodivergent individuals have strengths, talents, and potential that a neurotypical-centered workforce largely overlooks. Like Good Foot, they believe the solution is not accommodation as an afterthought, but inclusion as a foundation. The Infinite Bean Café and Catering is their proof of concept, employing neurodivergent individuals across all aspects of the business, from food preparation to customer service to operations.

What we love most about Rafiken is how deeply they understand that this work is bigger than any one organization. For Good Foot, they are a regular delivery partner, with several pickups a week that have grown into one of those reliable, rooted relationships that both organizations depend on. It makes sense that two social enterprises serving the neurodivergent community would find each other. What is not guaranteed is the kind of genuine community care that Rafiken brings. The team at Rafiken and Infinite Bean are warm, welcoming, and genuinely interested in the people behind their deliveries. We are grateful for their partnership and proud to count them among our community partners.



Finding His Next Steps: Harley & Young People's Theatre

After several years working as a Courier with Good Foot, Harley was ready to add something new to his week. Through the skills and capabilities he has built at Good Foot, he gained the confidence to put himself out there in ways that once felt out of reach. He wanted to earn more, get out more, and expand his social circle, but wasn't yet sure which direction to take.

Working closely with our employment partnership team, Harley updated his resume and explored his options. A connection through Good Foot led to an opportunity at Young People's Theatre (YPT). After a mock interview with Good Foot staff to help him prepare, Harley moved through YPT's hiring process and was offered the position in September 2025.

Today, Harley balances both roles and is doing well in each. His story is a great example of what becomes possible when someone is given the right support and is willing to take a chance on something new.

GOOD FOOT FORWARD

Good Foot Forward continued to demonstrate its value as a distinctive model for inclusive employment readiness in 2025. Program participants gained valuable skills and work experience not only through time spent alongside our Couriers, but also through three-month work placements with employment partners. Several participants moved on to exciting positions, demonstrating what can happen when employers and organizations work together to create inclusive opportunities.



GOOD FOOT FORWARD BY THE NUMBERS

20

Participants

60%

Employed post program

854 hours

Training and coaching hours

63%

Participants currently employed

11%

Participants currently in school

5,100+

Support hours since program launched



KEY HIGHLIGHTS

Good Foot at CCSR

Good Foot was invited to join accessibility leaders from Accessible Employers and Air Canada to share how companies can build more inclusive workplaces for people with disabilities. Nearly 200 CCSR members were invited to this lunchtime roundtable.

The session opened with a compelling question: if accessibility was a feeling, what would it feel like? Participants responded with words like freedom, belonging, safety, and equality. Our Business Operations Manager Ada Swierszcz shared Good Foot's inclusive employment model and the practical strategies we use to support neurodivergent employees every day.

Her session sparked dialogue among sustainability, ESG, HR, and DEI professionals, including a closing conversation about inclusive language and why the words we use matter. Good Foot left the roundtable positioned not only as an employer of neurodivergent talent, but as a thought leader for organizations ready to move beyond intention.

Presenting at OISE

Also in July, Executive Director Carey Suleiman was invited to present to a class of social entrepreneurship students at the Ontario Institute for Studies in Education (OISE). The session offered students a grounded look at how a social enterprise can build inclusion into its mission while navigating the realities of funding and growth, and gave Good Foot the opportunity to inspire the next generation of change-makers.

Accessibility: The Highest Bar for Inclusion?

Small changes can remove big barriers.



Ada Swierszcz
Good Foot Delivery

- ✓ Simplify job descriptions
- ✓ Normalize accommodations
- ✓ Give structured feedback

 Inclusive practices help neurodivergent employees thrive.



CCSR Roundtable



We Carry It Forward

2025 marked the conclusion of funding from the Ontario Ministry of Labour, Immigration, Training, and Skills Development (MLITSD) for the Good Foot Forward program. We are deeply grateful to the Government of Ontario for its trust and investment, which helped launch and sustain a program that has equipped dozens of neurodivergent Torontonians with the skills and confidence to enter the workforce. While this particular funding chapter has closed, we remain committed to sustaining and expanding this work through new partnerships and funding pathways.



A Decade of Partnership: RBC Foundation

RBC Foundation has been a steadfast supporter of Good Foot since 2015, and this year marked a decade of partnership we proudly celebrate. Their commitment has shown up in many ways over the years, including through RBC's Neurodiversity Employment Resource Group (ERG).

A member of RBC's REACH Neurodiversity ERG visited our Good Foot Forward cohort in November to speak about navigating neurodiversity in the workplace, sharing practical strategies around job seeking, retention, and self-advocacy that participants could carry into their placements and beyond.



We are proud to mark ten years of partnership with RBC Foundation and grateful for their continued involvement in our programs. Their sustained commitment has helped make this work possible year after year.

INCLUSIVE EMPLOYMENT IN ACTION

Building Inclusive Workplaces

We launched Building Inclusive Workplaces, a new project designed to challenge traditional hiring norms, spark conversation, and support employers ready to build more accessible teams.

Throughout the year, we hosted four employer information sessions and distributed Inclusivity Gift Bags during Disability Employment Awareness Month in October, opening honest conversations about what inclusive hiring really looks like in practice.

Our message was simple: inclusive workplaces benefit everyone. Neurodivergent talent brings creativity, focus, and fresh problem-solving to teams. The systems that support neurodivergent employees, from clear communication to flexible structures, make workplaces better for all.

Accessibility should not be treated as an afterthought. It is a foundation.

Building Inclusive Workplaces

Info Session for Employers



Join our **30-minute virtual info session** to learn how to build workplaces that support neurodivergent talent.

- Boost employee engagement & retention
- Reduce workplace barriers
- Strengthen equity-informed leadership
- Take practical steps toward inclusion



As we look ahead to 2026, we invite employers to reflect:

- **How accessible is our hiring process?**
- **Where might unnecessary barriers exist in our workplace systems?**
- **How can we create space for different communication styles and working rhythms?**
- **How might our hiring practices unintentionally screen out talented candidates?**

Where Are They Now?

Our 2025 Good Foot Forward participants are now working across Toronto. Here are just a few of the places where they are gaining valuable experience and helping shape more inclusive workplaces.

 **Bunner's**

 **Uber**

 **LCBO**

 **IKEA**

 **S.R.I.**

 **Sobeys**

 **Karma Co-Op**

 **Canada Post**

 **Young People's Theatre**

Skills They've Gained

Our Employment & Training team works closely with Good Foot Forward participants to help them build skills that serve them both in the workplace and in everyday life.

 **Collaboration**

 **Emotional Regulation**

 **Conflict Management**

 **Customer Service**

 **Numeracy**

 **Adaptability**

 **Responsibility**

 **Self-Compassion**

 **Digital**

 **Writing**

 **Problem Solving**

 **Time Management**

 **Creativity and Innovation**

 **Communication**

In Their Own Words

We asked our Good Foot Forward participants to reflect on what they've learned throughout the program, and their responses are a great reminder of what becomes possible when people are given both opportunity and the right support.

I learned about fulfillment and improved my interpersonal skills.

I greatly improved my time management skills. This has transferred into my personal life as well as in managing appointments and visiting family.

I learned how to acknowledge within myself my limitations in what I can handle, and to advocate for accommodations without feeling shame.

I am really good at face-to-face communication.

I really enjoy working in my department.

My Team Members and Managers are awesome to work with.

PARTICIPANT SPOTLIGHTS



Charlie

Charlie came into the Good Foot Forward program unsure whether manual labour was a field he could succeed in and not yet confident in advocating for himself in the workplace. His experience in Good Foot's training program and his work at SRI Sales, where he now has stable employment, changed both of those things.

The work at SRI involves repetitive tasks, but with enough variation to be genuinely engaging. Beyond the work itself, Charlie has come to appreciate how much the people around you shape your experience on the job. Supportive supervisors, he has learned, make a huge difference. He has also learned not to let distance be a barrier when considering opportunities, finding that with enough planning, even a daunting-looking commute on paper is manageable in practice.

Of all the skills built through Good Foot Forward, self-advocacy proved the most valuable for Charlie. The transferable skills sessions helped him land his current role, while the self-advocacy work helped him thrive once he got there.

Perhaps the most unexpected lesson came from job shadowing our Couriers. Spending hours on the TTC, navigating between locations, and moving across the city gave Charlie a grounded perspective that has stayed with him: that a job can look far more intimidating from the outside than it turns out to be once you are actually doing it.



Alex

Alex arrived with a diploma from George Brown and a track record of volunteering with programs supporting marginalized youth. But despite his background, formal job experience had been hard to come by. He approached the program with quiet determination, often staying after class to work on his job search or sharpen his interview skills. That persistence led him to a placement at Karma Co-op, where his work ethic and positive attitude were exactly what the role called for. Karma Co-op clearly felt the same way, inviting him to stay on beyond his three-month placement and giving him the time and space to deepen his skills, build confidence in his abilities, and continue learning from a team with a genuine commitment to inclusive and equitable workplaces.

WRAPAROUND SUPPORTS

At Good Foot, we know that the path to meaningful employment is about more than job skills. Our wraparound supports combine social programming, workshops, community events, and wellness initiatives to build resilience, foster belonging, and create the conditions for our Couriers and Good Foot Forward participants to grow, both personally and professionally.



Good Foot's popular
Dungeons & Dragons club

WRAPAROUND SUPPORTS BY THE NUMBERS

31

Social Events & Workshops

939

Support Hours

\$17,031

Run Club/TCS Charity Challenge



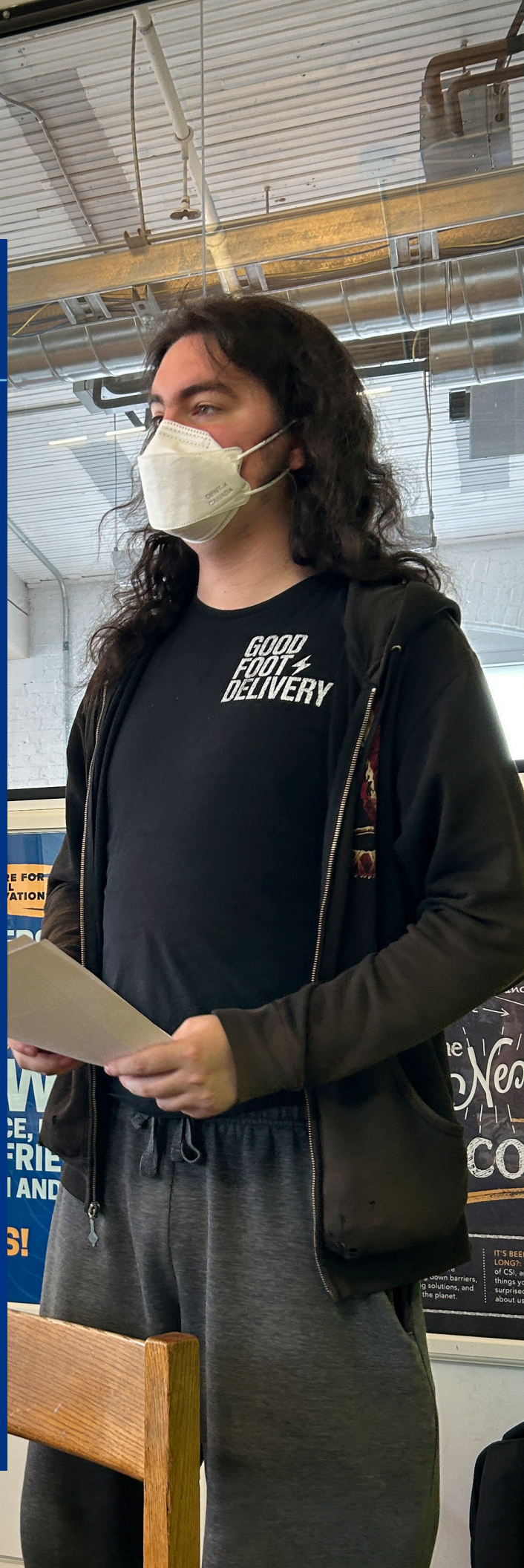
KEY HIGHLIGHTS

Truth and Reconciliation Workshop

One of the most meaningful and well-attended events of the year was our peer-facilitated Truth and Reconciliation workshop, which focused on the lasting impacts of residential schools. During the session, one of our Couriers bravely shared his experience of generational trauma, creating space for reflection, learning, and honest conversation within the Good Foot community.

What followed is hard to fully capture, but it left a lasting impression on everyone in the room. Fellow Couriers and Good Foot Forward participants showed up with genuine care and curiosity, asking thoughtful questions that reflected a real desire to understand and support their colleague and friend.

It was a moment that underscored the trust and respect that exist within the Good Foot community, and that continues to be nurtured through opportunities to gather together and share our stories.



Summer BBQ

This summer, Good Foot's annual BBQ made its way to CSI Spadina, and it did not disappoint. With around 50 guests gathered together, the afternoon had everything you could ask for: great food fresh off the grill, music setting the mood, and plenty of good conversation between Couriers, staff, and supporters. Good food, good company, and nowhere else to be. That's the Summer BBQ, done the Good Foot way.





— EST 2015 —

DOM

IS ON THE GOOD FOOT



— EST 2014 —

DAVID

IS ON THE GOOD FOOT

Holiday Party

This year's holiday party brought together over 75 guests for an evening full of performances, food, and festive fun. Attendees enjoyed a generous spread, got creative at the craft corner, and tested their luck with our beloved holiday bingo tradition.

The highlight of the evening, as always, was the performances from our Couriers. Russell wowed the crowd with a taekwondo demonstration, Said moved everyone with a heartfelt vocal performance of Defying Gravity from Wicked, and Finn showcased his musical talents with a selection of piano pieces.

We also said thank you to our long-time board Co-Chairs, Dominique Michaud and David Wilkinson. Their contributions to the organization are profound, and we are grateful for their support and guidance over the years. As a small symbol of our gratitude, both Dom and David were presented with their very own Good Foot Courier portraits, brilliantly hand-drawn by Good Foot Courier, Michael Greco.

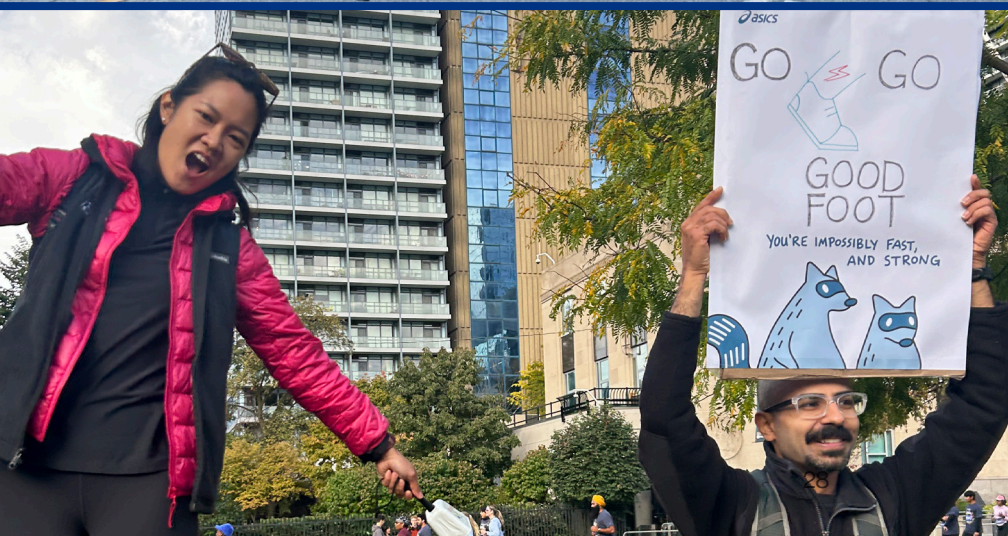
It was a joyful evening and an important reminder of what makes Good Foot so much more than a courier service.



2025 TCS Charity Challenge

Despite excessive rain the night before, the sky cleared the next morning and our team made the 5k race one to remember. On October 8th, six Good Foot Couriers and program participants crossed the finish line. Cheered on by Good Foot staff, family members, and BlackToe Running volunteers, they weren't about to let a few puddles stand in their way. It turned out to be a fitting metaphor for what we do at Good Foot every day: showing up, no matter what, because the best wins are often the ones you have to work hardest for.

With additional support from RunTOBeer and BlackToe Running, Good Foot raised nearly \$20,000. The support of our community never ceases to amaze us.



COURIER STORY

Going the Extra Mile: Jamie & the Run Club

Good Foot's Run Club had a fantastic season, thanks in large part to Run Club Assistant Jamie, who started as a team member last year before stepping into his new role helping his peers prepare for race day.

Week after week, Jamie helped ensure sessions ran smoothly, that everyone felt supported, and that the group stayed motivated. For Jamie, the role was a chance to give back to a community that has given him a great deal.

“Good Foot has given me opportunities that many other businesses would not have been able to provide. I am able to work with the accommodations and understanding that I need, while still being given the space to push myself and do more than I thought I could. There are many neurodivergent individuals, like myself, who could really excel in a wide variety of areas, but they are not given the tools or the opportunity to prove themselves.”
— Jamie

Another highlight of this year's Run Club was our BlackToe Running volunteers, who regularly led warm-ups and helped our participants train. Their expertise brought real energy to our weekly sessions, and the relationships formed along the way made the journey to race day that much more meaningful. Through a partnership with ASICS, BlackToe and the Canada Running Series were also able to provide free running shoes to every participant, which meant so much to our runners before they'd even crossed the start line.



BOLD MOVES

A New Home at Yonge & Eglinton

Good Foot said goodbye to our longtime office at the Centre for Social Innovation and hello to our new home at Yonge & Eglinton. We're excited for this next chapter and all the opportunities it brings. We are grateful to the team at Adgar for helping us settle into our new space and to Craig Small for lending his artistic vision to make our Courier hangout space warm and inviting.



RECOGNITION AND AWARDS

2025 was a year in which Good Foot's work was recognized beyond our own community, and we are honoured to accept these acknowledgments on behalf of every person who makes this organization what it is.



David Onley Award for Leadership in Accessibility

Good Foot Delivery was recognized by the Government of Ontario in the Honour Roll category of the David C. Onley Award for Leadership in Accessibility. This prestigious provincial award recognizes employers and organizations that demonstrate outstanding leadership in providing barrier-free workplaces and integrating people with disabilities into their workforce. This award honours the legacy of Ontario's 28th Lieutenant Governor, David C. Onley, who was a tireless advocate for accessibility and the inclusion of people with disabilities.



Buy Social Canada Award: Runner-Up

Good Foot was recognized as a runner-up for the Buy Social Canada Award, which celebrates organizations and procurement champions who are driving social and economic inclusion through the marketplace. Being named in this company reflects our belief that every delivery is an act of social purpose.

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, 2025

	2025	2024
Revenue		
Government grant	\$ 363,910	\$ 591,279
Foundations	339,474	389,968
Courier delivery fees	188,752	139,551
Donations	121,043	76,457
Interest	7,154	14,157
Sponsorship and others	-	1,652
	1,020,333	1,213,064
Expenses		
Salaries, wages, and benefits	834,138	1,057,071
Professional fees	79,788	95,870
Rent	58,436	70,259
Office and general	35,377	27,416
Transportation and uniforms	15,502	16,308
Training	9,038	12,802
Advertising and promotion	8,958	21,967
Software maintenance	7,601	35,061
Insurance	3,550	3,277
Bank charges and interest	2,749	2,566
	1,055,137	1,342,597
Deficiency of revenue over expenses	\$ (34,804)	(129,533)

Statement of Financial Position

As at December 31, 2025

	2025	2024
Assets		
Current		
Cash	\$ 465,928	\$ 190,471
Short-term investments	-	103,646
Accounts receivable	99,591	90,286
Harmonized Sales Tax recoverable	-	40,595
Prepaid expenses	3,020	3,020
	568,539	428,018
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 76,195	\$ 45,769
Harmonized sales tax payable	4,836	-
Deferred revenues	142,066	2,003
	223,097	47,772
Net Assets		
Unrestricted	45,442	80,246
Internally		
Restricted Reserve	300,000	300,000
	345,442	380,246
	\$ 568,539	\$ 428,018

Good Foot Support Services o/a Good Foot Delivery

Statement of Changes in Net Assets

Year ended December 31, 2025

	Unrestricted	Internally Restricted Reserve	2025	2024
Net assets - Beginning of year	\$ 80,246	\$ 300,000	\$ 380,246	\$ 509,779
Deficiency of revenues over expenses	(34,804)	-	(34,804)	(129,533)
Net assets - End of year	\$ 45,442	\$ 300,000	\$ 345,442	\$ 380,246

A LOOK AHEAD

Good Foot has never been interested in fitting people into an economy that wasn't built for them. We have spent fifteen years doing something harder and more worthwhile: building the economy around people instead.

Every delivery our Couriers make is an act of community investment. Every business that chooses Good Foot is choosing a different way of doing business. Every employer that hires a Good Foot Forward participant is proof that a more inclusive workplace is possible. Together, we are demonstrating that this other kind of economy is not a distant goal. It is already happening, and our communities are made stronger for it.

In 2026, we are committed to:

- Growing our Courier Program and expanding our customer base across Toronto
- Pursuing new funding to sustain and expand Good Foot Forward
- Deepening our partnerships with Toronto-based businesses committed to inclusive employment
- Expanding our wraparound supports and social programming
- Sharing our model, including our Couriers' voices, with even wider audiences

The demand for what we do has never been greater, and the need to scale this model has never been more urgent.

Thank you for walking with us.



GOOD FOOT'S GENEROUS PARTNERS

Government of Canada's Opportunities Fund
for Persons with Disabilities

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

Adgar Canada

CIBC

RBC Foundation

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