

2025
2026

ADAPT

50 YEARS OF ALCOHOL, DRUG & GAMBLING
ASSESSMENT PREVENTION & TREATMENT SERVICES

ANNUAL REPORT

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LAND ACKNOWLEDGMENT

ADAPT is honoured to provide services within the Regional Municipality of Halton, on the Treaty Lands of the Mississaugas of the Credit First Nation and the traditional territories of the Haudenosaunee, Huron-Wendat, and Anishinabek Peoples. We acknowledge the Indigenous Peoples who have cared for these lands since time immemorial and express our gratitude for their stewardship.

We recognize the important contributions of First Nations, Inuit, Métis, and other Indigenous Peoples to our communities and honour the survivors of residential schools, as well as the memory of Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ people.

Land acknowledgements are only one step on the path toward reconciliation. We recognize the ongoing impacts of colonialism and are committed to learning, meaningful action, and advancing the Calls to Action of the Truth and Reconciliation Commission. At ADAPT, this includes working to reduce barriers to care and supporting Indigenous Peoples in accessing both western and traditional healing approaches.

2025-2026: *A YEAR OF IMPACT*

ADAPT's 2025–2026 year was a milestone period, marking the organization's 50th anniversary and the successful completion of its 2023–2026 Strategic Plan. The year highlighted ADAPT's continued growth as a trusted leader in addiction and mental health services across Halton, with progress in data-informed care, organizational culture, equity, and stronger community partnerships. This report recognizes the contributions of staff, volunteers, the Board, partners, funders, donors, and supporters in turning strategic goals into meaningful impact.

A major theme of the year was **collaboration** to improve access and continuity of care. ADAPT strengthened cooperation with our OHT partners Connected Care Ontario Health Team and the Burlington Ontario Health team as well as Halton Healthcare, the Mental Health and Addictions Alliance, Churchill Neighbourhood Centre, and other local community hubs. We realized significant advancements with Joseph Brant Hospital, when expanded collaboration helped connect hospital-based addiction treatment with community recovery services. **ADAPT met or exceeded all Ministry of Health service targets** and introduced new or enhanced supports, including the Breaking Free digital recovery platform, immediate-access coaching, Nurse Practitioner services, and a successful Community Day Treatment Program pilot.

Looking ahead, **ADAPT's 2026–2029 Strategic Plan** sets a new direction shaped by input from clients, staff, partners, funders, healthcare providers, and community stakeholders. Its priorities are to **build a streamlined and holistic continuum of addiction care in Halton, ensure equitable and low-barrier access to services, and strengthen organizational sustainability for long-term growth and innovation.**

ADAPT's mandate has always been one of **courage:** recovery is possible, support is available. ADAPT remains committed to providing hope, care, and opportunities for healthier communities in the years ahead.

Thank you to everyone who has been on this journey with us.



LENNA BRADBURN
CHAIR, BOARD OF DIRECTORS



MONTY MONTGOMERY
INTERIM CHIEF EXECUTIVE OFFICER

CLIENT SATISFACTION
survey results

92% believe **wait times** were reasonable

92% believe **services** were high-quality

96% of clients were treated with **respect**

89% believe ADAPT **enhanced** their lives

93% believe staff were **qualified and competent**

94% believe staff were sensitive to their **cultural needs**

91% would **recommend** ADAPT to others



EXPANDING ACCESS TO CARE

More than **4,600** people reached out to ADAPT this year, reflecting both the growing need for services and the community's confidence in ADAPT as a trusted source of support. ADAPT's Clinical Intake team continued to set the standard for responsive care, ensuring individuals received follow-up and service triage within 24 hours and helping people access support sooner.

ADAPT's growing **hospital partnerships** continue to transform access to care across Halton. With teams embedded in Halton Healthcare's Oakville, Milton, and Georgetown hospitals and expanded services at Joseph Brant Hospital, we helped **438 individuals and their families** seamlessly transition from hospital care to addiction treatment, mental health services, and community supports, building stronger pathways to recovery and wellness.

New partnerships with **Burlington Public Library, Milton Public Library and Halton Hills Public Library** extended ADAPT's presence directly into the community, connecting residents to resources, increasing awareness of available supports, and reducing barriers to access. A new partnership with **The ROXY** in Acton expanded ADAPT's presence in the community and created additional pathways for youth to access support, resources, and meaningful connections.

CLINICAL EXCELLENCE & TREATMENT OUTCOMES

Community Withdrawal Management Services (CWMS) achieved a milestone year, supporting a record number of **944 individuals** while maintaining rapid access to withdrawal management services, reinforcing ADAPT's reputation as a trusted and responsive community partner. The continued growth of community-based withdrawal management services reflects a positive shift toward more accessible, person-centred care that allows individuals to begin recovery in the comfort of their homes and communities.

ADAPT's **Nurse Practitioner and nursing team** continued to strengthen community-based addiction care through clinical leadership, early intervention, health education, and strong partnerships across the healthcare system. By delivering care directly in homes and community settings, the team improved access to treatment for vulnerable populations, including people experiencing homelessness, while supporting healthier outcomes and stronger engagement in care.

The **Adult Services Program** continued to provide timely access to counselling and support, ensuring clients began their recovery journey quickly and received care when it was needed most. The highly successful **Foundations for Making Change program** supported **444 clients** by providing practical tools, education, and guidance that empowered participants to make positive and lasting changes in their lives.

The highly anticipated return of in-person programming run by our **Concurrent Disorders team,** brought people back together through **44 sessions** of Health and Hope, DBT Skills, and the new Common Ground Drop-In Group, demonstrating the growing demand for community-based mental health and addiction support.

Demand for the **5-Day Intensive Problem Gambling Day Treatment Program** reached an all-time high, highlighting both the growing need for specialized services and the program's strong reputation for delivering meaningful results. Exceptional completion rates and strong participation in aftercare programming demonstrate the program's success in helping clients build lasting recovery and maintain ongoing support networks.





STABILITY & RECOVERY

Through strong collaboration with **Halton Region Housing Supports and Services partners,** our **Addiction Supportive Housing (ASH) Program** helped more individuals move into permanent housing. Supporting **28 residents** across Halton, ASH continued to empower individuals to achieve recovery goals, pursue employment and education, and build greater independence and stability. The return of in-person **Life Skills Groups** provided clients with valuable tools for independent living while strengthening peer connections, confidence, and community belonging.

ADAPT's **Intensive Case Management team** expanded its impact connecting with **99 individuals** and reducing barriers to support for some of the region's most vulnerable residents. The **Housing-First Case Manager** expanded outreach to individuals experiencing homelessness and housing instability, bringing clinical support, advocacy, and case management directly into the community. Clients achieved inspiring milestones this year, making progress on their goals, reconnecting with loved ones, including pursuing education and employment opportunities, securing permanent housing, and progressing toward independent living.

ENGAGEMENT, PREVENTION & EDUCATION

Through the **Know-the-D.E.A.L. program,** ADAPT staff delivered workshops to Grade 10 students across both the Halton District School Board and the Halton Catholic District School Board, reaching **6,235 students** throughout Halton Region. These sessions provided education on substance use, overdose prevention, and gambling awareness, while also equipping students with practical skills to support healthy coping, establish personal boundaries, navigate peer influences, and make informed decisions.

Just Be You (JBY) strengthened its youth-led approach by engaging program alumni and participants in shaping services, ensuring that youth voices remain central to program development and decision-making. Through **11 free and inclusive community events,** JBY engaged **168 youth** across Halton, creating welcoming spaces that foster connection, belonging, self-expression, and resilience.

Building on previous **Fetal Alcohol Spectrum Disorder (FASD)** training initiatives, ADAPT supported two weeks of **Camp Unity** programming with ROCK, creating memorable and enriching summer experiences for **25 youth** who may not otherwise have had access to camp opportunities.

STRENGTHENING FAMILIES & COMMUNITY CONNECTIONS

ADAPT continued to strengthen its commitment to **families,** recognizing the essential role they play in recovery and long-term success. Through innovative programs, collaborative partnerships, and active participation from our community, we delivered **126 groups that connected 1,297 family members and caregivers** to knowledge, support networks, and timely services.

PEER SUPPORT & COMMUNITY LEADERSHIP

Supporting **178 clients** and introducing a streamlined referral process, the **Peer Mentor team** expanded access to lived-experience support for clients and community partners alike. Peer Mentors launched and sustained a peer-led recovery group while contributing to the development of the **Community Day Treatment Program,** creating meaningful opportunities for connection, encouragement, and shared learning. ADAPT expanded its peer support capacity with two team members earning **Canadian Certified Peer Support Specialist credentials,** further strengthening the quality and impact of peer-led services.

> My counselor and I had a lot of similar interests and values, which not only made it easy to get along, but allowed our relationship to expand from counsellor/client to something more like peer mentoring. I was very fortunate in that I was able to receive both. ***It was an invaluable experience.***
>
> **ADAPT CLIENT**

HUMAN RESOURCES UPDATES

ADAPT fully implemented **BambooHR** this year, transforming the employee experience through streamlined onboarding, performance management, recruitment, wellness tools, and workforce analytics that support a modern, connected workplace.

Through strong collaboration between Human Resources and leadership, ADAPT successfully recruited and onboarded talent across **clinical, nursing, peer support, and management roles,** ensuring continuity of care and minimizing service disruptions for clients.

Employee well-being remained a top priority, with wellness initiatives, engagement activities, and a continued focus on psychological safety, respect, and workplace culture strengthening ADAPT's commitment to supporting its people.

Feedback gathered through the Stay and Succeed Initiative confirmed high levels of employee satisfaction, with staff citing meaningful work, supportive teams, flexible hybrid work arrangements, and a strong connection to ADAPT's mission and values as key reasons they choose to stay.

ADAPT continued to invest in **professional development and internal career growth opportunities,** supporting workforce development, strengthening employee retention, and fostering a culture of continuous learning and excellence.

By prioritizing employee engagement, wellness, and professional growth, **ADAPT continues to build a resilient workforce,** recognizing that exceptional client care begins with well-supported employees.



EMPLOYEE SATISFACTION
survey results

91% of employees feel proud of the work they do

90% of employees have a sense of personal investment in their role

83% feel that their goals help ADAPT's strategy move forward

88% enjoy being with their coworkers

Recent eNPs: 44

What does it mean? Overall, ADAPT employees are happy and satisfied as the percentage of promoters exceeds the percentage of detractors by 44 percentage points!

12.5% turnover rate

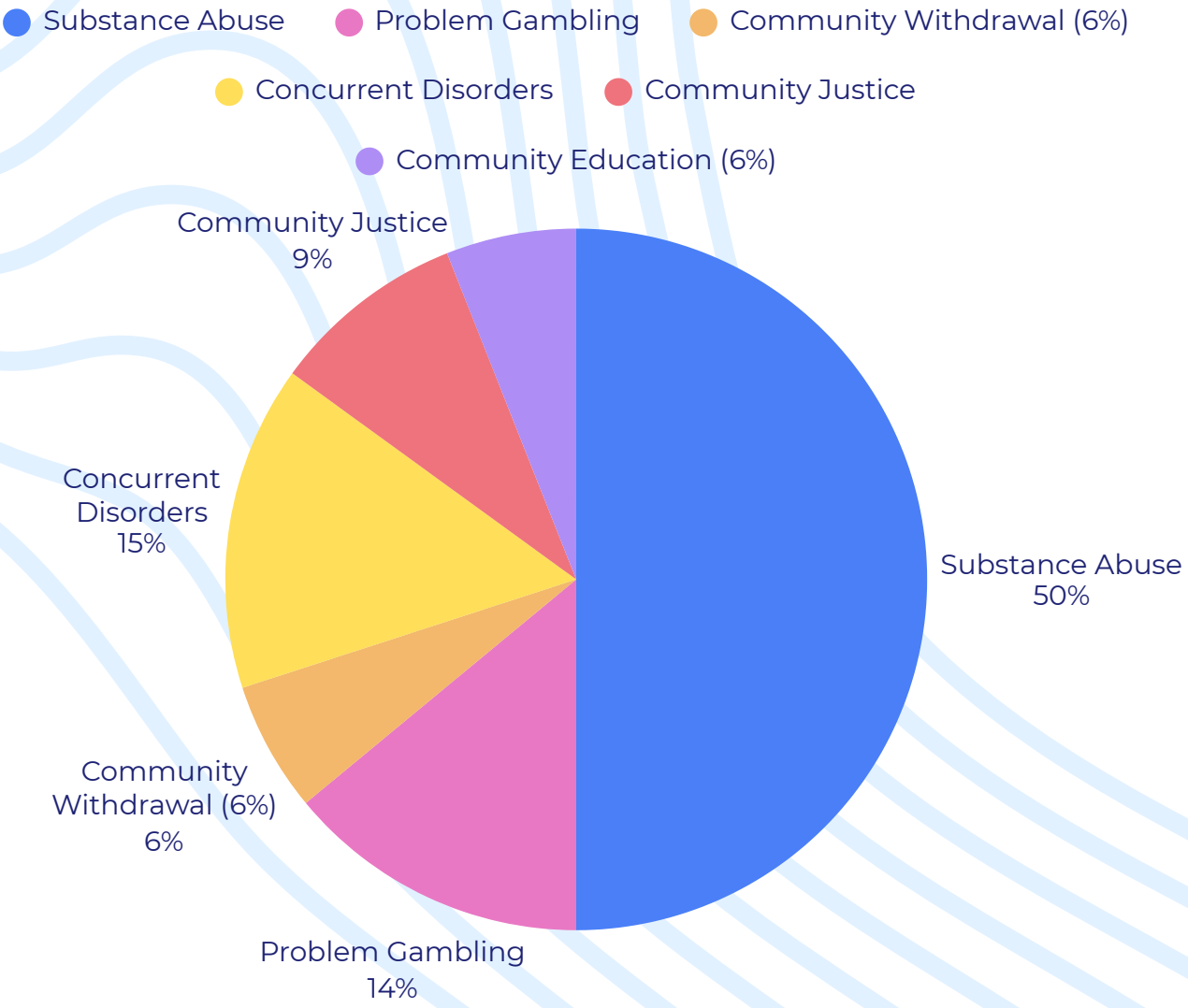
****below industry average of 17%*

“I've been involved with ADAPT for a few years now and have participated in quite a few services. ***It's been a huge part of my recovery and I hope to give back soon.***”

ADAPT CLIENT

ADAPT *by the* NUMBERS

ADAPT CLIENT TYPE



TOTAL REVENUE

ITEM	REVENUE
Ontario Health (Central)	$4,984,556
Ontario Health (West)	$549,228
Ministry of Children, Community & Social Services	$182,111
Ministry of Community Safety & Correctional Services	$88,000
United Way Halton & Hamilton	$81,346
Region of Halton	$127,443
Other Program Funding	$257,672
Donations and Other Income	$123,223
TOTAL REVENUE	**$6,393,579**

TOTAL EXPENSES

ITEM	REVENUE
Salaries and Wages	$4,039,322
Employee Benefits	$1,020,315
Operating Expenses	$669,948
Rent & Utilities	$449,533
TOTAL EXPENSES	**$6,179,119**

I had hit rock bottom with my drinking and felt like I was in a whirlpool I could not get out of. I genuinely felt like I was drowning, I was close to giving up on everything. As a last attempt at getting my life together, I went to the ER and got put in contact with ADAPT. **It was a life saving service, I think, because without the work that you do, I would never have found my way out of the cycle of addiction.** I would have drowned. I am thankful beyond words for all the work you all do. You all make a huge difference. Thank you for giving me my second chance.

ADAPT CLIENT

ADAPT FUNDERS & PARTNERS

Ontario

Connected Care Halton
ONTARIO HEALTH TEAM
HALTON HILLS • MILTON • OAKVILLE

Halton
REGION

JOSEPH BRANT HOSPITAL

Halton Healthcare

MH+A Alliance

Summit Housing & Outreach Programs
CELEBRATING 40 YEARS

HopePlace Centres

Oak Park Neighbourhood Centre

BURLINGTON
ONTARIO HEALTH TEAM

oakville community foundation

United Way
Golden Horseshoe

HALTON REGIONAL POLICE

Support House

Canadian Mental Health Association
Mental health for all

STRIDE
you can work • we can help

HALTON CATHOLIC DISTRICT SCHOOL BOARD
CDSB

Halton District School Board

one-Link
Connecting you to addictions and mental health services

BOARD & COMMITTEE MEMBERS

ADAPT is fortunate to be guided by a dedicated **Board of Directors and Committee Members** whose leadership, expertise, and commitment help shape the future of our organization. We are deeply grateful for the time, insight, and passion they generously contribute in support of our mission and the individuals, families, and communities we serve.

BOARD MEMBERS

Lenna Bradburn, Chair
Stephen Aikman, Vice Chair
Joe Tedesco, Director, Finance & Administration Committee member
Tracy MacMillan, Director, Human Resources Committee Chair
Nancy Hughes, Director, Finance & Administration Committee Chair
Maria Stanciu, Director, Governance and Risk Committee Chair
Kieran Beharry, Director, Governance and Risk Committee member
Karen Cormack, Director, Human Resources Committee member
Matthew Brady, Director, Finance & Administration Committee member

COMMITTEE MEMBERS

Dave Bauer, Governance and Risk Committee member

A special thank you to Lenna Bradburn, Nancy Hughes, and Joe Tedesco as they step off the board at the end of our 2025-2026 year. We extend our heartfelt thanks for your dedicated service, leadership, and commitment over your term. Your contributions have helped strengthen our organization, expand our impact, and support our mission to improve the lives of individuals and families across our community.

Keep doing what you are doing. ***You are making the world a better place.***

ADAPT CLIENT



ADAPT's success is made possible by the extraordinary people behind our work. We extend our heartfelt thanks to our staff, volunteers, and students whose dedication, professionalism, and compassion continue to transform lives across Halton. Your commitment to our mission is the foundation of everything we achieve.

We also celebrate the individuals and families who entrusted ADAPT with their recovery journey this year. Their courage to seek support, their resilience in the face of challenge, and their determination to create positive change inspire us every day. Their success stories are a powerful reminder that hope, healing, and recovery are possible when people are supported by a caring community.

Be part of the impact.

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