



Annual Report

ISLAND COMMUNITY MENTAL HEALTH

Offering adults living with mental health conditions the opportunity to experience hope, wellness and recovery through housing, evidence-based programs and community connections.

2025-2026

WELLNESS AND
RECOVERY IS
AVAILABLE, ACCESSIBLE
AND EXPECTED

more than 1,000 people served each year

Board President Message

In 2025, we navigated leadership transition and more complex care with tighter funding. Chris Forester stepped back from the Executive Director role after 4 years of dedicated leadership and our leadership team came together in brilliant ways to carry the work with clarity and care to then welcome Elijah Zimmerman as our new Executive Director.

Our housing, licensed care, and PSR programs all deepened impact in a region that so critically needs a community response to mental health. We show up because we believe in that work and in each other. The detailed wins of this year are reflected in this report and worth celebrating. What matters here is this: we have our ballast. We are adaptive, focused, and committed to connection.

Thank you to our staff, clients, partners, and board for the dedication and care you bring. Warmly, Robert Clark

Executive Director Message

I arrive at ICMHA with deep gratitude and genuine excitement. In my first weeks here, I have met a team that gives generously of its skill and heart, and I have heard story after story of people finding their footing, their confidence, and their sense of belonging.

The details that follow show what this community accomplishes together. Coaches walked alongside people returning to school and work. Residents settled into new homes and, for some, stepped into independent living. Peers held space for one another through art, food, and friendship. I thank the staff, volunteers, residents, participants, and funding partners who make this work possible. I look forward to growing our shared impact in the year ahead, traveling the road with hope and with each other.

With appreciation, Elijah Zimmerman

Our People



104 Employees

87% Retention

5.65 yrs Avg Tenure

15% 10-36 yrs

With Thanks

Island Community Mental Health Association (ICMH) respectfully acknowledges the traditional territories of the *ləkʷəŋən* (Lekwungen) speaking peoples of the Songhees and Xʷsepsəm (Esquimalt) Nation, as well as the territories of the *WSÁNEĆ* (Pauquachin, Tsartlip, Tsawout, Tseycum) peoples upon which we live, work, and gather in support of mental wellness.

Program Highlights

GROW & Day Programs

203

REFERRALS

401

GROUP HOURS

154

ONE-ON-ONE
HOURS

Includes: CBT, mindfulness, acupuncture, beach clean-up, community lunch

Networks: Education

‘A single mom of four started English 12 toward lab tech training. We wrote her first paragraphs together over tea. She got 94% and increased confidence.’ Sandra, Coach

71

STARTED
COURSES

177

REFERRALS

Networks: Employment

244

REFERRALS

74%

PLACEMENT
RATE

54

EMPLOYERS

180 people moved into part-time, full-time, or volunteer roles.

Peer Support

‘Before I attended art programs I was basically a near shut-in doing my art with no social interaction at all. Art programs give us a world in which we can be equals and friends with people we might never have met.’ Rick, Participant

381

GROUP HOURS

126

REFERRALS

Housing

10%

CLIENT
GROWTH

100%

STAFF
RETENTION

98%

COMPLETED
REPAIRS

Subsidy is core to housing and we offer support with pursuing work, school, volunteering, and independent living.

Licensed Care

‘We offer welcoming, personalized transitions to help residents feel at home. We work closely with families, care teams, and other supports to learn how we can support them.’

12

NEW
RESIDENTS

2

INDEPENDENT
MOVES

Seniors Programming

143

GROUP HOURS

88%

GROWTH

245

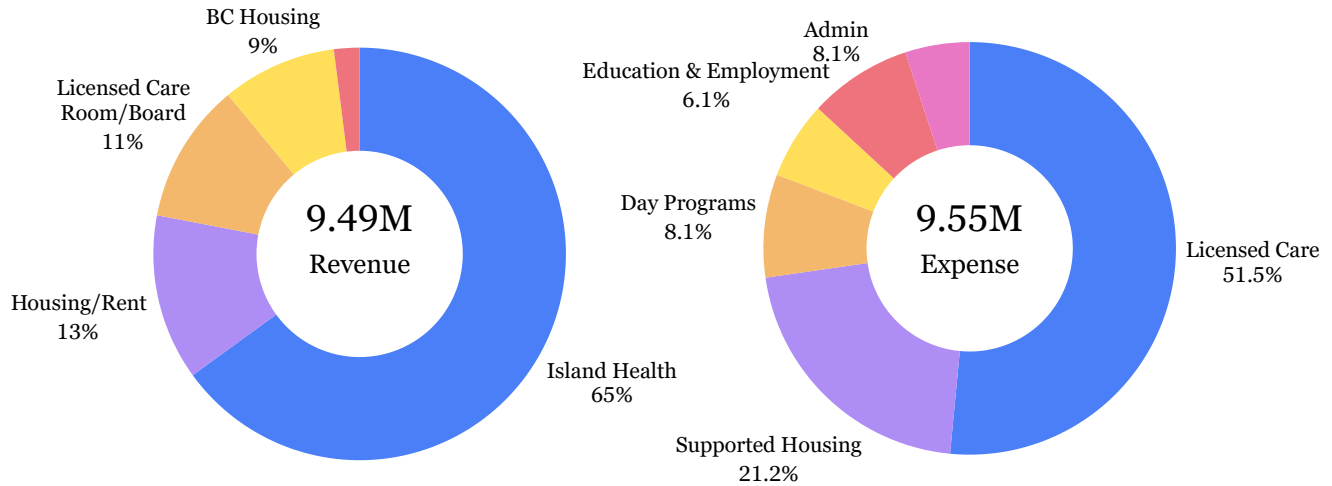
PARTICIPANTS

A restructure proved highly successful.

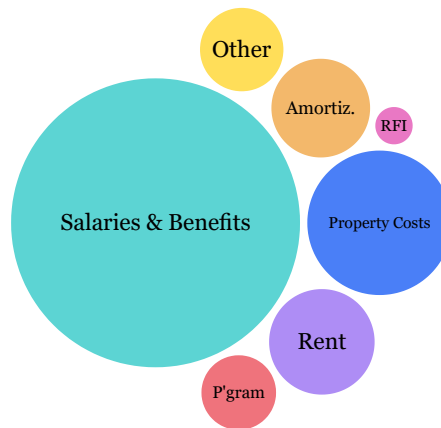


Financial Picture

Year-end March 31, 2026



Expense by Category



Our work is done in community. We acknowledge Island Health, BC Housing, United Way and Victoria Foundation, for their sustained partnership, and Camosun College for bringing education onsite. Deep gratitude to our donors, who give with heart. We thank the families, care teams, and community organizations who refer, collaborate, and stand alongside the people we serve. We thank our municipal partners, the City of Victoria, the Township of Esquimalt, and the District of Saanich, whose property tax relief helps us direct more resources to the people we serve.

ICMH Board of Directors

Robert Clark, President
Tony Rushworth, Vice President
Teresa Stout, Treasurer
Sarah Gustin, Secretary
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Eileen Goudy, Director

