

“Discovery”



Featuring...

One of a Kind Gift
Baskets!

In this report:

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- Finance Committee Report
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- Day Supports Report



Please help yourself to some refreshments.
Coffee/tea donated by Starbucks Coffee!

A Year In Review

Discovery!

At the heart of our 2015-2016 fiscal year, we drew on our past experiences and existing knowledge to discover additional community partnerships, in order to further develop new and exciting opportunities for the participants at Addus to experience valued social roles in their communities. We also gained insight on the future strategic goals the organization will venture towards in order to fulfill our Addus mission and vision.

Discovery is a teaming process in which all staff, community members and volunteers along with our participants and families work in coordination with a climate that embraces diversity, fosters a sense of social responsibility, and supports positive mutually beneficial relationships.

Some of the components needed to make the discovery process successful include our dedicated team (staff, participants, volunteers, community partners and donors) priding itself on our unique collaborative community based person-centred participation supports. A team who believes in the individuals we support and knows them well; and believes that everyone has value and is able to contribute to their communities to work, volunteer and enjoy community life regardless of the challenges they may face. This belief focuses on opportunities for participants to develop relationships, have positive roles in community life, increase control of their own lives, and develop the skills and abilities to achieve these goals. It is not only the right thing to do but, it is their Right to do so!

With the help of various community grants obtained, our committed staff team were able to increase Addus's capacity to support our participants that wish to work or volunteer. With their remarkable determination to continually support and find creative solutions to challenging situations and opening doors to opportunities, individuals were able to experience work and volunteer roles in various local businesses and organizations. And, for those who have a taste for a less traditional vocation flare, some participants ventured to experience their talents in the arts and catering with a focus on developing future business enterprises; from a successful community art show to the creation of some very tasty and equally spicy hot sauces!

The grants also allowed Addus to create effective marketing and promotional tools to promote our innovative, community based supports that focus on developing citizenship and full inclusion. Stay tuned for our new Addus website that will be launched in the near future!

Our community partners remain a key component of our team process and success for our participants and our dear to our hearts. These include partnerships with families and participants, socially responsible businesses in the community and philanthropists alike. Our partnerships involve working together collaboratively to find creative

solutions while honouring their commitments. While there is more work to do towards full inclusion, we see the results of our joint efforts in our year in review translating into successes and also the acquisition of tangible skills for our participants and the experience of being a contributing involved member in their community.

In Addition, we are grateful for and thank our volunteer board of directors and our management team for their commitment to strengthening our financial stability to ensure a strong sustainable organization; to build capacity to embrace new progressive ideas and programs for the future.

Addus continues to be thankful for our primary partnership with the Ministry of Community and Social Services. Addus has also given back its time and expertise to this partnership by serving on various Ministry of Community and Social Services Committees as part of the collective of Service Providers supporting the work that needs to be done 'behind the scenes' during the important transformation of sector.

In this current economic climate where the message continues to be 'do more with less' we give thanks to our donors and volunteers who stand with us during this team process to be able to increase the possibilities of our participants dreams to come true. They give us the inspiration and ability to dare to dream! Without their support this would not be possible.

All our collective efforts resulted in Addus successfully meeting all the Ministry Mandated Quality Assurance Measures standards during our second MCSS compliance review. Addus was found to be in total compliance right after first inspection; a remarkable and rare occurrence for an agency in the sector. Special thanks to all the Addus staff and Board of Directors for this positive outcome.

With heartfelt gratitude to the participants and their families who entrust in us the support to help pursue dreams. This partnership also teaches us how to find creative ways through real differences that can benefit us all in helping to build a community that we all want to live in, one that is supportive and inclusive.

What is the greatest and most precious thing at Addus? Its people and our partnerships- what a team we make together!

Special thanks to everyone one involved in creating a sense of community in partnership with Addus!

Carol Larbi
Board Chair

Mary Vieni
Executive Director



addus
developmental disabilities
& community partnerships

Vision: Adults with developmental disabilities are included in their community and hold valued social roles.

Mission: To foster the dignity and respect of adults with developmental disabilities, in partnership with our communities, by facilitating choice, creating community based opportunities and promoting independent living skills.

Values: Personal choice, individuality, empowerment, continuous learning, meaningful activity, friendships and fun.



Addus 2015-2016 Corporate Governance Report

The Corporate Governance Committee was created in 2008 by the Board of Directors of Addus, with the objective of developing and maintaining governance principles at Addus that are consistent with the highest standards of corporate governance and to review and assess on an ongoing basis Addus's system of corporate governance.

The Governance Committee is responsible on an on-going basis for:

- Identifying and recommending candidates for election or appointment to the Board.
- Ensuring that Board orientation programs are in place for new directors.
- An ongoing education program for all directors to ensure that their knowledge and understanding of Addus and their responsibilities as director are kept current.
- Developing and recommending to the Board a process for assessing the Board, its committees and individual directors, including the Board and committee chairs.

The Corporate Governance Committee has had a productive year and we have achieved or made good progress towards completing many of our goals as well as carrying out our annual responsibilities. The following initiatives were undertaken in fiscal 2015-2016:

- Completed a board orientation for one new board member, welcome Andrea Westbrook.
- Completed and reviewed the results of the Board Self-Evaluation Questionnaire.
- Carried out the annual Executive Director performance evaluation.

The Corporate Governance Committee respectively submits this report.
June 2016

Thank you to all staff, families and community partners that participated in our Addus SWOT surveys in 2015! With your contributions Addus has developed our 2016-2020 Strategic Plan which will be launched this summer. The four strategic priorities that will be focused on are:

- ◇ Expansion: Art Studio, Vocation, Fee for Service Options
- ◇ Increasing Community Partnerships
- ◇ Developing a Social Media Presence
- ◇ Developing a Social Enterprise
- ◇ Increasing French Language Capacities

2015-2016

Board Members:

Chair

Carol Larbi

Treasurer/Finance Committee

David Vicker

Finance Committee

Sharon MacMillan

Chair of Quality & Risk Committee

Carol Larbi

Branding/Fundraising

Chair of Corporate Governance Committee

Kristen Lawrie de Jesus

Secretary

Mark Benvenuto

Board Member

Catherine McCall (Past Chair 2015)

Andrea Westbrook

Many thanks to all the board members that volunteer their time and expertise to further enrich the lives of the participants at Addus.





**Effort
and
Quality**

Addus 2015-2016 Quality and Risk Committee Report

The Quality Risk Committee ensures that appropriate quality indicators of services and supports are in place to measure Addus' performance and to foster continuous quality improvement. This committee monitors indicators and seeks proactive approaches for certain unexpected occurrences. This focus enables Addus to strengthen its commitment to quality programming.

THE QUALITY RISK COMMITTEE IS RESPONSIBLE FOR:

- √ Periodic monitoring and review of achievement of quality indicators.
- √ Identifying barriers to achieving Addus' vision and present recommendations to the board of directors to address them.
- √ Complete analysis of targets and outcomes achieved to ensure continuous quality improvement.

THE QUALITY AND RISK COMMITTEE COMPLETED THE FOLLOWING:

- ◆ Monitored the Annual Checklist to ensure Addus remains on track with quality indicators.
- ◆ Presented and reviewed the results of the Family Satisfaction Survey and the Staff Engagement Survey to the Board. The Quality and Risk Committee, on behalf of the Board thanks all respondents who participated in the surveys.
- ◆ Reviewed and presented the results of Addus's 2015 SWOT Survey to the Board for the purpose of developing the Addus 2016-2020 Strategic Plan. The Quality and Risk Committee, on behalf of the Board thanks all respondents who participated in the surveys.
- ◆ Conducted training on Quality Assurance Measures developed by the Ministry of Community and Social Services. As a result there is ongoing training for participants and staff on rights/responsibilities and protocols when responding to issues pertaining to safety. The Board also receives training in the areas specified by the Ministry of Community and Social Services (MCSS).
- ◆ Monitored, updated and presented Basic Assurances Outcomes and Business Continuity Plan Outcomes for Addus to the Board.
- ◆ Monitored and presented outcomes of Preventing Workplace Violence Committee for Addus to the Board.

“Success is the sum of small efforts, repeated day-in and day-out.” ~Robert Collier

The Quality and Risk Committee respectively submits this report.

June 2016



Addus 2015-2016 Finance Committee Report

The Finance Committee was active throughout the 2015/2016 year and addressed the following:

Continued Finance Committee governance with respect to oversight of the office manager's duties, where a segregation of duties continues to be upheld to maintain strong financial controls.

Continuous refinement of Addus' income and expenses in the budgeting process, and continued transparency in the budget leading to the Board of Directors having a greater understanding of the organization's financial position.

Active discussion with Management on opportunities and proposed initiatives for program growth and expansion.

Fundraising efforts (including the third annual Addus Walk, Windermere's Harvest Fest, Holiday Mail-out Campaign, and other events) were held to help support the budget. The organization will be maintaining focus on fundraising/donation efforts in the new fiscal year 2016/2017.

Continuing Finance Committee meetings during the Board's summer break.

Had the 2015/2016 annual audit completed by RSSM LLP, Chartered Professional Accountants. The auditors had no significant findings to report.

The audited annual financial statements, which comply with the current Canadian accounting standards for not-for-profit organizations, can be obtained upon request.

The Finance Committee respectively submits this report.

June 2016



Addus 2015-2016 Fundraising Development Report

Summary of 2015-2016 Fundraising Revenue:

Thank you to all the 2015-2016 donors, supporters and friends of Addus whose financial support continues to help us work towards our vision of a community in which adults with developmental disabilities have valued social roles.

Grants Received:

\$34,200 MCSS Building Capacity Grant

\$5,000 Scotia Bank D.H. Gordan Foundation

\$5,000 Catholic Charities for Art Community Event & Development of Art Stock.

\$1,500 Canada Gives

General Donations: \$3,337.94

Donations in Kind Specifically for Staff: \$831.05

Food and Gift Cards donation for Staff Acknowledgment Towards Staff Holiday Dinner and Board Meetings.

Holiday Mail Out: \$4,207.60

Addus participants demonstrated their creativity by creating unique 2016 Art Calendars. A lovely gift calendar was mailed out to Addus family, friends and donors and overall was a well-supported campaign.

Second Annual Addus Walking for Dreams Event: \$8,140

This year join us for our 4th Annual Addus Walk! Stay tuned!

Harvest Fest: \$3,929

Another successful year! The Harvest Fest Fair was created in 2008 and it is hosted by the participants and staff at the Windermere program location site to raise money for programming to be used at their location site. Their success is due to their hard work, the support of St. Olave's Anglican Church and the community, making it every year a very successful event! This year all other Addus programs supported the successful event by selling their arts and crafts at the fair.

The Fund Development Committee respectively submits this report.

June 2016

Creating
Possibilities

Addus 2015-2016 Day Supports Report

General Program Highlights

Our Vision, Mission and Values is the core of who we are and what we do. From the planning stages of the annual Individualized Community Action Plan (ICAP) for participants at Addus to Participants realizing their goals... our Vision, Mission and Values embrace DISCOVERY.

All the programs have successfully promoted personal choice, independence, meaningful activity, continuous learning and social inclusion as a way to ensure that each person is feeling empowered and supported to make their own decisions and DISCOVERIES.

We continue to focus on what is most important to the Participants while directly involving them within the community, building a network of connections, fostering relationships, engaging them in meaningful activities and most importantly just having FUN! As Participants are provided with and experience new DISCOVERIES, supports are expanded and participants exercise self-determination and choice.

Some of this year's Discoveries include:

Experienced new volunteer and work opportunities in the community through our Building Capacity Grant – Choco Sol, Paint Box Catering & Bistro and Sit! Stay! Dog Emporium.

Last year, Participants were involved in pre-vocational training which included interviews for the Pan Am Games. During this year, these skills were further developed and translated to new vocational and volunteer opportunities

Participants continue to remain engaged in further developing their culinary skills, creating hot sauces for a future social enterprise or catering for various community organizations and events.

Participants continue to remain interested and engaged with developing their creativity through various creative mediums – art, photography, sketching and film. The participants continue to explore other means to which they are able to share their creativity and artistic passion and pursue alternative vocation experiences.

Experienced rights training using acting/drama as a way to learn, with the support of the community based Dramaway program

iPads are being used in new ways: create movies, art, photography, discover and to share musical interests and augmenting communication.

Learning to deal with changes to a close friend's health. This was an opportunity to learn about supporting a friend through a difficult time in his life and his changing needs.

Several Participants have celebrated 10 years or more of employment!

Orchard View

The Orchard View program has seen some big changes this year. New Participants have joined the program bringing a new energy with them.

The Orchard View program has successfully provided Participants with opportunities to experience new and varied volunteer opportunities to promote social inclusion through volunteering with community partners like: Boost CYAC, LOFT Community Services, Oasis Clothing Bank, and Heart & Stroke Foundation. Participants are continually exploring new goals and fun experiences. Highlights include:

Exploring the world of hot sauces and creating their own to include in our Social Enterprise through our website.

Learning about our Universe and Solar System then imaginatively making their own planets in a creative arts program.

Creating an interactive "What should I wear" program to teach Participants the appropriate clothing for weather, outdoor activities, etc.

Creating art and participating in the community based Infuza Art and Film Show.

Eglinton

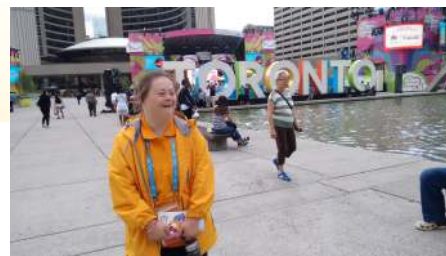
The Eglinton program continues to DISCOVER the creative potential of its Participants. The Participants continue to experience an extraordinary opportunity to express their personal emotions and creativity through art which include painting, sketching, printing t-shirts, printing greeting cards and filming music and movie footage. Her are just a few highlights from the last year:

The INFUZA Art & Film Show exhibited the creative works of the Participants. It was a huge success. This was a great opportunity to showcase the Participant's work with families and the community alike. There was a considerable turnout from families and the community including our friends from Starbucks. The art, photography and series of short films was enthusiastically well received by everyone. There was an incredible energy at the event and the Participants were witness to the celebration and adulation of their achievements. They were celebrated individually with certificates honouring their dedication, time and creativity as well as earnings from any art work they may have sold.

The participants continue to maintain their volunteer role with the Scott Mission

The participants planned and hosted the 14th Annual Winter Carnival this year which was celebrated on February 25th, 2016.

Participants managed the table sale for their Holiday Card Sale at Toronto Metro Hall.



Addus 2015-2016 Day Supports Report



Windermere

It has been a busy year for the Windermere site. The program has built strong community networks by taking on a leadership role through a partnership with The St. Olave's Hunger Patrol program. This program provides the opportunity for the participants to make sandwiches that are then distributed to the homeless in the community. Through the power of food many of the Participants were able to realize their personal goals by promoting the value of their culinary skills; they do this by successfully maintaining catering services to the St. Olave's congregation and other community groups. This year they also catered the INFUZA Art and Film Show. During the year, the Participants and staff organized, planned and made homemade jams, preserves, canned goods and baked goods for the Harvest Fest fundraiser they hold annually. They were also actively involved catering for community members.

Other highlights include:

Participants also started to volunteer at the YMCA – greeting members and scanning cards at the front desk

One Participant continues to volunteer at the head office once a week independently

This year a volunteer has been coming in to teach Art classes. A trip to the Art Gallery of Ontario was organized with her and the Participant's had the opportunity to learn and explore different types of art including portraits. The following week the participants painted portraits at program.

Last year, Participants joined in "mock" elections to learn about candidates and the voting process

Vocation

The goal of the Vocation program is for the Participant to develop the highest level of independence; with the support they need to be successful. It is also important to us that Participants enjoy their jobs, are challenged by their work, and are included in their workplaces. The vocation program uses a variety of strategies to support participants in learning their job, and gaining self-confidence and independence at work. Some examples include:

.Parapan Am Games: six participants, five staff, and one parent volunteered here in the summer of 2015. This included discovering new sports, music/arts, and volunteer skills. Most of us also attended the dress rehearsal of the opening ceremonies. (All of the programs contributed to this experience; the vocation role was working with Pan Am Games to facilitate the volunteer application, training, scheduling, etc.)

.Choco Sol: Participants have volunteered here this year. They have discovered new skills and connections with this welcoming and inclusive community.

.Paint Box Catering and Bistro: Participant has been employed here since September. He has discovered new employment skills and connected with many of his coworkers.

.Sit! Stay! Dog Emporium: Participant has volunteered here since March. This has been a great placement in supporting participants to learn about the world of work.

.LOFT Community Services: Participants had new volunteer experiences here. They both demonstrated their amazing work ethic and enjoyed volunteering to help others in their community.

.Bloom Restaurant: Participant discovered a wonderful new opportunity in her community. Discovering new skills at Starbucks: although Addus Participants have worked at Starbucks for many years, we continue to work with the managers to discover new roles and skills. For example, one Participant, who has now worked at Starbucks for ten years, has taken on making her own Frappuccino, as well as handing pastries off to customers.

V.I.S.A. Program

V.I.S.A. (Vision, Independence, Success and Achievements). The V.I.S.A. program provides unique opportunities for Participants to connect with their communities in a 1:1 or 1:2 support model. Participants are able to explore their communities and their goals/interests on various levels by volunteering at organizations like the Disabled Sailing Association and at the DSTO Fair. Participants also work on exploring new ways to being healthy and being physically active within the community. Participants are supported in their employment with a focus on gaining independence while constantly feeling challenged and learning new skills in the workplace.

Some successes include:

.Participant conquered fears and tried both Kayaking with Harbourfront Canoe Kayak Center and the Pan Am Tree Top Zip line on the Harbourfront. He was also a proud volunteer at the Para Pan Am Games.

.Participant has received a raise at work and can now make his own Strawberry Banana Smoothies for his break. He also volunteered with Para Pan Am Games.

.Participant has learned to be more independent on a sailboat with the Disabled Sailing Association of Ontario (DSAO) and is more actively involved as a volunteer (opening day, Toronto International Boat Show, DSAO Ambassador) and also came 2nd in Race Day. He also participated in Para Sports training and demo of wheelchair basketball as well as sledges, para-cycling and bocce.

.Participant has achieved and is maintaining her independence at work, she is celebrating her 10th Anniversary at Starbucks.

.Participant volunteered at the Toronto International Boat Show. He has also become quite independent and savvy in the kitchen. He has been learning new

TTC routes. Last year, he submitted a news column for the Addus newsletter.

.Participant planned and prepped a Canada Day and a Halloween party. She also worked on a cookbook of her favorite recipes.



Social Club

The Social Club provides a casual and social environment as an after hour's program on Tuesdays and Thursdays. Some of the activities for all the participants included: TTC outings, exploring local events, celebrating and planning birthday parties as well as coffee and pub night socials. The Addus relief staff and the Participants work together and create the monthly schedule to ensure that the Participants are suggesting choices that are fun and interesting according to their goals.

Together we look forward to continue to build upon the Addus vision and commitment to enhance Participants' experiences. With each passing year Addus has not only offered more services but ensures we continue to maintain and develop quality programming. We continue to maintain and enhance the network and partnerships in place with other agencies, businesses and community groups. Our programs have truly enriched the lives of our participants. We look forward to another great year of many DISCOVERIES.

Program Manager respectively submits this report.

June 2016





Our 2015-2016 Staff Teams

As always at Addus we look for opportunities to continue to connect and strengthen our commitment to families and participants in all that we do.

Our exciting and dynamic staff teams include:

Orchard view:

Helen Nugusse – Outcomes Facilitator

Joella Connaught- Program Supervisor

Emily Delbecchi- Outcomes Facilitator

Eglinton:

Steve Evans – Program Supervisor

Melissa Couto– Outcomes Facilitator

Raymond de Ramos– Outcomes Facilitator

Windermere:

Rosie Parris – Program Supervisor

Stephanie Raymond – Outcomes Facilitator

Tavis Stoby -Outcomes Facilitator

Support Outcomes Facilitator:

Vince Strnad

Vocation:

Ann Beatty -Vocation Outcomes Facilitator

Kassandra Llewelyn - Vocation Outcomes Facilitator

V.I.S.A.:

Sarai Demers - V.I.S.A. Coordinator

Relief Outcome Facilitators:

Amy Schwartz, Justin Luis, Kassandra Llewellyn, Yang Du, Odessa McGarey, Kevin McCambridge, Daniella Tamburri- Raso, Anh Hoang, Silviu Kondan, Carolina Silva, Jayne Thibideau and Monica Sanmiguel

Management Staff:

Lorne Weinreb, Faiaz Islam, Christopher Chan, Linda Wang (Shared Office Manager Position),

Brian Skender, Program Manager

Executive Director

Mary Vieni



Transforming
Lives

Thank-you for attending this evening and for celebrating with us!

Your support means a lot and makes a difference!