

## 2022-2023 Annual General Meeting Report

RE  CONNECT!

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# A Year In Review 2022-2023

## Re-Connect

**“W**hen will this be over?”, was likely the most repeated phrase over the past pandemic fiscal year 2022-2023. This time has tested us all on many levels. The impact has been worldwide and unfortunately, touched everything and everyone. We have been so grateful for the truly remarkable unwavering commitment of our teams to pull together and provide the best and safest care and support to the individuals we support.

Our day supports have been the most impacted – being shuttered completely in the early pandemic days, to re-opened virtually – a platform completely new to Addus, to riding the many COVID waves and pivoting between in-person and virtual programming for over a year all with extra precautions and enhanced safety measures in place. Finally, in October of 2022, we successfully transitioned from a hybrid model of support to reopening and rebuilding all our supports back to in-person.

We have been excited to being able to take the first steps towards a sense of “normalcy” back to our community supports. In 2022, we began to re-engage with our community members, which is at the cornerstone of Addus. Re-engaging cautiously, while maintaining our health and safety COVID precautions, to support our participants to work, volunteer, build relationships, network and learn life skills in partnership with their communities.

During 2022-2023, we began rebuilding with renewed commitment. Working collaboratively with individuals, families, friends, service and community partners, Addus seeks to create communities of belonging and ensure individuals have lives with connection.

We continue to pursue opportunities for innovation while working with community partners who share our vision of a society where we all belong, and we help each other reach for our dreams. With the pandemic subsiding, we are excited to reengage to build mutually beneficial partnerships.

We successfully transitioned from lockdown to reopening; our fundraising events moved from virtual to hybrid events in our quest for normalcy once again.

Addus is grateful for the volunteer members

of Addus's Board of Directors who provide financial oversight and steer our organization towards a sustainable future. Our Board is an integral part of the work we do and were a valued support during this past pandemic fiscal year. They work tirelessly to advance Addus's Mission, Vision and Values, ensure our ethical integrity, and ask important questions that help move Addus forward. Mid-way through the year, board member, Ankit Sharma, submitted his resignation and with regret, the Board accepted it. Ankit's contributions to supporting Addus' vision was cherished and will undoubtedly be missed but it is with a warm heart we wish him well in his future endeavors. During the year, the Board also attracted a new member, Frances Baillargeon and we look forward to her enriching Addus with her skills and insights.

This year, we look forward to developing our new Strategic Plan for 2024-2028, which will serve as our guiding document and motivate us as we look to the future.

A heart felt thank you to all those who have gone above and beyond this past year at the side of the people we support and behind the scenes; our staff, donors, volunteers and families.

We are grateful and honored to be in the lives of the people we support and their families as well as our community partners and friends of Addus.

Carol Larbi  
Addus Board Chair

Mary Vieni  
Executive Director

**“LIFE CAN  
ONLY BE  
UNDERSTOOD  
BACKWARDS;  
BUT IT  
MUST BE  
LIVED  
FORWARDS.”**

- SØREN KIERKEGAARD



**V**ision: Adults with developmental disabilities are included in their community and hold valued social



roles.

**M**ission: 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.



**V**alues: Personal choice, individuality, empowerment, continuous learning,



## Addus 2022-2023 Corporate Governance

The Corporate Governance Committee was created in 2008 by the Board of Directors of Addus. The objective of the committee is to develop and maintain governance principles at Addus which 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 orientation programs are in place for new directors to the Board;

On-going education for all directors to ensure that their knowledge and understanding of Addus and their responsibilities as Directors 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 progress towards completing our goals as well as carrying out our annual responsibilities. The following initiatives were undertaken in fiscal 2022-2023:

Conducted interviews and recommended the addition of one new Board member to replace a departing board member who resigned during the operating year. We are currently in the process of reviewing the selection of a second new board member to replace a second board member who recently resigned.

Completed the annual Board Self-Evaluation which identified skill gaps within the Board's current membership. These gaps were taken in to consideration when reviewing candidacy of new Board members.

Carried out the annual Executive Director Performance evaluation.

Conducted Annual Board Orientation Session at our September 2022 meeting.

The Corporate Governance Committee respectively submits this report.

June 2023

**Addus continues to work on the 2016-2022 Strategic Plan goals. The four strategic priorities 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



**2023-2024**

### Board Members:

#### Chair

Carol Larbi

#### Vice Chair/Treasurer/Finance Committee

David Vickers

#### Finance Committee/Secretary

Marian Lim

#### Chair of Quality & Risk Committee

Carol Larbi

#### Quality and Risk Committee

Stella Grange

#### Chair of Corporate Governance Committee

Sandy McMillan

#### Corporate Governance Committee

Frances Baillargeon

**Many thanks to  
all the board  
members that  
volunteer their  
time and exper-  
tise to further  
enrich the lives  
of the partici-  
pants at Addus  
and the com-  
munity.**



## Addus 2022-2023 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.
- ◆ Ensured ongoing monitoring of the Basic Assurances Outcomes and Business Continuity Plan Outcomes for Addus and presented the results to the Board.
- ◆ Monitored Preventing Workplace Violence Committee and presented the results to the Board.
- ◆ Reviewed Health and Safety Inspection Reports
- ◆ Ensured ongoing training on Quality Assurance Measures (QAM) developed by the Ministry of Children, Community and Social Services (MCCSS). As such, participants and staff are trained on rights/responsibilities and protocols when responding to issues pertaining to safety. The Board continues to receive training in areas specified by MCCSS. Addus continues to wait for the official response from MCCSS to its annual risk assessment.
- ◆ Maintained focus on the key results of Addus' Strategic Plan at the Board Strategic Planning Review.

The Quality and Risk Committee  
respectively submits this report.  
June 2023



**Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilization work.**

Vince Lombardi



# Addus 2022-2023 Finance Committee Report

The Finance Committee was active throughout the 2022/2023 year and addressed the following:

- ◆ Ensured the expected level of scrutiny and realism was upheld in the process of budgeting for Addus' income and expenses, including managing the expectation of the proportion of participants returning to in-person learning as compared to continuing in virtually, and the potential impact on maintaining a balanced budget; continued transparency was maintained beyond the budget setting process, leading to the Board of Directors having a thorough understanding of the organization's financial position on a timely basis.
- ◆ Continued and ongoing discussion with Management on managing initiatives for program growth and expansion while transitioning from operating in a primarily virtual environment; reviewing Management's plan for changes in the program environment, including both securing and repurposing locations for continued operation in a financially viable manner.
- ◆ Reviewing cash balances held by Addus and implementing an investment strategy that supports a risk-free return on uncommitted balances.
- ◆ 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.

## Other items of note by the Finance Committee:

- ◆ Fundraising efforts (including the annual Addus Walk and Holiday Mail-out Campaign) were held to help support the budget. The organization will be continuing with fundraising/donation efforts in the new fiscal year.
- ◆ The 2022/2023 annual audit was 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.
- ◆ Finance Committee meetings will continue on a regular basis during the Board's summer break, which involve reviewing actual results to budget on a monthly and year-to-date basis.

The Finance Committee respectfully submits this report.

June 2023

# Addus 2022-2023 Fundraising Development Report

## Summary of 2022/2023 Fundraising Revenue:

Thank you to all the 2022-2023 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.

General Donations: \$3,401.

Received \$1,500 grant from Box of Crayons Learning and Development Company.

Food and Gift Cards donation for Staff Acknowledgment Towards Staff Holiday Dinner. The total is \$1,500.

Received \$30,000 grant from the Toronto Enterprise Fund (TEF) to develop and launch Addus Smashing Good Piñatas Social Enterprise.

Annual Holiday Mail Out: Campaign \$11,530.

11th Annual Addus Walking for Dreams Event: \$9,173.

This year join us for our 12th Annual Addus Walk! Stay tuned!

Maxx.ca Online Auction: \$2,061

The Fund Development Committee respectfully submits this report.

June 2023



# Addus 2022-2023 Day Supports Report

## General Program Highlights

### Re-Connect

As mentioned in our Year in Review, our day supports have been the most impacted during the pandemic in 2022-2023— being shuttered completely in the early pandemic days, to re-opened virtually – a platform completely new to Addus to riding the many COVID waves and pivoting between in-person and virtual programming for over a year all with extra precautions and enhanced safety measures in place. Finally, in October of 2022, we successfully transitioned from a hybrid model of support to reopening and rebuilding all our supports back to in-person, maintaining our focus on person directed planning, work and volunteers placements, recreation and social activities as well as life skills and educational sessions. Addus has been proud to see the resilience and adaptability of participants, who continue to thrive in our programs despite the changes during the pandemic.

We transitioned back to in-person programming, where we still had to follow COVID protocols. We continued wearing masks and physical distancing while hosting in-person day supports. We transitioned back to in-person programs seamlessly, which showed our commitment to Addus's vision.

Our Vision, Mission and Values remain a core of who we are and what we do. Despite the pandemic being a curveball for us, we continued with the vision, mission and values as our guideline, embracing partnering and connecting with our community safely.

As Addus slowly transitions to our more pre-pandemic practices, we notice that many of our Community partnerships are also going through the same.

That said, we are re-connecting with our community partners, such as Hunger patrol, Starbucks and Catering for the Parkdale Golden Age Foundation and, we are actively working to connect with new employment and volunteer partners as well. Participants are slowly returning to their jobs, and we are actively working to connect with new employment and volunteer partners. There have been some highlights to celebrate along the way that defied the influence of the pandemic. One example, our very own Hannah O. celebrated her 15-year work anniversary at Starbucks, supported by our Addus staff. Congrats to Hannah on this outstanding achievement! Special thanks to



Hannah O.

In September of 2022 we were able launch our new in-person Art Studio! The Addus Art Studio facilitates a thoughtful and high-quality art-based curriculum that prepares adults with developmental disabilities at Addus to contribute to the community through their art. The environment fosters personal growth and self-confidence, providing opportunities to build relationships and learn life skills in a fun and social environment. Our artists have a voice through their artwork and have the opportunity to showcase their talents at galleries, events and online as paid artists.

We are currently working to grow the studio from a two-day to a five-day program. Spearheading the way, we have our creative leads, Addus Supervisor Raymond D. and, Monica S. our Art Director. Check out our webpage at [addus.org](http://addus.org), art programs and click on Art Studio.

The Saturday Art Club was also able to reopen in person support in 2022 continuing to focus on developing an artist's self-esteem and confidence while engaging in the arts and having fun. Participants are supported to create art and define themselves as artists. There are a variety of art components to experience and to develop one's skills; such as drawing, painting, drama and movie making.

Inspiration is further cultivated by travelling and exploring the vibrant Toronto city landscapes, art museums and movie cinemas; discovering their community.

An exciting highlight was that the Addus Artists were selected by the CNE to paint some Muskoka chairs that were on display at the CNE in August and September of 2022. As paid artists, they received an honorarium from the CNE for their creative artwork!

Smashing Good Piñatas is one of Addus's newest social enterprise initiatives, spearheaded by Addus Creative Designer, Steve E. that launched in April 2022 with a grant from the TEFF United Way Fund. It has since received certified social enterprise status with Buy Social Canada.

the Addus vocational staff Amy S. and the rest of the Addus support staff team, whose ongoing support helps Hannah, achieve her goals! Hats off to Starbucks who support inclusive communities!

Their custom and seasonal options make them an exciting and unique touch for any party or event: gender reveals, business events & promotions, birthdays, holidays, and more!

Another exciting highlight is that Smashing Piñata Aired on Breakfast Television - March 29, 2023 <https://www.breakfasttelevision.ca/videos/we-just-took-turns-hitting-a-pinata-modelled-after-sid/> Tamarah P. and Steve E. represented Smashing Piñata on Breakfast Television, creating a customized piñata of Sid the co-host of the show.



745 Mt Pleasant Rd.,

In December of 2022, one of our Day Supports Programs experienced moving to from their Fairlawn and

Yonge location to their new Eglinton and Mount Pleasant location. The Mount Pleasant team and participants have transitioned well into their new accessible neighbourhood. The group has explored their new surrounding well and become familiar with the local restaurants, various business owners, grocery stores and transit stops.

While continuing to practice COVID precautions such as wearing masks and hand sanitizing, the transition back to riding transit has been successful for our participants. Many of the participants remembered former locations they had visited and how to get there via TTC.

The vision of Addus has always emphasized the importance of community connection. In the following year, we will be transitioning back to more normal times as in the past. We are optimistic that we can facilitate participants reconnecting with the community through employment, volunteering, attending community events, or sharing artistic skills and interests. Our values are Personal Choice, Individuality, Empowerment, Continuous Learning, Meaningful Activity, Friendships and Fun. As we transition back to normal, we keep our values and what makes us Addus.

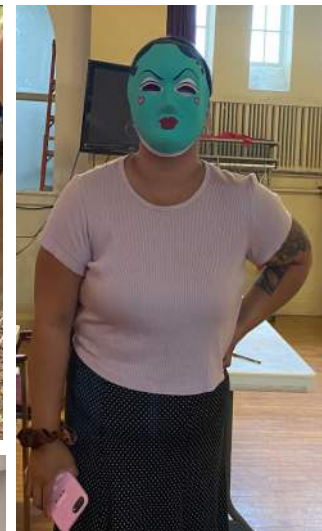
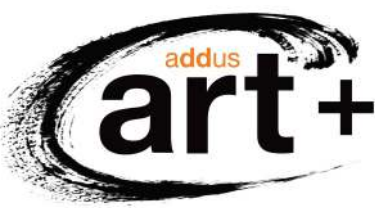
A heartfelt thank-you to all our staff, participants and families who practiced resilience together during the past inconsistent pandemic year. Our staff's commitment to supporting our participants and the community towards a better life for all, remains evident in the work and support they endlessly practice on a day-to-day basis; regardless of what challenges may come along.

Program Manager respectively submits this report.

June 2023



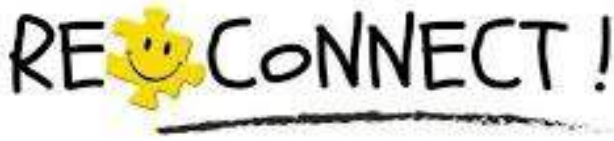
# Addus 2022-2023 Day Supports Report



**"Continuous effort, not strength or intelligence  
is the key to unlocking our potential."**

Winston Churchill





## Our 2022-2023 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 included:**

### **Orchard view:**

Randy Montano- Program Supervisor  
Helen Nugusse – Outcomes Facilitator  
Emily Delbecchi- Outcomes Facilitator

### **Mount Pleasant:**

Steve Evans – Program Supervisor  
Melisa Couto- Outcomes Facilitator  
Jessica MacDonald – Outcomes Facilitator

### **Windermere:**

Rosie Parris – Program Supervisor  
Stephanie Raymond – Outcomes Facilitator  
Tavis Stoby -Outcomes Facilitator

### **Support Outcomes Facilitator:**

Vince Strnad

### **Vocation:**

Amy Schwartz -Vocation Outcomes Facilitator

### **V.I.S.A.:**

Justin Luis - V.I.S.A. Coordinator

### **Relief Outcome Facilitators:**

Monica Sanmiguel, Kevin McCambridge, Jayne Thibideau, Kristie Vezina, Ridha Khalid, Carmen Woolacoot and Avery Nabata

### **Art Club Staff:**

Raymond DeRamos, Kassandra Llewellyn, and Monica Sanmiguel.

### **Art Studio Staff:**

Raymond DeRamos and Monica Sanmiguel

### **Management Staff:**

Lorne Weinreb, Faiaz Islam (Shared Office Manager Position),

Ann Beatty, Program Manager

### **Executive Director**

Mary Vieni



Transforming  
Lives

Thank-you for  
your ongoing support!

You are making a difference in the  
lives of the people with develop-  
mental disabilities at Addus and  
our community!