

# Belonging!



“Diversity is being invited to the party.  
Inclusion is being asked to dance.  
Belonging is dancing like no one’s  
watching”.



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- Finance Committee Report
- Fundraising Report
- Day Supports Report
- Staff Teams



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

# A Year In Review 2024-2025

## Belonging

In every neighbourhood, school, workplace, or place of worship, there are people who want the same things: to be seen, valued, and connected. For people with developmental disabilities, that need for belonging is just as real—and just as important—as it is for anyone else. But too often, they are left on the outside looking in. Yet, belonging is not a privilege—it is a right for everyone. In a world that is increasingly interconnected, the value of community resources for people with disabilities cannot be overstated. For individuals with disabilities, being part of a community and engaging in social activities are not just leisurely pursuits — they are vital for overall well-being and development.

In 2024-2025, together with a remarkable administrative team, staff and volunteer Board, we worked steadfastly in the commitment to advancing the Addus 2025-2027 strategic plan aimed at achieving our ultimate vision of participants being included in the community and holding valued social roles.

Action plans were developed to move forward in order to enhance support quality, services, and the overall employee experience. In addition, looking at increasing administrative capacity in order to maintain and sustain current and future growth is being creatively approached within our existing infrastructure.

This dedication is crucial in ultimately improving the lives of everyone supported by the organization and in nurturing a sense of belonging in everyone. Even though we continue to face an economic climate of “the need to do more with less” and not having extra government funding, plans to work on progressive programs, increasing work and volunteer opportunities, along with community engagement and person-centred services have been developed and have just begun being moved forward.

When looking back on our fiscal 2024-2025 fiscal year, we recognize that the heart of our success lies in the hands of our dedicated staff and Board team. We wholeheartedly appreciate them.

Thanks so much to all our supporters, community partners, our teams, our families, and participants for steadfast support, engagement, feedback, sharing, and connections, which have made so many beautiful things happen this year.

In response to limited access to community participation supports in the sector for families and no extra government funding, we continue to advocate and develop innovative fee-for-service options. We have grown our new fee for service Art Plus Art Studio from a one-day studio option to a five day a week art studio during the past fiscal year.

We have continued to grow our New Smashing Good Piñatas Social Enterprise with the help of the Toronto Enterprise Fund. The initiative supports artists in overcoming workplace barriers and enhances confidence, social connections, and workplace skills.

We are moving forward to further support participants to be included in their community, hold valued social roles and develop relationships. Some have begun experiencing work opportunities and volunteering. For example, at Starbucks, Café ZUZU, Toronto Kids Physio and Ruffin’s Pet Centre.

There is so much to celebrate at the close of another great year, and so much to do, to plan to dream. Striving to reach our vision for the participants we serve, to belong, is far from over but Addus will continue to work alongside the community we support to build a brighter future.

Looking ahead, our work continues. With creativity, resilience, and collaboration, we’ll keep building a future where everyone is included and able to thrive. At the heart of everything we do are the people we serve—teaching us that by championing inclusion and connection, we create a society where we can all, truly, dance like nobody’s watching.

Thank you all for believing in what we do because, inclusion matters!

Carol Larbi Addus Board Chair  
Mary Vieni Executive Director

“Diversity is being invited to the party.

Inclusion is being asked to dance.

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# addus

developmental disabilities  
& community partnerships

**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, meaningful activity, friendships and fun.

2024 | 2025





## Addus 2024-2025 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 ongoing 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;

Ongoing 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 2024-25:

Conducted interviews and recommended the addition of one new Board member, Christine Odunlam.

Completed the annual Board Self-Evaluation which identified skill gaps within the Board's current membership.

Carried out the annual Executive Director Performance evaluation.

Conducted Annual Board Orientation Session at our September 2024 meeting.

The Corporate Governance Committee respectively submits this report.

June 2025



**Moving Forward with our new Strategic Planning Priorities for 2024-2028. The six strategic priorities are:**

- ◇ Expand programs, variety and visibility
- ◇ Focus on financial stability and sustainability/including focus on fundraising
- ◇ Focus on progressive programming/life skills/independence/increasing work/volunteer opportunities
- ◇ Focus on supports for aging participants
- ◇ Increase administrative capacity to maintain and sustain current and future growth
- ◇ Increase French language capacity within the organization



## 2025-2026

### 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

#### Board Member

Christine Odunlam

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



## Addus 2024-2025 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 also engages with risk assessment processes administered by MCCSS to ensure risks are minimized.
- ◆ 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 2025



# Addus 2024-2025 Finance Committee Report

The Finance Committee was active throughout the 2024/2025 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 re-assessment of the requirement for an increase to program fees; 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; reviewing Management's plan for changes in the program environment, including continued integration into the new and repurposed program locations in a financially viable manner.

Reviewing cash balances held by Addus and continuing to support the organization's investment strategy of providing 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 2024/2025 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 respectively submits this report.

June 2025

# Addus 2024-2025 Fundraising Development Report

Summary of 2024/2025 Fundraising Revenue:

Thank you to all the 2024-2025 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: \$2,855

Donation in Kind: \$352

Received \$2,000 grant from Box of Crayons Learning and Development Company

Food and Gift Cards donation for Staff Acknowledgment Towards Staff Holiday Dinner. The total is \$1440.00

Received \$20,000 grant from the Toronto Enterprise Fund (TEF) to further develop the Addus Smashing Good Pinatas Social Enterprise.

Holiday Mail Out: \$17,875

13th Annual Addus Walking for Dreams Event: \$9,640

This year join us for our 15th Annual Addus Walk! Stay tuned!

Maxx.ca Online Auction: \$1,238

Harvest Fest: \$5,979

The Finance Committee respectively submits this report.

June 2025



# Addus 2024-2025 Day Supports Report

## General Program Highlights

At the 2025 Addus Annual General Meeting, we are proud to celebrate the many meaningful ways participants experience belonging—within Addus programs and out in the community, supported by incredible partnerships. From everyday moments like sharing games and conversations to participating in major events like the CNE, Addus is committed to building inclusive spaces where everyone holds a valued social role.

Within Addus programs, participants experience belonging not only by engaging in shared activities, but also by contributing their unique strengths and passions. Whether it is helping a peer, sharing a joke, or supporting one another through challenges, participants are active agents of community-building. For instance, in our music sessions with Support Outcomes Facilitator Vince S., participants co-create songs and perform together—demonstrating both individual expression and collective joy. In the Art+ Studio group, artists recently decorated their space with powerful new portraits that highlight each individual's identity, creativity, and place in the group.

Events across Addus this year embodied our core values of friendship, fun, and belonging. Orchard View's first-ever "Spring Fling" brought together participants from multiple programs, sparking new friendships and social bonds. Mount Pleasant hosted a vibrant Halloween celebration, and Art+ Studio launched its inaugural "Holiday Village," where participants from all sites visited interactive displays crafted by Art+ Studio artists—offering artists a chance to shine in a hosting role while inviting others into their creative world.

Our commitment to fostering belonging extends far beyond our walls. Participants at Mount Pleasant welcomed Officer Steevens from Toronto Police Services for a valuable discussion on community safety. Caroline Z returned to lead in-person yoga for both Mount Pleasant and Orchard View, fostering inclusion and wellness. Orchard View also hosted a powerful community presentation from Epilepsy Toronto, further deepening participants' connections with the broader community and enhancing shared learning.

The Windermere program brought the community together again with its first Harvest Market since 2019—raising \$5,900 to support enriching activities like creative workshops with Dramaway. Participants took on meaningful social roles by organizing, welcoming guests, and selling handmade items. This event was not just a fundraiser—it was a celebration of connection, visibility, and contribution. Our ongoing collaborations with the Parkdale Golden Age Foundation, Hunger Patrol, and St. Olave's Anglican Church also highlight how

participants contribute meaningfully to their neighbourhoods. By tending the St. Olave's garden and sharing its harvest, participants play a real role in supporting and nurturing community life.

We are also proud of our employment and volunteer partnerships, which offer participants the opportunity to hold respected roles within the workforce. Thanks to partners like Starbucks, Central Eglinton Community Centre, Café ZUZU, Ruffin's Pet Centre, Feed it Forward, and Kids Physio Midtown, participants are not just included—they are valued teammates. From learning new skills to celebrating birthdays and milestones, participants experience dignity and purpose through inclusive employment.

Our one-to-one supports in the VISA and Individualized Supports Program (ISP) ensure that each person can explore their interests and achieve their personal goals. For example, VISA participant Sara C reached a major milestone by independently taking the TTC to the Addus office—a key step in maintaining friendships and staying connected.

Smashing Good Piñatas (SGP) continued to grow in both creativity and community connections. From quirky wedding cakes to custom orders for businesses like Steam Whistle Brewing and the Port Hope & District Chamber of Commerce, participants at SGP showcased their talents while building real relationships with clients. Their presence at community events like the E Parea Fall Market also strengthened their visibility as artists and entrepreneurs.

Art continues to be a powerful expression of identity and belonging at Addus. The Art+ Studio program saw incredible growth this year; including the launch of its first public art show featuring participant works. The artists proudly displayed and sold their work themed around their unique takes on Toronto. The Saturday Art Club and Art+ Studio also collaborated to create a painted sculpture of "Alex the Beaver" for the 2024 CNE. Every participant artist contributed, resulting in a joyful display of collective creativity that welcomed thousands of CNE visitors. The sculpture was placed at the CNE's Dufferin Gate to welcome guests.

The Saturday Art Club also produced another original short film for PIFF, this time with a Western theme. Participants took on key creative roles—writing, acting, filming—showing what is possible when people are supported to lead and express themselves.

From supportive day-to-day interactions with peers and staff, to active participation in art, employment, and community events, Addus participants continue to show the world what belonging looks like. It is not just about being present—it is about being recognized, valued, and connected.

We thank all our community partners, volunteers, participants, families, and staff for walking alongside us to help build a world where everyone has a place, a voice, and a valued role.

The Program Manager respectively submits this report. June 2025

Belonging from the perspective of a participant:

Belonging is important to me because it's about acceptance and making other people feel comfortable in a happy way. Being kind to other people is a good skill to have and supporting each other is a good skill to have.

When you accept the other person for who they are it will make you feel good about yourself. When someone accepts you for who you are, it will make them feel good about themselves in a positive way. When people accept each other at the same time it will be a lot easier to make friends and help each other.

Every one deserves to have a friend. One true friend is better than five fake friends. Sometimes the truth needs to be told from it. Being yourself matters and sometimes, being honest helps us understand who truly belongs in our lives.

It's important to remember how to help other people and to show belonging. It's a good thing because, when you think about it, it will make you feel good about yourself in a happy way. That's how I feel about it and that's how other people should feel about it in a positive way for them.

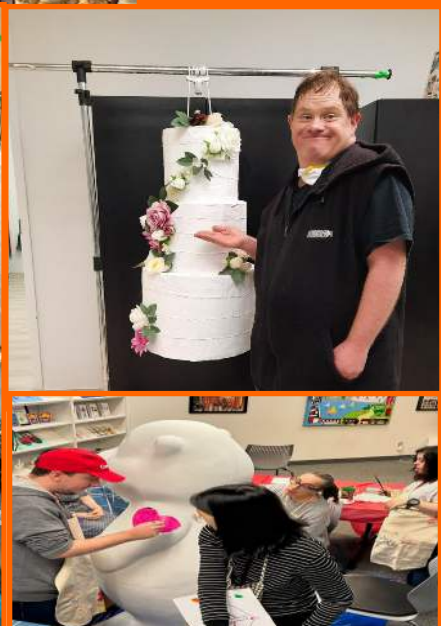
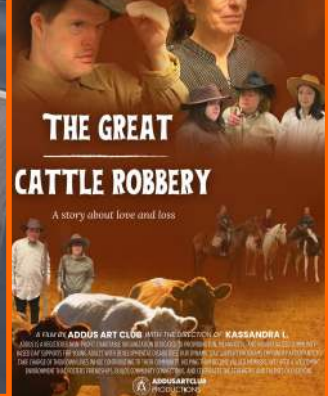
Thinking good thoughts and helping others feel they belong creates a positive learning experience. Feeling accepted leads to learning and growth for yourself and the other person. When you feel belonging it's important and, when other people feel belonging it's important for them at the same time. It is important for everyone. Everyone can feel good and feel they belong.

Jordan Nanos respectively submits this report. June 2025

Jordan's piece is not just a reflection on belonging—It's a reminder to accept, support, and care for one another with sincerity. The words may be simple, but the message is powerful.



# Addus 2024-2025 Day Supports Report



# Belonging!



## Our 2024-2025 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:**

Emily Delbecchi- Program Supervisor  
Helen Nugusse – Outcomes Facilitator  
Ridha Kahlid- 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:**

Kevin McCambridge, Carmen Woolacoot.  
Gillian Xu, Cassandra Llewelyn, Navdeep Singh, Mugueta Fakheri, Shida Ansell

### **Saturday Art Club Staff:**

Carmen Woolacoot Cassandra Llewellyn,  
Kevin McCambridge

### **Art Studio Staff:**

Raymond DeRamos and Kristie Vezina

### **Management Staff:**

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

Ann Beatty, Program Manager

### **Executive Director**

Mary Vieni



Lives Transforming

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!