

Annual Report 2022-23



Extend-A-Family
WATERLOO REGION



YEAR IN REVIEW

Last year, we were fortunate to have an opportunity to reflect on where we have been as an organization over the last 40 years and become excited about where we are heading. 2022-2023 has shown that our hopes for what comes next have not been unfounded.

We saw significant **growth** in the number of services and supports we are able to offer people who place their Passport funding with EAFWR, all of which were in response to the hopes and dreams that people shared for their own lives.

We completed a **three-year engagement with LIFT Philanthropy partners**, including how we can diversify and increase our funding streams to support more creative initiatives that will have an impact on how people make a difference and are valued within our community. We continue to build on our ability to measure our work and communicate the successes of the organization and the people we support widely and proudly.

EAFWR became a **member of Community Living Ontario** in early 2023, which connects us to a network of like-minded organizations and provides opportunities for strong and cohesive advocacy work that will support positive changes for people with disabilities not just in Waterloo Region, but across the province.



We continued to **engage with community partners** like Leadership Waterloo Region, Developmental Services Ontario and the Region of Waterloo to support a holistic approach to large, complex problems like housing, bringing a disability lens to those tables.



Ben as Valedictorian of LeadershipWR's 2022 class

In partnership with Wilfrid Laurier University students, we have completed two **research projects** seeking to better understand the diversity of those who are receiving services from EAFWR, how our organization could better reflect Waterloo Region as a whole, and how we can continue to work on removing barriers to supports faced by equity deserving groups.

EAFWR's **Maria de Boer Changemaker** for 2022 was Carmen Sutherland, who advocates for the importance of community, belonging, relationships and equity not only through her paid work with various groups serving the disability community, but through her personal warmth and presence that turns any room she is in into one of inclusion and welcoming.

Truly though, the highlight of this year has been **the return to connecting with one another in-person**. We welcomed Peter Leidy for a full day workshop about community connecting and how we begin to rebuild our relationships as COVID-19 restrictions began to subside. It was an incredibly fulfilling day of connection that reminded us all of how strong we are together. Combined with our **newly renovated office** – finally complete – we cannot wait to begin to see more faces in more spaces as we look forward to 2023-2024.



BOARD OF DIRECTORS CHAIR

What a phenomenal year it has been – our first as we cautiously re-engage back with one another ‘in-person’. It has been invigorating to meet face to face with the team (some new, some ‘old’, and some just faces we never got to see in-person!) that does the tremendous work that makes Extend-A-Family the remarkable organization we know.

Of these remarkable folks, I’d like to extend much thanks to Allan Mills, our Executive Director, for continuing to provide the support, advocacy and servant leadership that drives us to reach to the broader community and make the impact that encourages belonging and fostering long lasting relationships. To the Leadership Team: Ron Trajano, Courtney Horowitz, and Kevin Guay – your tenacious passion builds the incredible programs and services that help us all feel we belong; to the hardworking staff who work with families and make such an impact through their connections, you are our ‘rock stars’.

As this is my first year as Board Chair, I would be remiss to not acknowledge the big shoes that I had the privilege of filling – and the incredible honour of working alongside your amazing board members who strive to serve and uphold the values of Belonging, Community, Equity, and Relationships. This year we say our sincerest thanks to three of our ‘retiring’ board members who have made such an impact through their contributions – Caitlin Garcia, Chris Letizi and Tomasina Channer.

It is a humbling honour to serve our community through an organization that we all love and respect. I invite you to read more of our annual report to hear about our 2022-2023 year!
-Daisy

2022-2023 BOARD OF DIRECTORS

Daisy Martin, Chair

Caitlin Garcia, Treasurer - retiring

Chris Letizi, Director - retiring

Melissa Quarrie, Director

Adnan Ali, Director

Elizabeth Houston, Director

Devon Fernandes, Vicechair

Ryan Voisin, Secretary

Sigrid Janus, Director

Tomasina Channer, Director - retired

Malika Ismaili, Director

Marisa Tabong, Director

A SNAP SHOT OF PROGRAMS AND SERVICES

681
 ADULTS SERVED
 THROUGH PASSPORT

1,587
 CHILDREN USING
 SPECIAL SERVICES
 AT HOME

23
 PEOPLE RECEIVING
 SERVICES FROM
 FAMILYHOME

13
 PEOPLE RECEIVING
 SERVICES FROM
 SUPPORTED INDEPENDENT
 LIVING (SIL)

226
 MEMBERS AT
 KITCHENER-WATERLOO
 LIBRARY OF THINGS

5
 OPEN SPACE
 GROUPS

58
 SEEDS SUPPORTED
 ADVENTURES

67
 SUMMER PROGRAM
 DAY PARTICIPANTS

8
 COMMUNITY GROUPS

42
 PEOPLE ATTENDED
 WALES

19
 SUMMER VACATION
 OVERNIGHT
 PARTICIPANTS



MP Mike Morrice pays a visit to Summer Program participants.

COMMITTEE UPDATES

HR Committee

In partnership with LIFT, the Human Resources Committee has refined the performance appraisal of the Executive Director and built processes for succession planning on the board. We're building on our recent commitment to the 50-30 Challenge by focusing on shaping a board that lives EAFWR's value of Equity. We are excited and proud of the depth and experience of our volunteer Committee and Board members and look forward to another successful year.

-Devon

Governance Committee

The Governance Committee is comprised of a committed group of volunteers from the EAFWR Board of Directors and the broader community.

This past year, our committee continued to focus on continuous learning and facilitated opportunities for Board and Committee members who engaged in training and education to share that learning with the Board of Directors.

Committee members completed a review of organizational bylaws, policies and procedures and led a risk analysis assessment that was conducted by all committees of EAFWR.

Heading into 2023, the Governance Committee will complete the required work to ensure compliance by October 2024 with the Ontario's Not-for-Profit Corporations Act which replaced Ontario's Corporations Act in 2021.

We are grateful for the opportunity to serve and are looking forward to another year of laughter, learning, and community building.

-Melissa & Marisa



VALUES

As part of our 2020-2023 strategic plan, we wanted to take a moment to pause and reflect on how our mission, vision and values reflected who we are, where we have been and where we hope to go as an organization. Two years ago, we shared EAFWR’s new mission and vision statements. This year, after a great deal of consideration and consultation, we are proud to share our updated organizational values. We wanted words and phrases that were memorable, reflective of who we strive to be and most importantly, something that each person who engages with EAFWR should experience. Our values guide us in our decisions, and in how we connect with one another. We hope they resonate with you the same way they resonate with us and that you can see them in action every time you connect with us.



Belonging:
We value every person’s understanding and feeling of Belonging.

From Inclusion to Belonging

COVID-19 meant that we weren’t going out in the community the same way we had before. We weren’t seeing our friends as often. As we’ve steadily resumed doing some of our activities, we’ve been missing our people. Clinton is a WALES member and a passionate singer. As a choir member at Glencairn Mennonite Church, he hadn’t been to choir practice in months. He missed singing together with his friends.

But he returned. Greeted by calls of his name, he was beaming from ear to ear. He’d been missed. He was greeted by old friends and created new ones. During COVID-19, we were missed. There were holes in places where choir practice or ball hockey used to be. As we return to our regular activities, people are thrilled to see that the Clinton-sized hole is full again.

The definition of community happened at choir practice when Clinton turned to a friend and said, “People missed me.” They did. They’re glad to see you again.

Did you know Clinton is also a founding member of the annual Ball Hockey Tournament? From his passion for ball hockey and meeting others came an awesome day to meet new friends and have some fun.



Clinton at choir practice

You Belong Here

One example of an inclusive place is Open Space groups, an opportunity for people to gather together, in natural gathering places, like coffee shops, malls, libraries and other community hotspots. It provides an opportunity for people to meet new people and make new friends. During the pandemic times, Open Space switched to virtual hangouts. But today, just one session remains virtual, while the others have resumed in-person sessions.

In Cambridge, Open Space participants continue to gather virtually. The reason demonstrates belonging, community, equity and relationships. The participants discussed returning to in-person sessions. But when a member mentioned that they weren't quite ready to be back in-person, the discussion concluded with, "only when we're all ready. We don't leave anyone behind." If you attend, you're missed when you aren't there. If you're new, we welcome you.

Open Space sees a variety of members, from those supported by Extend-A-Family Waterloo Region and members of other community groups, to those wandering by and wondering what the board games are about, and people simply looking for connection.

Everyone is welcome.



Open Space at
Kitchener Public Library

How WALES Members Support Each Other

WALES members are a tight-knit community, always looking out for each other and making space for new members. When a member was away from WALES, the other members organized trips to the hospital to visit. They wanted to make sure the member knew they were greatly missed. Regular calls were made to make sure the member was doing ok. These check-ins demonstrate the tight-knit relationship members have.





Community:

We value connections between people and places that create Community for each of us.

A Bike is Never Just a Bike

March is a busy month around EAFWR with our fiscal year ending. At any time throughout the year, we connect with new-to-EAFWR families. In R's case, we connected with R and his family near the end of our fiscal year. When connecting with new-to-EAFWR families, we step in to make sure they have what they need. Sometimes this means purchasing items quickly. After meeting with families and eligible service providers, we put a plan in place.

Meet R. who is 9 and part of the SSAH program. His plan had two parts. Under some new temporary guidelines, we supported R, and his family to secure some items as the fiscal year was finishing as well as funds for respite, to give everyone time to recharge.

For a while R. has wanted a bike. Under the temporary funding guidelines, we were able to support his family as they purchased R. a bike! He rides his bike to school every morning, building his independence and confidence. He rides around his community with other kids his age, having fun and making friends.

A bike isn't just wheels, a chain and brakes.

It's a piece of equipment that boosts confidence and builds independence. A bike provides a way to get around and make new friends. With a bike you're going places. We're thrilled to watch R. bike around with a giant grin.



Amanda showing off her crafting skills

Community Groups

For more than 20 years, our Community Groups may have been one of our best-kept secrets. Brought together by common interests, these community groups build friendships and explore learning new skills. One of our groups is a group of women. They wanted to learn how to host events. With some support from the Community Group facilitator, they planned a monthly bowling event, inviting others from the community to join them. Through this group, they learned to host and are now running a monthly bowling event.



Equity: We value people's diverse experiences and contributions, and the journey of learning and unlearning to support Equity for all.

Why Tell When You Can Show?

Like many, Amanda moved to Kitchener-Waterloo for a change and potential job opportunities. She volunteered locally at a restaurant to build up her kitchen skills. While volunteering, she identified that she wanted to boost her employment skills. With assistance from WALES facilitators, she began to build these skills and a resume.

One of the tools WALES members use is a video resume. Footage of someone working hard in a specific role can be helpful to people who might be not interview very well. When employers can see that you can do the job, video resumes help persuade them to hire you.



Amanda at work

As COVID-19 arrived, Amanda moved back to live with her family in Millbank – just outside of the region. She left behind her WALES friends and those who supported her. They all stayed connected with the internet and virtual calls.

Amanda looked around the community for a place to work. She identified Anna Mae's as a place that she'd like to work. With her resume, and video resume, Amanda with WALES support approached Anna Mae's. Her paper resume got her in the door. Amanda's video resume got her hired! She's been working at Anna Mae's for some time and enjoying it!

Building Independence and Confidence - One Bus Pass at a Time

Zahra joined EAFWR with a background in health policy and community advocacy, eagerly stepping into the role of support coordinator. As she met with people she supported, she learned their passions, skills, experience and goals, leading Zahra to wonder about A, an individual she was supporting. Why were they taking so many cabs? Cabs can be expensive.

When asked why they were taking so many cabs, A explained that they lived a far distance away from their favourite activities, including bowling, cooking classes and other hobbies. They didn't drive and weren't certain how to use transit to get around the region. "I'm close to my sister. She isn't my driver. I don't want to ask people to drive me places," A shared.

After consulting with Jill, Zahra's mentor and manager, they discussed ways that A could be supported. One suggestion was to use the team's existing network of knowledge and people to empower A. Zahra connected A. with a DSP who showed them how to navigate GRT. It took a few weeks for A. to learn the transit system, but now they use transit to get around.

Through learning the transit system, A's independence and confidence has continued to grow. By learning the transit system, A is now empowered to visit any bowling alley, attend a new cooking class or visit friends at the mall. When there is a barrier in front of you, there's always a solution. A bus pass can provide connection to new passions, experiences and independence.



RELATIONSHIPS

Relationships: We value the importance of authentic and reciprocal Relationships for the well being of all.

A Lifetime of Friendships and Memories

For anyone, memories of summer camp last a lifetime. For those attending our Summer Program, the memories and friendships forged do more than just make those attending smile. For some, Summer Program introduces new friends, new passions, and the desire to come back next year.

Last year our Summer Program saw our attendance numbers restricted due to the ongoing pandemic. But there were no restrictions on memories made, friendships forged and new experiences. We've heard from many Summer Program participants for months after – that they loved their time and when can they come back? Others shared that they made new friends and they're still hanging out with their new friends, months later. The connections made at Summer Program build confidence, build community and build friendships.



The Road to Belonging

As part of FamilyHome, adults we support live with people they're not related to, and build a deep connection and sense of belonging and community. For more than 10 years, siblings G & H have lived with a FamilyHome provider. But as the provider transitioned to retirement, we began to seek out alternative FamilyHome providers. Over the last year, the siblings stayed with several couples who provided FamilyHome respite opportunities.

Meet K & P.

K provided DSP support for the pair. Together, K & P provided G & H respite care. Deep down, the couple dreamt that they would be able to have the siblings live with them permanently when circumstances allowed. As Kelly and Pete moved to a new home, they invited G&H the siblings to live with them. After a road with bumps of uncertainty, G & H and K & P are living under the same roof. They've formed their own family unit.



VOLUNTEERING

Witnesses SEEDS adventures

As an EAFWR team member and a regular volunteer with the Supported Extended Experiences and Discoveries (SEEDS) program, Trena has witnessed many experiences. From taking tours of Niagara Falls, to visiting Blue Mountain and helping people create happy, lasting memories, she's been a part of many memorable SEEDS trips.

Some of the trips she participated in required just her presence, as those on the SEEDS adventures went to Blue Mountain and explored around the community. While the SEEDS adventurers were off having fun, she only needed to be available, in the event that support might be needed. Other SEEDS experiences involved a more hands-on approach. The best part is these are participant driven and tailored to what people want to do!

Trena shared that one of the reasons she volunteers with SEEDS is that it's great to connect with new people and help those who might need support to grow in confidence, building their independence. By being present for these types of adventures, she quickly watches as big smiles happen and happy, lasting memories are created.



Kevin and Al on a SEEDS adventure to the Pinery

Volunteering with KWLOT

"I chose to work at KWLOT because it was a place that gave people the tools to create, and I wanted something that let me interact with people, and ask them questions, so I thought that it was a great opportunity!"

My favourite parts of this experience were probably getting to know the people in my area, what they liked to do, and seeing what items were reserved the most.

I'm really glad that I chose KWLOT, even though it was scary because it was my first time volunteering, and it was during the pandemic, everyone there is so fun to talk to and see, and I'm excited to continue this experience!"

-Alex
KWLOT volunteer



TRAINING

Throughout COVID-19, delivering training became more difficult as we transitioned to virtual classrooms and workshops. Providing training virtually sometimes meant that cameras were off while participants juggled childcare, pets and other distractions.

In the fall we began to move back to in-person training again! Those who attend our sessions in-person are more engaged, make conversation with their fellow participants, and build stronger relationships and connections. When participants shared their feedback about workshops, many shared how they enjoyed coming to our offices and being able to interact with people in-person again. Some participants used the word vibrant to describe our return to training in-person.

Some of the most memorable moments this year have come when participants recognized the difference between practicing inclusion and providing a space where everyone belongs. In practicing inclusion, everyone participates. There is space for everyone. But in belonging, you're wanted, you're known and you're missed when you aren't there.

From Isolation to Safe Space to Empowerment

Sometimes our workshops can raise issues with participants that they may not wish to discuss until trust has been developed. We had a participant who came a far distance to a workshop series. Once facilitators talked to the participant and gained their trust, this participant opened up and began sharing. When they realized that they were in a safe place, they felt empowered to share and engage in discussion. Equipped with some new skills and a stronger sense of confidence, they returned home and began living the life they wanted, not one that others wanted for them.



Paintings donated by Bill Schwarz which can be seen in our office



FUNDERS AND GRANTORS


Thank you to those who have provided support to Extend-A-Family Waterloo Family throughout the year.



Funded by the
Government
of Canada




\$19,295
RECEIVED IN DONATIONS



\$22,052
RECEIVED IN SPONSORSHIPS
AND IN-KIND SERVICES



\$122,339
RECEIVED IN GRANTS



\$731
RECEIVED THIRD PARTY
FUNDRAISING EVENTS



\$11,287
RECEIVED IN EVENTS

= \$6,124
+ \$5,163

WALK OR WHEEL 2022
BIDDING TO BE BETTER
TOGETHER AUCTION

COMMUNITY DEVELOPMENT UPDATES

Welcoming You Back

Many of you may know me as a Community Ambassador and the first person you meet when you visit our office, but may not know that how I came to be here began many years ago. When my sister and I were very young, my family needed support. For my sister and for us, connection to services at Extend-a-Family was invaluable, helping my sister build relationships and explore our community. I have now worked here for almost 7 years, and I have also found an incredible sense of community and belonging, thanks to the people I meet everyday, and the people I work with.

Over the past few years however, we have all been challenged to build relationships, community and belonging in new ways. At times my role has been more about email and phone communication. Fewer people have visited the office and I have connected to all the people who have delivered parcels, while families used funding for activities at home. Our community events have changed too. This past year we hosted Walk or Wheel with virtual options, while events like the Ball Hockey tournament were postponed. I found that connecting our work to our values became even more important because we were all missing the in-person interactions.

Today thankfully my days are much less about technology and much more about people. Recently, I played in our annual Ball Hockey tournament and Walk or Wheel will be returning in the fall in-person. We can now welcome everyone back to the office for a visit, to stay for a cup of coffee and enjoy some of the new art on the walls. This is a time to celebrate being able to connect in community again. The spring sunshine is here and like the message on our Live Fully T-shirt and our hashtag we are a community where everyone belongs, and we are #BetterTogether.

-Christina



Christina and Cory as kids



Christina and Cory as adults

Simon's Story

Simon joined KWLOT as a practicum librarian. He spent his time talking to members, working through the new items added to inventory and assisting with checking out items. When his practicum employment ended, we were thrilled that he found employment elsewhere, just down the street and that he stayed on as a volunteer. As a passionate amateur photographer, he uses his skills in photography to capture photos of new items that will be added to the library's inventory. His photos end up on our website and show off our inventory. Volunteering with KWLOT has been a great fit for Simon – we are lucky to have him.



Simon with the KWILOT sign

Welcoming to Neighbours

As a new member of the KW Library of Things, Jaime wondered how we could help support people living down the road at the encampment, located at the corner of Weber and Victoria and in Willow Priver Park (Victoria Park). Almost immediately posters were hung, requests were made and members jumped in.

Jaime began using the tools and supplies for her own projects and to improve the lives of those living in the encampment. Members began bringing in blankets, coats and boots to ensure our neighbours were warm during the winter months. A call went out for kitchen space to help feed those residing at the encampment. In response, someone with a commercial kitchen donated time each week for people to use to prepare food and several members reached out to contribute batches of cooking.

One thing to know about KWLOT members – they are community-minded folks. When there is a need, we know our members will do what they can to fill that need. Our members continue to show up and support everyone, while building community. If you're not a member, come and see what we are all about by visiting www.kwlot.ca.

A jet heater at the encampment



Making coffee on the Sacred Fire at Willow River Park (Victoria Park)

Photo credit: Jaime Stief

COMMUNITY ENGAGEMENT AND FUNDRAISING UPDATE

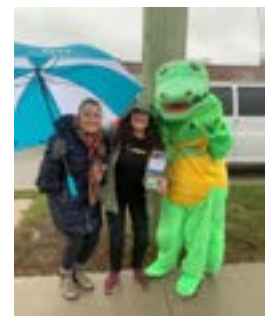
Over the last year, we have been focused on providing activities that meet everyone’s needs. This often meant factoring in COVID-19 uncertainty as part of our community engagement plans. This year Walk or Wheel (WOW) was mostly virtual with two opportunities to gather in-person. We gathered at Forest Heights pool and enjoyed their accessible pool and warm water area.



We embraced our neighbours, Mount Hope Cemetery, by running a Stroll Walking Tour. While we wandered around the cemetery, those who joined us were treated to a history of many of the families who are buried there. Sometimes our hosts had photos of some of the neighbours!



All Brite Glass & Tint’s Chip In For Charity returned after a COVID-19 hiatus! We were thrilled to join Terry Aivaliotis and his team for this event that happened in June and November.



In September we celebrated our Direct Support Professionals who provide essential support to people we support. This week of celebrations concluded with an in-person event at Victoria Park pavilion. With a food truck, outdoor games, indoor activities and a powerful music circle, everyone who attended enjoyed themselves.

Also in September we joined United Way and the March of 1000 Umbrellas. This was our first year marching with EAFWR branded umbrellas and we found ourselves in a sea of passionate folks who are working within the region to provide support for many causes.



As the calendar edged closer to 2023, we ran Bidding to be #BetterTogether online auction. We thank all the businesses who contributed items. To those who placed winning bids, thank you for your support!

Turning the Page Together (TTPT) is a special legacy contribution to our community by educating, informing and creating awareness around disability. Through TTPT we hope to amplify voices of those with a disability or disability perspective by ensuring books about disability and books written by authors with a disability can be found in Little Libraries throughout Waterloo Region to help cultivate inclusion and belonging in our communities.

We began to survey and check in with people regarding TTPT. After completing the data collection portion, we have moved onto the next step. By the time you're reading this, we have launched Turning the Page Together! Look for incredible books about disabilities and books by those with lived experience as they appear in Little Libraries around the region .

This year we were embraced by University of Waterloo. Separate groups of students have held events that raised awareness and funds for EAFWR. The Blue Ribbon Club sold treats for a week at the Student Life Centre, raising awareness and funds. Also at UW, Fashion For Change held two dance and fashion shows in support of EAFWR.



TREASURER UPDATE

As we all adjust to our post-COVID-19 pandemic years and move forward, as a team at EAFWR we continue to focus on fostering strong relationships within our community. We have been fortunate to reconnect in-person as well as continue to connect remotely on many occasions with each other at EAFWR, our Ministry representatives, our various services providers, volunteers and the individuals and families we serve.

The Operations and Services teams continue working closely together to utilize individual funding in creative ways that is personalized to the individuals and families we support. This approach has contributed to the high rate of 82% of individual funding contracts being utilized in the current year.

During the year, we received a total of \$13,955,478 through a combination of Ministry funding, family Passport funds, services fees, grants and fundraising.

Revenue earned from fee-based services, such as Passport contract planning, has allowed us to develop and expand on our innovative, person-centered programs. These services create additional opportunities for belonging and relationship building for both the people we serve and the community as a whole.

We incurred a total of \$13,640,496 in costs for service delivery, program expenses, salaries and wages and other support costs. This activity resulted in a net surplus of \$314,982 and an ending cash and investment balance of \$1,636,685 and \$1,000,000, respectively.

With the surplus of \$314,982 for the fiscal year, we plan to once again contribute to our restricted Operating Reserve fund that was established by the Board of Directors after the 2018-2019 fiscal year. The purpose of the restricted Operating Reserve is to be a security for unforeseen operational requirements.

It has truly been a privilege and honour to have been part of this incredible organization as a Board member for five years and the Treasurer for the past three years. I am sad to be stepping away after this 2022-2023 fiscal year as a Board member and Treasurer, however, I look forward to continuing my relationship with EAFWR next year as a community member on the Finance Committee.

-Caitlin

FINANCIAL STATEMENTS

REVENUE	2023	%	2022	%
Province of Ontario	\$9,267,509	66%	\$8,516,287	66%
PassportONE	3,739,508	27%	3,770,747	29%
Program Billing and Fees	344,775	2%	137,360	1%
Home Care and Community Support Service	315,661	2%	267,672	1%
Donations and Fundraising	213,280	2%	116,558	2%
Amortization of Deferred Capital Contributions	40,000	<1%	40,000	<1%
Investment Income	31,430	<1%	3,813	<1%
Other Funding	3,315	<1%	169	<1%
TOTAL	\$13,955,478	100%	\$12,852,606	100%

EXPENSES	2023	%	2022	%
Direct Families and Programs	\$8,327,258	61%	\$7,716,857	61%
Salaries, Wages and Benefits	4,482,003	33%	4,100,670	34%
Consulting and Professional Fees	179,225	1%	189,378	1%
Indirect Families and Programs	160,860	1%	154,608	1%
Occupancy Costs	146,147	1%	156,931	1%
Amortization	131,013	1%	144,629	1%
Staff Training and Travel	88,771	1%	46,652	<1%
Office	88,421	1%	103,646	1%
Computer Related Expenses	35,325	<1%	18,391	<1%
Fundraising	800	<1%	1,858	<1%
Other	673	<1%	8,504	<1%
TOTAL	\$13,640,496	100%	\$12,642,124	100%
Excess of Revenue Over Expenses	\$314,982		\$210,482	

NOTE: The above summary is based on the audited financial statements of the 2022-23 fiscal year. Please visit our website at www.eafwr.on.ca to view a copy of the audited statements.

LEADERSHIP

This year members of our team guided us through a review and refresh of our organizational values as part of our strategic plan. These values form the foundation upon which we stand as we navigate the dynamic environment around us. These four values help us make decisions and identify priorities moving forward as we serve the community.

This past year has seen many highs as well as lows. We have sought to transition at an appropriate pace (which has felt different for everyone), from the locked-down pandemic to in-person connections. Throughout this time we have experienced highs such as re-engaging in-person, and lows including mourning the tragic passing of a young woman supported by our Supported Independent Living team.

Our efforts have strengthened our connections with other partner services as we seek to break down barriers experienced by people with physical, developmental or intellectual disabilities. I remain extremely proud of our dedicated team of staff and volunteers for their dedication to the work and to the people who use our services.

Serving our community together,



Allan Mills
Executive Director

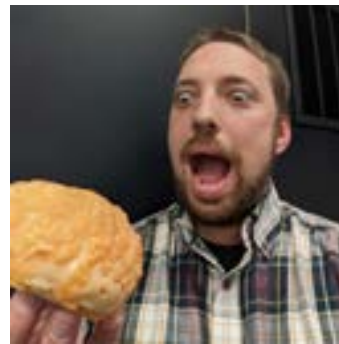
LEADERSHIP TEAM



Allan Mills
Executive Director



Ron Trajano
Director of Services



Kevin Guay
Director of Human Resources



Courtney Horowitz
Director of Operations



Erin Ackersviller
Executive Assistant



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🐦 @EAFWR_Engage 📷 @kwlibraryofthings

This annual report is produced by Extend-A-Family Waterloo Region.

For questions, please contact, Katy Boose, Community engagement and communications specialist at katy.boose@eafwr.on.ca.

ACCREDITED BY:

