



2022-2023

# Annual Report

enVision  
community living



# Embracing our differences because everyone belongs!

The purpose of enVision is rooted in relationship and belonging:

- Living, working, learning and celebrating in a community of belonging
- Mutual care, respect and consideration between all people
- Welcoming the transformation as we embrace the diversity of gifts and contributions from each community member
- Recognizing that we need each other and are better together

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# Board of Directors 2022-23



**Carrie Jones**

President



**Marcel Jodoin**

Vice President



**Reinnie Brandt**

Treasurer



**Chrystie  
Kroeker Boggs**

Secretary



**Lorie Reimer**

Director



**Aurele Boisvert**

Director



**Calvin Dyck**

Director



**Lorie Lenchyshyn**

Director



**Kris Bachmeier**

Director

# Vision & Mission

enVision Community Living exists to inspire equality, inclusion, and the value of all people.

**enVision Community Living is a non-profit, community-based organization committed to delivering supports and services that provide people who live with an intellectual disability opportunities for personal growth and development, and opportunities to live the life of their choosing in the community.**

enVision recognizes the intrinsic value of each person and their right to make informed choices and to access services. This belief shall govern the delivery of supports and services and is more fully set forth by the following principles:

- 1 Each person shall be treated with respect and dignity.
- 2 Each person has the capacity for growth and development and shall be encouraged and supported in reaching that capacity.
- 3 Each person shall have access to the most normal and least restrictive social and physical environments consistent with their needs and choices.
- 4 Each person shall be heard and involved in decisions affecting their life.
- 5 Each person shall have access to supports and services that recognize and address their unique capacities, needs and choices.
- 6 Each person shall have access to supports and services that strengthen family relationships, promote community involvement and build friendships.



# Report from the President



As we reflect on the past year, the Board would like to thank every team member at enVision for their commitment to providing quality services, care, and a healthy environment. The Board also acknowledges the long-term service of Geoff Dilts, former Board President, who served on the enVision Board since 2016. Geoff has now moved to a Director position on the enVision Foundation Board. enVision welcomed three new Board members during the past year to fill casual vacancies: Calvin Dyck, Lorie Lenchyshyn, and Kris Bachmeier.

As members know, revisions to our By-Laws were approved at last year's AGM. For this coming year, the board has introduced membership fees for Lifetime memberships, eliminating the need for long term supporters to renew their membership each year. We are pleased to report that the Municipal Board Hearing, regarding the Improvement Levy charged to enVision's Eastman Recycling Services, was resolved in our favour.

Many challenges continued this past year, but there have been many success stories too. These successes will outshine the challenges and have positive short- and long-term impacts. The advocacy, for both the people enVision serves, and for the people that have chosen careers at enVision, to ensure a strong vibrant nonprofit community-based organization is inspirational.

Despite the challenges of funding models, a tight labour market, and tired team members, the team at enVision is always working towards the ultimate mission of delivering the best possible supports and services that provide people who live with an intellectual disability opportunity for personal growth and development, and opportunities to live the life of their choosing in the community. As you will see in the Executive Director's report and the rest of the AGM material, enVision is at the forefront for supporting people with intellectual disabilities, and their families. Pursuing long-term plans for more accessible housing, enhancing services and offerings, being an employer of choice, leading technology for record documentation and storage, and implementing evaluation systems so people have a voice in their quality of care at enVision.

*Carrie Jones*

**Carrie Jones**  
President

# Strategic Planning

Last fall, the Board, along with senior leaders at enVision, were able to meet in person for a two-day strategic planning session that kicked off a long-term strategy for the organization. Board members and enVision leaders shared their thoughts and vision, to collaborate in creating four pillar goals. These four goals lay the strategic foundation for enVision’s long term planning. The creation of these pillars has brought valuable insight to the Board in discussing how we can support the enVision team effectively, and make decisions that consistently align with the strategic direction. For the senior leaders at enVision the pillar goals, priorities and metrics bring a collective focus and provides a compass for projects and communication to team members. We are excited to see the progression of this strategic planning process and the initiatives and results that come out of it.



## Pillar Goal #1 – People We Serve

Lead by leveraging and investing in innovation to meet the needs of each person we serve in order to unleash their potential, address aspirations and improve quality of life.



## Pillar Goal #2 – People Resources

Create and sustain a meaningful work environment where team members are inspired, passionate and engaged.



## Pillar Goal #3 – Stakeholders

Grow our social capital with stakeholders by bonding, bridging, and linking our shared interests and goals.



## Pillar Goal #4 – Finances

Establish long term operational stability by planning for financial demands and developing new funding models.

# Report from the Executive Director



I am amazed at how people continue to pour their hearts and souls into the work of enVision. The purpose of our work is truly inspiring and motivating. The goals we set for ourselves are high, and the hours we put in are many. This is true for employees in all areas of the organization, from service delivery, to management and administration. Any achievements we make are a credit to the collaboration of enVision employees as a whole.

A lot of work went into the closure of Eastman Recycling Services (ERS). We finalized the sale of the building early in the fiscal year, and then slowly concluded our contracts with the final day of curbside service being December 7, 2022. Since we began curbside recycling in 1992, over 50 million kg of materials have gone through our facilities. This 30 year recycling venture would not have been possible, were it not for the work of people we serve, our dedicated ERS employees, and key leaders who took on running the business over all the years. To make it through the final year of operation as well as we did, is a direct credit to those who stayed until their roles were no longer needed. The saddest part of this closure was the loss of the uniquely dedicated team of ERS workers. Thank you so very much to each of you!

We have put a lot of work into addressing our staffing crisis. The province provided a Labour Force Grant of about \$106,000 to help with costs of recruiting and

retaining employees. This allowed us a much larger presence in the community, at job fairs, and online in our efforts to attract good candidates. Early in the fiscal year we had as many as 80 vacant positions, which is now reduced to about 50 vacancies. This number still constitutes a significant vacancy rate for us, requiring existing employees and management to pick up too many additional hours. The physical and mental toll of being short staffed cannot be sustained long term. We continue to hold out hope that this will be resolved, as we anticipate the increased wage funding for all areas of service delivery.

For a number of years, the staffing challenges in Day Services have been escalating. Being excluded from increased provincial wage funding for the past 10 years, and then the impact of the pandemic on congregated settings, has shaken the stability of our Day Services. Efforts to re-open this past year have been thwarted by insufficient staffing levels. This resulted in turning away new people who were looking for services, and also limiting the number of days we served people who were already accessing our Day Services. This past year our Employment Services was also hit with unusually low staffing levels, which impacted our ability to support people in their jobs in the community. Much strategizing and work is being done to turn this around, but ultimately the key will be to get positions filled.



Positive COVID cases lingered on throughout the last year, despite many restrictions being lifted across the province. We had to strike a balance between our responsibility to keep people safe and implementing safety protocols, reviewing these several times throughout the year. The last fiscal year marked enVision's highest number of positive COVID cases (161 reported) since the start of the pandemic. Although most people did not get very sick, it did add to our shortage of available employees to cover shifts.

We were successful in getting long term funding shortfalls addressed for some homes in Residential Services. We have needed to be persistent in our advocacy to get funding in place to provide the supports that people need. Addressing this with the province is a continual and slow process, sometimes taking years. This past year we saw Residential Property tax adjustments result in a \$15,000/yr. increase, as homes were shifted from residential to institutional classifications. This is in addition to increased food, household, and insurance costs.

This past fiscal year we said good-bye to Kim Neufeld after providing supports to her for over 20 years. She will indeed be missed by the many who had the privilege of knowing her. Kim had an exuberant personality, and ready smile for anyone she met.

In the coming years, we need to replace a number of our existing homes with accessible homes. Ideally, we would like all of our homes to be accessible so that people we serve do not have to move when they have changes in their mobility. As well, it would allow all of our homes to be considered as an option when someone new comes to us for accessible services. We will also continue to refine our already robust training path for employees, increasing ease of access by utilizing technology where possible. As noted in the President's Report, we are actively engaged with fulfilling the strategic plan set by the board, and are excited to see how it comes to life.

Thank you to the Board of Directors for your support and encouragement. As well, thank you to every employee of enVision. I am inspired by your dedication to helping people have a better life, and I am encouraged by your creativity and resilience in what are at times difficult circumstances.

Thank you!



**Jeannette DeLong**  
Executive Director

# Trip of a Lifetime: Cruising to Hawaii

With notes submitted from Cliff Friesen,  
Judy Wolfe and Liz Friesen



On January 27, 2023, Cliff, Judy, Liz, and their support staff got on a plane to Honolulu, Hawaii. This all started with Liz and Judy sharing a dream to travel to Hawaii. For Judy the dream of seeing the palm trees and beaches of Hawaii started over 20 years ago. Six months before getting on the plane, Judy and Liz plotted their trip with the help of enVision support staff. They decided that a cruise would be ideal to get time spent in relaxation, and also to see some sights.

Cliff joined the two women at the last minute. During the pandemic he wasn't able to travel, so when he heard that Judy and Liz were taking a trip, he quickly jumped on board. This was the perfect gift to himself to celebrate his 75 th birthday! This wasn't Cliff's first cruise and it likely won't be his last. He loves to cruise because of the scenery and the shows onboard the ship. On this trip, he enjoyed the different stops on the islands, whale watching, and strolling through the market to shop for souvenirs. Cliff has a love for travel, and makes it a practice to save money for a trip each year.

Judy has now seen the palm trees and the beaches of Hawaii. But the highlights of her trip are a much longer list. Judy loved the time spent shopping, soaking in the hot tub, the entertainment, taking in all the meals, especially the

luau supper. Judy loves to meet new people, and the cruise offered her plenty of opportunity to do just that. She made a special connection with one woman on the cruise, both enjoying each other's company and feeling blessed to have met. Judy says that "dreams do come true...with lots of planning". Next stop for Judy is swimming at the Watrous mineral spa.

It was exciting for Liz to take a trip that required a passport! Liz loves to see new things and eat new foods. This trip allowed her to do that each day. Highlights for Liz were the Maui tour of a tropical plantation, the luau and all the new foods, shopping at the local markets, taking pictures in the Japanese gardens, Polynesian dancing, and seeing the whales, dolphins and other sea life. Early in the trip Liz had an unfortunate fall that required a trip to the medical bay on the ship, and a temporary cast. This did not slow Liz down. enVision's support staff were there to provide whatever assistance Liz needed so that she could continued to take in all the sights despite the injury. Liz's takeaway from the trip is "we can have fun and can have big dreams!" Future plans for Liz are to learn more about tropical fish, and keep trying new foods and seeing new things.

**She is already saving for the next trip.**



*Liz Friesen, Judy Wolfe, Cliff Friesen*



enVision excels at helping people fulfill their dreams. We want to help people overcome whatever barriers stand in the way of living a life of their choosing in community. It's an honour for enVision staff to have supported these three people, to live out their dream in their retirement years. enVision staff spend each day helping people to achieve, whether it is: day to day things like making a meal, connecting with a friend, or bigger events such as saving for and taking a cruise. enVision is here to walk alongside people and to help open the doors to opportunity.





# enVision's Direct Support Professionals Tell Why They Love Their Jobs

Thank you to each DSP who shared their view. We wish we had enough space to include all the feedback we received. Hopefully we have adequately captured the love for your job. We are so proud of the inspired, passionate and engaged DSPs who work at enVision!

Being a DSP, you need to have strength emotionally, physically, and ready for everything happen. The most important thing is that you did your job with care and appreciation to everyone. The feeling of happiness that they valued you is priceless.

- Elizabeth Garcia

*The people we support are so much fun to be with. I enjoy my co-workers and the environment is friendly. This by far has been my favourite job.*

- Cheryl Martens

I love working and helping people. I like to share the love and support that I can give. I feel like this is also my purpose in life.

- Rowena Gijapon

enVision is big on getting residents out into the community, which I love! I feel respected and feel like I belong here.

- Nikita Gillingham-Arents

I have gained friendships in staff, people we support, and their families that I will treasure for the rest of my life. I have stayed for 20 years because I felt I could make a difference in people's lives.

- Annette Wieler

***I HAVE BUILT MANY SPECIAL RELATIONSHIPS WITH PEOPLE I SUPPORT. THOUGH MY JOB DOES HAVE SOME CHALLENGES, IT IS VERY REWARDING AT THE END OF THE DAY!***

- Christine Penner

EVERY DAY I COME INTO WORK WITH A FEELING OF EXCITEMENT, LOOKING FORWARD TO EACH NEW ADVENTURE. I FEEL VALUED AND RESPECTED BY MY CO-WORKERS AND THE PEOPLE WE SERVE.

- Nicole Miller

***I LOVE SEEING THE PEOPLE WE SUPPORT DEVELOPING NEW SKILLS. IT IS SO EXCITING TO SEE EVEN THE SMALLEST SUCCESSES!***

- Marian Ginter

**I LOVE MAKING A DIFFERENCE IN PEOPLE'S LIVES AND DOING MY BEST TO BE A PART OF IMPROVING QUALITY OF LIFE FOR THOSE I SUPPORT. ENVISION IS THE BEST CHOICE I EVER MADE.**

- Bri Wiens

Working at enVision has opened my eyes to the challenges people with disabilities face daily. It has impacted my personal life and has reminded me that there is a huge struggle out in the world and I want to be part of the change. I'm blessed and want to give my love and support to those in need!

- Angelika Khamlich

I love that we get to go out on adventures with the people that we support. We're basically getting paid to have fun and do things that people want to do.

- Jazmyn Lajeunesse

**My co-workers are awesome, funny and helpful. Love sharing their knowledge. We learn from each other. My manager is approachable and takes time to listen to concerns.**

- Henry Odiaz

**HELPING PEOPLE REALIZE AND REACH THEIR GOALS HAS TO BE MY FAVOURITE PART OF WORKING AT ENVISION.**

- Dean Grenier

enVision values all people, that's one of their goals they promote, we are treated not just as numbers, we are considered to have connections like families. We always value having relationships between residents, staff and employee too. enVision also promotes balance on time for work and time spent with family. Working with people with intellectual disability is always challenging and every day we always learn ways on how to provide proper support individually.

- Esteve Isit

I have been a DSP with enVision for 10 years, and I am very proud to be a member of this organization. enVision always values their employees and treats their DSP's equally. They provide lots of training and courses so their DSP's can get more knowledge and improvement in supporting people with intellectual disabilities.

- Alex Mineses

**WORKING WITH ENVISION GIVES ME THE OPPORTUNITY TO MAKE THE PEOPLE I SUPPORT LAUGH AND SMILE AND TO BRING JOY TO THEIR LIVES.**

- Buddy Gerbrandt

I have enjoyed making meaningful connections with the people I support and making friendships with co-workers. I also love being able to go out in the community and do things with the people I support like swimming, bowling and painting. It has been a very rewarding role and it has brought so much value to my life that I wouldn't have been able to find in any other job position.

- Emma Wilson



# The Rights Training Series: Self-Direction

By Wendy Humphrey with notes from Dusty Buchan

This past year, enVision has been supporting people we serve to attend an in-person training event in Winnipeg called, “The Rights Training Series: Self Direction”. This is a three-part training event designed by and for people with disabilities.

The curriculum is intended to provide a deeper understanding of people’s rights and responsibilities. People learn what their rights are, and that these are the same rights given to all other citizens. Upon completion, people feel more confident in their rights; and feel empowered to make choices and take control of the areas that impact them. The curriculum was created through the proud partnership of Abilities Manitoba and People First of Manitoba and can be found on the Abilities Manitoba website. Both organizations have a mutual and vested interest in building a more inclusive Manitoba for all people.

The content is delivered by trained facilitators including at least one person with lived experience of disability. Dusty Buchan is one of the facilitators and this is what he had to say, “The purpose of this training is to bring awareness for

people with disabilities to know and understand their rights and freedoms. At the Rights Training, we as facilitators have the responsibility to provide a safe and comfortable space for everyone to learn. We give them helpful activities and videos to explain a bit better all the information we are providing and teaching the groups. The most satisfying part is the fact that everyone’s stories and experiences are so powerful and meaningful and emotional to listen to and learn from. What started these events, is because there are many people living with a disability that do not know they have rights and there are those who may know about their rights but don’t know how to exercise them. So, we put this event together to bring awareness and everyone on this earth should be treated equally with respect and dignity. I hope people get that they are not alone, and they have help, hope, love and support to deal with their past, present and future. We hope to continue to spread awareness to people and communities about rights and freedoms in the hopes to change and shape the world into an equal and accessible environment for all people.” Dusty is also the treasurer for People First of Manitoba.





*Bill Huppe with trainers Natalie and Leanne*

Bill, pictured above holding his certificate, says the rights training was very good and he learned a lot. Others expressed how it was “mind blowing”, “life changing”, and “opened their eyes to being in the driver seat of their own life”. Others liked the opportunity to meet new people, and some have stayed in touch long after the 3-day training was completed. Dusty met his future life partner at one of the earlier training sessions.

To date, 9 people, supported by enVision, have completed the training. We are in the planning stages of organizing future events in Steinbach, and welcome other people with disabilities who are supported by other agencies in the area.



*Sheldon Friesen and Dusty*

*Dusty Buchan facilitating a session*



Premier Stefanson and Minister Squires Announce

# Historic DSP Wage Increase

For over 20 years, enVision and other similar organizations from across the province, have been advocating for better funding to pay our valuable Direct Support Professionals (DSPs) a decent wage. In the year 2000, the province's response, to low DSP wages, was to set up a Staffing Stabilization Initiative (SSI). This initiative was valuable in establishing core competencies, position descriptions, and suggested training for the DSP jobs that thousands of Manitobans do each day. It also began to address funding for higher wages, and establish some partial funding of pension and benefits. Sadly, the SSI fizzled out after a few short years, and the trend of providing minimal funding increases for staffing and other costs resumed. For a few years following the SSI, there were some minimal increases in funding as a nod to the increased cost of living faced by organizations. However, in the last 11 years, there has been only one cost of living increase, and that was for less than 1%.

These funding shortfalls have had an impact on the quality of services for people who live with an intellectual disability. By far, the greatest negative impact has been the amount of staff turnover. Time and again, staff leave

the disability support sector because they have been unable to look after their families and pay their bills with the money they earn. For some DSPs, in order to stay in the job they love, they have had to take on second jobs. For staff who stay, they are motivated because it is incredibly rewarding to help people get exposed to new experiences, learn new skills, and achieve their goals. Many of these staff have developed deeply caring relationships with people they support. They know people very well, and go the extra mile to ensure someone's needs are met. We saw that time and again during the pandemic; staff stepping up to provide supports even in the most difficult situations.

It seems that the pandemic really brought home to the province, how essential DSPs are in Manitoba. Without this group of workers, the province would have had a huge challenge figuring out how to keep this vulnerable population safe. The shut down of some services also moved families of people served, to organize and do their own advocacy to government on what they saw as basic rights of their family members; being deserving of supports to be equal citizens in community life, and having equal opportunities to flourish.



**Back row:** Dale Kendel, Scott Smith (Family Advocacy Network), Premier Heather Stefanson, Hon. Rochelle Squires (Minister of Families), Margo Powell (Abilities Manitoba), John Leggat

**Front row:** Rachel Smith and Ryder (Family Advocacy Network), Marda Bone, Jessica Croy (Special Advisor to the Minister on disability issues), Valerie Wolbert (People First Manitoba)

In 2022, we saw an increase in funding to bring Residential DSP wages up to an average of \$15.11/hr. Then near the end of the fiscal year, we heard the announcement that funding for DSP wages (this time including the forgotten Day, Employment, and SIL staff) would go up to an average of \$19/hr. The biggest wage funding increase in history! We are extremely grateful for this acknowledgement of the important work that our staff do. Yet, when we look back over 20 years, we are reminded that this increase, when compared to the increases in cost of living and minimum wage over the same period, still has us falling behind. The government

must continue to address wage and operational funding in this sector, as stopping now will only serve to once again slide us back to being an impoverished human service sector.

It's the advocacy of all of us together that has achieved this historic milestone. Families, people we serve, staff, and community must all make sure that we do not get left behind again. People we serve do have equal rights. Addressing the necessary supports to ensure equal opportunities are given, is essential in order for people we serve to experience what is rightfully theirs under the law.

# Director of Operations Report

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The last year has been a challenging one. We started the year with a skyrocketing number of COVID cases, incredible turnover of staff at all levels of the organization, and vacancies like we have not seen before. We have seen increased mental health incidents for people we support and our staff, issues helping people find accessible and affordable housing, and we have had to turn people away from services because we simply do not have the staff to support them. It has been heartbreaking. Meeting staffing requirements in Day and Employment Services has been particularly challenging. We continue to be hopeful that future increases to wage funding will set the stage for full services once again.

Despite these challenges, we have still managed to do some incredible things:

We have revamped and successfully run a very exciting Mentorship Program for four Direct Support Professionals (DSPs) who aim to become leaders in our sector. The mentees' feedback to us was that they have increasing confidence to do their work, to hold their colleagues accountable to a high standard of support, and that they feel part of enVision like they had not before. We are very excited to offer the Program again this coming year.

A number of our Leadership Team have taken additional training in the last year, in order to expand their skills. Lynette Penner, one of our Coordinators, was successful in taking part in the Canadian Leadership Institute for Developmental Services offered by the National Leadership Consortium. Coordinators Christina Swanson, Rob Wilkinson, and Sue Luckay participated in the Manitoba Harm Reduction Conference, where they have been networking with other organizations over the best support of people we serve.

We were thrilled to be awarded an Ability Manitoba's Innovation and Transformation Fund Grant of \$50,000 to hire a Project Coordinator to oversee the development of an accessible housing strategy for rural Manitoban organizations. As part of this grant, we now have approval to build an accessible home to replace enVision's home on Creekside Drive. We also were successful in securing funding in principle to replace enVision's home on Southwood Drive, to meet the accessibility needs of people who live there.

Robert Wilkinson, our Project Coordinator, has interviewed people we now serve, who live in accessible homes, to determine what we could do differently to ensure the

home meets the needs of people who use wheelchairs for mobility, but also meet the needs of people with a variety of other physical and developmental barriers. He has also met with other organizations and toured their accessible homes to understand what has worked for them, and what they would do differently. Rob will provide a tool kit to enVision and other agencies to ensure their builds meet the accessibility needs of the people who live in them. He will also provide a learning document for enVision and other agencies that will give them a good road map when building new, accessible homes.

The operations team in Day Services continues to be committed to imagining what Day Services can look like outside of segregated facilities. The people who used to be supported in Retirement have not returned to a 9am-4pm Day Service. Instead they are spending time with each other outside of the “Retirement” building, with the support of their Community Connector and staff. Shaun Loney, social enterprise “guru,” says to “start with tiny” when it comes to change, and that is what we have tried to do with this group of people. Now we hope to apply what we have learned to other enVision Day Services.

Last year, I was excited to announce that we were looking at purchasing Case Management Software in order to improve services for people by keeping better track of their data, and being able to run reports on the data we collect. Since then, we have purchased Therap and begun the process of using it. I am so pleased to report that we are off running with our first group of staff using Therap. This first group consists of over 60 staff and includes Supported Independent Living and 7 Residential locations. Staff are using two modules of Therap so far, to journal and to communicate with each other. While there have been some bumps along the road, Janice Munro, Director of Services, and her team have done an excellent job of meeting with staff and ensuring they are trained and understand the “why” of this move to digital case management. We are thrilled that by this time next year everyone at enVision will be using Therap in some capacity!



**Katelyn Dykstra**  
Director of Operations



## STATEMENT OF

# Financial Position

As of March 31, 2023

## Assets

### Current Assets

Cash	\$	2,674,930	\$	1,692,590
Accounts Receivable		1,720,875		1,769,572
Other Current Assets		284,639		236,122

		4,680,444		3,698,284
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### Capital Assets (Net)

		6,232,819		7,481,615
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\$	<b>10,913,263</b>	\$	<b>11,179,899</b>
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## Liabilities & Equity

### Liabilities

Accounts Payable & Other Accrued Liabilities	\$	1,332,276	\$	1,336,569
Advance - Province of Manitoba		-		794,593
Current Portion of Long-Term Debt		81,485		322,000

		1,413,761		2,453,162
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### Long-Term Liabilities

		1,356,643		1,549,855
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### Total Liabilities

\$	<b>2,770,404</b>	\$	<b>4,003,017</b>
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## Equity

Unrestricted Net Assets	\$	1,795,718	\$	556,712
Internally Restricted Reserve Funds		1,551,450		1,010,410
Investment in Capital Assets		4,794,691		5,609,760

		8,124,859		7,176,882
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### Total Equity

\$	<b>10,913,263</b>	\$	<b>11,179,899</b>
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## STATEMENT OF

# Revenues & Expenditures

As of March 31, 2023

## Revenue

Province of Manitoba

Sales

Other Revenues

## Expenditures

Salaries and Benefits

Building and Property

Programming

Amortization

Cost of Sales

Travel and Vehicle

Other Expenditures

**Excess of revenue over expenditures  
before Reserve Fund allocations**

Allocations to Reserve Funds

## Operating Surplus (Deficit)

**2023**

**2022**

\$	16,755,619	\$	16,102,778
	1,042,111		1,548,374
	1,087,384		198,435
<b>\$</b>	<b>19,301,226</b>	<b>\$</b>	<b>18,184,018</b>

\$	13,840,069	\$	13,385,704
	1,465,258		1,269,624
	1,564,216		1,478,437
	315,103		354,821
	392,504		419,647
	403,597		439,990
	354,502		357,694
<b>\$</b>	<b>18,335,249</b>	<b>\$</b>	<b>17,705,917</b>

<b>\$</b>	<b>965,977</b>	<b>\$</b>	<b>478,101</b>
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	(798,190)		(240,500)
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<b>\$</b>	<b>167,787</b>	<b>\$</b>	<b>237,601</b>
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# Minutes of the 65<sup>th</sup> Annual General Meeting

The Association for Community  
Living, Steinbach Branch Inc.  
O/A enVision Community Living  
*Held on June 14, 2022 by Zoom*

## **1 Call to Order**

Geoff Dilts called the meeting to order at 6:56pm.

## **2 Introduction & Recognition of Board Members**

Geoff Dilts introduced the existing board members as noted on pages 4 - 5 of the Report Book. He recognized Carrie Skrabek and Chrystie Kroeker-Boggs each for 2 years of service and Reinnie Brandt for 10 years with the enVision Board of Directors.

## **3 Approval of Minutes June 15, 2021 AGM**

Michele Harder read the minutes, and made a motion to approve the minutes, seconded by Betty Lou Toews. Carried.

## **4 President's Report**

Geoff Dilts made note of the by-law review, the upcoming Eastman Recycling Services closure, the issue of the Local Improvement Levy, and some of the highlights for enVision and the board this past year. Geoff thanked everyone for their support.

## **5 Executive Director's Report**

Jeannette DeLong presented that it was another challenging year with the pandemic, but a year that had many reasons to celebrate. Staff and management teams have worked together in many ways to improve services. Day Service closures have been difficult, but it gave time to reimagine what these services could be like. enVision Possibilities has been created as the umbrella over MPRC, Edith's Place and Retirement. This will allow for staff and people we support to be fluid throughout our day service

areas, connecting people within their communities. Staffing resources are a pressing issue. Low wages are a large part of the problem. One of the positive gains from the negative of the pandemic, is that we have improved how we do our staff training. More accessible training by using online options such as HR Downloads, and Open Future Learning. Lack of accessible housing is an issue. 12 people we serve need a home that is more accessible than they currently have. Jeannette thanked the board, management and staff for their continued dedication.

## **6 Director of Operations' Report**

Katelyn Dykstra spoke about use of Personal Outcome Measures (POM) which is based on security, community, relationships, choices and goals. Interviews and action plans have started with people in Day Services, with the hope to help us provide the best support to the people we serve.

## **7 Financial Report 2021-22**

Darrel Friesen presented that the year ended with a strong bottom line. Proceeds from the home sold in St Pierre, and a surplus in operations, added to this balance. Liabilities were down from the prior year partly since no significant purchases were made. Salaries and benefits were 4.6% lower than the previous year.

Motion to accept the audited financial report was made by Reinnie Brandt and seconded by Lou Reimer. Carried.

## **8 Appointment of Auditors**

Reinnie Brandt motioned to appoint BDO Canada LLP as the auditors for the coming year, Marcel Jodoin seconded. Carried.

## **9 Change of By-Laws**

Jeannette DeLong presented the proposed by-law changes by highlighting notes made to each article. Marcel Jodoin motioned to approve the by-law changes as presented, seconded by Carrie Skrabek. Carried.

## **10 Board Member Elections**

Carrie presented that current board members with terms ending this year are Betty Lou Toews, Randy Reimer and Michele Harder. Persons nominated for election are Lorie Reimer, Aurele Boisvert, and Jacquie Broesky. Carrie motioned that Geoff Dilts stay on for a one-year term as past president, and Lori Reimer, Aurele Boisvert, and Jacquie Broesky each be elected for a three-year term. The motion was seconded by Randy Reimer. Carried.

## **11 Thanking Departing Board Members**

Geoff Dilts thanked the departing board members, and gave a short tribute to each for their years of service: Michele Harder (3 years), Betty Lou Toews (11 years) and Randy Reimer (17 years).

## **11 Closing and Adjournment**

By Geoff Dilts @ 8:06pm.



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