



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

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



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

Capital Assets (Net)

6,232,819 7,481,615

\$ 10,913,263 **\$ 11,179,899**

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

Long-Term Liabilities

1,356,643 1,549,855

Total Liabilities

\$ 2,770,404 **\$ 4,003,017**

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

Total Equity

\$ 10,913,263 **\$ 11,179,899**

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
\$	19,301,226	\$	18,184,018

\$	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
\$	18,335,249	\$	17,705,917

\$	965,977	\$	478,101
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	(798,190)		(240,500)
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\$	167,787	\$	237,601
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Minutes of the 65th 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.



www.envisioncl.com

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A large, stylized blue 'V' logo that serves as the background for the entire page. The 'V' is composed of two thick, curved lines that meet at a point at the bottom, with a solid blue circle at the top center.

2022-2023

Annual Report

en**vision**
foundation (2012) inc.



Board of Directors

2022-23

The enVision Foundation exists to support the mission of enVision Community Living through a range of giving options. Governed by a volunteer board of directors, the Foundation provides funding to enVision for special projects, capital expenditures, and initiatives that might not otherwise be available for persons with intellectual disabilities.



Marcel Jodoin
President



Lou Reimer
Vice President



Reinnie Brandt
Treasurer



Carrie Jones
Director



Tony Lenchyshyn
Director



Geoff Dilts
Director

Report from the Foundation Board President



The enVision Foundation continues to grow and create a positive impact, despite the fundraising challenges in the past few years. The pandemic has impacted how we hold events and the giving habits of supporters. We are ever grateful for our core supporters, as well as all new donors that step forward to support our work.

This past year, the Foundation received a \$5,000 grant from Digital Manitoba for website upgrades to improve the online donation experience for users. We also handed out \$11,950 worth of grants to enVision Community Living for various projects. These included:

- Next Chapter Book Club to purchase books for use by the readers, and to have a movie evening as a capstone upon completion of a book
- Counselling for Couples in Supported Independent Living to learn how to be supportive partners, and have strong relationships
- Sensory Room equipment and Kindle Fire tablets to increase use of technology for people served at enVision Possibilities
- A resource nook of books and other resources for use by people served at enVision
- A backyard accessible lawn swing/glider at one of enVision's homes

For several years the Foundation fundraised for two accessible houses. We are pleased to report that the Province has now approved the operating budget of one of these homes. enVision hopes to break ground on the first house this summer. The second house is not far behind in the planning stages. We are still accepting donations toward both of these projects, as well as the accessible vehicle project. It's our donors and supporters who help to make increased accessibility a reality for people served by enVision.

The Foundation has been the beneficiary of several planned estate gifts in the past few years. We are grateful for these gifts, as they can make a big difference to the Foundation's ability to fund special projects of enVision Community Living. These gifts also help to ensure the long term stability of the Foundation. We encourage you to connect with Jeannette at enVision or see our website for planned giving if you want to include a gift to the Foundation in your estate.

Thank you to all of our donors for your continued support.

A handwritten signature in cursive script that reads "Marcel Jodoin".

Marcel Jodoin
President

Finding the Calm and Developing Skills

With information from Sheila
Adrian and Staci Harder

Sensory equipment encourages learning through exploration, curiosity, problem solving, and creativity. At both enVision Possibilities' locations, 314 Reimer Ave. and 429 Main St., the sensory equipment gets a lot of use. Taking advantage of the enVision Foundation's annual call for proposals, Staci Harder, Life Skills Manager, pulled together the information to pitch a project to the Foundation for a grant to buy sensory equipment. The staff team spent a lot of time brainstorming and researching which items would be best suited for the people being served at these locations.

It was decided that a variety of items would be purchased to provide more options and a broader experience for people. The oversized bean bag chairs – one for each location, have been a very popular item. They are often in use and at times people have to wait for someone else to get out of the chair so they can be the next to use it. The chairs are soft and plush, enveloping the person's body when they sit in it. Two 15 pound weighted blankets were also purchased. These have proven to be very helpful for some people in times of extreme emotions to help them feel grounded. The team also selected various hand fidget items, including a hand muff type item with fidget items inside of it, and an item that has various zips, pulls, snap, and clips to help the people practice life skills and hand dexterity.

Almost everyone that attends at enVision Possibilities has benefitted from one or more of the new sensory items. The colour ball tracker is one item that has

provided tons of entertainment to everyone, staff included. Being part of this project has been incredibly satisfying from start to finish. From the brainstorming and research, to the shopping, and now finally getting these items in and watching people engage with them. It's so awesome to see the smiles on peoples' faces as they are developing their fine motor skills, and finding a new sense of calm.

When you donate to the enVision Foundation, the money is used to enhance and improve the lives of the people supported by enVision. The enVision Possibilities team loves to find creative ways to increase opportunities to assist people in various areas of their lives.



Accessibility & Beyond: Drive-Through Dinner

The enVision Foundation kicked off its annual fall campaign with the Accessibility and Beyond Drive-Through Dinner on September 23, 2022. The delicious smell of barbeque welcomed the steady stream of cars. Then our cheerful volunteers quickly approached the cars. There was a great sense of support as each vehicle brought greetings and good wishes. Supporters brought donations for the 2022 campaign project – the purchase of an accessible vehicle. This accessible vehicle will benefit people supported by enVision's Residential Services. These are services provided for people who need support in order to enjoy a full and meaningful life in the community. The volunteers included our sponsors from RIVR Financial, enVision staff, including Directors, Coordinators and Managers, and enVision supporters. The volunteers were a little cold but had fun running from car to kitchen to serve a delicious dinner.

Merv's Pitchfork Fondue of Manitoba ran the kitchen, serving steak sandwiches for each order. Sides of beans and potato salad were topped with a pickle, then boxed and handed off to the kitchen volunteers. Those volunteers added beautifully decorated cookies from Prairie Pickers Café to sweeten the deal. All this was

wrapped up in our delivery bags, provided by Sobey's Steinbach, and whisked away to enjoy.

We would like to thank everyone who attended this kick-off fundraiser! With your support, we are on our way to providing increased opportunity for people who use enVision's Residential Services. This means more access to community places, events and medical services. This also provides opportunity to maintain important relationships. The enVision Foundation continues its campaign for the purchase of a new accessible vehicle. We aim to reach our goal of \$85,000!

Thank you to our community for helping enVision inspire equality, inclusion and the value of all people.



Your Donations: Enhancing Quality of Life

It's important for charitable organizations to be able to show that the generous donations of their donors are fulfilling the intended purpose. The enVision Foundation is proud that the donations we have received have done just that; making a difference in the lives of others for over 20 years. The Foundation accepts donations that benefit enVision Community Living in two different streams. The first and most visible stream is where the Foundation raises funds for a specific larger project such as building an accessible house, buying an accessible vehicle, or investing in larger scale facility maintenance projects. The second stream is less visible to the general public, but still has a considerable impact on the people served by enVision Community Living and its employees.

Over the past 20 years, the Foundation has granted over \$165,000 to over 100 smaller projects at enVision. Although each project was a relatively small investment, the benefits to quality of services, and quality of life for people served by enVision, is substantial. Some of the smaller projects include:

- Pilot projects to test innovative ideas for future services and supports
- Therapeutic activities such as horse riding, music therapy, and counselling
- Staff training events to better equip enVision staff in their support of people
- Orientation videos to teach new staff about their roles
- Development workshops for people served, such as first aid, cooking, literacy, fitness and health
- Leisure and recreation activities such as vacation subsidies, gym memberships, and books
- Home renovations
- Resource materials for growth and development for both people served and staff, and for family workshops
- Furniture, bikes, and swings
- Technology and adaptive devices for communication and exercise
- Equipment for lifting, sensory rooms, and yard care employment
- Social events for people served to connect with friends and family

enVision Community Living's ability to enhance quality of life of people served is greater because of the generosity of donors to the Foundation. When you are looking for a meaningful way to impact someone's life with your donation, please consider the enVision Foundation, where your donation makes a difference!

FOUNDATION PROJECTS

Meeting At The Swing

With content from Cathy Acio, Manager

We can all relate to the relaxation that comes with the gentle back and forth motion of a swing. Add in a quiet back yard, rustling trees, warm weather and the smell of fresh air, and time can slip by pretty easily. With a grant from the Foundation, people living at enVision's home on Deerfield can now experience this pleasure. The swing has become a favourite place to socialize. Whether it's with family or friends that come to visit, or whether people served simply enjoy some relaxing time with each other and their support staff, the swing is the place to be.

The people served at this home, and their support staff, have been expressing the desire for a swing for several years. The need got more urgent, when barriers relating to accessibility became a bigger factor. As we know, swinging is not always accessible for everyone, whether it's because someone has limited mobility, or perhaps uses a wheelchair.

The Foundation grant provided enough funds to ensure that this swing would be accessible to everyone who wanted to use it. The grant allowed enVision to enlist the help of a builder to create a custom accessible lawn glider, which took about six weeks to build. The staff at Deerfield feel rewarded for their advocacy. They are thrilled that the end result is even better than what they originally thought it would be!

If you want your donation to make a difference in someone's life, please give to the enVision Foundation, so that they can fund more projects like this one.



Next Chapter Book Club

With content from Audrey Loewen, NCBC facilitator

In late 2019 enVision began facilitating the first Next Chapter Book Club (NCBC) in Steinbach. This book club - for people who live with a disability, and run by volunteers - is another example of the exciting and fulfilling initiatives of enVision.

The goal of NCBC, whose affiliates are found in North America, Australia, Africa, and Europe, is to provide opportunities for people who live with a disability to be exposed to new ideas, learn about their rights and self-determination, to use and grow their skills, and to expand their interests. The book club is a casual, inviting, and inclusive place, that welcomes diversity, and readers of any level are welcome! The group meets once a week, catching up with each other briefly before getting into the 'next chapter.' Originally the group met at a local restaurant, but then began meeting virtually when COVID hit.

enVision's NCBC has six regular members who love to read and who love books. The members have a wide range of reading abilities: some actively read, while others don't read at all, but do listen and engage in the discussion about the book. Members take turns reading and then the group talks about the characters, the



plot, and how the story relates to something in their own lives. The volunteer facilitators, Audrey Loewen and Bev Warkentin, are trained to engage each member in the way they wish to participate.

Members get excited about the books and eagerly return the next week to continue the story. Grants like the one from the enVision Foundation are essential to offer opportunities like the NCBC. It's very fulfilling and enjoyable to share the joy of reading with the group and to see the members grow in their confidence!

STATEMENT OF

Financial Position

As of March 31, 2023

Assets

Current Assets

Cash & Bank	\$ 1,224,934	\$ 1,107,170
Interest Receivable	8,760	3,058
Prepaid Expenses	287	240
Other Receivable	104	228

2023	2022
\$ 1,234,085	\$ 1,110,696

Long-Term Investments

\$ 272,058	\$ 298,317
\$ 1,506,143	\$ 1,409,013

Liabilities

Current Liabilities

-	-
-	-

Net Assets

Unrestricted	\$ 1,346,247	\$ 1,247,637
Internally Restricted (Fundraised)	159,896	161,376

\$ 1,506,143	\$ 1,409,013
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STATEMENT OF Revenues & Expenditures

As of March 31, 2023

Revenue

Donations

Interest and Other

Expenditures

Grants Made to enVision

Fundraising Costs

Life Insurance Premiums

Administration and Other

Excess of revenue over expenditures for the year

	2023	2022
\$	167,643	\$ 191,835
	10,126	66,748
\$	177,769	\$ 258,583
\$	28,610	\$ 9,970
	21,637	29,147
	16,771	16,881
	13,621	7,954
\$	80,639	\$ 63,952
\$	97,130	\$ 194,631

Did you know that Abundance Canada can assist you with leaving legacy gifts to the enVision Foundation?
www.abundance.ca

Minutes of the 20th Annual General Meeting

The enVision Foundation (2012) Incorporated | Held on June 14, 2022 by Zoom

1 Call to Order

Marcel Jodoin welcomed everyone and provided instructions for voting and asking questions.

2 Introduction & Recognition of Board Members

Marcel Jodoin referred to page 3 of the Annual Report, introduced board members and acknowledged each for their length of service.

3 Approval of Minutes June 15, 2021 AGM

Betty Lou Toews read the minutes of the 2021 Foundation Annual General Meeting. Motion to approve the minutes made by Betty Lou, seconded by Randy Reimer. Carried.

4 Financial Report 2021-22

Darrel Friesen presented the financial report as outlined in the Foundation Annual Report. Cash increased in 2021. Darrel noted that donations received for a specific project are considered restricted and are earmarked for the specific project. Donations were approximately half of what they were the previous year. Expenditures were down mostly due to the lower fundraising costs. Motion to approve the financial report as presented made by Carla Anne Coroy, seconded by Lou Reimer. Carried.

5 Appointment of Auditors

A motion to appoint BDO Canada LLP as the auditors for the fiscal year 2022 – 2023 was made by John Reimer, seconded by Lou Reimer. Carried.

6 Fundraising Report

Lindsay Unrau, Fundraising Promotions Coordinator, reported on the success of enVision's first Accessibility and Beyond Drive Through Dinner. The Foundation uses donations to fund projects that are not funded through the provincial government. Grant proposals were approved for Information Technology - tablets to be used for people that are supported by enVision, and a new accessible patio was built at one of enVision's homes so residents can fully use their back yard. Lindsay will be leaving enVision this year. Marcel acknowledged Lindsay and her work and dedication to enVision.

7 Board Member Elections

Carrie noted that Betty Lou Toews was appointed by the enVision Community Living board and will not continue with another term. Another member of the enVision Board of Directors will need to be appointed to replace Betty-Lou. Lou Reimer will let his name stand for re-election. Carrie asked for nominations from the floor. There being none, Carrie moved that Lou Reimer be nominated for another 3-year term, Randy Reimer seconded. Carried.

8 Closing and Adjournment of the Foundation AGM

With no questions coming forward Marcel adjourned the meeting at 6:56 pm.