

38 years



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BREAKING DOWN BARRIERS
Independent Living Resource Centre
Simcoe • Grey • Bruce

ANNUAL GENERAL MEETING JUNE 22, 2023 REPORT



234 Ste. Marie St.
Collingwood, ON

Executive Director's Report

Fundraising Report

Staff Introductions

Governance Report

Treasurer's Report

Strategic Planning Report

Board of Directors

EXECUTIVE DIRECTOR'S REPORT

Teresa Gal

This year was very different. We will still move forward and diligently follow safety protocols and procedures and continue to do our best as we always have however, we shifted gears as we went from “Surviving to Thriving” navigating through the endemic and learning how to safely coexist with COVID. We know firsthand that “to thrive is so much more than just surviving—when someone is thriving, they are deciding to grow and flourish despite challenging circumstances” and BDB did just that!

Our BDB team continued cranking out wonderful programs and activities to ensure the communities we serve remained actively & safely engaged. Our dedicated BDB team alongside our amazing volunteers and supportive Board Members vigorously worked to take our organization to the next level.

As American poet Maya Angelou famously penned, “My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style” our BDB community zestfully demonstrates this through actions every day. Thank you for this!

We know there are no easy secrets to success and therefore we work hard as we know success relates to action, preparation and about creating a nurturing environment for our BDB community and it is our BDB community that drives our passion to do more and emerge even stronger.

During the pandemic, we pivoted, we adapted, and we learned so much together and continued to grow and develop as an organization. Most importantly we did not deplete. On the contrary, we have been expansive, strengthening and very savvy with all our resources as our small but mighty team work tirelessly to meet the ever-growing demands of our services; becoming even more and more efficient to stretch resources and actively engage individuals in the communities we support and to let them know about BDB & what we as an organization can provide.

By embracing virtual tools and platforms we were able to expand our geographical footprint and elevate our programs, services and supports. This is seen in the number of unique individuals we were able to serve this past year - the highest to date for BDB with a total of 4,776. It is important to emphasize it was through additional grant funds that the BDB team and I were able to secure to compliment our base funds that allowed us to sustain and expand this growth from previous years.

...Cont'd

EXECUTIVE DIRECTOR'S REPORT

Teresa Gal

It feels really good to know our BDB staff, Board, Volunteers and Members are all rowing in the same direction and proudly representing BDB as an approachable, inclusive and accessible organization with a can-do attitude.

We leverage our community networks and partnerships to work together for the greater good of the BDB Community to impact the lives of individuals. We all continued to strive toward excellence by improving best practices and as always ensuring services and supports aren't being duplicated among our networks.

Each of our Committees led by Board Members coupled with staff participation collaborated on ensuring we as an organization were on target to achieve our measurables and goals but above all worked to provide our Members with equitable opportunities where gaps were identified.

Thank you to our BDB community, that we could continue to count on, our fellow colleagues, Board Members, Volunteers, community partners, fellow anchor partners at the South Georgian Bay Ontario Health Team, Community Support Service partners, our fellow Independent Living Canada Sister Centres and various networks for your collaboration, information sharing and continued dedication to Breaking Down Barriers, Independent Living Resource Centre. Looking toward the future, we need to establish base funding to permanently support our ever growing senior's program. Here's to taking our organization to a new level through continued support and mutual growth as we continue to thrive.

Let's all continue to cultivate a culture of kindness and be the reason someone smiles today and remember "it takes but one positive thought when given a chance to survive and thrive to overpower an entire army of negative thoughts".



STAFF INTRODUCTIONS

Teresa Gal - Executive Director is a competent, reliable professional who is resourceful in solving problems and maximizing resources. She has international work experience and has held key administrative roles. She is skilled in handling people from all walks of life with diplomacy and professionalism. She possesses strong leadership and communication competencies. Teresa obtained a B.A and graduated with honours, from a self-selected curriculum completing a double major in Business Administrative Studies focusing on International Marketing, Promotions and Publicity and in Latin American Caribbean Studies from York and obtained a Master of Education degree from Framingham. Her greatest passions in life are to help others and to make a difference. She leads by example and is always ready to roll up her sleeves and achieve all goals to obtain optimal results. Teresa is happy to apply her talents and to form part of a strong, dynamic dedicated Breaking Down Barriers team, a group of like-minded individuals. Teresa strives to ensure accessible and inclusive environments are created and for all individuals to be treated with dignity, respect and compassion.



Tracey MacLeod - Independent Living Skills Coordinator has been with BDB since February 2004. She is a resourceful and knowledgeable team member, with a Bachelor of Arts from the University of Prince Edward Island. A skilled problem solver and excellent listener, Tracey assists consumers to achieve their Independent Living goals by providing support in problem solving and skill development. She also acts as a liaison with service providers, agencies and government services. Tracey is a disability support system navigator for SBG OHT. She is also responsible for the creation, development and facilitation of workshops on a variety of topics related to independence, self-advocacy and skill development. On a personal note Tracey is an avid reader, loves classical music, is mad for the ballet and is an accomplished artist.



Maureen Smithers - Administrative Support Assistant joined BDB in May of 2019. Maureen coordinates all information management activities of the organization and performs all necessary administrative functions. Maureen has worked for and volunteered with non-profit organizations of all sorts for as long as she can remember. Whether it is writing reports, planning fundraising events or moving furniture to make a physical space work better, she has done it all. Since studying journalism at Ryerson University, she is a firm believer in life-long learning and has obtained various certificates to keep up with technological advancements. When not busy at work, you might see Maureen hiking local trails or as an avid amateur photographer, just wandering around taking photos of buildings and well, anything intriguing.



Lucille Dalziel - Communications & Volunteer Coordinator started with BDB in May 2019. She joined our team after a 21-year career in communications, community relations, publicity and promotions for a large Canadian telecommunications company. Her focus on taking national initiatives and uniquely localizing them to multiple markets solidified her appreciation for the rich mix of ways, including the role of media, in which communities come together. Lucille specializes in the collaboration and execution of original initiatives and impactful communication strategies to support growth and community engagement. She has a strong network of community, political and media relationships across Simcoe, Grey and Bruce Counties and her connection to these communities continues to feed her enthusiasm for wanting to make a meaningful contribution.



Christine Edwards - Peer Support Christine is compassionate and creative with bright ideas to bring to the Peer Support role. Christine graduated from Durham College with a degree in 911 Operating and Call Centre Communications. This degree has given her insight into how to speak and deal with people in difficult situations. Empathetic by nature, Christine has a keen ability to listen to others which she believes stems from her own struggle with mental health. She is also a certified Makeup Artist receiving her diploma and the Maximum Creativity Award through the Canadian Beauty College. Christine has forged strong connections with Consumers, providing virtual programs including Zoom that is engaging and interactive. Some of Christine's other interests include camping, hockey, weight lifting, drawing, cooking and gardening.



STAFF INTRODUCTIONS



Rachel Goorts - Casual Programs and Services Worker Rachel joined BDB in May of 2021 under the Canada Summer Jobs Youth Employment Program. She adapted and enjoyed the experience so much, she was thrilled to remain with BDB as a Casual Programs and Services Worker. In this casual role, Rachel makes herself available to pitch in on special projects and ensures the safe delivery of monthly activity kits to Consumers. Born in Barrie, ON Rachel was raised and currently resides in Stayner. She is a graduate of Brock University with a Kinesiology Undergraduate degree.



Hannah Keenie - Casual Program Facilitator grew up in Collingwood, ON and returned to the town she loves at the start of the pandemic. She is pursuing a degree in psychology. She also has plans to obtain her Masters in Social Work with the ultimate goal of becoming a therapist. Hannah fully appreciates challenges a person with disabilities faces and she too lives with multiple disabilities. Hannah has a chronic genetic illness and underwent a kidney transplant in 2011. Thankfully her mother, who was a perfect match, donated one of her kidneys. Hannah brings to this placement a wealth of ideas, enthusiasm and willingness to learn. She is thrilled to be making a contribution to BDB and looks forward to making a difference in the coming months.

CANADA JOBS Youth Summer Employment 2023



Megan Scott- Fundraising Organizer and Promotions

Megan was born and raised in the Collingwood area and is currently going into her third year at McGill University studying International Development. Megan is very passionate about giving back to her community and is excited to gain experience in the non-profit sector. Outside of work and school, Megan likes to spend time outdoors whether she's skiing, swimming or hiking. She loves to meet new people and is very sociable. Megan is thrilled to join the Breaking Down Barriers team this summer and build strong connections with the organization and its members.



Patricia Forget - Independent Living Skills Support.

Patricia comes from Toronto with a background in real estate administration and accounting. Currently she resides in Collingwood where she has joined Breaking Down Barriers as part of the Independent Living Skills Support. She loves to express herself through fashion, music, and art. When she is not working, she spends quality time with her family and friends or reading a good book! She looks forward to acquiring additional skills while at Breaking Down Barriers and becoming an incorporated member of the team.

Program Stats at a Glance

**Program
Participants**

*

14,151

**Number of
Programs**

*

422

**DF Participants &
Applicants**

101

**Unique Individuals
Served**

4,776

**In-house
Support Hours**

3,368

* # of program participants (IL Skills, Peer Support & Seniors combined)

* # of programs (IL Skills, Peer Support & Seniors combined)

DF Stats at a Glance

**Number of
Participants**

47

**Active
Applicants**

54

**Number of Hours
of Service**

6,750



*Self-Managed Attendant
Services in Ontario*

* Hours include direct hours support active applicants and Self-Managers, promoting the program, talks, information and completing applications with individuals when applying

TREASURER'S REPORT

Jan Sandberg, Finance Chair

Submitted by Tom Crawford

Well another year under the COVID cloud.

Through thoughtful strategic planning and staff's innovative approach, we experienced a very successful year. The creative and impactful ways programs, services and supports were delivered across our in-house, virtual and online platforms enabled us to reach more people than any previous year. Our inclusive hybrid programs provided safe in-house and/or virtual engagement which expanded our footprint in more communities than ever before. New Members have joined us and have been able to access our programs, supports and services virtually or in-house by appointment. Others in the community became engaged and interactive with our online activities like the Connecting with Seniors program that continues to see growth month over month. The benefits of all of this plus being able to keep it within budget is immeasurable.

Although we have a small deficit at year-end, we have managed our expenses well. Through the hard work of Teresa and her team, we were able to generate additional revenues from multiple grant sources helping support unprecedented growth in programs and services throughout the year. Upgrades and improvements to our Centre are very impressive and we look forward to showing them off in the Fall. We are excited about lies ahead and thank you all for your continued support.

If you have any questions about our financial statements, please contact us. We are happy to answer your questions.



FUNDRAISING REPORT

Sandy McAuliffe, Chair

As Chair of the Breaking Down Barriers Fundraising Committee, I was generously supported by Board Member Lisa McAuliffe, Executive Director - Teresa Gal, Communications and Volunteer Coordinator - Lucille Dalziel, Maureen Smithers – Administrative Support and Services and the rest of the hardworking BDB team.

As with last year, special thanks is also extended to Living Water Resorts and Cranberry Golf for choosing BDB as their charity of choice for the last three years.

While COVID-19 again prevented us from holding physical and live fundraising events we were still able to raise over \$26,000 as a result of the continued generosity of the community – truly unbelievable!

A Look Forward to 2023/2024

We are very pleased to have Samantha Byer, Board Member, join the Fundraising Committee and already her contributions are already being felt by the committee. With the more relaxed COVID 19 protocols we are very excited to be holding our first ever “Bowling Down Barriers” event on Saturday, June 17th and presenting our legacy “Rockin’ the House” Bonspiel on Saturday, March 2nd.

The Committee would like to extend its appreciation to all who have volunteered in the past and we look forward to seeing you soon.

As well, I would like to recognize the BDB staff, our donors, corporate sponsors, local businesses, foundations and service clubs for their fantastic support.

Thank you, everyone!



GOVERNANCE REPORT Kathryn Bloomfield, Chair

Submitted by Maureen Smithers, Co-Chair

The role of the Governance Committee is to assist the Board in fulfilling its responsibilities. This is done carrying out various functions, including:

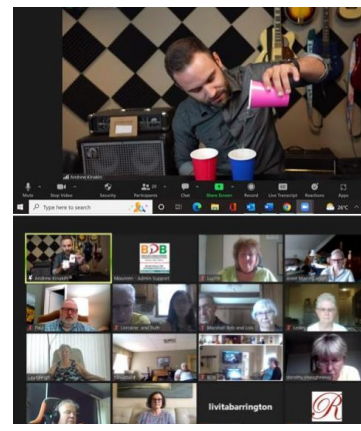
- Recruit and interview new board members
- Oversee Board orientation and training
- Review BDB By-Laws, Board policies and procedures, funding agreements and compliance reports
- Provide support to E.D. by reviewing new agreements
- Risk management – assessment and review

This past year we began a work plan focusing on reviewing and revising Board Policies, actively investigating marketing and promotion strategies to recruit and engage Board members and finally, researching the training needs and workshop options for Board orientation and development.

We are very pleased to report the successful recruitment of three new Board members and the confirmation of training sessions set for the 2023 2024 fiscal period.

We have set an agenda for completing the policy and bylaw reviews in the months ahead; ensuring BDB is in compliance with the requirements of recently revised Ontario Not for Profits Corporations Act.

Many thanks to committee members, Tom Crawford, Teresa Gal, Karen Srodulski and fellow co-chair Kathryn Bloomfield for their work and commitment to BDB Governance.



STRATEGIC PLANNING REPORT

Lisa McAuliffe, Chair

For 38 years, Breaking Down Barriers has played a significant role in making Collingwood one of the most accessible towns in Canada. In 2021, the Committee re-created a new Strategic Plan that resulted from our learnings from the impact of Covid. The environment forced our hand, in that we had to do a 180-degree pivot from our historical ways of doing business, programming and outreach.

The new plan, set in place for 2022 to 2025 focused on our visionary goals to expand BDB's horizons beyond Collingwood, and provide opportunities for more people with disabilities to be independent in neighbouring communities.

We are pleased to report that year-one of the new Strategic Plan was a tremendous success. BDB re-imagined a more virtual way of conducting day-to-day operations.

This new way of conducting business provided opportunities to expand our programming and presence in Simcoe, Grey, and Bruce Counties and beyond!

As an anchor partner with the South Georgian Bay Ontario Health Team (OHT), it was in our best interest to align with the strategic framework created by the OHT.

As a reminder, below are the 3 Objectives in place until fiscal year end of 2025:

#1: Significantly increase the number of Direct Funding Self-Managers by strongly promoting the program throughout Simcoe, Grey, and Bruce Counties.

#2: Provide programs, support, services, and resources for Seniors of all abilities throughout Simcoe, Grey, and Bruce Counties.

#3: Heighten awareness about BDB's programs, support, services, and resources as well as AODA awareness throughout Simcoe, Grey, and Bruce Counties.

The team at BDB worked diligently towards achieving the strategic goals. While most goals we well overachieved, we did experience a few challenges with the Direct Funding Program due to staffing issues at the CLT level. These staffing issues have been resolved and we are hopeful that moving forward, the Direct Funding Program will once again be successful.

Special thanks go out to the staff at BDB and the following members of the Strategic Planning Committee, Ashlie Drake, Alex Ballah and Executive Director, Teresa Gal for their hard work support over the last year.



BOARD OF DIRECTORS 2022 - 2023



Tom Crawford, Board Chair

Tom Crawford is the principal in Triford Management Consultants Inc., and has been providing management and financial consulting services to a multitude of entrepreneurial companies for the past 35 years. A Chartered Accountant by profession, Tom has worked with various small to medium sized businesses focusing on strategic direction, financial planning and corporate governance. He and his family have been enjoying the Collingwood area for the past 38 years as weekenders and has purchased their retirement home in the Town of Collingwood. He is a past Chair of Community Living Oakville, still sits on the Board and is an active member of the Finance committee. He is the President of the Antique and Classic Boat Society of Toronto and for the past number of years has chaired the Vintage Boat show in Gravenhurst, Ontario. Tom is a past Board member of the Alpine Ski Club in Collingwood and can be seen regularly on the slopes. He has an active community spirit and avid outdoors person.



Sandy McAuliffe, Fundraising Chair

Sandy was raised in Mississauga and attended the University of Western Ontario. Sandy was inspired to apply to the Breaking Down Barriers Board as result of Lisa McAuliffe's (spouse) excitement and dedication to this agency, his employer's encouragement of community work and to make contributions to the community he calls home. Sandy is currently the Chair of the Fundraising Committee where he brings an enthusiasm and creative mindset to help move the committee forward in its fundraising efforts. Sandy enjoys skiing, international travel, music, charitable work but above all is committed to dedicating his time to this worthy cause.



Lisa McAuliffe, Strategic Planning Chair

Lisa's professional history includes a 25 year career with United Way Toronto. For 15 years leading up to her retirement in 2016, she managed all United Way Toronto's fundraising and donor engagement events. It was a labour of love. The organization reflected the community it served - it embraced different abilities, perspectives and promoted its commitment to equity. Diversity was encouraged - a value that Lisa embraced wholeheartedly. Since moving to Collingwood five years ago, Lisa wanted to engage with an organization that captures and values what she holds dear. This is why she wants to make a difference at Breaking Down Barriers, ILRC. Las a Board member, Chair of the Strategic Planning Committee and member of tjhe Fundraising Committee.



Kathryn Bloomfield, Governance Chair

Kathryn was a founding member of Breaking Down Barriers, ILRC when it was formed in 1985. She was BDB's Executive Director until 2000 when she left to pursue other interests. Kathryn then returned to BDB in 2004 as Peer Support Coordinator until retiring in 2010. Although Kathryn retired from the Board last year, she has rejoined for another term. Kathryn has been an advocate for the rights of individuals living with disabilities all her life and currently sits on the Town of Collingwood's Accessibility Committee.



Alexander Ballah, Director

Alex has been working as a paramedic in many different environments for close to a decade. He has worked on Manitoulin Island, for the City of Toronto and now with Grey County Paramedic Services. Alex and his family reside in beautiful Tara, ON. Continued education has always been important to Alex. He has completed his under-graduate degree in Allied Health Sciences and Sustainability Studies and plans to continue his studies in either education or public administration. In his spare time, Alex loves to play board games, explore beautiful Grey and Bruce Counties, travel and spending time with family and friends. He is excited to be a part of an organization that does so much for their community and takes so much pride in their work. He looks forward to continuing to make a contribution to the Board and BDB.

BOARD OF DIRECTORS 2022 - 2023

Ashlie Drake, Director

Born and raised in Alliston, ON Ashlie is the seventh generation to live in the family home. Ashlie is educated in fitness and health promotion. In 2016, she sustained a SCI injury. Since her injury, Ashlie is learning first hand just how many barriers there truly are for persons living with disabilities. She tries to help, advocate and shed light on these issues by educating people on the importance of tearing down barriers whenever possible. Passionate about giving back to the community, Ashlie is an active member of the Town of New Tecumseth Accessibility Committee. In 2021, she joined Breaking Down Barriers' volunteer Board of Directors. Here she lends her personal experience and perspectives and contributes as a Director in moving the organization forward. Ashlie enjoys trying new adaptive sports and looks forward to working with other Board members while contributing to this organization.



Karen Srodulski, Director

Karen was called to the Bar in Ontario in 2001 and then in 2009 to the Bar in Saskatchewan. She worked for nine years with the Indigenous population in northwest Saskatchewan as a staff lawyer for Legal Aid Saskatchewan, Meadow Lake Area Office. Karen is currently Sr. Criminal Counsel Hamilton, Legal Aid Ontario. She is Fluent in English, French and Polish, a world traveler and dedicated to helping those within her community and beyond.



BREAKING DOWN BARRIERS WELCOMES THE NEWEST MEMBERS TO ITS BOARD OF DIRECTORS 2022 - 2023

Jan Sandberg, Finance Chair

Jan retired in 2022 after more than 30 years as Manager of Finance at the Collingwood General and Marine Hospital. Her responsibilities included managing the hospital's \$78 million operating budget, and accounting for the Hospital Foundation as well as several other community partners including Breaking Down Barriers. Jan has been a Collingwood resident for over 40 years with roots in the area going back to Robert Ruthven, Survey Party Chief under Sir Charles Rankin, during the 1833 survey of Collingwood Township (Town of the Blue Mountains) and several other Townships throughout the area. During her retirement, Jan enjoys volunteering and spending time with her husband of over 40 years, their two children and grandchildren who live locally.



Rebekah Vaughan

Rebekah has a passion for serving her community and continually seeks ways to give back. She has a diverse background in health care in a variety of settings including industrial hygiene, health and safety, private practice and most recently not for profit. Rebekah is the Manager of Collaboration and Partnership at United Way Simcoe Muskoka and works with community organizations to collectively impact poverty and social inclusion through funding opportunities and advocacy. Rebekah uses her experience in the health care sector and roots in social justice to offer meaningful connections and innovative solutions tailored to the individuals she engages with. She considers Collingwood her home town and now as a Clearview resident she has witnessed the incredible work of Breaking Down Barriers and is thrilled to be a part of it.



BREAKING DOWN BARRIERS WELCOMES THE NEWEST MEMBERS TO ITS BOARD OF DIRECTORS 2022 - 2023



Krista Taylor

Krista Taylor has a personal connection to helping others that experience accessibility barriers in their day to day living, impacting quality of life. Visible or non visible disabilities, everyone deserves equality and independence. Because of my unique position as owner/operator, I have the opportunity to educate a diverse clientele base and letting people know about programs, services and support BDB can provide. I believe that people who are healthy and mobile have an obligation to volunteer their time and strengthen and help if one is lucky enough to have their health and mobility.



Samantha Byer

After moving from Etobicoke in the mid 90's, Sam has made Collingwood her home since 1994. After settling in, she immersed herself with volunteering first at a local soup kitchen in Collingwood (1996-2001) and then with the Collingwood Community Garden that was started by her mother (1996-2010). That evolved into helping at homeless shelters in the cities. Sam has a love for helping others see their self-worth and overcome adversity, and to help individuals who are less fortunate.

She loves to paint, resin, wood-working, reading (a ton) viewing art and fixing and making things with her hands. Currently she is a manager at Blue Mountain, overseeing Resort Experience which encompasses many diverse roles alongside the most amazing individuals who's job it is to make peoples day. Sam has a ten year goal to open and operate a respite care company.

Welcome

BOARD MEMBER RETIREMENTS



Staff, Volunteers, Consumers and colleagues wish to thank Donna Mullen for her service and contribution to Breaking Down Barriers' Board of Directors.

THANK YOU TO OUR CORPORATE, GRANT AND FOUNDATION SUPPORTERS



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In Memory Of



Linda Grendon
BDB Board Member



Patricia Criddle
BDB Member/Consumer/Volunteer



Karen Witt
DF Self-Manager



Donna Coe
DF Self-Manager



Lori Ann McDermid
DF Self-Manager