

1985 - 2024



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

# ANNUAL GENERAL MEETING JUNE 25, 2024 REPORT



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234 Ste. Marie St.  
Collingwood, ON

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[breakingdownbarriers.ca](http://breakingdownbarriers.ca)

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# EXECUTIVE DIRECTOR'S REPORT

## Teresa Gal

This past year as a BDB community, we continued to cultivate kindness while developing lessons, learnings and opportunities navigating an endemic together. As we reflect on the past 12 months, it is with a deep sense of pride that I present to you this update, showcasing the significant milestones and achievements of the BDB Team. We made remarkable strides in achieving our strategic and operational goals. I am humbled by the progress we have made. This progress is a testament to the hard work of our small but mighty staff, our committed Board of Directors, our five standing committees, our volunteers and our members all of which are instrumental in our success.

Our staff, Board Members and committees, consistently focusing on priorities & strategic governance, have been the bedrock of our achievements. The tireless efforts of staff, Board, committee chairs and members continue to be pivotal in advancing the advocacy and strategic objectives of BDB; building a sustainable foundation for all the programs, supports and services we provide to the communities we serve.

When I reflect on the past year, the key word for what really mattered most to me is gratitude. Gratitude for how the people we serve continued to adapt new tools in their lives and demonstrated patience, care and kindness as we continued to learn and grow together. Gratitude for our amazing BDB team. Gratitude for our organization and its ability to manage time efficiently and prioritize requests to quickly streamline responses. What does this mean when we quantify this? A mighty staff of 5 individuals served a total of 6,221 unique individuals and provided 4,882 hours of support, 6,880 one to one supports, in person community engagements allowed us to connect with over 9,059 individuals, delivered a total of 276 unique programs where you, our incredible members, attended having a total of 9,834 participants. This only demonstrates the tip of the iceberg of BDB's work. BDB, ILRC continued to enhance our visibility and public awareness of who we are and the life changing programs, supports and services we offer.



**Accredited with IL Canada**

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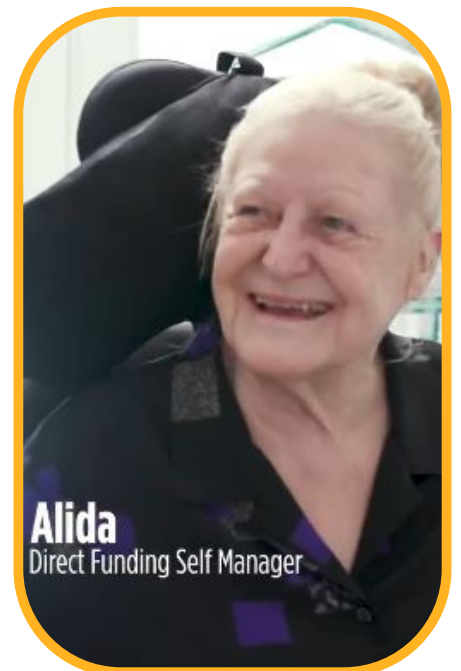
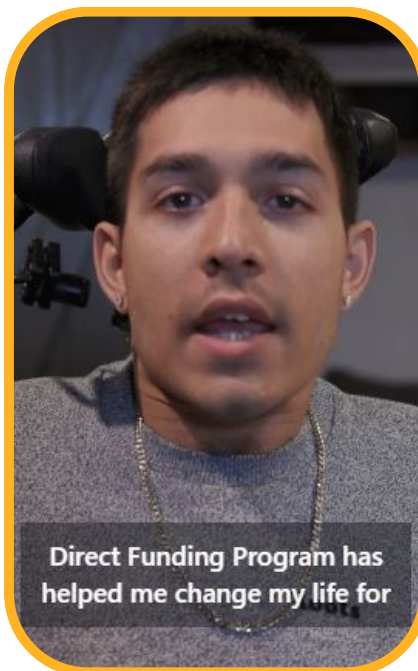
# EXECUTIVE DIRECTOR'S REPORT

## Teresa Gal

Our support and promotion of the Direct Funding Self-Managed Attendant Services in Ontario program throughout the 3 Counties of our catchment, resulted in 2,440 direct hours of support. Thanks to our efforts across various platforms, including traditional and digital media as well as our website, we saw 30% growth across our platforms. This shows our commitment to keeping our members informed and showcasing the work of BDB, ILRC through our digital channels. We offer four distinct quarterly newsletters, which exemplify our commitment to keeping our members and the public informed and engaged.

Gratitude, that many of our grant project proposals were successful and we were able to carry out many incredible projects. New Horizons for Seniors allowed for another blossoming year to support growth of our Connecting with Seniors Program and engaged 1,009 participants. Funding of \$119,125 through the Enabling Change Grant allowed us to deliver the Start the Conversation AODA 2025 project with the main objective of raising awareness to reach the 2025 AODA accessibility deadline.

We developed and distributed promotional content both digital and physical to raise awareness of compliance for 1) Design of Physical Spaces, 2) Customer Service, and 3) Digital Services Guide. BDB, ILRC outreach included engagement with local Municipal Accessibility Committees (16 in Simcoe and 9 in Grey and Bruce Counties) as well as businesses across Simcoe, Grey and Bruce with the development and delivery of workshops, webinars and training sessions. BDB created 67 new resources and tools which were shared with 5,015 organizations and a total of 2,692 unique participants in all project activities. These tools continue to be accessed and are available on our website.



# EXECUTIVE DIRECTOR'S REPORT

## Teresa Gal

We were also grateful for funds received in June 2023 through the Community Services Recovery Fund with oversight by United Way Simcoe Muskoka which totaled \$98,300. This directly supported our project to address the increase in demand of our supports and services. This grant will come to a close on June 30, 2024.

It has allowed us to conduct detailed research, obtain needed equipment and training to be able to develop an impactful Charitable YouTube Channel. We were thrilled to launch BDB, ILRC's YouTube Channel on January 15th, 2024 and within the first 3 months of the launch, we created 38 engaging, informative and creative videos, resulting in 47 subscribers and 1,405 views. We know the year ahead will be reaching an even wider audience so stay tuned, remember to like, hit subscribe and receive notifications to be the first in the know!




Furthermore, these funds allowed us to implement strategies to build a resilient BDB, ILRC team conducive to promoting workplace well-being, redesign and maximize physical space at the Centre. In October, we were awarded \$147,100 through the Ontario Trillium Foundation Capital grant stream for a project to be completed over 12 months to retrofit our current space by installing a vertical lift to maximize community access and have our space become fully accessible. This will be completed by October 2024. Watch for your invitation to a red ribbon cutting ceremony and celebration.

As Executive Director of a very fine organization, this year brought about more certainty after a few challenging years faced by the pandemic. Together this year we learned how to navigate an endemic as safely as possible. We were also able to bring back in-person Fundraising events kicking June 2023 off with our first ever Bowling Down Barriers event and ending the Fiscal in March 2024 with our Rockin' the House Bonspiel.



### How BDB Can Help

- The Start the Conversation: AODA 2025 initiative involves:
  - ✓ Educational components for the private sector and community
  - ✓ Accessibility workshops
  - ✓ Onsite accessibility reviews and recommendations
- The support available is not only for businesses on their accessibility matters, but also for raising awareness across communities.
- When we "start the conversation" about the importance of inclusivity and accessibility for all people regardless of ability, we help make communities stronger.



## EXECUTIVE DIRECTOR'S REPORT

### Teresa Gal

In these past 12 months as an organization, we moved from surviving to thriving. This last year we were all part of moving from survival to acceptance to growth in a progressive, linear way. This year allowed our strengths to shine and allowed us to grow and become more emotionally intelligent by being aware of our mental state which allowed us to tune into what really matters and have more empathy for ourselves and others. This acuity allowed our team to grow this past year - and tackle the important projects we undertook. The mantra I embrace “I have confidence in BDB, ILRC’s resilience and strength”.

For 39 years, BDB, ILRC has been working to remove barriers and to improve social connections, relationships, and inclusion for the people we serve with a simple philosophy of “nothing about us without us” continually guiding us.

As we move forward, our focus will remain on fostering a vibrant, inclusive, and sustainable BDB, ILRC community. The foundations our Strategic and Operational plans laid are just the beginning. Our strategic pillars aim to better serve BDB, ILRC members and our communities.

The organization’s guiding stars are our vision, mission, values, along with our strategic priorities and operational plan. I am confident the upcoming year holds great promise, and I am honoured to collaborate with our BDB, ILRC staff, Board of Directors, Committees, Volunteers and our incredible members in the communities we serve and strive for continued success together.

I extend my heartfelt thanks to all our BDB team, staff, Board of Directors, Committee Members and volunteers for dedicating their time and sharing their expertise. The invaluable support provided has laid the groundwork for an even brighter and more inclusive future for BDB, ILRC. I am very proud to be part of this team.

As we look toward 2024-2025, we will continue to foster our best practices, expand awareness and it is our dedication as a collective BDB, ILRC community that will continue to be the driving force behind our success. Together, we will continue to champion accessibility and inclusion. We see you. You matter. Nothing about us without us.

Teresa Gal  
Executive Director  
Breaking Down Barriers, Independent Living Resource Centre

## STAFF INTRODUCTIONS



**Teresa Gal - Executive Director** joined BDB in April of 2017. Teresa 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. She strives to ensure accessible and inclusive environments are created and for all individuals to be treated with dignity, respect and compassion.



**Tracey MacLeod - Direct Funding Resource Facilitator and 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 - Program and Direct Funding Coordinator** 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.

## STAFF INTRODUCTIONS Cont'd



**Lucille Dalziel - Communications & Volunteer Coordinator** started with BDB in May 2019. She joined the BDB team after a successful 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. She 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 crisis and 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 and YouTube lead, all of which is engaging and interactive. Some of Christine's other interests include camping, hockey, weight lifting, drawing, cooking and gardening.



**Jasmine McCarl - Occasional Support Staff** Jasmine is a graduate from the Kinesiology program at Queen's University and the School of Nursing at the University of British Columbia. She brings her passion for working with others to maintain and improve quality of life.

She is extremely passionate about sports and outdoor-living and has grown up playing hockey, snowboarding, hiking and kayaking all around the Georgian Bay and the Blue Mountain area. Now living in British Columbia and working as a Palliative Care Nurse, Jasmine's passion for health and well-being continues to enhance the emotional, mental, physical and social health of others.

Jasmine continues her role at BDB assisting with Independent Living program videos and delivering AODA webinars, workshops, training as well as being a regular video contributor.

# CANADA JOBS

## Youth Summer Employment 2024



**Meaghan Jenkins** is home in Collingwood for the summer but currently lives in Ottawa pursuing her undergraduate degree at the University of Ottawa. Going into her fourth year in the fall, she's studying for an Honours Bachelor of Social Science, double majoring in Political Science and Philosophy. Meaghan is excited to spend her summer giving back to the community while gaining various skills that may be useful for future professions, such as working for other non-profit organizations after graduation.

In the summer Meaghan enjoys camping, hiking, reading, swimming and spending time with her family. Meaghan is grateful to be given the opportunity to join the BDB team and make meaningful connections within her community.



**Aria Beckingham**, is excited to join the Breaking Down Barriers team as a Peer Support Worker the summer. Growing up in Collingwood, she developed a strong sense of community and a passion for helping others.

Aria recently graduated from the University of Western with an honours degree in Political Science, equipping her with valuable knowledge and skills that she is eager to apply in the non-profit sector. Outside of her academic and professional pursuits, she enjoys exploring the outdoors, whether it's hiking, swimming, or simply enjoying nature. Aria is enthusiastic about the opportunity to make a positive impact in her community and is excited to learn and grow alongside the dedicated team at Breaking Down Barriers.



**Dana Pelkey**, grew up in the Wasaga Beach area and has recently completed an undergraduate degree in Psychology at Wilfrid Laurier University located in Waterloo, Ontario. Dana is planning on continuing her education with a Master's degree in Counselling Psychology and is awaiting acceptance into the program at Yorkville University beginning in September. This is Dana's first time working with a charitable organization and is looking forward to gaining experience and learning valuable skills through Breaking Down Barriers. In her free time, Dana enjoys listening to music, baking, road trips and loves board/card games.

Dana is ecstatic to be joining the Breaking Down Barriers team for the summer and is looking forward to building meaningful connections within the team and community!



**Christine Edwards**, returns as a Canada Jobs Youth Summer Employment participant. She will continue her duties as BDB's Peer Support Worker and lead for it's YouTube Channel while taking on additional tasks as required in accordance with the eight week Canada Jobs Youth Summer Employment requirement.



## Program Stats at a Glance

Number of Programs *	276
Program Participants *	9,834
Social Media Program Video Views *	7,673
Unique Individuals Served	6,221
In-house Support Hours	4,482
DF Participants & Applicants	104

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

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

\* # of social media program video views includes Facebook, Instagram, LinkedIn and YouTube combined

# DF Stats at a Glance



**Number of  
Participants**

**54**

**Active  
Applicants**

**50**

**Number of Hours  
of Service**

**\***

**2,400**

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

# TREASURER'S REPORT

## Jan Sandberg, Finance Chair

What a year! Programs, services and supports continued to be provided both virtually and in person, and the number of members accessing those programs increased once again.

The dedication and hard work of the BDB Team to apply for and manage various grants allowed programs to expand while keeping expenses in line with budget. Improvements continue to be made to the Centre, including a new elevator which allows access to the entire building.

The return of the curling bonspiel, introduction of a new bowling event, and promotion of the Champions for BDB program were all instrumental in the positive result that was achieved.

Thank you to everyone for their continued support! If you have any questions about the financial statements, please contact us. We are happy to answer your questions.

Jan Sandberg



# FUNDRAISING REPORT

## Sandy McAuliffe, Chair

As Chair of the Breaking Down Barriers Fundraising Committee, I continue to be impressed by the support and amazing commitment by Board Members Lisa McAuliffe and Maria Andrews, Executive Director - Teresa Gal, Communications and Volunteer Coordinator - Lucille Dalziel, Program and DF Coordinator - Maureen Smithers and the rest of the hardworking BDB team. We extend special thanks to Living Water Resorts and Cranberry Golf for choosing BDB as their charity of choice for the last four years.

With relaxed COVID-19 restrictions (but always precaution focused) we were able to hold live events! In 2023/24 we added our first “Bowl Down Barriers” fundraiser which proved to be both fun and rewarding. After participating in the bowling event, Maria Andrews proceeded to join the BDB Board and Fundraising Committee. As a result of having two major in-person events (bowling and curling) and thanks to a generous community, 2023/2024 was a record year with over \$49,000 raised.

### **A Look Ahead to 2024/2025**

We have just confirmed the “Bowling Down Barriers” event for Saturday, October 5, 2024 at Georgian Bowl and the “Rocking The House” bonspiel at the Collingwood Curling Club is tentatively scheduled for Saturday, March 1, 2025.

The Committee would like to extend its appreciation to all who have volunteered in the past and we look forward to seeing you again soon. I would be remiss if I didn’t recognize the BDB staff, donors, corporate sponsors, local businesses, foundations and service clubs for their fantastic support. Thank you, everyone!

Sandy McAuliffe



# GOVERNANCE REPORT

## Kathryn Bloomfield, Chair

The Governance Committee has fulfilled the following responsibilities:

- Recruitment of new Board Members
- Overseeing of Board orientation, and
- Ensuring the Board provided a current Executive Director agreement.

The committee has reviewed by-laws, policies, procedures and compliance reports in addition to risk management and assessment reviews.

This year the committee focused on policies and procedures and completed a plan for next year's Board. At each Board meeting, we participated in board training with a consultant on a wide variety of topics that support how Boards operate effectively.

We are pleased to report the successful recruitment of our new Board Member, Maria Andrews.

Many thanks to Committee Members Teresa Gal, Rebekah Vaughan, Karen Srodulski, Tom Crawford with special thanks to Co-Chair, Maureen Smithers for her help.

Respectively submitted,

Kathryn Bloomfield



# STRATEGIC PLANNING REPORT

## Lisa McAuliffe, Chair

Fiscal year 2023-2024 has been a very busy year for Breaking Down Barriers. I am pleased to report despite some continued safety measures in place, in accordance with Simcoe Muskoka District Health Unit (SMDHU), the organization has far exceeded its goals as outlined in the Strategic Plan 2022-2025. This plan focused on our visionary goals to expand BDB's awareness beyond Collingwood and provide opportunities for more people with disabilities to be independent in neighbouring communities. We are pleased to report that year-two of the Strategic Plan was a tremendous success. Social media along with several new media platforms like our new YouTube channel have created an audience well beyond Simcoe, Grey and Bruce Counties. The Committee and Executive Director have agreed to continue with the current Strategic Plan beyond 2025. Goals and measurables will be adjusted if external circumstances emerge that are outside our control.

### Here is a summary of our 3 Goals and our results:

**Goal #1: Significantly increase the number of Direct Funding Self-Managers by strongly promoting the program throughout Simcoe, Grey, and Bruce Counties.** The process of procuring eligible candidates, training and interviewing is very time consuming and while we have not reached our fiscal goals, the organization has increased resources to assist with the program. We recognize there are also other factors that affect progress and BDB does their best to provide support to applicants on their DF journey.

**Goal #2: Provide programs, support, services, and resources for Seniors of all abilities throughout Simcoe, Grey, and Bruce Counties.** The staff at BDB did an incredible job at creating and delivering accessible programming to our senior community. Programming included everything from life skills training workshops, arts & crafts to technology all at no cost and includes supplies.

Success of these programs is demonstrated by exceeding our goal around programs delivered and the number of participants by 31% and 144% respectively.



# STRATEGIC PLANNING REPORT Cont'd

**#3: Heighten awareness about BDB's programs, support, services and resources as well as AODA awareness throughout Simcoe, Grey and Bruce counties.** Staff and Board at BDB actively seek opportunities for outreach to local communities, municipalities, townships and BIAs to increase awareness about BDB and the importance of the AODA. In addition to the "Start the Conversation" campaign managed by the staff at BDB; Strategic Planning Committee Members Kathryn Bloomfield, Ashlie Drake and Krista Taylor are active ambassadors for BDB and AODA awareness. We are happy to report that all goals associated with outreach have been met with success.

We could not achieve such success without the hard work and support of the staff at Breaking Down Barriers and the following members of the Strategic Planning Committee, Alex Ballah, Ashlie Drake, Krista Taylor, Rebekah Vaughan and Executive Director, Teresa Gal.



## BOARD OF DIRECTORS 2023 - 2024



### **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 36 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 39 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.



### **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 George 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.



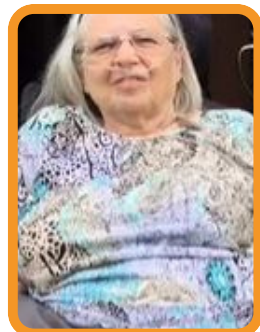
### **Sandy McAuliffe, Fundraising Chair**

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.



## BOARD OF DIRECTORS 2022 - 2023



### **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.



### **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.



### **Rebekah Vaughan, Director**

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.



### **Krista Taylor, Director**

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.

## BREAKING DOWN BARRIERS WELCOMES THE NEWEST MEMBER TO IT'S BOARD OF DIRECTORS 2024 - 2025



**Maria Andrews** has enjoyed an illustrious 23 year career within the financial industry and a 15 year career in security and legal management. She brings many skills, successes and lived experiences to BDB's Board of Directors in areas of customer service, financial and legal management.

Maria is an outgoing and motivated individual - generous at heart with a flare for fashion. She is pleased to have the opportunity to make a meaningful contribution to Breaking Down Barriers as its newest member on it's Board of Directors.

# Welcome

## BOARD MEMBER RETIREMENTS



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

# *In Memory Of*



**Joe Callaghan**  
**BDB Consumer**  
**DF Applicant**



**Ruth McMaster**  
**BDB Consumer**  
**DF Applicant**

## Special Recognition

In recognition of Jim Ironside's profound influence, commitment and leadership as a Member of Breaking Down Barriers, Independent Living Resource Centre's Board of Directors for nine years and his continued devotion to the organization, we are pleased to award Jim Ironside with an **Honourary Lifetime Membership**. As the fourth recipient of this highest distinction, we acknowledge the significance of Jim's many contributions to the organization and Board of Directors, then and now, and fully recognize his outstanding service and benefaction.



# THANK YOU TO OUR SUPPORTERS



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Un organisme du gouvernement de l'Ontario

