

Inspiring POSSIBILITIES

Bruce Peninsula Association for
COMMUNITY LIVING



2023-2024
ANNUAL REPORT



MESSAGE FROM OUR LEADERS

Paul Sutter
Board President



Michele Bell
CEO

As we reflect on our 60th year at Bruce Peninsula Association for Community Living (BPACL), we are filled with gratitude and pride for the remarkable achievements that have been accomplished together. This year has been marked by significant milestones and successes, advancing us towards our goals and paving the way for a vibrant future.

Strategic Plan Renewal and Focus Areas

In collaboration with People Minded Business, our long-term partner, BPACL embarked on renewing our Strategic Plan. This critical initiative helps us look towards the future and determine the direction we will collectively work towards. Our focus areas for the next few years as we prepare for sector reform include:

1. Empowering People Supported
2. Empowering Our Staff Team
3. Strengthening Support for People with Complex Needs
4. Focusing on Housing

As always, input from all our stakeholders has been invaluable in shaping our strategic direction.

Community Reconnection and Celebratory Events

With the pandemic largely behind us, a major highlight was our return to gatherings and celebratory events. With mandates and precautions lifted, we reconnected with our community in meaningful ways. Events such as our annual Christmas Party provided the perfect opportunity to reconnect. Our Community Participation program continues to flourish, enabling friends to connect, make new acquaintances, and explore common interests, fostering a sense of community and belonging.

Housing Initiatives

The Housing Committee of the Board of Directors has worked tirelessly this past year to plan for the future and address the housing shortage in our community. While the Claude St development remains on hold due to cost estimates, the Housing Committee has been diligently connecting with community partners to explore alternatives for creating affordable housing options for those we support. We are hopeful that 2024 will bring exciting initiatives on the housing front.

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Board President



Michele Bell
CEO

Ministry Compliance Review Success

Thanks to the exceptional efforts and preparation of our staff team, we once again succeeded in our annual Ministry Compliance Review. Ensuring that our services remain compliant with our funders' expectations is critical. We extend our gratitude to all staff who prioritize Quality Assurance Measures (QAM) in their support for people in our homes and community.

Workforce Stability and Recruitment Improvements

We are pleased to report a significant reduction in our staff turnover rate and notable improvements in our recruitment efforts. The focus of a Full-Time Recruitment and Retention Coordinator, through our partnership with Tri Alliance, has been instrumental in making these improvements possible. Stabilizing our workforce has been a major focus this past year, and it is rewarding to see our efforts yielding results.

Open Communication and Collaboration

Throughout the year, we prioritized open communication and collaboration, holding multiple all-staff meetings. These meetings provided valuable opportunities for feedback and addressing challenging questions, pushing us forward as an organization.

Looking Ahead

As we move forward, we extend our deepest thanks to our team, community partners, supporters, and stakeholders. Your collaboration and support have been invaluable in helping us achieve our goals and make a positive impact.

We are excited about the growth and opportunities that lie ahead. Together, we will continue to innovate, adapt, and serve our community with passion and dedication.

Thank you for your continued dedication to the BPACL community. Here's to another year of exciting growth and success.

Warm regards,

Paul Sutter & Michele Bell

Bruce Peninsula Association for
COMMUNITY LIVING



BOARD OF DIRECTORS

Paul Sutter	Jean Kirby	Dave Diebel
Ross Davidson	Pat Lenson	Ed Laksmanis
Dave Waddington	Diane Chavarie	Kelly Day

MANAGEMENT & ADMINISTRATIVE TEAM

Michele Bell Chief Executive Officer	John Ramage Sr. Financial Analyst	Heather Travis Manager, Communications	Sheryl Marshall Manager, Family & Child Support Services	Adriana Londono Director of Finance and Corporate Resources
Rachel Edgar Recruitment & Retention Coordinator	Kim Jex Sr. Payroll Administrator	Jackie McCartney Manager, Passport, Employment and Individualized Funding	Stephanie Alberts Manager, Human Resources & Administration	Carol McCauley Payroll Administrator
Rachael Fritsch Administrative Assistant	Laura VanderHulst Passport Funds Administrator	Jeanie Chavarie Manager, Support Services	Sue Skinner Manager, Quality & Resources	Chris Koch Sr. Financial Analyst
Samantha Fanning-Prentovitch Administrative Assistant	Mary Fee Manager, Support Services Residential & SIL	Jeffrey Adisam Chief Operating Officer	Tammy Robertson Manager, Community Participation	Chloe Deschenes Manager, Communications & Philanthropy
Scott Taylor Director of Corporate Services	Mary-Lou Whitcroft-McGarvey Finance Administrator	Jennifer Arnold Administrative Assistant	Leanne Hopkins Manager, Child and Family Services	Debora Smith Manager, Quality Assurance and Policy Dev'
Diccon Garrett Acting CEO	Melissa Mertineit Manager, Supported Group Living	Jennifer Morrow Manager, Early Intervention Supports for Children	Craig Rourke Manager, Accommodation Supports	Gareth Lloyd Manager, Quality Assurance and Policy Dev'
Fiona Smith Sr. Manager, Supports & Service	Melissa Robbins Sr. Executive Administrator			

SUPERVISORY TEAM

Cara Scheuerman - Supervisor
 Richard LaPlante - Supervisor
 Greg Van Middelkoop - Supervisor
 Lucas Stork -Supervisor

EMPLOYEE MILESTONES

A special thank you to those celebrating a milestone anniversary this year for your hard work and commitment to the people and families that we support.

5 Roxanne White

15 Tammy Siegfried

20 Kevin Couch
Alison Gibson

COMPLIANCE REVIEW

**Compliance Inspection Dates:
March 27-30, 2023**

Reviewed

2

Supported
Group
Homes

9

Individual
files

4

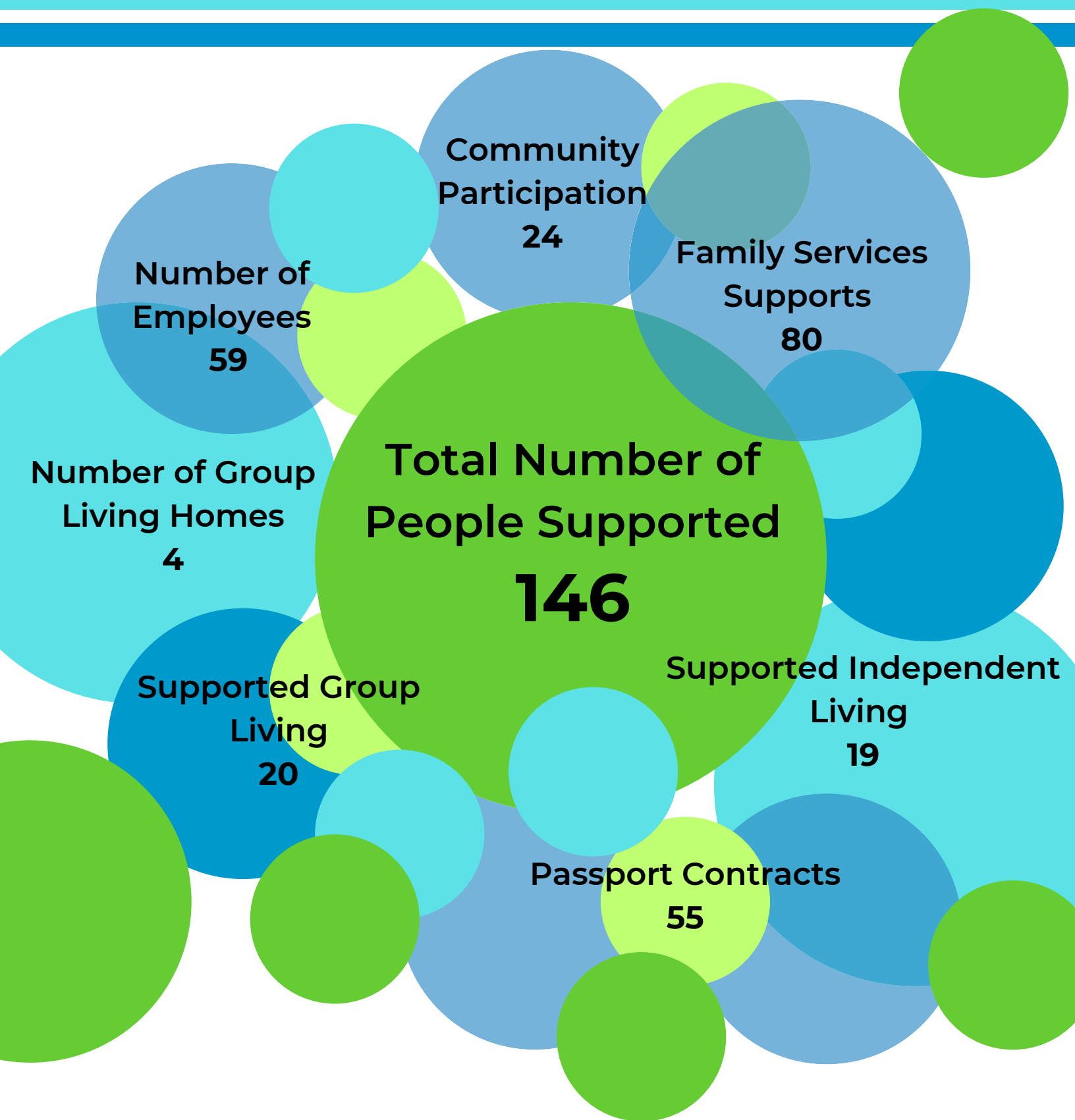
Staff
Files



Inspection based
on **279**
indicators.

There were **3** areas of
non-compliance that
were corrected within **10**
business days.

SERVICES AT A GLANCE



LIFETIME MEMBERSHIP

HONORING ROSS DAVIDSON: A LIFETIME OF DEDICATION TO BRUCE PENINSULA ASSOCIATION FOR COMMUNITY LIVING



In the heart of Bruce Peninsula, the name Davidson is synonymous with dedication and service to the community. For Ross Davidson, receiving the Lifetime Membership Award at BPACL is not just a recognition of his contributions, but a celebration of a family legacy deeply intertwined with the organization.

Ross's journey with BPACL was almost predestined. His father, Dan Davidson, was one of the founding members of BPACL six decades ago, laying the foundation for the organization's commitment to serving individuals with disabilities and the broader community. Ross's sister, Carolyn, has been an integral part of the Supported Group Living program for over 40 years, embodying the spirit of community support BPACL champions.

After leaving the Peninsula for work, it was upon Ross's return to Ontario with his young family his active involvement with BPACL truly began. Over the past dozen years, Ross has played a pivotal role in the organization, serving as Board President for nine years and actively participating in numerous committees. His passion for housing and building for BPACL has left an indelible mark on the community.

Reflecting on the challenges of recent years, Ross credits the strength of the board and the strategic decision to hire Michele (Bell) as pivotal moments. Looking forward, Ross's vision for BPACL is clear and ambitious. He envisions the organization effectively demonstrating its credibility, reaffirming its commitment to exceptional service delivery, deepening community involvement, and securing its place as an integral and active part of the Peninsula community for generations to come.

Ross Davidson's dedication to BPACL is not just a commitment to a cause; it's a testament to the power of community, family, and legacy. His tireless efforts have shaped BPACL into what it is today—a beacon of support, empowerment, and inclusivity.

As Ross receives the Lifetime Membership Award, let us celebrate his unwavering dedication, his profound impact on BPACL, and his enduring legacy in the Bruce Peninsula community. Here's to Ross Davidson—a champion of compassion and change.

This past year the Tri Alliance team, those of us who are supporting the management and administrative needs of Bruce Peninsula Association for Community Living, have made significant achievements and advancements.

Strategic and Operational Excellence

This year marked the meaningful implementation of our strategic plan, intricately tied to our operational successes and goals with our newly implemented operational plan. Our departments and portfolios have been further aligned, ensuring a cohesive approach to achieving our mission. This alignment has not only enhanced our operational efficiency but also strengthened the collective impact of each of our community partners in delivering meaningful supports and services.

Marketing and Advocacy

We have made substantial progress in creating valuable marketing and advocacy resources, benefiting all our agencies. These resources have enabled us to enhance our visibility, engage more effectively with our stakeholders, and advocate more powerfully for our programs, services, community, and causes.

Leadership and Succession Planning

A major milestone this year was the implementation of a comprehensive succession plan. We were excited to introduce the new role of Chief Operations Officer, a position already driving our operational strategies forward with a renewed focus on excellence and innovation. Additionally, the creation of the Director of Corporate Resources role has already resulted in increased efficiencies and cost savings, setting a strong foundation for future growth.

Acknowledgment and Gratitude

None of these achievements would have been possible without the dedication and hard work of our incredible Tri Alliance team. We extend our heartfelt thanks to all members of our organization. Your continued commitment and tireless efforts are the foundation of our success.

Looking Ahead

As we look forward to the coming year, we are filled with optimism and confidence. We are committed to building on our successes, continuing our strategic journey, and achieving even greater heights. Together, we will navigate the challenges as we head towards the Journey to Belonging and seize new opportunities for growth and innovation. Thank you for your ongoing support and partnership.

Warm regards,

Michele Bell
Chief Executive Officer

EMPLOYMENT PROGRAM

LEARNING TO SHINE AS A NEW EMPLOYEE WITH EMPLOYMENT WORKSHOPS

By Kim McCorkindale and Miguel Agudelo

In both the Spring and Fall **Alliance employABILITY** hosted 6 weeks of employment workshops: *Ways to Shine as a New Employee* in Owen Sound, Walkerton and Wiarton with 18 enthusiastic participants each session. Our Employment Services team, Kim and Miguel, have created interactive and informative PowerPoint presentations and facilitated the workshops which included these topics:

- Understanding Workplace Culture
- Exceeding Employer Expectations
- Exploring skills, values and interests
- Clarifying performance goals
- Learning from Mistakes
- Coping with Stress
- The Power of Teamwork
- Living a healthy life- creating work/life balance
- Budgeting
- Staying safe on the job and WHMIS training
- Employment Standards in Ontario
- Developing a resume

Employment workshops provide an excellent opportunity for Kim and Miguel to get to know people. This allows them to create a service plan according to each participant's abilities, skills, and interests. The Employment team is then able to develop a job that is a great match for the person.

During the workshops there were many meaningful discussions about the topics presented. The participants made new friends and shared their employment goals with one another. Kim and Miguel want to thank all the participants for making this series of workshops a HUGE success!!!



SMALL MOMENTS BIG WINS



SMALL MOMENTS BIG WINS



SMALL MOMENTS BIG WINS



2023-2024

ANNUAL REPORT FINANCIALS


Bruce Peninsula Association for

COMMUNITY LIVING



60
YEARS





Year End Report for Bruce Peninsula Association for Community Living March 31, 2024

Presented by

Greg Blokland, CPA, CA



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WHAT WE HAVE TODAY

Bruce Peninsula Association for Community Living
March 31, 2024

<u>What we own</u>		<u>What we owe to others</u>	
Cash	\$ 1,097,614	Amounts owed to suppliers	\$ 250,936
Money market funds and GIC	300,000	Deferred revenue	223,131
Accounts receivable	105,561	Contributions related to capital assets	666,646
Prepaid expenses	27,591		<u>1,140,713</u>
Capital Assets - Land and Building (net)	1,692,995	<u>What we have for our future</u>	
Historical cost - \$3,473,270		Unrestricted funds for programs	116,897
Capital Assets - Automotive and Equipment (net)	60,451	Unrestricted funds for charitable	<u>2,026,602</u>
Historical cost - \$418,967			<u>2,143,499</u>
	<u>\$ 3,284,212</u>		<u>\$3,284,212</u>

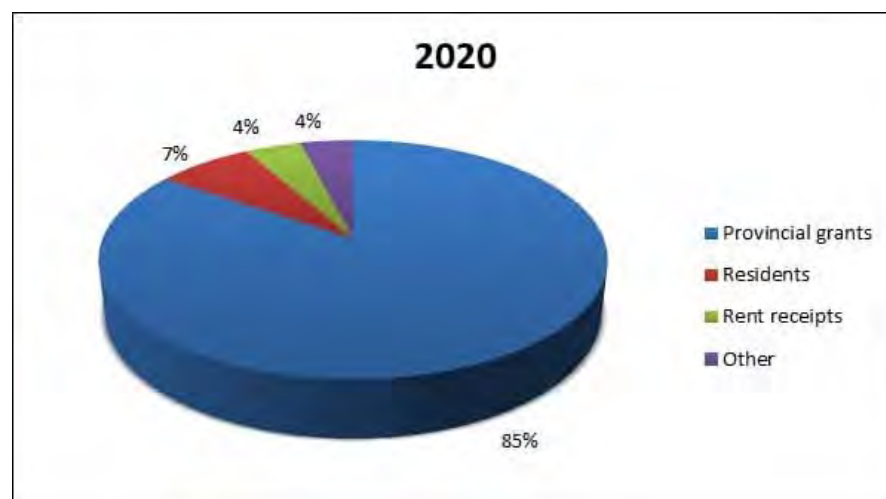
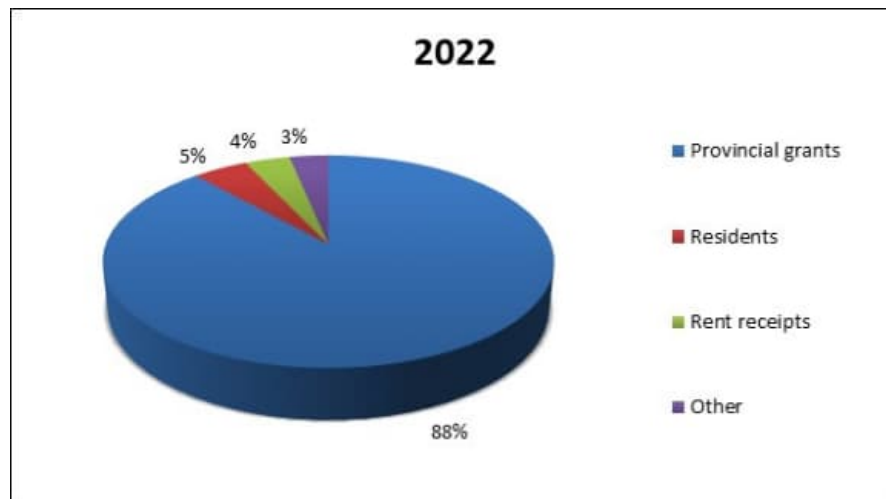
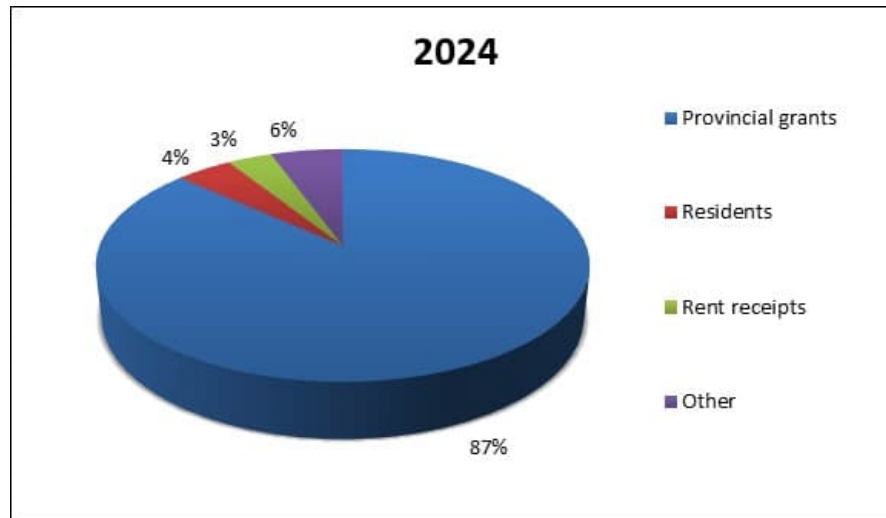
HOW DID WE DO THIS YEAR

Bruce Peninsula Association for Community Living March 31, 2024

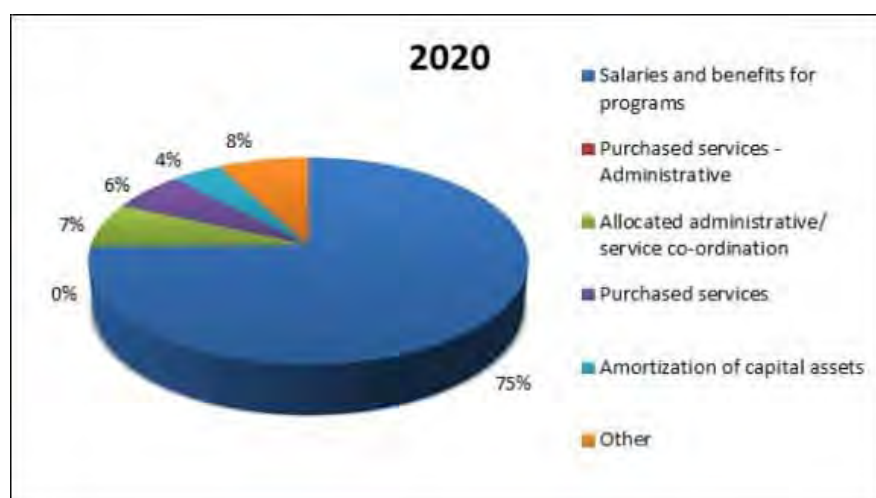
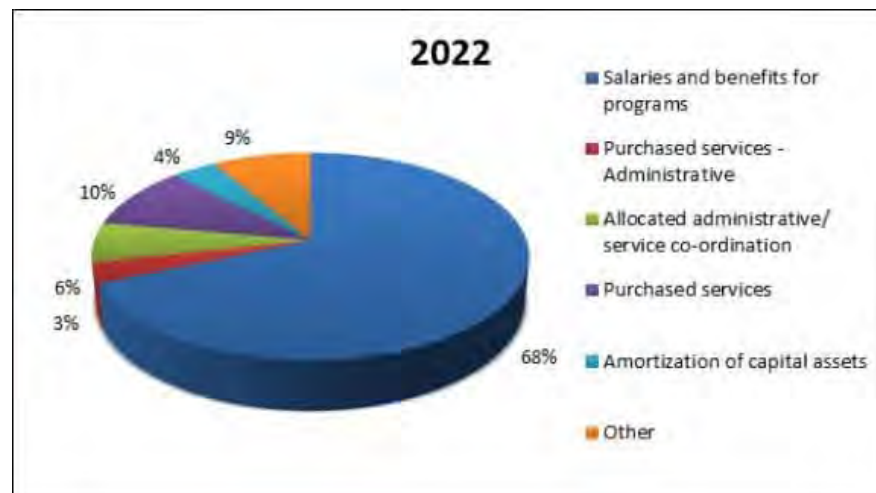
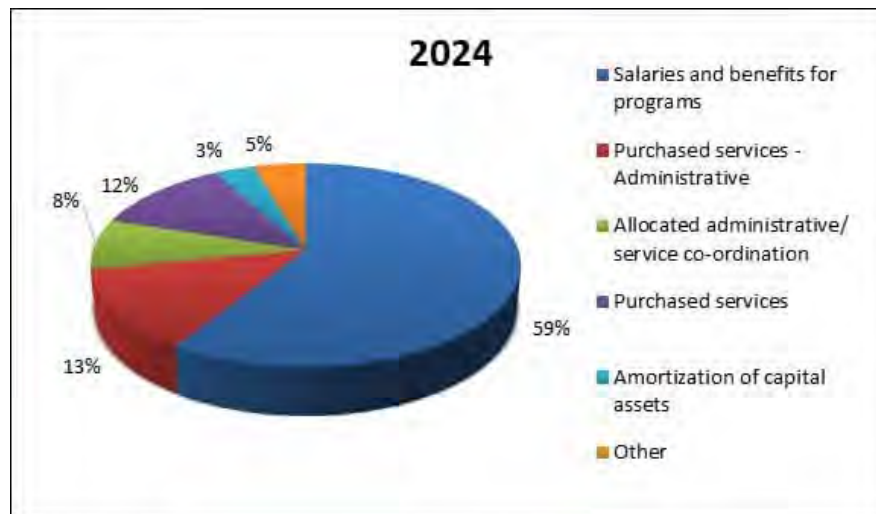
How did we do this year?

	2024	2023	2022
<u>Revenue</u>			
Provincial grants	\$ 3,756,495	\$ 4,023,388	\$ 3,692,451
Residents	188,624	199,150	193,273
Amortization of deferred contributions	103,197	103,197	91,834
Rent receipts	149,114	158,872	157,504
Fundraising	5,044	11,937	4,922
Other	133,158	27,719	39,781
	<u>4,335,632</u>	<u>4,524,263</u>	<u>4,179,765</u>
<u>Expenditures</u>			
Salaries and benefits	2,535,662	2,641,288	2,873,127
Allocated administrative/ service co-ordination	345,880	369,584	259,853
Purchased services	230,494	338,504	266,324
Purchased services - Passport	287,674	197,026	147,847
Purchased services - administrative	558,086	560,958	133,455
Respite	-	3,879	-
Amortization of capital assets	149,916	152,715	161,420
Other	193,350	258,079	357,028
	<u>4,301,062</u>	<u>4,522,033</u>	<u>4,199,054</u>
Revenue over expenditures (expenditures over revenue) before other items	34,570	2,230	- 19,289
<u>Other Items</u>			
Gain on disposal of capital assets	75,000	-	-
Net revenue over expenditures (expenditures over revenue)*	<u>\$109,570</u>	<u>\$2,230</u>	<u>(\$19,289)</u>
* Consists of:			
Program Surplus			
Charitable Surplus (deficit)	\$109,570	\$2,230	(\$19,289)

OPERATING REVENUE



OPERATING EXPENSES



Walking with a Purpose - Living with a Vision

Bruce Peninsula Association for
COMMUNITY LIVING



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