



ANNUAL REPORT 2021- 2022



E3.CA



**E3 COMMUNITY
SERVICES INC.
COLLINGWOOD, ON**

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INTRODUCTION

VALUES

E3 Community Services values the uniqueness, dignity and worthiness of each individual we support. We believe that a healthy community only exists when the contributions, needs and aspirations of every individual are recognized, acknowledged, utilized and appreciated.

VISION

We strive to Educate, Enable and Empower, people supported, our staff and our community.

MISSION

- our primary service responsibilities are to support both adults and children in getting full value as participating citizens in the community. E3 embraces the principles of inclusion, integration, individualization and community acceptance
- that our success depends on meeting and anticipating individual and community needs
- that our activities will be personalized, family centered and designed to help people achieve their full potential
- it is vital to respect all people, provide them with choices and to promote the concepts of inclusion and community education
- we must work in partnership with the larger service system to proactively develop efficient, quality services
- that we must advocate for and on behalf of persons served and families to ensure they are afforded the services, support and respect needed for healthy and happy living
- that staff must have a safe, respectful and fair working environment that promotes personal growth
- fiscal accountability and transparent procedures will be inherent business practices to ensure the integrity of our funding

BOARD OF DIRECTORS 2021-2022



PRESIDENT

VICE PRESIDENT

TREASURER

SECRETARY

MARK REDMOND

SEAN AINLEY

KAREN WILLISON

MARY-JANE

SANTORI

MEMBERS:



DR. FAREL ANDERSON

LYN HARRIS

JESSE MATCHET

MAX LEHMANN



MIA ORTVED

W. JACK SIM

DR. PETER ROBERTS

REPORT OF THE CHAIR



MARK REDMOND

The past year has confirmed that the resilient team at E3 Community Services can successfully meet, and exceed, our goals even when faced with outside pressures and challenges. Solid planning by the Pandemic Steering Team, effective coordination by Department Heads and Managers, and applications of innovative solutions by dedicated staff are keys to our success in having kept everyone in our organization safe from serious illness. Safety continues to fortify the baseline of our operation, and we continue to meet that challenge.

Meanwhile, our on-line activity calendar, social media, newsletters, and media reports illustrate many of the daily accomplishments that our persons with disabilities exhibit in the variety of activities led by our caring front-line workers. The Board commends our staff for their commitment, attention to detail and thoughtful caring delivery of programs.

E3 Community Services exists to create an environment where everyone has opportunities to meet their physical, emotional, and social needs. We approach our persons with disabilities as unique individuals, working with each person, their family, related agencies, and community supporters to arrive at results that create opportunities for personal growth and development.

The province has produced a document, “Journey to Belonging: Choice and Inclusion”*, a ten-year plan to better serve those who depend on developmental services and be more responsive to people’s needs for greater choice and flexibility over the course of their lives. We are encouraged to see that the MCCSS is highlighting best practices to enhance options for growth for our persons served.

REPORT OF THE CHAIR



(CONTINUED)

The variety of programs provided by E3 staff and our partners, covers a wide range of living accommodations, education, skills development and training supports, all directed to respond to the needs of our persons served. Many of the directives outlined in the above report are already part of our program at E3. Our dedicated staff, trained through various delivery protocols, continually enhance their skills with supplemental courses, seminars, and professional programs.

Their growth and flexibility enrich the services they provide daily to the benefit of everyone in our care. Staff will continue to assist people on a path to greater choice and belonging in our South Georgian Bay community.

We thank our members, community supporters, employers, fundraisers and volunteers whose efforts enable us to provide expanded opportunities to enhance the growth and development of everyone we serve.

Without a doubt, change is in the air in Ontario's Disability Services Sector. We are committed to being creative in meeting the challenges moving forward. With innovative leadership, dedicated staff, and community support, every person we serve will continue to move forward in their journey to belonging.



REPORT OF THE CEO



CHRISTINE VALLIS-PAGE

As the pandemic continued to be part of our lives over the last year, evolution and daily support to our community continued with creativity, good will and dedication. The E3 team, adult and children services, as well as social enterprises, rise to meet every challenge on a daily basis.

Community partner links continued to develop allowing us to meet vaccination rates for the safety of people we support and staff. Our clinical partners, Simcoe Muskoka District Health Unit and the South Georgian Bay Community Health Centre, help us navigate the pandemic by providing vaccines and support. We experienced outbreaks over a 4 month period in our homes with minimal impact to health due to highly skilled practices and vaccine protection.

Over the course of the year, we had the opportunity to start a food program through Second Harvest Food Rescue with donations from our local Cobs Bread and Sobeys. This allowed us to support individuals and families with food resources during the challenging times of the pandemic. Individuals supported volunteered while learning food safety and preparation and then delivered the meals to grateful receivers. This significant endeavour was paused to adapt to our new requirements as we move into pandemic recovery. The new volunteer program is taking the lead in redeveloping this much needed program.

Many project scopes were developed to review services and refocus on the way we deliver the programs. The pandemic as well as Journey to Belonging: Choice and Inclusion from the Ministry of Children, Community and Social Services (MCCSS), shape and inform the team discussions. The choice of the person receiving the service is at the centre of the discussion and the goal is to have a joyful and fulfilling quality experience. Employment Services and Community Day Services, currently awaiting the new names, have undergone this process; it has been beneficial for the teams to refocus on the purpose of their services for the benefit of individuals.

REPORT OF THE CEO



(CONTINUED)

Children's programs continue to integrate within the community, through partnerships and virtual events, reaching far beyond the borders of our region. You can read more about engagement in the pages that follow.

We value the support and partnerships we have continued to receive over the last year. Community partners, supporters, networks, and our Board of Directors continue to allow us to flourish amidst an ever changing landscape.

We could not do without the contributions of all the dedicated members of the team in all areas of the organization, whether adult or children services, administrative support, social enterprises or maintenance. We continue to assess our needs to better meet today and tomorrow's expectations of our service.

Enjoy reading about the many accomplishments in this information packed report!



SUCCESS STORIES

APRIL'S JOURNEY, IN HER OWN WORDS

April moved to Collingwood back in 2012 and was connected to E3 when she arrived. We asked April about her experiences in Collingwood and with E3, and this is her story.

“It was scary at first but I knew that I was going to get the help I needed. I met Denise, I needed help to meet new people, be on my own and learn activities in the community. This helped me connect with people, as I was not a person who connected with people. I kept to myself but I knew that I needed to change my ways. The E3 staff changed me. They changed my way of thinking because I knew that they were going to be there for me. For that I want to say thank you, even though they are a pain sometimes. I know that staff are there to help me to do things on my own and have my best interest. They don't want me to be taken advantage of.



I had some struggles to find a job at first. I was depressed at that time. I really did not know what I wanted to do with my life, and I had some family problems. The staff helped me to see that my problems are my problems and my parents' problems are theirs, and I need to focus on myself and not worry what other people think.

I began to learn some home skills and started to assist with some cooking and cleaning for others in their home. We would have coffee and we were like a family. They then had to move so this job was lost. I then met Kristine, about a year later. I started working part time. I have had a few positions and learned new skills.

When I met my current boss, Steve, he helped me to come out of my shell. I felt like I used to be hidden but he made me realize that I can pop out of my shell. It's a metaphor. I have worked with him for 5 years now. I will be working for him up until the day I move, this month. I have my own journey.

I met someone. I am happy with myself and I am happy with the way my life is going. That someone is now my fiancé, Josh. Later this month, we will be moving to Sudbury to start our new life together. It is going to be scary but once I get there, I will get there. It is actually, finally working out in a good way for me.”

-April Kerr

SUCCESS STORIES

JOSH IS KEEPING IT COOL

Josh has worked as a seasonal groundskeeper for E3 since December 2018. He has been responsible for many locations, but most recently he was responsible for all the ground maintenance at 250 Peel Street and Katherine Street.

Josh found working outdoors very hot in the summer, so after some reflection, he thought that Sobeys in Collingwood would offer him an environment full of different activities and he was immediately hired as a part-time employee working in the deli. Josh is now loving his work in a temperate indoor setting and is doing a fantastic job serving the community with a smile!



DARCY'S ENGINE-IOUS PROJECT

We'd like to congratulate Darcy who worked hard on building his own engine over the last six months. We celebrated together when he finished it and started the engine for the first time!

Darcy says, "Follow your dreams... do what makes you happy!"



SUCCESS STORIES

ENVIRONMENTALISTS START AT E3!

Tots 'N' Tykes Child Care Centre has continued to "grow" in many ways since their reopening in August 2020!

Our team saw reopening as an opportunity to rethink and reimagine what we wanted childcare to look like at our Centre. This included adopting a Reggio Emilia based approach to learning which offers an inclusive, non-traditional learning environment where the children have access to endless supplies and materials, and are inspired to direct their own learning.



This year, the educators have continued their education and learning into becoming more of a Reggio Emilia based Centre as well as delving into pedagogical documentation, which encourages educators to become a co-learner alongside both the children and their families. It is through this documentation that we have expanded our sense of belonging and sense of community with our children and families.

There is a concept within Reggio Emilia that the third teacher in the classroom is the environment, or nature. Our goal is to prioritize an inquiry-based approach to education offering positive relationships in a nature driven environment, which includes our successful raised garden bed project that continued to expand this year! We were honoured that Tots 'N' Tykes was selected out of many childcare centres in Simcoe Muskoka to participate in a Reflective Approach to Early Learning: Pedagogical Documentation practice with Ellen Brown and Janine Kemp. They chose to visit our Centre to observe and discuss with educators their learning and use of pedagogical documentation. Ellen and Janine will be using their collective knowledge and information they gathered from the educators to create a series of educational sessions for educators across Simcoe County regarding the potential roles of pedagogical documentation. This is an extremely high honour for us given our new direction.

SUCCESS STORIES



Our very first vegetable garden was started last year, and it is through pedagogical documentation that educators observed the children's natural interest regarding the garden, the growing process, and all the bugs. So this year, the garden was expanded! The team reached out to several community partners and were able to add six new garden beds! A few of the beds contain vegetables, some contain scented herbs, and the remainder house native pollinator plants that occur naturally in our region.

This project has fostered the children's sense of belonging because they were able to be involved in many aspects of the project, from start to finish! The children helped decide how many garden beds they would like and their placement in the yard. Once we had our new garden beds, the little ones helped to spread the dirt in the gardens and helped explore and plant seeds!

Our sense of community has continued to "grow" with this project as we partnered with a nearby hardware store, local garden centres, and Pollinate Collingwood; a community-led grassroots initiative to take action for our essential native pollinators. One of our wonderful dads even volunteered his time on weekends and evenings to build five raised garden beds, and the children created a handmade thank-you card for him!

It has been another amazing year with incredible learning opportunities for both the children and educators and we can not wait to see what next year brings!



SUCCESS STORIES

OUR "HOME AWAY FROM HOME" IS NOW OPEN!

We believe that all parents and guardians should have access to affordable respite care, because taking time to care for yourself allows you to better care for your loved ones. Our respite care provides planned, out-of-home respite to families who have children or youth with developmental and physical disabilities and multiple special needs. We provide trained staff who ensure the safety and care of the individuals, activities that are fun and appropriate, nutritious meals, and a warm, comfortable environment.

We've long recognized that there is need for respite in our small community, after reviewing the needs of our community and families. We wanted to provide support for local families by offering some relief for the caregivers and a joyful experience for the individuals.

Thanks to the generous donations that continue to come in, we were able to furnish and decorate our newly renovated respite space to become a "home away from home"! It is now officially open and we look forward to supporting families in the area!



SOCIAL ENTERPRISES

THE REUSE CENTRE CELEBRATES ONE YEAR IN ITS BRIGHT, UPDATED NEW LOCATION!

The ReUse Centre began operating in 1995 and has recently celebrated one year at the bright, new location at 20 Balsam Street, Unit 14!

To celebrate our anniversary, we had special sales and surprises for our customers during the first week of July, including a customer appreciation raffle featuring local items and gift cards!

We're also excited to announce that our silent auction is back! Drop by the store or visit reusecollingwood.com to check out our current auction items!

Follow us on Facebook and Instagram @reusecollingwood for frequent updates!



EMPLOYMENT SERVICES



29

PEOPLE CURRENTLY EMPLOYED

10

PEOPLE CURRENTLY VOLUNTEERING

7

PEOPLE DEVELOPING SKILLS TO WORK TOWARDS GOALS OF WORK AND/OR VOLUNTEERING

EARLYON CENTRES

1,355

VIRTUAL VISITS BY CHILDREN

1,518

VIRTUAL VISITS BY PARENTS/CAREGIVERS

586

TELEPHONE AND EMAIL SUPPORTS
TO FAMILIES



EARLYON CENTRES

746

HOURS OF VIRTUAL PROGRAMMING

978

IN PERSON VISITS MADE BY CHILDREN

636

IN PERSON VISITS MADE BY
PARENTS/CAREGIVERS



HUMAN RESOURCES

UPDATES FROM HRS

The HRS (Human Resource Services) Team had another busy year, splitting our time between managing Covid-19 Cases, supporting employees through the Pandemic, exploring new ways of providing required training, recruiting staff and much more.

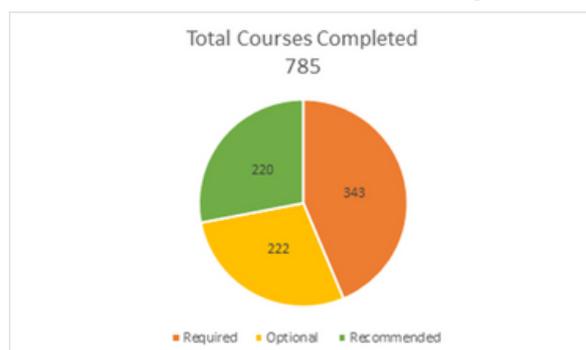
Recognizing the importance of being visible to job seekers and those looking for new careers who may not know who E3 is and what we do, HRS participated in 8 job fairs both in person and virtually during the year.



EMPLOYEE TRAINING

While we have not been able to deliver on 100% of our training needs, we have worked very hard to be able to hold some necessary training sessions in person by limiting class sizes and utilizing full PPE to keep staff safe. By utilizing virtual training options HRS has been able to have staff catch up on First Aid training and continues to move forward on the Non-violent Crisis Intervention recertification.

The Surge Learning Management System continues to be instrumental in how our staff access and complete mandatory training, as well as courses that are of personal interest. During the year 134 staff members utilized Surge to complete a total of 785 courses.



HUMAN RESOURCES

(CONTINUED)

EMPLOYEE WELLNESS AND APPRECIATION

The Be Well campaign continued to champion staff wellness by promoting physical and mental wellbeing through lifestyle adjustments and use of the LifeWorks EAP.

HRS encouraged staff to join a Participaction fitness challenge which was sponsored by Developmental Services Ontario which

tracked steps taken by individuals and teams for a simulated “walk around Canada”. HRS provided a number of self-care resources as well as information about programs and courses to assist employees as they continued to navigate the Covid-19 reality. The use of meditation and fitness apps on the LifeWorks platform were promoted and staff were encouraged to reach out to HRS with any confidential concerns that they might need help navigating. Topics ranged from Sleep Health, to Mental Health support, to Helping Kids adjust to Going Back to School, to maintaining physical activity and everything in between.

LIFE WORKS

All E3 staff belong to LifeWorks and are able to participate in our Employee Assistance Program. This benefit provides confidential support in the form of counselling, resources and training in all areas of life including: finances, mental and physical health and wellbeing, relationships, legal support, family support and counselling, career development and relocation services, to name a few. Although this resource is available to all of our staff, we have found that staff have not utilized it to its full potential.

STAFF APPRECIATION 2021

We celebrated all staff at a special, virtual Town Hall on December 16, 2021. Staff celebrating milestone years of service were acknowledged by The Board of Directors and there were draws from a wheel of names for exciting prizes from community vendors.



SOCIAL MEDIA STATS

1,055

FACEBOOK FOLLOWERS

As of July 2022. This has increased from approximately 890 followers in last year's annual report.

606

INSTAGRAM FOLLOWERS

As of July 2022. This has increased from approximately 530 followers in last year's annual report.

FUND DEVELOPMENT



BLACKBAUD ETAPESTRY

Blackbaud eTapestry is a cloud fundraising software that offers support with donor management and engaging supporters. With the implementation of this new fundraising program, we are able to analyze our fundraising capabilities and targeted areas to ensure we are meeting the needs of the people and families we support as well as our greater community, in partnership with other likeminded non-profits.



SECOND HARVEST FOOD RESCUE

Second Harvest Food Rescue, with donations from our local Cobs Bread and Sobeys, has allowed us to support individuals and families with food resources during the challenging times of the pandemic. With the help of volunteers from our various programs, we learned about food safety and preparation in a fun learning environment, and then delivered the meals to people we support and families in need in the area. Even though we remain unfunded for this program, this is a program we took on knowing that there was a need in our local area. On the following page, you'll find this year's figures from this program.



SECOND HARVEST

26,839

MEALS RESCUED

\$67,904

VALUE RESCUED

62,503

LBS GHG'S AVERTED

FUND DEVELOPMENT

THANK YOU TO OUR GENEROUS DONORS!

CORNERSTONE DONORS (\$5000+)

- The Harold E. Ballard Foundation
- 100 Women Who Care South Georgian Triangle

SUPPORTERS (\$500-4999)

- Ian and Christie Gray
- Kitchen Food Fair

MONTHLY DONORS

- Dana Kaluzny
- Melanie Cathcart

FRIENDS (<\$500)

- Laura Raimondi
- Jenn Cutts
- W. Jack Sim
- Meghan Harwood



THIS LIST CAPTURES OUR 2021-2022 DONORS.
PLEASE VISIT [E3.CA/DONOR-RECOGNITION](https://e3.ca/donor-recognition)
FOR A FULL LIST.

FINANCIAL

2021/22 Annual Report

Total Assets	10.95	M
Total Liabilities	1.20	M
Total Revenue	16.21	M
Total Expenses	16.04	M

Annual Report			
2021/22	%	2020/21	%

Revenue

MCCSS	11.02	68%	10.82	71%
Contributions from supported people	1.17	7%	1.05	7%
Recovery of allocated costs	1.13	7%	1.02	7%
County of Simcoe	0.95	6%	0.87	6%
Social Enterprise & Other Charitable Revenues	1.94	12%	1.56	10%
	16.21		15.33	

Expenditures

Group Home Services	9.05	56%	9.00	59%
Adult Development	2.27	14%	2.13	14%
Administration	1.54	10%	1.41	9%
Children Services	1.48	9%	1.16	8%
Employments Services	0.69	4%	0.67	4%
Social Enterprise & Infrastructure Management	0.66	4%	0.94	6%
Amortization	0.35	2%	0.04	0%
	16.04		15.34	
(Deficiency) Excess of Revenue over Expenses	0.17		(0.01)	

THE 2021-2022 AUDITED FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST

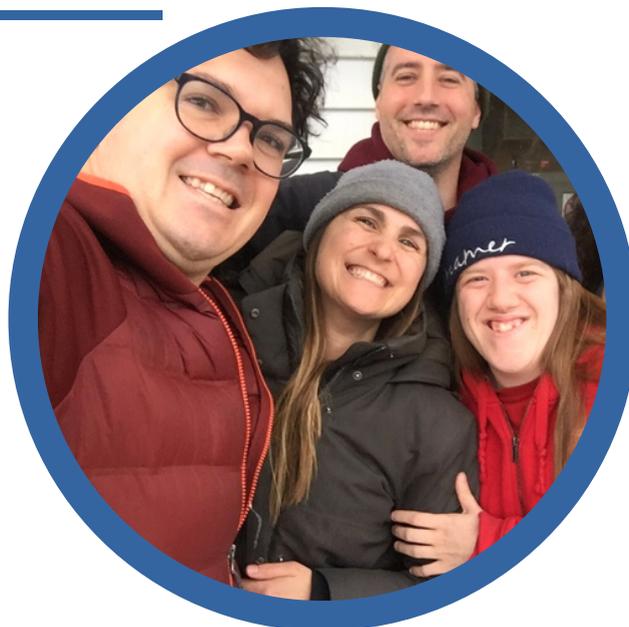
VOLUNTEER PROGRAM

OUR INTEGRATED VOLUNTEER PROGRAM HAS OFFICIALLY COMMENCED!

It is with great excitement that we are able to engage community members and Individuals supported in activities advancing respect, integration, and joyful experiences. Organizational enthusiasm has allowed us to initiate some small projects ahead of schedule.

E3 Volunteers bring incredible joy, and demonstrate daily the value of community involvement in very specific and general roles from assisting with sorting, display and sales at the ReUse Store, to collecting, repackaging and delivering food donations, to providing compassionate care to an Individual at end of life. The opportunities are endless, and we look forward to sharing great stories of Volunteer impact.

(Pictured, left: Patrick proudly wearing his E3 Volunteer ID)



PASSPORT PROGRAM



128

PEOPLE SUPPORTED

As of March 2022, the number of people supported with Passport (broker their funding)

25+

ACTIVITIES

Ranging from Blue Jays and Argos games, to Medieval Times, plane tours, boat cruises, horseback riding, local theatre, and so much more!

MINUTES OF THE AGM

HELD VIRTUALLY, SEPTEMBER 22, 2021

INDIGENOUS LAND ACKNOWLEDGEMENT STATEMENT

"We would like to acknowledge that the land which we are gathered on today is the traditional territory of the Anishinaabek Nation. We would also like to acknowledge the enduring presence of the Indigenous Peoples of this region, specifically the Chippewa's of Nawash First Nation and Saugeen First Nation. We also acknowledge the Chippewa's of Beausoleil First Nation, the Georgian Bay and Moon River Métis Councils in this region. It should be noted that the Wendat and the Haudenosaunee Nations have also walked on this territory over time."

SUBJECT

Minutes of the Annual General Meeting of the Members of E3 Community Services, held virtually, via BlueJeans, September 22, 2021.

CALL TO ORDER

The Annual General Meeting was called to order at 5:32 p.m. by Mark Redmond, President. A quorum of members was in attendance.

NOTICE OF MEETING

Mr. Redmond confirmed that the Notice of Meeting had been e-mailed to all members, 60 days in advance of the Annual General Meeting. Moved by Sheri Bulfon. Seconded by Max Lehmann.

Moved that the Agenda for the Annual General Meeting held September 22, 2021 be accepted as presented. Carried.

MINUTES OF MEMBERSHIP MEETING

Moved by Jesse Matchett. Seconded by Max Lehmann.

Moved that the Minutes of the Annual General Meeting of the members held November 25, 2020, be accepted as printed, as no errors or omissions were noted. Carried.

MINUTES OF THE AGM

HELD VIRTUALLY, SEPTEMBER 22, 2021

PRESIDENT'S REPORT

We cannot overemphasize your Board's appreciation to our members, staff, people supported and their families and everyone who played a part in our successes of the past year. The commitment made by everyone to ensure that we meet our association objectives continues to be overwhelming. Additionally, initiatives by the Ministry of Children, Community and Social Services such as 2 Journey to Belonging: Choice and Inclusion, lays out the ministry's long-term vision for developmental services in Ontario, where people with developmental disabilities are supported to fully participate in their communities and live fulfilling lives. Key people in the Disability Services community continue to provide feedback and insight into how we can better serve the individuals and families in our care in part by providing more room for personal choice, and ensure access supports and services that are available, easier to understand, and more flexible to meet individual needs. The cover of this year's Annual Report reflects the intent of our Board, Leadership, Staff and Partners to ensure that all of us affiliated with the organization are moving forward together. We Thank Christine and her staff for the title of the report. It defines why we are a part of E3 Community Services Inc

FINANCIAL STATEMENTS AND AUDITOR'S REPORT FOR THE YEAR ENDED MARCH 31, 2021

Mary Jane Santori introduced and welcomed Jay Anstey of Baker Tilly SGB LLP. Jay presented the Auditors' Highlights for the fiscal year ended March 31, 2021. His firm has been the external auditors for E3 for over 20 years. As one of the largest non-profits in the area, there are a lot of moving parts. Referring to page 24 in the Annual Report, Jay went over the highlights of the past fiscal year. The Financial Statements were approved in full by the Board, on September 1, 2021. There were a lot of changes due to the Pandemic. The audit was done completely virtually and it was a learning process.

MINUTES OF THE AGM

HELD VIRTUALLY, SEPTEMBER 22, 2021

FINANCIAL STATEMENTS (CONTINUED)

Jay extended his appreciation for the efforts of E3's finance team. It was a clean audit, as with previous years. Capital assets refers to everything needed to provide services to those in E3's support, it does not refer to cash or investments. Under half of the listed liabilities relate to mortgages. E3 has very little debt compared to total assets. The bulk of E3's revenue is through government funding. The amount is slightly higher this year due to subsidies offered to cover extra costs of the Pandemic. The funds helped to increase the salaries of front-line workers, who have been working so hard to keep everyone safe. Social Enterprises were subject to shut downs throughout the Pandemic but even so, Oasis by the Bay still generated revenue through offering shelter to Out of the Cold and people requiring a safe place to isolate. Jay thanked management and hoped next year's audit can be in person. Dr. Roberts referred to the deficit of \$10,000. Jay explained that this was due to a slight surplus last year. Mary Jane then asked for a motion to accept the Financial Statements.

Moved by Jack Sim. Seconded by Dr. Peter Roberts

Moved that the Financial Statements and the Auditor's Report for the year ended March 31, 2021, be accepted as presented.

Carried. Moved by Max Lehmann. Seconded by Sheri Bulfon.

Moved that Baker Tilly SGB LLP remain as the Auditor for E3 Community Services for the 2021/2022 fiscal year. Carried.

APPROVAL OF ACTIONS OF THE BOARD OF DIRECTORS

Mark Redmond noted that the Board was active over the past year and covered a lot of territory unknown before. The Board's major task is to oversee services provided to the people we support, as best we can and ensure we achieve our goals in fair and honest ways.

MINUTES OF THE AGM

HELD VIRTUALLY, SEPTEMBER 22, 2021

APPROVAL OF ACTIONS OF THE BOARD (CONTINUED)

Moved by Mary Jane Santori. Seconded by Larry Hogarth.

Moved that all acts, contracts, By-laws, proceedings, elections, appointments and payments, whether enacted or not, made, done and taken by the directors and officers of the association since the last annual meeting of the members on November 25, 2020, be, and the same are hereby approved, ratified and confirmed. Carried

PARTING BOARD MEMBERS

Mary Jane thanked parting Board member Sheri Bulfon who has completed her 12-year commitment to E3. Sheri is dedicated and passionate about our services, and her special education background helped immensely. Sheri's warmth and kind personality will be truly missed and it is the Board's wish that she strongly consider returning in 2022. Sheri, thanked everyone. She stated that it was hard to believe 12 years have come and gone. It has been a great experience and she would love to return next year.

NOMINATIONS REPORT

Mary Jane outlined By-laws which govern the Election of Officers and Terms of Office, stating terms are for two years each, with a maximum twelve year consecutive term.

ELECTION OF NEW MEMBER

Mary Jane submitted Lyn Harris, for election to the Board.

Lyn Harris is a mother of 4, grandmother of 5 and great grandmother of 2. Her daughter lives on Stanley St. and has been part of the E3 Community since October 2000. Lyn has sat on the Board of Directors for the Barrie Association; on their Group Home Committee; and Chaired the Family Support Committee. She has also sat on several Task Forces including Alliston, Collingwood and at the Provincial level. She has not been active for quite some time so is anxious to get caught up and looks forward to being part of our community.

MINUTES OF THE AGM

HELD VIRTUALLY, SEPTEMBER 22, 2021

ELECTION OF NEW MEMBER (CONTINUED)

Mary Jane then outlined the following persons as being eligible for re-election:

- Mark Redmond
- Dr. Peter Roberts
- Sean Ainley
- Mary Jane Santori
- Karen Willison
- Jesse Matchett
- Mira Ortved
- W. Jack Sim
- Dr. Farel Anderson
- Max Lehmann

Moved by Mary Jane Santori. Seconded by Dr. Farel Anderson.

Moved that the nominations be closed and that the candidates presented by the Nominations Committee, be declared as elected to the Board of Directors. Carried.

RATIFICATION OF BY-LAWS

Part of the current Strategic Plan was to update our By-laws. There has been a lot of time spent reviewing the By-laws and we are fortunate to have had the help of Pooran Law to assure the By-laws met the Ontario Not-for-Profit Corporations Act (ONCA) regulations.

These changes were reviewed and accepted by E3's Board of Directors on June 23, 2021, and are now presented to the membership for ratification in order to be compliant with new legislation which should be in place by the end of the year. Changes include current terminology, the removal of information better suited to be policies and an updated format.

Moved by Jack Sim. Seconded by Dr. Anderson.

Moved to ratify By-law #2 as recommended by the Board of Directors. Carried

MINUTES OF THE AGM

HELD VIRTUALLY, SEPTEMBER 22, 2021

CEO REPORT

Christine was introduced and thanked for handling the stresses of the past year so well, and leading us through some pretty tough times.

Christine thanked everyone for attending the AGM. She expressed her gratitude to everyone who helped people supported, staff and families to remain healthy. She thanked the staffing team and the management team, who have put in a lot of extra time during the Pandemic.

Hopefully by this time next year, things will be much better.

There has been a lot of activity and a lot of successes over the past year. Tots 'n' Tykes has undergone a tremendous transformation. There are new practices in place and up to date technology to keep parents engaged and informed. A virtual tour of the childcare centre will be highlighted on E3's new website.

Our EarlyON Centres assured there were no gaps in service, going completely virtual from the beginning of the Pandemic. Virtual support has actually broken down some barriers. Parents no longer have to worry about transportation or childcare, when accessing EarlyON resources.

In adult services, new practices and new techniques have been developed. Technology has been a great help. Most staff and nearly all supported people have been vaccinated and everyone is looking forward to opening up again. This year has marked the best support from the community that E3 has ever seen. Donations, food supplies and messages of support have been amazing. Our Respite Care Campaign exceeded expectations, having raised over \$32,000. We also have been invited to present to the 100 Women Who Care Club, thanks to member Nancy Godfrey.

With a creative management team, we have weathered well through the Pandemic. We are looking at better ways to provide services. The ReUse Centre is welcoming new customers in its new location.

MINUTES OF THE AGM

HELD VIRTUALLY, SEPTEMBER 22, 2021

CEO REPORT (CONTINUED)

We couldn't be where we are today without the help of the community, a dedicated Board of Directors, and the quick turn around to address changes by our staff. This year was full of energy, engagement and challenges. Everyone has remained safe, and she is thankful for such a great team.

A brief slide show by EarlyON was presented. Christine encouraged everyone to go to Facebook and Instagram, to see what we have been doing. She extended her sincere appreciation to everyone.

Mark added that social media reaffirms what we do and what our wonderful staff are making happen. Stories and photos change often and are never boring. He commended staff for their desire to be great companions and supporters of the people in our services. Senior leadership sets the path for dedicated staff.

OTHER BUSINESS

Mark Redmond invited Board members to meet for a brief meeting. No other business was noted.

Guests were thanked for attending. Hopefully next year's meeting can be in person.

ADJOURNMENT

Moved by Dr. Anderson Seconded by Sheri Bulfon

Moved that the Annual General Meeting be adjourned at 6:07 p.m. Carried.

E3 COMMUNITY SERVICES

IS DEDICATED TO SERVING,
SUPPORTING, EDUCATING, PROTECTING
AND ADVOCATING FOR PERSONS WITH
DEVELOPMENTAL CHALLENGES OF ALL
AGES AND PHYSICAL ABILITIES, IN
ORDER THAT THEY MAY GROW, PLAY,
LIVE AND WORK IN THEIR COMMUNITY.

The narrative part of the
Annual Report reflects
activities, developments and
projects undertaken in the
current calendar year so
members have more
current information

The 2021-2022 Audited
Financial Statements are
available upon request

