



2022/2023 Impact Report

Building an inclusive community starts

with us

Land Acknowledgement

For more than 15,000 years the First Nation People have walk upon, and cared for the lands we now call home. Anishinaabek, Haudenosaunee, Ojibwe, Chippewa's of Nawash First Nation, Georgian Bay and Moon River Métis Council, Saugeen First Nation and many others who have cared for their families and communities, the way we now seek to care for ours.

We acknowledge that we share the responsibility to protect and preserve our first Mother, the earth and ensure that she is here for future generations. We seek to do better, to continue to recognize, learn, and grow in friendship and community, Nation-to-Nation.

Diversity & Inclusion Statement

E3 supports both adults and children in getting full value as participating citizens in the community. We believe that diverse voices should be elevated and at the center of our work, as people are at the heart of what we do. We embrace uniqueness and diversity of identity, experience and thought.

We actively strive for inclusive behaviors across our agency and work. By promoting these values we aim to create a positive community that encourages a sense of belonging for everyone.



Everyone deserves choice, inclusion & *community*

E3 Community Services believes a healthy community only exists when the contributions, needs and aspirations of every individual are recognized, acknowledged, utilized and appreciated.



+190

People with Developmental Disabilities

+2000

Children & Caregivers

+217

Employees & Volunteers

Educate, Enable & Empower

People, Employees & our Community

Projects

Details

Outcomes

Volunteer Services

Building volunteer opportunities & relationships in our communities

- 27 New Volunteers
- 27 people Supported volunteer placements in the community

Employee Recruitment & Workplace Wellness

Focusing on key needs for employees & E3 post pandemic

- 21 New Employees
- 4 New Wellness Trainings, Personal Wellness Survey & SGB Community Heath Centre partnership

Expand Reach of Early On Services

Keep virtual options while restarting in-person

- Programming for 1800 Caregivers
- Reopened 4 in-person satellite locations

Community Participation Redevelopment

Expanding our reach to more people living on their own or with family

- Over 40% of people participating live on their own or with family



The year in review

Board Chair & CEO's Message

Looking back at the last year, we reflect on the significant changes we have experienced personally and professionally. Over the course of the first few months of the 2022-2023 year, our team was managing rounds of outbreaks, keeping everyone safe from the harms of the Covid pandemic. A year later, we are able to start recovering without any losses. We are forever thankful for our wonderful team of direct support providers, management, children services facilitators educators as well as store and motel workers.

E3 launched it's first ever volunteer program. Working in collaboration with community partners., exchanging ideas, recruiting together in a difficult environment, proposing various placements for community members and people supported. The connection to partners has enriched our services and relationships. We continue to expand opportunities available to people we support.

Working in collaboration in the Ministry of Children, Community and Social Services (MCCSS) in the implementation of "Journey to Belonging: Choice and Inclusion", a ten year plan to make meaningful changes, E3 management has made incremental changes. The focus is on people and families experiencing a greater sense of belonging to their community, where the person directs the support they need, gets timely access to quality and flexible services to meet their needs in culturally sensitive manner. E3 management is analyzing services to better align to the principles of person directed services as well as additional choices that would meet the needs of different generations.

We Believe Self Advocates Committee was formed prior to the pandemic and has resumed their meetings. They wish to host a presentation and invite people to learn more about being a self advocate. They are working at being a well running team, learning new skills such as chairing and minute taking, and finding out what it truly means to be a self advocate.

Anti-racism, equity, diversity, and inclusion (ARDEI) work has started with a work group, training sessions and awareness information circulated. ARDEI is being weaved into all the work we do, learning something new at every conversation.

Children 's services continue to thrive, with services offered in person. Virtual programs respond to families, removing all potential barriers to attend. The continued focus on Reggio Emilia and nature as a learning approach has been very successful for Tots'n Tykes.

Thank you again to everyone at E3 Community Services for your unwavering commitment, support, and dedication to the important work we do. As we continue to navigate our exciting roadmap for the future, we know that it is your passion that drives E3's growth, innovation, and service quality. We are both honoured and humbled to govern and lead this exceptional organization. Let us embrace the future with enthusiasm, determination, and a shared commitment to creating a better world.



Chief Executive Officer



Board Chair



Supporting choices & goals



Adult Services

Adult Services has focused on encouraging choice, goal setting and growth to enhance life experiences, build relationships and create opportunities.

With pandemic restrictions lifting this year, we were excited to offer more support for socializing, community participation and employment. We truly saw people supported and employees reinvigorated being out in their communities.

With Canada's aging population we are planning for the increased medical needs of the people we support. New partnerships with our medical community partners and increased employee training are positioning us to continue to provide quality and compassionate support.

We continue to listen and respond to people we support who are requesting more individualized services. This year we implemented a centralized scheduling team to support increased flexibility and expanded our Passport team.

45 People supported with community participation

110 People supported in group & independent living

39 People supported working or volunteering

102 People in Future Transitions

We Belong Self Advocacy Committee

Supporting learning how to be strong self advocates themselves and engaging others to be strong self advocates.



Aging in Place & In Home Palliative Care

Expanded partnership with hospice and SGBCHC to support people in their goal of staying in their communities longer.



Child & Family *centered*

Children Services

EarlyON Child & Family Centers & Tots'n'Tykes Child Care Centre focused on returning to in-person activities and meeting the needs of children, families and our educators.

Our EarlyON Children and Family Center's welcomed back families and community partners, including RVH and Community Action Program for Children, to our hub locations. Additionally, we reopened our six satellite locations in partnership with community libraries. In response to family requests for continued virtual programming, we reorganized our offerings to provide a mix of virtual & in-person activities to meet their needs.

At Tots'n'Tykes with the new federal program, Canada-wide Early Learning and Child Care Program, we were able to reduce daily fees, making our services more affordable for our families. Our Reggio Emilia curriculum continued to put child-centered and directed learning at the heart of what we do. We were very proud to coach and mentor four ECE student educators completing practice teaching placements with us this past year!

1800

children, parents & caregivers supported with learning, growing & connecting together



Learning Environment Upgrades

Thanks to county funding & donations we have been able to make upgrades to both our indoor and outdoor spaces to engage children with nature-based learning environments.

Community Partnerships

We are pleased to welcome guests back to our facilities to complement the children's learning, including the local fire department & children's libraries.



Investing in the future

Organization & Administration

Over the last year we have continued with our digital transformation. Equipment was upgraded to improve efficiencies for Employment Services and we began our rollout of a digital expense management system.

Maintenance undertook significant projects following covid shut down. We have made several key upgrades to improve our facility efficiencies and maintain our high standards for our group living locations.

HRS was busy adding new employees across the agency to start the year. We revamped the orientation and training offered to respond to people we support and employees needs. We implemented new digital tools to be able to provide expanded training offerings to employees. With recruitment down following the pandemic we implemented an employee referral program & joined resources with the York/Simcoe Collective #Dotheexceptional to attract new employees to the developmental services sector.

21 New employees successfully onboarded

4 New Employee Wellness Training & Initiatives

168 Employees trained on new expense system

Say Something Nice Campaign

Helpful, hardworking, supportive, friendly & dedicated were the key responses in the 84 entries for employees recognizing their co-workers on Say Something Nice Day.



Communication Hub

Starting to connect our community online with Dayforce Hub. We will continue to expand to add more connections for information, resources and employee engagement.



Growing our community



Volunteer Program

The Volunteer program is growing by recruiting new volunteers, securing volunteer placements and building community partnerships. We have an amazing team of Volunteers who are stellar examples of the community we work to build everyday. They are caring, enthusiastic and wonderful people who show up to move the work of E3 Community Services forward.

People supported are doing meaningful volunteer work in the community, too. Volunteer placements with our partners at Collingwood Public Library, Free Spirt Community Garden, Cobs Bread, Collingwood Pride, Hospice Georgian Triangle, New Life & First Presbyterian Churches, Community Connection, ReUse Store, EarlyON, and through BAVA and PAVRO.

37 Volunteers contributing to E3

27 People supported with Volunteer placements

Welcoming Volunteers

We are thankful to the employees and people we support for welcoming volunteers into their homes to support enriching the community experience for everyone involved with E3.

Cobs Bread Evolves

People supported by E3's Employment Services & volunteers continue to distribute baked goods to the community in need. With a growing volunteer turn out this partnership has evolved to include a social hour for volunteers from E3's Resource Centre.



Financials

Total Assets 11.44 M

Total Liabilities 1.20 M

Total Revenue 16.93 M

Total Expenses 16.49 M

Annual Report			
2022/23	%	2021/22	%

Revenue

MCCSS	11.45	68%	11.02	68%
Fees for service	1.15	7%	1.17	7%
Recovery of allocated costs	1.13	7%	1.13	7%
County of Simcoe	1.23	7%	0.95	6%
Social Enterprise & Other Charitable Revenues	1.97	12%	1.94	12%
	16.93		16.21	

Expenditures

Group Home Services	9.55	58%	9.05	56%
Adult Development	1.95	12%	2.27	14%
Administration	1.55	9%	1.54	10%
Children Services	1.48	9%	1.48	9%
Employments Services	0.69	4%	0.69	4%
Social Enterprise & Infrastructure Management	0.85	5%	0.66	4%
Amortization	0.43	3%	0.35	2%
	16.49		16.04	
(Deficiency) Excess of Revenue over Expenses	0.44		0.17	



Making a Difference



Person Centered Planning

Prioritizing listening to the plans, goals and needs of the person allows us to better them in living their best lives on their terms.

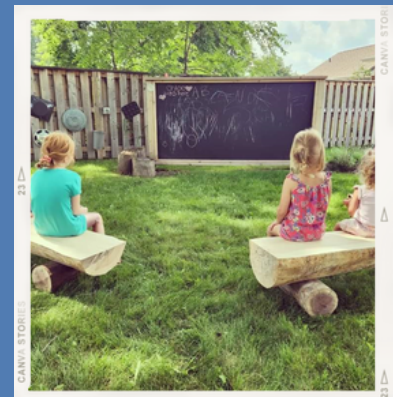
- Tracy Nanckivell



Community Donors

Enjoying our new beautiful wooden benches generously donated by Cory's Tree Service. Donations made a big impact to upgrading our space. Many memories will be made for years to come!

- Kathleen Burroughs



Volunteering

As an individual with disabilities myself, I am honoured to support the people. I am able to help people and employees with crafts, games, baking, quality time and just navigating the system. Volunteering with E3 is always so much fun and overall, just a phenomenal experience. I come home from my shift with a heart full of joy, fulfillment and excitement.

- Chase Koo



New Experiences

Helping people realize their goals is an important part of community participation. Seeing someone try something new and expand their horizons is very rewarding.

- Heather Grasman



Making a Difference



Growth

Our Reggio Emilia approach encourages educators to grow in their reflective practice and expand the learning environment in response to their interactions with the children. This creates a sense of belonging that I see on the faces of the children, parents and educators.

- Gail Lalonde



Impact

I am here to make a difference for others, and then I realize how lucky I am that we are making a difference in each others lives.

- Carolyn Smith



Diversity

I joined the ARDEI committee because I want to be even more open and even better at communicating with everyone I meet.

- Hennie De Bruijn



More to Do...

I have worked here over 20 years, and before I go, I want Frank to be able to achieve his dream of living in an apartment.

- Deb Sauve



Making a Difference



We'd like to thank all our employees, families, volunteers & donors for their *support*



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