



2025 / 2026 ANNUAL REPORT



E3 Community Services Inc.

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 www.e3.ca

E3 Community Services is a registered charity #10695 4480 RR0001

705-445-6351



BOARD CHAIR & CEO MESSAGE



Mark J. Redmond
Mark Redmond
Board Chair



Christine Vallis-Page
Christine Vallis-Page
Chief Executive Officer

During this past year, E3 Community Services continued to play a vital role in our community, supporting families and people with disabilities to live full, inclusive lives within our region of South Georgian Bay. Our organization is a pillar within the community, leading with excellence and innovation to better meet the needs of people with person directed services that adapt to all stages of life. This is represented by the development of different styles of living solutions, aging in place and a palliative approach to care for adults, and meaningful community engagement activities that are developed individually.

This year has been shaped by both increasing demand and growing complexity. Across the region, organizations are navigating workforce pressures, funding constraints, and evolving expectations for more flexible, individualized supports.

Within our children services, funding formulas shift and policies expand with evolving requirements, while new skills are explored by our dedicated team members.

The global and economic pressures make our role in our society critical, for the families we support, both in service and with our more than 215 employees. As a human centered service, our key resource, our valued employees, navigate this change with flexibility, heart and soul. The impact of our organization would not be possible without them and we are extremely thankful.

Our funders continue to support the work we do and we are grateful for their continued support. Donors and sponsors are essential to our continued work. To be able to offer services such as respite for individuals and caregivers, we need generous donations as the need within our broader region is not met. We are able to host up to 3 people within our home like setting, which is staffed by experienced professionals. Activities, nutritious meals, joyful connections are all on offer during days at the respite.

E3 has been pursuing provincial presentations with our community engagement evolution as well as our palliative approach to care, in partnership with the hospice. Both these transformation of services are leading greater discussions around the province as to what can be possible and can change to meet the needs, wishes and hopes of everyone we support. By leading this evolution, E3 is setting the path towards a better future.

Volunteers are now present in many aspects of our services. Through our social enterprise, the ReUse Centre, volunteers contribute to the thrift shopping experience for our patrons. In turn, the proceeds of sales will help support our services. Our partnership with the library leads to unique experiences for participants at the Happy Day Café. Volunteers share talents, joyful connections and time to increase our reach and possibilities for impact.

The Board of Directors has embraced our bold approaches over the last years. This year, our esteemed board chair, Mark Redmond, will be stepping down after over 8 years of leadership in this role. We are thankful he will remain an active member of the board, contributing his passion for his community and E3.

We are grateful and thank every person who takes the time to support us: employees, families who believe in our vision, donors, sponsors who see the values and benefits of our continued services in the region. Thank you to all for being part of this caring community!

CULTIVATING BELONGING & TOGETHERNESS

Land Acknowledgement

For more than 15,000 years the First Nation People have walked 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 The First People have suffered oppression at the hands of the settlers, have had their families and communities taken from them and it is now time to recognize this responsibility and assist them in rebuilding their homeland. We also 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.



In Memory

"There are no goodbyes for us. Wherever you are, you will be in our hearts."

~Mahatma Gandhi



Stewart "Stewie" Patterson

June 16, 1959 - January 10, 2026



Frances "Fran" Dalglish

February 17, 1945 – March 29, 2026



Christopher Godfrey

September 15, 1981 – July 27, 2026

We remember...

those in our community whom we have lost. Their courage and spirit touched us all, inspiring strength and compassion. To all who knew them, we celebrate the extraordinary lives they shared, and may their legacy continue to inspire kindness and hope.

E3 Community Services AT A GLANCE

Educate.
Enable.
Empower.



Individuals supported in
Developmental Services

250+

Supported in shared and
Independent Living

113

Children and Caregivers
supported

2,500+

Growth in Fee-for-Service and
Social Enterprises
contributing to organizational
sustainability

155

Individuals supported in
Employment Pathways

48

Youth navigating transitions
to adulthood

115



ADULT SERVICES

68 INDIVIDUALS SUPPORTED IN SHARED LIVING
45 INDIVIDUALS SUPPORTED IN INDEPENDENT LIVING

E3 continues to provide a range of **supported living** options designed to reflect people's individual needs, preferences, and stages of life.

- More individualized living arrangements
- Greater emphasis on choice, autonomy, and quality of life
- Enhanced practices in areas such as palliative care and medical transitions, strengthening E3's ability to respond to complex and evolving needs

Through these approaches, people are experiencing greater independence, stability, and continuity of care, with supports that reflect their goals and lived experience.

Employment Services continues to support people in securing employment across a range of sectors through pre-employment training and job-readiness activities

- 45 people supported in employment
- 23 people working
- 12 people volunteering to build employment skills
- 2 Employment Prep Courses
- Improved job-matching processes to better align people's strengths with employer needs
- Expanding data-informed approaches to track outcomes and measure success

Together Again - Jacob's Story

After years apart, Jacob was reunited with his family after staff learned that his loved ones had been searching for him. With Jacob's wishes and comfort at the centre, staff gently explored the possibility of reconnecting through photos, videos, and conversations about family memories.



What followed was a gradual and meaningful reconnection. Over several weeks, FaceTime and phone calls helped Jacob rebuild relationships with his family at a pace that felt right for him. This eventually led to an in-person reunion with his sister, grandmother, aunt, and uncle, a deeply emotional and joyful moment for everyone.

In July, Jacob was also able to attend the wedding of his Aunt Cherie and Uncle Justin, celebrating alongside family and friends and reconnecting with relatives he had not seen in years. For Jacob and his family, these moments marked the beginning of a new chapter filled with renewed connection, shared memories, and the excitement of what lies ahead.



CHILDREN & FAMILY SERVICES

E3's children's services remain a cornerstone of early development and family support in the region.

2,500+ CHILDREN AND CAREGIVERS SUPPORTED
11,000+ VISITS ACROSS PROGRAMS
50+ CHILDREN PROVIDED WITH DAILY CHILDCARE

Throughout 2025/2026, E3 continued implementing CWELCC to improve affordability for families accessing Tots 'N 'Tykes, while strengthening partnerships, enhancing programs, and investing in staffing, quality, and welcoming spaces to meet growing and diverse needs.

Families continued to access welcoming, inclusive environments where children could learn, explore, and build relationships through play. Responsive programming and strong community partnerships supported children's development while providing caregivers with knowledge, resources, and connections.



"Thank you for everything you have done for our son over the past two years. His personality and voice have flourished under such amazing care. Changing his daycare location added about 45 minutes to my driving each day, but watching his language and self-confidence grow made every minute in the car worth it. I know he is ready for kindergarten because of everything he has learned at Tots 'N 'Tykes."

— Tots 'N 'Tykes Parent



COMMUNITY ENGAGEMENT SUPPORT SERVICES

Services continue to evolve toward more flexible, person-directed engagement models, supporting people to build connections, friendships, skills, and greater independence. 200+ individuals supported through community engagement.

Continued transitions across services are helping E3 better respond to individual needs and improve access to meaningful community participation.

The Community Engagement Guide and My Community Hub support individualized planning further in advance, helping E3 respond to the needs of more people on the Disability Services Ontario waitlist while expanding community-based engagement opportunities.

Youth transition services support young people through critical life transitions, building independence, employment and life skills, and a stronger sense of community belonging. Growth in fee-for-service supports has strengthened person-directed service delivery, enabling individuals and families to choose flexible, customized supports that best meet their needs while contributing to organizational sustainability.

Through these supports, people are gaining confidence, building skills, and participating in meaningful ways that strengthen independence and connection.

Community Engagement Numbers

35 Volunteers

242 Volunteer Hours/Month

120 Winter Participants

125 Spring Participants

119 Summer Participants



I want to thank you for the changes that have been made in Community Engagement. My adult son likes to keep busy and now has so many options to choose from. As a parent, one of the hardest things to do over time is to plan activities, and it gets tiresome. We are grateful for E3, as it took many years to find somewhere that he can belong and for us to feel supported as a family.

— Parent

Respite services continue to provide essential support to families, while offering individuals opportunities for independence, connection, and meaningful participation outside the home. This year, the program moved from a deficit to a balanced position, meeting its financial sustainability target.

Expanded seasonal and partnership-based programming strengthened program quality and consistency while increasing awareness and access and exploring ways to reduce barriers to participation.

“Respite has been life-changing for our family. Knowing our child is safe, engaged, and supported allows us time to recharge and focus on the needs of our whole family. The staff genuinely care and have helped our child build confidence, friendships, and independence. Not only giving us respite but him a break also which is important.”
— Parent

37 ADULTS SUPPORTED | 36 FAMILIES
59 CHILDREN & YOUTH SUPPORTED | 50 FAMILIES



“I like coming to respite because I get to see my friends, try new activities, and be part of my community. The staff listen to me and help me do things I enjoy.”
— Person Supported

“The respite program has become an important resource for families leaving hospital and transitioning back into the community. E3's responsive approach, collaborative planning, and person-centred supports have helped families access services more quickly and with greater confidence, reducing stress during challenging times.”
— Community Social Worker



Fee for Service & PassportONE Brokerage

E3 Community Services provides flexible, person-directed supports through its Fee for Service and PassportONE Brokerage programs. These services help adults with developmental disabilities access meaningful opportunities, build independence, pursue personal goals, and actively participate in their communities.

Through individualized planning and support, people are empowered to make informed choices, develop new skills, strengthen community connections, and live lives that reflect their unique interests and aspirations. The E3 team also assists individuals and families with navigating funding, managing budgets, coordinating services, and maximizing available resources to ensure supports are tailored to each person's needs and goals.



VOLUNTEER & COMMUNITY ENGAGEMENT

Volunteers remain a vital part of E3's community impact. This year saw expanded volunteer roles across programs and the ReUse social enterprise, along with greater connection between volunteers, staff, and the people we support.

Volunteers create opportunities for connection, inclusion, and confidence, strengthening both E3's programs and the broader community.

Meet...Micky

Micky (Michael) joined E3 in September 2025 and has been a wonderful addition to the Community Engagement team. He supports Pathways to Employment and woodworking classes, bringing enthusiasm and care to his volunteer effort. Micky divides his time between Collingwood and Guelph, where his three sons live. After a successful career, he has been re-evaluating his priorities and exploring new ways to build community and connect with the human spirit. This fall, he will return to university with the goal of earning his Bachelor of Social Work.

ACTIVE VOLUNTEERS
62 CONTRIBUTING
5,200+ HOURS APPROXIMATELY



One of the guiding principles my mother raised me with is to be the change we want to see in the world. I believe the world is far better off when we come together to support, care for and uplift those around us, which is my goal as a volunteer with E3.

Since I began volunteering at E3, I have been surprised to find, even beyond my expectations, a deeper sense of joy and wellbeing from interacting with the people who rely on E3's programs and experiences. I am continually reminded of how curious, playful and brilliant each of my fellow humans are.

In short, while I go in to share some of the life and work skills I have accumulated over the years, I always come out enriched and uplifted myself.

— Micky Shepherd

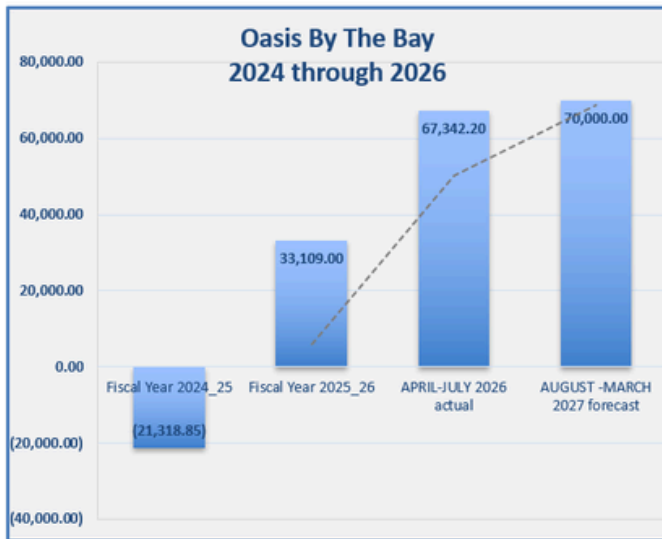


SOCIAL ENTERPRISE

Making an Impact

Oasis By The Bay
Revenue Minus Expenditure

Fiscal Year 2024_25	Fiscal Year 2025_26	APRIL-JULY 2026	AUGUST-MARCH
(21,318.85)	33,109.00	67,342.20	70,000.00



ReUse Centre
Revenue Minus Expenditure

Fiscal Year 2024_25	Fiscal Year 2025_26	APRIL-JULY 2026	AUGUST-MARCH
(25,722.63)	51,334.64	29,998.11	40,000.00



Oasis by the Bay - Guest Testimonials

T Travel and Outdoor Ottawa ✓
Apr 3 - 5, 2026

★ 10/10

Posted Apr 5, 2026

We recently booked a couple of rooms and they were excellent very comfortable and clean. Highly recommended very calm peaceful location

A Andrea, ca ✓
7 Feb 2026
Reservation number 6057959047

★ 9/10

Basic categories		
Staff	Cleanliness	Location
Facilities	Comfort	Value for money
Additional categories		
WiFi		

Very clever renovation for accessibility. Nice walk to the beach. Friendly staff

A Antonette Ibanez ✓
Sep 13 - 14, 2025

★ 10/10

Posted Sep 14, 2025

Perfect getaway location!

Perfect getaway place! Very clean, close to the beach and Everything we needed is here! kitchenette and BBQ available! We would definitely go back and stay longer next time! The staff is very friendly and accommodating! Free parking too!

A Aili, ca ✓
28 Sept 2025
Reservation number 6499250536

★ 10/10

Basic categories		
Staff	Cleanliness	Location
Facilities	Comfort	Value for money

Totally enjoyable and will be returning 🍷

Totally excellent. Very comfortable bed and pillows. Close to beach. Staff very friendly and ready to help. My unit was suitable for handicapped. Included ceiling lifts in bedroom and bathroom. Amazing. Car was parked outside door. Very satisfied.

C Cory Hutchinson ✓
Jul 30 - Aug 2, 2026

★ 10/10

Posted Aug 2, 2026

Excellent place to stay in Wasaga Beach. Super easy check in, great amenities, and a two minute walk to the beach. Could not ask for more and at a great price. Will be back again.

FOSTER WELL-BEING THROUGH OUR CULTURE

Behind every quality service is a capable, supported and confident workforce. When employees feel prepared, valued and connected, they are better equipped to create opportunities for belonging, contribution and community inclusion for the people E3 supports.

Throughout 2025/2026, People & Culture focused on strengthening the employee experience, supporting effective leadership and building the systems needed for a consistent, accountable and inclusive workplace.

Strengthening Our Workforce

E3 remains one of the region's largest employers, with approximately 215 employees supporting children, adults, families and communities throughout South Georgian Bay. Our workforce includes experienced professionals, people pursuing meaningful second careers, newcomers to Canada and employees from multiple generations, each bringing valuable knowledge and perspectives.

Over the past year, recruitment and onboarding processes were streamlined to improve consistency, the candidate experience and workforce sustainability. Orientation, mandatory and role-specific education, competency validation and professional development opportunities were also strengthened to ensure employees have the knowledge, skills and confidence to provide safe, high-quality, person-directed services.

Building on employee engagement and DEIAB feedback, E3 continued to invest in communication, leadership support, employee development and initiatives that foster belonging. Our goal is to create a culture where employees feel safe to learn, supported to grow and empowered to contribute. This strengthens collaboration and consistency across programs while reinforcing our shared commitment to person-directed services.

**215 EMPLOYEES
SUPPORTING E3'S MISSION**



STRENGTHENING E3

Significant behind-the-scenes work was completed to strengthen the systems that support employees, managers and organizational accountability. This included modernizing People & Culture practices, advancing policy and governance initiatives, improving documentation and reporting, enhancing health and safety systems and strengthening alignment between legislation, quality standards and day-to-day operations.

Managers also received improved tools, resources and dedicated quarterly learning and development sessions to support effective leadership. Together, these initiatives promote consistent decision-making, strengthen compliance and organizational readiness, and allow employees to remain focused on delivering exceptional services.

This work has created clearer expectations, stronger employee supports and improved resources for managers. It has also positioned E3 for continued growth, quality improvement and legislative compliance. Most importantly, these investments strengthen our ability to provide safe, high-quality services to the people and families we support.

In 2026/2027, our focus will shift from building these foundations to embedding them throughout the organization. Priorities include implementing E3's organization-wide policy, training and competency governance framework; strengthening onboarding and orientation; expanding development and internal coaching opportunities; advancing workforce planning and succession strategies; and continuing to support employee wellness, psychological health, community safety and organizational compliance.

Although much of the work of People & Culture occurs behind the scenes, its impact is reflected in the confidence of our employees, the strength of our leaders and the quality of our services. We remain committed to creating a workplace where employees experience the same belonging, opportunity and inclusion that E3 strives to create for every person accessing our services.



CELEBRATING EMPLOYEE SERVICE MILESTONES

E3's strength is built through the commitment, knowledge and relationships of its employees. These milestones recognize colleagues whose contributions have supported people, families, programs and each other over many years. We extend our sincere appreciation to every employee recognized below.

2025 Service Milestones

35 Years of Service

Gail Hannon, Finance Coordinator

For 35 years, Gail has been a core member of E3's finance team. Gail's attention to detail and understanding of E3's history have made her a valued source of continuity through many years of growth and evolution. Although Gail's contribution is behind the scenes, its impact is felt throughout the organization.

Cheryl Lake, Direct Support Professional

Cheryl's 35 years of service in E3's group-home programs reflect a commitment to the people E3 supports. Cheryl's experience has helped provide continuity as needs evolve over time. Her knowledge and steady presence are an important part of E3's history and strengthen the support provided.

Debra Robson, Program Facilitator

Debra has devoted 35 years to supporting children and families through E3's early years services. As a Program Facilitator with EarlyON, she brings warmth, experience and a deep understanding of how welcoming, inclusive programs strengthen children, caregivers and communities. Her long-standing contribution has supported local families and reflects the value of caring early years professionals.

Lisa Roche, Team Lead, Adult Services

Lisa began her E3 career as a Direct Support Professional and has contributed in a variety of areas over 35 years. Today, as a Team Lead in Adult Services, she brings deep operational knowledge and a strong understanding of person-directed support to her leadership. Lisa also serves as a Healthy Relationships instructor, helping employees support people with dignity, respect and informed choice. Lisa's career at E3 is deeply grounded in direct experience and a continuing commitment to learning.

Nancy Small, Direct Support Professional

Nancy has dedicated 35 years to supporting people in E3's group homes. Her long tenure represents thousands of everyday moments of care, consistency and relationship building. Through decades of change in the developmental services sector, Nancy's continued presence has provided familiarity and stability for the people she supports and for colleagues who benefit from her experience.

Sonya Weimann, Direct Support Professional

For 35 years, Sonya has contributed to the daily life and well-being of people supported in E3's group homes. Her long service speaks to consistency, resilience and the importance of trusted relationships. Throughout her time with E3 Sonya has helped sustain a sense of home and shared valuable practical knowledge with the teams she works with.

25 Years of Service

Justin Cragg, Manager, Maintenance

Justin's 25-year career with E3 began in a group home as a Direct Support Professional. That direct support foundation continues to inform his role as Manager of Maintenance, where he understands that safe, reliable and well-maintained homes and facilities are essential to quality support. Justin's progression reflects his practical and organizational knowledge and a long-standing commitment to creating environments where people supported and employees can thrive.

20 Years of Service

Lisa Barnes, Community Engagement Professional

Lisa began her career with E3 in group-home support and has continued to grow through different opportunities across the organization. Her more recent transition into Community Engagement and Respite allows her experience in new ways, supporting inclusion, relationships and meaningful experiences. Lisa's adaptability and perspective demonstrate the value of experienced employees continuing to learn and contribute across multiple programs.

Hendrik (Hennie) de Bruijn, Community Engagement Professional

Hennie's 20 years with E3 reflect both continuity and versatility. He began in a group home as a Direct Support Professional and contributed in other areas of the organization before moving into his current work in SIL. As a certified NCI instructor, Hennie has also helped colleagues strengthen their skills and confidence in providing safe, respectful and person-directed support. Hennie's willingness to share his knowledge continue to benefit both the people E3 supports and fellow employees.

Andrea Connery, Scheduling Coordinator

Andrea began her E3 career in a group home as a Direct Support Professional and has since brought that operational understanding to her role in scheduling. Andrea's experience helps E3 coordinate staffing across complex services. Her long-standing knowledge contributes to continuity, responsiveness and the day-to-day stability of Adult Services.

Michelle Reeve-Walker, Direct Support Professional

For 20 years, Michelle has provided consistent support within a number of E3's group homes. In addition to her work as a Direct Support Professional, Michelle has made an important contribution to workplace health and safety through long-standing participation in the Joint Health and Safety Committee and as a workplace inspector. Michelle's service reflects a commitment to both the well-being of people supported and the safety of colleagues across the organization.

CELEBRATING EMPLOYEE SERVICE MILESTONES

10 Years of Service

Nancy Macdonald, People & Culture Generalist
Shannon Young, Scheduling Coordinator, Adult Services

5 Years of Service

Diane Bonneau, Direct Support Professional
Charlene Huard, Community Engagement Professional
Brandy Long, Direct Support Professional
Cassandra Mills, Direct Support Professional
Kimberly Price, Direct Support Professional
Leeann White, Direct Support Professional

2026 Service Milestones

(January 1 – October 14, 2026)

50 Years of Service

Gail Lalonde, Childcare Manager

Gail's extraordinary 50-year career has been devoted to Tots n Tykes and to the children and families it serves. Gail's knowledge of childcare, passion for the work and commitment to the center have helped shape its history and sustain its quality for generations. As Childcare Manager, Gail carries an exceptional depth of experience while remaining closely connected to children, families and educators. Reaching 50 years of service is a rare milestone and a remarkable reflection of dedication and care for our community.

35 Years of Service

Robin Galati, Manager, Adult Services

Robin's 35-year career began as a Direct Support Professional and has included experience in other areas of E3 before progressing into management. A former NCI instructor, Robin remains an internal champion for connecting NCI principles with practical, respectful support in group homes. His management and significant front-line and organizational experience continues to support internal teams translate values and training into everyday practice.

30 Years of Service

Helen Day, Direct Support Professional

Helen marks 30 years of service with E3, including many years as a full-time employee and her continued contribution in a casual role following retirement. Her experience spans group-home and Supported Independent Living. Helen's decision to remain connected to E3 reflects her commitment to the people E3 supports and allows E3 to benefit from her knowledge, flexibility and familiar presence.

Salvina Lutz, Team Lead, Adult Services

Salvina began in group-home supports as a Direct Support Professional and has contributed across different areas of E3 during her 30-year career. As a Team Lead and certified NCI instructor, she supports day-to-day support delivery and the development of employee skills. Salvina has also been a long-standing Joint Health and Safety Committee member and workplace inspector. Her contributions bring together person-directed support, employee learning and workplace safety.

Michelle MacDuffie, Community Engagement Professional

Michelle began her E3 career in a group home as a Direct Support Professional and has since worked in other areas of the organization. Over 30 years, she has developed a broad understanding of people, programs and community-based support. In her current Community Engagement role, Michelle draws on this experience to support people build connections and engage in meaningful experiences.

25 Years of Service

Scott Kelly, Director, Supported Living

Scott began at E3 as a casual Direct Support Professional and worked in several group homes before moving into management and, ultimately, his current role as Director of Supported Living. Scott's 25-year career reflects progression from front-line to organizational leadership while maintaining a clear connection to the realities of daily support. Scott's experience across roles and locations provides valuable perspective in guiding services, developing leaders and supporting consistent, person-directed support.

Tracy Nancekivell, Senior Coordinator, Community Engagement

Tracy began her E3 career in group homes as a Direct Support Professional and has grown into the role of Senior Coordinator of Community Engagement. Her unique responsibilities include intake, Passport brokerage and connecting people internally with the most appropriate services and opportunities across E3. Over 25 years, Tracy has developed a broad understanding of both individual needs and organizational resources, making her an important link for people, families and programs.

Joy Bradford-McQueen, Direct Support Professional

Joy has spent 25 years providing direct support in E3's group homes. Her commitment supports continuity and a sense of home for the people she supports. The experience gained is an important resource to E3 and contributes to consistent, thoughtful support.

Lisa Cunningham, Direct Support Professional

Lisa's 25 years with E3 have been rooted in direct support within group-home services. Over that time, she has contributed to building a supportive home environment and valuable knowledge of the people, routines and relationships that shape quality support. Lisa's long-standing commitment reflects the consistency that is central to person-directed support.



CELEBRATING EMPLOYEE SERVICE MILESTONES

Rebecca Phillips, Community Engagement Professional

Rebecca began in E3's group homes as a Direct Support Professional and has contributed in other areas of the organization throughout her 25 years of service. In Community Engagement, she brings a depth of experience to helping people participate, connect and pursue meaningful opportunities. Her adaptability and knowledge strengthen her direct work and the teams with which she collaborates.

Donna Young, Retail Associate

For 25 years, Donna has contributed to the ReUse Centre and its connection to the community. Donna's long service reflects the important role ReUse plays as both a social enterprise and a welcoming community space. Through her work Donna has supported the advancement of E3's mission and values.

10 Years of Service

Tanya Robitaille, Respite - Community Engagement Professional

5 Years of Service

Julian Jordan, Direct Support Professional

David Lawson Knowles, Direct Support Professional

Kayla-Jade Rivard, Direct Support Professional

Madison Sauve, Motel Associate, Oasis By The Bay

Kimberly Smith, Direct Support Professional

Nikola Sopel, Direct Support Professional

Makayla Weatherall, Direct Support Professional

Charlene Weir, Finance & Accounting Specialist

Mike Fairservice, Direct Support Professional

Kayleigh MacLeod-Young, Direct Support Professional

2026 Service Milestones

(Occurring after October 14, 2026)

40 Years of Service

Karen Ward, Direct Support Professional

Karen's 40 years of service represent an exceptional commitment to E3 and to the people supported in group-home support. Karen continues to provide steady, relationship-based support. Her experience, resilience and presence form an important part of E3's history and contribute to a sense of security and familiarity for many people and colleagues.

30 Years of Service

Danielle Van der Vechte, Direct Support Professional

Danielle marks 30 years of service as a Direct Support Professional in E3's group homes. Over the last three decades, Danielle has contributed to the everyday consistency, trust and relationship-based support that make a house a home. Her depth of experience provides valuable continuity for people supported and for colleagues who work alongside her.

25 Years of Service

Janet Campbell, Direct Support Professional

For 25 years, Janet has supported people in E3's group homes. Her commitment has helped provide continuity and dependable support through changing needs and circumstances. The relationships and experience built over the years are important in building a sense of home and belonging.

20 Years of Service

Valerie Moffat, Direct Support Professional

Valerie's 20 years with E3 have been dedicated to direct support. Her long-standing presence has contributed to consistency, trusted relationships and a stable environment. Valerie has developed valuable practical knowledge and continues to play an important role in supporting people with dignity, choice and respect.

10 Years of Service

Desiree Cain, Early Childhood Educator, Tots n Tykes Childcare Centre

5 Years of Service

Oluwatosin (Tosin) Bakare, Direct Support Professional

Cody Williamson, Direct Support Professional

With Appreciation

Every milestone represents years of learning, teamwork and service. We sincerely thank these employees for the many ways they have advanced E3's mission, strengthened our programs and contributed to welcoming, safe and person-directed support across all of E3.



FINANCIALS

Total assets 10.87
Total Liabilities 1.03

Total Revenue 21.29
Total Expenses 20.63

	FY 2025-26		FY 2024-25	
	Amount (in Millions)	%	Amount (in Millions)	%
Revenue				
MCCSS	13.95	66%	13.73	67%
Fee for Service	2.48	12%	2.38	12%
Recovery of allocated costs	1.51	7%	1.51	7%
County of Simcoe	1.73	8%	1.5	7%
Social Entreprises & Other Charitable Revenue	1.63	8%	1.49	7%
	<u>21.29</u>	100%	<u>20.61</u>	100%
Expenditures				
Supported Living	11.60	56%	11.67	56%
Adult Development	2.65	13%	2.7	13%
Administration	2.33	11%	2.46	12%
Children Services	1.97	10%	1.83	9%
Employment Services	0.71	3%	0.74	4%
Social Enterprise & Infrastructure Managemen	0.98	5%	0.95	5%
Amortization	0.39	2%	0.38	2%
	<u>20.63</u>	100%	<u>20.73</u>	100%
(Deficiency) Excess of Revenue over Expen	0.66		-(0.12)	





THANK YOU

to our staff, families,
volunteers, and
community partners for
their continuous support
and dedication.

Community Partners



211 Community Connection
BAVA
Child, Youth, and Family Services
Coalition of Simcoe County
Collingwood General & Marine
Hospital
Collingwood, Clearview, Elmvale &
Wasaga Beach Public Libraries
Georgian Bay Family Health Team
Georgian Triangle Humane Society

Hospice Georgian Triangle
New Life & First Presbyterian Churches
North Simcoe Palliative Care Network
Ontario Health at Home
PAVRO
Royal Victoria Regional Health Centre
Simcoe Muskoka Palliative Care Network
South Georgian Bay Community Health Centre
Waypoint Centre for Mental Health Care

Board of Directors

Mark Redmond, Chair
Elaine Kelly, Vice-Chair
Karen Willison, Secretary
Dr. Farel Anderson
Sheri Bulfon
Kathryn Garbutt
Max Lehmann
Liam Russell
Mary Jane Santori

Senior Leadership

Christine Vallis-Page
Chief Executive
Officer

Britani Smith
Director, Marketing &
Innovation

Jody Lowrie
Director, Community
& Children's Services

Scott Kelly
Director, Supported
Living

Peter Doner (Retired)
Director, Finance

Susan Barker-Middel
Director, People and
Culture



📞 705-445-6351

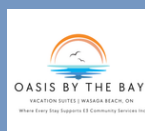
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