

New Visions Toronto



2024-2025

ANNUAL REPORT

To support, connect and advocate for full community inclusion for people with disabilities.



***New Visions Toronto’s Live and Virtual Annual General Meeting
for Fiscal Year 2024 – 2025 September 17th, 2025
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New Visions Toronto Service Principles

In the provision of service and support, we believe;

- *In the right of People we Support to make choices and decisions*
- *That each person is a valued member of society and their community*
- *That full integration benefits everyone*
- *In building partnerships among the People we Support, their family or guardian and New Visions Toronto*
- *In advocating on behalf of the People we Support*
- *In individualized services and supports within the allocated funding*
- *In active partnerships with our community*

Mission Statement

To support, connect and advocate for full community inclusion for people with disabilities.

Vision Statement

Lives well lived: Choice. Engagement. Support.

BOARD OF DIRECTORS 2024 – 2025



President, **Brian Maslowski** Year Elected/Appointed: 2024 (3rd term) First appointed in 2019



Vice President, **Michael Ali (F)**.....Year Elected/Appointed 2023 (2nd term) First elected in 2021



Secretary, **Nicholas Kazan (F)**.....Year Elected/Appointed: 2023 (1st term) First elected in 2023



Treasurer, **Liam Everett** Year Elected/Appointed: 2023 (2nd term) First appointed in 20



Director, **Robert Kalanda**.....Year Elected/Appointed: 2023 (3rd term) First elected in 20



Director, **Gigi Bors-Koefoed (F)**.....Year Elected/Appointed: 2023 (1st term) First elected in 2023



Director, **Murray Milthorpe**.....Year Elected/Appointed: 2023 (2nd term) First elected in 2021



Director, **Ivy Nanayakkara**.....Year Elected/Appointed: 2023 (2nd term) First elected in 2021



Director, **Jason Van Dam**Year Elected/Appointed: 2024 (1st term) First elected in

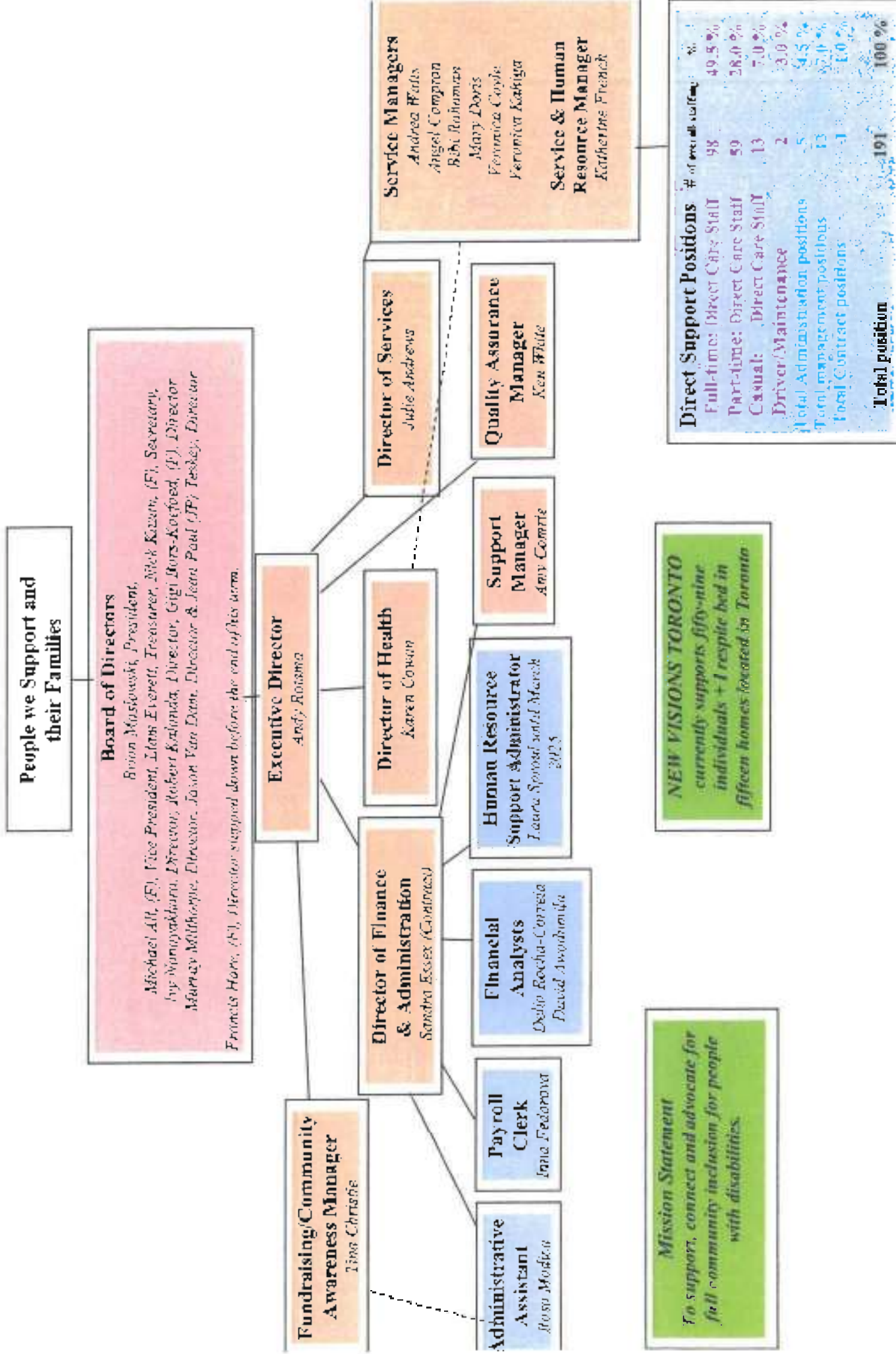


Director, **Jean-Paul (JP) Teskey**Year Elected/Appointed: 2025

Francis Hare stepped down in September 2024 before completing his full term.
Currently there is one, (1) vacant Director position.

NEW VISIONS TORONTO ORGANIZATIONAL CHART

2024- 2025



New Visions Toronto Locations

- | | | |
|---|---|--|
| <p>1. Administration Office 222 The Esplanade, Lower Level Unit 10 Toronto, Ontario M5A 4M8 416 868-1493</p> | <p>2. Home (access) 95 Bicknell, Toronto, Ontario M6M 4G8 (four adults) 437 880-9426 Service Manager: Veronica Coyle</p> | <p>3. Home (access) 8 Olean Court, Toronto, Ontario M2H 1E2 (six adults) 416 512-6459 Service Manager: Mary Doris</p> |
| <p>4. Home (access) 81 Henry Lane Terrace Toronto, Ontario M5A 4B7 (2 children and 4 adults) 416 363-6256 Service Manager: Angel Compton</p> | <p>5. Home* (access) 83 Henry Lane Terrace Toronto, Ontario M5A 4H7 (six adults) 416 368-8741 Service Manager: Veronica Kahiga</p> | <p>6. Home (access) 87 Henry Lane Terrace Toronto, Ontario M5A 4B7 (six adults) 416 368-4967 Service Manager: Andrea Watts</p> |
| <p>7. Home (access & lift) 89 Henry Lane Terrace[^] Toronto, Ontario M5A 4B7 (six adults) 416 368-2172 Service Manager: Angel Compton</p> | <p>8. Home (access & lift) 2 Market Street apt 101[^] Toronto, Ontario M5E 1Y9 (three adults) 416 868-9148 Service Manager: Andrea Watts</p> | <p>9. Home (access & lift) 2 Market Street apt 102[^] Toronto, Ontario M5E 1Y9 (three adults) 416 868-9255 Service Manager: Veronica Coyle</p> |
| <p>10. Home (access) 2 Market Street apt 205 Toronto, Ontario M5E 1Y9 (three adults) 416 868-0449 Service Manager: Bibi Rahaman</p> | <p>11. Home (access & lift) 2 Market Street apt 207[^] Toronto, Ontario M5E 1Y9 (two adults and one respite bed) 416 868-9148 Service Manager: Veronica Coyle</p> | <p>12. Home (access) 2 Market Street apt 305 Toronto, Ontario M5E 1Y9 (three adults) 416 868-9082 Service Manager: Mary Doris</p> |
| <p>13. Home (access) 2 Market Street apt 307 Toronto, Ontario M5E 1Y9 (three adults) 416 868-9478 Service Manager: Bibi Rahaman</p> | <p>14. Home (access) 245 Davisville Ave., unit 110 Toronto, Ontario M4S 3H4 (two adults) 416 932-8264 Service Manager: Andrea Watts</p> | <p>15. Home 65 Scadding Ave., apt. 410 Toronto, Ontario M5A 4L1 (two adults) 647 343-4564 Service Manager: Bibi Rahaman</p> |
| <p>16. Home* (access) 21 Moccasin Trail Toronto, ON M3C 1Y5 (four adults) 416-519-3130 Service Manager: Veronica Kahiga</p> | <p>17. Community Supports Home base, Meeting Room at Administration Office Service Manager: Katherine French</p> | <p>[*]Partially funded through purchase of service agreement with another agency. [^] Receives some funding from Ministry of Health</p> |

New Visions Toronto

Annual General Meeting Agenda

Location of meeting 222 The Esplanade, NVT Administration Office Boardroom and Virtually
Wednesday September 17th, 2025 at 6:00 p.m.

1. Welcome by Brian Mashowski, President, Board of Directors
2. Approval of AGM Minutes of Wednesday September 18th, 2024 AGM
10 minutes, Brian
3. Questions/Answers Related to the Report of the President and Executive Director
10 minutes, Brian and Andy
4. Questions/Answers Related to the Treasurer and Director of Finance and
Administration Report
10 minutes, Liam and Sandra
5. Receive Audited Financial Statements for Fiscal Year 2024 - 2025
10 minutes, Liam, Sandra & Auditors
6. Appointment of Auditors
5 minutes, Liam
7. Report from the Nomination Committee & Election of the New Directors of the Board
for Fiscal Year 2024 - 2025
10 minutes, Michael and Jason
8. Presentation of the Doug Dickie, Sheila Follett and the Twist and Shout Awards
15 minutes, Katherine and Brian
9. Celebration of Employee Milestone Anniversaries
15 minutes, Brian and Julie
10. Questions and Answers and any Other Business
10 minutes, Brian, Andy and all

Total time: 1 hour 35 minutes


President, Board of Directors


Executive Director



Minutes of the Annual General Meeting

Wednesday, September 18, 2024

222 The Esplanade, Toronto, Ontario

This meeting was virtual and in person in the Meeting Room

Family/Members,

Board Members, Staff

Present in Meeting Room

B. Wentworth, J. Van Dam, B. Maslowski, D. Awodumila, K. Cowan, A. Compton, D. Beausoleil, V. Coyle, V. Kahiga, B. Rahaman, M. Doris, A. Conrie, B. Wentworth, J. Andrews and A. Rotsma

Family/Members,

Board Members, Staff

Virtually Present:

D. King, N. Kazan, M. Ali, C. Barber, B. Barber, R. Kalanda, D. Hooks, D. Trella, T. Christie, P. Andrews, S. Muchiri, G. Kazancioglu, M. Perrotta, B. Vavouqios, F. Frattaroli, A. Frattaroli, S. Adejobi, G. Bors-Koefoed, K. White & C. Legrow.

Guests

Virtually Present:

Darlene Allworth, Auditor, Allworth and Associates

Meeting called to order at 6:05 p.m. Brian Maslowski welcomed everyone to the 2024 AGM and he informed everyone that the meeting is being recorded.

Brian indicated that the first order of business is to review and accept last year's AGM minutes. Brian asked if there were any questions or changes to the minutes of the AGM that took place on Wednesday September 20th, 2023. Brian noted that draft minutes were sent to everyone before tonight's meeting. There were no questions or changes.

Brian Maslowski moved the following motion; **Motion;** I move that minutes of the 2023 AGM which took place on Wednesday September 20th, 2023 be accepted as presented. This was seconded by **Doug King**, the motion carried.

Brian asked if there were any questions related to the President and ED report. There were no questions.

Brian then let everyone know that both the Treasurer and Director of Finance were not able to be at the meeting but our Auditor, Darlene Allworth is present and David from our finance department is present and between the four of us, (Brian and Andy) we should be able to answer any questions you may have.

D. King asked what we were expecting the yearend financial situation will be, another deficit or a surplus. D. Allworth indicated that at the end of August the agency is showing a surplus of \$20,000. A. Rotsma indicated that the surplus situation for this fiscal year should be realized if no unforeseen situations arise. He went on to say if we compare this year, in August we are showing a surplus of \$20,000, this time last year we were showing a deficit of \$300,000. The main reason for this is while some spending reductions have been implemented, we have also realized some financial gains. D. Trella asked about the additional revenue totaling just over \$800k, has NVT received all of this funding? A. Rotsma replied that while the \$288k has been added to our budget and the ODSP increase is also in the budget the \$496 has not yet been received. D. Trella asked if this funding was based on the business case that NVT submitted to the Ministry? Yes the business case certainly helped the Ministry realize that we are currently under funded. D. Trella then asked if agency is in a better position to show a small surplus this year as opposed to a deficit like last year. A. Rotsma indicated that if things remain the same for the next seven months as they have gone in the first five months we will break even or show a small surplus. D. Trella felt that this was encouraging news. A. Rotsma agreed that it is encouraging did provide the caution that there are many factors that can impact our financial situation. The biggest expense we have is related to staffing our fifteen homes, which requires about 75 staff

per day and one of the changes we have made to reduce our spending is, some of the sick shifts or vacation shifts on a daily basis are not being covered, and this will have a direct impact on the quality of life for the people we support. Outing may be reduced one to one time will not occur as frequently as it did and as there will be less staff in the homes. D. Trella asked is this because those shifts would be covered by third party staff? A. Rotsma said that yes that is factor but before third party staffing is called to fill a shift, our staff have the opportunity to take the shift as overtime hours if the shifts are going to be filled. So if the shift does need to be filled, we are now paying the staff who is off sick and the person who is covering the shift.

D. Trella then asked about passport dollars if the agency is receiving \$200K in passport funding does it result in more community outings for people, is it filling gaps? A. Rotsma replied that will the agency can receive up to \$200k that majority of this is funding is used to bring in additional staff so people can have their 1 to 1 time and getting out to more activities in the community. When NVT receives the funding, NVT will hire additional staff to provide additional shifts to support those people who receive passport funding. D. Trella asked if this meant there are now staff hired just to provide passport support? J. Andrews clarified that staff are hired because people do have passport funding, but not as passport staff as some people may only have five hours a week and by hiring more staff to meet the passport needs, allows those staff to work as casual staff in our homes when there are no passport hours available. D. Trella asked that under these circumstances can families be assured that the passport funding is being used to bring in additional staff and not offsetting the cost of the NVT regular staff. J. Andrews assured Donna and all families that this would be seen as double dipping and is not occurring. B. Maslowski thanked Donna for her questions and suggested that a summary of how passports works could be shared families. Sunday, (staff) commented that because that agency has financial issues, is one of the measures taken to not fill sick shifts when they occur? J. Andrews confirmed that this is one of the measures taken to reduce spending and while some shifts will have to be filled there will be a number of shifts that are not filled. M. Perrotta thanked A. Rotsma for again pointing out that in our attempts to balance the budget we are left with seeing staffing reductions and this clearly does have a direct impact on the people we support. A. Rotsma indicated that we will continue to communicate to the Ministry the need for our agency to receive additional funding to allow us to return to the level of support we had. C. Barber indicated that she has seen the impact on these staffing reductions and it is discouraging. C. Barber asked if the union has reacted to these reductions. A. Rotsma replied that yes the union has concerns as this does place additional stress on the staff but they also know that we rely on the government for the majority of our funding and that we will be going into collective bargaining within a few months and it is reasonable to assume that our staff would like to see their wages increase and other enhancements through the bargaining process. Without additional funding from the Ministry, the only way this can be achieved is by finding other funding sources or further reducing our spending. C. Barber then had a question for the auditor related to the note that identifies material uncertainty and a going concern. D. Allworth indicated that this has been in the audited financial statements for many years and is related to the deficit the agency has and the identified value base the agency has. At this time we are aware that the value of the properties owned by NVT is far greater than the identified \$1.4 million, and therefore should the agency need to liquidate there is more than enough funds to address what is owed to vendors and staff. A. Rotsma pointed out that we will continue to take necessary measures to avoid closing homes.

B. Vavouqios asked what the difference is in covering the cost when staff needs to be covered by overtime shifts or third party staffing. B. Vavouqios feels that third party staffing do not know the people who live in our homes as well as our staff. J. Andrews indicated that while she did not have the exact hourly difference between overtime and third party staffing, with change that were agreed to at the last round of bargaining, third party staffing is only used when none of our staff are available, including working overtime hours. A. Rotsma also pointed out that a few years ago we introduced full time float staff and this has resulted in better consistency in our homes as if a regular staff is off on vacation, extend health absence etc., a float staff is used to fill the vacancy until the regular staff returns.

M. Ali, asked about the statement in the audited financial report indicating the ongoing concern in note two. M. Ali asked if an additional line could be added that indicates the agencies current assets would provide more than enough funds needs to pay out the \$1.8 million accrued deficit, should that ever be required, he felt that this would provide families with a greater comfort level. D. Allworth she understands completely why this would provide a greater level of comfort but they must follow by accounting rules and guidelines on what we can and cannot report. What is included is the auditor's report does identify that the agency has a plan in place to address the current financial situation. D. Allworth also indicated that she is aware of the steps the agency

has in place appropriate plans to continue the business and look at reducing the accrued deficit. B. Maslowski added that through our Treasurer's or Presidents report we could add something in our annual reports to provide clarity for families. N. Kazan supported that if we can add something to provide clarity, it would certainly help.

D. Trella thanked both Michael and Nick for raising this issue and providing some information to increase our comfort level. She then asked for some clarification related to the \$414k salary and benefit increase, she understands the accrual of sick, vacation and time owing but does it also include salary increases and if so, how much? A. Rotsma pointed out that in January, all staff received an hourly increase of \$0.65 to their current salaries. This was agreed to at collective bargaining and as the result of a new policy that was approved by the Board in 2013, any increases to salaries and benefits of our union staff would also be applied to all non-union staff as well. This was done to provide fairness and avoid non-union staff being treated differently when it comes to salary increases. D. Trella asked if the non-union staff traditionally receive an annual cost of living increase. A. Rotsma indicated that since he has been at NVT this has never occurred. C. Barber asked about the fundraising event that will be taking place at the RCYC will the revenue we expect to make cover the cost of the RCYC? A. Rotsma indicated that the ticket sales if sold out will more than cover the expenses and through the connection of one of our Board member we are getting a deal on the rental. B. Maslowski pointed out that the amount of time and effort put toward making this a positive event has been done by T. Christie and M. Milthorpe and their great team of volunteers will ensure that this will be a great event and he encouraged all families to purchase their tickets soon as there is a limited number.

Motion: As there were no further questions B. Maslowski moved that the Audited Financial Statements for fiscal year 2023 – 2024 be accepted as presented at the AGM. This was seconded by M. Perrotta. Carried.

Appointment of Auditors

Motion: B. Maslowski moved to have Allworth and Associates appointed as the auditors for fiscal year 2024 - 2025. This was seconded by M. Ali, carried.

Brian turned the meeting over to Gigi Bors-Koefoed, co-chair of the 2024 Nomination Committee.

This year's nominations committee along with myself was Ivy Nanaykkara, so, on behalf of the Nomination Committee and the Board of Directors, I thank you for joining our AGM this evening.

This year the Nominations Committee sent out letters to families and members in June, July and August. In the August letter, we informed you that we had received the names of two candidates who will be standing for a position on the 2024 -2025 Board of Directors for New Visions Toronto Standing for re-election is;

Brian Maslowski First elected in 2020, currently in his second term and now standing for election for his third and final term,

And standing for election is

Jason Van Dam standing for his first term.

Bios for each of the candidates were included with the August letter and are also included in the AGM Report.

Once elected they will join the following Directors to form the 2024 – 2025 Board of Directors;

Michael Ali, (F), (will be in his second year of his second term)

Liam Everett, (will be in his second year of his second term)

Murray Milthorpe, (will be in his second year of his second term)

Ivy Nanayakkara, (will be in her second year of her second term)

Robert Kalanda, (will be in his second year of his third and final term)

Gigi Bors-Koefoed, (F), (will be in her second year of her first term)

Nicholas Kazan, (F), (will be in his second year of his first term)

We have two candidates standing for election for up to four vacancies.

Since we have two people standing for up to four vacancies, I moves that the election of Directors be by a show of hands instead of ballot.

Motion Moved by **Gigi Bors-Koefoed**, Seconded by **M. Ali**, all in favour? Any opposed? Carried

I move that the following Members of the Corporation meet the qualifications as outlined in the Bylaws, and have agreed to stand for election therefore; Brian Maslowski and Jason Van Dam, be elected for a two year term as Directors of the Corporation by the Members present at the AGM.

Motion Moved by Gigi Bors-Koefoed, Seconded by, N. Kazan, all in favour! Any opposed?
Seeing none I move the motion Carried.

The 2024 – 2025 Board will have two vacancies and as our by-laws indicate the Board can have as many as eleven and as few as seven Directors on the Board with no more than five being family members. The 2024 – 2025 Board complies with our by-laws. I also want to point out that the Board of Directors has the option of filling any vacancies should suitable candidates become available before the next AGM taking place in September 2025.

This concludes the Nomination Committee's Report, I now turn the meeting over to Brian.

It was pointed out that both Brian and Jason are present and were welcomed to the Board.

B. Maslowski thanked the membership for their confidence in re-electing him to the Board and he also for electing Jason as Brian knows that Jason will be a great addition to the Board

Brian thanked G.Bors-Koefoed and I. Nanaykkara for their work on the nomination committee.

B Maslowski then moved on to the awards presentations and provided an overview of the Doug Dickie Award and announced that this year's winner is Veronica Kahiga. Veronica was present at the meeting and was very surprised and honoured to be nominated and receiving the award.

B Maslowski provided an overview of the Twist and Shout Award and announced that this year's winner is Cathy LeGrow. Cathy was honoured to receive the award.

B Maslowski provided an overview of the Sheila Follet Award and announced that this year's recipient is Tina Christie. Tina was very surprised to receive this award and told it left her speechless, which she says, never happens.

Brian Maslowski, Julie Andrews and Katherine French provided a video presentation highlighting Celebration of Milestone and Anniversary's a complete list of which is included in the AGM report.

Brian Maslowski on behalf of the Board of directors thanked all the NVT staff for their hard work and dedication, especially those who are recognized today. He reminded everyone that it is our staff that make us the great agency that we are.

Brian asked if there were any other questions or comments that anyone had.

Sunday Adejobi, (NVT Staff) shared with us that he was first introduced to NVT in 2007 as a placement student. In 2014 he applied to work with us and started his job. Sunday had worked at a number of other agencies as well but says with all sincerity that NVT is by far the best agency and for this he thanked the management and all staff who are part of the NVT team.

Sunday then went on to ask a question related to one of our staff who lost her life four years ago. Anyone had worked with or had any dealings with this staff will remember that she was a very caring and compassionate and at the time it was suggested that NVT would look at us as a legacy for this staff. A. Rotsma thanked Sunday for his comments and his questions related to the staff. Inebet Foster had worked for NVT for many years and was a regular participant of Brian's Blue Jays Day for People Supported and Staff. As Brian will continue to provide this event for NVT we had discussed that all further Blue Jay days would be identified as "in memory of the staff" When the next event takes place this will be in place. Sunday felt that would be an appropriate legacy. A. Rotsma agreed that under the circumstances this will be a fitting tribute but cautioned that sadly other staff have passed away and more may also pass and it will not be possible to do this in every situation.

B Maslowki asked if there were any other questions or comments anyone had. There were none so Brian thanked everyone for attending both virtual and in person. He also thanked the staff who made the meeting possible it is a lot of work and it runs smoothly because of their efforts.

Brian moved to adjourn the meeting and this was seconded by **Jason Van Dam**. Carried.

The meeting adjourned at 7:20 pm.



President and Executive Director's Annual Report for Fiscal Year 2024-2025

On behalf of the Board of Directors of New Visions Toronto (NVT), we would like to thank you for participating in this year's Annual General Meeting. As is the case almost every year, financial issues are of great concern. NVT management and the Board are always advocating for increased funds AND are operating in a fiscally responsible way.

This is not an easy task – keeping up with service levels, given the increased cost of everything and budgets that don't keep up with the cost of inflation, is nearly an impossible task. The people supported by NVT require specialized care, and that care is expensive. As we have asked on many occasions, we need everyone on the same page with a united message... "more government funds in the sector are required." The task is a monumental one.

However, there are small things YOU can do. Keep providing the love and support for your loved ones at NVT. Support NVT at every opportunity by attending fund raising events or through social media or BOTH. Join in on our campaigns to contact your local politician – what is their stance on providing funding for our sector? Please ask yourself honestly, have you done all that you can do to support NVT in the last year?

NVT and the Board can't do it alone...together we are stronger! Families and NVT unite for a brighter future! We can do it...we will do it!

At last year's AGM there were questions that we agreed to provide clarity on.

The first area of concern is the following statement that appears in each of our audited financial statements:

"The Charity has a working capital deficiency of \$1,782,941 as of March 31, 2024. As stated in note 2, these events or conditions, along with other matters as set forth in Note 3, indicate that a material uncertainty exists that may cast significant doubt on the Charity's ability to continue as a going concern."

The working capital deficiency of \$1,782,941 is the shortfall between our current assets (\$223,448 – 2024) which we have to pay our current liabilities (\$2,006,389 - 2024). The March 31, 2025 working capital deficiency is \$1,485,700 (\$332,550 - \$1,818,250). If we closed our doors tomorrow, we must come up with \$1,485,700 just to pay our current liabilities. In addition, we have unspent grants totaling \$283,043. It is possible that these grants would need to be returned to the funder which increases our liabilities to \$1,768,743.

While this is concerning, we need to point out that our capital assets identified in the Audited Financial Statements are related to the year the property was obtained, not current market value. When current market values are used, our assets exceed \$2,500,000, more than enough to cover the working capital deficiency.

Ongoing deficits increase the working capital deficiency. When we spend more than we receive, our vendors cannot be paid in a timely manner which increases our current liabilities. This year we will show a small surplus which will reduce the deficit. Operating with a surplus is the only way we will reduce the accrued deficit and improve our cash position.

While we will continue to lobby the government for annual base budget increases, we continue to be treated differently than health and education. While we are the third largest recipient of government funding, we are not treated in the same manner as the health and education sectors.

Staff working for us have the same expenses as staff working in schools and hospitals, yet we can go decades without receiving additional funding to improve wages even when inflation exceeds 20%. This is one of the main reasons NVT works in partnership with agencies like Lunenburg. We have increased the number of people supported by NVT and this has resulted in receiving additional funding to hire more staff and cover the expenses we have.

It is also important that NVT seriously consider developing a Capital Campaign. That way when opportunities arise for us to expand our services, we do so in homes that are owned by NVT. Not only does this increase our assets, it will provide financial stability during difficult times.



Olean Court



Bicknell Avenue



Our next home?

We know that not all families are in a position to donate to NVT on a regular basis, but we are hopeful that more families will **consider adding NVT to their will**. A bequest to NVT can greatly assist us in developing our financial stability, or in some situations, adding to our assets as more and more families across the province are leaving their homes to agencies that have provided their disabled children with wonderful care for most of their lives. In some situations, families who are still supporting their adult children in the family home are approaching agencies indicating they will leave the home to the agency as long as their child continues to live in the home.

It is safe to say that funding will always be challenging for agencies like ours, but with some creativity and looking to the future, we can certainly create a fund that helps through our difficult times so we can minimize steps that clearly impact both the people we support and our wonderful staff who care for them.

This leads nicely into another question that was asked at last year's AGM. A co-worker of Imebet Foster, a long term staff who tragically lost her life four years ago asked if NVT was following through with a legacy for this staff. Imebet had worked for NVT for many years and she was a regular participant of Brian's Blue Jays day for NVT's People Supported and Staff. As Brian will continue to provide this event for NVT on a regular basis, all further Blue Jay days arranged by Brian would be identified as "in memory of Imebet Foster."



Under the circumstances, this will be a fitting tribute to a wonderful staff who was taken away from us so tragically. Sadly, other NVT staff have passed away. In the past ten years, we have had five staff pass away and it will not be possible to provide a legacy in every situation, but going forward we will provide a memorial plaque that can be hung in the staff's last work location. Here is a sample of one that recently went to our Moccasin Trail home.



As everyone knows, the most important part of any service agency like NVT, is our staff. Without them we could not get the job done. The bargaining unit staff account for the majority of our staff at 87.5 percent includes our full time, part time, casual and driver/maintenance positions. The next highest percent is our management group at 7 percent followed by our administration staff at 4.5 percent. At this time, we have 1 percent of our staff in a contract position and that is our Director of Finance and Administration. We thank each and every staff for their dedication and their part to ensure the People we support have the best quality of life possible.

We also want to recognize our Board of Directors. We have been very fortunate to have a variety of quality volunteers giving their time. Being on a Board is not always easy especially when it is a not for profit agency that struggles with the financial pressures we face. Our Board has a great understanding of what we do and their input in how to do this effectively is invaluable.

Most of our Directors have stayed for the full allowable period of six years and this year we have one retiring Director who has hit that six year mark. Robert Kalanda came to the Board in 2019. His introduction to our agency was through the extensive fraud that was discovered in 2015 as Robert's firm had been the lead on gathering much of the information related to the fraud. Clearly Robert got to know our agency very well and when the fraud case was over, Robert was interested in staying involved with the agency. His election to the Board was very beneficial to our agency. Not only did Robert have great legal opinions, he also had other suggestion that made NVT a better agency. We will miss Robert but thank him for his six years on the Board. We know that Robert will stay in touch.



We would also like to thank the remaining Directors of the 2024 -2025 Board for their efforts this past year.



Vice President, Michael Ali, (F)



Treasurer, Liam Everett



Secretary, Nick Kuzon, (F)



Director, Fundraising Chris Murray Mithorne.



Director, Gigi Bosa-Koofoed (F)



Director, Ivy Nanyakkara



Director, Jason Van Dam



Director, JP Teskey

Again this year, we would like to acknowledge our Ministry partners. We continue to have a very positive working relationship with our Program Supervisors, Matthew Lee and Matthew Austin. They both have a great understanding of our financial situation and we know they are advocating on our behalf to help us obtain financial stability. They are well aware that agencies like ours have struggled with a lack of funding from the government over the last two decades.

Through their efforts, the business plan that we submitted to receive additional funding, related to the increased cost of supporting our children who are now adults was successful. Their goal was to have this funding become annualized as opposed to fiscal as they understand the need to have a stable funding base. The difficulty our Regional Office has, is many other agencies are facing the same financial struggles and they know there is not enough funding to assist all agencies with their financial challenges. For this reason, our partnership with Lumenus is very important as it allows us to explore opportunities to increase our funding base and provide permanent homes to people who really need them.

We hope that you have found this report informative. We are doing our best as part of the NVT "family" to ensure the quality of life is the best it can be for the People we Support, and we look forward to your continued support.



A handwritten signature in black ink, appearing to be 'B. A. S.', written over a horizontal line.

President, Board of Directors

A handwritten signature in black ink, appearing to be 'D. J. S.', written in a cursive style.

Executive Director



Treasurer and Director of Finance and Administration Report for Fiscal Year 2024-2025

The Audited Financial Statements for fiscal year 2024-2025 shows a surplus of \$158K. Fundraising strategies contributed \$67K to this surplus.

In fifteen years, our sector has received two nominal base funding increases. During the same time period, program costs have continually risen and salaries have regularly increased through union negotiations. The two nominal increases have not kept up with inflationary and collective agreement pressures.

Through significant advocacy efforts from our sector, we received a 3.1% increase to our base funding beginning in fiscal year 2024-2025. In addition a \$496K adjustment was added to our funding at the end of March 2025. Without this additional adjustment, we would have had a deficit of (\$338K). As the base funding increase of 3.1% has been annualized, it will continue. However, the additional \$496K is not guaranteed as it is paid out of surplus ministry funds which will not be known until the end of the fiscal year. There is always the risk that we will not receive the additional funds, which would lead to a significant year end deficit. While these additional funds are helpful, regular base funding increases tied to inflation, will help us avoid future deficits.

Over the last year, NVT has reduced staffing and controlled costs as much as possible. Any further cuts would increase the health and safety risks to our staff and the people we support. As costs rise and further salary increases are implemented, we will need to continue to control staffing costs and implement new revenue generating programs to manage our deficit. It will be imperative that we control the staffing costs related to any new programs.

There are a number of variances that require further explanation.

On the Statement of Financial Position, there is a cash balance in the Operating account. In the prior year the cash represented funds only in the Donations account. The Operating account was \$179K into the Line of Credit which was reflected in Current Liabilities as "Bank Indebtedness". At year end March 31 2025, NVT had not accessed their Line of Credit.

Prepaid expenses have increased over the prior year by \$89K. This is due to the deposit on the new van and a deposit on the new office furniture damaged in the flood.

On the Statement of Operations, the most significant revenue variance is a \$440K increase in Provincial assistance, which represents the annualized increases from both Ministries. ODSP funds increased by \$60K as there are additional supported people receiving ODSP compared to the prior year. Lumenus funding increased by \$188K as we have one additional person funded by Lumenus compared to the prior year.

On the program expense side, the most significant variance was a decrease of \$125K in salaries and benefits due to the strategies to reduce staffing costs. Supplies and Services have increased \$51K over the prior year primarily due to increased prices for food, day programs and transportation.

Our General and Administrative expenses represent 9.6% of total expenses which is consistent with the prior year. This is below the 10% guideline from our funders and lower than most other organizations in our sector. General and Administrative expenses have increased by \$139K over the prior year primarily due to an increase in professional fees related to additional legal and audit services.

In other years, questions have been raised about the fundraising dollars. The amount on the Statement of Operations of \$162K represents donations that are unrestricted and recognized when they are received. This does not represent the total fundraising amount. Any grants that are procured through the fundraising team and restricted, are recorded in Deferred Revenue on the Statement of Financial Position. In the current fiscal year, the fundraising team applied for and received an additional \$82K in grants and donations. These grants are restricted for a specific use. Most frequently it is for capital purchases. Once they are spent, the grant is included in income as amortization. **The total amount of fundraising for fiscal year 2024-2025 is \$244K.**

On the next page we have provided you with a breakdown of how the revenue we received was spent in fiscal year 2024 -2025. We look forward to seeing you at the live and virtual AGM and will answer any questions you may have.

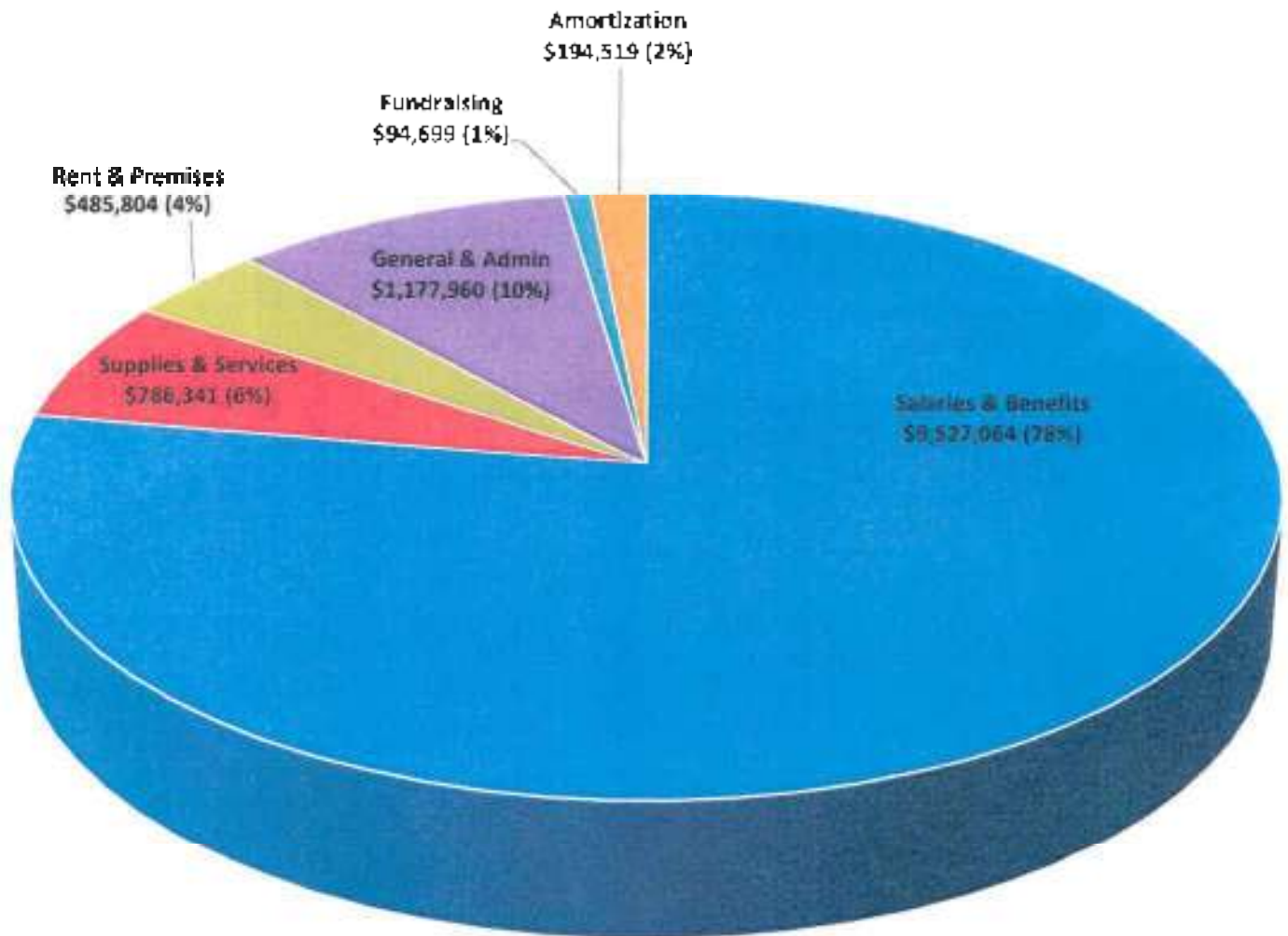
Liam Everett

Treasurer – Board of Directors

Sandra Enne

Director of Finance and Administration

HOW THE DOLLARS WERE SPENT FISCAL YEAR 2024-2025



Main Revenue Sources

Government of Ontario \$10,554,064

(Funding received from the Ministry of Children, Community and Social Services and the Ministry of Health and Long Term Care through Ontario Health)

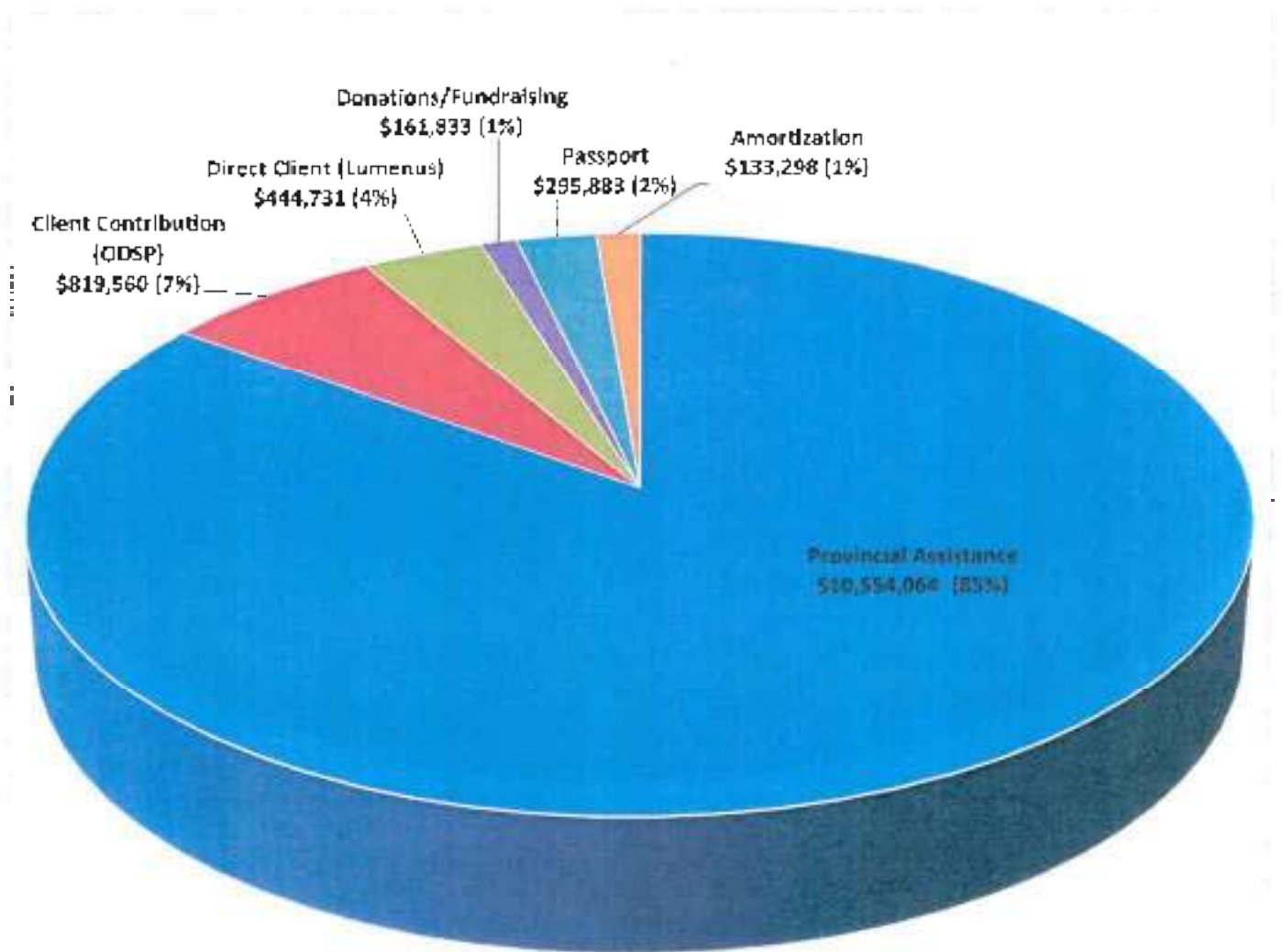
Client Contribution (ODSP Room and Board) \$819,560

Fee for Service (Passport and Respite) \$295,883

Direct Client Funding (Partnership with Lumenus) \$444,731

Fundraising and Donations, \$161,833*

***(Does not include Restricted Grant Revenue)**



NEW VISIONS TORONTO

FINANCIAL STATEMENTS

MARCH 31, 2025

Draft for Discussion Only

INDEPENDENT AUDITOR'S REPORT

To the Members of New Visions Toronto:

Qualified Opinion

We have audited the financial statements of New Visions Toronto (the Charity), which comprise the statement of financial position as at March 31, 2025, and the statement of changes in net assets, statement of operations and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of New Visions Toronto as at March 31, 2025, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many charitable organizations, New Visions Toronto derives revenue from donations and fundraising, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to the amounts recorded in the records of the organization. Therefore, we were not able to determine whether any adjustments might be necessary to donations and fundraising revenue, income for the year, and cash flows from operations for the years ended March 31, 2025 and March 31, 2024, current assets and net assets as at March 31, 2025 and March 31, 2024. This caused us to qualify our opinion on the financial statements as at and for the year ended March 31, 2024.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Material Uncertainty Related to Going Concern

We draw attention to Note 2 in the financial statements, which indicates that the Charity has a working capital deficiency of \$1,486,363 as at March 31, 2025. As stated in note 2, these events or conditions, along with other matters as set forth in Note 2, indicate that a material uncertainty exists that may cast significant doubt on the Charity's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Charity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Charity's financial reporting process.

INDEPENDENT AUDITOR'S REPORT - continued

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Oakville, Ontario

ALLWORTH & ASSOCIATES
CHARTERED PROFESSIONAL ACCOUNTANTS
LICENSED PUBLIC ACCOUNTANTS

NEW VISIONS TORONTO

STATEMENT OF FINANCIAL POSITION

MARCH 31, 2025

| | <u>2025</u> | <u>2024</u> |
|---|---------------------|---------------------|
| ASSETS | | |
| Current | | |
| Cash | \$ 85,799 | \$ 65,058 |
| Accounts receivable | 51,646 | 68,803 |
| HST receivable | 58,319 | 44,752 |
| Prepaid expenses and deposits | <u>134,123</u> | <u>44,835</u> |
| | 329,887 | 223,448 |
| Capital assets - note 3 | <u>1,310,145</u> | <u>1,420,476</u> |
| | <u>\$ 1,640,032</u> | <u>\$ 1,643,924</u> |
| LIABILITIES | | |
| Current | | |
| Bank indebtedness - note 4 | \$ - | \$ 179,185 |
| Accounts payable and accrued liabilities - note 5 | <u>1,818,250</u> | <u>1,827,204</u> |
| | 1,818,250 | 2,006,389 |
| Deferred contributions - note 6 | <u>900,048</u> | <u>874,016</u> |
| | 2,718,298 | 2,880,405 |
| NET ASSETS | | |
| Net assets invested in capital assets - note 7 | \$ 693,140 | \$ 790,992 |
| Unrestricted net assets | <u>(1,771,406)</u> | <u>(2,027,473)</u> |
| | <u>(1,078,266)</u> | <u>(1,236,481)</u> |
| | <u>\$ 1,640,032</u> | <u>\$ 1,643,924</u> |

Approved on behalf of the Board of Directors:

_____ Director

_____ Director

The accompanying notes are an integral part of these financial statements

NEW VISIONS TORONTO

STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2025

| | <u>Invested in capital assets</u> | <u>Unrestricted</u> | <u>2025</u> | <u>2024</u> |
|---|---------------------------------------|-----------------------|-----------------------|-----------------------|
| Net assets - beginning | \$ 790,992 | \$(2,027,473) | \$(1,236,481) | \$(688,222) |
| Operating surplus (deficit) | (61,221) | 219,436 | 158,215 | (543,259) |
| Investment in capital assets | | | | |
| Additions - note 7 | 84,187 | (84,187) | - | - |
| Deferred funding received in the year - note 7 | <u>(120,818)</u> | <u>120,818</u> | <u>-</u> | <u>-</u> |
| Net assets | \$ <u>693,140</u> | \$ <u>(1,771,406)</u> | \$ <u>(1,078,266)</u> | \$ <u>(1,236,481)</u> |

The accompanying notes are an integral part of these financial statements

NEW VISIONS TORONTO
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2025

| | 2025 | 2024 |
|--|--------------------|---------------------|
| Revenue | | |
| Provincial assistance - note 8 | \$ 10,554,064 | \$ 10,144,581 |
| Client contribution | 801,223 | 741,519 |
| Direct client funding | 444,731 | 256,233 |
| Passport funding | 281,500 | 260,573 |
| Donations and fundraising | 161,833 | 117,185 |
| Amortization of deferred contributions related to capital assets | 133,298 | 129,414 |
| Other assistance | 18,337 | 19,626 |
| Respite care | 14,210 | 5,250 |
| Interest | 73 | - |
| | <u>\$2,409,369</u> | <u>11,644,361</u> |
| Expenses | | |
| Residential program | | |
| Salaries and benefits | 9,527,064 | 9,652,262 |
| Supplies and services | 786,341 | 735,606 |
| Rent and premises | <u>485,604</u> | <u>474,778</u> |
| | 10,799,209 | 10,862,646 |
| General and administrative | 1,177,960 | 1,039,394 |
| Amortization | 194,519 | 200,065 |
| Fundraising expense | <u>94,699</u> | <u>90,515</u> |
| | <u>1,467,178</u> | <u>1,329,974</u> |
| | <u>12,266,387</u> | <u>12,192,620</u> |
| Income (deficit) from operations before the following: | 142,982 | (548,259) |
| Other income | | |
| Gain on disposal of capital assets | <u>15,233</u> | <u>-</u> |
| Income (deficit) for the year | <u>\$ 158,215</u> | <u>\$ (548,259)</u> |

The accompanying notes are an integral part of these financial statements

NEW VISIONS TORONTO
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MARCH 31, 2025

| | <u>2025</u> | <u>2024</u> |
|---|------------------|------------------|
| Cash from operating activities | | |
| Income (deficit) for the year | \$ 158,215 | \$ (546,259) |
| Adjustments to reconcile operating income to net cash provided by operating activities: | | |
| Amortization | 194,519 | 200,065 |
| Gain on disposal of capital assets | (15,233) | - |
| Changes in non-cash working capital balances: | | |
| Accounts receivable | 17,157 | 183,615 |
| HST receivable | (13,567) | 15,421 |
| Prepaid expenses | (89,288) | 9,818 |
| Bank indebtedness | (179,185) | 179,185 |
| Accounts payable and accrued liabilities | (8,955) | (49,516) |
| Deferred contributions | <u>26,032</u> | <u>69,153</u> |
| Net cash generated through operating activities | 89,695 | 59,487 |
| Investing activities | | |
| Purchase of capital assets | (84,187) | (208,949) |
| Proceeds from disposal of capital assets | <u>15,233</u> | <u>-</u> |
| Net cash (used) in investing activities | <u>(68,954)</u> | <u>(208,949)</u> |
| Net change in cash and cash equivalents | 20,741 | (149,462) |
| Cash and cash equivalents - beginning | <u>65,058</u> | <u>214,520</u> |
| Cash and cash equivalents | <u>\$ 85,799</u> | <u>\$ 65,058</u> |

The accompanying notes are an integral part of these financial statements.

NEW VISIONS TORONTO

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2025

The purpose of the organization is to provide integrative and enhanced community based support services for children and adults who have a developmental disability. This is carried out through value based, community residential supports that encourage citizenship. The majority of the funding for operations is obtained from the Ministry of Children's, Community and Social Services.

Effective July 30, 1998, the organization changed its name from New Visions Homes for Children & Adolescents (Toronto) Inc. to New Visions Toronto. New Visions Toronto was incorporated on November 25, 1986 and active operations began January 1, 1987. The organization is a registered charity and, as such, is exempt from income tax.

1. Summary of significant accounting policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFP) and include the following significant accounting policies:

Fund accounting

The organization uses the deferral method of accounting and reports on a fund accounting basis. The funds maintained are as follows:

- (i) Unrestricted fund - includes results of day-to-day operating transactions and all unrestricted contributions
- (ii) Capital asset fund - includes the organization's assets, liabilities, revenue, and expenditures related to the capital assets

Cash and cash equivalents

Cash and cash equivalents include cash on hand and balances with banks.

Capital assets and amortization

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution. Amortization is calculated based on the estimated useful life of the asset on a straight line basis over the following periods:

| | |
|-------------------------|----------------------------------|
| Automotive | - 5 years |
| Buildings | - 40 years |
| Building improvements | - remaining useful life of asset |
| Furniture and equipment | - 2-5 years |
| Leasehold improvements | - 1-10 years |

In the year of acquisition of an asset, depreciation is calculated at 50% of the normal rate.

NEW VISIONS TORONTO

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2025

Summary of significant accounting policies - continued

Revenue recognition

The organization follows the deferral method of accounting for contributions. Restricted revenues are recognized as revenue in the year in which the related expenses are incurred. Unrestricted funding is recognized as revenue when received or receivable if the amount to be received can reasonably be estimated and collection is reasonably assured. Deferred funding related to capital assets is recognized as revenue in the year in which the related amortization expense is incurred. Client contributions, direct client funding, and other assistance is recognized on a monthly basis in accordance with the terms of the client's agreement. Donations and fundraising revenues are recognized as received by the organization regardless of when the fundraising event takes place.

Estimates

The preparation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations (ASNEPO) requires that management make estimates and assumptions that affect the amounts reported and the disclosures in the notes. By their nature, these estimates are subject to measurement uncertainty and the effect on the financial statements of changes in such estimates in future periods could be significant.

The valuation of accounts receivable is based on management's best estimate of the provision for bad debts.

The valuation of capital assets is based on management's best estimates of the future recoverability of these assets and the determination of costs subject to classification as capital assets. The amounts recorded for depreciation of the capital assets are based on management's best estimates of the remaining useful lives and period of future benefit of the related assets.

Contributed services

Volunteers contribute time each year to assist the organization in carrying out its service delivery activities. Because of the difficulty in determining fair value, contributed services are not recognized in the financial statements.

NEW VISIONS TORONTO

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2025

Summary of significant accounting policies - continued

Financial Instruments

The organization initially measures its financial assets and financial liabilities at fair value. The organization subsequently measures its financial assets and financial liabilities at amortized cost.

Financial assets measured at amortized cost include cash and accounts receivable. Financial liabilities measured at amortized cost include bank indebtedness, accounts payable and accrued liabilities.

2. Continuity of operations

These financial statements have been prepared on the basis of accounting principles applicable to a going-concern, which contemplates the realization of assets and the payment of liabilities in the normal course of operations and the achievement of positive cash flows. Unrestricted net assets had a surplus of revenues over expenses for the year of \$219,436 (2024 - deficit of \$477,608) and a deficit at the year end of \$1,771,406 (2024 - deficit of \$2,027,473) and a working capital deficiency of \$1,488,363 (2024 - \$1,782,941). The continuation of the organization as a going-concern is dependent upon the achievement of positive cash flows from operations. If the going concern assumption were not appropriate for these financial statements, adjustments would be necessary to the carrying values of assets and liabilities, the reported excess of expenses over revenue and the statement of financial position classifications used.

3. Capital assets

| | <u>Cost</u> | <u>Accumulated Depreciation</u> | <u>2025</u> | <u>2024</u> |
|-------------------------------|---------------------|-------------------------------------|---------------------|---------------------|
| Land | \$ 284,150 | \$ - | \$ 284,150 | \$ 284,150 |
| Automotive | 345,073 | 264,504 | 80,569 | 112,655 |
| Buildings and improvements | 1,781,397 | 1,245,653 | 535,744 | 549,251 |
| Furniture and equipment | 789,670 | 728,973 | 60,697 | 66,823 |
| Leasehold improvements | <u>1,133,812</u> | <u>784,827</u> | <u>348,985</u> | <u>387,597</u> |
| | <u>\$ 4,334,102</u> | <u>\$ 3,023,957</u> | <u>\$ 1,310,145</u> | <u>\$ 1,420,476</u> |

The Ministry of Children's, Community and Social Services has an ownership interest in certain of the land and buildings. As a result of these ownership interests, the sale or alteration of these assets may be subject to the Ministry's approval.

NEW VISIONS TORONTO

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2025

4. Bank indebtedness

| | <u>2025</u> | <u>2024</u> |
|----------------|-------------|-------------|
| Bank overdraft | \$ - | \$ 179,185 |

The organization has an agreement with its bank providing for an operating credit facility in the amount of \$300,000. As of March 31, 2025, the organization utilized \$119,204 (2024 - \$129,701) of the available revolving facility. The operating loan is due on demand and secured by a general security agreement providing the creditor with a security interest over all present and after-acquired movable property of the Borrower with a first ranking for machinery and equipment, CDN accounts receivable, inventory warehouse receipts, and assignment of fire insurance. The facility bears interest at the prime rate plus 1.25%.

The organization has an agreement with its bank providing for a corporate MasterCard with a limit of \$100,000. As of March 31, 2025, the organization utilized \$37,911 of the available MasterCard facility. The MasterCard facility is due on demand and secured by a general security agreement providing the creditor with a security interest over all present and after-acquired movable property of the Borrower with a first ranking for machinery and equipment, CDN accounts receivable, inventory warehouse receipts, and assignment of fire insurance.

5. Accounts payable and accrued liabilities

| | <u>2025</u> | <u>2024</u> |
|--|---------------------|---------------------|
| Trade payables and accrued liabilities | \$ 1,066,962 | \$ 1,060,978 |
| Government remittances | <u>751,288</u> | <u>768,228</u> |
| | <u>\$ 1,818,250</u> | <u>\$ 1,829,206</u> |

6. Deferred contributions

| | <u>2025</u> | <u>2024</u> |
|---|-------------------|-------------------|
| Balance, beginning of year | \$ 874,016 | \$ 804,858 |
| Add: Amounts received in advance | 170,889 | 200,696 |
| Less: Amounts amortized to revenue | 133,298 | 129,414 |
| Less: Amounts transferred directly to revenue | <u>11,559</u> | <u>2,324</u> |
| Balance, end of year | <u>\$ 900,048</u> | <u>\$ 874,016</u> |

Deferred contributions consist of restricted capital funding received for the purchase of depreciable capital assets and restricted funding received for a specific purpose that has not yet been spent.

NEW VISIONS TORONTO

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2025

7. Invested in capital assets

Investment in capital assets is calculated as follows:

| | <u>2025</u> | <u>2024</u> |
|--|-------------------|-------------------|
| Capital assets | \$ 1,310,145 | \$ 1,420,476 |
| Less: Amounts financed by deferred contributions | <u>617,005</u> | <u>625,484</u> |
| Balance, end of year | <u>\$ 693,140</u> | <u>\$ 790,992</u> |

Change in net assets invested in capital assets is calculated as follows:

| | <u>2025</u> | <u>2024</u> |
|--|--------------------|------------------|
| Operations: | | |
| Amortization | \$ (194,519) | \$ (200,065) |
| Amortization of deferred contributions related to capital assets | <u>133,298</u> | <u>128,414</u> |
| | <u>(61,221)</u> | <u>(70,651)</u> |
| Purchase of capital assets | 84,187 | 208,949 |
| Contributions received | <u>(120,818)</u> | <u>(137,685)</u> |
| | <u>(36,631)</u> | <u>71,264</u> |
| | <u>\$ (97,852)</u> | <u>\$ 613</u> |

8. Provincial assistance

| | <u>2025</u> | <u>2024</u> |
|---|---------------------|---------------------|
| Ministry of Children's, Community and Social Services | \$ 9,420,021 | \$ 9,024,148 |
| Ministry of Health and Long-Term Care | <u>1,134,043</u> | <u>1,090,413</u> |
| | <u>\$10,554,064</u> | <u>\$10,114,561</u> |

9. Commitments

The organization leases certain homes and office spaces. Future minimum lease payments required over the next five years are as follows:

| | |
|------|-------------------|
| 2026 | \$ 144,979 |
| 2027 | 114,579 |
| 2028 | <u>82,816</u> |
| | <u>\$ 342,374</u> |

NEW VISIONS TORONTO

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2025

10. Financial Instruments

The organization's financial instruments consist of cash, accounts receivable, bank indebtedness and accounts payable and accrued liabilities. The fair value of current financial assets and current financial liabilities approximates their carrying value due to their short term to maturity.

Liquidity risk

The organization does have liquidity risk in the bank indebtedness, accounts payable and accrued liabilities of \$1,818,250 (2024 - \$2,006,389). Liquidity risk is the risk that the organization cannot repay its obligations when they become due to its creditors. The organization reduces its exposure to liquidity risk by ensuring that it documents when authorized payments become due and maintains access to a sufficient cash balance to repay trade creditors. In the opinion of management, the liquidity risk exposure to the organization is moderate. This risk is unchanged from the prior year.

Credit risk

The organization does have credit risk in the accounts receivable of \$51,646 (2024 - \$68,803). Credit risk is the risk that one party to a transaction will fail to discharge an obligation and cause the other party to incur a financial loss. The organization reduces its exposure to credit risk by following up overdue accounts on a timely basis and creating an allowance for bad debts when applicable. In the opinion of management, the credit risk exposure to the organization is low. This risk is unchanged from the prior year.

The corporation also has a credit risk relating to cash, which it manages by dealing with large chartered banks in Canada. The corporation's objective is to minimize its exposure to credit risk in order to prevent losses on financial assets by placing its cash in accounts that are insurable by the Canada Deposit Insurance Corporation (CDIC). The corporation's cash carrying value is \$85,799 (2024 - \$65,058) representing the maximum exposure to credit risk of these financial assets. This risk is unchanged from the prior year.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The line of credit bears interest at the bank prime rate plus 1.25%. Changes in the bank's prime lending rate can cause fluctuations in interest payments and cash flows. The organization does not use derivative financial instruments to alter the effects of this risk. In the opinion of management, the interest rate risk exposure to the organization is low. This risk is unchanged from the prior year.

NEW VISIONS TORONTO

NOTES TO THE FINANCIAL STATEMENTS

MARCH 31, 2025

11. Contingencies

The organization is a named respondent in an application filed by an individual to the Human Rights Tribunal of Ontario alleging discrimination and seeking non-financial remedies. The Organization is defending the application. Neither the outcome of the claim nor the amount of possible settlement (if any) can be foreseen. Therefore, no provision has been recognized in the financial statements.

Two grievances have been filed on behalf of employees of the organization regarding employees seeking to return to work on modified duties. The organization is defending the claims and the matters are proceeding to arbitration. Neither the outcome of the claims nor the amount of possible settlements (if any) can be foreseen. Therefore, no provisions have been recognized in the financial statements.

12. Economic dependence

The future viability of the organization is dependent upon continued support from the Ministry of Children's, Community and Social Services. The organization receives a substantial amount of funding from the Ministry of Children's, Community and Social Services pursuant to a service contract entered into by both parties.



Director of Services Annual Report Fiscal Year 2024 – 2025

As I reflect on the past year, three things come to mind: hard work, growth, and commitment.

We have celebrated many highs this past year. A quick look through our social media captures just some of these meaningful moments. Of course, challenges have come our way, but it's through these experiences that we grow stronger, more resilient, and more determined. Determined to continue delivering the highest quality supports and services, even as our sector faces chronic underfunding and expanding waitlists. Thousands of individuals in our region are still waiting for the kind of support we're proud to provide, and that drives us to seek opportunities and new ways in which to grow.

We've been transparent about the need to reduce costs. The reality is that staffing is the only area where we can make changes significant enough to address our financial challenges. Despite this, we remain grounded in our commitment to the people we support. They are, and always will be, our top priority.

To avoid worsening our financial situation, we've had to take some difficult steps, including not automatically filling each shift that is cancelled in a day. These decisions are never easy, and we recognize that they place additional strain on everyone. This past year has asked more of all of us. We've worked harder, stretched further, and done our best to ensure our supports and services remain strong. Still, we know the people we support feel the impact too. I want to sincerely thank each of our Direct Support staff for staying positive, focused, and committed to making every day the best it can be for those we serve, even when resources are limited.

I recall that there were some questions about Passport funding at last year's AGM. I want to reassure everyone that this funding, received by many of the individuals we support, is not used to supplement staffing when shifts are cancelled. Rather, it is specifically intended for individualized support, allowing individuals to engage in their communities and participate in recreational activities. We're grateful for this funding, as it helps meet the need for 1:1 support which is something we're not always able to provide through our regular staffing resources. Our finance department tracks each person's Passport funding throughout the year, and we work in close collaboration with the Person Supported to ensure it is used in ways that best meet their unique needs and goals.

I'd like to close with a heartfelt shout-out to all of our Managers. Each day, they put in the hard work to keep things running as smoothly as possible, creating a positive, safe, and fulfilling environment for everyone. Their dedication empowers us all to achieve our daily objectives and our broader goals as an agency.

Thank-you and take care,

Julie Andrews

Director of Services

jandrews@newvisionskumonto.com



Director of Health Services Annual Report Fiscal Year 2024 – 2025

The past year has been filled with moments of connection, care, and collaboration. Whether through joyful gatherings or navigating complex health needs, we are grateful for the role each of you plays in ensuring NV remains a place where people feel at home and truly cared for.

Health and Wellness

Over the past year, we have seen an increase in hospital stays for people we support, often due to health issues that could not be prevented or were unknown to us beforehand. Leaving individuals alone in hospital—especially those unable to call for help—poses serious risks and, in at least one case, resulted in an extended hospital stay due to complications.

- In 2024, people we support spent **137 days in hospital care**.
- By the end of August 2025, that number has already risen to **193 days**.

While several of the staff hours for hospital support are covered within existing budgets, additional hours are often required. Each situation is assessed individually, as not all hospital stays require one-to-one support. Still, the added financial cost is significant. Families continue to play an essential role in decision-making, but can also assist in providing care. We ask that you consider supporting NV financially, and in person if you are able—your contributions in both areas directly help us sustain this vital responsibility to those we support.

It is important to note that **one-third of the people we support are now over the age of 50**. Unlike many similar agencies, NV homes have, by necessity, been designed to be physically accessible. Our commitment remains to support individuals to age in their NV home for as long as we can safely meet their health needs.

You already are aware that NV can confidently state that our Direct Support teams are truly dedicated to providing the best care possible. We are also fortunate to employ a number of internationally trained Health Care Professionals who have chosen to work with us while pursuing Canadian registration. Their knowledge, leadership, and eagerness to contribute greatly strengthens our Direct Support teams, who are truly the foundation of our success in providing excellent care.

Grateful Hearts Holiday Party 2024

We did it! New dresses, suits, shoes, nails, hair, and ties—oh my! Our holiday party was a sold-out success that left everyone feeling uplifted. It was wonderful to see people we support, their families, our NV teams, and even a few Board members all dressed in their finest to welcome the holiday season, mingle with new friends and reconnect with old ones!

A heartfelt thank you to our NV teams, who went into enthusiastic overdrive to prepare, making the event more than just a one-day celebration. Special thanks to Cheryl and Andrea for coordinating

everything so smoothly on the day of the party. We are grateful for the generous support—both financial and in person—that made this celebration possible as no funding from NV's operating budget was used.

Mark your calendars! Our **2025 Holiday Party** will be held on Saturday, **November 22nd at the St. James Cathedral Centre Event Venue**, <https://stjceseventvenue.ca/> catered once again by Vinci Catering <https://www.vincicatering.ca/>. Details will be shared soon. Join us if you can. Our capacity is limited to 150. Please connect with me if you'd like to be part of the planning or help out with the event.

Infection Prevention and Control

We will be collaborating with local hospital hubs to strengthen our Infection Prevention and Control (IPAC) practices where needed, following their outreach to us. While vaccine recommendations for this fall are not yet finalized, updates will be shared as soon as they become available. Interesting, that our successful collaboration with Seamless Care Pharmacy to provide vaccinations on-site has resulted in several other organizations seizing this opportunity with SCP.

Looking forward, we remain grateful to continue to provide the best possible health and wellness support, strengthen our **Direct Support** teams and collaborate effectively with our essential resources.

Respectfully,

Karen Cowan

Director of Health Services

keowan@newvisiontoronto.com



Fundraising Development Manager's and Fundraising Committee Annual Report for Fiscal Year 2024–2025

Introduction

As New Visions Toronto reflects on the fiscal year of March 2024 to February 2025, we are reminded of the extraordinary journey that has shaped us for more than four decades. What began as a vision to create inclusive homes and opportunities for individuals with complex physical and developmental disabilities has grown into a vibrant community rooted in compassion, respect, and shared purpose.

Our story has always been about more than providing support—it's about creating belonging, dignity, and possibility. Each milestone we reach is a reflection of the people who stand with us: families, staff, volunteers, donors, and partners who believe that inclusion is not a privilege, but a right.

This year, our work was defined by moments that celebrated resilience and community: a record-breaking golf tournament, a holiday gathering filled with joy and generosity, a video campaign amplifying the voices of those we support, and meaningful partnerships that strengthened our mission. We also shared in the honor of seeing our Board President, Staff Sergeant Brian Maslowski, recognized with the prestigious Saint Michael's Award for his extraordinary service to New Visions Toronto and the broader community.

The following pages highlight the events, campaigns, and partnerships that shaped 2024–2025. They remind us that while fundraising fuels our programs, it is the spirit of togetherness, generosity, and vision that truly drives our success. With gratitude, we celebrate what has been accomplished and look ahead with hope and determination for all that is still possible.

58th Annual Toronto Police Services Communion Breakfast – March 2024

New Visions Toronto was honored to attend this long-standing celebration of unity and service at St. Michael's Cathedral Basilica. The day was especially meaningful as our Board President, **Staff Sergeant Brian Maslowski**, was awarded the prestigious **Saint Michael's Award** for 15 years of extraordinary volunteer leadership with New Visions. Brian's acceptance speech highlighted how his time with our organization has been one of the most fulfilling experiences of his life, leaving a lasting impression on all present.

25th Annual Charity Golf Tournament – June 4, 2024

Our 25th Annual Tournament at Royal Woodbine Golf Club was an overwhelming success, raising **\$85,000**. The day was filled with sunshine, camaraderie, and generosity. Over the years, golf tournaments have funded essential home repairs, accessibility improvements, and new vehicles, including three much-needed replacements. This year's record-breaking success reflects the unwavering loyalty of our sponsors, golfers, and volunteers who make this event a cornerstone of our fundraising calendar.

A Night to Remember: The First Annual 'Sailing Under the Stars' Gala

On October 24, the Royal Canadian Yacht Club hosted New Visions Toronto's inaugural *Sailing Under the Stars* gala, an elegant evening of celebration, connection, and generosity. Guests were welcomed with champagne and a magical lakeside ambiance, beginning a night that blended sophistication with heartfelt community spirit.

The evening featured the remarkable talent of 21-year-old pianist Charles Roberts, whose music set a warm and captivating tone. Guests enjoyed a curated culinary journey, from gourmet hors d'oeuvres to decadent desserts, creating a shared experience of flavor and conversation.

Entertainment included mind-reading performances by David Lee, "The Black Hatter," leaving guests amazed and engaged, followed by a live auction led by philanthropist Jay Mandarino. Exclusive experiences and items—including luxury getaways, a La-Z-Boy gift certificate, and a Marie Lichtenberg Heart Necklace—raised significant funds in support of New Visions Toronto's mission. Photographer Farida Alvi captured these moments, preserving memories of a night defined by joy and generosity.

This success was made possible by the extraordinary support of our sponsors: Toronto Pearson, Lyndel Hill, Gallagher Insurance, Own It Real Estate, The Rotsma Family, Michael Barrett, Advance 2000, HubTGI, and CMCS Consulting Services. Their dedication has advanced our mission to empower individuals with complex physical and developmental disabilities.

Save the Date: Join us for this year's *Sailing Under the Stars* gala on **November 7th at the Mimico Cruising Club**. We look forward to another unforgettable evening of community, celebration, and impactful giving.

Grateful Hearts Gathering – November 23, 2024

The inaugural **Grateful Hearts Gathering** brought together 150 guests at St. James Cathedral Centre for an afternoon of festive celebration and connection. Thanks to generous donor support, all costs were covered, allowing individuals we support to attend at no cost. Guests enjoyed a traditional holiday feast, lively silent auction, and surprise activities that created lasting memories. More than just a holiday party, this event symbolized gratitude, community, and joy.

Annual Holiday Campaign – December 2024

Through the generosity of our community, our Holiday Giving Campaign raised **\$25,000**. These funds directly supported our programs and services, helping us reach more individuals and families in need. Each gift reflected not only financial generosity but also a profound belief in the mission and impact of New Visions Toronto.

Toys for Kids – December 2024

In partnership with the Toronto Police Service and Canadian Tire, the **Toys for Kids campaign** once again brought holiday magic to children supported by New Visions. Led by the tireless efforts of Constable Jen Dekezel, the campaign collected thousands in donations over five weeks, culminating in a joyful shopping day at Canadian Tire. These gifts ensured that children facing unique challenges experienced the excitement and wonder of Christmas morning.

A Powerful Video Campaign – November 25, 2024

With the leadership of **Brian Maslowski**, our head office became the setting for a powerful video highlighting the importance of accessible transportation. Featuring heartfelt stories from three community advocates, the video is part of our ambitious **\$300,000 fundraising campaign for wheelchair-accessible vans**. These vehicles are lifelines that enable participation in community events, medical appointments, and everyday life. The campaign captures the heart of our mission and calls others to action.

Honoring the Toronto Police – February 21, 2025

At Toronto Police Headquarters, we had the privilege of meeting **Chief of Police Myron Denkiw** and presenting him with a handmade plaque, created by Paige – one of the individuals we support—and her staff. This gift symbolized the strong relationship between New Visions Toronto and the Toronto Police Service, strengthened by the commitment of **Board President Brian Maslowski**, who organized the event. The visit included a tour of the Toronto Police Museum and heartfelt exchanges that deepened our shared commitment to community service and inclusion.

Looking Ahead

As 2024 came to a close, we celebrated a year of achievements that strengthened our community and advanced our mission of inclusion. From record-breaking tournaments to heartwarming holiday gatherings, from impactful campaigns to recognizing the exceptional contributions of our team, 2024 was marked by meaningful connections, progress, and shared accomplishments.

We extend our deepest gratitude to our Board of Directors, whose leadership guides us; our volunteers, whose time and dedication make so much possible; and our staff, donors, and community partners, whose commitment ensures our mission thrives. A special thanks goes to Andy Rotsma, the Fundraising Committee, and the entire team, whose tireless efforts have made every event, campaign, and initiative a success.

As we move through 2025 and look toward 2026, we do so with optimism and determination. Together, we will continue building on these successes, fostering a more inclusive, supportive, and compassionate world. We are thankful for the ongoing partnership of everyone who stands with us and look forward to the milestones and achievements that lie ahead.

With gratitude,

Regards,

Murray Milthorpe,
Chair, Fundraising Committee

Tina Christie,
Fundraising Development Manager





Board Motions Fiscal Year 2024 – 2025

Motion 24-25, 01: The minutes of the Board meeting held on March 20th, 2024 be accepted as presented. Moved by M. Ali, seconded by I. Nanayakkara. Carried.

Motion 24 -25 02: motion to adjourn; moved by B. Maslowski, seconded by I. Nanayakkara. Carried.

Motion 24-25, 03: The minutes of the Board meeting held on April 17th, 2024 be accepted as presented. Moved by B. Maslowski, seconded by M. Ali. Carried.

Motion: 24-25 04 Effective May 15th, 2024 the Directors and Senior Staff identified below are the signing officers of the corporation;

President, **Brian Maslowski**

Vice President, **Michael Ali**

Secretary, **Nicholas Kazan**

Treasurer, **Liam Everett**

Director of Health, **Karen Cowan**

Director of Service, **Julle Andrews**

Executive Director, **Andy Rotsma**

Any two to sign, (should any of the signing officers be the recipient of a cheque, they cannot be one of two signatures.) Moved by M. Milthorpe, seconded by N. Kazan. Carried

Motion 24 -25 05: motion to adjourn; moved by R. Kalanda, seconded by M. Milthorpe. Carried.

Motion 24-25, 06: The minutes of the Board meeting held on May 15th, 2024 be accepted as presented. Moved by M. Ali, seconded by M. Milthorpe. Carried.

Motion 24-25, 07 motion That I. Nanayakkara and G. Bors-Koefoed be this year's Nomination Committee, Moved by R. Kalanda, seconded by M. Ali. Carried.

Motion 24-25, 08 motion That the following paragraph be removed from our recruitment policy: "NVI requires that all staff and any students, volunteers, and essential visitors to be fully vaccinated against COVID 19 or any other pandemic that has been declared by the Public Health Department to present increased risk to the general public. Moved by B. Maslowski, seconded by I. Nanayakkara. Carried.

Motion 24-25, 09 motion The Board of Directors has accepted the Completed Risk Assessment by the Ministry and NVT's Senior Management team along with the action plans identified for New Visions Toronto. Moved by B. Maslowski, seconded by I. Nanayakkara. Carried.

Motion 24 -25 10: motion to adjourn; moved by B. Maslowski, seconded by I. Nanayakkara. Carried. Meeting adjourned at 6:45 pm.

Motion 2024 – 2025 11: The Board approves the President signing the Declaration of Compliance covering the time period from April 1, 2023 – March 31, 2024. Moved by R. Kalanda, seconded by M. Milthorpe. Carried

The following Directors participated in the electronic vote. Brian Maslowski, Michael Ali, Francis Hare, Liam Everett, Murray Milthorpe, Robert Kalanda, Ivy Nanayakkara., Gigi Bors-Koefoed, Nick Kazan.

Motion 24-25, 12: The minutes of the Board meeting held on June 19th, 2024 be accepted as presented. Moved by M. Ali, seconded by B. Maslowski. Carried.

Motion 24-25, 13 motion: That the Audited Financial Statements for Fiscal Year 2023 - 2024 be approved by the Board of Directors. Moved by B Maslowski, seconded by N. Kazan. Carried.

Motion 24 -25 14: motion to adjourn; moved by G. Bors-Koefoed, seconded by M. Milthorpe. Carried.

Motion 24-25, 15: The minutes of the Board meeting held on September 18th, 2024 be accepted as presented. Moved by B. Maslowski, seconded by M. Ali. Carried.

Motion 24-25, 16: The changes presented and discussed be approved to Policy 5.1 Use of Video Cameras, moved by M. Ali, seconded by J. Van Dam, Carried.

Motion 24-25, 17: That the request for a camera in the bedroom of one of the people supported at 89 Henry Lane Terrace be approved. Moved by B. Maslowski, seconded by L. Everett. Carried.

Motion 24 -25 18: motion to adjourn; moved by I. Nanayakkara, seconded by M. Ali. Carried. Meeting adjourned at 6:24 pm.

Motion 24-25, 19: The minutes of the Board meeting held on October 16th, 2024 be accepted with the noted changes. Moved by J. Van Dam, seconded by M. Ali. Carried

Motion 24 -25 20: motion to adjourn; moved by B. Maslowski, seconded by M. Milthorpe. Carried.

Motion 24 -25 21 The minutes of the Board meeting held on November 20th, 2024 be accepted as presented. Moved by B. Maslowski, seconded by M. Ali. Carried.

Motion 24 -25 22 That our Fundraising revenue be applied towards purchasing a new van for NVT costing \$129,000*, moved by M. Milthorpe, seconded by M. Ali. Carried.

*this amount does not include the vehicle branding that will take place and the heavy duty lift that will be added to accommodate some of our larger wheelchairs.

Motion 24 -25 23 motion to adjourn; moved by J. Van Dam, seconded by L. Everett. Carried.

Motion 24 -25 24 The minutes of the Board meeting held on December 18th, 2024 be accepted as presented. Moved by J. Van Dam, seconded by M. Milthorpe. Carried.

Motion 24 -25 25 Should there be a need to fill the position of the Executive Director for a short-term absence, (six months or less), the Board will appoint the Director of Services, Julie Andrews to fill the position. If long term replacement is required, the Board will appoint Julie Andrews to fill the position of the Executive Director on a permanent basis. Moved by, J. Nanuyakkara, seconded by N. Kazan, Carried.

Motion 24 -25 26 The Plan presented to the Board to reduce our annual spending by \$500k if we do not receive the \$496k on an annual basis from the Ministry be approved as presented, Moved by J. Van Dam, seconded by L. Everett. Carried.

Motion 24 -25 27 That Jean Paul, (JP) Teskey be appointed to the Board of Directors to fill one of the vacancies. This appointment will be until the Next AGM, moved by B. Maslowski, seconded by M. Milthorpe. carried.

Motion 24 -25 28 motion to adjourn; moved by J. Van Dam, seconded by L. Everett. Carried.

Motion 24 -25 29 The minutes of the Board meeting held on January 22nd 2025 be accepted as presented. Moved by B. Maslowski, seconded by N. Kazan. Carried.

Motion 24 -25 30 motion to adjourn; moved by J. Van Dam, seconded by L. Everett. Carried.

Motion 24 -25 31 The minutes of the Board meeting held on February 19th 2025 be accepted as presented. Moved by B. Maslowski, seconded by M. Ali. Carried.

Motion 24 -25 32 motion to adjourn; moved by M. Ali, seconded by J. Van Dam. Carried.



Celebration of Employee Milestone Anniversaries Fiscal Year 2024-2025

5 Years

| Name | Position | Location | Start Date |
|---------------------|-----------------|-----------------|-------------------|
| Manzini, Theresa | FT Res Couns | Apt 207 | 07/10/2019 |
| Cobena, Francis | FT Res Couns | Float | 03/02/2020 |
| Millwood, Priscella | FT Res Couns | Apt 207 | 07/09/2020 |
| Nakatudde, Florence | FT Res Couns | Apt 307 | 07/09/2020 |
| Igiebor, Elizabeth | PT Res Couns | Apt 207 | 04/07/2020 |

10 Years

| Name | Position | Location | Start Date |
|----------------------|-----------------|-----------------|-------------------|
| Makela, Mary | FT Res Couns | Apt 305 | 07/07/2015 |
| Teju, Isaiah | FT Res Couns | Apt 205 | 05/05/2015 |
| Russell, Patricia | Nt Awk Couns | Olean | 03/01/2015 |
| Bailey, Michelle | FT Res Couns | 81 HLT | 02/02/2015 |
| Rosario, Rowena | Nt Awk Couns | 81 HLT | 02/01/2015 |
| Patel, Darshita | FT Res Couns | Bicknell | 01/23/2015 |
| Gould, Ingrid | FT Res Couns | Apt 102 | 11/25/2014 |
| Ajibangbee, Blessing | PT Res Couns | Bicknell | 01/06/2015 |
| Sheway, Zahra | PT Res Couns | 81 HLT | 07/07/2015 |
| McFarlane, Veronica | PT Res Couns | Bicknell | 09/23/2015 |

15 Years

| Name | Position | Location | Start Date |
|------------------|-----------------|-----------------|-------------------|
| Applah, Rosemond | Nt Awk Couns | Apt 102 | 02/09/2010 |

20 Years

| Name | Position | Location | Start Date |
|-------------|-----------------|-----------------|-------------------|
| Muiru, John | FT Res Couns | Apt 102 | 03/31/2005 |

25 Years

| Name | Position | Location | Start Date |
|--------------------|-----------------|-----------------|-------------------|
| Henry, Donna | FT Res Couns | 83 HLT | 08/30/2000 |
| Jardine, Cheryl | FT Res Couns | Apt 305 | 05/17/2000 |
| Vibert, Robert | FT Res Couns | Apt 307 | 05/03/2000 |
| Watson, Paulette | PT Res Couns | 81 HLT | 06/14/2000 |
| December, Angelina | Cas Res Couns | Apt 305 | 09/22/2000 |

30 Years

*No staff in this category this year

35 Years

| Name | Position | Location | Start Date |
|------------------|-----------------|-----------------|-------------------|
| Sterling, Yvonne | FT Res Couns | Apt 205 | 04/19/1990 |

40 Years

| Name | Position | Location | Start Date |
|----------------|-----------------|-----------------|-------------------|
| June Obemuller | FT Res Couns | Apt 307 | 07/01/1985 |



JEAN-PAUL, (JP) TESKEY

(STANDING FOR ELECTION TO THE 2025 -2026 BOARD OF DIRECTORS)

JP has lived in Toronto all his life and, having had some success in business, JP has a desire to give back to the community. JP was involved in founding and helping run Out of the Cold program in the late 80s and for years after. He was asked to join their Board as one of the founders- but at the time JP was too busy establishing a new company he had just launched. JP's current position in life (in his mid-50s) and he is slowing moving into a "semi-retirement" he now has more time to be involved with charitable endeavors. JP was introduced to New Visions by Brian, and from discussions they have had JP felt that New Visions is certainly one of the most deserving and needed charities in the GTA. JP was appointed to the Board in February 2025 and has enjoyed his time on the Board and would like to continue to donate his time to the Board to help anywhere he can to improve the lives of the people supported by New Visions.

JP has many connections in business and personal contacts that could be helpful in donations, fundraising and exposure in the community. JP looks forward to sharing any insights into leadership and governance strategies as it applies to the operation of New Visions and looks forward to being elected to the Board for his first two year term at the September AGM.





Gigi Bors-Koefoed

(Standing for Re-election for the 2025 -2026 Board of Directors)

Gigi, originally from Eastern Europe, called Toronto home for 24 years. She holds a B.A. from York University in Classical Studies. Gigi worked in higher education for over 14 years, at York University and Ryerson University.

Her favorite Toronto moment is enjoying the Harbourfront on a sunny day. Currently, she is a Writer/Editor at Southern Bride Magazine and resides in Memphis Tennessee with her husband Bram, daughter Liliانا and three dogs.

Gigi learned about New Visions Toronto from a social worker at Holland Bloorview Children's Rehabilitation Hospital. A year later, it became a permanent loving home for her son Dylan O'Connor who was born with a global developmental delay. To date, Gigi visits her son with the confidence and security that his "home away from home" not only provides the quality care and support he needs, but that New Visions is part of a community where Dylan can thrive. It is through this connection and gratitude that Gigi looks forward to contributing and enriching the NVT community. Gigi has been very active in most of New Visions fundraising activities and played a critical role in organizing many of the events. Gigi would like to continue as a Director and New Visions will be happy to have Gigi return to the 2025 -- 2026 Board of Directors.



IVY NANAYAKKARA

STANDING FOR RE-ELECTION TO THE 2025 -2026 BOARD OF DIRECTORS

Ivy would like to return to the 2025 – 2026 Board of Directors as she feels she the passion, innovation and experience that she brought to the Board when she was first elected in 2021 will continue. For over twenty years she has been a health, safety and wellbeing professional at a local and national level. In her job she is responsible for ensuring that people are supported during periods of illness and recovery including those that are permanently disabled and those that require accommodations in the workplace.

Currently Ivy is the Head of Wellness at the Toronto Police Service. Her skills in policy development and governance, strategic planning and operational management makes her an ideal candidate for our Board.

Ivy is a team player and she likes to bring a strong leadership profile to everything she does. She has a high degree of compassion and empathy and we look forward to Ivy returning to the Board for her third term.





LIAM EVERETT

(STANDING FOR RE-ELECTION TO THE 2025 -2026 BOARD OF DIRECTORS)

Liam has a MBA, Specialization in Entrepreneurship and he also has a BA, Criminology. In Liam's current job he is responsible for building the annual revenue forecast for the DBRS Morningstar group of companies -- Canada, US, and Europe. Liam is also responsible for training and managing the project based work load for 3 indirect reports -- year-round rotation of Co-Op students.

Liam has enjoyed his time on the Board of New Visions Toronto and for three years has been the Treasurer of the Board. When Liam first joined the Board in 2021 he quickly became interested and impressed with New Visions Toronto from the feedback he was receiving from his friend Brian Maslowski. Liam felt the time was right for him to offer his skills to what he saw as a very worthwhile agency. Liam has enjoyed getting more involved with the successful fundraising events and playing a key role in proving greater accountability for the financial operations of the agency. Liam has been an effect member of the Board of Directors and looks forward to standing for election for his third two year term. New Visions is also looking forward to Liam being re-elected to the 2025 – 2026 Board of Directors.





MICHAEL ALI

(STANDING FOR RE-ELECTION TO THE 2025 – 2026 BOARD OF DIRECTORS)

Michael is well known to many families, friends and staff of New Visions Toronto as he has been involved with the agency since the agency began. While Michael has been on the Board of New Visions Toronto for over twenty years, he maintains a genuine interest in the engagement of continuing to support New Visions Toronto as a member of NVT and a Director on the Board. Michael has served on previous Boards in roles such as President, Vice President and Secretary. When Michael was not on the Board of New Visions he completed six years on the Mary Centre Board of Directors. For the full six years on the Board, Michael had served as the Treasurer.

Michael's daughter Janelle lived at 83 Henry Lane Terrace for thirty years. Sadly Janelle passed away in January 2015.

Michael has been a Financial Advisor for the past 51+ years and holds the respective designations of CFP, CLU, Ch.F.C, EPC and CEA, (Certified Executor Advisor). He is the owner of E. Michael Ali Insurance and Investments and continues to serve his clients.

We are looking forward to having Michael return to the Board for his third term.





MURRAY MILTHORPE

Standing for Re-Election to the 2025–2026 Board of Directors

"Everyone needs a little WOW Factor!"

Murray Milthorpe is a passionate changemaker, strategic thought leader, and creative force who brings heart, vision, and action to everything he does. Standing for re-election to the Board of Directors of New Visions Toronto, Murray offers not only continuity of service but a bold, re-energized commitment to championing inclusive communities, transformative care, and purposeful growth.

With more than three decades of experience leading global brands, retail strategy, and client-first marketing transformation, Murray brings a rare blend of brand mastery, community spirit, and heartfelt humanity to his board leadership. He is known not only as a Brand Guru and Revenue Growth Strategist, but also as a fierce advocate for equity, inclusion, and elevating the lived experience of those supported by New Visions.

Over the past four years, Murray has served as the Chair of the Fundraising Development Committee, where he has led the charge in revitalizing New Visions' donor engagement and community visibility. His visionary leadership of the agency's Rebranding and Repositioning Project has helped bring new clarity, warmth, and resonance to the New Visions story ensuring it connects deeply with stakeholders, families, and the broader community.

Murray's approach is both strategic and soulful. He leads with empathy, listens with intention, and always seeks to "uncover the unseen" opportunities that can help propel an organization from evolution to revolution. His tireless commitment, creative thinking, and unwavering energy have helped amplify New Visions' mission and voice across Toronto.

As he seeks re-election, Murray is focused on building even greater community connections, driving innovative partnerships, and continuing to serve as an inspiring ambassador for the work of New Visions. He believes deeply that everyone deserves to live with dignity, joy, and purpose and that every organization, just like every person, deserves a little WOW Factor.

Murray Milthorpe: Bold thinker, Heart-led leader, Strategic spark. Let's continue the journey together.





Nicholas Kazan

(STANDING FOR RE-ELECTION TO THE 2025 – 2026 BOARD OF DIRECTORS)

Nicholas Kazan has completed his first two year term and Nick would like to stand for election for his second term. Nick is the twin brother to Sabrina who has been supported by New Visions for nearly 45 years. Nick, like his parents are proud to say that New Visions is an integral part of our extended family. Nick's family is pleased with the quality of life, assistance, and advocacy that New Visions affords Sabrina with the highest levels of dignity and respect all the while maintaining her active lifestyle via community integration. Nick wants to continue his role on the Board so he can be a part of ensuring this continues not only for his sister but everyone who is supported by New Visions.

Nick is an outgoing and organized individual with a passion for problem-solving. Early on in his career Nick embraced his entrepreneurial spirit where he had the opportunity to excel within the business community. Over the past 25 years Nick has continued to be a member of the real estate industry and possess the designation of Certified Commercial Investment Member (CCIM). With a task-oriented approach and exceptional communication skills, Nick excel as a collaborator, always ready to step up when called upon.

As a father and grandfather, Nick looks forward to setting a positive example in giving back to the organization that he and his family so very much admire by serving, to ensure that all the People Supported including his sister may continue to call New Visions home for years to come. We look forward to Nick being re-elected to the 2025 - 2026 Board.

