

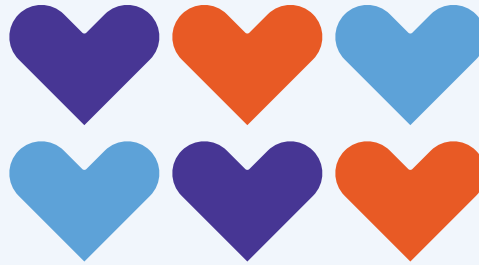
# Kerry's Place 2023 – 2024 Annual Report

Celebrating 50 Years





- 1 Pride Parade 2023
- 2 Kerry's Place family member at a Blue Jays game
- 3 Visit to the Harmony Meadows Alpaca Farm
- 4 Visit to Elmvale Zoo
- 5 KPAS Ready, Willing and Able Promotion
- 6 Visit to a farm, meeting alpacas and picking apples
- 7 Our respite participant attending the Black History Month Market
- 8 Our staff and supported individuals
- 9 Our Human Resources Team



**At Kerry's Place,  
we are working  
towards a world  
where Autistic  
people are full and  
equal members of  
their community.**

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# Kerry's Place turned 50 years old in March 2024! We are tremendously proud of what we've accomplished since 1974 when a group of six families piloted a group home model for Autistic individuals.

Since then, Kerry's Place has become the largest Autism service provider in Canada, with 88 supported and supported independent living homes – and we're the only organization that serves the entire lifespan of Autistic people.

Kerry's Place enters our 50th year with a new brand identity, a new website and, throughout the year, we'll host multiple events for our community to celebrate with us and connect with one another.

We'll also be continually expanding the 50th anniversary section of our website to feature events, profiles, and stories – visit us at:

[kerrysplace.org/celebrating-50-years/](https://kerrysplace.org/celebrating-50-years/)

We invite you to join the celebrations, whether you're attending an event, sharing stories of our community, or connecting with us online.

**Our 50th-anniversary theme is “Unlocking Possibilities” – it’s what we do every day and what we’ve always done – from empowering individuals to unlock their potential and achieve their goals, to contributions we’ve made through sector leadership and innovation.**



From the Board Chair and CEO of Kerry's Place Autism Services

In 50 years, Kerry's Place has grown from a home in Clarksburg that housed six Autistic children to an organization of 88 residences housing 275 adults, as well as community programs that provide services for the lifespan of children, youth, adults and their families.

To mark the 50th anniversary, we are excited to launch a new brand identity and a new website. Numerous events are scheduled throughout the year, beginning with our Annual General Meeting and Annual Golf Classic in June, followed by three regional summer events, and a Celebrations Week in the Fall.

In February 2023, the Board approved the 2023-2026 Strategic Plan which focuses on Service Excellence, Organizational Excellence and Sector Leadership. We are especially excited about our new Housing Strategy which plans to increase the number of individuals we support by 25% in eight years. We will build new group homes, partner with developers to secure new supported independent living units, and address the tremendous need for more treatment beds through new treatment centres. We also have a plan to renew our existing homes based on an analysis of renovation needs over the next decade.

Clinical Services is the backbone of our team. Their mandate is to enhance the quality of life for supported individuals and ensure staff are well-trained in evidence-based interventions.

New initiatives this year include the launch of an enhanced Behavioural Intervention Model of Care based on a bio-psycho-social approach, using principles of Applied Behaviour Analysis (ABA) to teach person-specific skills.

Now in its third year, the revised components of the Ontario Autism Program are growing steadily. Of note is the Entry-to-School Program which focuses on preparing four to six-year-olds for kindergarten. It is so wonderful to hear from parents and caregivers about the improvements they've experienced seeing their child gain the skills to be an active participant at school. And to further support families, we expanded our respite, camp services and programs for transitional aged youth (18 years+), services which are always in demand.

This year, we received additional funding to create specialized services for Autistic children and youth who identify as 2SLGTBQ+ and their families. The program is the only one of its kind in Ontario and its success could see the initiative expand to other regions and audiences.

Our various employment services support close to 400 young adults in finding and retaining meaningful



employment through skill-building and on-the-job coaching, and we continue to add interested employers to our list every year. Finally, our courses, workshops and seminars on Autism provide essential training to parents, caregivers and staff across three provinces, including police and emergency services in various Ontario municipalities.

Human Resources had a challenging year, coping with post-COVID recruitment and retention challenges, labour relations issues, and adapting to a hybrid work model. To address this new reality, the team created a robust Recruitment and Retention Plan, as well as a Diversity, Equity, Inclusion, and Accessibility (DEIA) Plan. We're also proud that, this year, our Pillars of Excellence program grew to recognize 388 employees who exemplify Kerry's Place values; it's great to see our staff so engaged in nominating their colleagues for recognition.

We were delighted to achieve the Accreditation PRIMER award last year and we are now focused on qualifying for full Accreditation status this year - and the entire organization is preparing for Accreditation Canada's QMENTUM survey in November 2024. In preparation, we are compiling information about a comprehensive Operational Plan to support our 2023-2026 Strategic Plan with key performance indicators, a strong Quality Improvement Plan, and Risk Registry.

Our three Advisory Committees, which represent Kerry's Place supported individuals, made great progress this year. The Family Advisory Committee, who are family members of those in Supported Living, focused on increased communication with Kerry's Place parents, caregivers and Substitute Decision Makers, including hosting a popular virtual session called "Money Talks" that covered critical financial topics such as estate planning, ODSP and CPP benefits. The Autism Advisory Committee, made up of adult self-advocates, supported topics such as employment and challenges in relationship-building, and hosted an excellent panel discussion for staff, parents and caregivers entitled: "Ask Us Anything". We were also pleased to announce the formation of our Community Family Advisory Committee, comprised of family members who receive services from our community programs; the Committee is currently setting their priorities for the next two years.

The Annual Golf Classic, our flagship fundraising event, sold out last June with close to \$125,000 raised in support of our Young Adults Program. This June 2024, proceeds from the golf tournament will benefit our new housing strategy. We are grateful to the growing community of generous and loyal donors who contribute to Kerry's Place.

We want to thank our Supported Living, Community Services, and Clinical staff who continue to provide excellent support for our individuals and families; their dedication, expertise and kindness are witnessed in their daily work. It takes a lot of teamwork to run this organization and we recognize the Human Resources, Finance, IT, and Strategic Initiatives teams are essential to keeping Kerry's Place on the right track.

We would also like to express our appreciation to the Board of Directors for their ongoing support, especially for the time involved in Board retreats, educational sessions, and special initiatives. In particular, we extend our heartfelt gratitude to Kerry's Place co-founder Bob Hart who has been on the Board for the past 50 years! His leadership and contributions have been extraordinary.

Above all, we thank our supported individuals in Community Services and Supported Living, and their families and caregivers, for making our lives richer and more meaningful. **You inspire us every day.**



**Sue VanDeVelde-Coke**  
CEO and President



**Jan Stewart**  
Chair, Board of Directors

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## Kerry's Place Board of Directors

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**Jan Stewart**  
Board Chair

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**Enza Dininio**  
Vice Chair and Treasurer

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**Paula Allen**  
Director

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**Garry Chan**  
Director

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**Phil Dowd**  
Director

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**Anna Harris**  
Director

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**Tom. P Muir**  
Director

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**Brian Ritchie**  
Director

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**James Stellick**  
Director

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**Karen Sullivan**  
Director

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**Mike Williams**  
Director

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**Carobeth Zorzos**  
Director

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**Robert Hart**  
Chair Emeritus

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Thank you very much to Shruti Goenka who completed her term in February 2024.



And special thanks to Bob (Robert) Hart, a founder of Kerry's Place and father to Andrew, who has been living with Kerry's Place since we began. Bob is leaving us in June 2024 after an incredible 50 years on the Board!

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## Strategic Priorities

### Strategic Priority #1: Service Excellence

A high-performing organization that provides innovative and exceptional services for Autistic individuals and their families, and that supports the future growth and sustainability of the organization.

### Strategic Priority #2: Organizational Excellence

A high-performing organization with exceptional people able to adapt and provide excellent supports and services.

### Strategic Priority #3: Sector Leadership

A leader in providing innovative and exceptional services across people's lifespans.

For more information about our strategic priorities, visit [www.kerrysplace.org/about-us/](http://www.kerrysplace.org/about-us/)

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## Our Vision

Persons with Autism are full and equal members of their communities.

## Our Mission

To enhance the quality of life for persons with Autism by being leaders in developing and providing evidence-based support, and building capacity by sharing our knowledge and expertise.

## Our Values

Demonstrating **Respect** by celebrating diversity, supporting inclusion, and advancing the dignity and uniqueness of all persons.

Demonstrating **Integrity** through truthful, accountable, and ethical actions and relationships.

Empowering **Choice** by providing opportunities and supporting the right of all persons to make informed decisions.

Promoting **Collaboration** through person-centred care and partnerships, seeking input and valuing diverse perspectives.

Striving for **Excellence** through continuous learning and quality improvement.



## Community Services and Supports

### Children and Youth

#### Ontario Autism Program (OAP)

##### Core Clinical Services

Core Clinical Services provides support to Autistic children and youth through individualized evidence-based programming. Kerry's Place is pleased to offer Applied Behaviour Analysis (ABA) services as an eligible service, including individual clinical services and skill-building groups.

##### Entry-to-School

Our teams continue to teach school readiness skills in group settings at various schools and resource centers in Toronto and York region. **Supported 289 families.**

##### Caregiver Mediated Early Years

The York Simcoe Autism Network and Toronto Autism Services Network successfully renewed proposals to continue delivering CMEY services in these regions. **Supported 91 families in two years.**

##### Urgent Response Services

For families experiencing urgent support needs, Kerry's Place provides respite-based and staff training supports in partnership with Toronto Autism Services Network and York Simcoe Autism Network.

**Supported 248 children, youth, and families.**

##### Foundational Family Services

Kerry's Place offers targeted consultation sessions for parents and caregivers, peer support groups for children and youth, sibling supports, and learning and development opportunities for parents and caregivers. This year, additional funding was received to create specialized services for those who identify as 2SLGBTQ+ and their families and caregivers.

**Supported 2,863 children, youth, and families.**

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Kerry's Place Community Services supports people across the lifespan and is proud to be available throughout a person's journey with Autism. Amid changes to the Ontario Autism Program (OAP), we introduced a variety of services that can be purchased, such as individual clinical services, clinical skill-building groups, respite, and training. The intake team at Kerry's Place works diligently to guide families interested in purchasing services and we look forward to expanding our supports and services to meet the needs of Autistic children, youth, adults, and their families.

## Transitional Aged Youth

Responding to the transition teenagers experience as they enter adulthood, Kerry's Place offers a range of Transitional Aged Youth supports, including peer support groups, curriculum-based groups, and drop-in groups with outcomes catering to inclusivity, community-building, and intersectionality. **Supported 82 youth.**

## Recreation and Respite Supported

# 520 Children & 164 Adults

Our communities value the range and uniqueness of our recreation and respite supports through live and virtual delivery, and both group and individualized settings, geared to supporting the individual needs of every family.

## Consultation

Consultation Services at Kerry's Place are available to supported individuals of all ages, their families, and the community. Based on personalized goals, our Autism Consultants assist with improving knowledge and capacity as well as navigating Autism-related services and supports. **Supported 1,095 people.**

## Adult Services and Supports

Kerry's Place offers a wide range of supports geared to Autistic adults with the aim of continuously building on skills for employment, social engagement, and independence.

## Employment Services

Kerry's Place delivers numerous programs geared to helping young adults find and retain meaningful employment through participation in skill-building groups and individual coaching. Resume development, interview skills, and job coaching are integral components of these services along with competencies related to organizational and interpersonal skills. **Supported 384 adults.**

### Young Adults Project

Young Adults Project focuses on supporting Autistic adults 18 years or older who want to enter the workforce, retain meaningful employment, and pursue post-secondary education. **251 participants were supported with employment readiness skills and goal-setting, 45 individuals were accepted into post-secondary, and 63 obtained employment.**

### EmploymentWorks

EmploymentWorks Canada offers employment-based training supports to people aged 15 to 29 who are no longer pursuing formal education and are interested in developing skills to attain and maintain employment. **Supported 133 people.**

### Ready, Willing and Able

A \$20 million investment by the Government of Canada enables Ready Willing and Able to continue until March 31, 2025 and expand its work with employers and community agencies to generate opportunities for people with an intellectual disability or Autism.

The program encourages meaningful employment and helps employers build capacity with inclusive hiring that positively impacts their business. Kerry's Place and RWA have facilitated employment for organizations like Costco, Legoland, Canada's Wonderland, Loblaws, and DSV Warehouse, and we've hired many at Kerry's Place.

## Learning and Development

Kerry's Place is a leader in the development and delivery of courses, workshops and seminars on Autism, supporting parents and caregivers, educators, medical professionals, emergency services, and municipal employees through a variety of important topics.

**Supported 221 participants in the Autism Spectrum Disorder Certificate Course and 1,535 participants across our range of workshops.**

**“I appreciate having such a great instructor with you. Your presentations are so impressive and valuable and 100% recommended for all ECE field educators. I am eager to have another opportunity to join your lecture in the near future.”**

*A comment about our Autism Certificate Course instructor from Quinte Mohawk School.*

## Community Participation Supports

Community Participation Support offers a wide variety of services such as Day Supports and Foundations for adults. Day Supports offer participation in meaningful community-based activities that promote inclusion and skill development, while Foundations supports individuals transitioning into adulthood or needing support and life skills to live independently. Accomplishments of some individuals include learning to use public transportation, obtaining employment, learning skills to regulate emotions and anxiety, and increasing social skills and peer connection opportunities. **Supported 115 adults.**

## Supported Independent Living Supports

SILS gives Autistic adults the opportunity to live more independently and achieve personal goals in their respective communities, enabling individuals to gain meaningful employment, learn to plan and budget, navigate healthy lifestyle choices, and start new academic programs. **Supported 36 individuals.**



# Game c for ou

“The Kerry’s Place FUNdamentals program was a game changer for our family. Our little man absolutely loved his time at FUNdamentals. He was excited to go there every week and we saw noticeable improvements in his social skills and his ability to meet expectations for behaviour within group settings. That progress has made every aspect of his life better—from more positive interactions at school to the ability to attend birthday parties! We could not be more grateful for the incredible support we have received from Kerry’s Place. All of you are amazing, thank you!!”

- Quote from a parent whose child attended FUNdamentals, a 10-week group



changer  
family

## Supported Living

Kerry's Place is proud of being a leader in providing Supported Living programs for Autistic adults across 88 supported living and supported independent living homes in Ontario. Our team works closely with residents and families to cultivate a secure environment that fosters independence, social interaction, and personal development.

### Our New Housing Strategy

Since we were founded 50 years ago, Kerry's Place has been dedicated to providing housing for Autistic individuals. We are proud of how much we have expanded our housing services, currently serving around 275 individuals, but also aware that so many more across the province need help.

In addition to the housing challenges faced by many in our society, there is a housing crisis for Ontarians with developmental disabilities:

- Over 20,000 people with developmental disabilities in Ontario are waiting for housing supports
- Wait times for a person with developmental disabilities are 10 times longer than the average person seeking affordable housing
- 18-30% of chronic shelter users have a developmental disability

**We organized our work across four pillars:**

1. **Renew and Respond:** Improve the quality of life for supported individuals and meet their changing needs by repairing and replacing aging homes and implementing specialized housing models
2. **Build Internal Capacity:** Advance our operations and prepare for growth by improving our property development and maintenance approach
3. **Help More People:** Expand our capacity to serve more Autistic people by opening new group homes, supported independent living units and treatment centres
4. **Develop Innovative Partnerships:** Partner with like-minded organizations to raise funding and capital and tap into new housing models

We look forward to making more progress on this critical issue.

That's why in late 2023, we embarked on an ambitious **new Housing Strategy to expand our capacity by 25% over 8 years**, helping more Autistic people access affordable housing in our supported living and supported independent living programs. We want to improve satisfaction in the home environment for our current supported individuals and improve our maintenance process to use funds more efficiently.

We are excited to be opening a new home in Newmarket in 2024 as part of our ongoing commitment to provide quality support for Autistic adults. This addition expands our reach to better serve individuals in the area.

### ISP/PDP Process

This year the Quality Team conducted a comprehensive review of the Supported Living Individual Support Plan/ Person-Directed Plan (ISP/PDP) process, with feedback from the Family Advisory Committee, management team and supported individuals. The project deliverables included an updated ISP/PDP template, an ISP/PDP Information Guide, and a set of resources to support education and sharing on required ISP topics.

**87.7%**

Families' overall satisfaction rate with our Supported Living services

**94.4%**

Compliance with the MCCSS Quality Assurance Measures





Kerry's Place serves:

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57

Supported  
Group Homes

31

Supported  
Independent  
Living Units

# Clinical and Quality Outcomes

Through our clinical, quality and health portfolios, the Clinical team continues to support individuals to enhance their quality of life and ensure staff are well-trained and using evidence-based strategies and best practices.

## Quality Improvement Plan

We are excited to begin the third fiscal year of our Quality Improvement Plan (QIP). The QIP encompasses four key areas that address existing and new services and supports (Quality of Care, Access and Capacity, People and Culture, Risk Management), while promoting communication and analysis to meet the highest standard of service provision.

## Model of Care

In 2023-2024, the focus was on development and implementation of a formalized and articulated Clinical Services Model of Care for Supported Living, which was officially launched on January 1, 2024. The Clinical Model of Care is based on industry best practices and relevant ethical and guiding principles, and ensures clinical services are driven by evidence, outcomes, and continuous improvement. The model emphasizes a bio-psycho-social approach using the evidence-based principles of Applied Behaviour Analysis (ABA) to decrease challenging behaviour and teach meaningful person-specific skills.

## Home-based Primary Care

The Kerry's Place's Nurse Practitioner clinic provides home-based primary care to supported individuals, including routine monitoring visits to medically complex individuals, along with addressing acute/episodic illnesses throughout the year.

## Lunch and Learn

Celebrating three years of the Kerry's Place Lunch and Learn, a series that brings staff together to collaborate, learn, and facilitate personal and team development. This year, we offered a wide variety of learnings including ableism in language, functions of behaviour, and mindfulness in Autism.

## Accreditation

In seeking accreditation, we demonstrate our ongoing commitment to continuous improvement and ensuring our programs and services meet the highest standards of excellence. A major accomplishment for 2022 was our Accreditation Canada PRIMER award. We received this award with no deficiencies and with special mention of the strong clinical standards we practice in our supported living and community programs. Following our success, we are now preparing for a full Qmentum accreditation on-site review.

## Research Projects

The Kerry's Place research committee creates a forum to develop, promote, and support research through information sharing and the use of technology. Research projects are related to evidence-based practice/ supports for Autistic individuals and their families, to influence the highest quality of programs and services.

Below are some of our more prominent research projects in 2023-2024:

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### **Cultural Competency Study:**

Collaboration with Carleton University to develop a Cultural Competence Toolkit for use by front-line staff who provide direct clinical and consultative support.

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### **Development of the Group**

**Living Compatibility Assessment Tool (GCAT):**  
Collaboration with Brock University to identify Factors Predicting Autistic Roommates Compatibility from Literature, Experts, Adults on the Spectrum and Caregivers.

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### **I Choose When I Script:**

A Multiple Treatment Phase Program for an Autistic Teen's Stereotypy Poster

# Human Resources

## Recruitment

Recruiting talent is one of the biggest challenges in the developmental services sector today. To improve our success, we developed and implemented a robust recruitment and retention strategy, and continue to find ways to attract and engage potential candidates. This year, as part of our recruitment action plan, we increased Kerry's Place's awareness by surpassing career fair attendance goals at colleges and universities, and partnering with programs to attract new talent through student information sessions and placement partnerships. We are also proud that we reduced the time-to-fill vacancies by over 25%.

## Learning and Development

This year, Kerry's Place launched the Tuition Assistance Program to empower and support employee professional development. The program offers partial tuition reimbursement for work-related courses that align with an employee's current or future aspirations with the organization.

## Retention and Total Rewards

It's important for us to have a fair and competitive compensation program that contributes to attracting and retaining good talent and helps us deliver on our mission and goals. As part of this commitment, we conducted an extensive compensation review for all non-union positions that helped inform changes to the new compensation program launched in Fall 2023.

**Left:** Photo Caption

## Employee Recognition

# 388 Employees

This year, 388 employees were recognized by their peers for exemplifying our values, in our Pillars of Excellence program, and 124 employees were celebrated for reaching a milestone number of years at Kerry's Place.

## Diversity, Equity, Inclusion, and Accessibility (DEIA)

To further our commitment to provide an inclusive, diverse and safe environment for everyone, we enhanced our policies and developed a comprehensive strategy for implementation across Kerry's Place. This includes establishing an internal DEIA committee, and facilitating educational models centered around equity, diversity and inclusion to all employees and leaders.

## Wellness

We aim to create a culture where employees can thrive in all aspects of their lives through a variety of initiatives, programs, and supportive policies. This year, wellness workshops were offered focused on boosting positivity, the path to inner peace, self-care, and silencing your inner critic, and enhancements were made to the Employee and Family Assistance Program to allow access to discounted goods and services, confidential counseling, personalized fitness programs, emotional and mental well-being support, and programming designed to help with anxiety, depression and stress.



# Our Advisory Committees

## Autism Advisory Committee

The Autism Advisory Committee (AAC) is a forum for Autistic adults who share experiences and recommendations to promote the quality of programs and services, and to break down the barriers and stigma surrounding Autism. Over the past year, the AAC has provided recommendations for the use of cameras in Kerry's Place homes, enhancements to the Young Adults Project, the Kerry's Place Strategic Plan, and Best Buy's sensory-friendly shopping hour. We are thankful for the AAC and the work they do creating a space where people can express their thoughts and ideas freely, and work together to make a positive impact on Autism awareness and advocacy.

## Family Advisory Committee

The Family Advisory Committee (FAC) provides a platform for families to share their experiences and recommendations to promote the highest quality of care and services for individuals in our Supported Living

settings. As a committee, the FAC works collaboratively with families to ensure the voices of those we serve are heard and their needs are met. In the past year, the FAC has worked on organizing a town hall on finance, tax and estate planning issues for supported individuals and their families, along with leading content creation of the Kerry's Place newsletter. We encourage all supported living families to get involved and join us in their efforts to enhance the quality of life for those we serve.

## Community Family Advisory Committee

In 2023, the Community Family Advisory Committee (CFAC) was launched to provide input to Kerry's Place and act as a resource for leadership in all aspects of community services for Autistic children, youth, adults and their families. The CFAC upholds the values of Kerry's Place by demonstrating respect, championing choice, working with integrity, fostering collaboration and emphasizing excellence for supported children, youth, and adults through a family-directed approach.



## Financials

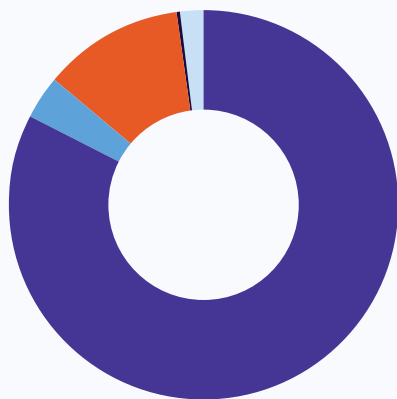
Kerry's Place is committed to providing a high degree of transparency and accountability in our financial practices. Our strong fiscal position has enabled us to meet our strategic objectives and make investments to build a sustainable future.

During the past fiscal year ending March 31, 2024, Kerry's Place received an unqualified Audited Financial statement from KPMG. Our primary program funding and grants includes:

Ministry of Children, Community and Social Services (MCCSS) annual and one-time funding, totaling \$69.8 Million (0.6% increase over the previous year).

Fee For Service revenue totaling \$9.8 Million (32% increase over the previous year). This increase in revenue is mainly for the Ontario Autism Program funding through Partnerships, and Passport Program funding.

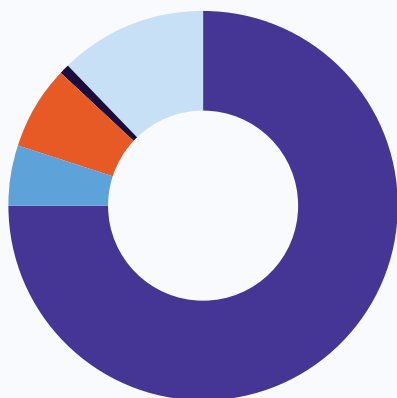
## Sources of Funds



### 84.5 Million Revenue

● Provincial Grants	83%
● ODSP & RENT	3%
● Fee for Service	12%
● Donations	0.2%
● Other Revenue	1.8%

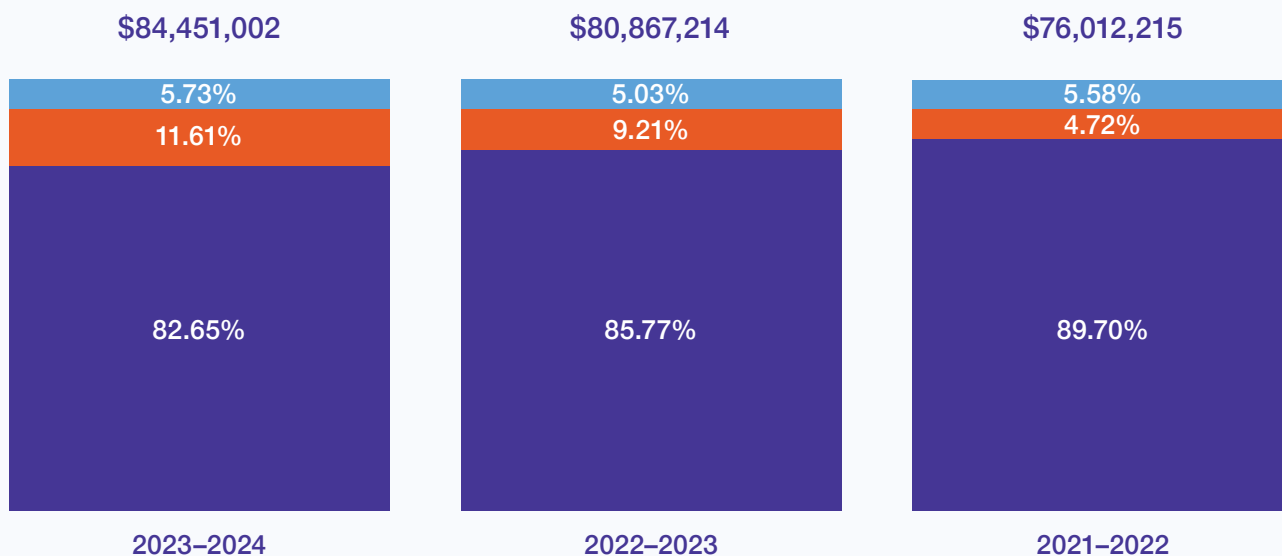
## How Funds Were Spent



### 84.2 Million Expenses

● Salaries & Benefits	75%
● Food Costs, Supplies and Sundry	5%
● Building (Occupancy, Repairs & Maintenance)	7%
● Transportation & Travel	1%
● Other Expenses	12%

## 3 Year Revenue Trend



● Provincial grants      ● Fees for services      ● All other revenue

We are tremendously grateful for the growing community of generous and loyal donors who contribute to Kerry's Place. You are helping to enrich the lives of Autistic individuals and their families every day. Thank you!

Annual Golf Classic

A Bat, a Ball and a Cause  
Cricket Match

Annual Holiday Campaign

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**\$123,660**

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**\$1,508**

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**\$32,000**

Our flagship event was a sold-out event with 144 golfers registered, generating \$123,660 for the Young Adults Project. A special thank you to all of the generous sponsors whose support played a key role in the success of this event.

A new event organized by Odgers Berndtson united the love for the game of cricket with a passion for Kerry's Place, raising \$1,508.

This year, the campaign connected to Giving Tuesday and the Holiday Season raised a total of \$32,000. Thank you to all of the donors who embraced the holiday spirit.



## Gutzman Family Gift

As loving parents of a supported individual at Kerry's Place, the Gutzman Family understands the challenges of raising an Autistic child through adulthood. In 2023, a gift of securities in the amount of \$105,000 was bequeathed by the family to Kerry's Place. Their son Neil has been featured in our In Loving Memory section. This gift will live on as a legacy to their commitment to our mission.

## Our Donors

# We thank our donors for their generous donations and belief in all we do!

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### \$10,000 – \$49,999

Grant Thornton LLP Canada

Paolo Panetta  
Rotary Club of North Scarborough  
Katherine Power  
Vanessa Morgan  
Michael Nutbeem

Risk Management Solutions  
Wayne Freethy  
Dave Raymond  
Tamec Care Staffing Services Ltd

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### \$5,000 – \$9,999

Anonymous Grant via Benevity  
The Regional Municipality of York  
Ramzi Jeries

John Tackaberry  
Jonathan Gross  
Rhoda Stellick  
Mark Easterling  
Andy Mascarenhas

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### \$500 – \$999

Michael Casey  
Brian Ritchie  
Michael Micheff  
Paul McDowell  
Robert Morris  
Winnie Choy  
Pathma Somalingam  
Lise Lareau  
George Reddick  
Anonymous via Benevity  
Fotios Panagiotoglou  
J. Peter Lucking  
Svyatoslav Kumanovskiy  
Morgan Meighen and Associates Limited  
Catherine de Jocas  
Heather Holloway  
Elda Furlone  
Paul Zentil

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### \$2,500 – \$4,999

Enterprise Fleet Management Canada, Inc.  
Andrew Orr  
Greengold Construction Limited  
Fogler Rubinoff LLP.  
Mike Williams  
Paul Pugh  
David Cairns

Jason Nadeau  
David Glionna  
Michael Smith  
Joseph Cagna  
Spicers Canada ULC  
David Stewart  
Raymond van Groll  
Paul Guaragna  
Pathway Communications  
Ingrid Spence  
Sandra Palombo  
Richard Thomas

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### \$1,000 – \$2,499

Robert Hart  
Ali Ladha  
Environmental 360 Solution

Jim Jarvis  
Andrew Weber  
Murray Morton  
Brandy and Eric Andrews  
Unilock Ltd.

Traditional Door Design & Millwork  
Ltd.  
Concord Concrete Group  
Barrie Nissan  
Clifford Restoration Limited  
Sarah Carrick  
Matthew Byrd  
Sue VanDeVelde-Coke  
Robert Morris  
Stuart Bahen  
Jeff Phillips  
Paul's Plumbing Ltd  
Rick Spence  
Don Fraser  
James Carnegie  
Evans Investment Counsel  
Peter Plows

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## \$0 – \$499

Kim Oliver  
Barb Cadel  
Michelle Campbell  
Ella Burakowski  
Anonymous  
Francis Kussner  
Monty Hyde  
Pamela Coventry  
Shanaz Duskateer  
Joseph Huggins  
Julia Murphy  
Canada Helps  
Terri Merriman  
Filomena Pitropov

Cheryl Ongteco-Jarvis  
Steven Pak-Ho Yeung  
Paul Carey  
Richard Frank Moore  
Nadia Burke  
Andrew Stewart  
Selin Kaya  
Derek Montrichard  
Michelle Lue-Pon  
Bonnie Nicholas  
Ansa Gobin  
Xinjiang Li  
Sheri Lewis  
Kathleen Edward  
Leonardo Adragna  
Sundeep Kutty  
Mark G Taylor  
Vijay Chauhan  
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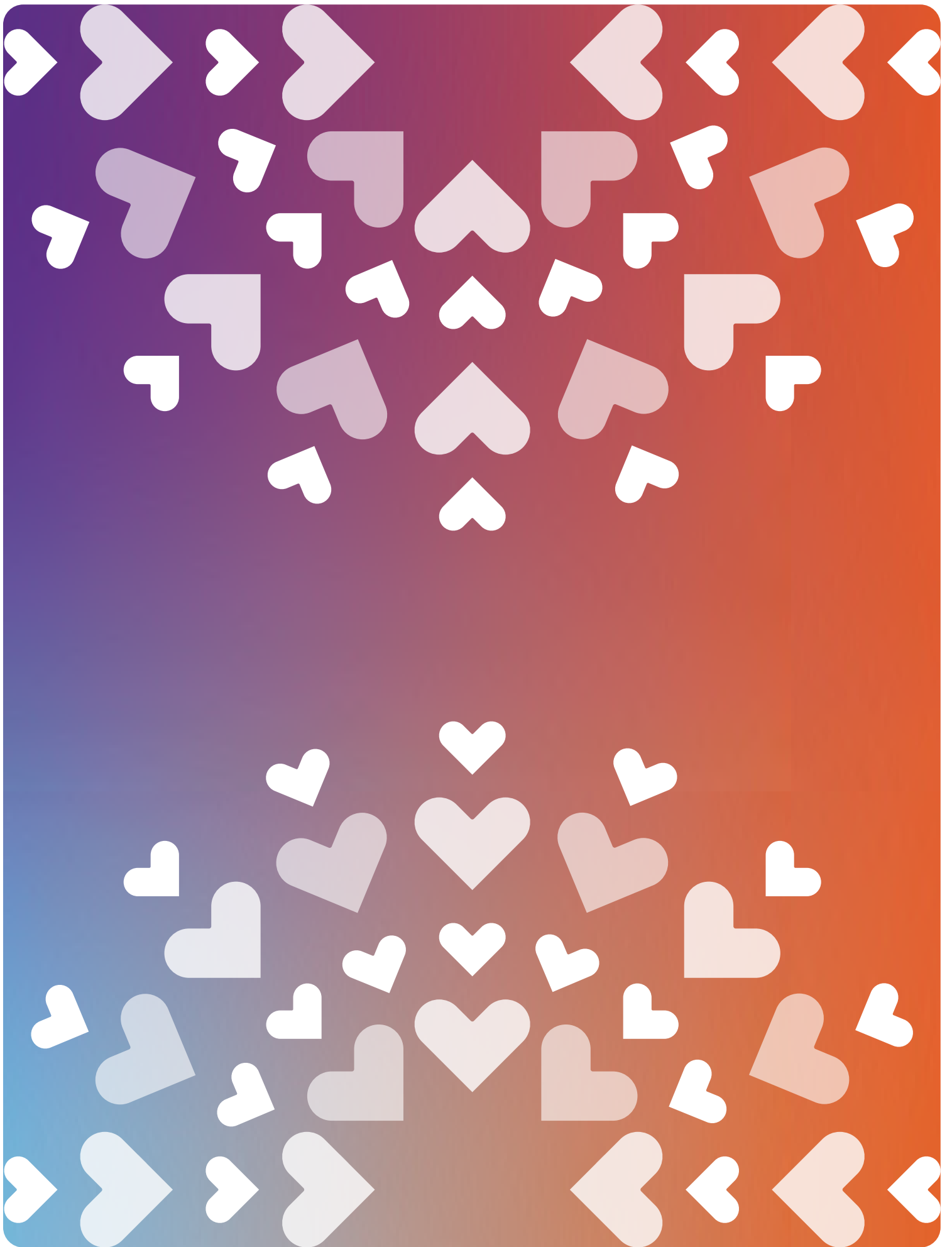


# Neil Gutzman

## (1964-2023)

Neil Gutzman, a beloved long-time resident of Kerry's Place, passed away on October 15, 2023, at Harmony House in Belleville. Neil, who had been with us since 1989, was 59 years old. He was an active member of the Tweed community, known for his laughter, dedication to work, and active participation in local events. He loved camping with friends and family at Salmon Point and Green Lake, helping out at Thomasburg and Healey Farms and, for several years, played a wise man in the Santa Claus Parade. He was known for his belly laugh and for enjoying weekly social nights at his local pub and legion. Neil also worked at many local businesses, including an incredible 27 years at Hydro One!

Neil's warm spirit touched many lives and he will be deeply missed.





**Kerry's  
Place**

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