



2023-24 Kerry's Place Autism Services
Annual General Meeting

June 25, 2024

WELCOME AND CALL TO ORDER

Jan Stewart, Board Chair for Kerry's Place Autism Services

Jan welcomed and thanked members of the Board, staff, members and non-members for attending, and officially called the 2024 Kerry's Place Annual General Meeting to order.

We would like to begin by acknowledging the lands we are on today, including those, which Kerry's Place Autism Services operates. For thousands of years, Indigenous peoples inhabited and cared for this land, and continue to do so today. We recognize and are grateful to have the opportunity to come together on these lands, and commit to continuous learning and reflection on the importance of traditional peoples in the history of Canada.

In preparation for the Kerry's Place Autism Services Annual General Meeting, the Kerry's Place Annual Report, Kerry's Place Audited Financial Statements and the Minutes from last year's AGM have been made available online.

In compliance with the By-Laws, Sue VanDeVelde-Coke, Kerry's Place President and CEO, confirmed sufficient notice of this meeting was given to the membership. Notice of this Annual General Meeting was posted in the Welcome Home newsletter released the middle of April along with an email notice the week of May 22nd and again the week of June 5th, 2024. The Annual General Meeting was also advertised on the Kerry's Place website.

As sufficient notice of the Annual General Meeting complied with the Kerry's Place By-Law, Jan Stewart declared the 2024 Annual General meeting to be duly constituted.

MESSAGE FROM BOARD CHAIR

Jan Stewart

I am once again delighted to stand in front of all of you this evening as Kerry's Place Chair, this time during our 50th anniversary!

First, to our outstanding staff, I know I speak for every Board member when I say how honoured we are to be associated with Kerry's Place. The mission, vision and values resonate deeply with all of us, and we are particularly proud of every one of you, whether in Supported Living and Community Services or in Clinical, Strategic Initiatives, Finance, IT, HR and Administration. From the Vice-President of Community Services Kelly West, who recently celebrated her 20th anniversary with us, to our newest direct support worker, it is because of you that Kerry's Place shines.

To our Board of Directors, thank you for your dedication, time and commitment. Whether participating in Board meetings, Committee meetings, offsites, ad hoc sub-committees and task forces, or the golf tournament, this Board is strong and diverse. We have a depth of talent and a collaborative, inquisitive Board that takes its governance responsibilities to heart and is solutions oriented.

Speaking of heart, a special shout-out to Bob Hart, who is retiring from the Kerry's Place Autism Services Board after 50 years of inspired leadership. We will be honouring him in just a few minutes, and we are gratified that he has decided to remain on the Kerry's Place Residential Services Board for an additional year.

The Board has accomplished a great deal this year, including the following:

- Completion of the organization's first comprehensive housing strategy. Development of the strategy involved extensive consultations with a wide range of stakeholders, led by the Housing Task Force comprised of Board and management members.
- Approval of the Balanced Scorecard as a performance metric to ensure that our strategic goals are met and that we are continually improving our strategic performance and results.
- Endorsement of the new brand identity refresh.
- Ongoing successful Board recruitment, which I am sure you will agree with after reading Tom Muir's background and experience in our annual report. Recruitment is driven by identified gaps in our Board Skills and Diversity Matrix, which we update annually.
- A focus on Journey to Belonging, which many of you know is the Ministry's ten-year plan for developmental services in Ontario. This focus helps ensure we can make informed decisions about how KPAS can best adapt to the changing landscape in the sector. The Board held an offsite just last month about Journey to Belonging, and we will be holding another one this coming November, where we will take a deeper dive into this topic. We take Board education and development seriously.

The Board has also been active in advocacy. A few examples:

- Brian Ritchie was on a Globe & Mail panel entitled Enduring and Thriving Despite Diversity-Race in Canada.
- Paula Allen, one of our newest Board members, not only once again led the annual widely attended Employers Connect conference at TELUS Health but kindly put on a webinar for KPAS employees on how to help achieve better financial wellness and mental well-being.
- Twice a year, I hold a virtual meeting with the Chairs of the Geneva Centre for Autism, Kinark Child and Family Services, Lumenus Community Services and Surrey Place. I am consistently proud of how Kerry's Place is leading the pack in so many ways, from client care to the breadth of our services and supports and our plans for the future.
- And there are many additional examples!



Above all, I hope you all had the opportunity tonight to meet members of the Autism Advisory Committee, Family Advisory Committee and our new Community Family Advisory Committee. Our supported individuals, from Kerry O'Neil to our newest supported individual, and their families and caregivers are our raison d'être: you inspire us, propel us forward and are instrumental to who we are and what we stand for.

As you know, Kerry's Place's vision is that autistic individuals are full and equal members of their communities. This March, I wrote an article about cultural responsiveness for my monthly column on autism for Today's Parent. One of the experts I interviewed was Kerry's Place's own Autism Consultant Aura McCluskey. Aura supports marginalized populations such as the Chippewas of Georgina Island, an Anishinaabe Nation, and she told me that most Indigenous communities are more enlightened than many of us. I quote her: "They see that the Spirit has different capacities in terms of a child's gifts. Autism is never a deficit." Isn't that beautiful?

MESSAGE FROM CEO
Sue Coke, President and CEO

I'm so honoured to be standing here celebrating with all of you the 50th anniversary of Kerry's Place. I'm thrilled to see so many parents in the audience, many of whom have been part of our 50-year journey, many from the beginning.

To celebrate we have announced new, modern branding, including a new logo, as well as a new website (our window to the outside world). We've had many, many kudos from our internal and external colleagues congratulating us on our new branding and website. We hope you like it too.

It has become my practice when visiting a home or a community program to ask some of staff that I meet, why do you work at Kerry's Place, what keeps you here. Not having too much time to think of an answer, most of the time they say, they are here because of the individuals they support, that they like helping them live their lives to becoming full and equal members of the community. Recently I was speaking to someone in our community program who has worked for us for ten years. She shared that she's worked at three other organizations that are well known and provide excellent programs and services in the developmental services sector. I asked her why she choose to work at KP above the others. She thought about it and said: *"It's because Kerry's Place is a family, and as a family we care for the individuals we support, even though we are a large organization, it still feels like a family, and people who work at KP are kind, dedicated, and concerned about the individuals they support"*.

If we can retain that answer from staff after 50 years, we have attained a lot. It gives me such pride to hear from the staff that they work at Kerry's Place to make the lives our individuals better, because we are all part of a unique and important family.

From our annual report, you will see we have accomplished much over the past year, all of which has been built over the past 50 years. We now, care for 266 individuals in our 88 homes/apartments.

We support over 3,000 children and families in our five Ontario Autism Programs. We provide thousands of hours of respite, so needed by our parents. Over the past four years, we have built a substantive Young Adult program, providing job employment skills (interviewing, coaching, trialing jobs for individuals and employers). In addition, we have built innovative teaching and education programs, which are now being given in three provinces. We also have been creating unique programs, such as our new 2SLGBTQ+ program, the only one of its kind in the province.

As we pass our 50th anniversary landmark, and move into an exciting new era in Kerry's Place history. Our strategic plan includes three themes: Service Excellence, Clinical Excellence, and Sector Leadership. I want to provide some specific highlights:

- Housing Growth: Over the next eight years, we plan to increase the number of individuals we support in our homes by 25%. The waiting list for housing for individuals in the developmental sector has reached over 20,000 including autistic individuals. Our new housing strategy includes building new homes, restoring old, divesting some, and partnering with developers to acquire new housing opportunities, a tactic we have not used before.
- Building purchased services opportunities, which will include unique programs, only offered by Kerry's Place. Being part of a competitive scene starts with our new branding and communication plan, which was begun this past week with our new logo. We are making solid strides into the world of purchased services and competition.
- Building on Clinical excellence: our emphasis on clinical support in our homes and community programs singles out Kerry's Place from other organizations. Over these past five years, we have increased the clinical involvement of our behavior therapists in our support plans, improved accountability for medication management, created a Nurse Practitioner caseload for medically vulnerable individuals and increased evidence-based interventions in our daily support plans.
- External Validation: Last year we accomplished PRIMER status, passing the first major milestone towards achieving Accreditation Canada QMENTUM status, considered the gold standard, in external accreditation programs. The whole organization is preparing for our November 4 AC survey to achieve this major external validation.

I would like to thank the staff, Managers, Directors who have come together under a new organizational structure that eliminates regional boundaries and brings us together as one organization. The staff have rebounded after the COVID crisis and have successfully moved on from that challenging time.

Special thanks to our relatively new senior team, which is the strongest team I have had the privilege to work with since I arrived at Kerry's Place.

And finally, to the Board of Directors who put in an incredible amount of volunteer work on committees, retreats, education sessions. Their sage advice to me and the team has been especially helpful these past few years.

There are not enough words of thanks that I can give to Jan Stewart, our chair. She is available to me any day of the week, at any time of the day. She is becoming an international phenomenon in her own right, beginning with her book *Hang on Tight*. She has been speaking all over the world at national autism events and sharing her experiences with countless parents, self-advocates, providers like Kerry's Place, and researchers. We are fortunate to have her as our chair.

In closing, thanks and congratulations to all of you for being part of the Kerry's Place family over these 50 years. We look forward to building the next 50 years!

INTRODUCTION OF BOARD OF DIRECTORS

Jan Stewart

The current Kerry's Place Board of Director members were recognized:

Jan Stewart, Board Chair
Enza Dininio, Board Vice Chair, Treasurer, and Chair of the Business & Audit Committee
Mike Williams, Chair of the Nominations and Governance Committee
Carobeth Zorzos, Chair of the Quality Outcomes Committee
Paula Allen
Garry Chan
Phil Dowd
Anna Harris
Tom Muir
Brian Ritchie
James Stellick
Karen Sullivan
Robert Hart, past chair

2022-23 AGM MINUTE APPROVAL

Jan Stewart

Motion: To approve the minutes of the Kerry's Place Autism Services Annual General Meeting dated June 28, 2023.

Moved by: Jan Stewart

Seconded by: Karen Sullivan

COMPLIANCE WITH THE ONTARIO NOT-FOR-PROFIT CORPORATIONS ACT, 2010

Jan Stewart

The next item of business was the approval of the amendments to the By-law of the Corporation in compliance with the Ontario Not-for-Profit Corporations Act, 2010 that came into force on October 1, 2023.

The two major amendments:

1. New wording for 3.11 - Telephonic or Electronic Members' Meetings
The ONCA now provides that member meetings and voting at member meetings can be virtual or a combination of virtual and in person and the electronic means must allow people to reasonably participate.
2. New wording for 5.3 - Telephonic or Electronic Meetings
The ONCA no longer requires that all directors consent to holding a virtual meeting and explicitly allows the meeting to be virtual or a combination of virtual and in person. Directors must be able to simultaneously and instantaneously communicate.

BE IT RESOLVED AS A SPECIAL RESOLUTION THAT:

- (a) **the amendments to General Operating By-law No. 1 as presented to the members are hereby confirmed;**
- (b) **General Operating By-law No. 1 be amended and restated to include the amendments presented to the members and the amended and restated by-law is hereby confirmed as the by-law of the corporation; and**
- (c) **any two (2) directors or officers of the corporation are hereby authorized and directed to certify a copy of such by-law to be placed in the minute book of the corporation.**

Moved by: Jan Stewart

Seconded by: Brian Ritchie

Carried

FINANCIAL STATEMENTS AND AUDITORS' REPORT

Deborah Compton, Kerry's Place Chief Financial Officer

The financial statements were audited by the accounting firm of KPMG who issued an unqualified opinion for our Financial Statements ending March 31, 2024. It is stated in the Auditors report that the financial statements present fairly the financial results of Kerry's Place and have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. There were no significant changes in accounting principles or policies.

Our 2023-2024 financial results reflect the strong support that Kerry's Place receives from the Ministry of Children, Community and Social Services.

In 2023-2024, total revenues increased by 4.4% for a total of just under \$84.5 million dollars.



Ministry funding shown under Provincial Grants increased over last year as did the Fee-for-service revenue mainly in the Ontario Autism Program Funding through our Partnerships.

Expenses increased 4.3% in 2023-2024 to just under \$84.2 million dollars. Our largest expense is for salaries and benefits for the over 1100 full-time and part-time employees at Kerry's Place. This makes up 75% of the total cost. We also continue to invest in our technology and our infrastructure to maintain the large number of properties we lease or own.

We closed out the year with a surplus of just over \$300K.

Deborah thanked the finance team for their commitment and dedication this year and their ongoing efforts to maintain our finances and their contribution to the success of Kerry's Place.

Motion: To receive the Audited Financial Statements of Kerry's Place Autism Services for the year ended March 31, 2024.

Moved by: Enza Dininio

Seconded by: James Stellick

Carried

Appointment of Auditor for 2024-2025

Enza Dininio, Treasurer

Motion: To appoint the firm of KPMG LLP as the official auditors for Kerry's Place Autism Services for the year ending March 31, 2025.

Moved by: Enza Dininio

Seconded by: Tom Muir

Carried

Election to the Board of Directors

Mike Williams, Chair of the Nominations and Governance Committee

Two Directors are up for re-election, Brian Ritchie and Jan Stewart.

MOTION: To re-elect Brian Ritchie to the Kerry's Place Autism Services Board of Directors for his second 3-year term, such term to continue until the 2027 annual meeting of members.

Moved by: Mike Williams

Seconded by: Carobeth Zorzos

Carried

MOTION: To re-elect Jan Stewart to the Kerry's Place Autism Services Board of Directors for her third 3-year term, such term to continue until the 2027 annual meeting of members.

Moved by: Mike Williams

Seconded by: Carobeth Zorzos

Carried

The resignation of Shruti Goenka from the Kerry's Place Board of Directors was acknowledged.

Shruti Goenka

Shruti was elected to the Kerry's Place Board on August 24, 2022. During her time on the Board, Shruti was a valued member of the Board and served on the Business & Audit Committee, where her understanding of not-for-profit organizations and finance were assets. She was known for asking thoughtful questions and making suggestions. Her perspective was always appreciated. The Kerry's Place Board of Directors wish Shruti much success and a continuing presence with Kerry's Place!

Approval of Past Actions of the Board

Jan Stewart

Motion: All resolutions, contracts, acts and proceedings of the Board of Directors, passed, made or taken since the last annual meeting of members as set out or referred to in the minutes of meetings in the Minute Book or in the financial statements are hereby approved, ratified and confirmed.

Moved by: Jan Stewart

Seconded by: Phil Dowd

Carried

Other Business and Adjournment

Jan Stewart

With no other business arising, Jan Stewart thanked our members for joining to duly review and conduct the year-end business for Kerry's Place Autism Services and declared the 2023-2024 Annual General Meeting for Kerry's Place Autism Services closed.

Motion: To adjourn the Annual General Meeting for Kerry's Place Autism Services.

Moved by: Moved by: Jan Stewart

Seconded by: Brian Ritchie

Carried

AGM Special Tribute: Honouring Robert Hart for 50 years!

Chair's Introduction of the Robert Hart Award (Jan Stewart)

Six years ago, when I joined the Kerry's Place Board, one of the first people I met was Bob Hart, one of Kerry's Place's founders.

Bob immediately became one of my mentors and adeptly guided me through my first year on the Board and as a member of the Nominations & Governance Committee. I vividly remember his first piece of advice: "Jan", he said, "Listen closely, ask questions – and do not give your opinion about anything for six months!" He was so right. To this day, I continue to look to Bob for both advice and inspiration. And believe me, no other Board member reads the mountains of documents as thoroughly as Bob, and no other Board member catches the littlest of mistakes we often make.

Bob has remained at the forefront of the autism and developmental services sectors since Kerry's Place inception 50 years ago. And his son Andrew has been with us since 1975! As a community champion, pioneer and leader, Bob has been instrumental in setting the direction of this organization. He is simply the embodiment of Kerry's Place.

As such, when Bob announced his upcoming retirement from the Board earlier this year, the Board was unanimous in insisting that we honour this incredible advocate, lawyer, husband and father. It was a no-brainer!

On behalf of Bob and his commitment to Kerry's Place, the Board of Directors is therefore delighted to announce the inaugural **Robert Hart Award**, the first of its kind at KP! This award recognizes a direct support employee who has accomplished and demonstrated the following seven attributes:

- Has served in an associate or Supported living clinical position for at least three years;
- Has maintained a consistent approach in following the Support Plan for the individual(s);
- Demonstrates a consistent caring, supportive attitude towards our supportive individuals;
- Demonstrates a positive, helpful attitude with their colleagues;
- Achieves excellent annual performance appraisals;
- Created one idea that has improved the overall management of the home or the support plan for the individual(s).
- Consistently demonstrates strong teamwork skills, actively fostering a collaborative and inclusive environment within the team.

I am delighted to announce that the 2024 Robert Hard Award recipient is Kelecia Ansine.

Osman Gelle was invited to the podium to say a few words about Kelecia.



Kelecia joined Kerry's Place in 2006 and has been an invaluable member of the team for the past 18 years, supporting both Shoredale and Malamute. She has consistently demonstrated a deep commitment to supporting growth and development among colleagues and clients. Kelecia has played a pivotal role in helping individuals achieve their goals and milestones, always approaching challenges with kindness, care, and compassion. She has supported international trips, enriching the experiences of those involved and broadening their perspectives. Kelecia has also empowered individuals to pick up new skills, fostering independence and personal growth. Her dedication to fostering a positive and nurturing environment has not only inspired those around her but also significantly contributed to the overall success and mission of Kerry's Place. Kelecia's unwavering passion and empathy have made a lasting impact, creating a legacy of excellence. On behalf of Kerry's Place, Shoredale, and Malamute, we thank you for your incredible dedication and contributions.

Departing Board Gift, presented to Bob Hart

And to you Bob, we couldn't let you leave empty handed. On behalf of the Kerry's Place Board of Directors, we are honoured and deeply appreciative of your commitment and outstanding leadership to Kerry's Place.

Jan welcomed Kay O'Neil and Phil Dowd to assist in presenting you with this departing Board gift.

On behalf of the Kerry's Place Board of Directors, Jan presented an award to Bob in tribute to his years of dedication and to remind him of his forever family with Kerry's Place. Furthermore, Jan expressed her appreciation to Nancy Hart saying her partnership with Bob has meant the world not only to Andrew and Malamute but the entire Kerry's Place organization.

In closing, Bob extended his sincere appreciation to the Board of Directors, Executive Team and family members.