

**2024-25 Kerry's Place Autism Services**  
**Annual General Meeting**

**Tuesday, June 24, 2025**

**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 2025 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 and in print copy.

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 March issue of the Welcome Home newsletter along with an email notice the week of May 26th and again the week of June 2nd, 2025. Notice of the AGM was posted online and mentioned in various communications that followed.

As sufficient notice of the Annual General Meeting complied with the Kerry's Place By-Law, Jan Stewart declared the 2025 Annual General meeting to be duly constituted.

**MESSAGE FROM CEO**

**Susan VanDeVelde-Coke**

I'd like to extend a warm welcome to our Board of Directors, our members, families, and Kerry's Place staff to our 2025 Annual General meeting.

Last year we celebrated our 50<sup>th</sup> anniversary. We launched our new branding, logo and website and looked back on the accomplishments over those 50 years. And most importantly, we celebrated with our individuals and families, some who have been with us since the beginning of Kerry's Place.

The accumulated work over those many years has resulted in another wonderful year of providing services and programs to over 7000 children and their families, employment supports to more than 500 young adults, and supported living to 275 individuals in our 90 homes/apartments.

For the next 50 years, we have a big agenda!

We have action plans to embark on our major housing strategy to increase 63 supported living individuals in eight years, and to increase our purchased services (or fee-for-service opportunities) for children, and families.

We know the major barrier will be funding these bold initiatives.

To that end, we have increased our advocacy efforts for more funding with the MCCSS. This past year we have sent information to all the MPPs about the needs of the 52,000 individuals who require developmental services, with half of that number requiring housing. We met with Minister Parsa and/or his staff on three different occasions, another meeting just last week.

Our families, with leadership from the Family Advisory Committee, responded to the #WaitingToBelong OASIS campaign by writing letters to advocate for increased funding.

The MCCSS eight-year plan called *Journey To Belonging*, can be summarized into three goals:

1. to increase choice of services to individuals/families
2. to invest in present and future employees in the sector, and
3. to fund more individuals by increasing the effectiveness and efficiency of service provision.

This eight-year plan will affect how services are provided and delivered, and we are keeping our families informed and involved via our Family Advisory Committees, Family Newsletter and Town Halls.

Kerry's Place is embarking on a major capital campaign to fundraise. The success of our housing strategy will require millions of dollars. We are looking to establish a Cabinet Campaign to do so. In addition, we are taking advantage of new grants, such as the CMHC, to fund renovations on homes, and contribute to our next housing/land purchase in Dufferin.

Our accomplishments over this past year include:

- Achieving exemplary status from Accreditation Canada.
- Purchasing a new home in Brampton that will house 6 people, and one transition unit.
- Completing a partnership with Daniels Developers to secure three rental units in a high-rise in Brampton for five supported independent living individuals;
- Increasing PASSPORT utilization over the past two years from 46% to 94%.

- Reaching all targets for the Ontario Autism Program for all four programs:
  - Entry to School, Caregiver Mediated, Urgent Response and Foundational Family services
- Adding new services: the LGBTQ2+ program; increasing our employment programs by the addition of three staff; sharing our learning & development programs with another province.
- Continuing to enhance and improve our clinical model of care, which includes introducing and measuring new clinical interventions and defining how to achieve more efficient moves of individuals within our homes. We are following this year's new regulation that our behavior analysts are registered and regulated by the College of Psychologists and Behavior Analysts.

My thanks and appreciation to all the staff, Managers, Directors and Executive team for their dedication day after day. They inspire me, especially as they manage in challenging situations, whether it be staffing issues, e.g., impending strike, weather crises, health emergencies.

We have 1100 staff who, every day, strive to reach our vision that autistic individuals are full and equal members of our communities. For the first complete year of our staff recognition program, called *Pillars of Excellence*, 485 employees were nominated by their peers for their actions that emulate Kerry's Place values. 157 staff were recognized for 5 up to 40 years of service, 28 of which have worked for KP for over 20 years.

And to the Board of Directors who continue to serve on Kerry's Place on committees, retreats, and education sessions. This past year they have advised us through several major challenges, most currently our budget.

Jan Stewart continues to be an exemplary chair. She is involved, prepared and provides great advice whenever called upon. Her journey as an internationally known author about living with two children with intellectual disabilities (her book *Hold on Tight*) is evolving. Her number of speaking engagements, inside and outside Canada astound me.

Sue concluded her remarks by thanking everyone for attending and for their continued support of Kerry's Place, its individuals, families, and staff as the organization embarks on its next exciting fifty years.

#### **MESSAGE FROM BOARD CHAIR**

**Jan Stewart**

Kerry's Place vision, mission 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 Sue Coke, our CEO, to our newest support worker, it is because of you that Kerry's Place shines.

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

- 1st, actively participating in the organization's accreditation process. We are thrilled that Vice President, Carmela Campanella-Borraccia and her team, along with all members of the executive team, their staffs and the Board, came together and showed Accreditation Canada how deserving Kerry's Place is. As you have heard, we were awarded Accreditation with Exemplary Standing. This is almost unheard of!
- 2nd, advancement of the Housing Consolidation Task Force into a standing committee of the Board, chaired by Tom Muir. The Committee is firing on all cylinders and is committed to achieving our goal of increasing our housing capacity over the next eight years.
- 3rd, ongoing successful Board recruitment. Many of you know Vanessa Morgan, who has been a valuable member of the FAC and served on the Kerry's Place Board years ago. I'm sure you will agree that she will bring great depth and an invaluable family perspective to the Board. We are looking forward to learning from her!
- 4<sup>th</sup>, we take Board education and development seriously. Over the past year, sessions have included the following 5 areas:
  - *Journey to Belonging:* Many of you know this is the Ministry's ten-year plan for developmental services in Ontario, and we held a second offsite on this topic to take a deeper dive and discuss various enablers of growth.
  - *Relationship building with our supported individuals and family members:* FAC Co-Chairs Lise Lareau and Steve Simkus presented to the Board in February, and the FAC will present again this fiscal year. We plan to expand this collaboration with presentations from the CFAC and AAC as well this coming year.
  - *The tight fiscal environment:* We are thankful that MCCSS provided enough pressure funding that we were able to have a balanced budget. This is very important to us, and we are one of the few developmental services organizations that has not yet had to report a deficit. The environment nevertheless remains very challenging, and the Board is continually monitoring our financial situation and discussing mitigating strategies so that Kerry's Place remains financially sound and healthy.
  - *Our ongoing commitment to DEI:* The Board has formed a DEI Task Force, comprised of Paula Allen, Anna Harris and Brian Ritchie, which facilitated last month's Board offsite. The Board also approved a new Board DEI policy and plan.

- *Fundraising*, leading to the establishment of our first Campaign Cabinet. Currently comprised of Board members, with staff leadership from Kevin Stafford and Susan Kulkarni, we will be recruiting external members to the Cabinet over the next year and have set aggressive fundraising targets.

On that note, I thank each of you for caring, for believing in Kerry's Place vision that autistic individuals are full and equal members of our communities, and for being part of this amazing organization.

**ROBERT HART AWARD**  
**Jan Stewart, Board Chair**

**Robert Hart Award Presentation**

When Bob Hart announced his retirement from the Kerry's Place Autism Services Board of Directors, the Board established the Robert Hart Award in recognition of his 50 years of dedicated service. As a community champion, pioneer and leader, Bob was instrumental in setting the direction of Kerry's Place.

The inaugural Robert Hart Award, was announced at the 2024 AGM to recognize a direct support employee who has accomplished and demonstrated the following attributes:

- Consistently follows individualized Support Plans
- Demonstrates a caring, supportive attitude toward individuals
- Maintains a positive, helpful approach with colleagues
- Receives excellent annual performance appraisals
- Developed an idea that improved home management or support planning
- Actively fosters teamwork and an inclusive, collaborative environment.

At this time, Jan announced that the 2025 Robert Hard Award recipient is Mabel Fateropa!

**Mabel Fateropa**

Mabel is a deeply compassionate and dedicated caregiver who has been a constant, trusted presence at Chalet for over 20 years. Her care goes far beyond following support plans—she invests personally and wholeheartedly in the well-being of all those she supports. Mabel is especially known for the patient, thoughtful way she connects with individuals, ensuring they feel safe, understood, and empowered. She has played a vital role in helping one individual achieve greater independence and confidence through meaningful, everyday routines. Mabel also fosters a strong sense of collaboration and respect among her colleagues and with families, bringing warmth, wisdom, and a calm presence to every interaction. Her genuine love, professionalism, and unwavering commitment make her an invaluable part of the team.

Nominator, Lisa Jurkovic, shared a few examples of how Mabel has supported my brother:

1. Through small, achievable steps like preparing ingredients, setting the table, and following basic recipes, my brother not only met his goals but began taking pride in doing things for himself. This initiative significantly enhanced his support plan and greatly improved his sense of independence and well-being.
2. And on another occasion, when we returned from a trip and I brought him back home, the moment he saw Mabel his excitement was palpable. I told her in that moment how much comfort it brings me to know he's coming home to someone who cares for him so deeply and truly has his best interests at heart.

Jan thanked Osman and Lisa for their heartfelt tributes to Mabel.

### **INTRODUCTION OF BOARD OF DIRECTORS**

**Jan Stewart, Board Chair**

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

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

### **2023-24 AGM MINUTE APPROVAL**

**Jan Stewart, Board Chair**

**MOTION: To approve the minutes of the Kerry's Place Autism Services Annual General Meeting dated June 25, 2024.**

**Moved by: Jan Stewart**

**Seconded by: Karen Sullivan**

**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, 2025. 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 2024-2025 financial results reflect the strong support that Kerry's Place receives from the Ministry of Children, Community and Social Services.

In 2024-2025, total revenues increased by 3.4% for a total of just under \$87.4 million dollars.

Ministry funding shown under Provincial Grants increased over last year as did the Fee-for-service revenue which includes revenue from Purchased Services, passport funding and funding for the Ontario Autism Program through partnerships.

Expenses increased 3.6% in 2024-2025 to just over \$87.2 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 \$155K.

**MOTION: To receive the Audited Financial Statements of Kerry's Place Autism Services for the year ended March 31, 2025.**

**Moved by: Enza Dininio**

**Seconded by: Tom Muir**

**Carried**

**Appointment of Auditor for 2025-2026**  
**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, 2026.**

**Moved by: Enza Dininio**

**Seconded by: Tom Muir**

**Carried**

**Election to the Board of Directors**

**Mike Williams, Chair of the Nominations and Governance Committee**

Mike presented the recommendation for the nomination of Vanessa Morgan to the Kerry's Place Board of Directors and confirmed that her candidacy had been approved and endorsed.

**Vanessa Morgan**

Vanessa is President & CEO and a Director of Morgan Meighen & Associates Limited, an investment management firm. In addition to actively managing private client portfolios and maintaining client relationships, she is the Chair and a Director of Canadian General Investments, Limited, a TSX-listed closed-end fund. CGI is also listed on the London Stock Exchange. Vanessa is also President and a Director of The Catherine & Maxwell Meighen Foundation, which donates approximately \$10 million per annum for charitable works in Ontario.

Her past board roles include Canadian World Fund Ltd., Third Canadian General Investment Trust, Soulpepper Theatre (Chair for 4 of her 11 years), the National Ballet of Canada Endowment Foundation, and Kerry's Place Autism Services and Residential Services and a member of several committees.

Vanessa's parents were among the founding parents of Kerry's Place, and, until June 2025, she served on the Family Advisory Committee, as her brother is an individual in Supported Living.

Vanessa is a Chartered Financial Analyst and holds a Bachelor of Commerce degree from Queen's University. She is a member of the CFA Institute, the CFA Society Toronto, the C.D. Howe Institute, The Toronto Club and Verity.

Vanessa will join the Board's Quality Outcomes Committee as well as the Campaign Cabinet.

**MOTION: To elect Vanessa Morgan to the Kerry's Place Autism Services Board of Directors for their first term, such term to continue until the 2028 annual meeting of members.**

**Moved by: Mike Williams**

**Seconded by: Phil Dowd**

**Carried**

Five Directors are up for re-election, Mike Williams, Carobeth Zorzos, Enza Dininio, Karen Sullivan and Tom Muir.

**MOTION: To re-elect Mike Williams to the Kerry's Place Autism Services Board of Directors for Mike's second 3-year term, such term to continue until the 2028 annual meeting of members.**

**Moved by: Jan Stewart**



**Seconded by: Anna Harris**  
**Carried**

**MOTION: To re-elect Carobeth Zorzos to the Kerry's Place Autism Services Board of Directors for Carobeth's third 3-year term, such term to continue until the 2028 annual meeting of members.**

**Moved by: Mike Williams**  
**Seconded by: Anna Harris**  
**Carried**

**MOTION: To re-elect Enza Dininio to the Kerry's Place Autism Services Board of Directors for Enza's third 3-year term, such term to continue until the 2028 annual meeting of members.**

**Moved by: Mike Williams**  
**Seconded by: Paula Allen**  
**Carried**

**MOTION: To re-elect Karen Sullivan to the Kerry's Place Autism Services Board of Directors for Karen's third 3-year term, such term to continue until the 2028 annual meeting of members.**

**Moved by: Mike Williams**  
**Seconded by: Paula Allen**  
**Carried**

At the 2024 AGM, we shared that Tom Muir was appointed to the Board in February 2024 to complete the remaining one-year term of outgoing Board member Shruti Goenka.

Tom Muir brings a wealth of experience and valuable skills to the Board. He has an extensive background in private sector and not-for-profit board leadership, with significant roles in finance, governance, and HR committees, including organizations such as Holland-Bloorview and Aptus. He has also had extensive experience building relationships with stakeholders, ranging from family members to the government.

In his current role as Director, Tom serves on the Business & Audit Committee, is an active member of the Campaign Cabinet Committee and has recently been appointed Chair of the Housing Consolidation Task Force.

**MOTION: To re-elect Tom Muir to the Kerry's Place Autism Services Board of Directors for Tom's second 3-year term, such term to continue until the 2028 annual meeting of members.**

**Moved by: Mike Williams**  
**Seconded by: Anna Harris**  
**Carried**

**Approval of Past Actions of the Board**

**Jan Stewart, Board Chair**

**MOTION:** That 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:** Anna Harris

**Carried**

**Other Business and Adjournment**

**Jan Stewart, Board Chair**

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 Kerry's Place Autism Services Annual General Meeting.

**Moved by:** Jan Stewart

**Seconded by:** Brian Ritchie

**Carried**

The AGM concluded with a special presentation by Lise Lareau, Co-Chair of the Family Advisory Committee, highlighting the Committee's work, initiatives, and contributions to Kerry's Place.