



2019 Annual Report

Breaking Down Barriers Independent Living Resource Centre



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Collingwood, ON

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Executive Director's Report

Breaking Down Barriers opened its doors on February 25th of 1985 as a resource Centre for people with disabilities. It was the first to establish information and referral services for people with Disabilities. As a Charitable Organization and an Ontario Not for Profit, securing funding is always a concern. This year, as the last 34 years, was no exception as we heard daily reports in the media about funding cut backs.

John F. Kennedy said "Change is the law of life. And those who look only to the past or present are certain to miss the future." In order for us not to miss out on future opportunities, it is important that we have our ear to the ground as change is a constant in life and we need to adapt. Change never travels alone it usually brings along risks, hard work and determination. Last year, Breaking Down Barriers, ILRC took a risk and purchased a building in the heart of downtown Collingwood, to make its forever home. This change brought about a lot of excitement as this new space allowed us to demonstrate a permanent presence in our community and has given our members a sense of empowerment and ownership as they voluntarily drop by to upkeep the property as it is "OURS" to maintain; this has been greatly appreciated. In our day-to-day programs and delivery of services, we were able to identify what improvements were needed for our space to be even more accessible for everyone. I was happy to hear the feedback and suggestions from our members, volunteers, visitors and staff. I kept notes and assured everyone as soon as funding was available we would be making the much needed improvements. Tylor C. who worked with us over the Summer of 2018 and I, examined our forever home with a fine tooth comb. We started from the outside and worked our way through the main floor examining every gap and doorway. My previous notes were now descriptive fully detailed plans of what was needed to improve our forever home to be barrier free. The next step was applying for grants to secure the funding to bring these plans to fruition. I applied to the Ontario Trillium Foundation, Capital Grants Stream, Connected People Action Area in September of 2018. In January of 2019, I received a phone call and when I heard the words "Congratulations your project entitled 'Accessibility First' has been approved" I could barely contain my excitement. Thank you Ontario Trillium Foundation for approving our request of \$130,400 that will allow us to make the building and life-skills space barrier-free and accessible for all. We are very excited to begin the renovations this Summer 2019 & look forward to inviting everyone for the red-ribbon cutting ceremony once it's all complete.

I also wanted to take this opportunity to thank all of our Funders, all those who made donations and those who provided their time, support, efforts and expertise to our various Fundraising endeavors this is the heart and soul of our organization and it truly is a Community effort. Everyone's continuous involvement big or small is equally valuable to the success of everything we do and we are able to do what we do because of the funds raised and time volunteered. On behalf of Breaking Down Barriers, ILRC thank you for attending one of our many events, thank you for your donation, thank you for providing an in-kind-service, thank you for providing an item or service for the Silent Auction, thank you for sponsoring a team, thank you for providing a location, thank you for your time to help out, thank you for being a valuable community partner, thank you for being a highly involved volunteer, thank you for your expertise, thank you for sharing a teachable moment, and above all thank you for raising awareness about our Organization so, more individuals can count on our support, services and programs.

In today's society the pace of change is immensely faster, and it will only continue to accelerate and we need to keep up. As the wise Mahatma Gandhi said "Be the change that you wish to see in the world" and on that note Thank You to each and every one of you for being YOU; propellers of change to make this world accessible, barrier free and creating inclusive environments for all.

Teresa Gal

Executive Director

Breaking Down Barriers Independent Living Resource Centre



Staff



Teresa Gal—Executive Director: is a competent, reliable professional who is resourceful in solving problems and maximizing resources. She has international work experience and has held key administrative roles. She is skilled in handling people from all walks of life with diplomacy and professionalism. She possesses strong leadership and communication competencies. Teresa obtained a B.A and graduated with honors, from a self -selected curriculum completing a double major in Business Administrative Studies focusing on International Marketing, Promotions and Publicity and in Latin American Caribbean Studies from York and obtained a Master of Education degree from Framingham. Her greatest passions in life are to help others and to make a difference. She leads by example and is always ready to roll up her sleeves and achieve all goals to obtain optimal results. Teresa is happy to apply her talents and to form part of a new re-energized Breaking Down Barriers Team, a group of like-minded individuals. Teresa strives to ensure accessible and inclusive environments are created and for all individuals to be treated with dignity, respect and compassion.



Tracey MacLeod - Independent Living Skills Coordinator has been with BDB since February 2004. Tracey is a resourceful and knowledgeable team member, with a Bachelor of Arts from the University of Prince Edward Island. A skilled problem solver and excellent listener, Tracey assists consumers to achieve their Independent Living goals by providing support in problem solving and skill development. She also acts as a liaison with service providers, agencies and government services. Tracey is a disability support System Navigator for the South Georgian Bay HealthLink. Tracey is also responsible for the creation, development and facilitation of workshops on a variety of topics related to independence, self-advocacy or skill development. On a personal note Tracey is an avid reader, loves classical music, is mad for the ballet and an accomplished artist.



Maureen Smithers— Administrative Support Assistant joined BDB in May of 2019. As the first person you meet, Maureen coordinates all information management activities of the Organization and performs all necessary administrative functions. Maureen has worked for and volunteered with non-profit organizations of all sorts for as long as she can remember. Whether it is writing reports, creating newsletters, planning fundraising events or moving furniture to make a physical space work better, she has done it all. Since studying journalism at Ryerson University, she is a firm believer in life-long learning and has obtained various Certificates to keep up with technological advancements. When not busy at work, you might see Maureen hiking local trails or as an avid amateur photographer, just wandering around taking photos of buildings and well, anything intriguing.



Ashley O`Neill— Peer Support Worker started with BDB in May 2019 as a recent graduate from a Social Service Worker program. Throughout her adult life she has worked with the general public and enjoyed it to the fullest. She loves helping people and assisting when people are in need. The two values she holds most sacred are accountability and kindness. She treats all people with human dignity, care and compassion. Ashley is creating diverse and creative programs and attendance, membership and participation is on the rise!



Lucille Dalziel—Communications & Volunteer Coordinator started with BDB in May 2019. She joins our team after a 21-year career in communications, publicity and promotions for a large Canadian telecommunications company. Her focus on taking national initiatives and uniquely localizing them to multiple markets solidified her appreciation for the rich mix of ways, including the role of media, in which communities come together. Lucille specializes in the collaboration and execution of original initiatives and impactful strategies to support growth and community engagement. She has a strong network of community, political and media relationships across Simcoe, Grey and Bruce Counties and her connection to these communities continues to feed her enthusiasm for wanting to make a meaningful contribution.

Treasurer's Report

Another successful year both financially and program wise.

All programs were delivered as planned and within budget.

Although our revenue stream was down from the previous year, as we received fewer grant revenues, we were still able to carry out all of our programs in the same manner as previously.

The Management team did an excellent job managing expenses.

Well done and thank you team!

And we still ended the year with a small surplus.

We did receive one significant grant from the Trillium Foundation to support our Accessibility program to make our new home completely accessible!

We received just over \$117,000 in late March, hence the large cash amount and offsetting Deferred Revenue account.

These funds will be spent over the summer/fall of this year to complete our renovation program, see Executive Director's report.

The Finance committee has been working to create a cash flow forecasting model in order to manage our cash flows and long term financial stability. This program will be fully implemented by mid summer and will aid both Management and the Board to ensure we remain a fiscally responsible and a financially sound organization.

RESPECTFULLY SUBMITTED

Tom Crawford

Chair, Finance Committee



Fundraising Report

The Fundraising Committee has evolved in many ways. We've always counted on wonderful volunteers to join our Committees and this year was no exception. There was a change in Chairpersonship and The Fundraising Committee members for the past year were Jim Ironside, Chair, Elaine Kelly and Lisa McAuliffe. Aside from our wonderful Fundraising Committee, the BDB Staff has always been highly involved in all aspects of Fundraising.

We began the year by holding our first ever Walk'N'Roll-a-thon to celebrate Independent Living Across Canada Day and to embrace the mission which, envisions an inclusive and accessible society where people with disabilities are valued equally and participate fully. We invited all public, media and government representatives to join our walk to inclusion and show that diversity is our strength. Our members actively raised pledges and thanks to their efforts, this event raised over \$2,000 for the Organization.

Thanks to Kennedy Orchards, we held our 2nd Annual "Apple of your Eye"; you-pick organic apple picking where all proceeds that day went to our Organization.

In addition, we then hosted our 4th Annual Progressive Euchre Tournament which, to date, has been our most successful as it brought out many wonderful community members. Everyone had such positive feedback about having an entertaining evening. Everyone commented how they enjoyed the true sense of community that was felt. This event raised \$2,000 for BDB and raised many new friends.

Early in the New Year, there were extra Fundraising Meetings due to an enthusiastic Fundraising Committee and their determination to host the most successful "Rockin' the House" Bonspiel Event. The additional work paid off, and the event was an incredible success, and not just based on the numbers, but on all the fun everyone, had at the event. Our 13th Annual Rockin' the House Bonspiel raised over \$20,000 this year, the most financially successful fundraiser to date.

This year's Committee embraced the Budget Proposal of raising \$36,000 in the upcoming 2019-2020 fiscal year.

With the successes of both the Progressive Euchre Tournament & Rockin' The House Bonspiel the Committee is exploring the possibility of holding similar events at other venues in other Communities throughout Simcoe, Bruce and Grey Counties, where BDB offers Services and programs.

We would like to extend appreciation to all who volunteered during our various Fundraising Events, and in particular our Staff: Thank you for all your hard work in the area of fundraising it is an integral element for us, as a Charitable organization, and it requires the work of many hands. We would also like to thank all local businesses, service clubs and foundations for all their kind generosity and continued support.

Warm Regards,
Jim Ironside



Governance Report

Respectfully submitted by Tom Crawford-Chair

Our Committee initiatives this year focussed on Board development and a review of our Policies and Procedures. Several new Board members were added to the team this year to enhance and round out our Board competencies. Each new Board member brought some new and different skill sets to our Board. Welcome!

We have started a program of reviewing key Policies and Procedures at each Committee meeting with the view of ensuring our statements are both up to date, relevant and meet the needs of our growing organization. A summary of our discussions and findings are then communicated to the full Board.

We will continue this process into the next year.

In early June of this year we held a Board orientation session which included all Board members and staff. Governance, Policies and Procedures, Strategic Plan, Obligations and Responsibilities for a Board member were all items addressed at the session.

It was both my pleasure and honour to lead our committee of dedicated and committed individuals. Thank you James Ironside, Karen Srodulski, Ted Ashwin and of course Teresa Gal.

Respectfully,
TOM CRAWFORD



Strategic Planning Report

The organizational strategic plan has been a vigorous work in progress over the last few years and we're happy to report that through staff meetings, Strategic Plan Committee Meetings and the full Board's involvement in a Strategic Plan workshop we have been able to identify three main pillars to guide our Organization's goals and create a foundation as a guiding plan for the next three to five years.

The focus of this plan includes the following three pillars and respective goals:

Consumer & Community

Goal: Continue to develop needed services and programs to assist a greater capacity of the community.

Financial

Goal: Planning for a sustainable future around our growth and development.

Learning and Growth

Goal: To ensure that our Organization continues to provide opportunities that promote educational growth that embrace a fully inclusive and accessible society.

Moving forward, the board acknowledges that this plan is only the beginning and we will all continue to work together to establish thorough methods to measure and track the progress of these goals as an organization and to help provide vision and mission for the ensuing years. As we determine the measurability, we will also establish a time frame on achieving the Strategic Plan.

The individuals who made up the Strategic Planning Committee – Val Dickson, Tom Crawford, Kathryn Bloomfield, Elaine Kelly, Michael Kacmar, Suzanne Cote and myself.

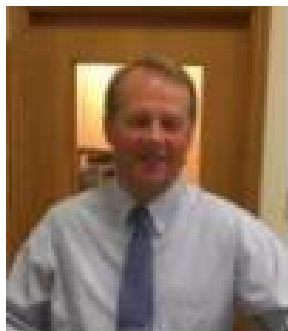
A heartfelt thank you to each of you for your great work, ongoing support and dedication,

Teresa Gal
Executive Director



Board of Directors

Jim Ironside



Jim Ironside has been a member of the Board of Directors of Breaking Down Barriers since 2014. As with all Board Members, Jim has filled various functions with BDB, including active involvement as a participant in the annual “Rockin’ the House” Curling Bonspiel, programming for our Consumers in the area of discussions relating to travel, acting of MC of the annual Euchre Tournament. Jim has recently concluded a three (3) year term as the Chairperson of the Governance Committee. Jim graduated from St. Mary’s Catholic Elementary School, and Collingwood Collegiate Institute. Thereafter, Jim left Collingwood to obtain his Law Degree, and upon graduation returned to Collingwood where he has practiced Law since 1985. Jim and Marlene have been married since 1981. They have 4 children and 2 grandchildren, all of whom bring the greatest joy to their lives.

Tom Crawford



Tom Crawford is the principal in Triford Management Consultants Inc., and has been providing management and financial consulting services to a multitude of entrepreneurial companies for the past 32 years. A Chartered Accountant by profession, Tom has worked with various small to medium sized businesses focusing on strategic direction, financial planning and corporate governance. He and his family have been enjoying the Collingwood area for the past 35 years as weekenders and recently purchased their retirement home in the town of Collingwood. He is the past chair of Community Living Oakville, still sits on the Board and an active member of the Finance committee. He is the President of the Antique and Classic Boat Society of Toronto and has chaired the Vintage Boat show held each year in Gravenhurst, Ontario for the past two years. Tom is a past Board member of the Alpine Ski Club in Collingwood and can be seen regularly on the slopes and has an active community spirit and avid outdoors person, Tom hopes to focus the better part of his time enjoying the many amenities offered in the Collingwood area.

Elaine Kelly



Elaine Kelly came to Canada from the UK 8 years ago with her two daughters and has made Collingwood the family home, it was an area that offered everything she and her family were looking for. Elaine has been involved with Breaking Down Barriers from when she first came to Collingwood, first as a volunteer then as a staff member then again as a volunteer, this summer she enjoyed time assisting with the Breaking Down Barriers Accessible Golf Program at Batteaux Creek Golf Club. She brings a broad range of expertise and enthusiasm to the Board of Directors. Most recently Elaine has been employed in the Youth Employment field as a facilitator of youth employment programming and as a job developer. Her current position is as a YMCA Youth Quest program facilitator. Elaine is passionate about community and the wellbeing of others and is an active member of a community group who are raising awareness of food insecurity in the local area.



Michael Kacmar

Michael Kacmar was born in Toronto, and then spent his childhood in Barrie. Michael attended Wilfred Laurier University focusing on a B.A for a teacher's degree; however then followed the goal of studying advertising at the local Georgian College, graduating in 1988 leading to a sales position at a local newspaper, followed by a management position in a store and several positions in the manufacturing industry. While living and working in Chatham, Ontario Michael also became a Cub-Scout leader. Unfortunately, due to medical reasons in the spring of 2000, Michael retired from his job in Chatham and moved to Collingwood where he volunteers with the Board of Directors for BDBILRC, is a member of All Saints' Church and an active volunteer participant at the Good Food Box once a month.



Karen Srodulski

Karen Srodulski was called to the Bar in Ontario in 2001 and then in 2009 to the Bar in Saskatchewan . She worked for nine years with the Indigenous population in northwest Saskatchewan as a staff lawyer for Legal Aid Saskatchewan, Meadow Lake Area Office. Karen is currently Sr. Criminal Counsel Hamilton, Legal Aid Ontario. Karen is Fluent in English, French and Polish, a World Traveler and dedicated to helping those within her community and beyond.



Suzanne Cote

Suzanne Coté, joined the board in January 2018 after retiring to Collingwood following an extensive career in retail brand marketing (Toronto). Suzanne looks forward to chairing the Fund Raising Committee and will sit on the Strategic Planning Committee . Additionally, she volunteers on consumer programs at BDB. In her spare time, Suzanne enjoys tennis, traveling and reading.



Lisa McAuliffe

Lisa's professional history includes a 25 year career at United Way Toronto. For 15 years leading up to her retirement in 2016 she managed all United Way Toronto's fundraising and donor engagement events. It was a labour of love. The organization reflected the community it served – it embraced different abilities, perspectives and promoted its commitment to equity. Diversity was encouraged – a value that Lisa embraced wholeheartedly. Since moving to Collingwood two years ago, she wanted to engage with an organization that captures and values what she holds dear; this is why Lisa wants to make a difference at Breaking Down Barriers, ILRC.



Ted Ashwin

Ted Ashwin graduated in Business Administration at Ryerson in Toronto and went on to develop a career as a “turnaround specialist” changing failing companies into successful ones in both Canada and the USA. He has always been actively involved in community service, including sports organizations, service clubs and health care organizations. In 2005, Ted and his wife Ani retired to Wasaga Beach where he now provides “Governance” education and counseling services to organizations in this area. Ted is returning to the Board of Directors at BDB where he previously spent 6 years, including terms as Chair of the Governance Committee and Board Chair.

Sandy McAuliffe



Sandy was raised in Mississauga and attended the University of Western Ontario. Sandy has been inspired to apply to the Breaking Down Barriers Board as result of Lisa McAuliffe's (spouse) excitement and dedication to this agency, my employer's (J&J) encouragement of community work and to make contributions to my new(ish) community (Collingwood). Sandy enjoys skiing, international travel, music, charitable work but above all he looks forward to potentially being given the opportunity to devote his time to this worthy cause.

Charles Walton



Chuck was born, raised and educated in Peterborough, including Trent University. His career has included vast experiences in sales and marketing as well as several years as owner/operator of several successful restaurant/pubs. Chuck has had a lifelong love of sports, playing hockey and lacrosse at the varsity level in University. His back forced him to retire from hockey two years ago, but he still manages to get out and golf once in a while. Chuck's years in the hospitality industry allowed him to be very involved in fundraising events on behalf of Big Brothers, Easter Seals, Presidents Choice Children's Charities and others. Chuck is currently a sales manager with an Ontario Craft Brewer. He raised his two children on his own. His daughter Maggie is now a school teacher with two children of her own. His son Zack, 27, is physically disabled and lives with him. Chuck has had the honour of working with Breaking Down Barriers in the past and looks forward to being able to contribute as a board member.

Retiring

Jacqueline Noble



Jacqueline Noble joined the Board in August 2015. She has been a Developmental Support Worker for 25 years. She was drawn to people with special needs from a young age and they have been her greatest and most treasured teachers. She has lived in the Wasaga Beach and Collingwood area for the last 17 years. She worked as a Residential Counselor and in the Life Skills program at E3 Community Services for over 10 years. She is currently employed privately to assist an autistic gentleman who is an active consumer at BDB. Jacquie is a member of the Strategic Planning Committee.

Valerie Dickson



Valerie Dickson, Chair joined the Board in June 2012 and was elected as Vice Chair in February 2013 and Chair in 2016 . Val brings knowledge & commitment to non-profit organizations, community collaboration & volunteerism. Val has worked, lived and played in the Collingwood & Wasaga Beach area since 1998. Valerie is the Chair of the Strategic Planning Committee. She is also a Board member of the South Georgian Bay.

Kathryn Bloomfield



Kathryn Bloomfield, was a founding member of the organization when it was formed in 1985. She was Executive Director until 2000 when she left to pursue other interests then returned in 2004 as Peer Support Coordinator until retiring in 2010. Kathryn has been an advocate for the rights of people living with disabilities all her life. Kathryn joined the Board in June 2013 and was elected as Chair in June 2015 until 2016. She sits on the Strategic Planning Committee.