



IN THE CITY COMMUNITY ABILITY INITIATIVE

# **ANNUAL REPORT**

## **2021**

# KEY STRATEGIC PRIORITIES

**O**ver the last year, Concord in the City Community Ability Initiative has developed a five-year strategic plan to help us work towards our goals of community integration, employment training and supportive housing.

Our plan is based on the pillars of organizational strength, innovation, and advocacy. These pillars will guide us as we work towards key goals in our plan.

## **1** Development And Integration Into The Community

With a focus on quality participant experience, Concord's person centred daily program offers individuals consistent weekly support, developing social, life and job skills while engaging with the community. This has had its challenges this year with Covid-19 limiting our volunteer experiences. As we continue at Sher foods we have yet to return to Scotia bank marathon or the Santa Claus Parade. We have started volunteering at a food bank in Brampton and engage the community with lawn maintenance and grocery shopping pick up services.

## **2** Training And Assistance For Future Employment

Attaining paid employment has been goal for all participants. Unfortunately, preconceived notions about hiring adults with intellectual disabilities is a major hurdle for our participants. To remedy this, we created a job shadowing program called Higher Ground. We train participants before their first day of work and job shadow until they are confident to work independently. Companies that participated in this program include: Greater Toronto Airport Authority, Metro, Revera, RCT and others. Further job skills are

attained by working at our own coffee shop and soon to be mobile coffee shop. Participants staff the coffee shop to gain valuable and transferable job skills.

### 3 Housing and Supports

Concord's long term goal is to create permanent supportive housing for adults with special needs while also supplying rich and meaningful daily programming. There are 100,000 adults with intellectual disabilities in Ontario and of these, 14,000 are on waiting lists for supportive housing. This means a wait list of over 20 years. Concord has the staffing, programming and retrofitting ready but is lacking the capital to purchase a property. We are reaching out to various levels of government for grants and funding solutions and several meetings with Peel Regional Housing services and Counsellors.



## CONCORD IN THE CITY NUMBER CRUNCH -2021

Donors - 78

Volunteers - 0 (due to COVID protocols)

Participants working in the community - 16

Participants working at the Coffee Shop - 15



## EXPENSES - \$94,851

Fundraising 191.28

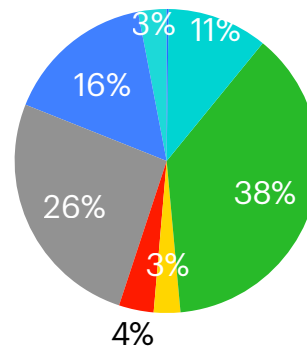
Coffee Shop Supplies 14,909

Office expenses 3424.57

Programming expenses 6,323

Bank charges 234.42

Payroll 19,150

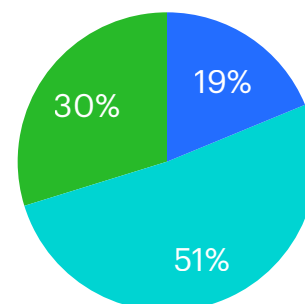
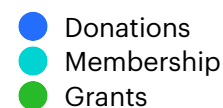


## NET INCOME - \$116,916

Donations 19,018

Membership Fees 52,108

Grants 30,161



## **FINANCIAL REPORT**

### **2021-2022**

Concord in the City works to ensure that the grants and donated funds are used to provide the best possible programming and support to individuals in our care.

Concord is preparing to beat our previous net income and build upon our programming with new revenue streams through grants and expanding our online presence to promote donations.

Our prudent financial management has allowed our Board or Directors to have a balanced budget and a surplus in our first year, while still giving the support our participants need. The surplus is being put towards our long term goals of housing and job creation.

Our staff use these supports to bring out the best in each individual at Concord. We are very thankful for all the support and know how crucial all components are to make a successful and safe program for participants, staff, and the community at large.

For 2021-2022, total revenue was \$116,916, of which approximately 51% was from membership fees. 30% from grants via organizations and the federal government. 19% of our revenue was through individual and corporate donations.

Financial results of Concord in the City are prepared by staff and are fairly presented in accordance with the Generally Accepted Accounting Principles. These financial results have been examined by our external auditors at TG CPA Professional Corporation.

Financial statements, and notes are available upon request through Concord in the City office at 3407 Lake Shore Blvd. W.



## MESSAGE FROM THE CO-CHAIRS

As the COVID-19 pandemic impacted Concord, we supported our participants through a number of innovative initiatives to keep them safe. Our agility was tested numerous

times but staff was able to continue essential work to protect them with masking and testing, and worked quickly to resume normal operations. Amid all this, we purposefully committed to being an organization that continues to embrace inclusion, education and employment. A year of challenge also produced many opportunities for growth, which we invite you to read about in the following pages.

Now spring is offering a time of renewal and reflection. This year we have been sorting through old files and found documents from Concord's beginning days in 2015. Our initial focus was foundational and highlighted transitions from high school and a program based on life skills. Some of the documents we found discussed areas that we have yet to move forward on due to multiple factors like government cancelled programs, stigma towards hiring people with ID and covid restrictions. For example, although there have been a number of employment initiatives launched by large organizations, they are primarily for people who require little support. As well, aging individuals with IDs continue to be placed in long term homes in the absence of adequate housing options. Concord continues to work with other groups like The Legion, Bramalea Rotary Club, City of Brampton and The Reena Group to move these priorities forward. Parents have appreciated the opportunity to immerse ourselves into the community. Let's hope more can be done to address the majority of people in the Intellectual Disability Community.

Karen L Ray  
Co-Chair, Board of Directors  
Concord in the City

Pamela Troake  
Co-Chair, Board of Directors  
Concord in the City

# **MESSAGE FROM THE CEO AND COO**

## **A brighter Path Ahead**

Our 2020 annual report talked about resiliency and looking ahead. COVID-19 and its variants really put a damper on some of that. OMICRON seemed to stop our planning in its tracks, but as we move into the spring of 2022 we see growth not only in nature but also within the walls of Concord. We started a second site in Brampton, received funding for a mobile coffee truck, expanded our programming on the motto of 'Community over Competition' and have started to see the return of familiar faces.

## **Brampton Location**

2022 launched with a bang for Concord. In January 2022 we launched an expanded site in Brampton. In the 4 months that we've been in operation in Brampton we have already expanded to 4 days a week with the hope of starting September 2022 with a full time program.

## **Mobile Coffee Truck**

One of our strategic goals is training and assisting for employment experiences. In 2018 Kevin developed the Concord Coffee shop, an alternative employment experience for our participants. Pre-COVID the coffee shop had catering events lined up, but unfortunately those events were cancelled. Seeing the shift from in person events to markets, we created Concord Coffee on the GO. In December 2021 we received a grant that allowed us to purchase a Coffee Truck to help expand our employment experiences for participants and others in the community. We are partnering with Metrolinx to offer coffee service in the morning at the Brampton GO station. Our hope is that with the support of Unity for Autism we continue to offer both our coffee shop and coffee truck as employment experiences not only for our participants, but co-op placements for high school students from Peel Schools or those who have a disability and need support during their shifts.

## **Spirit of Concord**

We had a successful Caring for Concord online campaign last fall which raised \$17,000 for our program. We had hoped to return to our wonderful Coffee and Cake for Concord event that we also held Spirit of Concord. This was our opportunity to allow families to gather safely outdoors, have some socialization but also highlight vendors who have disabilities. Creative Aspirations and Kickflip Creations joined us in selling their hand made items, as well Concord coffee baristas were on hand for all hot drink needs. We are hoping that we continue these events in future years as it is difficult for vendors with disabilities to find free or low cost events to attend.



## STORIES

Concord is always looking for ways to support our community and gain job skills. With popular demand we have continued our leaf collection program and several times a year we clean our streets and parks. We also grocery shop and have curbside pick up for our local residents. We recently purchased a mobile coffee truck and teamed up with Metrolinx to start selling coffee in September at their location in Brampton. We have also made connections with Peel Board to sell coffee at special occasions.

Our brick and mortar coffee shop continues to grow and we now have regular customers. Concord sells coffee and hot beverages on Lake Shore Blvd. W. This gives our participants a chance to engage with the community, learn job skills, and build confidence. We are expanding this program with the support of our donors, adding tasty new treats and longer store hours. We use only compostable lids, cups, stir sticks, and sleeves from Greenmunch, a Canadian company.



## **TOP TIER DONORS TO CONCORD**

**Mandesh Dosanjh, Lee Failes, Milidrag Foundation,  
Ian Simpson, Stewart Simpson, Karen Simpson,  
Shannon Doherty, Cate Sandilands, Elizabeth Whitwell  
Mary Coppard, Sean Williamson, Clearway Utilities,  
Chris Skinner, Jesse Campbell, Sebastian Pavlovec,  
Nolan Kaptyn, Hammersmith Corp., Tamara Lindsay,  
Amenita Ivan**

Thank you very much for your support.

## **BOARD OF DIRECTORS**

Pamela Troake was a teacher for 30 years with the Toronto Board of Education. Volunteered with the Cancer Society for 10 years and 7 years volunteering through the Victorian Order of Nurses supporting Seniors in Peel Manor.

Karen L Ray is a Registered Nurse with experience in leading teams, managing initiatives and implementing evidence based practice. She has held numerous positions in the clinical, educational and research realms, and has a strong desire to improve services for people with disabilities.

Chris Skinner is an experienced business leader with a history of delivering results that are focused on improving efficiency with fiscal accountability. He has held roles in various industries within organizations such as Loblaw Companies Limited, Target Canada, and Molson Coors Canada.

Jodie Campbell is an educator with over ten years' experience working in camps, outdoor learning, and alternative education programs. She has been a volunteer and staff member at Concord in the City.