



CONCORD
IN

ANNUAL

KEY STRATEGIC PRIORITIES

Over 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 -2023/2024

DONORS - 152

Volunteers - 3

Participants working in the community - 32

Participants working at the Coffee Shop & Coffee Truck - 15



EXPENSES - \$312,039.76

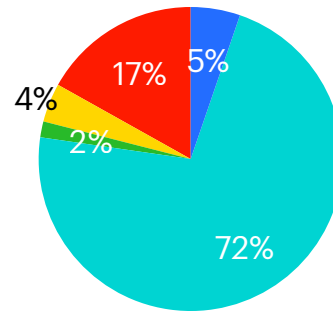
Coffee Truck/Shop 13,245

Office expenses 5401

Programming expenses 16,826

Rent - 54,021

Payroll 230,435

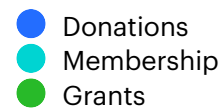


NET INCOME - \$372,979.83

Donations 36,756.15

Membership Fees 279,979.81

Grants 52,260



FINANCIAL REPORT

2023 - 2024

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 build upon our programming and keep our daily cost to families stable 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 continued surplus so that we can set aside monies for larger projects.

Our staff use these supports to bring out the best in each participant 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 2022-2023, total revenue was \$372,979.83 , of which approximately 60% was from membership fees. 25% from grants via organizations. 15% 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

Another successful year is culminating for Concord in the City. Although COVID seems to be on the decline, we continue to be mindful of its presence and continue to take precautions to protect participants, their families and staff. In fact, this year has presented Concord with a number of opportunities as they continue to provide moderate support for people with Intellectual Disabilities. As well, as the recipient of several grants, Concord has been able to expand several programs to promote participant wellbeing.

Over the last 12 months, our two sites have continued to grow, while enhancing connections with their local communities and advancing Concord's Four Pillars of Focus including education, employment, housing and advocacy. Specifically, employment in the Concord Coffee Shop and Concord Coffee Truck has continued to increase, with the ongoing training program for the baristas creating transferable job skills, independence, self-confidence, friendship and a feeling of self-worth. Not only do these activities present a chance to raise awareness and generate income, feedback from parents and the public continues to be overwhelmingly positive regarding the service.

Although we have not made a great deal of traction in the area of housing this year, we continued to work with groups such as The Royal Canadian Legion, Bramalea Rotary Club and City of Brampton to move these priorities forward. As a preliminary step, Concord has started a Parents Housing Group that will meet quarterly to discuss participants' needs, government funding and respite care.

Last, Concord continues to advocate for the health of our participants and those in the ID community. This year Concord has been able to double their Occupational Therapy time for participants and expanded their philosophy of Community over Competition by creating 'Community Thursdays', the Slack Channel and engaging with other programs such as SNAP and Hopen Doors. Concord also continues to advocate for more funding for our participants and families on an individual basis, as well as the larger ID community through participation in the ODSP Rally at Queens Park and beyond.

As we look to the future, Concord will continue to make advancements to enhance the lives of our participants and their families. Together we will continue to work towards inclusion and acceptance of people within the community.

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

MESSAGE FROM THE CEO AND COO

Kitchen certified, gage park parking, community connection

Mobile Coffee Truck

The coffee truck continues to be an amazing success for our baristas.

Sprit of Concord

Our 3rd annual Spirit of Concord was held on Saturday October 28th at Franklin Horner Community Centre. It is amazing to think that an event that was created due to the pandemic has transformed into an annual event bringing our day program community together. This past year we had 17 vendors with and without disabilities, an amazing photo booth with professional photos by James Sale, raffle and our coffee truck with hot drinks and treats. We are looking forward to our 2024 event on Saturday October 26th with more vendors and a sit down section to catch up with friends.

CTV's The Social

The community continues to take notice of the work we are doing. On Friday December 1st, in conjunction with a previously taped segment, Melissa and Kevin were guests on CTV's The Social. This segment highlighted the need for day programs, the importance of the coffee truck and the successes of past participants. The ability to share what we do on an national level was amazing and definitely a highlight of our professional lives.



Community Over Competition

In the Spring of 2022, GOALS (a day program in Bolton) and Concord met at a park and hosted the first Community Thursday. Community Thursdays have evolved into a 6 day program weekly meet up, where participants see friends from other parts of their lives, or make new friends and catch up weekly. Each week a day program organizes an activity ranging from portrait drawing to soccer baseball. These weekly meet ups provide a sense of community beyond just their regular day program. This has easily become one of our participant and staffs favourite day of the week.

TOP INDIVIDUAL DONORS TO CONCORD

Masha Milidrag Foundation, Shannon Doherty, Stuart Simpson, Cate Sandilands, Mary Burke, Paulette Lafortune, Elizabeth Whitwell, Pat Annis, Karen Black, Melody Phu, Chris Skinner, Excalibur Trophy, Ryan Spooner, Concertta Grupposi

CORPORATE DONORS

Hammersmith Corporation, Lucky Milidrag Foundation, Clearway Utilities, HireMint,

RECIPIENTS OF GRANTS FROM:

Canadian Tire Jumpstart, Unity for Autism, City of Brampton Advance Fund

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.