

ANNUAL REPORT 2021-2022



Our Vision

To create a welcoming and inclusive community where individuals with varying developmental abilities embrace a love of life, a love of learning, and lifelong friendships.

Our Mission

Crossing All Bridges Learning Centre exists to create and sustain through compassionate dedicated staff,

- Programs to develop life skills in participants;
- Social and welcoming environments in which meaningful relationships and friendships are developed; and,
- Inclusive community experiences.

Our Values

Community – We believe that by sharing common goals with our participants, families, and partners, a feeling of fellowship and value for each other will grow. When we work in collaboration with our community we can provide seamless and effective programs and services.

Inclusivity – We respect and value diverse life challenges, as we commit to build programs and experiences for all participants.

Respect – We demonstrate deep admiration and respect for our participants by treating them with dignity, encouraging their engagement, valuing their diversity and ensuring accessibility.

Choice – We create an environment that provides opportunity and empowerment for all. Exploring different and better ways to deliver programming ensures continuous improvement and promotes creativity in a stimulating learning environment.

Teamwork – We believe through our combined actions, we will build an effective and efficient community of colleagues, clients, families and partners.

Accountability – We are accountable to our participants, their families, our donors and sponsors by effectively managing our human, financial and physical resources.

Safety – We strive to provide a safe, secure, and stable environment for our participants, staff, and volunteers.

Affordability – We strive to provide programs and services at a fair market value while maintaining a fiscally responsible organization.

A Message from Our Leadership

It was a challenging and productive year at Crossing all Bridges Learning Centre. With these challenges came many changes, including a new strategic plan, newly appointed leadership, and new ventures.

We finalized our 2022-2025 strategic plan with five key areas of focus: Enhanced Programming, Strong Organizational Profile, Social Enterprise, Financial Clarity, and Feasibility of Residential Services. Since adopting the Strategic Plan in March 2022, we've made significant progress in several areas identified as priorities.

We wished farewell to long-standing Executive Director Paula Thomlison as she embarked on her well-deserved retirement in March 2022. We were excited to welcome Michelle Drake as the new Executive Director. Under Michelle's leadership, Crossing All Bridges has already accomplished a great deal. We have seen an increase in enrollment into the program, our catchment area has expanded, and we have refreshed programming.

With a newly created Program Coordinator position, we now have someone designated to enhance programming. In addition, we have developed and implemented a new Digital Innovation program, and we have increased community-based activities. These changes are all focused on enriching the experiences offered at Crossing All Bridges. Another highlight of the year was our musical production of "CABBA." Seeing the enthusiasm and pride in both the performers and the audience was beautiful. Congratulations to the staff for the outstanding show.

Our social enterprise, Shredding Barriers, continues to grow. We welcomed a new Coordinator to oversee and support the operations and the 24 employees. We also hired a new Fund Developer to increase our fundraising initiatives and oversee our Annual Golf Fore Learning Tournament.

We began the preliminary work on the feasibility of investigating residential services at 65 Sky Acres. This complex undertaking involves many facets. We will continue to explore this feasibility in the coming year.

Our deepest gratitude to the Management Team, Employees, Funding Supporters and Volunteers for making 2021-2022 a great success.



Jeff Latty

Jeff Latty

Board of Chair



Meet our Team

(Left to Right): Michelle Drake, Michelle Carpenter, Haidee Scheers, Natasha Efner, Alyssa Smith, Alvaro Saluta, Debbie Maxworth, Mckinnley Hoskins, Sky Schram.



Our Board

We congratulated our long-standing Board Chair, Larry Brock, for his Conservative win in the 2021 federal election. We were sad to see him leave his role as Board Chair but happy to see him flourish in his new role as Brantford's Member of Parliament. In addition, we welcomed standing Board Director Jeff Latty as our new Board Chair. We're also delighted to have new members Courtney Boyd, Jeff Noble, Patti Mitchell, and Debbie Dignan join as new directors. Crossing All Bridges Learning Centre is fortunate to have such dedicated and experienced directors behind the organization.

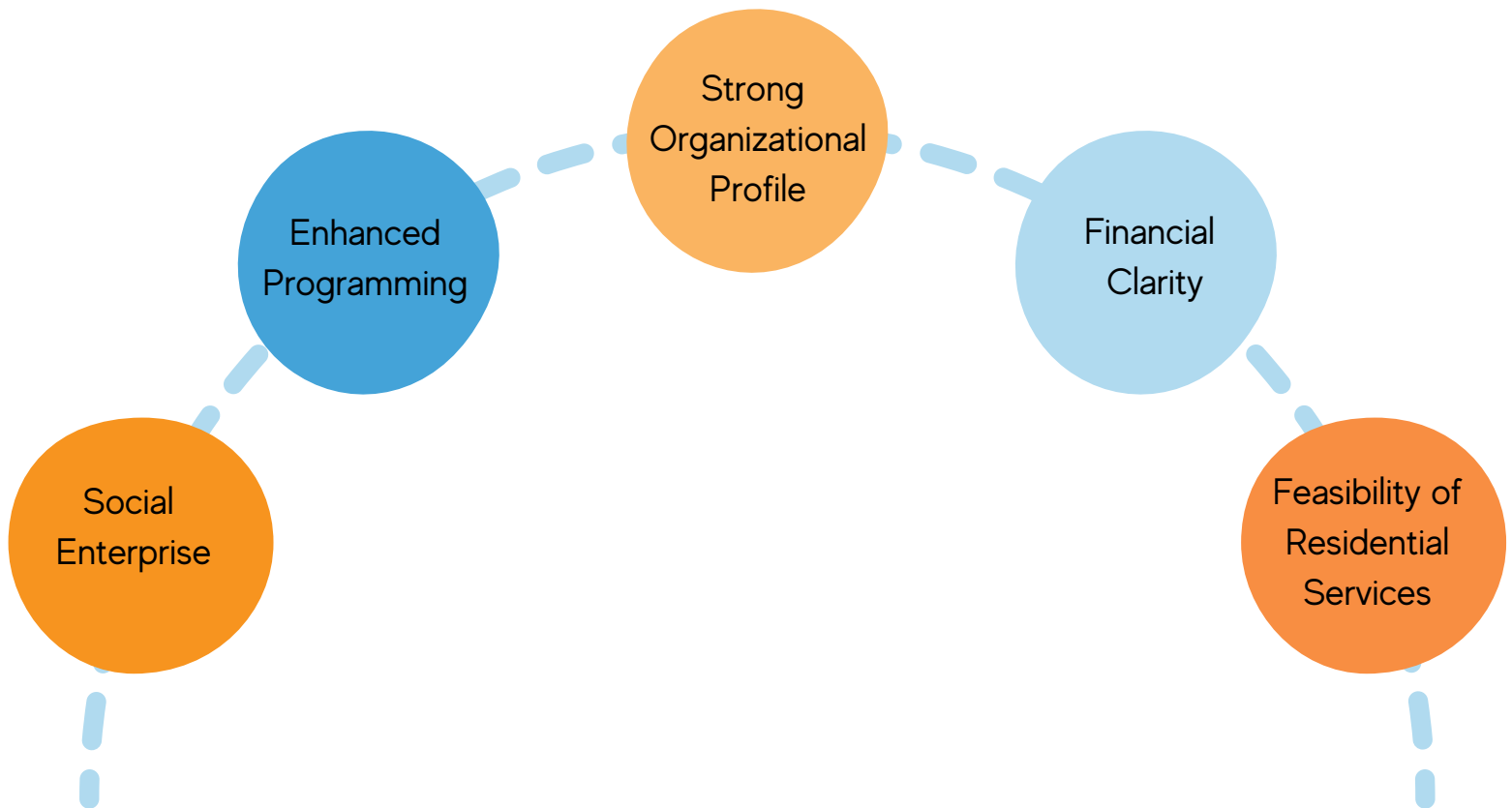
(Left to Right): Patricia Fergus, Jeff Latty, Jeff Noble, Courtney Boyd, Lorraine Hagan, Jason Dickens, Patti Mitchell, Randy Cain, Debbie Dignan.



Adaption & Growth

Crossing All Bridges continued to grow and change over the past year, playing an increasingly important role in providing the vital services the participants need to thrive. As a result, Crossing All Bridges refocused and developed a new strategic plan and updated our mission and values. Implementing the new Strategic Plan is the next step in our transformation journey. The strategic plan is a genuinely collective effort that reflects the input of the participants, families, staff, Board of Directors, and stakeholders. We developed five strategic priorities to shape and guide our work over the next five years. The new plan puts participants at the center. It reinforces our original mission to provide dynamic programs and opportunities designed to maximize the individual potential of adults living with developmental disabilities. This new strategic plan will help guide us through the coming years as we continue to grow.

Strategic Priorities 2022-2025



A Year of Change and Growth

Enhanced Programming...

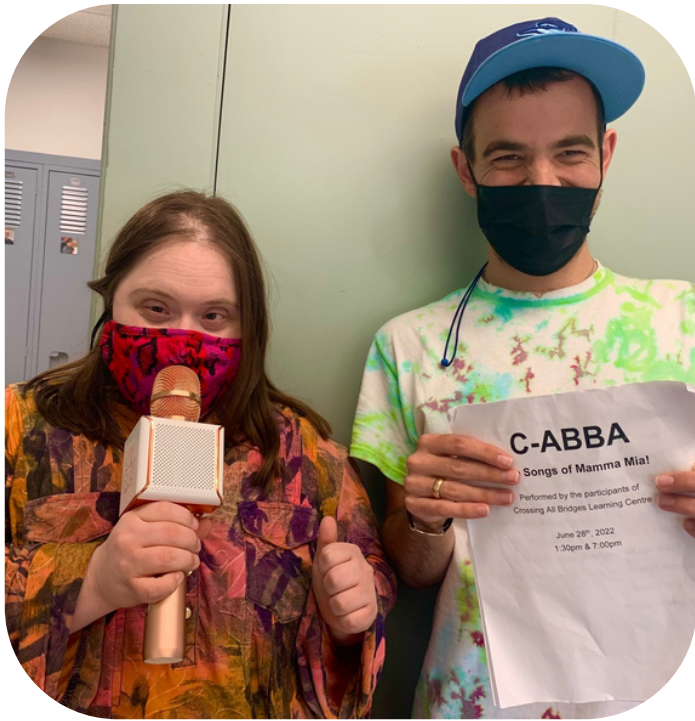


We needed to reimagine our programs after two years of in-person and online learning. With a focus on enhancing our programs and pursuing more inclusive and integrated activities in the community, we promoted within to create our first Program Coordinator role. After eight years with the organization and a plethora of programming experiences, we knew Natasha Efner was the right person for the job. In just half the year, our programs went to the next level. We saw an increase in community outings and activities and established seven new community partnerships. We cannot wait to see what our programs will look like by the end of 2023.

Innovative Equipment..

Over the last year, each of our five programs received new SMART Boards. Updated technology provides accessible and interactive learning strategies essential for participants' intellectual, social, and physical development in each of our programs.





Annual Showcase..

Our 2022 Cabaret CABBA ~ The Music of Mamma Mia was a success! The participants had so much fun putting together the production, and the audience applauded them for their hard work with a standing ovation. Thank you to everyone who came out and supported us and for all the donations we received. We Can't wait for next year's production.

Entering the Digital World..

In our digital world, accessing technology and gaining the skills to use it becomes critical for everyone. This past year, we created a new Digital Innovation program. Participants learn to use and incorporate modern and advancing technology into their everyday lives, which helps them stay connected and safe. The best part of technology is that everyone can use it. The possibilities become endless, from learning to make a call and safely search the internet to setting the alarm and using assisted internal controls like talk-to-text for everyday communications. With the support and guidance from Instructors and community partnerships, the participants gain additional skills to help them in our modern world.





Shredding Barriers

This year we added four new employees to our team of exceptional employees, bringing us to 24 paid staff. All our employees are unique and make each day exciting! In addition to our new employees, we hired our new Shredding Barriers Coordinator, Alyssa Smith, also referred to as the 'boss.' Alyssa came into her role with enthusiasm and a desire to see our employees grow. Alyssa began incorporating additional transferable employment skills for Shredding Barriers employees. As a result, employees now answer the phone and take messages. Employees are also fully responsible for maintaining all the equipment in the shred room, including the new dust collector and our two industrial shredders.

With the support of the Donald and Jo-Anne Wilkin Fund, Shredding Barriers purchased an industrial dust collector to help keep the shred room clean and safe for all employees. In addition, we continued to work with W. Ross MacDonald School (WRMS) to provide employment skills for students in their work experience program. Shredding Barriers and the WRMS Work Experience program have joined forces for three years and love seeing our partnership flourish.

52.6%
Increase in
Residential
Sales.

118%
Increase in
Shredding
Pick-ups.



Capital Campaign Event

This past year we honoured the Wilkin Family and the Neziol Family as a part of their generous donations to the Connections Capital Campaign. We celebrated the Legacy Naming of The Wilkin Centre for Social Enterprise in an intimate ceremony surrounded by members of the Wilkin Family and close friends. Our Social Enterprise Shredding Barriers and its mission to employ adults living with developmental disabilities have become a passion of the Wilkin family.

The Neziol Family was raised in the Henderson survey and attended the old St. Bernard's Elementary School, now the home of Crossing All Bridges Learning Centre. Therefore, it was most fitting that our building has the Neziol name.

Our profound thanks go to the Wilkin Family and the Neziol Family for their support and contribution to Crossing All Bridges Learning Centre. Philanthropist like yourselves makes organizations like ours and other non-profits succeed by ensuring we provide the necessary services and supports for the most vulnerable members of our community.





Fundraising Highlights

While the global pandemic brought many unpleasant things, it also brought exciting opportunities. It provided us with a chance to be creative, make adaptive changes and provide us with the opportunity to reassess our needs, which we did. After two years of no fundraising initiatives outside our annual golf tournament, we prioritized our fundraising initiatives. We made an exciting change by welcoming Haidee Scheers as our Social Enterprise and Fund Developer. Haidee loves to travel. She has worked with non-profits across the globe as an advocate and a fundraiser for underprivileged populations. Haidee's goal is to be a driver for change on a local level.

This year, due to COVID-19, we celebrated our Golf "Fore" Learning charity fundraiser twice. They were both nothing short of amazing. We filled each tournament with 144 golfers, and unfortunately, due to registration limits, we sadly had to turn away golfers. Each year our tournament continues to grow and become a popular event enjoyed by many, including the seven new teams who joined us this past year. The Greens at Renton was spectacular at accommodating our most significant event with its fabulous service and staff. The silent auction tables at each event consumed the room, and each one offered more than 60 different items. With the help and support of our families, volunteers, sponsors, staff, and friends, we raised an impressive \$56,000 to support CABLC programming. Golf "Fore" Learning is our most significant fundraising event and continues to be our largest in spirit. Thank you to our spectacular golf committee and our new Fund Developer Haidee Scheers for making each event a huge success.



Together We Can Fuel Change

As a not-for-profit Crossing All Bridges relies heavily on the support of donors. A special thank you to the individual donors who also contributed to making our work possible this year.

Alan R. Cook Foundation

Ayr Farmers Mutual

BigTime Enterprises

Blyleven Enterprises/Walter Greenhouses

Brant Community Foundation

Brantford Bobcat

Brantford Brant Chambers of Commerce

Canada Helps

City of Brantford

Onadega FireFighters

PayPal Giving Fund

Rotary Club of Brantford Sunrise

Scotia Bank Volunteer Involvement Program

SoftChoice

Steven Smith and Dorothy Waltz Foundation

Stuart Butcher Donor Advised Family Fund

The Benevity Fund

The Donald & Jo-Anne Wilkin Fund

The Neizol Family

Remembering our dear friend...



Wendy was a participant at Crossing All Bridges Learning Centre since 2015, and she will be greatly missed by her friends.

Wendy English

May 3, 1963 - June 21, 2022

Memorial Donations

In Memory of...

Don Steele

Elizabeth Stanley

Jean Maich

Joe Heslop

Les Styes

Marianne Goodfellow

Marie LaPorte

Financial Report

August 1, 2021 To July 31, 2022

REVENUE

Tuition	\$608,811
Donations & Grants	\$69,215
Shredding Barriers	\$53,883
Fundraising	\$110,016
Amortization of	
Deferred Capital Grants	\$98,419
Rebates	\$9,247
Total	\$949,591

EXPENDITURES

Wages & Benefits	\$522,344
Utilities	\$19,321
Programs & Supplies	\$31,072
Social Enterprise-	\$9,349
Shredding Barriers	
Operating	\$76,839
Amortization	\$81,514
Fundraising	\$33,453
Building Maintenance	\$73,591
& Repair	
Total	\$847,483

Excess (Deficiency) of Revenue over Expenditures	\$102,108
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"Being **inclusive** is believing
in the value of differences
and **supporting** individuals to
learn and **reach** their
greatest potential."




Crossing All Bridges



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