



Sara Riel inc.

**ANNUAL
REPORT
2019-2020**





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MISSION AND VISION

MISSION

Our Mission is to provide those individuals with mental health and substance use/addiction challenges a safe, inclusive and engaging environment where self-determined needs are valued, and all are assisted on their path to reaching their goals.

We can achieve this through best practice by helping those we serve create a:

- ★ Path to Self: Reconnecting an individual with the person they want to be;
- ★ Path to Wellness: Exploring ways to successfully manage their mental and physical health;
- ★ Path to Hope: Helping individuals to see that, despite potential barriers, their goals are achievable;
- ★ Path to Empowerment: Developing the skills in effective problem solving and decision making.

VISION

Our Vision is for people with mental health and substance use/addiction challenges to reach their full potential mentally, physically, socially and spiritually.

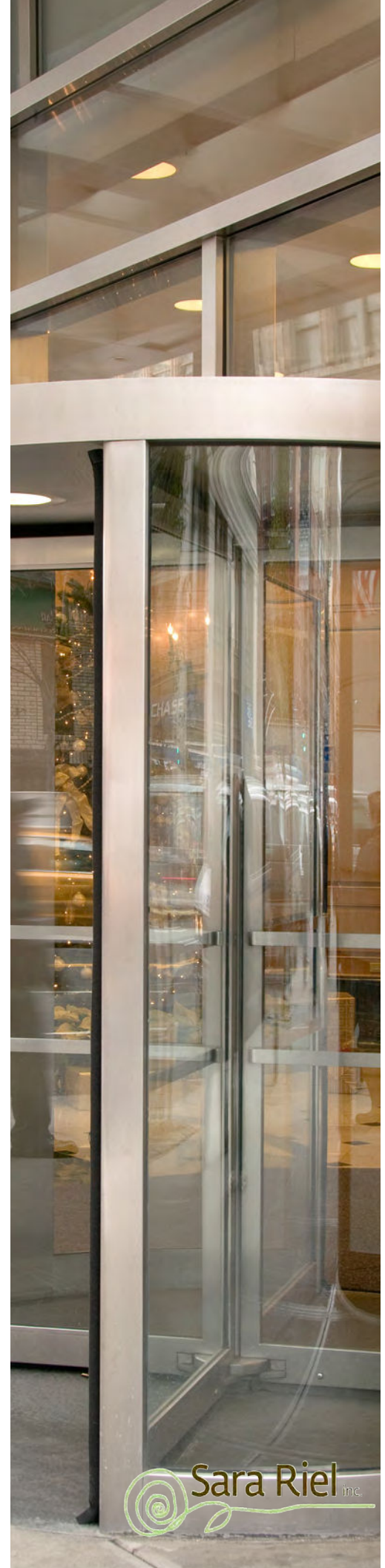
**Our NEW Mission and Vision
define who we are.**

ABOUT SARA RIEL INC.

Our Mission and Vision are more than just words – they are goals we set for our organization, commitments we make to ourselves, and the foundational values behind the services we provide. Our clients depend on Sara Riel Inc. (SRI) to help them in any way we can, so they can live fulfilling lives. Their successes are our successes.

In 1977, the Grey Nuns of Manitoba recognized a need to address what the Psychiatric Department at St. Boniface General Hospital called the “revolving door syndrome”, when people with mental illnesses leave the hospital with their condition stabilized but are repeatedly readmitted because they are unable to maintain wellness in the community. The Grey Nuns established Sara Riel Inc. to support people with mental health concerns to thrive in the community, and throughout their recovery, through the provision of supports in housing, counselling, rehabilitation, employment and respite services.

Today, Sara Riel Inc. remains committed to improving the lives of adults living with mental illness and addiction through providing voluntary programs and services in a community-based setting. Sara Riel Inc. receives its core funding through the Winnipeg Regional Health Authority but relies on grants and the generosity of donors for other expenses.



Message from the Board Chair



We have had so much to celebrate this year even given the challenges of Covid-19. Right from the beginning of June the staff of Sara Riel Inc., its Board of Directors and the Management Team responded in such a positive way to the leadership and direction set by our new Executive Director, Tara Snider.

Over the course of the year there has been growing sense of optimism, high energy and spirit of cooperation at all levels with the organization. This has translated into the creation of exciting new opportunities for our community members, opportunities for expanded staff learning and the building of important partnerships in Winnipeg and beyond.

The positive momentum at the beginning of the year symbolizes the significant efforts of a staff that is collectively meeting the challenges of delivering services to our community during our time of self isolation and social distancing. Using a combination of creative online supports and frontline services, all of our staff have been exemplary in their work and their commitment. What Sara Riel Inc. provides is essential to the wellbeing of so many and I am so proud of the entire organization in how it has responded to the need.

I have decided not to list all of the many accomplishments Sara Riel Inc. has made during the pre-Covid-19 months. I've chosen not to list these because they pale in comparison to the current and collective efforts of our organization.

It is important to acknowledge the critical role our Board has played this year in moving the organization forward. This strong governance has led to a revised Mission, Vision and Goal setting that completes the present and future while continuing to recognize the ongoing and dedicated values of the organization. We have such a skilled and wise board that has been willing to challenge and question when necessary and to support those initiatives that have provided the basis for our success. My thanks to Marcy Kustra and George Coupland for their many years of service to the Board. Mrs. Kustra chaired the Finance, Audit and Property committee and Mr. Coupland chaired the Human Resources committee. Their input and oversight has been greatly appreciated.

Finally I would like to highlight one of our Board members, Dr Lance Barber. Dr Barber has had the challenging and daunting role of leading the St. Boniface Hospital's planning and ultimate responses to Covid-19. He represents the best of Manitobans and we wish him well and give him our sincere gratitude .

Neill Johnson

Message from the Executive Director



It is an honour to lead the strong Sara Riel Inc. team in providing support to participants.

Sara Riel Inc. accomplishes so much for participants in their own unique "Paths to Potential". While this inherently happens from within for each individual, it is through the strong supports of the SRI team members that our participants are guided in their recovery journey. I am very appreciative of the warmth and encouragement that our team members demonstrate each and every day at SRI towards participants and each other.

The Board through their commitment sets the tone for the organization. This year, the Board developed a strong Mission and Vision and made sure there was input from staff and stakeholders which reflects the "Paths to Recovery".

Thank you to our funders: the WRHA, the Province of Manitoba Economic Training and Education, and the Government of Canada. As well, thank you to the Winnipeg Foundation for refurbishing accessibility in the Seneca bathroom and the Thomas Sill Foundation for supporting the Foundation in replacing the roof. Thank you to our donors who supports our events such as Mental Illness Awareness Day, the Mental Health and Addictions Conference and Instrumental Health.

This year we have concentrated on increasing public awareness in programming which SRI offers in the recovery journey. We have advanced SRI through social media and at community events.

Education of staff in Motivation Interviewing Skills, Non-Violent Crisis Intervention, Fundamentals of Addiction and Trauma Informed Care through the Addictions Foundation of Manitoba, a SRI sponsored conference on mental health and addictions, WHMIS, and Personal Health and Information Training ensures all staff can meet participant needs. We have learned from key advisors on cultural sensitivity through the teachings of Mitch Bourbonnière and Dr. Mamadou Ka.

Proactive Information Services Inc. delivered its final report on SRI key deliverables. Four paths were identified in the report. The paths to wellness, self, hope and empowerment are what we do best at Sara Riel Inc. We continue to encourage individuals to reach their potential and thrive through the wonderful support of the SRI team.

Tara Snider

OUR SERVICES

Sara Riel provides person-centered, community-based services to individuals experiencing mental health concerns - helping to identify and strengthen which paths they need to address to realize their full potential.

INTAKE AND COMMUNITY CONNECTIONS

Recovery begins with the decision to call or ask for help. Intake accepts all applications, inputs all information in our database, ensures medical collateral and presents these applicants' files to the Admissions Committee. There, we help to direct people to services they requested, whether through admission into our services - counselling, community mentorship; employment assistance, respite services - or through a referral to our Community Connections Coordinator. Our Community Connections Coordinator supports the individual throughout the process of finding appropriate, additional or alternative resources in the community. Community Connections continuously builds and maintains relationships with these community resources - developing a catalogue of services available, as well as the processes and criteria necessary to ensure successful referrals. The demand for our services continues to increase and we strive to meet the needs of individuals as quickly and effectively as possible.



In response to the Covid-19 threat coming to Manitoba, we worked diligently to ensure that our "Service Orientation" was translated into a video format, along with our "Paths to Full Potential" video, so they could be easily accessible by computer or phone. Now all prospective participants, family members, service providers and referring agencies have access to our orientation materials on-demand. We also continued to follow and monitor the changing services of our community resource partners, to ensure we provided our staff and our participants with the most current information available.

Your first
step
towards
recovery
begins here.





COUNSELLING AND CASE MANAGEMENT

Mental Health Counselling and Case Management continue to be much requested services. Exploring and acknowledging feelings and emotions and reflecting on how these affect a persons' thinking – and their lives – can help people start to see goals which may help them move forward in recovery and reach their Full Potential.

COMMUNITY MENTORSHIP

Community Mentorship is provided to people requesting assistance to successfully achieve and manage their independent living skills. Helping people recognize areas in their lives that they would like to see different and assisting in identifying and establishing goals that would support these changes. Feedback and motivation empower people to continue to make positive change.

EMPLOYMENT

Employment is an important part of recovery for many people. Entering or reentering the workplace can be difficult for individuals who have experienced mental health challenges. Employment Services provides the tools and support to participants to prepare for, choose, get and keep meaningful employment.



When Covid-19 required staff to manage their participants off-site, staff helped participants to acquire phone or data plans, to conduct phone or virtual counselling. An independent survey showed that:

- most participants chose to maintain connection through phone contact.
- just over half of respondents talked with their counsellor about once a week (about the same as before we went off-site).
- most (78%) of respondents said the pandemic was affecting their mental health.

When asked how, the four most frequently selected responses were:

- feeling stressed (89%), feeling depressed and sad (80%), worrying about friends and loved ones (92%), feeling alone and disconnected (77%).
- 97% of participants indicated that having SRI services by phone or Zoom was helpful during the pandemic. The contact provided someone who cared, reduced stress/anxiety, made them feel less lonely, and helped them feel better.

78%

OF PARTICIPANTS
SAID COVID-19 WAS
AFFECTING THEIR
MENTAL HEALTH

Employment Services was quick to determine that many people would be adversely affected by the mandated quarantines and business closures. With significant impacts to peoples' employment income and livelihood, we immediately responded by setting up an Employment Warm Line. Staff were available to help individuals navigate the provincial and federal benefits that were being made available, determine which programs they were eligible for, and assist them with the application process. Staff were also able to offer mental health support to those who needed and provide a caring and compassionate ear.

KENNY SUPPORTIVE HOUSING

The Kenny Supportive Housing Program continues to operate, meeting the needs of individuals who have experienced chronic and persistent difficulties living independently within the community. The program allows for 24-hour access to mental health counselling and support through in-house staff and on-call services.



Covid-19 necessitated a reduced on-site staff component, while still meeting the 24-hour access to support. Social distancing and appropriate Personal Protective Equipment (PPE) helped staff to manage incidents where individuals needed on-site help to manage their mental health.



SENECA

Seneca Services, our peer-led, 24-hour respite program, continues to be an increasingly important part of the mental health and wellness plans of our participants in order to avoid issues escalating to a crisis level. Many of our guests state that if Seneca Services was not available, they would have had to rely on crisis and emergency response services, adding subsequent costs to our Mental Health System.

The Seneca Warm Line offers anyone struggling with mental health or addiction issues, an opportunity to connect with a peer, to explore their unique circumstances, discover new strategies for self-care in order to deescalate and self-regulate, or to learn about additional resources and services.

"A kind gesture can reach a wound
that only compassion
can heal."

Steve Maraboli



The Seneca Warm Line has served as an important aspect to Covid-19 relief. Prior to the pandemic becoming a local threat, the Seneca Warm Line was provided in the evening for four hours, and on average, each month there were approximately 125 calls logged.

But on March 17, 2020, when the government recommended that we stop providing in-house respite, we moved to offering the Warm Line over 24-hours. Calls increased substantially as people needed to talk to someone warm, caring and understanding. Staff logged 438 calls in March, with more than 75% of those calls being received after Physical Distancing was mandated.

In April and May there have been over 1800 calls from people in need of social connection and compassionate peer support that Sara Riel staff provides.

With such limited access to other means of support, many individuals have come to rely on our peer staff providing invaluable mental health and addictions support.

Peer Support workers provide a gentle and understanding ear – not only to persons with diagnosed mental illnesses, but to anyone struggling with issues around separation, loneliness and isolation, anxiety or depression, or the fears and hopelessness that may emerge from the Covid-19 Crisis.

Many people are experiencing these new or different feelings for the first time in their lives, and not really understanding why, or just how significantly they can affect mental health. SRI believes this is a very important service and many people have come to rely on it.

PATHS TO RECOVERY

Path to **HOPE**

Sara Riel Inc. helps individuals to recognize their own potential for recovery and cultivate hope for better circumstances.

Path to **SELF**

Sara Riel Inc. helps individuals learn to define themselves by their personal qualities and not label themselves by diagnoses.

Path to **EMPOWERMENT**

Sara Riel Inc. help individuals to build capacity and provides structure and strategies to problem solve more effectively.

Path to **WELLNESS**

Sara Riel Inc. helps individuals find and develop tools to better understand and manage their mental health more successfully.

Since beginning SRI services individuals have reported an increase of Hope, Self, Empowerment and Wellness.



83% reported that they are more hopeful about their future

80% reported that they have better self-esteem

86% reported that they feel they have more control over their life

86% reported that they can better identify warning signs

PATHS TO POTENTIAL

Service Enhancements

Sara Riel Inc. provides various groups, workshops and courses which have demonstrated great benefit to individuals and added to the level of their successes.



Participants actively engaged in Sara Riel Inc. Services have access to:

- **Psycho-Educational Groups** are presented on issues that participants have identified as being helpful to their recovery goals. They offer tips and tools for regulating strong emotions, managing anger and conflict, understanding addiction, reducing anxiety, achieving mindfulness and fostering motivation.
- **Riel Art: Open Art and Craft Studio** provides participants with the opportunity to express themselves creatively, socialize with others, and add therapeutic benefit to their recovery. Supplies, support and motivation are all provided. These are the people responsible for the beautiful and unique centrepieces at our Annual Christmas Dinners.
- **Empowering U** is an intensive, 24-session program, in which participants learn how to find and build on their inner strengths and to identify and grow their personal and professional support networks. Planning when we are well, helps us carefully consider issues and details that may often be rushed or even missed during times of stress.





EMPLOYMENT ENHANCEMENT

Participants in the Employment Services department have access to:

- **Meaningful Job Placements** through partnerships with CWB Leasing and 24-7 InTouch.
- **Work Life Balance Workshops** address the most common barriers to entering or reentering the workforce. The tools and skills are transferable and can be used in a variety of life contexts, not just employment.
- **Customer Service Training** through a grant from the Opportunities Fund for Persons with Disabilities, in partnership with Manitoba Customer Contact Association (MCCA), Reaching E-Quality Employment Services (REES) and Winnipeg Harvest.

The key to success
is to work on goals,
not obstacles.





USING TECHNOLOGY TO MAINTAIN CONNECTION

Sara Riel has moved towards a greater presence in Social Media. Every week, on Instagram, Twitter and Facebook as well as our own website, we regularly post on our Paths to Self, Wellness, Hope and Empowerment in addition to features like Employment Tip Tuesday, Seneca Saturday and Self-Care Sunday. The posts range from useful tips and tools to words of encouragement and hope, offering motivation and inspiration. We also promote the trainings and workshops we attend, or presentations we are asked to facilitate, as well as other events throughout the year.



As Covid-19 hit, we used our social media platform to promote our Seneca Warm Line becoming a 24-hour service, the introduction of our Employment Warm Line and Employer Support Line, as well as a venue for staff to broadcast 1-minute video reminders on self-care strategies. They were so well received, that we created a separate playlist on our YouTube™ channel titled “Mental Health in a Minute”.

If nothing else beneficial has come out of our Covid-19 response, it has proven to us that we can successfully achieve maintaining our participants’ mental health needs by providing services virtually... at least on a temporary basis. It has inspired us to create some longer, skill-development videos – such as Preparing for an Interview and Conducting a Job Search, and our popular presentation, “Rethink what you Think about Mindfulness”, available on our YouTube™ channel.



Our YouTube™ channel also houses our “Paths to Full Potential” video, as well as our “Sara Riel Inc. Services Orientation”, which we adapted to a video presentation just prior to the mandated quarantine. As the Orientation is an integral component of the admission process, we did not want to have its postponement affect the speed at which we could assign potential applicants. All social media posts and videos are easily accessed through our website, as well.

Our website, sararielinc.com, has been continuously updated throughout the year, to meet the needs of our participants. Our online-application form, in development last year, was launched in time for this fiscal year, and the response has been tremendous. A Volunteer Application form has also been developed so that online submissions can be received immediately.

While these technologies have helped us to maintain connection with our participants, we have also been ensuring that we continue to reach out to our supporters. We have added a “donation” button to our website, and are now utilizing a comprehensive donor management solution that helps us to build, foster and strengthen supportive relationships and grow our mission.

EVENTS

FEATURING

MENTAL HEALTH NETWORKING AND RESOURCE EXPO



There were 57 organizations registered and the event was held at Louis Riel School Division. Sponsors included **Onyx, KPMG, Gourmet Coffee, Schooley Mitchell, Louis Riel School Division and the Medicine Shop**. David Stewart and Danielle Lester presented a video on our Paths to Full Potential, while our Mental Health Counsellors facilitated our workshop “Re-Think what you Think about Mindfulness”. The feedback on this workshop was tremendous – 68% of respondents stated they learned something new: 73% changed their thinking with the session, 90% found the workshop to be a valuable tool, and; the evaluations of our facilitators were, on average, 10 out of 10.

MENTAL HEALTH AND ADDICTIONS FORUM

Sara Riel partnered with Jewish Child and Family Services to lead a political forum on Mental Health and Addictions in the 2019 Provincial Election. Together, they gathered support from more than 20 Manitoba organizations and agencies, with a focus on mental health and addictions, to develop an agenda and recommendations for the four major political parties to address. The candidates in attendance were **The Hon. Cameron Friesen, Minister of Health, (PC), the Hon. Dr. Jon Gerard (Liberal), Uzoma Asagwara (NDP) and Andrea Shalay (Green)**. This was one of only three political debates held during the election, that had representation from all four parties.



ANNUAL CHRISTMAS DINNER



Over 100 participants attended the Christmas dinner. It was a great success. Sister Jean Ell was given a standing ovation in recognition of her contribution to Sara Riel. The dinner was cooked and prepared by management and staff. Presents were given to all children who attended. There were door prizes. Thank you to **Save On Foods** who donated the turkeys and gave a discount.

EVENTS

HILARY DRUXMAN PIECE

Hilary Druxman, well renowned silver jewelry designer created a necklace for Sara Riel as one of her chosen charities. The Sara Riel Inc. "Rose of Recovery" was designed to both honour the origins of the organization and reflect a forward movement in mental health recovery – a Path to Full Potential.

*Sometimes we feel like we are spiraling (rose)
until we eventually see a path forward (stem).
We may veer off that path for a time (leaf),
but understanding mistakes are made and
can be forgiven, we can stop and find a way
to move forward again, back onto our path.*



Purchases provide supports to those struggling on their path to recovery.



Tara Snider & Dr. Ginette Poulin

MENTAL HEALTH AND ADDICTIONS CONFERENCE

Keynotes to the conference included Joe Roberts AKA THE SKIDROW CEO who in 1989 Joe was a homeless drug addict on the streets of Vancouver, and Petra Schulz, one of the co-founders of Moms Stop the Harm, a network of Canadian families affected by substance use. Other keynotes and workshops include: Dr. Ginette Poulin, Medical Director, Addictions Foundation Manitoba, Winnipeg, Manitoba, John Jackson, Samaritan House and Ernie Cardinal, Indigenous Leader and David Stewart, Manager of Sara Riel Mental Health and Addictions. Sponsors included **CHCM, CHAM, Aurora Recovery and Kelburn Health and Wellness Centre.**

INSTRUMENTAL HEALTH

Instrumental Band Night - The night was a tremendous hit. The Team worked well together, and it was seamless. Sponsors included: **Bell MTS, Mikkelsen-Coward and Co, Earl and Cheryl Barish, MJ Roofing, Neill Johnson, Shindico, and Sharon Epp.** Other donations were received from the night and across Canada as the event went viral. The 50/50 sold 119 tickets. Total funds raised are approx. \$1000.00 after expenses.



EVENTS



I AM ENOUGH

I AM ENOUGH was a fundraiser hosted by **Keanna Liske** at **MyBody** owner **Brooke VanRyssel** held on Sunday October 20. It gathered 20 women together to empower and share in their experiences. There were breathing exercises, personal stories and mindfulness. All proceeds went to Sara Riel Inc.

BE KIND TO YOUR MIND

Presented by **Speak Up and DBT Winnipeg** with all proceeds going to Sara Riel Inc. It took place from 9:00am to 3:00pm Saturday February 1st at the Human Rights Museum. Tickets were \$15.00. Cameron Tindall was on a panel discussion. Danielle Lester was available to talk about services at the Sara Riel Inc. booth. Total proceeds for the event were \$1930.00

GRANTS

Thomas Sill Foundation- Sara Riel Foundation has received a \$10,000.00 grant to assist with the roof replacement.

THE
THOMAS SILL
FOUNDATION
INC



Winnipeg Foundation- Sara Riel received \$15,000 from the Winnipeg Foundation to renovate a bathroom so it is accessible for disabled at Seneca services.

PARTNERSHIPS

Sara Riel Inc. is committed to working closely with sister agencies which include:

*Catholique Health Corporation of Manitoba
Aulneau Renewal Centre
Youville Centre
Access St. Boniface
St. Boniface Emergency Department
Marymound*



"There is immense power when a group of people with similar interests gets together to work toward the same goals."

Idowu Koyenikan

Sara Riel Inc. has formal partnerships and ongoing formal operations meetings with:

*WRHA Downtown/Point Douglas Mental
Health and Addictions Services, North End*

Women's Resource Centre

Morberg House

Kelburn Health and Wellness Centre

CWB National Leasing

24-7 Intouch

Winnipeg Harvest

ProActive

Western Canada Bank - National Leasing



EDUCATIONAL PARTNERSHIPS



University of Manitoba: In 2020, Sara Riel Inc. has formed a partnership with **Dr. Kristin Reynolds** from the University of Manitoba. Dr. Reynolds is an Assistant Professor in the Department of Psychology and Director of the Health Information. The partnership will enable Dr. Reynolds' Doctoral-Level students to participate in an evaluation project to assist in ongoing evaluation of key outcomes and developing new evaluation plans, which will assist us in ongoing planning and evaluation.

Indigenous/Aboriginal/Metis: Mitch Bourbonnière - SRI, because of its ties to the Métis Heritage has contracted with Mitch Bourbonnière to supervise and provide additional training to all Sara Riel Inc. staff. He meets with staff monthly to provide counsellor supervision, aboriginal cultural safety, content and knowledge. He will be a resource for Indigenous PSWs.

Immigrant/Newcomer/Refugee: Dr. Mamadou Ka - Winnipeg has a large newcomer population. Dr. Mamadou Ka provides cultural training to all staff on sensitivity to other cultures. These workshops are being provided on an ongoing basis.

Chrystal Methamphetamine: Community Meth Response - SRI worked with the **Chrystal Meth Prevention Community**. A staff member has taken the training for Train the Trainor on Community response and resources to meth. This training will be provided for all Sara Riel Inc. staff. Hayley Sinclair has innovated two peer support programs in Vancouver and Winnipeg.

Integration of Addictions and Mental Health: Virgo Report- SRI is working with **Dr. Brian Rush**, Virgo Report, the Catholic Health Corporation and the Catholic Communities of Service to bridge mental health, substance use and addictions services together. A more integrated community approach is being implemented with the Communities of Service.

NETWORKING

Sara Riel Inc. is a member of the following networks:

- Member of the Mental Health and Addictions Network;
- Lead on the Partners for Community Mental Health and Addictions Forum with over 49 organizations participating;
- Lead on the Mental Illness Awareness Day networking with over 60 organizations;
- Co-chair of the Mental Health and Substance/Use Addictions committee for the Catholic Community of service;
- Member of End Homelessness,
- Member of the Non-Profit Housing Association;
- Member of the Chambers of Commerce;
- Member of ICD;
- Organization sponsor for the December 2019 conference on Mental Health, Substance Use and Addictions,
- Associated with the Manitoba Customer Contact Association;
- Manitoba Excellence in Customer Contact Achievement (MECCA) Awards;
- Co-Chair of the EIA Mental Health Working group;
- St-Vital Community Action Network (C.A.N.);
- Community of Practice (CoP) Winnipeg Rental Network;
- West Central Connect;
- Fearless R2W;
- Inner-City Youth Alive (ICYA).

BUILDING BRIDGES TO THE COMMUNITY

Diversity Committee - Musaka Sadi, Neil Hussain and Karen Sablowsky counsellors at SRI lead a diversity committee for Sara Riel. This include training and education opportunities. In addition, the committee will focus on community outreach such as participating in a sweat lodge, Pride, walking with Mama Bear Clan, African celebrations, Black Lives Matters Education etc.

FINANCIAL YEAR

Sara Riel Inc had a successful financial year in the delivery of its programming. KPMG conducted the audit for the year 2019-2020 and gave a clean opinion. The Non-Consolidated Statement of Financial Position had an operating surplus of \$90,437.00 for SRI.

March 31, 2020, with comparative information for 2019

	2020	2019
Assets		
Current assets:		
Cash and cash equivalents	\$ 1,573,748	\$ 1,575,604
Accounts receivable	38,935	14,191
Prepaid expenses	3,813	4,527
	<u>1,616,496</u>	<u>1,594,322</u>
Capital assets (note 2)	66,029	82,794
	<u>\$ 1,682,525</u>	<u>\$ 1,677,116</u>
Liabilities, Deferred Contributions and Fund Balances		
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 158,688	\$ 116,283
Due to Winnipeg Regional Health Authority	59,601	116,163
	<u>218,289</u>	<u>232,446</u>
Deferred contributions (note 3):		
Future expenses	299,291	369,484
Capital assets	2,709	3,387
	<u>302,000</u>	<u>372,871</u>
Fund balances:		
Capital fund	148,065	164,152
Operating fund	1,014,171	907,647
	<u>1,162,236</u>	<u>1,071,799</u>
Commitments (note 7)		
Subsequent event (note 9)		
	<u>\$ 1,682,525</u>	<u>\$ 1,677,116</u>

MEET OUR BOARD MEMBERS



Neill Johnson
Chair



Derrick Vandel
Vice-Chair



Marcy Kustra
Secretary
Finance, Audit & Property Chair



Gisèle Morier



Laurel Mitchell
Service Delivery Interim Chair

HUMBLE
LEADERSHIP
DOESN'T MEAN YOU
THINK LESS OF
YOURSELF. IT
MEANS YOU THINK
ABOUT YOURSELF
LESS AND YOU
THINK OF YOUR
TEAM MORE.

CS Lewis



Roxane Sarassin



Mathieu Lafrenière



George Coupland
Human Resource Chair



Daniel Tremblay



Lance Barber
Service Delivery Chair



Christophe Rodrigue

BOARD COMMITTEE MEMBERS

Executive

Neill Johnson - Chair
Derrick Vandel - Vice-Chair
Marcy Kustra - Secretary

Human Resource

George Coupland - Chair
Christophe Rodrigue
Daniel Tremblay
Neill Johnson

Service Delivery

Lance Barber - Chair
Laurel Mitchell - Interim Chair
Gisele Morier
Cynthia Puttaert

Finance, Audit and Property

Marcy Kustra - Chair
Derrick Vandel
Daniel Tremblay
Christophe Rodrigue
Neill Johnson

Thank you to
George Coupland
&
Marcy Kustra
for their dedicated
years of service.

MANAGEMENT TEAM

Tara Snider - Executive Director
Candice Kirton - Assistant Executive Director
Cameron Tindall - Manager of Mental Health and Addictions
David Stewart - Manager of Mental Health and Addictions
Jacqueline Bertie - Property Manager
Susan Sansome - Manager of Finance
Lisa Ross - Executive Assistant

”Working
together is
the key to
success”

Sara Riel's amazing staff!





Sara Riel^{inc.}

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