



2022-2023
Annual Report



ELMWOOD
RESIDENCES

Supporting the wholeness of life.

Land Acknowledgement

We at Elmwood acknowledge that the services and supports we deliver are on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

Our Vision, Mission & Guiding Principles

Our Vision is for people living with intellectual disabilities to be empowered to lead full and meaningful lives.

Our Mission is to provide individualized care and support that nurtures growth, well-being, and belonging for people living with intellectual disabilities.

Our Guiding Principles:

- Resident First
- Teamwork
- Respect & Dignity
- Relationships & Partnerships
- Community Inclusion
- Continuous Reflection & Growth
- Communication & Openness
- Innovation & Creativity
- Integrity & Accountability
- Advocacy

Table of Contents

2	Our Vision, Mission & Guiding Principles	11	Looking Ahead
3	Message from the Board Chair & Executive Director	11	Partnership with Little Learners Preschool
4	Strategic Accomplishments	12	Who We Serve & How We Serve
6	Manor Transition Update	13	Bob’s Success Story
8	Team Elmwood	14	Robert’s Legacy
8	Staff Survey Results	16	Fall Feast 2022
9	Elmwood Excellence Awards	17	The Evolution of Health and Wellness Support
10	Taking Person-Centred Support to the Next Level	18	Finance
10	SILP Canmore Trip	19	Thank You

Message from the Board Chair & Executive Director

Dear Community Partner:

Welcome to Elmwood’s Annual Report for 2023! This past year has been one of innovation and creativity as we have developed a strong vision for Elmwood’s future. This includes significant progress on the Manor Transition Initiative balanced with the development of a strategic vision beyond this initiative and into the future with the development of a Disability Service Sector Hub. It has also been a year of significant advocacy as it relates to gaps between human service ministries, authorities, and funding to the Disability Service Sector to ensure optimal service delivery for individuals living with intellectual disabilities.

We all have a part to play in ensuring that services for individuals living with intellectual disabilities are delivered with integrity, heart, and vision for a better future.

Charting New Paths

Elmwood takes this sentiment to heart and has envisioned our part in the evolution of the Disability Service Sector through collaboration, partnership, and advocacy which benefit all organizations delivering support. Together, we have a responsibility to address issues and build a brighter future, including more comprehensive services and safety mechanisms which ensure each individual is supported to live their best life.

Thank you to Elmwood’s Board of Directors and Committee Members, who are champions of community inclusion, relationships, and partnerships and are committed to organizational and sector betterment through governance processes and taking risks to ensure a better tomorrow for those we serve.

We express our appreciation to our funding bodies – the Ministry of Social Services – Community Living Service Delivery (CLSD), the Saskatchewan Health Authority (SHA), and the Saskatchewan Housing Corporation (SHC) for operational and capital funding. We also extend our immense gratitude to the many donors, granting bodies, and community partners for whom Elmwood is a *charity of choice*.

We wish to extend our sincere gratitude to our partners in individual and systemic advocacy – Inclusion Saskatchewan (INSK) and Community Living Association of Saskatoon Inc. (CLASI) for their support and fortitude in ensuring the voices of those living with intellectual disabilities are elevated within our province. In this, we also recognize the work of SARC in advocating for the needs of Community-Based Organizations (CBOs) throughout Saskatchewan.

We recognize and honour the incredible Disability Support Professionals working within Elmwood who go above and beyond to provide amazing and heart-felt support to those we serve. Their demonstrated commitment despite significant challenges in our sector is an inspiration to us all – please know that we are advocating for recognition of your profession and for improvements to funding models which will support Elmwood to thrive.

We embrace 2023-2024 with a commitment to the future, advocacy, those we serve, and the Disability Support Professionals who are the foundation of Elmwood.



Gary Emde, Board Chair
Elmwood Residences Inc.



Rachael Steinke, Executive Director
Elmwood Residences Inc.

Strategic Accomplishments

1

Strengthening Core Functions of Elmwood to Ensure Residents Live Fulfilled Lives

Maintaining and Growing Programs and Services

- Design construction of the Community Homes for the **Manor Transition Initiative** in partnership with the Ministry of Social Services – Community Living Service Delivery (CLSD) and the Saskatchewan Housing Corporation (SHC).
- Expanded the **Community Inclusion Program** (CIP) and the **Supportive Independent Living Program** (SILP) and completed significant program changes to provide enhanced services.

Investing in Team Members

- Developed and launched the **Elmwood Staff Portal** to provide improved access to key, consistent information and training for team members.
- Redesigned the **Team and Culture Department** to foster change and support improved workplace culture.

Supporting Inclusiveness and Cultural Diversity and Embracing Truth and Reconciliation

- Partnered with the International Indigenous Speaker's Bureau (IISB) to deliver an **Indigenous Speaker Series** delivered by Dr. Raven Sinclair and Dr. Jaris Swidrovich.

2

Learning, Planning, And Preparing for Change Through A Resident First Approach

Creating Organizational Capacity for Innovation

- Completed negotiations for the **Workplace Adjustment Plan** to ensure continuity of support and person-centred approaches to the Manor Transition Initiative.
- Partnered with the University of Saskatchewan's Community University Institute for Social Research (CUISR) to **Quality-of-Life Impact Study** of the Manor Transition Initiative.

Exploring New Programs and Services

- Commenced long-term planning for the development of a **Community Hub of Services** located on the former site of Kinsmen Manor.

Building Financial Capacity of the Organization

- Accessed **capital funding** to complete significant renovations on Kinsmen Manor and Community Homes.
- Developed a strong **financial contingency plan** aimed at supporting continuity of services.

Ensuring Physical Space and Equipment Best Meets the Well-Being of Those We Serve

- Developed Elmwood's **Capital Plan** to ensure strategic investments in the right places and spaces.
- Designed **Manor Transition Community Homes** in line with individual needs while ensuring key elements to secure long-term functionality.

3

Connecting and Engaging with Key Partners and Stakeholders

Engaging with Internal Stakeholders

- Hosted roundtables, engagement groups, and events which support **Family Engagement and Inclusion**.
- Completed the inaugural **Resident Survey** to gain feedback and insight from those we serve on what's important to them.

Leading, Building and Maintaining Collaborative Relationships with External Partners

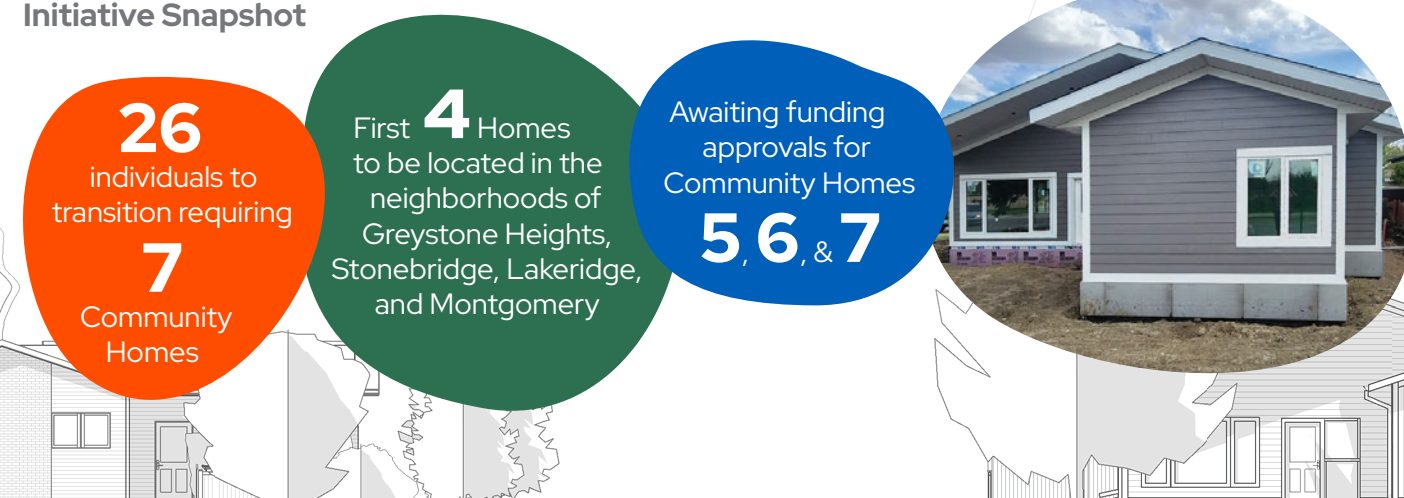
- Initiated the use of a **Client Relationship Management System** (CRM) to modernize and streamline organizational communications.
- Built relationships and advocated with **key policy makers** including Members of the Legislative Assembly (MLAs), Deputy, and Assistant Deputy Ministers.

Manor Transition Update

Elmwood officially announced the Kinsmen Manor Transition Initiative in 2021 and has been working diligently on the initiative over the course of 2022-2023.

The Manor Transition Initiative and the design process for homes is a collaboration between Elmwood, the Ministry of Social Services, Community Living Services Delivery (CLSD), and the Saskatchewan Housing Corporation (SHC).

Initiative Snapshot



DID YOU KNOW?

Elmwood has developed a vision board called ***Our Road to Home*** to provide residents of Kinsmen Manor with a visual to help them understand the Community Home development process. This visual tool incorporates the use of plain language and pictures which support the resident's understanding of the transition process.

Development Update

Construction on three (3) Community Homes began in the fall of 2022. Key elements for each Community Homes development for the Manor Transition Initiative include:

- Minimum 50-foot lots in Saskatoon
- Near or at-grade bungalows of approximately 2000 square feet
- 4 bedrooms per home equipped to support changing needs and aging in place
- 2 fully-accessible bathrooms including a therapeutic tub and barrier-free shower

Commitment to Community Integration and Inclusion

Elmwood is committed to ensuring that residents are an integral part of their new neighborhoods. Elmwood has met with the Community Associations of the four areas where new Community Homes are currently in development. Engagement with Community Associations focused on building awareness on who Elmwood is, the supports we provide, how residents plan to become a part of these beautiful neighborhoods, and the construction process. Feedback from the Community Associations has been overwhelmingly positive and welcoming.

Evolving Elmwood's Supports and Services

As part of the Kinsmen Manor Transition Initiative, Elmwood is committed to exploring how to enhance supports in three (3) core areas including:

- Health and Wellness
- Transportation and Community Inclusion Opportunities (External)
- Programming and Socialization Opportunities (Internal)

Over the course of 2022-2023, a number of Family Roundtables and Engagement Sessions were held in each of these core areas to gain understanding of the challenges and opportunities. Based on this feedback, program plans are actively being designed by Elmwood's Leadership and Resident Support Teams to action in 2023-2024.

Evaluation and Outcomes

In partnership with the University of Saskatchewan's Community University Institute for Social Research (CUISR), Year Two of the Manor Transition Quality-of-life Study has been completed.

- The non-resident portion of this study, including families, advocates, and community partners, commenced in summer of 2022. To date, sixteen (16) individuals have participated.
- The resident portion was launched in February of 2023 with a total of 21 residents of Kinsmen Manor agreeing to participate.

The information collected as part of this study will serve to benefit individuals living with intellectual disabilities across the nation and the organizations who support this unique and important population.



Team Elmwood

Working in the Disability Sector as a Disability Support Professional can be immensely rewarding, but it is a profession which can also push team members to their limits. Over 2022-2023, recruitment and retention has been affected by both internal and external factors, including organizational changes, significant wage disparities compared to health-based organizations, and unprecedented rates of inflation. In response to these challenges, Elmwood has focused on creating a balanced approach – initiating key organizational changes and fostering continual engagement, communication and opportunities for growth, and development.

- Elmwood launched **New Community Home Schedules** to support full-time employment, eliminate twelve-hour shifts, increase consistency, and support work-life balance of team members. Since implementation, Elmwood has seen a significant reduction in overtime and behavioural incidents.
- Elmwood launched the **Staff Portal** which, designed for our teams of Disability Support Professionals, will modernize the way we work through key virtual trainings, submittable forms, access to policies, and serve as a key communication forum for team members.
- Elmwood launched an updated **Health and Safety Policy Manual** and Standard Operating Procedures to ensure we are aligned with best practice.

Because we **Support People, With People**, we are committed to ensuring appropriate, meaningful, and supportive opportunities for our team members. In 2023-2024, Elmwood is committed to:

- Elevating the work done by Disability Support Professionals at Elmwood and throughout the Disability Service Sector.
- Advocating for increased wages and benefits for Disability Support Professionals working at Elmwood and throughout the Disability Service Sector to support quality service delivery.

Staff Survey Results

Changes to Make Elmwood Better:

- Examine Impact of Schedules in Community Homes
- Team Building and Training
- Staff Engagement Opportunities and Improved Communication
- Improved Staffing Ratios
- Wage Increases for Disability Support Professionals



232
Employees

40
Average
Age of Team
Members

3.95
Average Years
of Service

8.5 of 10
DSP Alignment with
Vision and Mission

7.2 of 10
Satisfaction as a Disability
Support Professional
at Elmwood

Elmwood Excellence Awards

Elmwood is committed to the development of an amazing organizational culture that supports all team members to thrive and do their very best work. The Elmwood Excellence Awards are peer-nominated and awarded by a selection committee involving previous years recipients. Awards are presented to employees who exemplify and embody the principles of the following awards.

Resident First Award – Julian Hendrickson



Julian is a member of the Recreation Team and demonstrates incredible love, patience, and acceptance for those he supports. He is particularly dedicated and well-versed in situations where individuals may display behavioral challenges.

Julian always offers insightful questions and feedback to

ensure that the strategy will meet the needs of the individual. This approach recognizes behavior as communication and – at its root – supports the individual to learn and grow – which is a key foundation in Elmwood’s Resident First Approach.

Julian utilizes the Resident First Approach in countless interactions with various residents. It's always a pleasure to watch Julian with the residents, as he has a natural way of simply meeting people where they are at and supporting them with unconditional positive regard in all situations.

Positivity and Passion Award – Lalyñ Sweet

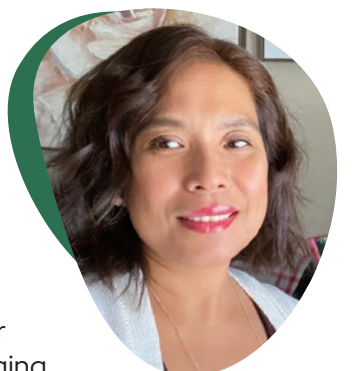
Lalyn continually displays positivity in her daily work – she is an energetic, bubbly, and inviting person who exudes positivity in her relationships with residents and her interactions with her team members. You can always find Lalyn meaningfully engaging with residents, joking around with them, and encouraging them to take part in activities. If you hear a beautiful voice singing at the Manor, it is sure to be Lalyn initiating karaoke. Lalyn's ability to engage with residents is so inspiring – she has a natural and genuine approach in all interactions.

Lalyn works well with others as part of the Manor Team and fosters teamwork and a positive culture at Kinsmen Manor. Lalyn is always joking and laughing with her co-workers. She is always willing to lend a hand and often will offer support and help even before it is requested.

Above and Beyond Award – Ellyne Schan

Ellyne is a long-time team member within Elmwood's Community Homes who demonstrates an incredible commitment to the Disability Service Sector as a whole.

Over this year's holiday season, Ellyne reached out to other Community Homes to see who would be interested in doing a baking exchange – organizing and supporting all elements to ensure residents and team members alike were included. Ellyne is always committed to going the extra mile to ensure residents live fulfilled lives. Because of Ellyne's dedication, residents of Elmwood had a bit more sparkle in their lives.



Taking **Person-Centred** Support to the Next Level

Elmwood is one of the few Community-Based Organizations in Saskatchewan to have a team of Helen Sanderson and Associates accredited trainers in Person-Centred Approaches.

These trainers deliver person-centred planning and thinking sessions to teams of Disability Support Professionals within Elmwood. Person-Centred Planning and Reviews are now led by the Community Home Coordinators teamed up with Recreation Coordinators and are completed on a biannual basis to ensure a holistic approach. We use a variety of tools and resources to ensure the inclusion of all members while making sure the individual is at the centre of the process. Once complete, each plan highlights goals in three core areas:

- 1) Emotional, Physical and Material Wellbeing.
- 2) Independence Related to Personal Development and Self-Determination.
- 3) Participation Related to Interpersonal Relationships, Social Events and Rights of the Individuals.



SILP Canmore Trip

In the summer of 2022, Allan and Angela travelled to Canmore with their Supportive Independent Living Program (SILP) supports. Both Allan and Angela live independently and have regular support through Elmwood's Supportive Independent Living Program. They both identified going to the mountains as part of their Person-Centred Plans. This trip was made possible by the generosity of The Stensrud Family Top of the Rock Trust Fund.

We flew from Saskatoon to Calgary and booked a shuttle that took us to Canmore, Alberta. Accommodations had been coordinated through Angela's family, and it had been several years since she had had the opportunity to experience her family's vacation home. Allan was beyond excited as this was his very first time seeing the Canadian Rockies. Our shuttle driver felt the excitement in the vehicle once we approached the mountains and graciously pulled over to get a picture of us with the mountains in the background.

Allan was able to fulfill his lifelong dream of cycling in the mountains and seeing the Canadian Rockies for the very first time. He loves to tell stories of Sasquatches, and he was actively looking to find one. Although we didn't run into any, we did see some heavily bearded men on our route! Thankfully though, Allan was able to find a t-shirt with a Sasquatch on it to bring home and share his stories.

Our days in Canmore were filled with cycling, rafting, eating and eating some more, sightseeing, and of course shopping. We did have more fun, but we are sworn to secrecy—what happens in Canmore stays in Canmore!



Looking Ahead

1 Strengthening Core Functions To Ensure Residents Live Fulfilled Lives

- Opening of the first four (4) Manor Transition Community Homes and approving and developing the remaining homes to complete the initiative.
- Complete significant capital improvements in existing Community Homes and continue advocating for several replacement Community Homes which are in poor structural and design condition.
- Focus on establishing new operational funding pathways to complement and expand programs and services currently delivered by Elmwood.

2 Learning, Planning, and Preparing for Change Through a Resident First Approach

- Complete comprehensive analysis, long-term planning, and design of a Community Hub for the land site of Kinsmen Manor, inclusive of a broad range of supports and services, including organizational administration and meeting spaces, programming facilities, and housing options.
- Initiate applications for funding to deliver on the Community Hub Initiative and lay the foundations for a large-scale capital fundraising campaign to achieve the vision.

3 Connecting and Engaging With Partners and Stakeholders

- Develop new relationships and partnerships which provide opportunities for the growth and expansion of Elmwood's supports and services.
- Broker new partnerships for Community Hub Initiative inclusive of Community-Based Organizations, key services and businesses required, and new funding pathways.
- Advocate for the professionalization of the disability sector and the recognition of Disability Support Professionals, a collaboration between Human Service Ministries and Authorities for increased operational funding to ensure sector viability.



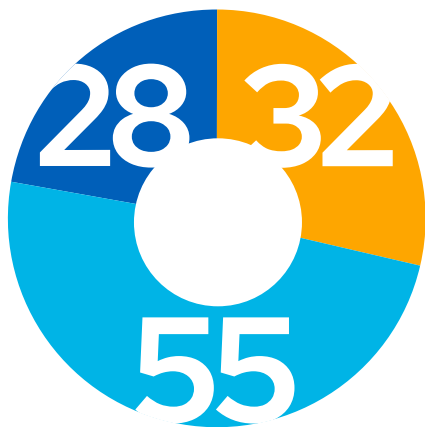
Partnership with Little Learners Preschool

Elmwood has a strong partnership with Little Learners Preschool, which provides early education for pre-school aged children on a biweekly basis throughout the school year! This has formed a key pillar of Elmwood's Community Inclusion Program, as individuals living with intellectual disabilities can learn, grow, and form meaningful relationships through a program which supports intergenerational and interability learning. Both the kids and residents are thriving as their friendships grow every day.

If you are interested in enrolling your child in this amazing program, please check out www.littlelearnerspreschool.ca

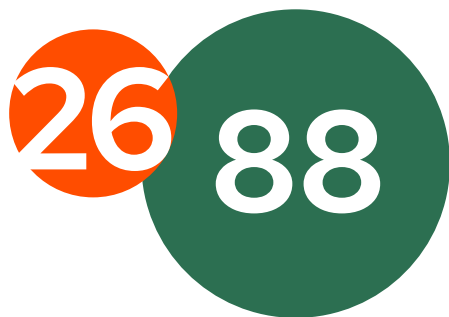
Who We Serve & How We Serve

■ Kinsmen Manor ■ Community Homes ■ SILP ■ CIP ■ Trust Services



Total residents served: 115

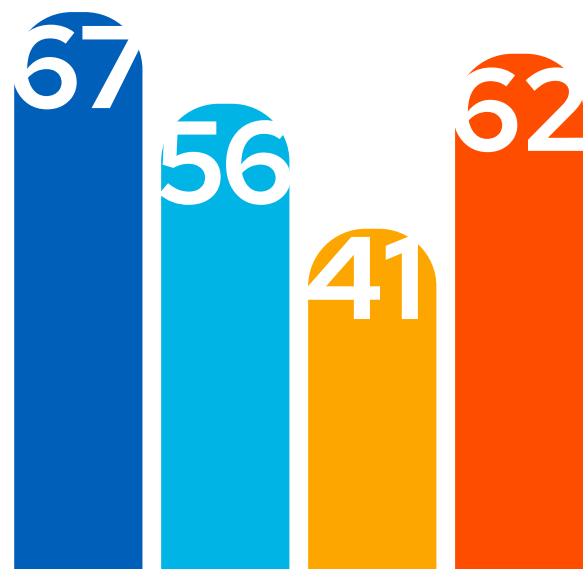
Numbers represent total number served throughout the year and may not reflect today's numbers.



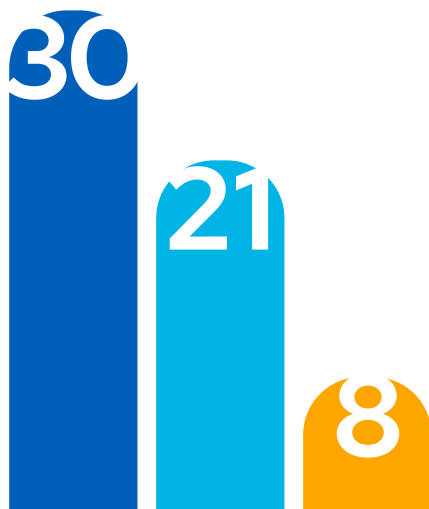
Individuals receiving additional programs and services



Range of ages



Average age per program



Average years of support

Bob's Success Story

This year, we celebrate one of the individuals we support who has grown tremendously in the past year as part of our Community Inclusion Program (CIP)!

Bob has been a part of the Elmwood family since 1988, and currently resides in one of Elmwood's Community Homes. Bob was one the first residents to join Elmwood's CIP Program, and the program was designed around his unique needs and focuses on one-on-one community outings based on his individual interests. Bob was initially quite hesitant to participate as he loves being at home – so we started off the process on Bob's speed, letting him decide throughout the entire journey what made him feel comfortable. This meant that it began with just a few minutes of conversing near the house, then we began having five-minute conversations on his swing in the front yard. This progressed to ten-minute conversations on the swing, and this stage lasted the entire summer.

By using Elmwood's *Resident First Approach*, Bob became comfortable with the Recreation Team at his own pace and comfort level. As fall approached, Bob formed meaningful relationships with team members and decided to try a quick outing to his favorite store – this was a breakthrough for Bob, and he continues to surprise us every day. This November, Bob hit a huge milestone! He decided instead of going to his favourite stores, he wanted to do Christmas shopping for his family at Lawson Heights Mall, and Bob picked out all of his Christmas gifts for his family members. This is a huge accomplishment for Bob, and he is now incorporating grocery shopping for his house into some of his visits!

We are super proud of Bob and continue to be amazed by his determination to grow!



Community Inclusion Program

The Community Inclusion Program (CIP) celebrated its first anniversary this year. The program offers opportunities for individuals to engage in purposeful programming that supports and encourages new skill development and creates quality-of-life opportunities. The CIP currently operates in an untraditional manner, having both in-house day programs, as well as community outings. The Community Outings run on what works best for the resident, whether this be morning, afternoon, or even evening. These outings are individually tailored to the resident, using the resident-first approach.

The program also launched an Entrepreneur Group this year and has been active at local markets selling anything from t-shirts and cards to Christmas ornaments. The participants take great pride in being able to create, sell, and earn their own money. The possibilities for this group are endless.

Robert's Legacy

A Gentle Presence



Robert Leibel was born the 8th of 14 kids, and his younger sister, Theresa, describes him as “the gentlest of the lot,” a source of comfort, laughter, and friendship. Below she shares a few snapshots of Robert’s life and the impact that Robert’s legacy gift will make in the lives of adults living with intellectual disabilities, especially when they face health challenges.

“He didn’t mind sitting with me, listening to me read, or sing, or draw and colour—presence without expectations or judgment. The greatest gift given to any child is to feel loved and appreciated. Robert gave that gift to me.”

As an adult, Robert continued to extend his kindness to his nieces and nephews – as well as his grandnieces and grandnephews. “He loved to watch them play. There were many touching moments when a little one would snuggle up beside him with a toy car, stuffy, or book and he would fully engage with that child.”

Robert – or “Uncle Bob” as he was known by his family – was born with intellectual disabilities, and he received support through Elmwood’s Supportive Independent Living Program (SILP). Sadly, Robert passed away in 2022 after months of declining health.

“In the last years of his life, I grew to even more appreciate what a beautiful human he was. I don’t want him forgotten.”

Aging in Place

As individuals living with intellectual disabilities age, they frequently experience gaps in human services, particularly between the Ministry of Social Services and the Saskatchewan Health Authority. Challenges in accessing health support such as home care, physiotherapy, and occupational therapy are common, and there are often disputes about which agency is responsible for paying for these services. Unfortunately, funding disputes may be occurring at the same time as a patient’s health is rapidly declining. This creates a crisis situation for the individuals and their families, with organizations like Elmwood designing “make-shift” solutions to fill in the gaps.

Early on in Robert’s decline, his support team advocated and applied to the government for additional funding to provide the services he needed. It took months and months of advocating until there was funding available for Robert, all while his health steadily declined. Despite the team’s efforts, the funding only came through a few weeks before his passing.

“Robert was blessed to have such dedicated advocates on his support team through SILP and Elmwood. His last year was particularly hard. I cannot say enough about the support we received from the team... how many times I and the team were frustrated to the point of tears because, even through our best efforts, we couldn’t get the support he desperately needed in a timely manner.”

If not for Robert’s family and the advocacy provided by Elmwood, Robert would have passed away in his suite without the compassionate and specific health support and care he needed. Community-based access to services and timely financial support are needed to ensure that people like Robert can age in place with dignity.

Worthy of Care

Robert’s family looks back at the last year of his life and wonder what more could be done to show Robert that he was important and worthy of the care and support he needed. His life is a reminder that all individuals have the right to health support – regardless of their abilities.

“He demanded so little, I think that often, we as family took him for granted. Throughout his whole life he thought he wasn’t as important as the rest of us... that he was dispensable. Getting appropriate care should not be that difficult! I don’t know what we would have done without the Elmwood team. Whenever I felt helpless or hopeless, someone would have another idea, another avenue to try.”

At Elmwood, our vision is for people living with intellectual disabilities to be empowered to lead full and meaningful lives, and we aim to provide quality care at every stage of life. We work hard to provide a wide spectrum of supports and services, but it is frustrating to continue to see widening gaps in the human service system.

Should other individuals in the care of Elmwood require additional support during health challenges, or if they are also experiencing delays throughout the government support process, Robert’s gift will help ensure that our team can act quickly to ensure a more comfortable experience.

A Name to be Remembered

Robert Leibel will be remembered for his sense of humour, his gentle nature, his love of family, and his wisdom. His story lives on in the lives of the people he knew and loved, and now it also lives on through his Legacy Gift.



“I am so grateful to be able to do this for Robert. He always looked out for people that he thought needed help. I wanted this to be about him—his contribution—not mine nor my family’s—his name to be remembered.”

Legacy Giving is one way to ensure that families, and individuals like Robert, are given the best possible support in the midst of a health system with many gaps. While we continue to hold the Government accountable for supporting individuals with intellectual disabilities, your gift helps Elmwood to minimize these gaps.

There is so much advocacy work to be done on this front. We asked Theresa if she had a message to share with others who are in a similar situation.

“Do what you can to honour your person’s life. Every person is a gift. Their story is important; their life’s contribution is important, no matter how small.”

To learn more about how you can make an impact through a legacy gift, please contact Elmwood’s Development Coordinator today or visit www.willpower.ca/charities/elmwood-residences.



WILL POWER USE THE POWER OF YOUR WILL TO DO MORE

Fall Feast 2022

On the evening of September 29th, 2022, Elmwood hosted the Fall Feast presented by the Kinsmen Club of Saskatoon, raising awareness and funds to support our residents and their need to access the community through safe, reliable, and appropriate transportation.

Save the Date
and join us at the
Elmwood Fall Feast
September 28, 2023!



Elmwood operates a fleet of vehicles to help residents be meaningfully included in their communities, essential to fulfilling our Resident First Culture. Yet, despite the importance of these vehicles, capital funding to purchase them is not provided by the government. In fact, we only received \$1,900 per Community Home in the 2021-2022 fiscal year for all transportation costs, which is not nearly enough to maintain or improve our fleet.

At the Fall Feast, guests were inspired by the individuals we serve while enjoying a delicious three-course meal, and given the opportunity to network, enjoy drinks, appetizers, and live music. Inspirational speakers filled the room with their fondest memories of Elmwood and personal experiences, and shared the struggles currently faced with transportation needs.

Lorne, Glenda, and Matthew Bell shared how Elmwood has positively impacted their family's life over the past 5 years while Matthew has been with Elmwood – the family shared their struggles with finding Matthew suitable caregivers once their two older sons had moved out, subsequently making it even more difficult to provide Matthew with the support needed. In the search for a solution, the Bell family came across one of Elmwood's Community Homes and gave it a try. Glenda then went on to say, "It was honestly one of the best decisions we've ever made" with no dry eyes in the house.



Colin Johnson, an Elmwood Disability Support Professional, then took the stage and shared how Elmwood has allowed Tim Boehm, an Elmwood resident, to achieve numerous goals since joining one of the Community Homes back in June 2010. Tim is an avid sports fan, cheering on his favorite team the Saskatoon Blades all season, and rarely misses a game. The importance of Elmwood's transportation services was emphasized, in addition to medical appointments, employment and community events, it has also allowed Tim to attend the recreational outings that he loves so much.



Events like the Fall Feast are only possible and successful with the support of our community. We want to thank all those who attended, sponsored, and donated to this event. This event raised a net profit of more than \$45,000.



Sponsors:

Presenting Sponsor – Kinsmen Club of Saskatoon
Leader in Health and VIP Reception Sponsor – Willowgrove Pharmacy
Silent Auction Sponsor – Miners Construction
Wine Sponsor – Complete Technologies
Friends of Elmwood – Golden Mobility, MNP, SaskTel, and RBC Wealth Management Dominion Securities
Supportive Ticket Sponsor – Mobo Promotional
Grant Recognition – Affinity Credit Union
Printing Sponsor – PGI Printers



The Evolution of Health and Wellness Support

For many years, Elmwood's Nursing Team has played an instrumental role in the care and support delivered by Elmwood – particularly at Kinsmen Manor. The Nursing Team has worked tirelessly as medical supports, liaisons, and advocates, but also as director Supervisors of Kinsmen Manor Care Staff.

To broaden the impact of these key positions, a Community Home Coordinator was assigned at Kinsmen Manor to provide oversight and supervision to the Care Staff and to develop capacity of the Nursing Team to medically support individuals in Community Homes and within the SILP Program. As part this evolution, the nurses became known as Health Coordinators within the Health and Wellness Team.

This was a significant shift in how supports are delivered and included several implementation phases. At this point, the Health Connectors have formed new, positive, and effective relationships with individuals supported in both Community Homes and SILP Program, and we are noticing how they are able to support with minor medical challenges, provide proactive system navigation, and be responsive to medical questions – through this, emergency services are not being accessed as frequently. The Health Coordinators role now includes Medication Administration Training, Minor First-Aid and Proactive/Minor Medical Check-Ups, Wound Care, and general health related guidance, support, consultation, and advocacy to all individuals supported by Elmwood. We feel so grateful and fortunate to be able to offer this support to the entire organization!

Finance

Funding Sources



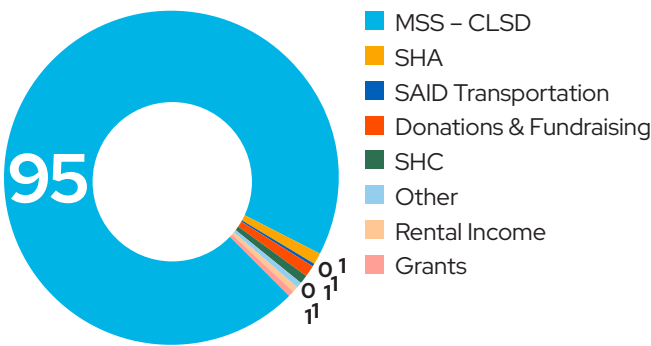
Funding Increases and Other One-Time Funding Received in the Year

- One-time Funding of \$52,000 related to the Manor Transition Initiative to support Staff Exploration Shifts, Evaluation and Research, Staff Recruitment, and capital appliance purchases for Manor residents to learn household processes.
- Overall funding standard increase to salaries and many non-salary items such as training, transportation, and food.
- Enhancements to the Community Inclusion Program Funding (Day Programming) and Supported Independent Living Program (SILP).
- One-time Capital Project funding of \$244,305 to assist in capital renovations.
- One-time funding of \$10,000 to support Truth & Reconciliation training and understanding

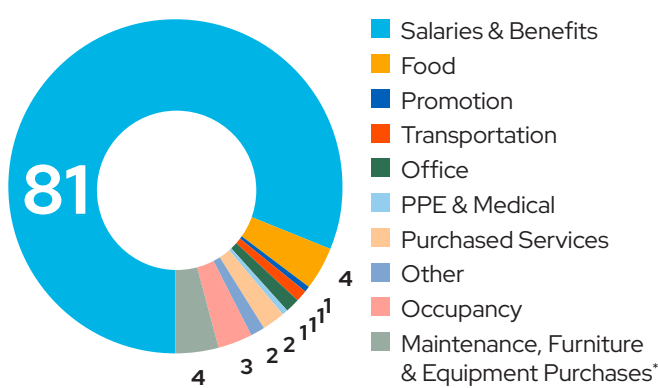
Grants

• Federal Government, Canada Summer Jobs - 5 summer positions	\$24,917
• Kinsmen Club of Saskatoon - Summer Day Camp	\$10,000
• Sask Lotteries, City of Saskatoon - Summer Day Camp	\$10,000
• Affinity Credit Union - Community Access Grant (Transportation)	\$5,000
• Canadian Council on Rehabilitation and Work, Wage Subsidy	\$4,975
• Top of the Rock - SILP Canmore Trip	\$4,186

Operating Revenue Sources (%)



Operating & Maintenance Expenses (%)



*Expenses in reserves



Supporting Elmwood creates a more **vibrant community** where everyone has a chance to participate, contribute, and grow.



Help transform a house into **a home**

To learn how you can **make a difference** visit elmwoodyxe.ca/donate



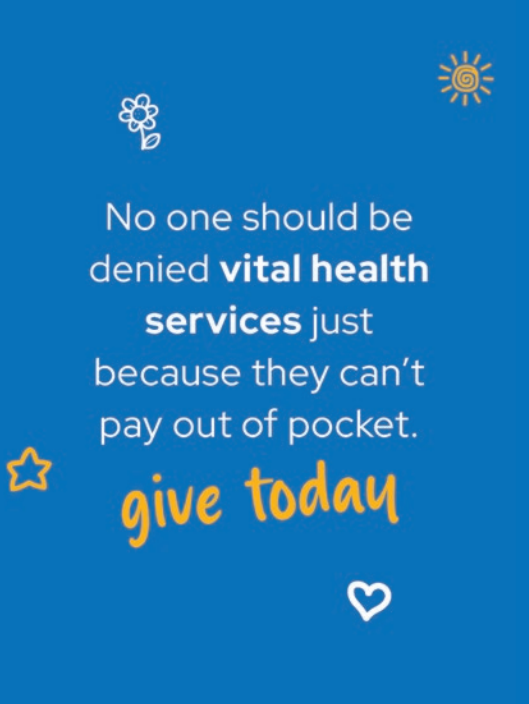
Access to the **community**

Help reduce isolation, and support residents' health and wellbeing!

donate today



enhanced **health** and **wellbeing**



No one should be denied **vital health services** just because they can't pay out of pocket.


give today




2012 Arlington Avenue
Saskatoon, Saskatchewan S7J 2H5

elmwoodyxe.ca

info@elmwoodyxe.ca

 [@elmwoodresidencesinc](#)

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306.374.5151



ELMWOOD
Supporting the wholeness of life.