



Peel Cheshire Homes Brampton Inc.

# 2024-2025 ANNUAL REPORT



# LAND ACKNOWLEDGEMENT



Peel Cheshire Homes Brampton is located on the traditional territories of the Mississauga's of the Credit, Haudenosaunee, and Wendat Nations who have called this land home since time immemorial. We recognize and deeply appreciate their historic connection to this place. We also recognize the contributions that Métis, Inuit, and other Indigenous peoples have made, both in shaping and strengthening this community in particular, and our province and country as a whole. Today, this land is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work, live, and play on this land.

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# MISSION, VISION, & VALUES

## OUR VISION

To be reconized as a community leader in enabling people with disabilities to experience an ehanced life

## OUR MISSION

To empower people with disabilities to live independently in their community, leveraging best practices and professional support services.

## OUR VALUES

Each individual has the inherent right to be accepted, empowered, independent, and given opportunity

Responsible, accountable, respectful practices that are based on honesty and integrity

Staff empowerment and ongoing development

Strong partnering and collaboration with the community





# BOARD PRESIDENT REPORT

It has been a pleasure to be a member of the Board of Directors for Peel Cheshire Homes Brampton, and a great honour to have earned the Board's confidence in being promoted to the position of President. However, it is time for me to move into the next phase of my life, and although there is a hint of sadness, I am also very confident that the team of people that Peel Cheshire Homes Brampton has looking out for it is an incredible, and capable team.

I am proud of what this team has accomplished in my time on the Board. We made it through the Covid19 crisis without major complications, we said 'happy retirement' to one fabulous executive director and hired another equally wonderful person to step into that role, we made important upgrades to the home, improvements to management-staff relationships, rebooted the Outreach Program and then expanded it, and even with all of this, we have ended each year with the books in the green, ensuring a safety net for emergencies.

The feedback received under Debra's attuned leadership has shown a happier home experience for the residents, and an increase in job satisfaction for the staff who care for (and care about!) them.

The partnership between Debra and the Board of Directors is fluid, positive, and productive. It has truly been a collaboration with a strong focus on ensuring that Peel Cheshire Homes Brampton continues to be a place where residents can thrive. There is so much pride here.

There is no doubt that I will miss this team, and I will definitely miss seeing the residents' happiness in the home we work hard to create for them. Thank you again for the opportunity, I wish you all the very best.

*Vanessa Thibodeau*



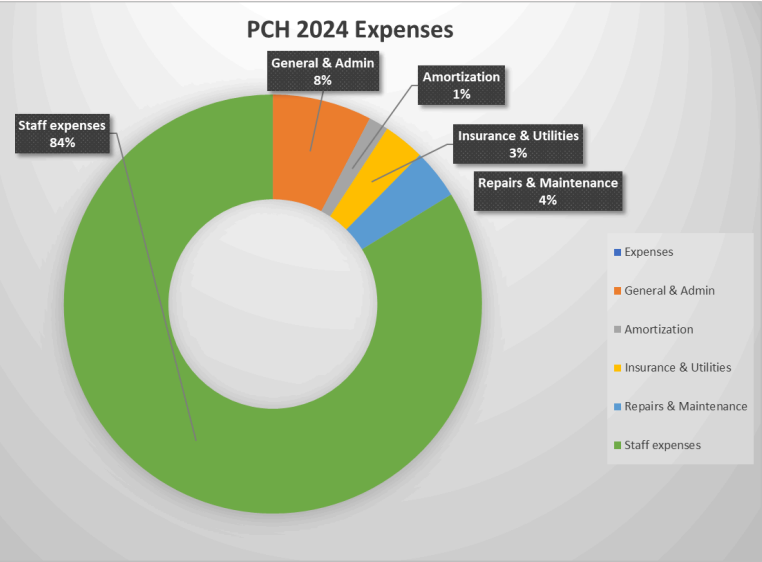
# FINANCIAL REPORT

On a fiduciary level, the Board of Directors has met monthly to review the financial statements, quarterly financial reports, as well as reviewed projections recommending the approval of next year’s budget.

The accounting processes and controls that are in place and overall accountability structures are strong and appropriate to organization’s volume of transactions and total expenditure levels.

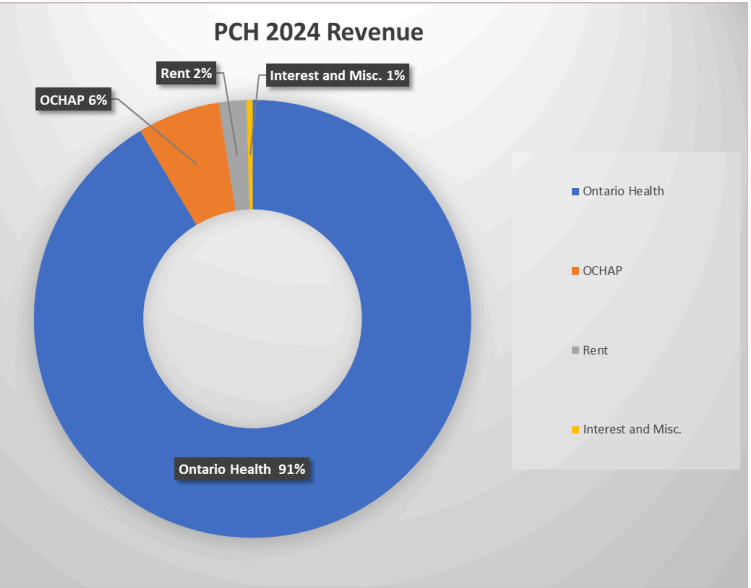
The Board of Directors are happy to report that Peel Cheshire Homes Brampton Inc. received a clean audit report from BDO.

We remain committed to responsible financial stewardship, transparency, and accountability. We would like to thank our executive director, book keeper, management staff, contractors, funders, and community partners for their continued support.



| Revenue            |        | Net Revenue     |
|--------------------|--------|-----------------|
| Ontario Health     | 91.43% | \$ 1,527,368.00 |
| OCHAP              | 6.09%  | \$ 101,802.00   |
| Rent               | 2.03%  | \$ 33,991.00    |
| Interest and Misc. | 0.44%  | \$ 7,365.00     |
|                    |        | \$ 1,670,526.00 |

| Expenses              |     |                 |
|-----------------------|-----|-----------------|
| General & Admin       | 8%  | \$ 126,914.00   |
| Amortization          | 2%  | \$ 25,529.00    |
| Insurance & Utilities | 3%  | \$ 52,686.00    |
| Repairs & Maintenance | 4%  | \$ 63,623.00    |
| Staff expenses        | 84% | \$ 1,384,927.00 |
|                       |     | \$ 1,653,679.00 |





# EQUITY, DIVERSITY, & INCLUSION

EDUCATING AND BUILDING AWARENESS ABOUT THE CULTURES WITHIN OUR WORKPLACE

EDI

## Committee Members

Debra, Maria, Sydney, Mary, Manpreet

### ROLE OF THE COMMITTEE

-  establish a mission
-  create values and guiding principles
-  develop EDI action plan
-  policy review and recommendations
-  develop EDI awareness program
-  develop/research planned training initiatives

### GOALS OF THE COMMITTEE

- staff EDI training 
- educate/highlight team about PCH diversity 
- identify the cultural and religious diversity within PCH 
- educate/highlight team about PCH diversity 
- build community 

# CLIENT SATISFACTION

# 93.4%

the overall satisfaction rate  
identified by Residential  
clients in this year's survey

“

**Staff are friendly**

**Staff make me feel welcome**

**Your service gave my family extra time for themselves**

**I feel safe**

**Staff are very respectful and understanding**

**Happy to live at Cheshire**

**More than happy with my PSW**

**Communication is good with staff & managers**

**The staff is always friendly and accommodating**

**Independence in the community**

”

# 96.5%

the overall satisfaction rate  
identified by Outreach clients  
in this year's survey

# EMPLOYEE SATISFACTION

Staff participation rate was 95.7% & the overall Satisfaction Rate identified by employees in this year's survey is 90%

“

What do you like about working at Peel Cheshire Homes?

- Providing care to the residents gives me a sense of fulfilment
- The communication, respect, and understanding between management and staff
- My team is very supportive and I have great mentors
- I love to help my clients. I like my schedule and hours I work
- The diversity and strong collaboration amongst staff
- I like the working environment, I like the residents and staff. Management is excellent and I like flexibility in work schedule

”



Thank you to each of our  
long-serving staff for  
their dedication and hard  
work!



special thanks to our **JHSC**  
Luna, Mary, Pauline, Jennifer,  
Maria

congratulations

**Mary Nathu**  
35 years of service  
**Ruth Okereke**  
20 years of service  
**Perlita Nillas**  
10 years of service

welcome

**New Employees**  
Taneila, Samuel,  
Jun, Jagjeet





# 2024/25 BOARD OF DIRECTORS



**Badar Rana**  
Director



**Ash Dobbin-Mohammed**  
Director



**Sarah Gaddam**  
Director



**Vanessa Thibodeau**  
Board President



**Erika Jacobs**  
Vice President



**Kim Kresack**  
Director



**Tanner Bersma**  
Director



**Chedly Maghraoui**  
Treasurer

# THANK YOU TO OUR PARTNERS & DONORS

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## CSS Advisory Table

**Brampton Bramalea**  
LIONS CLUB



**Medics mObility Inc.**

 **North Peel**  
*Family Health Team*

 **Ontario**  
**Health atHome**

 **Regional** MISSISSAUGA  
HALTON  
**Learning Centre**

 **QUEEN | LYNCH**  
**PHARMACY**

# CONTACT US

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**Ontario  
Health atHome**

