

Annual Report 2024-2025

Rygiel

Supports for Community Living



Message from the Executive Director

As I reflect on this second year in my role as Executive Director of Rygiel Supports for Community Living, one word rises to the top: momentum.

This has been a year of building—deliberate, focused, and future-ready building. From recruiting and onboarding our full senior leadership team to completing our long-awaited brand expansion and refresh, we have laid the foundational pieces needed to support Rygiel's evolution. At the governance level, we also welcomed two new board members at the start of September 2024—further strengthening the agency's leadership and oversight capacity. With every decision, our goal has been to strengthen the scaffolding so that the people we support—and those who support them—can thrive.

We proudly launched our new website this year, an initiative that reflects not only a refreshed look but a renewed clarity in who we are and what we stand for. Alongside it, we revised our Mission, Vision, and Values—a touchstone we will return to again and again as we move forward. These aren't just words on paper; they're the compass guiding our daily work:

Our Mission calls us to support, advocate, and champion full inclusion and person-directed living.

Our Vision dares us to imagine a world where everyone belongs—no exceptions.

And our Values—inclusion, respect, empathy, collaboration, accountability, and innovation—are already showing up in how we make decisions, design systems, and engage with each other.

Mission:

To enrich the lives of people we support through relationships, independence, belonging and advocacy.

Vision:

Communities where everyone belongs.

Values:

Community – We support a culture of inclusivity by nurturing strong and meaningful relationships which are the heart of a fulfilling life.

Person-Centered – We respect a person's autonomy and unique identity by providing supports that adapt to meet individual wants and needs.

Integrity – We will demonstrate accountability and transparency through honesty, trust, fairness, respect and responsibility in everything we do.

Empathy – Awareness is at the core of our approach, fostering a deep understanding and recognition of diverse experiences and needs of others.

Respect – We celebrate dignity, diversity and the inherent worth of every person.

This year, we also took bold steps toward operational transformation. We began implementing a new Human Resources Information System (HRIS)—a cornerstone for improving staff experience, workforce planning, and service quality. Our commitment to a full-time staffing model continues, recognizing that stability for people supported begins with stability of the teams around them.

Perhaps most significantly, we saw a \$2 million increase in our annual base funding—a testament to strong sector relationships and advocacy. These dollars aren't just numbers; they translate directly into three new people joining our services this year and preparations well underway to support individuals from the Hamilton region, prioritized based on urgency and need.

Our partnerships—within the city, across the sector, and with families—have deepened. They've reminded us that real change happens through relationship. Whether co-developing new service pathways or reimagining supports with community allies, we've leaned into the power of doing this work together.

And yet, as exciting as this year has been, we know that transformation isn't just about moving fast. It's about moving meaningfully. That's why, in the year ahead, we'll be slowing things down—not because we're losing momentum, but because we're ready to embed the foundation we've built.

This next chapter is all about integration. We will focus on:

Building a stronger, more aligned team

Embedding our Mission, Vision, and Values into every corner of our organization

Centering human-centered design principles in how we plan, deliver, and evaluate our services

And deepening engagement—with staff, families, and people supported—so that everyone has a voice in what we're building together.

Because Rygiel is not just an organization. It's a community. And communities thrive when they are co-created.

So, here's my invitation—and my call to action:

Lend your voice. Share your vision. Help us build the future of Rygiel together.

Whether you are a team member, a family member, a community partner, or a person we support—this is your Rygiel, too. We are stronger when we listen to one another, challenge one another, and dream with one another.

Thank you for being part of a year that was ambitious, inspiring, and deeply meaningful. The work is far from finished, but with the foundation now in place, the possibilities ahead of us are endless.

Let's keep going—boldly, bravely, and together.

With gratitude and excitement,

Jennifer Steffler
Executive Director



Message from the Chair

I am very pleased to provide this Report on behalf of the Board of Directors of Rygiel Supports for Community Living. As current Board Chair, I assumed the role in September 2024, part way through our past fiscal year.

This past fiscal year has been a year of review, goal setting, and achievements for Rygiel Supports.

We have been reviewing and updating our Board policies to initiate broad alterations within the Organization in light of new standards, legislative requirements, good governance practices and general common sense. As a result, our active and knowledgeable Governance Committee has been very active in reviewing and making recommendations to the Board to update our organization's Policies. As well, our Board has revived our Service Committee. We have done so in order to better understand the needs of persons supported in our community as well as the needs of families and friends. To this end this Committee will work to recommend and establish policies to the Board to better reflect those needs.

Our Board Directors have gone through on-going training and activities to deal with Core Competencies, to help us be a more effective Board. For example, these training elements have in turn been linked into better understanding of good governance, and also linked into a re-development by the Board of the Executive Director Review process.

The Province of Ontario developmental services Organization Chart explaining the structure of the developmental services sector in our Province has been presented to the Board of Directors during the Board's training; and this training also included extended education on the agency's services, Ministry targets (Journey to Belonging), and strategic objectives. These presentations were followed by a presentation of Rygiel Supports updated organizational chart. We also covered SRV (Social Role Valorization) Synopsis during our Education Sessions retreat.

Our Finance Committee has continued its important and phenomenal work by its member Directors in ensuring that Rygiel Supports remains fiscally responsible and viable in the face of strong head-winds in our sector, our community, in the economy and in our world today. With the continued essential assistance of the Ministry of Children, Community and Social Services, the Finance Committee, along with our Executive Director, has continued to ensure that Rygiel has funds to meet its mission now and well into the future.

The budget continues to be a concern for most of the fiscal period with the on-going combined impact of previous Covid conditions and labour shortages which resulted in higher sick time and overtime costs. These pressures are not unique to Rygiel but continue to be pressures identified by all agencies in the developmental sector. Now there is indication that we have had a notable reduction in overtime costs, attributed to improved scheduling adjustments, attendance management, and hiring practices by our Executive Director and her enhanced team.

We have re-branded Rygiel Supports for Community Living. This is another key achievement this year which has included our collaborative re-branding efforts, our new website, and the organization's review and updating of our "Mission, Vision, and the introduction of organizational Values" to align with our Strategic Plan.

We are pleased to continue our on-going work with our associate organization, Rygiel Homes Housing Corporation and its Board. We are grateful to the Board that they continue to make progress in developing and bringing to fruition their housing projects for persons supported.

Rygiel Supports has been assisting Rygiel Homes Housing Corporation over the past several years on the exciting new housing project that is now almost completed and will soon be ready for occupancy, and which will serve the needs of our individuals. The Rygiel Supports Board, as always, is grateful that the Housing Corporation continues to make progress and overcome the challenges of developing the project in spite of various setbacks.

Rygiel Supports Board is also grateful to all of the dedicated staff, volunteers, and families. The quality of care, the compassion demonstrated by the staff and volunteers, at all levels of the Rygiel organization, continues to demonstrate that we serve a purpose in our community, our mission is now as immensely important and needed as it ever has been, and our vision and values will continue to shape our purpose in assisting persons supported in our community now and into the future.

I would like to extend my thanks to our Board of Directors: Past Chair Sam Cino, Vice Chair Dave Cunliffe, Jeffrey Rouse, Val Dalgetty-Righton, Tony Tigani, Emilia Bozzo, Anthony Frisina and Rimjhim Rosalin, all of whose whose personal values are so closely aligned with values inherent in our mission.

I would also especially like to thank our Executive Director Jennifer Steffler and our Executive Assistant Serena Bisignani, without whom we could not do what we do, and whose work and dedication is so clearly demonstrated in the progress we have made this past year and the achievements that have resulted.

Again, to our staff, volunteers, families, Board Members, and our Executive Director and our Executive Assistant, thank you! With all of you, we can do what we do.

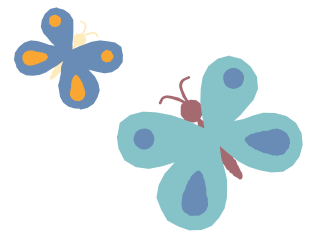
Thank you.

Bruno Uggenti

Chair – Board of Directors



Inclusive Services and Supports



Reflection on the Fiscal Year

The 2024-2025 fiscal year marked a pivotal period of transformation for the agency as we prepare for the Journey 2 Belonging (J2B) initiative while maintaining our unwavering commitment to excellence in service delivery. Our primary focus centered on evolving from traditional service models to innovative, person-directed approaches that would position us to attract individualized funding and create authentic community inclusion experiences.

This transformation required us to fundamentally reimagine how we support individuals with developmental disabilities living in community homes. Rather than maintaining segregated programming, we shifted toward utilizing community consultants—professionals in their respective fields—who facilitate programming that occurs within the broader community. This approach represents a significant philosophical shift from staff-directed to person-supported directed experiences, ensuring that individuals we support have genuine choice and control over their daily lives.

Supporting stability, safety, and well-being across our inclusive residential settings required both proactive infrastructure management and responsive crisis intervention. When we encountered a concern at a location, our swift response not only protected the health and safety of the people supported but ultimately created an opportunity for two lifelong friends to reunite as roommates—demonstrating how thoughtful service planning can transform challenges into meaningful outcomes.

Our commitment to operational excellence was evidenced through the implementation of a new on-call system that eliminates ineffective layers while providing more direct, responsive emergency services. This innovation resulted in significant annual savings while improving our ability to respond to urgent situations. Additionally, we established weekly risk management meetings with Team Leader participation, ensuring immediate attention to incident reports and serious occurrences through collaborative intervention planning.





Achievements and Infrastructure Excellence

Our achievements this year were both substantial and strategically aligned with our evolving vision. The successful procurement of new vehicles through additional funding streams has revolutionized community access for individuals we support while creating enhanced working conditions for staff. These vehicles represent more than transportation—they are gateways to community engagement, enabling participation in local activities, employment opportunities, and social connections.

Infrastructure improvements extended beyond vehicles to comprehensive facility enhancements across our inclusive residential network. Following MCCSS approval for residential target adjustments, we are eliminating shared bedrooms, ensuring private accommodations for all individuals supported. This change directly reflects our commitment to dignity and quality of life while addressing evolving expectations for inclusive residential services.

The introduction of the DS Learning platform represents a quantum leap in staff development capabilities. This comprehensive system provides evidence-based modules on medication management, controlled acts, and legislative requirements, ensuring our staff possess the confidence and competency necessary to provide excellent support while minimizing risks. The platform's focus on best practices and continuous learning aligns perfectly with our commitment to professional excellence.

Our successful partnership with Hauser's, established through a comprehensive RFP process, has significantly enhanced our equipment and lift capabilities, directly improving daily living support for individuals with complex physical needs. This partnership exemplifies our commitment to seeking innovative solutions that enhance both safety and independence.

Perhaps most meaningfully, we celebrated our first annual garden party and Pride event in June 2024, creating spaces for authentic community celebration that honor diversity and promote inclusion. These events demonstrate our commitment to creating environments where everyone feels valued and welcomed.





Overcoming Challenges Through Innovation

Staffing challenges remained our most significant operational hurdle, prompting us to implement comprehensive solutions that address both immediate needs and long-term sustainability. Our streamlined onboarding system now includes two monthly sessions, while enhanced hiring practices encourage candidates with relevant diplomas in Developmental Services Work, Social Services Work, Recreational Therapy, or related fields to apply. These changes ensure new staff possess the competencies necessary to support increasingly complex individual needs.

The implementation of enhanced Crisis Prevention Training for all staff, combining online learning components with full-day in-person training, represents our commitment to providing staff with the tools they need to succeed. We complemented training with practical safety enhancements, including the replacement of all first aid kits and pocket masks, and conducting five N95 mask fit clinics to ensure quantitative mask fitting for all staff.

Medication management presented ongoing quality concerns. We proactively issued an RFP for pharmacy services and will introduce Electronic Medication Administration Records (EMAR) in the coming months. This transition represents our commitment to safety, consistency, and service excellence.

Compliance preparation became an organization-wide focus, with multiple engaging challenges designed to prepare homes while making the process enjoyable for both staff and individuals supported. These activities resulted in numerous prizes and active team engagement while ensuring quality assurance measures were thoroughly implemented. Despite extensive preparation beginning in August 2024, some areas of noncompliance were identified, prompting the strategic hiring of a Senior Manager of Quality, Compliance, and Education to establish a culture of continuous improvement. We proudly completed our final year with Focus Accreditation, achieving our goals and reinforcing our commitment to continuous improvement.

Looking Forward with Purpose and Passion

As we advance into 2025-2026, our rearticulated mission—*To enrich the lives of the people we support through relationships, independence, belonging, and advocacy*—serves as our unwavering compass for every decision and initiative. This mission, coupled with our vision of communities where everyone belongs, transforms from aspirational language into actionable commitments that guide our daily work.

Our upcoming initiatives reflect this mission-driven approach. The development of our strategic plan for new homes at Cranbrook will enable aging in place while optimizing service environments through thoughtful individual relocations across our network. We have entered into partnership with Mohawk College on a new pilot program and we will represent the DS Sector. We are proud to be collaborating with Ontario Health and are excited to contribute to advancing aging in place initiatives and strengthening palliative care services for those we support.

Our weekly Leadership Team Power Hours will continue facilitating knowledge sharing and committee development, ensuring frontline staff are not just informed but inspired ambassadors of our mission and vision.

Through our community consultant programs, we are dismantling segregated programming and creating authentic pathways to community membership. Our transition to person-directed supports ensures that independence is not just encouraged but actively cultivated through meaningful choice and self-determination.

Embracing an Extraordinary Future

The horizon ahead is filled with unprecedented opportunities to revolutionize how we deliver supports and services. Our Journey 2 Belonging planning and implementation will position us at the forefront of sector transformation, enabling us to attract individualized funding while maintaining our unwavering commitment to excellence. The introduction of cutting-edge technology and evidence-based practices will not only enhance service quality but demonstrate our commitment to innovation in everything we do.

Our strategic expansion represents more than infrastructure development—it embodies our vision of aging in place with dignity, surrounded by community and supported by relationships that truly matter. The comprehensive service delivery model we are building will serve as a beacon for other organizations seeking to create authentic community inclusion.

The energy and enthusiasm of our team, evidenced through our successful compliance preparation challenges, Pride celebrations, and garden parties, reflects an organization that not only talks about belonging but actively creates it. As we implement our enhanced training programs, expand our community partnerships, strengthen our workforce and advocacy efforts, we are not just preparing for the future—we are actively creating communities where everyone truly belongs.

Through these focused efforts, guided by our mission and inspired by our vision, we will continue transforming lives, building relationships, and creating the inclusive communities our society desperately needs. The best is yet to come, and we are extraordinarily positioned to lead this transformation with passion, purpose, and unwavering commitment to the people we are privileged to support.

Respectfully,

Jamie Toner

Director of Inclusive Supports & Experiences



People & Culture Department

Reflection on the Fiscal Year

The 2024-2025 fiscal year was a period of significant transition for the People & Culture (P&C) department. Faced with significant internal turnover, the department prioritized continuity, stabilization, and foundational improvements that will support future growth.

To maintain operational integrity and minimize disruption to employees and leadership across the organization, Rygiel engaged Humani HR, a fractional HR consulting firm. Humani provided interim support in day-to-day HR operations, allowing for business continuity while recruitment was underway for two critical roles to support the existing team. A Senior Manager, People & Culture, and an HR Generalist were successfully hired and onboarded to the department in February and March 2025.



One of the most significant undertakings this year was the successful implementation of Rygiel's new HR Information System (UKG), which officially launched in May 2025. This system represents a major shift in how we manage scheduling, employee records, and compliance processes, with the goal of increasing accuracy, transparency, and accessibility for both employees and managers. Once fully implemented, UKG will also support improvements to our recruitment and onboarding processes, house employee surveys, and support succession planning and career development pathways.

Since the new team members have onboarded, the department has focused its efforts on:

- **Supporting the implementation of the Full-Time Staffing Model**, ensuring proper alignment of schedules, contracts, and support for staff transitioning to new arrangements.
- **Strengthening our approach to WSIB claims management**, with improved tracking, follow-up, and early intervention.
- **Rolling out UKG** across the organization, offering direct support to teams and individuals as they adjust to the platform.



Recruitment & Retention

While the sector-wide shortage of Developmental Support Professionals (Support Workers) continues to challenge recruitment and retention efforts, Rygiel's competitive probationary wage for support workers remains a strong advantage. That said, we recognize compensation alone is not a complete solution. The department has started to explore partnerships with local post-secondary institutions to build its talent pipeline and position Rygiel as the first-choice as an employer in the area. Discussions are underway to establish Rygiel as a "Living Classroom" - a model that would support clinical placements, experiential learning, and provide the opportunity of a direct pathway from school to employment. These early conversations have been promising and will be a focus area in the months ahead.



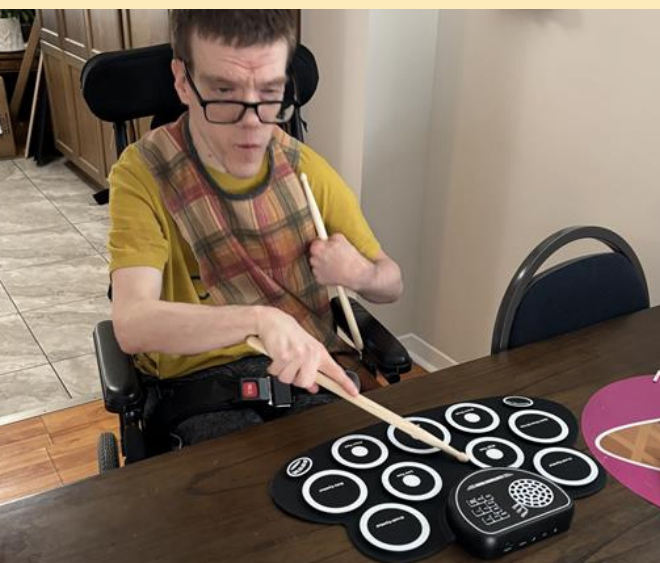
Priorities for 2025-2026

The focus for the 2025-2026 fiscal year will be on:

- **Continuing to build internal capacity**, particularly in training, compliance, and staff engagement.
- **Developing structured partnerships** with educational institutions to create sustainable recruitment pipelines.
- **Enhancing the employee experience**, through process improvements, better systems, and clearer communication.

Jess Wharram

Senior Manager, People & Culture



Finance Departmental Goals Achieved (2024-2025)

Enhanced Financial Reporting and Decision-Making

Goal:

Provide accurate and timely financial statements to enable informed decision-making by key stakeholders.

Achievements:

- Developed and presented new financial reports tailored to the Finance Committee's needs.
- Regularly shared budget vs. actual data at each Board meeting, fostering transparency and strategic discussion.
- Successfully met the organization's budgeted financial goals, as confirmed in the 2024-2025 financial statements.

Migration to QuickBooks Online

Goal:

Transition from the desktop version to QuickBooks Online to improve accessibility and support a paperless environment.

Achievements:

- Migration completed in October 2024.
- Enabled real-time, online access to financial data for authorized users.
- Laid the groundwork for a more efficient, digital-first finance operation.

Implementation of the UKG Payroll System

Goal:

Improve payroll accuracy, control, and functionality through a new system.

Achievements:

- Implementation began in Spring/Summer 2025 and is currently underway.
- The system is expected to enhance time and attendance tracking, streamline payroll processes, and ensure efficient resource allocation.
- Given that payroll and benefits represent the majority of Rygiel's costs, this upgrade is a strategic investment in operational excellence and mission alignment.

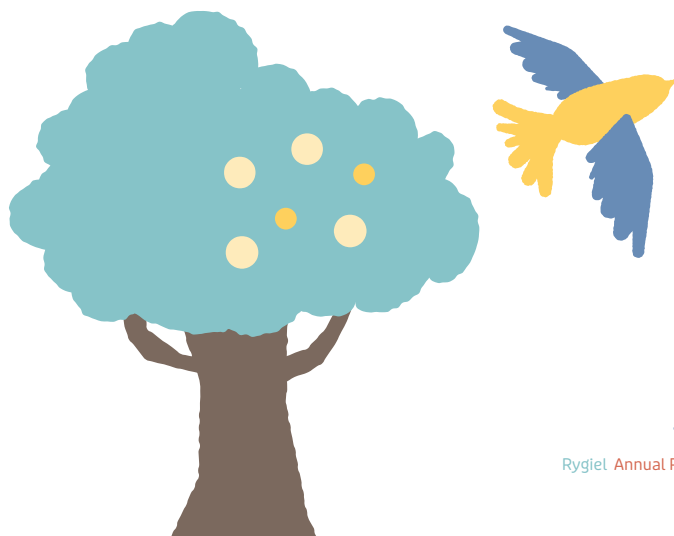
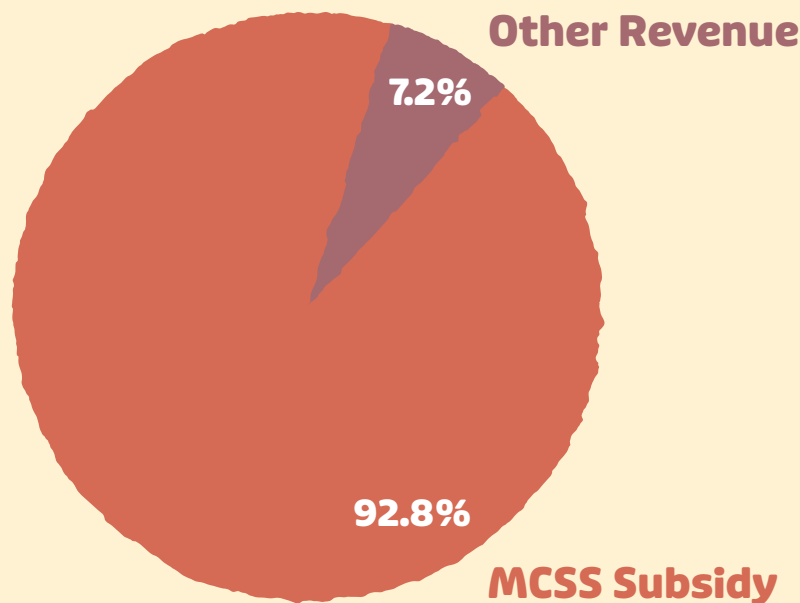
Revenue Distribution Report

This report provides a visual representation of the revenue distribution for Rygiel Supports for Community Living. The pie chart below highlights the significant weight of the MCSS Subsidy in the overall revenue structure, with all other revenue sources grouped together. Other sources include Accommodation Revenue, Brokered Funds, Fees for Service, etc.

At the end of the fiscal year, additional Ministry Funding (MYSLP) was secured with the anticipation of \$1.3 million projected for the 2025-2026 Fiscal Year. We received approximately \$400,000 for the last quarter.

Revenue Distribution

April 1, 2024 to March 31, 2025



Achievements and Successes:

To support its rebranding and renewed organizational vision, Rygiel Supports for Community Living undertook a comprehensive restructuring of its finance department. This included the segregation of duties to enhance internal controls and the recruitment of experienced accounting professionals to strengthen financial oversight. A major innovation was the implementation of Telpay, a secure Canadian electronic payment system, which significantly reduced the use of paper cheques and streamlined the accounts payable process. These strategic changes led to improved financial reporting accuracy, increased operational efficiency, and greater stakeholder confidence. The finance team's enhanced capacity has positioned Rygiel for more effective planning, risk management, and alignment with its long-term mission.

Challenges and Struggles:

During the year, the finance department at Rygiel Supports for Community Living faced significant challenges due to staff shortages. These shortages placed increased pressure on existing team members, leading to higher workloads and, at times, delays in routine financial processes. The limited staffing capacity also slowed the implementation of new systems and the onboarding of best practices, such as the transition to Telpay. Despite these constraints, the department remained committed to maintaining financial integrity and transparency, leveraging automation and strategic hiring to gradually stabilize operations. The experience underscored the importance of workforce planning and resilience in sustaining financial performance during periods of organizational change.

Looking Ahead:

As we embrace a new strategic direction, our financial priorities for the upcoming year are focused on maximizing impact, ensuring sustainability, and strengthening our capacity to serve the community. We will prioritize responsible stewardship of our resources by streamlining operational costs and directing funding toward programs that align with our renewed mission and values. This includes investing in staff development, expanding community outreach, and enhancing our digital infrastructure to improve service delivery. At the same time, we are committed to diversifying our funding sources and building strong partnerships to ensure long-term financial resilience and mission-driven growth.

Respectfully submitted,

Amanda Blake
Finance Manager

Shelly Proulx
Senior Financial Analyst



Summary of Operations for the Year Ended March 31, 2025

Rygiel Supports for Community Living

	2025	2024
Operating Revenues		
MCCSS/CYMH Funding	18,086,149	17,121,580
ODSP and OAS	1,349,590	1,236,722
OMERS		
Less: Accommodation Portion	(330,635)	(345,030)
Other Revenue	489,042	840,253
Total Operating Revenues	19,594,146	18,853,525
Operating Expenditures		
Administrative	630,556	605,677
Building and Property	920,123	867,060
Staffing and Other Support Costs	17,866,272	17,367,488
Travel	91,069	80,120
Total Operating Expenditures	19,508,020	18,920,345
Excess (Deficiency) of Revenue Over Expenditures from Operations	86,126	66,820
Operating Fund, Opening Balance	(75,951)	(69,131)
Interfund Transfer	—	60,000
Operating Fund, Closing Balance	<u>10,175</u>	<u>(75,951)</u>

Note 1: This statement only reflects the operating (unrestricted) fund for Rygiel Supports for Community Living.

Auditor: Vine and Partners LLP Chartered Professional Accountants

Community Participation Department

Reflection on the Fiscal Year

This year, the Community Participation Department focused on building a stronger foundation for its programs by bringing in dynamic, expert instructors to lead engaging and meaningful activities. From drumming to music and horticulture classes, the goal was to offer a wider range of high-quality experiences that truly reflected the interests and goals of the people supported. Community Participation Department (CPS) aimed to bring more community-based experts into the site and offer this range of classes to community members outside of Rygiel who shared similar interests.

As CPS redesigned the programming for both community members and Rygiel participants, there was a noticeable shift in the population supported. The number of community-based members increased, and doors were opened to students transitioning out of high school who were interested in joining.

Over the past year, the CPS Team made exciting strides in creating more engaging, flexible, and inclusive programming. One of the biggest

achievements was bringing in expert instructors to lead a variety of classes, which added depth, professionalism, and fresh energy to the offerings. A transition to a cost-per-class, seasonal rotating schedule also provided participants with more choices, variety, and the opportunity to try new things throughout the year.

Several standout events brought people together and strengthened community connections. Highlights included a lively Halloween party, a cozy group viewing of *Wicked*, and a festive Christmas Market that was a huge hit with both participants and guests. A major achievement was the launch of monthly Pub Nights, designed to help participants socialize and build confidence in community nightlife settings. These initiatives created memorable experiences and promoted meaningful inclusion, fostering a stronger sense of belonging for everyone involved.

However, several barriers impacted CPS' ability to fully support community participation. Retaining staffing levels remained a significant challenge, limiting the ability to consistently offer community-based programming and provide necessary support during outings or to



expand offerings in the community. Additionally, marketing programs effectively proved difficult, impacting registration numbers and awareness of available opportunities. Staff engagement also presented challenges, particularly during periods of high demand or limited coverage, as balancing day-to-day responsibilities with the energy and planning required for community involvement was difficult.

To address these challenges, CPS is taking more steps to improve both the accessibility and visibility of its programs and creating a high-energy environment that staff want to cultivate.

CPS is enhancing our outreach efforts through social media and printed materials shared with partner agencies and families. Intentional efforts are being made to connect with community organizations and venues to host events in community-based spaces, helping to build awareness of the work and create a more inclusive community presence for adults with developmental disabilities.

We plan to build **more meaningful and sustained relationships with community partners that align with its renewed vision of belonging.** Collaboration will be expanded with local businesses, cultural groups, and recreational organizations to co-create opportunities that are both inclusive and engaging for participants. This includes hosting events in shared community

spaces, inviting partners to lead workshops or activities, and finding creative ways for participants to take on more visible roles in the community.

Goals for the upcoming year include expanding participation by increasing program variety and strengthening outreach to both current and potential participants. CPS aims to offer more flexible scheduling options and continue bringing in expert instructors to lead high-quality, interest-driven sessions. Focus will also be placed on re-engaging individuals who may have stepped back from programming due to barriers like transportation, staffing, or communication gaps. Stronger connections will be built with families and caregivers to better understand evolving needs and encourage involvement. Ultimately, CPS aims to **create more opportunities for individuals to explore their interests, build relationships, and take an active role in their communities.**

Paris Gray
CPS Supervisor





Thank you to our Donors

From April 1, 2024 to March 31, 2025, we were incredibly grateful for the generosity of our donors, whose contributions helped us provide inclusive support and services to our community. Thank you for making a difference in the lives of so many.

Organizations

Anon Anon	Parker Hannifin Canada Foundation
Bisaro Capital Funding Inc.	Principles
Cafe Domestique Inc.	St. Andrew's U.C.W
Carluke Orchards	The Roman Catholic Episcopal Corporation Of The Diocese of Hamilton
Coldwell-Banker Real Estate	UGSS INC.
Eldon Hunt, B.A., LL.B.	Watson's Engraving & Signage
Lintack Architects Inc.	

Individuals

Allan and Wendy Minaker	FE Barrientos	Mahamed Omar
Andrew Philpot	Florentina Talaue	Margaret Tapp
Angela Sherman	Francis Doyle	Maria and John Baxter
Anon Anon	Frank and Carole Tolgyes	Morgan Potter
Antumol Aniyani	Frank and Penny Salvatori	Pat Young
Anne Mcinnis	Frank Goodman	Rick Lintack
Anothony and Joanne Tigani	Gerald and Judy Kiss	Robert and Sabina Knight
Barbara Stirling	Giselle Italiano	Rosalie Spence
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Bradley Kruger	Jack O'Neill	Sam Cino
Brenda Hamilton	Jackie Sherk	Sam Shamshon
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Debbie Benoit	Justin Thring	Theodore and Dorothy Seymour
Debbie Martin	Kelly Smyth	Valerie Dalgetty-Righton
Donna Marcaccio	Laura Ramsay	Wayne and Teresa Arnold
Duke and Kay O'Sullivan	Leo and Theresa Didero	Wendy Nurgitz
Duncan and Elaine Hutchison	Leticia Mercado-Torio	Jose and Natividad Deleon



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