

Summarized Financial Statements

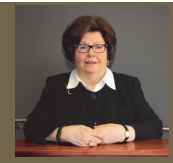
Montage Executive & Board of Directors



President, Sandra Clarke



Vice President, John Gierlach



Secretary/Treasurer, Joan Conway



Director, Judy Patterson



Director, Teresa Tedesco



Director, Anna Francinelli

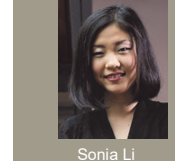


Director, Hena Singh

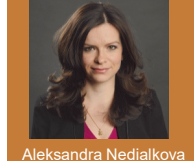


CEO, Tullio Orlando

President, Sandra Clarke,
Vice President, John Gierlach,
Secretary Treasurer, Joan Conway,
Directors, Judy Patterson, Anna Francinelli, Hena Singh, Teresa Tedesco
Newly appointed 2016: Sonia Li & Aleksandra Nedialkova
Montage Support Services CEO, Tullio Orlando



Sonia Li



Aleksandra Nedialkova

Summarized Financial Statements

Montage Support Services

Statement of Financial Position as at March 31, 2016

	2016	2015
ASSETS		
Cash	\$ 363,497	\$ 227,205
Amounts receivable	257,267	261,204
HST recoverable	65,976	88,651
Prepaid expenses	44,941	3,350
Capital assets	2,195,687	2,222,930
	<u>\$ 2,927,368</u>	<u>\$ 2,803,340</u>
LIABILITIES		
Accounts payable & accrued liabilities	\$ 1,275,495	\$ 973,768
Deferred revenues	1,366,116	1,364,650
Mortgage payable	233,505	241,930
Due to related party	142,024	45,876
	<u>(89,772)</u>	<u>177,116</u>
NET ASSETS	<u>\$ 2,927,368</u>	<u>\$ 2,803,340</u>

Statement of Operations and Changes in Net Assets for the year ended March 31, 2016

	2016	2015
REVENUE		
Ministry of Community and Social Services	\$ 9,715,232	\$ 8,956,720
Ontario Disability Support Program	873,331	771,453
Other operating revenue	942,740	759,939
Deferred revenue	130,375	122,144
	<u>11,661,678</u>	<u>10,610,256</u>
EXPENSE		
Salaries	9,503,543	8,222,980
Program costs	1,180,207	1,090,230
Occupancy costs	884,291	836,134
Administrative	162,707	144,635
Amortization	187,599	172,825
Mortgage interest	10,219	10,575
	<u>11,928,566</u>	<u>10,477,379</u>
Net revenue for the year	(266,888)	132,877
NET ASSETS, beginning of year	<u>177,116</u>	<u>44,239</u>
NET ASSETS, end of year	<u>\$ (89,772)</u>	<u>\$ 177,116</u>

Complete financial statements were issued with a qualified Independent Auditors' Report dated July 5, 2016

Meet Chris >>>

- ◆ Message
- ◆ Making Work Work
- ◆ Supported Independent Living
- ◆ Long standing Service Recognitions
- ◆ Montage Services
- ◆ Person Direct—Laura
- ◆ Summarized Financial Statements



Upcoming 2017 edition of DREAMWEAVER >>> The people behind "What's Your Dream?" Sponsorships



current topics >>>



As we bid goodbye to 2016 at Montage, there is much to be excited about in the coming year as we continue to build the future and sense of belonging. We started much of this journey with a road map provided by our strategic priorities discussion in January.

Three strategic directions were decided and embarked upon:

- 1) the pursuit of service advancements
- 2) increasing organizational excellence
- 3) improving organizational infrastructure



A LOOK BACK AT MONTAGE – 2016 Highlights

By Sandra Clarke, Board of Directors President and Tullio Orlando, Montage CEO

Throughout 2016, Montage has consistently extended itself to meeting the increasing demands on the developmental sector – particularly in our residential services. While we strive to build capacity within our system, we take comfort in knowing all our vacancies are filled. Working closely with our Ministry of Community and Social Services (MCSS) partners, we have been responsive to the support needs of our residents and their families. Our objective is to continue on this trajectory in the coming year and look for opportunities to make a Montage presence in York Region to help families there. The organization has also been a leader in providing training. Person-directed planning-one of the hallmarks of Montage's success was made available to other organizations in the sector who are contemplating going into this service model. More than 40 personnel from other agencies attended a training held by Montage. Montage's alternate revenue streams were strong in 2016. Our respite home was consistently used by families looking for brief intervals away from the responsibilities synonymous

with caring for a loved one with special needs. Likewise, our community planning continued strong growth trends as more individuals came to us by word of mouth. Clearly, Montage has earned a well respected reputation within the sector and external community. Montage was also the co-recipient of a second consecutive round of Innovative Housing Task Force funding. In partnership with MCSS, Why Wait, and York Support Services Network, Montage was able to bring its outside-the-box thinking and ideas to the partnership to serve eight families in York Region. Montage's proposal was one of only 12 province-wide to be approved, a rare feat since it was approved for a similar project the year previous. This is testament to the commitment and leadership of our senior staff who are dedicated to maintaining our reputation in the profession. Board governance was also strengthened with the joining of two additional members in mid-2016. We now have a wealth of personal experience complemented by diverse expertise on our Board of Directors. We have reviewed our business processes,

aiming for optimization for today's developmental services landscape. We feel we are well positioned to respond to needs for new and different services by considering strategic alliances with other organizations. Late this year, our CEO was selected for one of 10 available developmental services placements for Ontario in the prestigious Rotman School of Management Executive Leadership in the Public Sector course. The course will run from November 2016-November 2017. This is another opportunity for Montage to increase its profile and augment its leadership role as fresh ideas and perspectives can be accessed through this forum. As we continue to move forward, we renew our pledge to hold the people we support as our foremost priorities. This can only be achieved through our hardworking and dedicated direct support staff. No matter what their role has been in 2016, they will always be central to our future success.

Over the last year, the Making Work Work initiative has intentionally positioned itself within the broader networks of employment services. As more and more youth are accessing us as a resource to help them navigate towards employment, it has become important to provide them with an even keel of opportunities. Joining the Youth Employment Programs table (YEP), Toronto's network for employment initiatives for youth 18-29, we have included youth with disabilities, as participants at the mainstream job fairs and free training/upgrading



workshops. As forward thinking as this is, the challenge remains around who the person is on the other side of the table. Although many employers identify themselves as equal opportunity, inclusive and diverse, the capacity to engage in an introductory conversation with a prospect employer continues to be a significant obstacle.

We are making it a priority to create more awareness around this by pro-actively connecting with HR officers, company reps and organizers of these events prior to job fairs to prepare key people for having appropriate screening with our job seekers who attend. We have been successful in developing relationships with organizations that are open to collaborating with the common goal of attaining jobs and continue to make small steps in the right direction, kicking aside a few stones along the way.



supported Independent Living



Meet Luke Luke's love of music, and wanting to become a disc jockey has been a passion of his since he was a young child. As a teenager he purchased his first DJ mixer, turntables and speakers by saving money from shoveling his neighbours' driveways. Inspired by a DJ named Connor Cutz (*who also became his mentor*), Luke enrolled in DJ classes at Scratch Lab DJ Institute. Working with Montage, Luke's passion to become mainstream took wing in May of this year at the Mix Community Club when hired to entertain an intimate group of about 60 people. His music kept everyone on the dance floor as well as received personal requests for future events and holiday celebrations! The experience with music has also instilled a confidence to develop other abilities and assume greater responsibilities in an office setting. As he continues to receive support, Montage looks forward to Luke realizing his dreams.

The Mix Community is a "Sharing Group" founded in 2004. It was created out of the unique vision of several staff from Community Living Toronto; to meet the need to provide social inclusion for all people. This unique, inspirational and revolutionary organization has become North America's only non-profit social club providing community entertainment inspired by people with disabilities.

Meet Jonathan Jonathan is a gentle, soft spoken young man of 21 who is more than ready and capable of taking on a responsible role in the workforce. Working with Montage to prepare him for a job placement, he is interested in positions that involve team work, dealing with the public, and roles that offer a learning opportunity. Despite the challenges he has encountered from businesses who claim to be equal opportunity employers, Jonathan has not let judgement interfere in his search to secure employment, and become more independent. He perseveres, inspired by people who have come to know him and have faith in his ability to succeed.



Jonathan recently joined the Christmas overflow team at UPS!

Montage Support Services



"Montage could never have become leaders in our industry of support without the dedication of the people we employ". On Tuesday, November 29th, Montage recognized long-standing years of services, with staff members celebrating 5, 10, 20, 25, and 30 years of service!



CHECKING IN TO CHECK THINGS OUT Continuing his reporting on accessibility in the city, Chris was contracted by Accessible Professionals of Ontario to do an audit of one of Toronto's major hotels. His report submitted to the hotel management team was reviewed in an effort to elevate hotel standards.



Person-Direct Planning >>> Laura

Laura Shintani is an accomplished 45 year old Fine Arts entrepreneur who is currently being supported by Montage through two streams of service. In-home individual support for twenty four hours per week, and Person Directed Planning with implementation. A uniquely talented artist, Laura's art is impacting communities across the province and abroad. Sought after for her ability to interpret various materials into life. She is presently working on a painting for Chris Hadfield; a Quiet room wall for CAMH, and will be creating a unique one of a kind canvas for Montage's 2017 **What's Your Dream?**

