

Annual Report

2024-2025



I'm so proud of the work Turning Leaf has done to support vulnerable folks on their journey to independence.

-Nahanni Fontaine, Province of Manitoba's Minister of Families



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LAND ACKNOWLEDGEMENT

Turning Leaf Support Services acknowledges and respects that the lands on which we gather are the traditional lands of **Treaty 1**, the original lands of the Anishinaabe, Anisininew, Cree, Dakota, and Dene Peoples, and the National Homeland of the Red River Métis. We acknowledge that northern Manitoba includes lands that were and are the ancestral lands of the Inuit. Our work also extends throughout **Treaty 2**, the original lands of the Anishinaabe, Anisininew, Cree, Dakota, and Dene Peoples, and the National Homeland of the Red River Métis, **Treaty 4**, the original lands of the Cree, Saulteaux, Dakota, Nakota, and Lakota Peoples, and the National Homeland of the Red River Métis, and **Treaty 5**, the original lands of Opaskwayak Cree Nation, the Anisininew, Cree and Dene Peoples, and the National Homeland of the Red River Métis. We respect the original intent of the Treaties that were made on these territories, **we acknowledge the harms of the past** and the resulting intergenerational trauma, and we dedicate ourselves to moving forward in partnership with Indigenous communities **in the spirit of truth and reconciliation**.



TRUTH + RECONCILIATION STATEMENT

Turning Leaf Support Services recognizes the **strength, suffering, resilience and rights** of our Indigenous friends and family. We are dedicated to fostering **meaningful partnerships and relationships with Indigenous employees, Elders, and Community**. We understand they are the survivors and the Story-tellers who voiced the Truth that inspired the **Truth and Reconciliation Commission of Canada (TRC)** and the resulting **94 Calls to Action** (established June 2, 2008), the purpose of which was to document the true history of Canada and the **lasting impact of Indian residential schools on Indigenous children and their families** - then, now, and for generations to come. Turning Leaf Support Services is committed to **building our understanding of the past and implementing the Calls to Action of the Truth and Reconciliation Commission's Final Report** (December 2015). We recognize this report is intended to serve as a guide to redress the harms of colonization and advance the process of reconciliation.

We acknowledge and respect the truths of more than **2,380 family members, survivors of violence, and Knowledge Keepers** shared over two years of cross-country public hearings and evidence gathering during the work of the **National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG)**. Turning Leaf Support Services is committed to understanding and implementing the **231 Calls for Justice of the Reclaiming Power and Place: The Final Report on National Inquiry into Missing and Murdered Indigenous Women and Girls** (June 2019), which are directed at governments, institutions, social service providers, and all Canadians. We know that as Canada moves into an era of reconciliation with First Nations, Métis, and Inuit Peoples, **health and wellness and economic development are at the heart of families and communities**. Turning Leaf Support Services pledges to continue to:

- Provide **education for management and all employees** on the history of Indigenous Peoples, including the history and legacy of Residential schools, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Treaties and Indigenous rights, Indigenous law and Indigenous-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism. (TRC 92-3)
- Provide **cultural competency training for all** Turning Leaf Support Services employees to deepen the teachings for across the organization. (TRC 23)
- **Increase the number of First Nations, Métis, and Inuit employees** at Turning Leaf Support Services. (TRC 23)
- **Ensure the retention of First Nations, Métis, and Inuit employees** at Turning Leaf Support Services. (TRC 23)
- **Recognize and support Indigenous healing practices in Turning Leaf programming and services** and when requested by Indigenous clients, in collaboration with Indigenous healers and Elders. (TRC 22)

We acknowledge the steps to end and redress **Missing and Murdered Indigenous Women, Girls, Two-Spirited, and Gender Diverse People (MMIWG2S+)** must be no less monumental than the combination of systems and actions that has worked to maintain colonial violence for generations. A permanent commitment to ending MMIWG2S+ requires **addressing the four pathways explored within the Final Report of the National Inquiry into MMIWG**, namely:

- historical, multigenerational, and intergenerational trauma;
- social and economic marginalization;
- maintaining the status quo and institutional lack of will; and
- ignoring the agency and expertise of Indigenous women, girls, and 2SLGBTQIA+ people.

"Turning Leaf, and all of its members, is committed to walking the path in partnership with First Nations, Métis, and Inuit communities. We are devoted to understanding the truth about the past and acknowledge the harms colonialism has caused Indigenous Peoples. We commit ourselves to moving forward together in a good way, through healing and reconciliation for all."

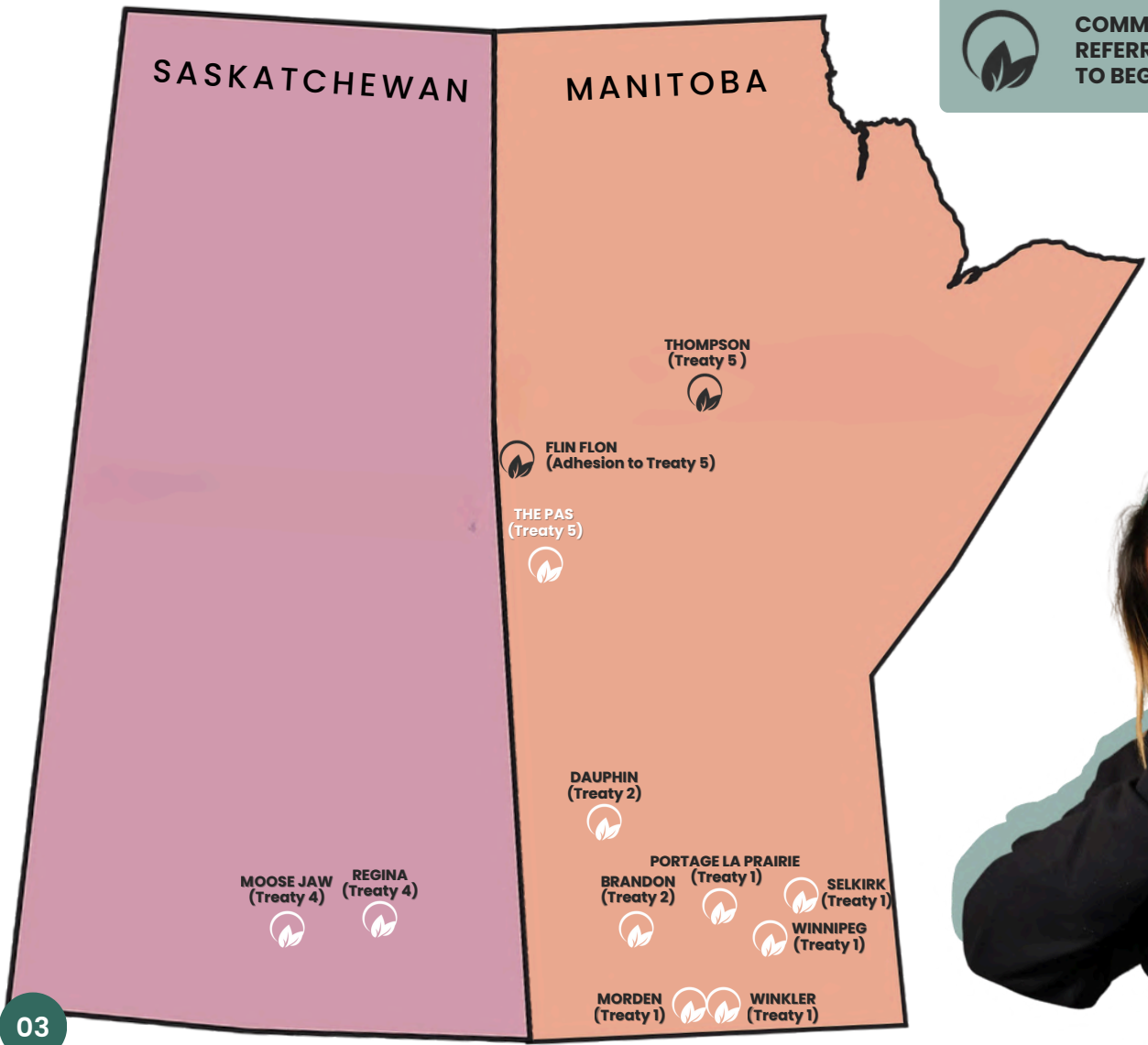
– Barkley Engel, Founder and CEO

In the spirit
of truth &
reconciliation.

LOCATION MAP

Over the last 20 years, we've gone from our Founder and CEO **starting Turning Leaf from his basement and supporting one client**, to our services spanning **two provinces and ten communities**, serving **669 vulnerable and marginalized individuals**. We are deeply excited about the promise of expanding to more communities throughout the prairies in the coming year and onward. Our steady growth is not only a testament to the good and crucial work we're doing each day, but it **speaks to the ongoing need, particularly in under-served communities** where barriers to and lack of supports leave folks without the services they need to help them live the most safe, healthy, independent and happy lives they can. We are proud to continue to build **strong and meaningful bridges to services for people facing mental illness and disabilities**.

-  **COMMUNITIES WHERE WE CURRENTLY PROVIDE SERVICES**
-  **COMMUNITIES WHERE WE HAVE REFERRALS/EXPECT SERVICES TO BEGIN SOON**



A MESSAGE FROM OUR BOARD PRESIDENT + CHAIR



Greetings to our Turning Leaf community,

Serving on the Board of Directors for Turning Leaf is more than governance to me — it's about **personal commitment to standing with the people too often left on the fringes**. I joined the Board because I strongly believe in dignity for human beings, in people coming together, and in the potential for community. Turning Leaf experiences these aspects in every encounter, supporting individuals with intellectual disabilities and mental health conditions as they navigate the challenging and oftentimes isolating situations they face.

From housing that is safe, to community care, to crisis intervention, to outreach, Turning Leaf doesn't just provide services — it provides hope, belonging, and the opportunity for individuals to thrive. **I've witnessed firsthand the way that loving, supportive people — not just programs — change lives**. Stories of individuals becoming independent, healing through trust, and discovering purposeful connection are reminders every day of why this is important.

What inspires me the most is **Turning Leaf's strong conviction that every individual should have the opportunity to feel valued and supported, irrespective of their backstory**. This conviction is evident in the commitment of our employees, the resilience of the individuals we support, and the partnerships that are formed throughout the community. And of course, the healthy organizational culture nurtured by the leadership.

As the President and Board Chair, I'm proud to stand behind an organization that believes in inclusion, compassion, and tangible outcomes. **Together, we are not simply addressing needs — we are shaping a community where everyone belongs and has a voice**.

Thank you for joining us in this significant endeavor.

Dr. Femi Ogunrinde C. Dir, ASC
Board of Directors President and Chair



A MESSAGE FROM OUR FOUNDER + CEO



Greetings,

Welcome to Turning Leaf!

This year, Turning Leaf celebrates its **20th anniversary!** I am grateful and humbled that throughout these two decades, so many people have joined us on this path to **helping Canadians living with intellectual challenges and mental illness.**

To evolve into the organization we have, through struggles such as COVID-19, the ever-rising cost of living, and both the Fentanyl and Methamphetamine epidemics, **it truly takes a collection of passionate, energetic, like-minded champions of mental health** who work **tirelessly to impact the lives of our participants.** It is that **very profound commitment** that took us from a small office above a Winnipeg restaurant to what is now **more than 730 employees, serving 12 communities across two provinces.**

When I think of our organization as having its own lifecycle, this year has been one of **maturing and internal growth.** An important step on this path is **our renewed commitment to Truth and Reconciliation** and the launching of our Truth and Reconciliation Commitment Statement. This statement **unifies all of us – guiding us on our path to understanding the harms of the past and implementing the Calls to Action** of the Truth and Reconciliation Commission's Final Report. I believe this renewed commitment and subsequent actions will ensure we **continue to walk together in a good way with our First Nations, Métis and Inuit friends and family.**

Today, I have the honor of **hosting weekly management and leadership seminars** with our teams from across Canada. I am routinely amazed by the **astounding character and skill** I am met with in these discussions. I am also humbled by the **deep commitment to our value of Unconditional Acceptance.** I can confidently say that Turning Leaf's future is in **proficient and caring hands.**

We are grateful for our governing body, the **Board of Directors,** who offer us **leadership, vision and unwavering support:** Cassie Allen (Treasurer/MB), Gail Sarkany (SK), Todd Boldt (Vice Chair/SK), Cat Ross (MB), Shashi Goel (AB), Kristen Gibson (MB), Joe Macek (MB), and Board President, Femi Ogundrinde (SK). Under their leadership, **Turning Leaf has continued to grow, refine and impact hundreds of vulnerable and marginalized Canadians.** We are also grateful to Rebecca Chartrand who departed the Board of Directors to become MP for Churchill—Keewatinook Aski and the Minister of Northern and Arctic Affairs. To our past members of the Board of Directors, I remain **deeply grateful to you for choosing to walk this path with us.**

I invite you to continue to read this Annual Report. **I believe it will impact you.** It may even make you curious about being a part of the life-changing work Turning Leaf is doing. **There's room for you here. Join us.**

With my deepest gratitude,

A handwritten signature in black ink, appearing to read 'Barkley J. Engel'.

Barkley J. Engel, M.A.
Founder & CEO



MISSION, VISION, VALUES + DUTY OF CARE

MISSION

Turning Leaf provides treatment, **crisis intervention**, and **support services** to **vulnerable people living with mental illness and intellectual challenge**.

VISION

Turning Leaf's vision is to enhance the lives of those living with mental illness and intellectual challenge through **unconditional acceptance and empowering change**.

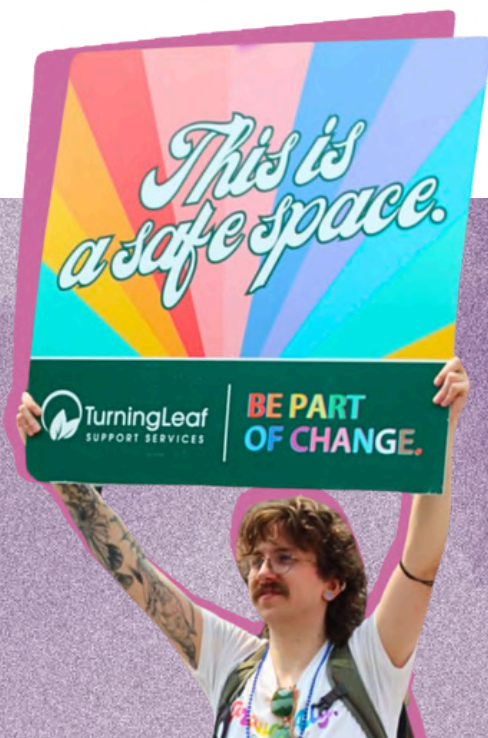
VALUES

Turning Leaf's values are grounded in the shared belief that **every human being is valued and deserves compassion, empathy, and kindness**. Our attitudes and behaviours bring our values to life each day, helping us achieve new levels of **accessibility, justice, diversity, equity, and inclusion** – for our participants, our organization, and our society. We **renew our commitment to these values every day**, with every participant, with each other, and in every interaction.

DUTY OF CARE

As members of Turning Leaf, our employees commit to fulfilling all aspects of their responsibilities guided by Turning Leaf's belief that **people can change for the better, and are doing the best they can with what they have**. At Turning Leaf, we **make that belief tangible** by engaging those who are vulnerable and marginalized in a **respectful person-centered process of change**. We provide them with tools and resources, and model attitudes and behaviours **to support positive change**. Members of Turning Leaf are **committed to our values** that are grounded in the **transformative power of relationships** and **embodied in our attitudes and behaviours**, committing all of us to the pursuit of:

Equity • Innovation • Empowerment • Social Justice



ABOUT US

We are a non-profit, charitable organization that provides treatment, crisis intervention, and support services to people living with **mental illness** and **intellectual challenge**. Our headquarters is located in Winnipeg, Manitoba and we have branches in Brandon, Portage la Prairie, Selkirk, Winkler, The Pas, Dauphin, Regina, and Moose Jaw.

WHO DOES TURNING LEAF SUPPORT?

The participants of our programs are often **deeply impacted by their circumstances** which can become **barriers** to living **safely and independently in the community**. Generational trauma, homelessness, poverty, addictions, discrimination, sexual exploitation, societal stigmas, and lack of access to resources are some of the barriers our participants face every day.

WHAT SERVICES DOES TURNING LEAF OFFER?

Our support is **customized** to every individual's **needs and risk level**. We offer Community Support, Day Service, Intensive Home Supports (formerly Residential Services) which includes emergency housing, 24-hour shift-staffed homes, Cluster housing, and Home Share. We also offer After-Hours Crisis Response, Harm Reduction Support, Clinical Services, Indigenous Services and more.

WHY CHOOSE TURNING LEAF?

Our support is **customized to each person**. We walk with people and help them overcome generational trauma, addictions, homelessness, poverty, discrimination, isolation and more. We believe that **everyone has the right and responsibility to make choices**. We understand that everyone is doing their best to move forward in life in a positive way. A poor decision with a negative outcome does not change this; we regard these decisions as honest efforts to meet needs. Turning Leaf believes that everyone has the right to be **safe and supported** and to be treated with **dignity and respect**, regardless of bad choices they've made or the bad things that have been done to them. A **person-centered approach to support** means that we **empower participants** to take the lead in their own life, in every way, and **without judgement**.

HOW DOES SOMEONE GET SUPPORT?

A person who is referred to Turning Leaf must be **both open to services** and **connected to a government funding agent** such as CLDS/CLSD or PASS. If you are not connected, our skilled Intake team is here to help you navigate these systems. From there we can move forward with the **application process** to determine your **eligibility** and how to **meet your needs**.

HOW CAN YOU BE PART OF CHANGE?

Turning Leaf makes a **positive and meaningful impact on vulnerable people's lives** every single day, and **you can too**. Working here is **deeply rewarding** and many of our employees say they've found their life's purpose here. We are **always growing and we are always hiring**, in every region. For current career opportunities and to apply, please visit our website [here](#).

DIVERSITY, EQUITY, INCLUSION + ACCESSIBILITY

As an organization we pledge to uphold, promote, and ensure that every participant and every employee – regardless of ability, sex, gender identity, sexual orientation, race, religion, creed, or anything that makes an individual who they are – feels welcome, safe, represented, and unconditionally accepted here.

DIVERSITY, EQUITY + INCLUSION PARTNERSHIP

In 2024 we linked up with **MESH Insights** in an ongoing partnership to **guide us through the process of measuring** our current **Diversity, Equity, and Inclusion (DEI) success** within our organization and gather feedback from our employees about how they feel about DEI in our workplace. This helps us assess the progress we're making, identify areas of improvement, implement changes when needed, and ensure that we are creating a **diverse, equitable, and inclusive workplace environment** where everyone feels they belong.

ACCESSIBILITY STANDARDS

The **Accessibility for Manitobans Act** mandates that non-profit organizations like Turning Leaf must meet a **minimum standard of accessibility** in the areas of **accessible customer service, employment, and information and communications**. This law ensures that Manitobans with disabilities experience as few barriers as possible in these areas.

We are proud to report that **our website meets (and exceeds) the minimum accessibility requirements of WCAG 2.1 Level AA** set out by the Province of Manitoba. We are currently in the process of training our employees how to build accessible documents and are **always finding ways to be more accessible**. This means including captions on all videos we share on social media, providing ASL interpreters for employees who require one, and making our best effort to remove barriers whenever possible.

Our Human Resources and Administration Department has **updated and implemented inclusive hiring practices to remove barriers for people with disabilities seeking employment with us**. This begins with the online posting, and is woven throughout the application journey through to the interview and hiring process as well as onboarding and onward.



BOARD OF DIRECTORS

Turning Leaf's Board of Directors is the **governing body of our non-profit, charitable organization** and the role of our board members is to focus on high-level **strategy, oversight, and accountability**. Our Board of Directors is a **dedicated group of professionals** from a wide-range of sectors who bring a **sincere interest in the support we provide vulnerable people** in the communities we serve. We thank the Board for their ongoing **counsel and support** and for their **commitment** to Turning Leaf and the **marginalized people** we walk alongside. We have **two new Board Members** who joined the Board of Directors in 2024, **Cat Ross** and **Dr. Shashi Goel**, and we are very grateful for their presence on our Board and all that they bring to Turning Leaf.



FEMI OGUNRINDE
Board President and Chair



TODD BOLDT
Board Vice Chair



CASSIE ALLEN
Board Treasurer



JOE MACEK
Board Director



KRISTIN GIBSON
Board Director



GAIL SARKANY
Board Director



CAT ROSS
Board Director



DR. SHASHI GOEL
Board Director

Together, we are not simply addressing needs – we are shaping a community where everyone belongs and has a voice.

EXECUTIVE LEADERSHIP

Turning Leaf's Executive Leadership Team is an incredibly **experienced, proficient group of professionals** whose **collective skill, talent, leadership, and deep empathy for the vulnerable population we serve** continue to set this organization on **a path of success and growth**. They dedicate themselves each day to **embodying** our values of **unconditional acceptance and empowering change**.



BARKLEY ENGEL
Founder + CEO



JENNIFER BIGGS
*Chief Operating Officer of
Community-Based Treatment*



CHRISTINA BARTON
*Chief Operating Officer of
Intensive Home Supports*



RENEE VOSS
Chief Administrative Officer



SWANI LANDRY
*Chief Marketing and
Communications Officer*



MAURA LEAHY
Chief Financial Officer



KENT SMITH
Chief Information Officer



INTAKE DEPARTMENT

Turning Leaf's Intake team is made up of incredibly **skilled, passionate and deeply empathetic individuals**. They are a **crucial link connecting vulnerable people with the services they need** to live the safest, healthiest and happiest lives possible.

In the past year, **97 individuals** began or transitioned services with our Community-Based Treatment, Intensive Home Supports, and Day Services programs across Manitoba and Saskatchewan. Intake Coordinators **meet prospective participants where they're at** and engage in a **person-centered process** with the individual. Exploring their **unique needs** and **getting to know participants** is a fascinating and educational experience that feeds into support planning to help create the **strongest possible support relationship**. Matching individual participants to case management and support teams means we are approaching every day differently and see fresh challenges continuously. **Working with vulnerable people means changing our approach to fit the unique needs of each referral.**

The first steps of joining Turning Leaf vary from person-to-person, and building a support plan looks very different depending on the **unique personal circumstances** and **goals of the individual**. Our first contact with a new participant is typically the amenability meeting, where we inform individuals about the basics of our **voluntary, person-centered supports**, often using the metaphor of being the **driver of your own vehicle**. Participants often feel **empowered and liberated** to have **control over their path** while someone rides along with them, sharing encouragement and support, and **advocating for them when needed**.

Many participants, including **Indigenous individuals** and those **coming out of the youth system** where they are not able to make their own decisions, find the transition to adult services disorienting and confusing. Turning Leaf's Intake team is **often the first brush with a system where participants are in control**, and we take pride in giving them space to set their own goals and **actively engage in their planning and treatment process**. Fostering and encouraging **self-determination** amongst the **Indigenous population of vulnerable people** is an **important facet of our overall approach to reconciliation**.

We continue to see **major growth across our organization**, including services in **new regions**. Last year we began providing Supported Independent Living services in **the Northern Region of Manitoba**, and in January of 2025 **we opened our first Day Program in The Pas**, a community that faces many barriers to support.

*Day
Program
Opened*

IN THE PAS, MB



Senior leadership, Intake Coordinators and funding agents have **worked tirelessly together to create this incredible opportunity in The Pas** for those in need in the historically **underserved Northern Region**. We're excited to provide support to more individuals in The Pas and in more **new communities** in the year ahead.

Within Turning Leaf's Intake Department, we not only **review new referrals**, but also **assist with cases where a transition of services is necessary**. Transitions may happen when a change in life circumstances means needing more intensive supports, or less intensive, such as when a person increases their skills or otherwise shows they have less need for supports they once relied on. Sometimes we see participants return to Turning Leaf after having moved on for one reason or another.

Often a file closes due to a move out of province, hospitalization, or long-term incarceration. Assessing amenability to supports is a process that is continuous and can change at any time for various reasons. In collaboration with our Clinical Health Program, the Intake Department is committed to **assessing what has worked and what has not**, and what would need to change to move forward with a positive support plan for a returning participant.

In our role as the Intake Department, we are often the **first point of contact for the larger community** when they have questions about Turning Leaf's programs, as well as funding for supports, and even community and governmental resources. In the last year, the Intake team fielded and answered over **191 email inquiries, 233 phone inquiries**, and supported a range of **walk-in inquiries** at our head office location.

For people seeking support, navigating the various systems and offices involved in receiving funded support services can be a time-consuming and exhausting process. Turning Leaf's Intake Coordinators are **pleased to assist anyone** with answering these questions and **take pride in always leaving an inquiring community member with a roadmap of what steps to take next**, even if we are unable to offer support. **We're here to help** – be it with funding applications, resourcing, system navigation, or just **a compassionate listening ear**.

We are always looking ahead to the new year with the desire to **continue making strong connections and positive change in the lives of our community's most vulnerable**. The Intake team is extraordinarily honoured to be the first people to connect with new referrals and **it is our goal to make the intake experience a safe and empathetic one**. Asking for help can be the most difficult step in the journey toward healing and change. **We recognize how scary it can be and are here to make those first steps on that road as smooth and supported as possible**.



COMMUNITY-BASED TREATMENT

SUPPORTED INDEPENDENT LIVING

Our Community-Based Treatment department is made up of **a wide spectrum of programs and support models that meet the needs of the vulnerable, at-risk population we are fortunate to walk alongside**. Like Turning Leaf's ethos, this department **truly meets folks where they are at**. The department makes up roughly **80% of Turning Leaf's participants** and has seen much growth over the last year. We are proud to share some of the highlights that came out of the Community-Based Treatment department this year.

Our Supported Independent Living program continues to experience **growth in services and programming** to meet the **ever-expanding needs** of the **vulnerable population** we support. We are very pleased to share the following developments over the last year:

- After expanding into the **Northern Manitoba** region last year with the opening of SIL supports in **The Pas, we are proud to say those supports now include Day Services**. We continue to grow roots in the community, working collaboratively with community members to ensure we are building services that **fill the gaps** and **remove the barriers** that folks there have expressed experiencing.
- We opened our **new Brandon office location** with drop-in services and the goal of day services one day soon.
- **Regina** and **Moose Jaw** continue to expand their Day Services and SIL supports.
- We developed **two 24-Hour Staffed** models last year and their success has been incredible.

We look forward to continuing to expand our **reach and presence within communities across Manitoba and Saskatchewan**, helping marginalized people live the safest, healthiest, happiest and most independent lives that they can.

COMMUNITY CLUSTER

We are so proud to share that **we opened our first Supported Independent Living Cluster for at-risk people who identify as women** and who experience sexual violence, addiction, poverty, homelessness, and stigma. Each individual resides in their **own apartment unit** while having **access to support staff - on demand and around the clock**. We are working toward deepening their **sense of belonging** within their Cluster community while also building connections in the greater community.



DAY SERVICES (MB + SK)

Our Day Services are thoughtfully designed so participants can connect during daytime hours and enjoy socializing, recreation, and employment-based programming. Day Services increase quality of life and provide a sense of routine, reduce isolation, and increase self-esteem. Our Day Programs are a safe place where people feel they belong. Some of our Day Services programming includes:

- Access to **Indigenous Services**, including Elder-hosted activities.
- Support with **SMART Goals** (Specific/Measurable/Attainable/Relevant/Timeframe).
- **Life Skills Workshops**.
- **Opportunities for employment** through BrettYoung, and Turning Leaf Community Workforce.
- Support with **vocational goals** such as job hunting, resume building, and interview preparation.
- Opportunities for **volunteering**.

We are proud to share that **we expanded our day services to the Northern Region, in The Pas**. We are very excited and eager to see this program continue to grow in this **historically under-served community that faces many barriers and has limited access to support options**.

This year we had **176 participants** across Manitoba and Saskatchewan, which is **more than double** the number we reported last year. In 2024, Day Service took on two new locations in Winnipeg, resulting in **62 new participants** and **many wonderful Direct Support Professionals** joining our Turning Leaf team. These locations primarily focus on providing person-centered support designed for adults with **Autism Spectrum Disorder (ASD)**, other intellectual disabilities, and complex behaviors. We have a **fleet of 18 vehicles** to allow us to transport 60+ individuals to and from programming each day, meeting each one's safety and support needs every step of the way. Additionally, we host **before and after program respite**, as well as weekend support to a number of the participants who are living at home with families.

Day Service saw referrals continue to be high. This demonstrates the importance of this type of support service in communities. We understand the barriers that participants face in securing supports that help them achieve their goals, and **we are proud to fulfill those needs by providing the opportunity to explore life skills, socialization, vocational opportunities, and equal membership in a supportive community of peers**. In the summer, our Day Service participants met the goal of building, planting, and maintaining a community garden, with the intention of using the harvests for program cooking classes. It was a success and has started up again for summer 2025!

We continue to work closely with the school divisions to explore **potential day services for students transitioning into adult services** and have seen success with this. Exciting opportunities are on the horizon for Day Service as we look to grow our program even more and connect with other areas in need of Day Services closer to home.



AFTER-HOURS CRISIS RESPONSE

Turning Leaf's Crisis Response Team (CRT) is a **person-centered and trauma-informed resource** available to all Turning Leaf participants **at any time outside of Turning Leaf's regular office hours**. The intention of this team is not only to provide crisis interventions, but to **promote continuity of care whenever a participant has an emergent concern**. Turning Leaf's CRT administers a **triage and immediate risk assessment processes** to determine the level of urgency, and to establish a response order when there are multiple requests for the CRT's supports.

Turning Leaf's CRT **focuses on promoting harm reduction** and recognizes that harm reduction is not limited to safer substance use practices; the CRT is also trained in **harm reduction as it relates to sex work, recreational sex practices, alcohol consumption, criminal activity, and many other risky behaviors** that an individual may choose to engage in. This deep understanding of harm reduction embodies Turning Leaf's mission of **unconditional acceptance and empowering change** through **meeting participants where they are at**. The CRT's centering of a harm reduction approach is also a demonstration of Turning Leaf's commitment to the **Truth and Reconciliation Commission of Canada's Calls to Action**. The CRT offers interventions to **reduce re-offending rates**, supports individuals with **FASD** in **emotional regulation**, helps individuals **interrupt impulsive behaviors**, conducts **wellness checks**, searches for **missing individuals**, and ensures those seeking **medical care** are **treated with dignity and respect** and are provided with the same **quality medical care** that everyone has the right to.

The past year has been a year of **adaptation, resilience, and transformation** for the CRT. In 2024, Turning Leaf created and **launched a new data tracking tool** specifically tailored to the unique and specialized needs of the CRT. This tool was not only intended to better track the team's time utilization and administered interventions, but the Clinical Crisis Response Case Manager can also use this tool to run reports and analyze the results to identify opportunities for growth and to increase efficiency. The CRT also implemented a new internal systems meeting process to **increase continuity across programs**, and to ensure the CRT's response is **in-line with the clinical recommendations** for each distinctive participant.

The CRT is comprised of a team of **diverse individuals from all walks of life**, from **many cultures and backgrounds**, and with a plethora of **different lived experiences**. The diversity within this team **fosters a culture of empathy and understanding** of each individual's distinct life journey, and **elevates creativity and collaboration** amongst the CRT team members.



CLINICAL HEALTH PROGRAM

Turning Leaf's Clinical Health Program has **experienced a strong year of continued growth and expansion**. Based on a **holistic view of healing**, the program has continued to **address health on a physical, emotional, mental, and spiritual level**. By focusing on all aspects of health in our programming, we've been able to provide various **tailored therapy services developed alongside expert consultants**.

Due to the challenges participants face in accessing healthcare, we continue to operate our **in-house Nursing Program**, which allows participants **quick access to basic medical care and follow-up**. Through drop-in appointments at our office, and community-based services provided to participants, the Nursing Program has engaged in **50 instances of medical care**. This has created a huge benefit to participants who otherwise may not have received wound care, medical education, or their essential medications. Having the nurse at our office and other Turning Leaf locations **increases the comfort and trust levels** for some participants, especially those who have had bad experiences with the healthcare system in the past.

Turning Leaf's Clinical Therapy services have long been **a flagship department of our organization**. This program allows Turning Leaf to **fill gaps in clinical resources** in the province and **offer a flexible model wherein therapy can be delivered virtually, over the phone, or in-person, in every region**. This has allowed us to provide **714 hours of 1:1 clinical therapy** services in the past year. The clinical therapy team has also delivered **221 hours of training and workshops** to employees and participants, expanding the knowledge base of our direct support team, and helping participants to gain insight into their own mental health, develop healthy coping strategies, and make positive change in their lives.

A key addition to our Clinical Department was the creation of our **Addiction Therapy Group**. This program has provided **therapy, guidance and community to those experiencing addiction** who might not have the ability to attend more formalized addictions therapy groups - **groups that are often not tailored to the vulnerable population Turning Leaf serves**. Having a program that addresses addiction with a deep understanding of the struggles individuals with disabilities face creates more equity in access for marginalized populations, such as the Indigenous and 2SLGBTQIA+ community. In the past year, up to seven participants attended weekly and benefited from over **150 hours of clinician preparation and facilitation**. Amongst four participants experiencing addiction, they achieved **seven months of sobriety** in the past year.

The effectiveness of Turning Leaf's person-centered approach comes down to **the way that we align with the needs and experiences of the people we serve**, including embracing the teachings of First Nations traditions and practices **to help us truly meet the people we support where they are at**. Another key element of this approach is **leveraging expert experience and opinion to address challenges**. This year, our work was supported by **187 hours of training**, and over **212 hours of consultations with renowned Certified Psychologist, Dr. Dell Ducharme**, and a specialized follow-up process facilitated by our **in-house Integrated Behavioural Analysis Specialist**.

All members of community **have a right to healthcare**, whether mental or physical. We face many challenges but are **steadfast in their support and committed to our values of unconditional acceptance and empowering change**, as well as continuous improvement in the Clinical Health Program. In the coming year, we plan to move forward in solidarity with our community to **advocate, bridge gaps, and improve health outcomes**.



TURNING LEAF COMMUNITY WORKFORCE (SOCIAL ENTERPRISE)

As we close out the 2024-2025 fiscal year, Turning Leaf Community Workforce (TLCW) **continues to grow**, providing **meaningful employment for individuals with intellectual disabilities in a supportive, empowering environment**. We are proud of the strides we've made in expanding opportunities for our participants and the community.

KEY ACHIEVEMENTS THIS YEAR:

- We provided **27 moving services** to the community.
- Lawn Care and Snow Removal **contracts grew from 32 to 54** (+69%).
- **2600 food hampers** valued at **\$156,000** (+53%) distributed to participants.
- **720 Harvest Hampers** (around 60/month!) distributed to participants.
- **35 donated mattresses** valued at **\$7,500** distributed to participants.
- Participants were **employed for 1510 hours** this year (+155%).
- **42 new participants trained** (total # of trained participants is now **97**).
- Took over clothing donations, creating new job opportunities for participants.



OUR COMMITMENT: UNCONDITIONAL ACCEPTANCE AND COMPASSION

For individuals with mental illness and cognitive impairments, **applying for jobs can be daunting**, often marked by stigma. **TLCW is here to be the employer they deserve**. We walk alongside participants, ensuring **they know they belong** and that **their workplace will always embrace them** with unconditional acceptance and compassion.

TEAM AND COMMUNITY SUPPORT

While there were some changes within our team this year, we are actively re-staffing and **remain committed to our mission**. We are deeply grateful for the support from our community, and volunteers, which helps us **expand our services and make a lasting impact**.

LOOKING AHEAD

In the coming fiscal year, we will **continue to expand our services**, including increasing lawn care contracts, growing our food security efforts, and offering more job opportunities through initiatives like the clothing donation program, moving services, lawncare/snow removal, and Food Rescue. We are excited to continue our mission and provide further opportunities for our participants.

We are proud to be the employer that individuals with intellectual disabilities deserve - where they are respected, supported, and empowered. **Thank you for your continued support** and we look forward to a year ahead full of growth and opportunity!



INTENSIVE HOME SUPPORTS

In 2024, **we fully embraced** our department's new name of **Intensive Home Supports (IHS)**. Adopting more **culturally-sensitive language** along with **mandatory DEI training for all members of the agency** has been instrumental in equipping us with the tools to create a **more inclusive and supportive environment** for all individuals - **promoting healing and reconciliation along the way**.

The IHS team is **comprised of many remarkable individuals**, and this year we were **pleased to begin integrating the valuable DEI knowledge of MESH Insights into our services**. It has been an immensely moving and powerful experience to be a part of a program that **promotes personal healing, safety and belonging** and intentionally ensures that **the work environment inspires us to bring our best selves to work each day** for the benefit of each other and the individuals we are supporting.

This has been a year of **growth and progression** for the IHS department. Throughout the year we have **continued to steadily build on our existing services**, while also providing intensive supports to individuals experiencing resource breakdown and crisis. More than ever before the IHS department has **collaborated with other programs and services** to ensure that individuals we are supporting **receive a holistic service that meets their unique needs**.

The demand for services continues to grow within both Manitoba and Saskatchewan and **the IHS program has grown significantly**, adding new service locations (Cluster, Shift-staffed, HomeShare), additional team members and **supporting more incredible people** who are deserving of opportunities for their own growth and change.

Turning Leaf continues our commitment to **continually meet new service needs** in Manitoba and Saskatchewan and looks forward to **many exciting projects in the 2025-2026 fiscal year**.



This year saw a lot of **positive outcomes** for our Intensive Home Supports department and we are proud to share some of the **growth and program highlights** from this year with you.

GROWTH HIGHLIGHTS

- Since our last report we have opened an additional **seven HomeShares**.
- Our Selkirk region opened **new Cluster Services** and expanded their capacity from **8 to 11 beds**.
- Through a successful grant, Saskatchewan **secured a new van** that will be used to transport participants throughout the region and across multiple departments. Having **the freedom of their own transportation** has opened so many **more opportunities** for our participants and **increased independence**. With this new van, we can take participants **conveniently and comfortably** to appointments, gatherings, grocery shopping, and to activities.
- As a response to our **aging population**, we continue to **evolve and innovate the services** we provide them. We have **positioned ourselves** to be able to support them **for as long as possible**, by incorporating **home care** into their daily supports and **retrofitting our homes** with the needed apparatuses, including ramps, grab bars and hospital beds. Many of our homes, specifically in HomeShare, have **adopted principles of a medical model**, including the Care Provider having a nursing and/or health care aide background.



PROGRAM HIGHLIGHTS

- Approximately **eight participants** have accomplished their goals of **transitioning from IHS to independent living/HomeShare**, signaling a **transformational moment** of great accomplishment.
- We hired **several new supervisors** in the Winnipeg region, many of which were internal promotions.
- IHS HomeShare **expanded** to the communities of **Arborg, Winnipeg Beach, and West St. Paul**.
- The team attended a **high school graduation** that was achieved through the hard work and dedication of the participant and their IHS support network.
- Early this year, the Winnipeg region welcomed the the **Honourable Nahanni Fontaine, Minister of Families**, for a visit and tour of our homes. Hon. Fontaine was **incredibly moved** by the participants she met, and **deeply impressed** by the **compassion and skills** of the staff who support them.
- In Saskatchewan, **Megan Patterson, MLA for Moose Jaw Wakamow**, visited the program to build our relationship and discuss addiction services, the housing crisis and economic development and we look forward to **continuing to work together** to align our objectives and support the vulnerable folks in that community.

We look forward to the upcoming year with **excitement and eagerness** for everything that we'll accomplish and the **healing and transformation** we're **fortunate and grateful** to witness in the journeys of all the participants we support.



INDIGENOUS SERVICES

Indigenous Services continues to be a **vital and growing** part of Turning Leaf Support Services. The number of participants and employees who participate in Indigenous Services programming is **continually growing**, including in their voice and deeper engagement. Elder **Delvina Kejick (Motherheart)** has spent over **3000 hours with community** across Turning Leaf locations in Manitoba and in varied capacities. Indigenous Services programming is always expanding as **the voices and needs of our community are being heard and honoured**.

Truth is always foundational to Healing and **embodies remembrance, honor, resilience and the rebuilding and reclaiming of cultural ways**, which **builds kinship and strengthens identity and empowerment**. Protocol and knowledge is used to the best of our ability in all Indigenous Services programming, events, teachings, ceremonies, and methods.

Indigenous Services was the **recipient of a \$15,000 grant** through the **Orange Shirt Day Fund** from the Province of Manitoba in September of 2024. All Manitoba Turning Leaf locations benefited from this grant through the events, teachings, activities, and ceremonies that were planned using the funds. This grant gave us the opportunity to expand our Every Child Matters events to all Manitoba locations, providing **wider public awareness and knowledge** like never before, thus **building and strengthening community partnerships**. With thanks to this grant, **all five Manitoba locations received a 16-foot Tipi and poles**, and each team, along with participants, customized the Tipi canvases by painting them. Orange Shirts were given out and painted, and a Feast and March took place in each community, some of which never had one before. **These initiatives helped us to heighten awareness in many new communities**.

PROGRAMMING, EVENTS, TEACHINGS, AND CEREMONIES:

- Every Child Matters and Red Dress Day Marches/Events
- Weekly Cultural Drop-In (51/52 weeks)
- Traditional Drumming and Singing (42/52 weeks)
- Land-Based Events and Teachings (Individual and Group)
- Attending Local Powwows and Round Dances
- Honoring of Indigenous Veterans Day
- Hosting of Knowledge Keepers (Teaching, Storytelling, Dancing, Singing, Artisans)
- Traditional Vigils, Wakes, and Memorials when Community participants pass
- Monthly Sweat Lodges
- Equinox/Solstice Ceremonies
- Medicine Picking



HUMAN RESOURCES + ADMINISTRATION

As the pulse of the Agency, the Human Resources and Administration department is **made up of an incredibly passionate, skilled and devoted team**. The department **plays a vital role in nurturing our most valuable asset - our people**. Throughout the year, this team has been the driving force behind **a culture of collaboration, innovation, and growth** ultimately **connecting the person to the Agency**. From attracting top-tier employees to **fostering an inclusive work environment**, our team empowers the Agency to thrive and succeed. Our focus on **advancement, seamless operations, and employee well-being** has been unwavering, ensuring that every aspect of the Agency runs smoothly. We are proud to showcase the impact of our work and how this department has helped **shape a culture that drives acceptance, resilience, and excellence**.

This year our team worked diligently to strengthen our knowledge and leadership abilities and we welcomed our first **Human Resource Manager**. Turning Leaf is excited to share we had **23 internal promotions** and **welcomed 179 new hires** to the Agency, while maintaining an **average monthly turnover rate of 1.73%**

We are incredibly proud to be **recognized for the third consecutive year as one of Manitoba's Top Employers**. This prestigious honor reflects our **unwavering dedication** to creating a workplace where **employees are not only supported but inspired to thrive**. We are deeply committed to **cultivating a collaborative and inclusive environment** that **empowers** our team members to **reach their fullest potential**, driving excellence both in their **personal growth and professional achievements**.



RECRUITMENT

Our Recruitment Division is a critical facet of Turning Leaf as it ensures we have the employees hired and in place so that we can continue doing this important work each day. Without the Recruitment team, we wouldn't be able to keep up with the demand for support services and the rapid growth we experience each year. There were many exciting highlights from this year including:

- Welcoming our **first Human Resources Manager in Manitoba**
- Our **Candidate Sourcing Outreach** saw us expand our recruitment reach, including hosting our first-ever Recruitment Fair in the Northern Region (The Pas). This created opportunities to engage with local job seekers, share our mission, and foster connections that add to a more diverse and dynamic workforce.



- We plan to **expand our outreach** to additional **northern communities**, strengthening awareness and deepening our engagement with the people we serve.
- **Inclusive Hiring Practices Update** - we added interview questions to include a question that highlights inclusivity: *“Tell us your understanding of the Truth and Reconciliation Calls to Action, and why they are important to the mission and work we do at Turning Leaf?”*
- **We’ve updated our recruitment process** to include our **DEI statement** in all recruitment processes and are currently updating job descriptions to align with it.

TRAINING + DEVELOPMENT

This year has been **transformative** for the Training and Development Department, characterized by **innovation, growth, and strategic alignment** with the **Agency’s priorities**. Throughout the year, we concentrated on **improving employee skills, promoting a culture of continuous learning, and aligning our programs with the Agency’s changing needs**. Our department achieved important milestones that **supported individual development** and **helped drive the overall success** of the Agency. Some highlights we are very proud to share:

- **97** instructor-led sessions
- **68** different training courses
- **4,113** enrollments
- **650** employees trained
- **6,169** hours of training



As we look to the future, the Training and Development division is focused on continuing to **evolve and support the Agency’s strategic goals**. We are proactively exploring a Leadership Development Program tailored to emerging leaders within the Agency. The program focuses on **developing essential leadership skills, fostering emotional intelligence, and enhancing strategic thinking**, all to prepare future leaders to **drive personal growth**. We anticipate this initiative will garner exceptional participation, insightful feedback, and **positive contributions** from employees looking to **advance their career** with Turning Leaf.

Additionally, the department will **expand its focus on global learning initiatives**, as we recognize the importance of equipping employees with the skills to operate in an increasingly globalized and interconnected environment. We aim to continue to intertwine our **Agency’s values** by delivering **more training in Truth and Reconciliation, DEI, Accessibility, and Workplace Safety and Health**.

As we look ahead, we are excited about the opportunities to **empower our employees, foster a learning environment, and support the Agency’s long-term success**. Through our ongoing commitment to inclusion, we are confident in our ability to continue delivering **exceptional value to our people** and the Agency.



PRACTICUM PROGRAM

The Agency's Practicum Program allows students to **substantially enhance their professional abilities and knowledge**. In line with previous years, the Practicum Program sustained ongoing growth by enrolling a multitude of students from diverse institutions. The Practicum Program **empowered change in student learning pathways this year**. We saw a significant increase in **engagement and curiosity**, while **expanding our partnerships in diverse and impactful ways**.

The previous year's strategic map highlighted a path to success, enabling our Practicum Program to grow while maintaining the Agency's core values and commitment to continuous improvement. The growth factor in both Manitoba and Saskatchewan was primarily driven by the **retention of current partnerships and building new ones**. Further, we enhanced our student welcome experience by introducing an updated practicum guide, which will seamlessly link to a digitized welcome package in 2025.

In Manitoba, we **forged new collaborations** with two schools and **broadened the range of disciplines**, welcoming students from labour studies, psych nursing, and data analysis. We're especially proud of our **strengthened partnership with the University of Manitoba**, hosting students from the Faculty of Science and Faculty of Agricultural and Food Sciences through their Co-op programs. This year, we maximized the extended co-op placement opportunity by **offering hybrid experiences**. Co-op students played a key role in administrative projects, supporting Indigenous Services and Social Enterprise.



In Saskatchewan, we **retained our current partnerships** with the University of Regina (Human Justice) and **expanded networks and built strategic partnerships** with CDI College, Heritage College, Sundance College, Alberta Business and Health Institution. Our Saskatchewan Practicum Program participated in career fairs in Regina and Moose Jaw and recruited new students in the Moose Jaw area. The Saskatchewan region successfully **retained 20% of students after their practicum**, ensuring the Practicum Program effectively prepares students for the Agency's emerging talent.

Looking ahead, our Practicum Program is committed to nurturing talent and **establishing a robust pipeline for the Agency's future leaders**. Moving forward, we want to **elevate experiential learning at Turning Leaf**. We've enjoyed meeting students from new schools and are **excited to network expanded placement opportunities to new disciplines**. We look forward to connecting with partners as we **grow into the Northern region of Manitoba**, doing groundwork to prepare to meet the growing trend of online learners, so students can complete placements **closer to home**.



My Turning Leaf practicum placement was life changing.

GRANTS AWARDED + 12 DAYS OF GIVING

GRANTS AWARDED

Making an impact on the lives of others can take many different forms. We were pleased to expand our Department of Service Enhancement to oversee **grant funding and grant management**. Grants are financial awards with the intent of making a difference in community, especially when resources can be scarce. Turning Leaf reviewed critical needs and **sought funding in key areas to support our strategic plan**. Grant funding is important because **with these thoughtful dollars**, we're able to **move forward on projects** that may have needed to be reprioritized to maximize resources. In receiving grant awards and donations, **we save in one area** and then **reinvest into other vital areas of individualized supports**. Simply put – **the gifts help drive our mission and reach further, faster**. With a dedicated project lead, energy was channeled into **priority areas** which resulted in **our most successful year to date** winning **nine grants in 12 months**, raising an amazing **\$118,816.23**. Our projects included:

- Orange Shirt Day Events (including purchasing tipis for all locations)
- Implementation of our proprietary Roots Case Management System
- Improving I.T. Infrastructure
- A new van for Regina
- A new van for Selkirk
- Intranet
- Community Garden



THANK YOU TO THE FOLLOWING FOR YOUR GENEROUS SUPPORT!

- **MANITOBA LIQUOR & LOTTERIES** // Small Capital Sponsorship Program | \$26,540.00 | Roots Case Management System
- **SELKIRK COMMUNITY & DISTRICT FOUNDATION** // \$11,927.00 // Down payment for a Selkirk van
- **ASSINIBOINE CREDIT UNION** // Community Grant // \$2,923.00 // Build/launch myTurningLeaf Intranet
- **JEWISH FOUNDATION OF MANITOBA** // General Community Grant // \$11,000 // IT Infrastructure: Firewalls and Wireless Access Points
- **PROVINCE OF MANITOBA** // Orange Shirt Day Fund // \$15,000 // Orange Shirt Day Events
- **COMMUNITY FOUNDATION OF PORTAGE & DISTRICT** // Community Grant // \$1,984.84 // IT Infrastructure: Firewalls and Wireless Access Points
- **DIANE AND DAVID JOHNSTON** // Individual Donation // \$25,000 // Training Materials
- **UPS!DE DOWN TREE** // Corporate Donation // \$3,303.89 // Community Garden Supplies
- **SOUTH SASKATCHEWAN COMMUNITY FOUNDATION** // Anonymous Donor Fund // \$20,137.50 // Van
- **WESTWOOD YOUTH IN PHILANTHROPY** // Community Grant // \$1000 // Emergency Response Fund

12 DAYS OF GIVING

Our annual fundraiser, was yet **another success**, thanks to our **partners, donors and this great community**. Our 2024 campaign raised a total of **\$20,266.24** for our **Winter Relief and Emergency Response Funds**, which helped **keep our participants warm** during the coldest months of the year and gave us the ability to **provide supports that aren't covered by funding**. We are **beyond grateful** for how this community continues to show up for the vulnerable and marginalized folks we support. **Thank you** to our Turning Leaf community for another successful 12 Days of giving. **Watch for this year's campaign in December 2025!**

MARKETING + COMMUNICATIONS

INDIGENOUS RECRUITMENT CAMPAIGN

Many of the folks we walk alongside are Indigenous, and **it is integral that we have team members who are also Indigenous**. The harms of residential schools, the '60s scoop, and Canada's long history of colonization means it's imperative that when Indigenous people come through our doors or our teams meet them where they are in the community, that they feel safe and that they belong. **When our Indigenous participants can see themselves in their support team, and their culture, language, and traumas are recognized from a place of shared lived experience, this is a critical step toward healing.**

We are **deeply committed to Truth and Reconciliation**, and as a declaration of that commitment, we have written a **Truth and Reconciliation Statement** (see page 2). Specifically, we commit ourselves to three of The Truth and Reconciliation Commission's 94 Calls To Action (**TRC 92-3, TRC 22, TRC 22**) that **address colonization and advance reconciliation** in our country. **Our current Indigenous recruitment campaign directly supports these commitments.**

Indigenous Services and its programming is led by the Elder who joins us, Delvina Kejick (Motherheart), and she is always there to **guide us and inform Indigenous-related matters**, including our current Indigenous recruitment campaign (billboards, transit buses, digital ads, social media). The messaging and design for **our campaign was approved by the Elder who joins us, the Métis Federation, the Manitoba Minister of Families, and Diversity, Equity and Inclusion (DEI) consultants**. The messaging is a continuation of our last campaign messaging, "If you're looking for a sign, this is it."



INTRANET LAUNCH

We are incredibly proud to share that **we built and launched a SharePoint intranet called myTurningLeaf**. With eight locations across two provinces, we needed a streamlined way to communicate information, including critical information in real time such as missing persons notices. myTurningLeaf has effectively helped our organization be **more connected than ever**, and it has become such a part of our daily work life, that **most employees say they can't imagine worklife without myTurningLeaf!**

We share everything from agency announcements to merch catalogues to our Instagram feed, to memos to articles to shout-outs to contests to events, resources, photos, and more. Over the next year we will be building on the **engagement** side of things, and **increasing contributors** so we are **continually adding fresh, valuable information** that keeps employees coming back again and again.

The Marketing and Communications Department is **proud to be the agency's hub for unique solutions** to a wide range of needs that arise in our complex and dynamic work environment. We remain **passionate and grateful** each day to **support and represent the Agency**, its mission and values, and the **employees and participants** who make it so incredible.

INFORMATION TECHNOLOGY

As an Agency, we continue to **navigate the rapid pace of technological advancements** and **deepen our reliance on digital solutions**. The Technology team fosters strong collaboration with leadership, departments, and employees to continuously enhance our business systems, work processes, user support services, and cyber resilience. **This collective effort enables us to better support our participants and communities.**

EXPANDING OUR EVIDENCE-BASED SUPPORT

In last year's annual report, we announced our endeavour to **build a custom case management system**; one that is **tailored to support our unique evidence-based approach**. We successfully launched Roots Case Management System in the summer of 2024. Here are some highlights:

- Started development in early 2024 and **launched in the summer of 2024**.
- Deployed **three major updates** this year.
- Improved efficiency of data entry, **saving employees an estimated collective 18,500 hours/year**
- We anticipate writing our **one millionth digital shift log** in late 2025.



ENABLING GROWTH

The technology operations team was **instrumental in expanding the Agency's programs and reach**. This included the careful integration of an influx of new participants, the establishment of several new sites, and supporting the technology requirements of a growing number of employees. Ongoing efforts are focused on future-proofing our technical foundation, **ensuring the Agency remains agile and prepared for future challenges and opportunities.**

BUILDING CYBER RESILIENCE

Cybersecurity extends beyond technical concerns - it permeates every facet of our organization and demands the vigilance and dedication of all team members. Recognizing the escalating threats posed by cyberattacks and their potentially severe impacts, **we remain committed to bolstering our cyber resilience and preparedness**. By adopting best practices, we aim to **safeguard our data and systems against malicious threats**. We take pride in the advancements we've made and the **robust cybersecurity culture we've cultivated**. We remain **vigilant and proactive**, continually **investing in our cyber capabilities and educating our team** on preventing, detecting, and responding to cyber incidents.



Roots has made case logging more efficient, allowing our teams to spend more time connecting with participants.

-Turning Leaf Case Manager

FINANCIAL SUMMARY

Report of the Independent Auditor on the Summary Financial Statements

To the Board of Directors of
Turning Leaf Community Support Services Incorporated

Opinion

The accompanying summary financial statements, which comprise the summary statement of financial position as at March 31, 2025, and the summary statements of operations, changes in fund balances and cash flows for the year then ended, and related notes, are derived from the audited financial statements of Turning Leaf Community Support Services Incorporated ("Organization") for the year ended March 31, 2025.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements in accordance with the criteria disclosed in Note 1* to the summary audited financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Organization's audited financial statements and the auditor's report thereon.

The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

We expressed an unmodified audit opinion on those financial statements in our report dated June 25, 2025.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements on the basis described in Note 1* to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, Engagements to Report on Summary Financial Statements.

Winnipeg, Manitoba

June 25, 2025

Shane Grant Hunter CPA

Chartered Professional Accountants

* see footnote for Note 1

Note 1- The summary financial statements are derived from the audited financial statements, prepared in accordance with Canadian accounting standards for not-for-profit organizations. Management prepared criteria includes: the summary financial statements include a statement for each statement included in the audited financial statements, except for the Statement of Cash Flows; information in the summary financial statements agrees with the related information in the audited financial statements; major subtotals, totals and comparative information from the audited financial statements are included; and the summary financial statements contain the information from the audited financial statements dealing with matters having a pervasive or otherwise significant effect on the summarized financial statements. The audited financial statements of Turning Leaf Community Support Services Incorporated are available upon request by contacting the Organization.

Summary Statement of Operations and Changes in Fund Balances

Year ended March 31, 2025 (In thousands of dollars)	2025	2024
Revenue		
Province of Manitoba	31,215	27,002
Province of Saskatchewan	3,305	3,193
Winnipeg Regional Health Authority	282	353
Other revenues	282	184
	35,084	30,732
Expenditures		
Administration	1,621	1,579
Amortization	456	364
Client expenditures	2,416	2,313
Home share payments	2,269	1,811
Interest on long-term debt	225	254
Rental and property taxes	2,223	1,770
Salaries and related benefits	25,867	22,640
	35,077	30,731
Excess of revenues over expenditures	\$ 7	\$ 1

Summary Statement of Financial Position

March 31, 2025 (In thousands of dollars)	2025	2024
Assets		
Cash and cash equivalents	1,161	1,373
Accounts receivable	3,193	2,756
Prepaid expenses	191	108
Tangible capital assets	7,041	6,683
	\$11,586	\$10,920
Liabilities		
Accounts payable and accrued liabilities	2,929	2,555
Deferred contributions	149	378
Demand loan payable	219	254
Current portion of long-term debt	322	200
Long-term debt	4,675	4,248
	8,294	7,635
Net assets		
Operating	557	394
Investment in tangible capital assets	1,854	2,010
Internally restricted	881	881
	3,292	3,285
	\$11,586	\$10,920

IN MEMORIUM



In Memory In Memory In Memory In Memory In Memory

We honour and remember those who journeyed on this year. We are so fortunate to have had the opportunity to walk alongside these individuals, and to have been there with them through their pain, their happiness, and their accomplishments. They each leave a legacy behind with their Turning Leaf family and will always be remembered. We have planted trees in their names that will grow for generations to come.

Change is
good. 



Follow along with us @turningleafservices

