

Brampton Caledon Community Living

# ANNUAL REPORT 2024-2025



*Artists: Joanna, Anthony, Ricky, Iyaneh, Areeba, Adil, In, Nick*

*A glance at our performance, innovation,  
and commitment throughout the year.*



Brampton Caledon  
**COMMUNITY LIVING**  
**INTÉGRATION**  
**COMMUNAUTAIRE**  
Brampton Caledon

# Our Vision



A world that respects and embraces the dignity, inherent value and rights of all people.



# Our Mission

To empower people who have an intellectual disability to lead enriched and meaningful lives.



# Our Values



## SOCIAL RESPONSIBILITY

We have an obligation to advance issues impacting the lives of those living with an intellectual disability.



## INCLUSION

We believe that inclusion is imperative for people to achieve their goals.



## RESPECT AND DIGNITY

We treat every person with respect and dignity.



## ORGANIZATIONAL EXCELLENCE

Excellence, demonstrated through leadership, accountability, education, partnership building and innovation.





# A MESSAGE FROM THE CHAIR OF THE BOARD & EXECUTIVE DIRECTOR



As we reflect on the past year, we are proud to share the progress and impact that Brampton Caledon Community Living has made in 2024–2025. A year marked by both accomplishment and perseverance.

This year marked the inaugural year for Executive Director, Charles Rego. His leadership brought renewed energy and a focused commitment to our mission of fostering inclusion and belonging for people with developmental disabilities. Together with our dedicated staff, volunteers, and partners, we have made meaningful strides toward realizing our vision of a truly inclusive community.

A significant highlight of the year was our continued advocacy under the #WaitingToBelong campaign. A call to action echoing across the province that sheds light on the growing needs of individuals and families who are still waiting for vital supports. BCCL has played an active role in amplifying this message through community engagement and public awareness efforts.

We also laid the groundwork for our 2026 Strategic Planning process, which will shape the long-term direction of the organization. This will include a deep and honest look at how we can expand our capacity, inclusiveness, and responsiveness to the evolving needs of people living with developmental disabilities in Brampton and Caledon.

Operationally, the past year saw several important enhancements. We undertook a focused review and update of key policies, strengthened our recruitment strategies, and refined our service delivery approaches to better meet the needs of those we support. These foundational efforts are critical to maintaining quality, consistency, and accountability across the organization.

We also worked intentionally to strengthen BCCL's public profile, building deeper community relationships and increasing visibility through social media, events, and stakeholder outreach. These efforts ensure that the stories, voices, and rights of people we support remain front and centre.

These accomplishments were not without challenge. Rising inflation, escalating operational costs, and ongoing pressures around employee retention tested our resilience. But thanks to the commitment of our staff, board, and community partners, BCCL continues to move forward.

We are grateful to everyone who plays a role in our mission. From families and self-advocates, to staff, board members, funders, and supporters. Together, we will continue to build a stronger, more inclusive future.

## 2024 - 2025 Board of Directors

**Carmen Baker - Chair**  
**Alexandra Whittaker -Vice Chair**  
**Cameron Craig – Treasurer**  
**Carson Coughlin - Secretary**  
**Karen Calomino**

**Ron Sanderson**  
**Sean Travis**  
**Susan Greenwood**  
**Vickramjeet Aujla**

*Carmen Baker, Chair*  
*£*  
*Charles Rego, Executive*  
*Director*

# Treasurer's Report



## **Board Treasurer's Report (2024-2025) Fiscal Year Ending March 31, 2025**

The Board is pleased to report that BCCL has once again achieved a balanced budget for the fiscal year ending March 31, 2025. This achievement reflects our ongoing commitment to responsible financial stewardship and the continued support of our dedicated funding partners.

The Ministry of Children, Community, and Social Services (MCCSS) increased its funding by 5.78% this year, driven by the implementation of permanent wage enhancement funding for support workers, the expansion of community living services through the Ministry's Multi-Year Supported Living Plan (MYSLP), and several one-time fiscal and grant allocations.

Specifically, BCCL received an additional 3.35% investment top-up from MCCSS, along with a onetime funding allocation of \$407,600 to address short-term financial pressures that impacted service delivery. We are deeply grateful to MCCSS for its continued support and guidance, as well as for its investments in wages for direct support workers, residential service expansion, and health and safety initiatives.

Despite the positive developments achieved throughout the 2024–25 fiscal year, BCCL continues to face significant financial challenges. The most pressing of these challenges is the ongoing impact of inflation, which has affected nearly every aspect of our operations, from the rising costs of goods and services to the compensation required to attract and retain skilled staff.

Inflationary pressures have significantly strained both service delivery and procurement. Increases in the costs of essentials such as utilities, food, fuel, and maintenance supplies have reduced our purchasing power and limited our ability to sustain service levels within established budget frameworks.

Procurement has also become increasingly complex. Higher prices for materials and vendor services have led to longer lead times and, in some cases, the need to renegotiate or reallocate contract budgets, often diverting funds from other priority areas. These factors have disrupted project timelines and added operational uncertainty.

Workforce-related costs have similarly been affected. As the cost of living continues to rise, remaining competitive in the labor market has become increasingly difficult without corresponding increases in core funding. Staff turnover remains a persistent concern. While we have made meaningful progress in recruitment and retention strategies, the competitive job market has made it harder to attract and retain qualified staff. This has added further complexity and cost to onboarding and training efforts, while also impacting service continuity.

To address these challenges, BCCL continues to take proactive steps. The finance and leadership teams are closely monitoring economic trends, implementing more efficient procurement practices, and engaging with funding partners to advocate for sustainable investments. However, inflation remains a critical financial risk heading into the next fiscal year.

# Treasurer's Report



In July 2024, the Ontario government increased core ODSP benefit rates by 4.5%, based on its cost-of-living formula determined. This followed a 6.5% increase implemented in July 2023, representing a cumulative 17% increase since ODSP rates were indexed to inflation in September 2022. Future ODSP rate adjustments are expected to continue annually in line with inflation trends.

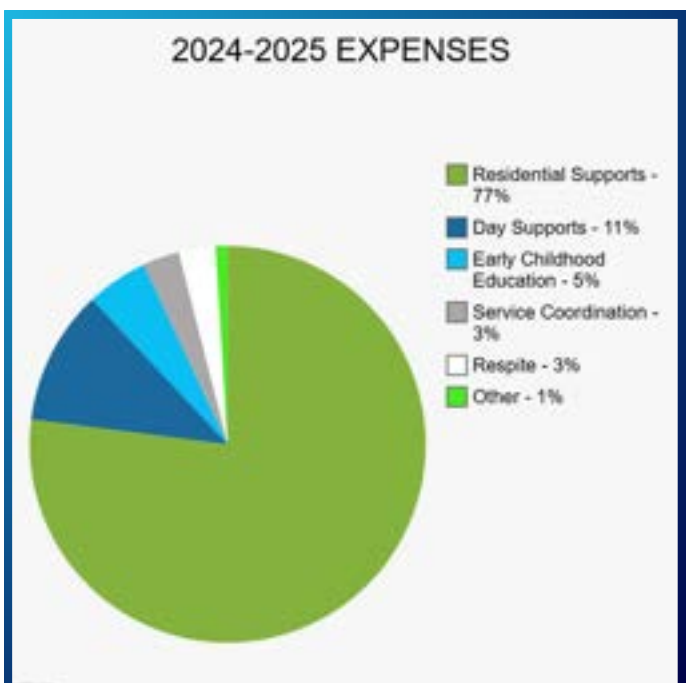
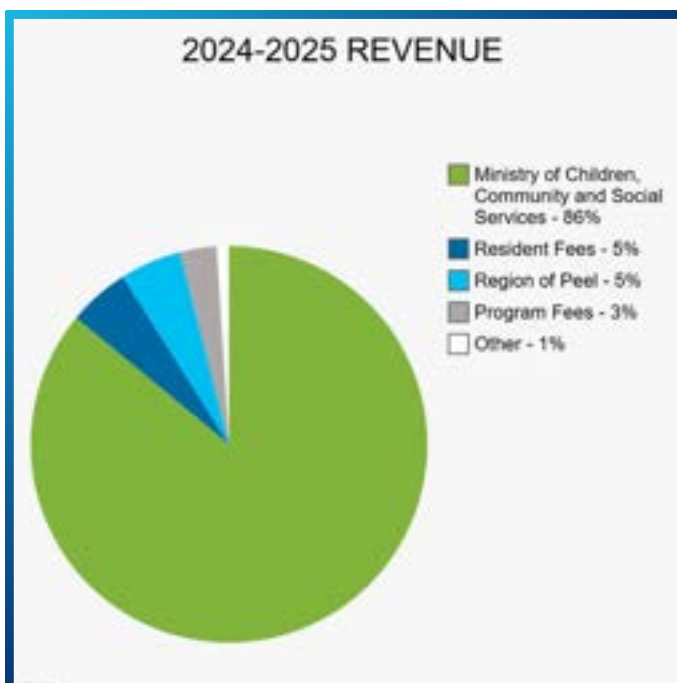
The Early Childhood department has also experienced strong growth, aligned with the ongoing population expansion in the Peel Region. During the past year, the Region of Peel increased its funding by 9.67%, allowing BCCL to expand its team of Resource Consultants. This funding directly supports the inclusion of children with special needs in community childcare centres throughout Brampton and Caledon. We extend our gratitude to the Region of Peel for this additional investment, which will ensure more children receive the support they need at an early age.

Support from the United Way of Greater Toronto has continued to enhance the lives of individuals supported by BCCL in Caledon, enabling them to pursue their goals and engage meaningfully in community activities. We are grateful for United Way's steadfast investment in our Connections program.

In closing, we express our heartfelt appreciation to all our funders, donors, and community partners. Your generous support has been instrumental in helping BCCL manage a complex fiscal environment while continuing to provide essential services to those we support in our community.

*Cameron Craig, Treasurer*

## Financial Highlights











# Community Living Supports



## Group Living Residences

- **35 warm and inviting homes** across Brampton — the “Flower City” and in the scenic Town of Caledon.
- **122 people** proudly call these locations home.
- **Welcomed 1 new individual** in early 2025, with plans for 5 more to come into services this year.



## Supported Independent Living

- **28 people supported** living independently in apartments and homes across the region.
- Program emphasizes autonomy and self-direction, offering the **least intrusive supports** possible.
- A **safety net** remains in place to adapt if needs change over time.



**Community Living Supports** assist people as they navigate the journey of life.

The goal is to ensure a person centered approach, which focuses on achieving a life full of choice, authentic inclusion, and purpose.



## Host Families

- **2 families** have welcomed **2 people supported** into their homes.
- Provides care and support within a comforting, **family-like environment**.
- Encourages personal growth while offering stability and belonging.



*"Disability is not Inability"*

- Ban Ki-moon



## Community Resources



### Medically Fragile, Technologically Dependent (MFTD)

- Supports **children and youth from 6 months to 17 years** old deemed MFTD by Ontario Health at Home.
- Provides out-of-home **1:1 respite support** for **up to 3 hours weekly**, Monday to Friday.
- Offers community activities including social, recreational, educational, and socially inclusive experiences.



### Service Coordination

- **Over 1,100** children, youth, and adults supported.
- **20% increase** in families requiring ongoing service coordination support.



### The Zone, Camps, Goal Getters, Fostering Independent Teens

- Fee-for-service program for **children and youth ages 6-17**
- Small group, community-based activities, Offered **two evenings per week** for 10-13 weeks in Brampton & Caledon.
- F.I.T. and Goal Getters programs offered in Caledon through a partnership between BCCL, Kerry's Place Autism Services, and the Town of Caledon.
- In partnership between City of Brampton Parks and Recreation and Town of Caledon Recreational services, provided camp opportunities to **over 200 children, youth and adults** during summer, winter break and March Break.

### Trends Impacting Families

- Lack of affordable respite services, lack of Passport funding
- Need for more affordable day programs
- Increased need for clinical services due to long wait times
- High cost of staffing services
- Lack of affordable housing
- Increase in school exclusions
- Limited daytime supports for adults with complex special needs
- Rising burnout rates for families



*"Alone we can do so little, together we can do so much"*

– Helen Keller





# Early Childhood Education



## Children & Families: Building Belonging

- Supported **295 children** in building a strong sense of belonging in childcare centres.
- Empowered families to **advocate for their children** and access vital community services.
- Helped ensure smooth transitions to kindergarten, laying the groundwork for lifelong learning and success.



## Inclusive Support Across Childcare Settings

- Our team of Resource Consultants collaborated with **74 licensed childcare centres** and **4 licensed home childcare** programs, embedding inclusive practices into daily routines.
- Fostered environments where diversity is embraced, and every child feels safe, supported, and included.

**The Early Childhood Education Department** partners with Peel Inclusion Resource Services (PIRS) to support licensed childcare programs. Together, we create inclusive, welcoming environments where every child can grow, learn, and thrive.



## Building Capacity, Inspiring Futures

- Our team has grown to **20 funded Resource Consultants**, strengthening our ability to support children and families. RCs remain dedicated to inclusion, advocacy, and education—forming the heartbeat of the department.
- Six passionate Resource Consultants **mentored six Resource Consultant students**, building their skills and confidence through hands-on coaching. This mentorship ensures the next generation of RCs is prepared and inspired to continue this important work.



*"Every child deserves a place where they are celebrated for who they are."*  
– Unknown



# Community Participation Supports



## Fisherman

- Offers both on-site activities and multiple community experiences each day to choose from.
- Supports **43 people** — a 43% increase from last year (13 more individuals).
- Provides **up to 35 hours of support** per person each week.



## Connections & Venture

- Registration based programs that allow for people to choose the activities that appeal to them most. With emphasis on community involvement activities include a selection of fitness, learning, volunteering and social opportunities.
- **Caledon Connections** – Supports **27 people**, offering **35 half-day programs** per week.
- **Brampton Connections** – Supports **46 people**, including 7 new participants (18% growth). Offered **103 activities** between April 2024 and March 2025.
- **Venture** launched in January 2025 mirroring the successful Connections model for participants from our Community Living Supports Locations. Currently there are **13 participants** who can choose between **30 activities** per week.



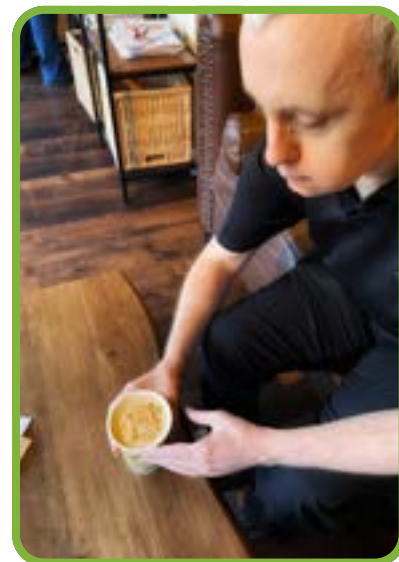
## Explore Mobile Supports

- Geared towards those who do not prefer a traditional day support model, allowing for community engagement in a more individualized way.
- **32 people** who reside in BCCL homes utilize this service.
- People are supported **1-2 times weekly** depending on the activity choice & their personal preferences.



## Virtual Programs

- Offers **19 activities per week** free of charge to anyone connected with BCCL.
- Registrations **increased 23%** from 2023-2024.



**Community Participation Supports** provides opportunities to engage in volunteer work, community outings, creative projects, and educational activities—fostering personal growth, skill development, and community inclusion.



*"Community is much more than belonging to something; it's about doing something together that makes belonging matter."*  
– Brian Solis





# People & Culture



## Recruitment & Retention

- BCCL has **312** committed and skilled employees.
- The average length of service across the organization is **9.7 years**, with **29%** of employees achieving the milestone of **15 years or more** of service.
- BCCL **mentored 9** Developmental Service Worker (DSW) students, contributing to the next generation of professionals.



## Training & Development

- **199 hours** of training were delivered to staff this year.
- Training included both in-person and online modules, designed to enhance skills, strengthen knowledge, and support professional growth.



## Health & Safety

- **42** BCCL locations were **inspected by the Ministry of Labour**, and we performed commendably. Recommendations were provided to enhance the overall safety of our work environments.
- Training to enhance worker safety included: First Aid (8 sessions), CPI (10 sessions) and Lifting (1 session), demonstrating BCCL's strong commitment to maintaining safe and healthy workplaces.



## Equity, Diversity and Inclusion (EDI)

- Our EDI committee, formed in February 2025 with **10 members**. Their first priority was creating and sharing BCCL's new EDI statement.
- All BCCL employees completed online EDI training.
- **85** employees from various departments participated in in-person Unconscious Bias training.
- This work strengthens a culture of inclusion and belonging across BCCL, ensuring that diverse perspectives are valued and reflected in daily practice.



**People and Culture** department focuses on creating a positive and productive work environment by managing various aspects of the employee experience, including recruitment, development, and retention.



*"The greatest asset of a company is its people"*

– Jorge Paulo Lemann

# Advocacy Through Art: Partnership with PAMA highlights BCCL Artists



The **Unveiling Ability: Empowerment Through Art** exhibit at PAMA ran from September 21 to March 16, featuring a vibrant collection of quilts, paintings, and mixed media works by over 60 artists.

A highlight of the exhibit was a special event held on the International Day of Persons with Disabilities, bringing together artists, their families, and local dignitaries to celebrate creativity and inclusion.

As a key cultural attraction in Brampton, PAMA provided valuable exposure for BCCL while showcasing the remarkable talents of artists with disabilities.

Following its success, several pieces from the exhibit were displayed at Caledon Town Hall in **Art Beyond Labels: Power of Inclusion**, extending the celebration of diversity and artistic expression.



*"The practice of art isn't to make a living. It's to make your soul grow."*

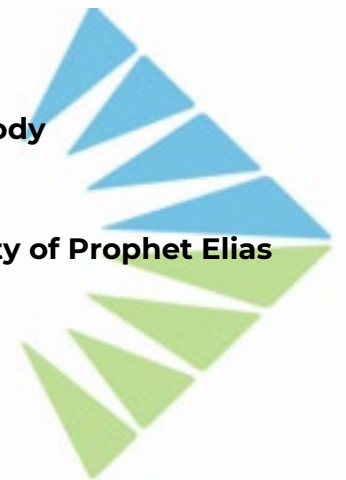
– Kurt Vonnegut





## Thank You To Our Donors

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