

Total Communication
Environment
Executive Director's Annual Report
April 2020 – March 2021

The Year of the Pandemic

- Many new and changing guidelines, regulations, and directives were introduced during the fiscal year because of COVID 19.
- COVID impacted everything we do, how we support people to engage in community, with their families, health professionals, friends, etc.

People we Support

On March 1, 2020

- 30 people living at TCE received day supports & services from agencies or individuals external to TCE
- 45 people received some type of day time support (work, volunteer, recreation, leisure) from TCE
- There were two vacancies going into the pandemic

On April 1, 2020

- All 75 people supported residentially and 2 people in homeshare are supported from their home

Snapshot of Employees

From		01-Apr-19	01-Mar-20	30-Apr-20
To		01-Mar-20	30-Apr-20	31-Mar-21
Previous		178	189	189
Hire		16	0	1
Terminated		5	0	8
Active		178	161	152
On-leave		11	28	30
Total EE		189	189	182
Turn-over rate		2.65%	0.00%	4.40%

Residents Passing

2020 – present: 8 people supported at TCE have passed away:

- | | |
|---------------------|-----------------|
| 1. Terry Baxter | Baxter House |
| 2. Sylvaine Bourque | Kirkwood Apts |
| 3. Francis Whalley | Wilson House |
| 4. Jean Perrin | Kirkwood Apts |
| 5. Richard Deane | Wilson House |
| 6. Donald McKean | Wilson House |
| 7. Suzanne Roy | Hillmount House |
| 8. Ron Charbonneau | Rosebella House |

Future picture

- Person-centred reviews and individualized plans for everyone.
- Not try to be all things to all people.
- Using community resources i.e. if someone wants a job, referring to Ontario Works for a job coach.
- Registering in regular community activities and supporting the person to expand their social network.
- Planning resources in response and to enable each person to pursue their interests, whatever that might be.

New Ventures

- New Dunbar development with Nepean Housing Greenbank & Hunt Club area
- 3 bachelors and 3- 2 bedroom apartments
- Will be ready in 2023
- Will be offered to a mix of current people supported and those on the community waiting list

COVID Compliance Review

- Shortened Compliance Review in fall 2020
- Focus was primarily on the implementation of Pandemic guidelines, directive and policies
- TCE was found to be in compliance

Achievements

- TCE reached pay equity targets for all positions January 2021, reducing a significant financial pressure
- Revitalization funds from MCCSS to support with pressures (announced fiscally in 2018) were annualized in our budget
- Negotiated a new Collective Agreement with TCE CUPE Local 2605
- There were no COVID outbreaks and none of our residents were effected
- All residents vaccinated except for two (one has first shot)
- All staff vaccinated except for 3 out of 152 employees or 3% and they are working overnight positions with limited interactions

Provincial Landscape

- New document released from Ministry of Children and Community Services' (MCCSS) setting the long-term vision for Developmental Services in Ontario

Journey to Belonging: Choice and Inclusion

To access, search for MCCSS Developmental Services Reform.

If you require assistance, please email us at karenbelyea@tceottawa.org for the link