

ANNUAL IMPACT REPORT

April 1, 2024 to March 31, 2025

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CEO & Board Chair Report

As we reflect on the past year, we are inspired by the resilience, dedication, and achievements of our organization, our staff, and the communities we serve. This year has been marked by continued growth, innovation, and a steadfast commitment to delivering high-quality programs and services that address the evolving needs of our clients.

Our organization has made significant strides in areas that are critical to the well-being of our community. From enhancing health and wellness supports to providing stable housing and fostering inclusion, our programs continue to respond to the complex social and health challenges faced by the individuals we serve. Strategic investments in technology, such as system upgrades and infrastructure improvements, have strengthened our ability to provide safe, efficient, and modern services.

Partnerships remain at the heart of our success. Collaborating with local organizations, health services, and community leaders has allowed us to expand our reach, share knowledge, and deliver integrated, client-centered care. Our partnership with WellFort Community Health Services, for example, has brought a Nurse Practitioner onsite weekly, providing essential health support to our clients. These collaborations, alongside the support of our funders and donors, allow us to innovate, address gaps in service, and build a stronger, healthier community.

We are also proud of the ways in which we have engaged both staff and clients. Initiatives led by our Staff and Client Engagement Committee, including feedback forums, celebrations, and events like our annual Client Holiday Party, have fostered a culture of connection, belonging, and mutual support. These efforts enhance the quality of our programs while ensuring that the voices of those we serve are heard and valued.

Looking forward, our focus remains on strengthening services, deepening partnerships, and creating new opportunities for impact. We are committed to innovation, inclusion, and excellence in everything we do, ensuring that our organization continues to be a trusted source of support for individuals and families navigating complex challenges.

None of this would be possible without the dedication of our staff, the guidance of our Board, and the generosity of our community. On behalf of the Board of Directors and I, we thank everyone who contributes to our mission and supports the individuals we serve. Together, we will continue to build a community that is inclusive, safe, and resilient, one where every individual has the opportunity to thrive.

Leslie Barnes, CEO Sylvia Kucinska DeOcampo, Board Chair



The Beginning of St. Leonard's Place Peel

Sir Robert Williams was instrumental in establishing St. Leonard's House in Windsor in 1962. Two years later, Sir Robert moved his family to Bramalea where he soon became involved with the St. Vincent de Paul Society delivering Christmas packages to men at the Brampton foundry. That altruistic nature would lead him to open his home to inmates who had nowhere else to go.

A Board of Directors was formed, comprised of like-minded, motivated and dedicated members of the community. Two-and-a-half acres of land were donated by Bramalea Limited, and on June 21, 1971, Sir Robert Williams's dream became a reality when St. Leonard's Place Peel (SLPP) opened its doors to 21 men.

Growth

Over the years, SLPP steadily grew from its modest beginnings. An expansion to the residence allowed for more rooms in 1987 and a major new addition in 2000 almost doubled the agency's capacity. This was also when SLPP expanded its mission, from only serving federal parolees, to providing services to those vulnerable to homelessness and mental illness.

Another major expansion in 2007 gave another 24 rooms and an expanded, professional kitchen to serve the growing population. Two new floors were added to a residence in 2012, bringing an additional 21 beds to the agency.

St. Leonard's Place Peel Today

SLPP has grown from a modest 21-bed halfway house to a major transitional housing provider in the region with a 117-bed capacity and a multi-disciplinary care team. The first four decades of SLPP saw the agency grow in its commitment to providing men with the tools they need for a brighter future – and it is this consistent commitment to excellence that will continue the growth and development of St. Leonard's Place Peel as we look forward to the next decades in front of us.

"I am not my brother's keeper. I am my brother's brother." Sir Robert Williams, K.S.S., C.M., O.M.C.





Our logo, The Rejuvenated Tree, is a visual expression of our commitment to hope, transformation, and new beginnings

Who We Are

At St. Leonard's Place Peel (SLPP) we understand that situations of mental illness, addiction, or conflict with the law can be difficult to overcome. We also acknowledge with the right supports and a strong personal commitment to change, a brighter future is possible.

For more than 50 years, St. Leonard's Place Peel has offered a space of healing and reintegration for men 18 years and older. Our supportive housing program and wraparound supports provide men dedicated to their recovery journey with an opportunity of a fresh start.

SLPP's model of care is strengths-based and person-centered. Every client is engaged as a partner in a plan of care that is customized to the needs of the individual seeking support. Each client is supported by a multidisciplinary team of staff with expertise across a broad range of professional backgrounds - including social work, nursing, personal support work, nutrition counselling, psychiatry, criminal justice, and recreational therapy.

Our Mission

St. Leonard's Place Peel is dedicated to supporting our clients, building their capacity and enabling the developments of key life skills through evidence-informed holistic programs and services that optimize quality of life.

Our Vision

We will be an innovative leader committed to building safe and healthier communities of inclusion that care for and value each and every individual.

Our Values

CLIENT-CENTRED

We believe in the resiliency of our clients, their voice, their right to human dignity and care that is integrated, coordinated and accessible.

EXCELLENCE

We are committed to excellence in all aspects of our work through evidence- informed practice and an unwavering commitment to our mission.

COLLABORATIVE

We take pride in working cooperatively with a broad range of community partners towards the goal of creating a healthy and safe community.

INNOVATIVE

We strive to meet the ever-evolving needs of our clients though new and innovative approaches to client-centered care.

ACCOUNTABLE

We take seriously our obligation to provide the highest quality of care to our clients, and will be transparent in all areas of work, performance, outcomes and deliverables.

Strategic Plan 2025 to 2028

In September of 2024, St. Leonard's Place Peel announced the release of our Strategic Plan to guide our organization through 2028. The strategic planning process highlighted the preferences and priorities of key collaborators to ensure a client-centred approach in achieving our mission and vision.

Organization and People

Elevate operational excellence by strengthening our internal systems, fostering a culture of engagement and inclusion, and building a foundation to support organizational growth.

- Develop a human resources and people strategy focused on recruitment, retention skills development and capacity building for the long-term.
- Enhance culture, emphasizing equity, diversity, inclusion and belonging, to elevate the experience of our people through engagement, collaboration communication and growth.
- Strengthen internal systems and infrastructure by refining and optimizing operational workflow to ensure growth is supported by a scalable foundation for sustained success.
- Identify opportunities for growth through a market assessment while strengthening our organization to proactively plan for the long-term needs of our community.

Programs and Services

Enhance our programs and services to address community needs emphasizing a client-centered approach.

- Perform a feasibility analysis to identify community trends, funding opportunities, and potential partnerships that will inform the strategic expansion of our programs and services.
- Elevate existing programs and services with a client-centred approach, fostering a commitment across the organization to create inclusive solutions and support.
- Formalize a strategy to advance holistic care, including mental health, addictions and employment, by strengthening our expertise and integrating community resources.
- Establish a system of continuous improvement through ongoing research and evaluation to ensure our programs are client-centered and adapt to individual needs.

Community and Awareness

Engage and strengthen partnership to improve service navigation, increase access, and leverage community expertise, creating a more connected support system for our clients.

- Identify and develop key partnerships that focus on the social determinants of health to foster a higher level of success for our clients.
- Perform a market and brand assessment to align with the needs and preferences of our staff, clients, community, partners and funders.
- Promote and share our success with our community, incorporating impact statements and metrics that align with our mission and vision.

Diversity, Equity, Inclusion & Belonging



St. Leonard's Place Peel remains committed to fostering a culture of respect, belonging, and equity. In 2024–2025, Diversity, Equity, Inclusion and Belonging (DEIB) Committee continued to champion initiatives that reflect the diversity of the community we serve while advancing systemic change within our organization. Through staff engagement, policy review, and cultural celebrations, the DEIB continues to embed equity into the fabric of SLPP and ensure that everyone feels seen, heard, and empowered within a space that truly reflects the diverse populations we serve.

Policy Alignment for Inclusion

We continue to conduct a comprehensive review of organizational policies to ensure they reflect inclusive language and practices, aligning with our commitment to equity and cultural responsiveness. We also developed a comprehensive DEI checklist to guide the integration of inclusive language and equitable practices in the drafting and formatting of new organizational policies.

Cultural and Secular Celebrations

We distributed monthly organization-wide communications highlighting a wide range of observances, from culturally significant heritage months to secular holidays like Pancake Day, Scream Day, and Pretzel Day—to build awareness, foster connection, and celebrate diverse expressions of identity and joy.

Equity Impact Assessment Tool

We introduced an internal Equity Impact Assessment framework to evaluate new programs, policies, and services through an equity lens, ensuring that all organizational decisions actively consider the needs of marginalized populations and reduce potential harm.

Partnerships & Training

St. Leonard's Place Peel is proud to be an Employer Partner of the Canadian Centre for Diversity and Inclusion (CCDI), supporting our ongoing journey toward Diversity, Equity, and Inclusion. In addition to the resources and tools provided by CCDI, our staff have completed the San'yas Indigenous Cultural Safety Training, strengthening our commitment to cultural awareness, respect, and inclusion across the organization.



Programs and Services

Our programs and services are designed to enhance the client experience through capacity building frameworks that are practical, responsive, and evidence-based. Our multidisciplinary team creates an environment that is client-centred, holistic, and integrative in its approach. As partners in care, we believe our role is to guide the recovery and reintegration process, and the client's role is to own and drive that process forward.

Community Residential Facility (CRF) Reintegration Program



Offers housing support to men on conditional release from a federal correctional facility. Applicants must show a commitment to the program and to their reintegration plan.

- Case management and correctional planning
- Men transitioning from a federal correctional facility

New Leaf Program



Provides supportive housing for men coming off the streets or overcoming situations of homelessness due to acute mental illness and/or substance use. Clients are required to demonstrate reasonable level of stabilization in their recovery journey as well as a readiness to live a substance-free lifestyle. Service provider and self-referral accepted.

- Two-year transitional program
- Housing and wrap around support to adult men overcoming situations of homelessness
- Holistic approach to care

Rotary Resolve House (RRH) Graduate Program



A long-term supportive housing program, geared towards men who have demonstrated commitment and stability in terms of their mental health and or addiction but still require the structure SLPP offers.

- Capacity-building opportunities for men 55 years and older
- Demonstrate stability in independent living

Additional Programs

- Aligning Seniors Against Poverty (ASAP)
- Intake and Outreach
- Recreational Therapy
- Stay The Night | In From The Heat
- Employment and Financial Literacy
- Addictions Groups
- Life Skills
- Emotion Management and Violence Prevention
- Volunteer Opportunities
- Monthly Activity Calendar

On-Site Services and Amenities

- Case Management Team
- Medical Support Team & Private Medication Rooms
- Fully Staffed Professional Grade Kitchen
- Meals and Nutrition 365 Days a Year
- Comfortable Facilities
- Wellness, Spiritual, and Prayer Spaces
- Weight Room and Gym
- Pool Tables
- TV Rooms
- Outdoor Garden

Our Collective Impact

Community Residential Facility (CRF) Reintegration Program

137

New Arrivals 131

Successful Discharges

214

Clients Supported

New Leaf & RRH Graduate Programs

34

New Leaf Clients Supported 28

RRH Clients Supported 10

Clients
who went into
Permanent Housing

125

On the Waitlist for Housing

All Programs

including Stay The Night and In From The Heat

614

Clients Supported Across all Programs

(CRF, New Leaf, RRH Graduate, Aligning Seniors Against Poverty, Stay The Night, and In From The Heat)

Client Engagement

Programming

The programming offered at St. Leonard's Place Peel provide clients with an opportunity to better understand their situations of mental health or addiction and how to manage these conditions effectively over the long term.

Recreation

Our recreational therapy team provides clients with opportunities to restore physical and mental health wellness by improving clients' physical and mental health, strengthening self-esteem and interpersonal skills, encouraging healthy and active lifestyles, helping clients realize the benefits of a healthy leisure lifestyle.

Types of programming and recreation offered at St. Leonard's Place Peel:

- >>> Art & Music Activities
- >>> Budgeting & Financial Literacy
- >>> Community Connections
- >>> Community Outings
- Culture & Identity-Based Engagement
- >>> Education Sessions
- >>> Employment Readiness
- >>> Fitness & Sports
- >>> Food & Nutrition

- >>> Hygiene & Self Care
- >>> Leisure Activities
- >>> Life Skills
- >>> Outdoor Recreation
- >>> Skill Building Programs
- >>> Social Engagement Activities
- >>> Spirituality
- >>> Supportive & Therapeutic Programs
- >>> Wellness

96

Individual Clients Participated in Programming and Recreation Sessions

731

Programming & Recreation Groups, Sessions, and Activities

Workshops & Guest Speakers

Guest speakers and workshops helped enrich our programs at St. Leonard's Place Peel by providing clients with additional opportunities for education, inspiration, and personal growth.

Clients attended the following guest speaker presentations and workshops:

- >>> Carpenter's Union
- >>> Drum Therapy
- >>> Men's Mental Health
- >>> Disability Tax Credit Presentation
- >>> Ontario Works Presentation
- >>> Direct Your Life Presentation
- >>> Think 2Wice Docusode Screening

Client Volunteers

St. Leonard's Place Peel's volunteer initiatives aim to reduce barriers for clients who may face challenges when applying to external volunteer programs, particularly those with prior involvement in the justice system. With the support of staff, clients participate in recurring volunteer activities that create meaningful opportunities for community engagement and broaden their positive impact.

21

Client Volunteers 214

Volunteer Hours 412

Meals Delivered through
Meals on Wheels

Food Services



Our dedicated full-time kitchen staff operates year-round, using a professional-grade kitchen to prepare wholesome meals in accordance with Canada's Food Guide, ensuring balanced and nourishing nutrition. In addition to serving three nutritious meals each day to our residents and staff, they provide meals for guests of our Stay The Night and In From The Heat programs.



128,900

Meals Cooked and Served In-House 3420

Pounds of Food Donations **960**lbs

Sai Dham Food Bank

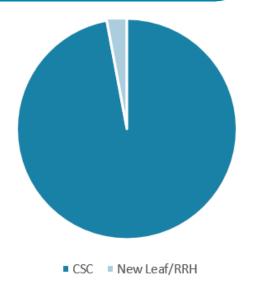
2080lbs

Sobeys through Second Harvest

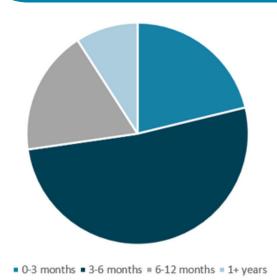
380lbsCobbs Bakery

Client Satisfaction Surveys

Client Program at Discharge



Resident Tenure



Client Satisfaction Survey Results at Discharge

Staff Were Welcoming and Respectful

9.71/10

Staff Were Helpful and Available

9.65/10

Any issues or concerns were resolved in a timely manner

9.41/10

Client felt ready to transition out of St. Leonard's Place Peel

9.39/10

Feedback

- I had a very enjoyable time transitioning back into society thanks to St. Leonard's Place Peel. The staff were very helpful and friendly.
- My Care Coordinator went over and above. All staff were great and respectful.
- Thanks for all the good support from the staff.

Programs, Activities and Recreation Satisfaction Surveys

Programs & Activities

Recreation

Clients who expressed interest in future programs and activities

7.43/10

Average rating of programs and activities

8.20/10

Clients who said recreation activities were helpful to their needs

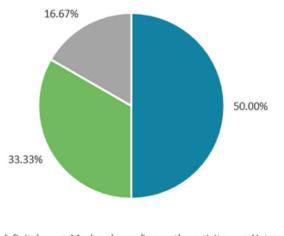
8.83/10

Overall client satisfaction with recreation activities

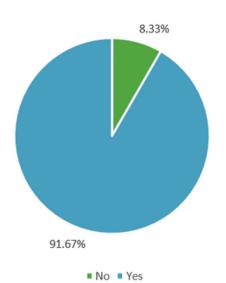
8.58/10

Interest in Future Participation

Client felt activity selection was diverse



Yes, definitely Maybe, depending on the activity Not really



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Program Advisory Council

Empowering Client Voices

The Program Advisory Council is a vital part of life at St. Leonard's Place Peel. It provides clients with a meaningful platform to share feedback, shape programming, and strengthen our sense of community.

Programming and Activities

Clients actively influenced programming, activities, and outings, ensuring services reflect their needs and interests. Their involvement has deepened community connections and created more opportunities for shared decision-making.

Highlights

Enhancing Communication

Under the leadership of our Program Coordinator, chalkboard walls were introduced across departments as dynamic notice boards. Updated monthly, they keep information fresh, accessible, and engaging. Clients appreciate the improved visibility and connection this tool brings.

Movies Nights

Launched by the Program Advisory Council and led by our Recreational Therapist, weekly Friday movie nights bring residents together to relax, enjoy films, and share food. A small group donation covers pizza and pop, making the activity both social and fun.

Clothing Donation Box

The Program Advisory Council introduced a clothing donation box, allowing residents to donate and access gently used clothing. This initiative meets practical needs while reducing clutter in living spaces.

5Meetings

5Average Participants



Client Stories

John

John approached the Recreation Therapy team determined to take back control of his health and wellness through fitness, setting personal goals of improving strength, balance, cardiovascular health, and weight loss. With continued dedication, John has shown up five days a week, increased his strength, maintained his weight management, and expressed greater self-esteem and pride in his commitment to personal wellness.

Michael

During Michael's residency, he pursued his goal of becoming a personal trainer and maintained a strict exercise regimen, all while working long hours to support his family and prepare for life in the community. Michael successfully completed programming focused on maintenance, abstaining from drugs and alcohol, and managing his emotions. He took pride in being a present uncle in the lives of his nieces and nephews. Despite initial setbacks early in his residency, Michael overcame challenges and was successfully discharged as a model resident and a positive example for others.

Daniel

While residing at St. Leonard's Place Peel, Daniel was able to re-establish strong ties with his family and supported them in maintaining and growing their business. He also engaged in many pro-social activities within his community, including coaching soccer and participating in cultural events. Known for his friendly and jovial nature, Daniel built positive relationships with both staff and fellow residents. His compliance with SLPP rules and protocols was exemplary, and he made effective use of his time at the facility to rebuild a rewarding life in the community.

Jamal

Jamal joined the Recreation Therapy team determined to take back control of his health and wellness through fitness, setting personal goals of improving strength, balance, cardiovascular health, and weight loss. He has shown remarkable dedication, attending five days a week, increasing his strength, maintaining his weight, and expressing greater self-esteem and pride in his commitment to personal growth.

In From The Heat



109

Unique Guests

415

Guest Visits

The In From The Heat program operated from June 17, 2024 to August 30, 2024 as a place for homeless men to spend time off of the streets and out of the heat. The goal was to provide a safe place for the men throughout the day while accessing essential needs and connections to resources. Each of the men were provided with meals, snacks, hygiene items, access to clean, gently used clothing donations, shower and laundry facilities.

464

Meals Distributed

Staff supported 415 guests over the course of the program, distributed 464 meals and 557 hygiene items, and completed 31 referrals to housing and resources in partnership with the clients.

Feedback

- This program is amazing just like the wonderful staff.
- It is so good to have a place like this, this is a good experience for me. I strongly respect the staff and thankfully that I got this place to rest and relax
- Great food, great staff, great environment
- This was a very pleasant experience and the staff was very friendly.
- Professional and courteous
- This place has a warm approach, always ask how I am doing and if I'm safe. I am very grateful.
- This place is friendly and helpful. I am always leaving with a sense of positivty and hope. Thank you.
- The program helps me in so many ways and the staff makes a difference. I am very grateful and blessed.
 Thank you so much.

161

Showers & Laundry

31

Community Referrals

134

Transportation Services

Stay The Night

125

Unique Guests

1942

Guest Visits

1446

Meals Distributed

398

Showers & Laundry

23

Community Referrals

221

Transportation Services



The Stay The Night program operated from November 18, 2024 to March 14, 2025 providing essential overnight shelter and support services to vulnerable men throughout the winter months. During this time, a total of 1942 guests were served, demonstrating the necessity and impact of the program. Individuals were provided with a warm bed, hot meals, shower and laundry facilities, winter supplies, clothing, supportive counseling and housing referrals. The average guest age was 41 years old.

Staff supported 125 unique guests over the course of the program, distributed 1446 meals and 849 hygiene items, and completed 23 referrals to housing and resources in the community.

Feedback

- You guys are great, thank you for everything you do.
- Wow! Fantastic! Gold star!
- Thank you for all your hard work and efforts.
- The staff go beyond call of duty to help us all.
- Staff are fantastic.
- I don't think so I can ask anything better than this. Staff are so helpful and respectful.
- Keep doing the good work. God bless.
- The staff are very accomodating, friendly and helpful. I appreciate the Stay The Night program and all the hard work the staff do to make this program operate efficiently. Thank you.

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Guest Satisfaction Surveys

In From The Heat

Clients who said their basic needs were met

9.80/10

Staff were Welcoming and Respectful

9.78/10

Staff were Helpful and Available

9.76/10

Any issues or concerns were resolved in a timely manner

9.75/10

Guests who would recommend the program to others

9.79/10

Guests who would return to the program

97.92%

Overall Satisfaction Rate

95.46%

Stay The Night

Clients who said their basic needs were met

9.82/10

Staff were Welcoming and Respectful

9.90/10

Staff were Helpful and Available

9.82/10

Any issues or concerns were resolved in a timely manner

9.74/10

Guests who would recommend the program to others

9.73/10

Guests who would return to the program

97.88%

Overall Satisfaction Rate

95.50%

In The Community



At St. Leonard's Place Peel, we believe that true impact extends beyond our walls and into the community we serve. Through meaningful partnerships and active engagement, we strive to create connections that strengthen both our organization and the broader community. Over the past year, our team attended events, pre-release fairs, and symposiums to give back, raise awareness, and build relationships that reflect our shared commitment to dignity, inclusion, and compassion.

Community Residential Facility (CRF) Alliance Symposium

The CRF Alliance Symposium addressed complex health issues by referring individuals to community resources, incorporating additional supports in release/discharge planning, and tackling the challenges of arranging PSW services post-release. The symposium also covered the bed space strategy to ensure comprehensive release planning, exploring innovative ways to serve the aging population.

The symposium provided us with a valuable networking opportunity, allowing us to connect with other CRFs, gain insights, and collectively brainstorm solutions to shared challenges. We felt proud to receive compliments about our organization, including being commended on our initiatives to handle high-risk medical cases and manage complex cases such as palliative and enhanced medical care.

Kingston Pre-Release Fair

Four staff members attended the Kingston Pre-release Fair, where they engaged with approximately 140 offenders. During the event, they distributed over 300 applications, brochures, and pre-paid postage envelopes to offenders interested in being released to the Peel Region.

Pre-Release Fairs are a booth style information fair for people serving sentences in the six federal institutions in the Kingston area.

University of Guelph-Humber

The University of Guelph-Humber invited St. Leonard's Place Peel to participate in mock interviews with their Justice Studies class to help prepare students for the job search post-graduation.

Facilities at Work

In addition to providing routine preventative maintenance, managing projects, and overseeing contracts and maintenance supply procurement, the Facilities Department completed over 1,100 Facilities Maintenance Requests. These requests spanned both client and common spaces, ensuring a safe, functional, and welcoming environment for all. The work completed includes addressing repair and replacement needs, correcting deficiencies, resolving hygiene concerns, and supporting client-specific requirements. By responding efficiently to a wide range of maintenance needs, the Facilities team plays a critical role in sustaining the overall quality, safety, and comfort of our spaces, directly contributing to the well-being of clients and staff alike.



IT focused on ensuring that all systems, including laptops, desktops, and infrastructure, remained current with industry standards to support staff and client needs efficiently and securely. Key initiatives included:

- Standardization of New Systems: All newly acquired laptops and desktops now come equipped with 16 GB of memory and Windows 11, ensuring optimal performance and security from the start.
- Operating System Upgrades: We began upgrading all existing laptops and desktops to Windows 11, as Windows 10 will soon reach the end of support. This transition ensures continued security, compatibility, and access to the latest features.
- Legacy System Refresh: Older devices that are were out of warranty or incompatible with Windows 11 were systematically replaced or upgraded to maintain consistent performance and reduce downtime.
- Enhanced Security and Access: Additional card readers were installed on doors, advancing our goal of a fully keyless environment for improved safety and convenience.
- IT Support Requests: This year, the IT team successfully addressed 650 IT requests, ranging from troubleshooting hardware and software issues to providing guidance and support for new technologies.

Through these efforts, we continue to provide a reliable, secure, and modern technology environment, empowering staff to deliver high-quality services to our clients.

Cyber Security Education

Multi Factor Authentication (MFA)

Trainings & Micro Trainings

Education Emails

Mock Phishing Fmails

Regular Software Updates



At St. Leonard's Place Peel, we prioritize the security and privacy of our systems, staff, and client information. This year, we continued to strengthen our cybersecurity measures by implementing industry-standard protocols, regularly updating software and systems, and providing staff with ongoing training on data protection and safe online practices. These efforts ensure that sensitive information is safeguarded, risks are minimized, and our organization remains resilient against evolving digital threats.

Cyber Security Trainings

15 Cyber Security Courses

98.9%

Average Score **80**Cyber Security
Micro Trainings

91.4%

Average Score

Committees

Continuous Quality Improvement (CQI)

The CQI Committee evaluates and enhances our operational processes, fostering a more efficient work environment while continuously improving the experience and outcomes for our clients.

Risk Management

The Risk Management Committee proactively identifies potential risks and implement strategies to minimize their likelihood and impact. Through these ongoing efforts, we have strengthened organizational resilience to ensure a safe, secure environment for both staff and clients.

Operational Policy Review (OPRC)

The OPRC ensures that all policies, processes, and procedures are current, relevant, and aligned with the Vision, Mission, and Values of St. Leonard's Place Peel. This year, the committee addressed information gaps, strengthened compliance, clarified processes, and embedded principles of Diversity, Equity, and Inclusion to support a safe and accountable organization.

Joint Health & Safety (JHSC)

Through monthly inspections and quarterly meetings, the JHSC works to maintain safe workplaces for staff and healthy living environments for clients. By promoting safety awareness and education, the committee actively engages staff and clients to help prevent accidents and injuries.

Grassroots

The Grassroots Community Meeting brings employees together to generate ideas, and develop action plans to enhance collaboration, staff engagement, and ensure all voices are heard and included in decision-making processes.

Infection Prevention and Control (IPAC)

Throughout the year, our Infection Prevention and Control efforts focused on safeguarding the health and well-being of staff and clients. Key activities included monitoring infection control practices, providing education on best practices, and ensuring compliance with health and safety standards across all programs. A major initiative was the coordination of our annual flu clinics, where 24 staff and clients received vaccinations, helping to maintain a safe and healthy community.

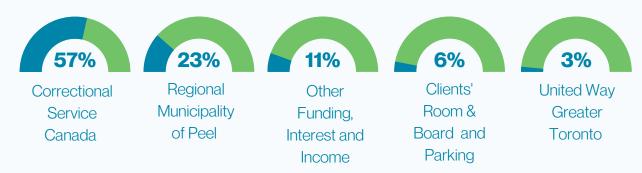
Staff and Client Engagement

This year, the Staff and Client Engagement Committee deepened connections across our organization by fostering recognition, collaboration, and celebration, while championing inclusion and a strong sense of belonging for both staff and clients.

FINANCIAL ANALYSIS

The Financial Reports Dashboard provides an overview of key financial metrics and performance indicators.

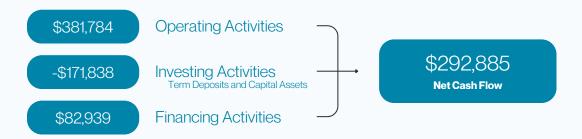
REVENUE



PROFIT & LOSS STATEMENT (P&L)



CASH FLOW



FINANCIAL RATIOS



Funding, Grants & Donations

We rely on and deeply appreciate the generous support of our funding partners, grants, and individual donations. Their contributions make it possible for us to deliver essential programs, enhance services, and respond to the evolving needs of our community. Thanks to this support, we are able to innovate, expand our reach, and create meaningful opportunities that improve the lives of the people we serve. Every gift, large or small, plays a vital role in helping us build a stronger, healthier, and more inclusive community.

Funding

Region of Peel

- >>> Core Funding
- >>> Homeless Prevention Program: New Leaf
- >>> Homeless Prevention Program: RRH
- >>> Reaching Home Intake & Outreach
- Reaching Home In From The Heat
- Reaching Home Stay The Night

United Way Greater Toronto Area

- >>> Alan Slaight
- >>> Community Program Grants

Ontario Trillium Foundation

>>> Resilient Communities Fund

Grants

- >>> RBC Global Asset Management
- >>> Knights of Columbus

Donations

- >>> Cash Donations through Canada Helps
- >>> \$8000 worth of vegan chicken products IQF Quality Foods
- >>> 1000 bottles of water Project FoodChain
- >>> Cold weather, work and safety gear Project FoodChain
- >>> Pallet of hygiene supplies Project FoodChain
- >>> 60 backpacks filled with winter and hygiene supplies Rotary Club of Brampton
- >>> Hot meals every 2nd Sunday Sayeda Khadija Centre
- Warm clothing, winter gear, blankets and hygiene supplies from our community members

New Partnerships



Community partnerships are essential to the success of our organization, allowing us to extend our reach, share resources, and collaborate on initiatives that make a meaningful difference. By working closely with our partners, we are able to enhance programs, address emerging needs, and create a stronger support network for the individuals we serve. These partnerships not only amplify our impact but also foster a sense of shared responsibility, trust, and connection within the community, reinforcing our mission and vision every step of the way.

WellFort Community Health Services

Our partnership with WellFort Community Health Services has allowed us to have a Nurse Practitioner onsite weekly, providing health supports to meet the needs of our clients. WellFort is a non-profit, values-based organization that aims to improve access, quality, and coordination of its programs and services through the promotion of health and wellness.

St. Leonard's Society of Canada

St. Leonard's Society of Canada (SLSC), a membership-based charitable organization. For over 55 years, they have been bringing together a network of individuals and organizations to collectively address the needs of people involved in the criminal justice system. Beginning with supportive housing, they work to advocate for safer, healthier, and more inclusive communities.

Central West Ontario Health Team

Through our partnership with Central West Ontario Health Team, we will collaborate on system-level strategies aimed at enhancing care experiences, supporting integrated service delivery, and addressing gaps in access for individuals facing housing instability, mental health challenges, and other social determinants of health.

Cosmic College of Cosmetology and Healthcare

Our partnership with Cosmic College provides weekly free haircuts to our clients, helping them feel confident and supported while reinforcing our shared commitment to community care and empowerment.

What Our Partners Say

Anita Desai, Executive Director St. Leonard's Society of Canada

At St. Leonard's Society of Canada, having the opportunity to work alongside St. Leonard's Place Peel makes such a huge impact on our work. SLPP provides leadership in so many ways, informing major country-wide challenges such as the housing crisis, and how to meaningfully and compassionately work with people who have unique challenges in their community. Their perspective and partnership impact our work nationally, and inspires our network through their passion to fulfil their vision to be an innovative leader committed to building safe and healthier communities of inclusion that care for and value each and every individual.

Ugonna Ihekwoaba, Area Director Keele Correctional Centre and Toronto West Parole Office

Correctional Service Canada (CSC) partners with St. Leonard's Place Peel (SLPP) to provide supervised housing and support services for individuals on conditional release and Long-Term Supervision Orders. This partnership promotes safe reintegration and enhances public safety, while meeting the diverse needs of individuals reintegrating into the community. Leslie and her team at SLPP play a vital role in supporting CSC's reintegration efforts and community safety.

Growth & Opportunity

At St. Leonard's Place Peel, we are committed to creating a positive and collaborative workplace where staff feel valued and supported. Through targeted initiatives, we promote employee engagement, recognition, and well-being, fostering a culture that empowers our team to thrive and deliver the highest quality of care to our clients.

Highlights

- >>> Professional Development
- >>> Education Fund
- Mentorship Programs
- Daily Coaching
- >>> Goal Setting
- >>> Community Engagement
- >>> Performance Reviews

Training Opportunities

- >>> Diversity, Equity, and Inclusion
- Gentle Persuasive Approaches (GPA)
- >>> Violence Threat Assessment (VTA)
- >>> Mental Health Act and Suicide Assessment
- >>> San'yas Indigenous Cultural Safety
- >>> Palliative/Hospice Care
- >>> Service Excellence
- >>> Canadian Centre for Diversity and Inclusion (CCDI)
- >>> Cyber Security
- >>> Medication and Refresher Training

Recognition

- >>> Monthly Staff Shout-Outs
- >>> Annual Staff Awards
- >>> Years of Service Awards
- >>> Staff Appreciation Days

Average length of

Staff Tenure

4.25 years

Staff who have been with SLPP for 5+ Years

26

Staff with access to Training
Opportunities

100%

Total Participants

in

Training Opportunities

128

We are pleased to recognize the staff as voted by their colleagues



CONGRATULATIONS TO:

Kevin S.

ROOKIE ROCKSTAR AWARD

ABOVE & BEYOND AWARD

Enny A.

CLIENT SERVICE AWARD

Jan M.

TEAM PLAYER AWARD

Thomas M.

PROFESSIONALISM AWARD

Sherena H.

SURPRISE RECOGNITION AWARD

Jaleesa B.

SUPERVISOR OF THE YEAR AWARD

EMPLOYEE OF THE YEAR AWARD

Years of Service Awards

In 2024, we celebrated 5 incredible team members who recently reached five years of dedicated service with St. Leonard's Place Peel. Please join us in congratulating them and thanking them for their passion, commitment, and unwavering support to SLPP.

Careen B.

Chanel D.

 $Micolia \mathcal{R}$.

Sharon J.

Tanieka H.

What Our Staff Say

Jimmy V.

"Being part of this organization for so long has been a privilege. I'm grateful for all the opportunities I've had to grow and contribute within this company. I look forward to spending many more years at St. Leonard's Place Peel.:

Derek S.

"Helping others is a highly rewarding experience. It provides greater life satisfaction and a powerful sense of purpose. Being surrounded by amazing teammates and leadership makes my job a lot easier, as they provide inspiration, encouragement, support and positive example that help me reach my full potential."

Sharon W.

"I want to thank the management of SLPP for the opportunities that are given to staff to be able to express their gifts, talents and areas of expertise."

Hussein M.

"Working at SLPP has changed the way I see leadership. I get to be part of a team that shows up everyday with heart, grit, and a real commitment to our clients. What makes this place stand out is the staff who support each other and navigate complex client needs with empathy and skill. As a Supervisor, I've grown not just professionally, but personally. Watching our clients grow and reclaim their independence reminds me why this work matters."

Norlyn D.

"Working as a Registered Practical Nurse at SLPP has been a deeply rewarding experience. Supporting men on their journey of reintegration has taught me the value of compassion, resilience, and second chances. Every day, I see the real impact of our work in the lives of the individuals we serve, and I'm proud to be part of a team that is committed to dignity, respect, and meaningful change."

Kelly WR.

"St. Leonard's Place Peel has provided me with countless opportunities to learn, grow, and develop my skills in an environment that truly fosters professional development every day. The colleagues I work with, whether directly or indirectly, make each day a pleasure, and the leadership team offers unmatched support and encouragement. Every day is rewarding, and it is an honour to serve our staff, clients, and our community."

Our Team

Aaliyah Abba Agnetha

Alyssa

Amanda Andrew

<mark>An</mark>tun

Astrid Beauty

Cassaranio

Chanel

Chevon

Colliann Deborah

Deeq

Derek Emem

Ekundayo

Ezra

Falan Grace

lan

Jacqueline

Jazmin

Jeff

Jimmy

Josh

Joya Joyce

Juliana

Kapriece

Keisha Kelly M.

Kelly W.R.

Kemani

Kerri Ann Kevin

Kevin

Kwabena

Lamanda Sadiki

Latesha Samantha M.

Lystra Samantha R.

Makeba Sara

Mariam Satpreet
Millinda Shamara

Nadia Sharon

N<mark>a</mark>kisha Sharon (Gladys)

Nana Sherrise
Natalie Shyanne
Nathan Stephen
Natoya Tamesha

Ni<mark>cole</mark> Tamia
Nicolia Tanieka
Norlyn Teleka

Omolara Temiloluwa Racquel Teyannah Rayelle Thomas

Robertha Victoria

MANAGEMENT TEAM

Leslie

Lindsay

Adam

Careen

Dandy

Hussein

Jaleesa

Kenneth

Mark

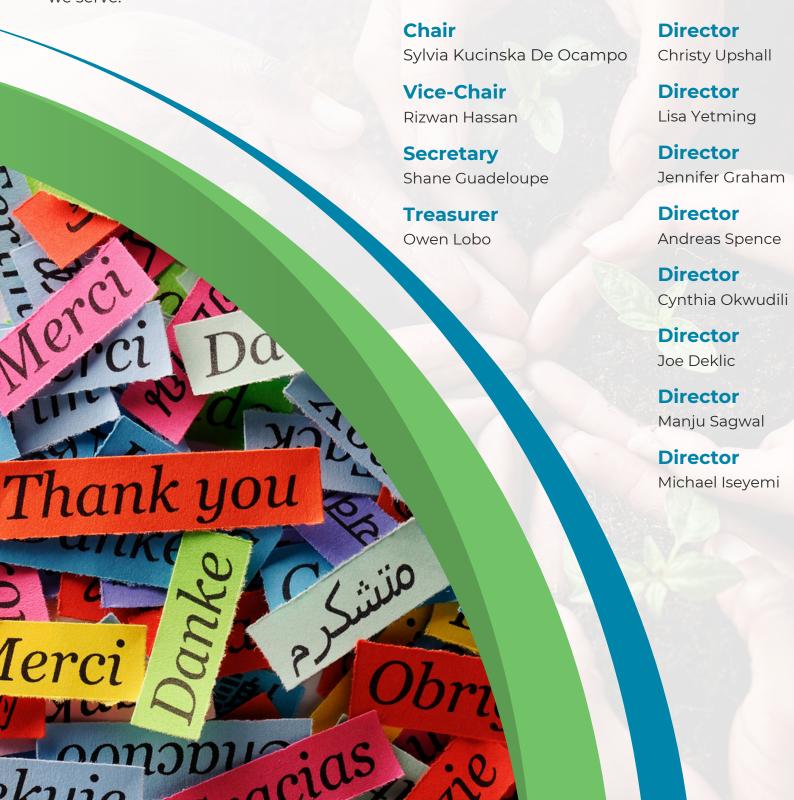
Sherena

Dennis



Board of Directors

We sincerely thank our Board members for their unwavering dedication, guidance, and valuable contributions. Your leadership and commitment play a vital role in advancing our mission and making a meaningful impact in the lives of the people and communities we serve.



Contact Us

Phone

905-457-3611 | 1-800-237-2660

₹ Fax

905-457-4064

O Address

1105 Queen St. E. Brampton, ON L6T 4E2



Website

www.stleonardsplace.com

info@slpp.ca

Social Media

Instagram: @StLeonardsPeel

Facebook: @St. Leonard's Place Peel

LinkedIn: @St. Leonard's Place Peel



