



ANNUAL REPORT

2023-2024



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MISSION AND VALUES

VISION

Living at home – your choice, our goal

To enable individuals to remain in their home environment of choice by providing services that are accessible, quality driven and innovative.

PURPOSE

To provide services that support the well-being of the elderly and adults with physical disabilities in Timiskaming enabling them to remain at home as per:

Accountability agreement with Ontario Health
Other funders and programs



VALUES: GUIDING PRINCIPLES

Dignity and Compassion

THS believes that all people deserve to be treated with compassion and dignity with consideration for each person's individuality and cultural diversity.

Autonomy and Empowerment

THS believes that clients and their caregivers have the right to make their own decisions and direct their own care.

Professionalism and High Ethical Standards

THS will demonstrate the highest level of professionalism based on ethical standards of care that builds public trust in the organization as a whole.

Innovation through Collaboration and Teamwork

THS is committed to supporting on-going innovation through internal teamwork and collaboration with stakeholders.

Responsibility and Accountability

THS is committed to demonstrating responsibility and accountability for maintaining the highest level of care. THS will demonstrate fiscal responsibility in its operations.

Openness and Transparency

THS will maintain transparent processes and open communications.

MESSAGE from the CHIEF EXECUTIVE OFFICER

Report from April 1, 2023 to March 31, 2024



As the CEO of Timiskaming Home Support, I am pleased to present the annual report for the year ending March 31, 2024. This past year has been one of significant growth, challenges, and accomplishments for our organization. I am proud of the progress we have made and grateful for the support and dedication of our staff, volunteers, Board of Directors, and community partners.

Achievements and Highlights

1. **Service Quality Maintenance:** Despite economic pressures, we successfully maintained the high quality of our existing services. We focused on enhancing our programs to ensure that our clients receive the best possible care, adapting our approaches to meet their evolving needs.
2. **Financial Stability:** Despite economic challenges, we have managed our resources effectively, resulting in a stable financial position. Our fundraising efforts and community partnerships have played a crucial role in sustaining our services.
3. **Community Engagement:** Our engagement with the community has been stronger than ever. Through various events, workshops, and outreach programs, we have built lasting relationships and fostered a sense of belonging and support within the community.
4. **High Audit Scores:** We continue to score high on regional program audits, further credibilizing our agency and reinforcing the trust and confidence placed in us by our stakeholders.

Challenges and Opportunities

While we have achieved much, we also faced several challenges this year. Staff burnout and resource constraints were significant hurdles, but our team's resilience and dedication helped us navigate these difficulties.

Looking ahead, we see numerous opportunities for growth and improvement. We plan to enhance our digital presence, expand our volunteer base, and develop new partnerships to further our mission. Our focus will remain on delivering high-quality, client-centered services while maintaining fiscal responsibility and operational efficiency.

Gratitude and Acknowledgements

I would like to extend my heartfelt gratitude to our Board of Directors for their unwavering support and guidance. To our staff and volunteers, your hard work and commitment to our mission are truly inspiring. I also want to thank our community partners and donors for their generous contributions, which make our work possible.

Conclusion

As we move forward, I am confident that Timiskaming Home Support will continue to thrive and make a meaningful impact in the lives of those we serve. Together, we will build on our successes and address the challenges ahead with determination and compassion.

Thank you for your ongoing support and commitment to our mission.

Sincerely,

A handwritten signature in cursive script, reading "Caroline Morin".

Caroline Morin
Chief Executive Officer

MESSAGE from the BOARD CHAIR

Report from April 1, 2023 to March 31, 2024

As Chair of the Board of Directors, I am honored to present our annual report for the year ending March 31, 2024. This year has been pivotal for Timiskaming Home Support (THS), marked by strategic planning and governance that will steer us toward a promising future.



Strategic Framework and Vision

2024 marks the beginning of an exciting period of strategic development for THS. We are embarking on a new strategic framework exercise that will shape the organization's direction for the coming years. This initiative involves comprehensive planning and active stakeholder engagement to ensure our goals align with the needs of our community. The strategic framework will reinforce our commitment to excellence, innovation, and long-term sustainability.

Governance Achievements

1. **High Governance Standards:** The Board of Directors has worked diligently to uphold the highest standards of governance. We have focused on transparency, accountability, and ethical oversight, ensuring that all our operations align with our mission and values.
2. **High Audit Scores:** Our consistently high scores in regional program audits validate our governance practices and the trust placed in us by stakeholders. These results affirm our commitment to maintaining excellence and credibility in all aspects of our work.
3. **Financial Oversight:** The Board has provided strong financial oversight, ensuring that resources are managed effectively and responsibly. Our prudent financial stewardship has helped sustain the organization's stability and growth, even amidst economic pressures.
4. **Community Engagement:** Governance at THS extends beyond boardroom decisions. We have prioritized community engagement, actively seeking input from stakeholders to inform our strategic decisions. This inclusive approach strengthens our connection with the community and ensures that our services remain relevant and impactful.

Looking Ahead

The upcoming strategic framework exercise represents a significant opportunity for THS to chart a course for future success. The Board is committed to guiding this process with a focus on sustainability, innovation, and continuous improvement. Our strategic priorities will include enhancing governance practices, fostering community partnerships, and ensuring that our organizational structure supports our mission.

Gratitude and Acknowledgements

On behalf of the Board of Directors, I sincerely thank our dedicated staff, volunteers, community partners, and donors. Your unwavering support and commitment are the foundation of our success. I also wish to acknowledge the exceptional leadership of our

CEO, whose dedication and vision have been instrumental in navigating this period of growth and transition.

Conclusion

As we move forward, I am confident that Timiskaming Home Support will continue to thrive and make a meaningful impact in the lives of those we serve. With a strong governance framework and a clear strategic vision, we are well-positioned to embrace the challenges and opportunities ahead.



Thank you for your ongoing support and commitment to our mission.

Thank you,

Sylvain Guilbeault

Sylvain Guilbeault
Board Chair

BOARD MEMBERS 2023-2024

	<p>Sylvain Guilbeault - Chair</p> <ul style="list-style-type: none"> - THS Board Member since May 2017 - Executive Director of Centre pour enfants Timiskaming Child Care in Haileybury since 2001 - Previous employments consisted of Residential Youth Worker, Adolescent Youth Worker, Funeral Director Assistant and Security Guard - Active volunteer in the community
	<p>Robbie Donaldson – Vice Chair</p> <ul style="list-style-type: none"> - THS Board Member since June 2020 - Community and Spiritual Care Coordinator at the Salvation Army in Kirkland Lake, ON and Timmins, ON (2019-present) - Community Ministries Coordinator with the Salvation Army Thrift Store in Woodstock, ON (2016-2019) - Sales Manager at Grand River Brewing in Cambridge, ON (2015-2016) - Insurance Broker/Producer at Warren Hill Risk Management and Insurance Broker Services in Mississauga, ON (2014-2015) - Server at Tim Hortons in Palgrave, ON (2013-2014) - Self-Employed at International Show Jumper, horse trainer and breeder in Canada/USA/Europe (2002–2013) - European Human Resources and Recruitment Manager/Sales and Account Leadership at Perot Systems in London, England (1996-2002) - Retail Operations Manager at Jumpers UK Ltd in Henley, ON (1994-1996) - Technical Consultant at Saudi Arabian Equestrian Federation in Riyadh, Kingdom of Saudi Arabia (1982-1994) - Head Instructor at The Equestrian Club in Riyadh, Kingdom of Saudi Arabia (1980-1982) - Horse Trainer at Jokers Hill Stables in King City, ON (1975-1980)



Vimla Menezes – Treasurer

- THS Board Member since September 2022
- Owner/Operator Haileybury Beach Motel (2021 to present)
- Owner/Operator Argosy Variety Shop in Mississauga (2018 to present)
- Manager Finance at Sherbourne Health Centre – Toronto (2016-2018)
- Manager Finance at Toronto Artscape Inc – Toronto (2014-2016)
- Manager Finance Chron's and Colitis Canada – Toronto (2011-2013)
- Senior Accountant at Canadian Physicians for Aid and Relief – Toronto (2007 -2010)
- Accountant CONNECT Strategic Alliances – Toronto (2006 – 2007)
- Accountant Paper Depot Inc. – Toronto (2004 – 2006)
- General Manager – Finance and Administration at Janani – Patna, Bihar (1997 – 2004)
- Volunteer at TRIEC Mentoring Programs since 2010 and Lets Stop AIDS from 2010 – 2016




Logan Tullett – Board Member

- THS Board Member since September 2020
- Public Health Nurse at Timiskaming Health Unit in Kirkland Lake (2020-present)
- Former Street Outreach Worker with the City of Toronto



Terri Bradley – Board Member

- THS Board Member since February 2022
- Acting ED and contracted proposal writer for YWCA in KL (1999-2002)
- Organization Member at Ontario Social Safety Network in Toronto (1994-2002)
- Facilitator of Student Retreat Seminar, Student Administrative Council of Northern College (1998)
- Board Member – YWCA in KL (1993 – 1996)
- Director/Coordinator/Chairperson of Woman's Programming Committee at YWCA in KL (1993 – 1996)
- Committee Member (W.I.N.G.S.) at YWCA in KL (1993-1996)

	<ul style="list-style-type: none"> - Committee Member – North Timiskaming Coordinating Committee for the Prevention of Violence Against Women and Children (1994 – 1996) - Council Member – Sexual Assault Advisory Council at Pavilion Family Resource Centre in Haileybury (1994-1996) - Council Member Grassroots Advisory Council for Benoit Serre, MP Timiskaming (1994-1996) - Council Member – Ontario Social Development Council, Toronto (1994 – 1995) - Owner/Operator T&T Live Bait (1982-1983) - Co-Owner/Operator R Montreal House (1973-1976) - Restaurant Assistant Busy Bees (1973-1975) - Farm Labourer (1966-1972)
	<p>Shari Miller – Board Member</p> <ul style="list-style-type: none"> - THS Board Member since February 2024 - BA in Psychology - Certifications in Professional Spa Therapy - Health + Life coaching - YIN Yoga - Plans to get certified as a Death Doula in the near future in order to support her skin care clients in a holistic way - Shari’s personal life experience in caring for an ill family member motivated her in becoming a THS Board Member to help make changes to how community members can maintain their independence for longer, improving quality of life to remain in their own homes, freeing up the long-term care facilities for those who really need them.

FINANCIALS



Crystal Paige
Finance and Operations Manager

I am delighted to introduce myself as the new Finance and Operations Manager at Timiskaming Home Support. Having been with the agency for 16 years, I have had the privilege of witnessing and contributing to Timiskaming Home Support's growth and success.

During my tenure, I have held various positions that have allowed me to make significant contributions to Timiskaming Home Support. In my previous roles, I have:

- **Enhanced Financial Processes:** Implemented streamlined financial procedures and budgeting practices that have improved our financial health and operational efficiency.
- **Led Key Projects:** Successfully managed several critical projects, ensuring they were completed on time and within budget, which has directly contributed to Timiskaming Home Support's strategic goals.
- **Strengthened Team Collaboration:** Fostered a collaborative environment by working closely with different departments, enhancing communication and teamwork, which has led to more cohesive and effective operations.
- **Improved Operational Efficiency:** Identified and implemented operational improvements that have resulted in cost savings and better resource management.
- **Supported Organizational Growth:** Played an integral role in scaling Timiskaming Home Support's operations to meet increasing demands, ensuring that Timiskaming Home Support's infrastructure and processes could support Timiskaming Home Support's growth.

In my new role as Finance and Operations Manager, I am excited to leverage this experience to drive further innovation and efficiency. My focus will be on maintaining Timiskaming Home Support's financial stability while exploring new opportunities for growth and improvement.

I look forward to collaborating with all of you to continue driving Timiskaming Home Support's mission forward and achieving even greater milestones together.

OVERVIEW OF PROGRAMS/SERVICES 2023-2024



Darlene Lemay
Client Services Manager

ADULT DAY

Timiskaming Home Support (THS) provides an Adult Day (AD) program to eligible older adults in need of socializing or whose caregiver needs respite in the District of Timiskaming. THS offers a balance of purposeful and meaningful activities that meet the clients' needs and interests (social, intellectual, cultural, economic, emotional, physical and spiritual). Clients also enjoy exercises led by qualified staff focusing on balance, flexibility, and strength. Nutrition is provided each day, following Canada's Food Guide.

Adult Day Program includes group, home, and virtual settings.

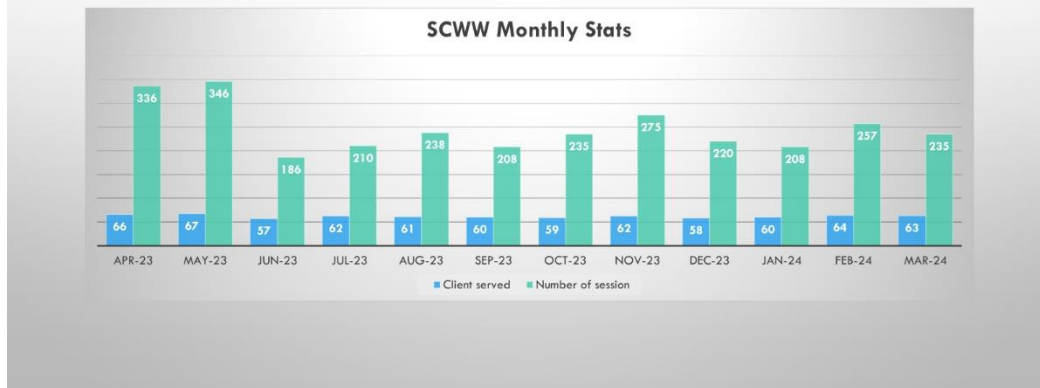
ADULT DAY STATS 2023-2024

	Individuals Served	Total # of Days	Total # of Hours	Total # of Sessions
Adult Day (Group)	31	565	3035	1012
Adult Day Home	4	70	139	70
SSWW Virtual	82	673	436.75	700

Virtual Setting:

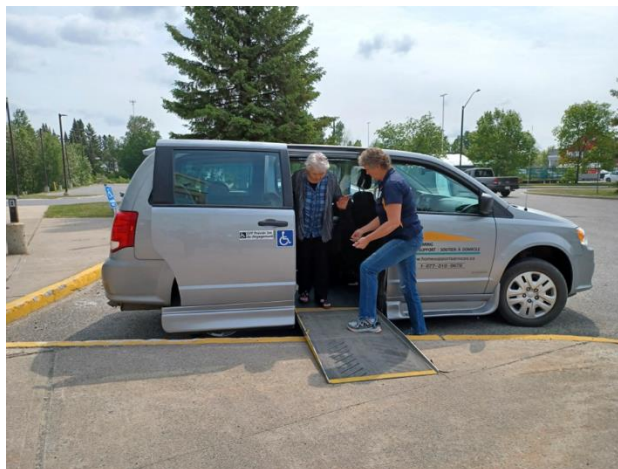
The virtual setting, formally known as Senior Centre Without Walls is a free Telephone-Based Activity Program, from the comfort of the client's home. Fun activities, educational, and health and wellness programs. A community-creating, loneliness-busting program for isolated seniors and adults with social limitations who find it difficult to leave home.

ADULT DAY-SCWW



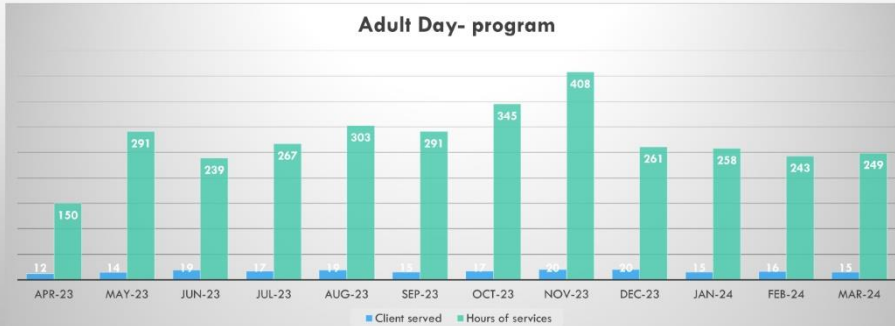
Group/Community Setting:

Funding (received March 2023) from New Horizons for Seniors Programs, allowed THS to successfully complete an inter-generational project called Generation ABC with the Community Group Setting. This funding supported client transportation, activities that included intergenerational connection with local schools and community gardens.





ADULT DAY- PROGRAM/COMMUNITY CLIENTS



Home Program:

Post pandemic, THS continues to integrate community clients (having received Adult Day in-home), into the Group/Community sessions. THS recognizes the clients who are house-bound, isolated and unable to transition into the Group/Community sessions.

ADULT DAY HOME PROGRAM



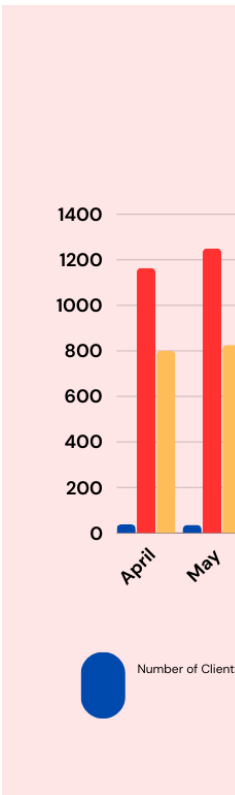
Additional Funding

ALC (Alternative Level of Care) Funding was received to target those who may be deemed ALC and, through appropriate assessment, be placed into current programming. In addition, efforts will be made to support existing Community Waitlist that ultimately will support potential Emergency Room diversion and/or hospital admission. These funds were used towards Adult Day Program fees and Transportation costs to attend.

ASSISTED LIVING

Assisted Living is a service offered to high-risk seniors to allow them the opportunity to live independently in their own homes. Housekeeping, personal care and emergency response service are the services offered within the Assisted Living program. There are 5 locations of service that include Temagami, Haileybury, New Liskeard, Englehart and Kirkland Lake.





Assisted Living Stats 2023-2024

Clients Served	53
Hours of Care	15,097.75
Number of Days	10,317.00

Assisted Living Surveys

Number of client satisfaction surveys sent to clients	42
Number of client satisfaction surveys completed by clients	
Number of clients reporting "satisfied/very satisfied"	42
% of clients reporting "satisfied/very satisfied"	100 %
Number of clients reporting "satisfied/very satisfied" with the amount of services they received	42
% of clients reporting "satisfied/very satisfied" with the amount of services they receive	100 %
Number of clients reporting "satisfied/very satisfied" with the coordination of their services	42
% of clients reporting "satisfied/very satisfied" with the coordination of their services	100%

ATTENDANT OUTREACH

This program is for individuals 16 years old and older, who have a permanent disability and need physical assistance to complete their ADLs (Activities of Daily Living). This program includes both PSW and housekeeping services free of charge to the client. This program supports clients throughout the District of Timiskaming.



Attendant Outreach Stats 2023-2024

Clients Served	23
Hours of Care	3,592.75

DINERS CLUB

Timiskaming Home Support's Diners Club is a community service which provides opportunities for continued interactions with family and friends as well as an active participation in a social lifestyle. The hot meals, activities and events help nourish the body and soul, establish connections with the community and maintain personal independence. Diners are held quarterly at the Haileybury and Kirkland Timiskaming Home Support office sites.



EMERGENCY RESPONSE

Lifeline is a service offered to clients who are 60 years or older and have a physical disability, to allow them prompt and caring service at the push of a button, 24 hours a day, 365 days a year, from a family member/caregiver or EMS.

With the Home Safe button, clients can choose between a bracelet or pendant model.

The LIFELINE system can be connected through landline or cell phone. Clients can also choose additional features, for example, Auto Alert which detects when a client has a fall, without the client having to press the button (please note that certain criteria apply for this to be effective).

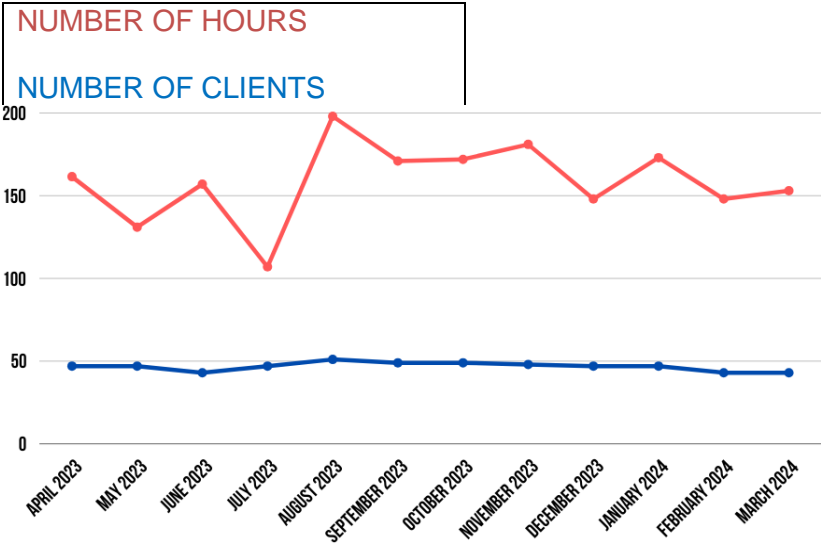


Emergency Response Stats- Clients Served *Year Total is unique individuals

Apri	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Year Total
176	177	171	169	168	169	176	173	170	162	166	172	223

HOME HELP

Timiskaming Home Support provides the Home Help program to eligible individuals (+60 years or permanent physical disability) that need assistance with essential household activities, such as light housekeeping, grocery shopping, laundry services and meal preparation. Tasks are tailored to meet the needs of each client living in the District of Timiskaming.



Home Help Stats 2023-2024

Total Clients Served	64
Total Hours of Care	3,397.25

LOW ACUITY

This program provides PSW support to individuals (55+) who have a degree of functional impairment related to a long-term chronic condition or frailty and need assistance with ADLs, to restore or maintain their independence, in their own home. The referrals are received through the HPG (Health Partner Gateway). On average, the client will require 1-2 visits per week for Personal Support. Hours may be increased to a maximum of 14 hours per week.



Low Acuity Stats 2023-2024

Clients Served	29
Hours of Care	1196

MEALS ON WHEELS

Timiskaming Home Support's Meals on Wheels Program offers nutritional meals and daily check-ins to individuals, helping to maintain health and independence at home. THS takes care of planning and preparing fresh, healthy, home-cooked meals which can be delivered directly to a client's doorsteps allowing them to relax and enjoy the rest of the day. The program also offers relief to primary caregivers who, rather than preparing meals, can attend to other tasks or take time for themselves. THS prides itself in providing a sense of well-being in knowing that the community is working together to ensure people are well fed and cared for.



MOW Stats 2023-2024

Clients Served	87
Meals	5618

PATH (Priority Assistance to Transition Home)

The NELHIN funds the Path program through the Red Cross in North Bay. THS is contracted by the Red Cross to provide the service across the Timiskaming District. The program initiative is to try to help avoid a re-admittance to the emergency department after a patient has been transferred home. Some steps incorporated into the transfer are to make sure that the patient has groceries, medications etc. and is settled in safely at home.

On November 1, 2023 the PATH service was discontinued as the Canadian Red Cross did not renew the PATH contract with Timiskaming Home Support.



PATH Stats 2023-2024

Requests	57
KM travelled	5000
Meals	93

POST STROKE TRANSITIONAL CARE

Timiskaming Home Support provides a Post Stroke Transitional Care Program to help individuals who have had a stroke to get back to daily activities and live the fullest life possible.

Stroke recovery is a lifelong journey with ups and downs and THS wants to be there to help individuals along the way. THS Post Stroke has many programs clients can access. The Post Stroke Community Navigator will work with clients on building a plan for recovery and connect clients to agencies that can offer the help needed.



Post Stroke Stats 2023-2024

Clients Served	Hours of Direct Service	Visits Face-to-Face	Visits Telephone/Correspondence	Visits Virtual	Visits Teleconference
32	1150	297	711	11	0

PRIVATE SERVICES

Assistance with ADLs (Activities of Daily Living) to include: personal care, partial or complete bath or shower, bowel and bladder routine, grooming, hair care, approved exercise program, other duties as assigned. This service was not offered in this fiscal year.



STAND UP!

STAND UP! program is a community exercise class that focuses on building balance, strength and flexibility among older adults who are concerned about their balance or who have had a fall. Increasing the physical activity level and overall balance of the older adult are two key components of Stay On Your Feet. Programs are offered in Haileybury, Cobalt and Kirkland Lake.

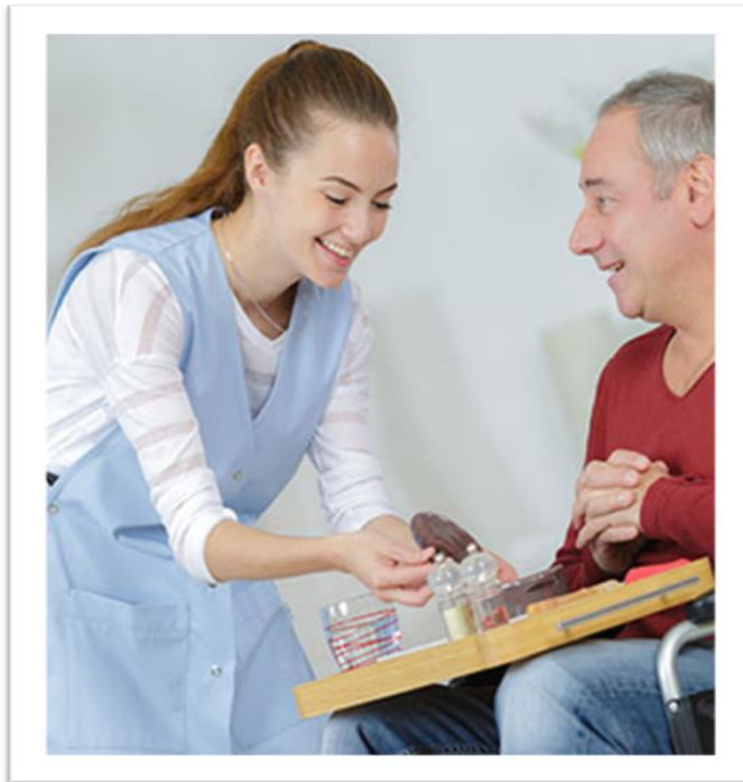


Stand Up Stats 2023-2024

Total Clients Served:	Locations Include:
36	Haileybury, Cobalt, Kirkland Lake

SUPPORTIVE HOUSING

Timiskaming Home Support offers Supportive Housing to eligible adults 16 years of age and older with permanent physical disabilities and who require 24 hours a day, 7 days a week support to live independently in their own homes. The Supportive Housing program allows access to comprehensive and coordinated care. Our non-medical personal support and homemaking services help the client maintain an optimal level of health and well-being while residing at home. The service location for this program is Kirkland Lake only.



Supportive Housing Stats 2023-2024

Clients Served	8
Hours of Care	2,545.75

TRANSPORTATION

Timiskaming Home Support Transportation program provides door-to-door local or out-of-town accessible transportation services to eligible individuals across the District of Timiskaming. Our main goal is to offer appropriate transportation to seniors and physically disabled individuals to overcome their limitations, increase their level of mobility, and provide them with the ability to access desired destinations. We believe that transportation is an important social determinant of health and well-being for our residents. We recognize the growing needs and dynamics of seniors who wish to remain independent and engaged in their community, with their friends and family, but no longer have a driver's license or are unable to drive.



Transportation Stats 2023-2024

Clients Served	53
Trips	1,327
KM	32,491

HR Report 2023-2024



Leanne Hennessy
HR Manager

The fiscal year 2023-2024 was full of successes and challenges in terms of Human Resources activity. During this period, we continued to experience Healthcare Human Resources shortages in the District of Timiskaming.

Some of our successes include:

- Increased training of employees to cover expansion of day programs such as the STAND UP, Adult Day, Stroke, and GRASP programs.
- Additional skills development and training of employees including: Joint Health and Safety Committee Training; Standard First Aid and CPR; IPAC (Infection Protection and Control); Special Functions Training.
- Attended in person and virtual Job Fairs and Volunteer Fairs.
- Received Training Grant for 2024-2025 from the Personal Support Worker Training Fund.
- Applied for and accepted into the Personal Support Worker Funding Initiatives Program offered by Health Force Ontario up to 2025.

Some of our challenges include:

- Transient workforce, particularly in the North end of the district.
- Challenging and widespread geographical district.
- High turnover rates across the province and locally in the health care industry.
- An aging workforce set to retire in record numbers over the next several years.

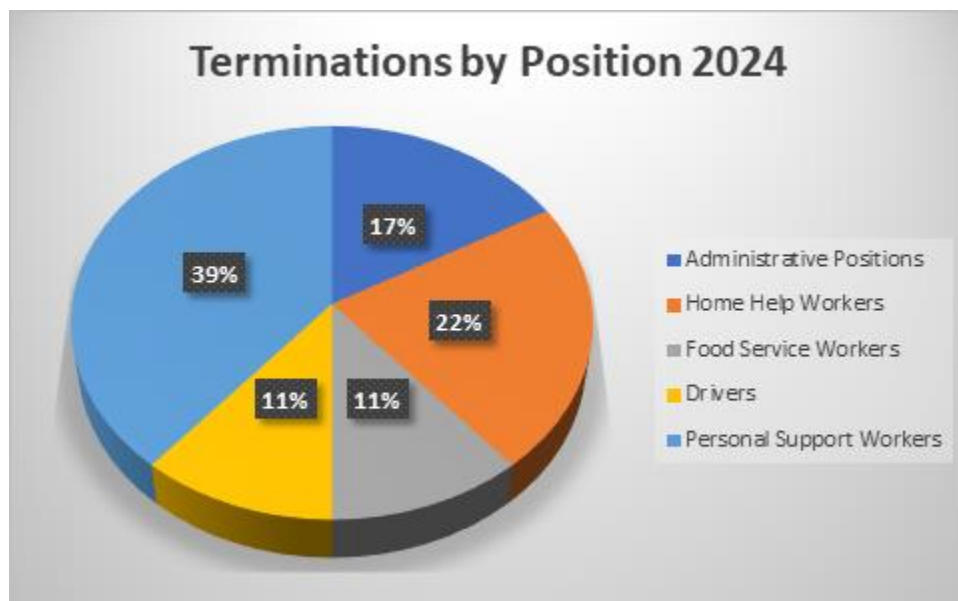
To many, the benefits of working in community health care remain attractive. We are fortunate to have numerous dedicated front line and administrative employees who bring their best to work each day, for the love and health of the clients. We have made progress in hiring and continue to strive towards service delivery excellence in all of our Human Resources activities. We look ahead with excitement for the coming year and into the future of community health care!

Looking back at our final statistics for the period of January 1, 2023 to December 31, 2023, the turnover rate was 45%



2023 Turnover Rate	45%
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Looking ahead at our statistics for the period of January 1, 2024 to May 31, 2024, we see that the turnover rate is 27%. We are headed in the right direction.



May 31, 2024 Turnover Rate	27%
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HOW WERE SERVICES IMPROVED?

TRAINING

FIRST AID/CPR

THS has partnered with Canadian Red Cross as a “Training Partner” to offer First Aid/CPR training to all THS employees and community members. Certifications are valid for 3 years, and ongoing throughout the year. This training is mandatory with THS and is paid for by the agency. THS has 2 Instructors that are Admin Staff.



Current Certifications:

Admin/Front Line Workers/Volunteers	100 %
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STAND UP! Program Facilitator

Admin Staff and Front-line Workers completed training in North Bay

2023 North East Geriatric Refresher Day

An event approved by Continuing Education and Professional Development at NOSM University.

Admin staff completed virtual training

Care Learning Series-Regional Geriatric Program of Toronto

Delirium, Dementia, Poly-Pharmacy, Urinary Continence, Pain, Loneliness, Nutrition, and Mobilization

Admin staff completed virtual training

JOINT HEALTH & SAFETY -Level I and II certification

Admin staff and Front-line Workers attended training in North Bay

IPAC (Infection Prevention & Control)

Front-Line Workers completed on site training

Capacity Builders

Front-Line Workers completed virtual training

Post-Stroke Transitional Care Program

Front-line Workers completed on site training

WELLNESS COMMITTEE

Timiskaming Home Support/Soutien à domicile (THS) has a Wellness Committee consisting of Front-Line Staff (to include PSWs/HH Workers/Drivers/Food Service Workers), Admin Staff and Management representation from the North and South offices.

THS will make every effort to promote a positive work atmosphere as indicated by acceptable practices and in compliance with the Agency's policies and procedures.

GRANTS/FUNDING/PROJECTS

The Good Companion

\$4,000 (+ monthly fees to access Mercury platform)

Mercuri Teleconferencing (Adult Day/Senior Centre Without Walls)

April 2023-March 2024 Project Completion (Funding received March 2023)

New Horizons for Seniors Program

\$24,167

Generation ABC-Integration of multi-generation (Adult Day Program)

Walmart Global Management

Wellness Committee - \$1000

Post Stroke Transportation- \$1000

Jo's Funding

Post Stroke Program- TIME

\$800

ICAN- Regional Banker

My Way Home-Bundled Care Christmas Gift Program

\$550 (Supported 11 clients)

Ontario Health North East

ALC Funding (Adult Day Program/Transportation Costs)

\$20,000

Thank you!

Community Partners

City of Temiskaming Shores

Town of Kirkland Lake

ICAN

Red Cross

Timiskaming Health Unit

Centre de Santé Communautaire du Timiskaming

Temiskaming Hospital

Blanche River Health – Englehart and Kirkland Lake sites

Northeast Home & Community Care

Temiskaming Shores and Area Chamber of Commerce

Kirkland Lake Chamber of Commerce

North East Specialized Geriatric Centre

Alzheimer's Society Timmins-Porcupine-Serving Temiskaming

Northern College

Collège Boréal

Ontario Community Support Association (OCSA)

Walmart

Funders

Ontario Health

New Horizons

The Good Companion