

2022-23 REENA ANNUAL REPORT

Celebrating 50 Years of Inclusion: 1973-2023





MISSION

Reena is a non-profit organization that promotes dignity, individuality, independence, personal growth, and community inclusion for people with diverse abilities within a framework of Jewish culture and values.

VALUES

As a community-based organization, our values are rooted in a framework of Judaic principles. Within this framework, Reena recognizes the importance of providing supports to individuals of all faiths to enable them to remain connected to their roots, culture and heritage.

Our values are CLEAR:

Care

Chesed VeTzedek
Compassion and Justice

Leadership

Tikun Olam
Repair the World

Empowerment

V'ahavta L'reacha Kamocha
Value Others as You Value Yourself

Accessibility

Lifnei Iver Lo Teeten Michshol
Remove Barriers

Respect

Kvod Habriyot
Honour Our Humanity

REENA AT A GLANCE

REENA COMMUNITY SERVICES CANADA

Supports alignment and efficient operation across the Reena group of charities.



Batay Reena

Develops and manages properties for Reena

Reena

Provides inclusion and personal support services

Reena Foundation

Raises and distributes funds to support Reena and Batay Reena

2023 FINANCIALS



Assets

\$111,422,960



Revenue

\$74,833,842

FIND MORE ONLINE!



Hold your smartphone camera over the QR codes in this report to access full features and videos.

REENA'S 50 YEARS OF INCLUSION



Read our
previous
Annual
Reports

Dear Reena Friends and Family,

As we enter the next chapter in Reena's journey, we are honoured to be celebrating a remarkable milestone: 50 years of inclusion, compassion, joy and family. It is an occasion that fills our hearts with gratitude for the ongoing support that has shaped Reena into the organization it is today.

As we reflect on the past 50 years, we are reminded of the many challenges we have overcome and the triumphs we have achieved. Throughout our journey, we have remained committed to improving the lives of individuals with disabilities and mental health challenges, addressing the ongoing struggles they face, and fostering a more inclusive society.

We extend our deepest appreciation to our direct support staff, supervisors and managers for their commitment, professionalism and resilience. This year, we honoured the 130 staff who served for 18 (*Chai*) or more years.

We also extend our heartfelt gratitude to our many stakeholders and generous donors who have stood by us, enabling us to forge ahead and make a difference in the lives of those we serve. Your support has been the driving force behind our achievements, and we are grateful for your partnership.

This year was monumental for Reena. We expanded housing options, strengthened mental health services, added innovative programs and advocated for improved access to healthcare and employment opportunities. At the same time, we are acutely aware that there is a tremendous amount of work to be done. The challenges faced by individuals with disabilities and mental health challenges are great. Issues such as lack of affordable housing and limited access to healthcare, employment training and social engagement continue to demand our attention and action.

As we embark on the next phase of Reena's journey, we invite you to join us.

We encourage you to share your stories, memories and experiences that have shaped Reena's growth over the past five decades. We invite you to initiate an act of inclusion, or to write to your member of government with your concerns regarding the shortage of affordable housing.

We extend our deepest gratitude to the families in our community for their trust, patience and understanding throughout this remarkable journey. Your partnership has been instrumental in shaping Reena's success, and we are honoured to have you as part of our extended family.

SENIOR TEAM



Bryan Keshen
CEO



Sandy Stemp
COO



Viji Hariharan
CFO



Sheila Lampert
Executive Director,
Reena Foundation

BOARD CHAIRS



Wendy Bellack Viner
Reena



Marnie Silver Nelson
Reena Foundation



Harold Seidel
Batay Reena

In June, we renamed the Reena Community Residence as the Sandy Keshen Reena Residence. We were reminded that Sandy often quoted Hillel's inspirational words, making them Reena's unofficial motto:

"If I am not for myself, who will be for me? But if I am only for myself, what am I? And if not now, when?"

Through our collaborative efforts, we will continue to strengthen the bonds within our community and work towards our shared vision of a more inclusive and compassionate world.

Here's to 50 incredible years and an even brighter future ahead.

WE ARE REENA



Emma, participating in arts and crafts activities during a Canada Day celebration at Reena.

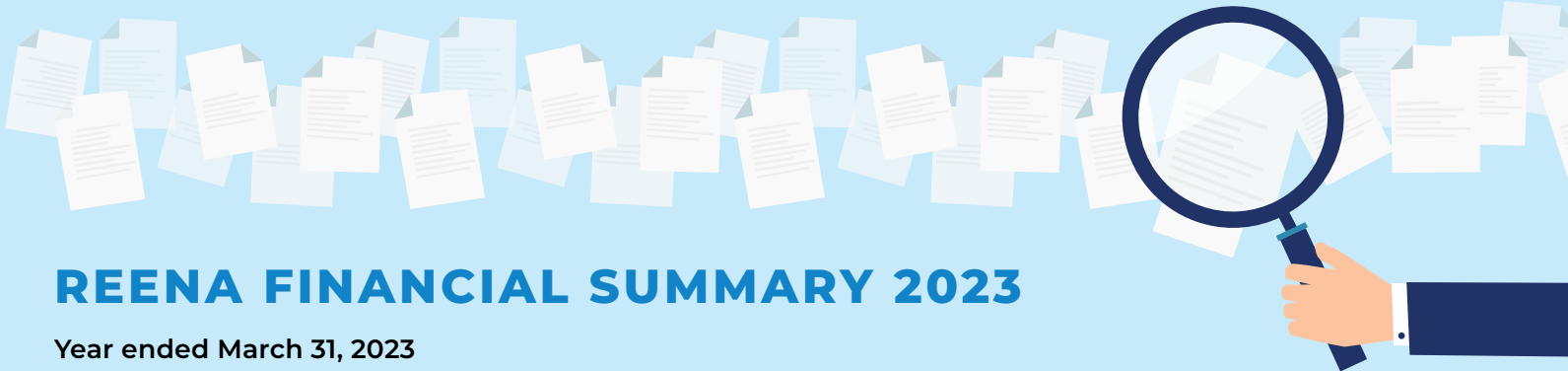
- Serving individuals with autism, mental health challenges and other developmental disabilities for **50 years**
- The **4th largest** service provider in Ontario
- The **2nd largest** provider of care beds in the Jewish community after Baycrest
- Provides housing, programs and respite services to **over 1,000 individuals**
- An operating budget in excess of **\$67 million**
- Over **800 employees**
- Volunteers contributed **730 service hours** in the last year, supporting Reena programs and individuals
- Helping individuals secure employment in the community through **job placement** and **coaching**

OUR STAFF – 2023



FULL TIME
518

PART TIME
313



REENA FINANCIAL SUMMARY 2023

Year ended March 31, 2023



Download
the full
financial
report

Summary statement of financial position

Assets	71,886,636
Liabilities	66,833,622
Fund balances	5,053,014

Summary statement of operations and changes in fund balances

Revenue	67,419,580
Expenses	67,449,103
Deficiency of revenue over expenses for the year	(29,523)

Summary statement of cash flows

Cash, end of year	2,801,323
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To view a complete summary of the 2023 Reena financial statements, including accompanying notes, please scan the QR code.

BY THE NUMBERS



Learn about the Intentional Community Consortium

Reena is a sector leader in housing development and innovative solutions with:



Over 135 Supported Independent Living beds



A leading role in the Intentional Community Consortium of 31 organizations across Ontario and Quebec advocating for increased housing and supports for those with developmental disabilities



2 Intentional Community Residences (Sandy Keshen Reena Residence & Lou Fruitman Reena Residence)



32 group homes, including specialized homes for vulnerable women, seniors and people with complex behavioural challenges



6 long-term care home partnerships



HOUSING

Providing specialized care in our inclusive community of group homes and Supported Independent Living facilities.

2020
411
capacity

2023
523
capacity



OUTREACH/RESPITE

Building life and social skills through recreational programming, and offering a safe and supportive environment where individuals can learn and flourish.

2020
68
individuals

2023
106
individuals

Supported Independent Living (SIL)



137
beds



88 Toronto
49 York Region

Residents



59% Male
41% Female

Children (>18): **0%**
Young Adults (18-24): **0%**
Early Adults (25-35): **11%**
Middle Adulthood (36-49): **20%**
Older Adults (50+): **69%**
50-64: **39% of total**
65+: **30% of total**

Congregate Care



34
locations



23 Toronto
11 York Region

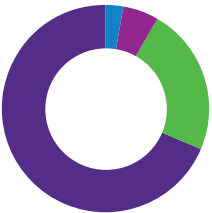
Residents



63% Male
37% Female

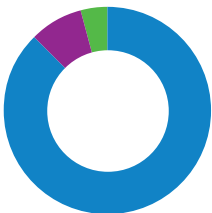
Children (>18): **Less than 1%**
Young Adults (18-24): **4%**
Early Adults (25-35): **22%**
Middle Adulthood (36-49): **25%**
Older Adults (50+): **48%**
50-64: **27% of total**
65+: **21% of total**

Residence Type



1 Enhanced SIL
2 Intentional Community
8 Multiplex
24 Group Homes

Residents by Age Category



21 Adult
2 Elder
1 Child

Exciting
developments
are in store



Frankfort Family Reena Residence
In development



CURRENT INTENTIONAL COMMUNITIES



Sandy Keshen Reena Residence

The Reena Community Residence, recently renamed Sandy Keshen Reena Residence after Reena's first and long-serving President and CEO, is a leading model of integrated housing and support services for adults with disabilities in North America – an environment where people come together to live a meaningful life, connected to their families, friends and neighbours.

Located on the Joseph and Wolf Lebovic Jewish Community Campus in Vaughan, this residence personifies inclusion, not only as one of Reena's core values, but also as a core practice.

Serving adults and seniors with a range of special needs such as developmental, physical and/or mental health, the residence is an Intentional Community; a creative response to community needs. Tenants are asked to commit to a social vision that emphasizes the importance of living and sharing life together.



Vaughan



2012



84 residents



Take a virtual tour of the Keshen Residence

What is an Intentional Community?

Intentional Communities are person-centred settings offering a safe, inclusive, diverse and welcoming space, with respectful collaborations for people who share life together in a supportive environment. Reena and/or partner agencies are dedicated to creating a stigma-free community and inclusion among tenants, staff and volunteers.



Take a virtual tour of the Fruitman Residence



Thornhill



2021



137 residents

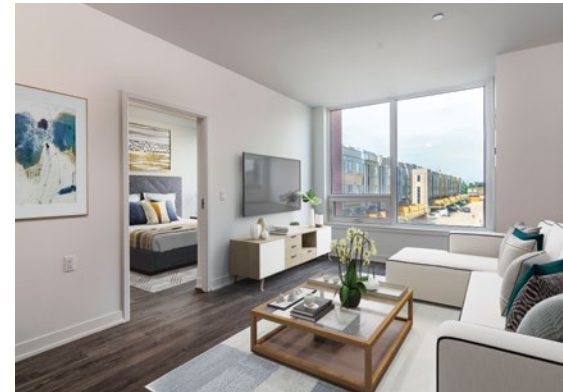


Lou Fruitman Reena Residence

Opened in 2021 and modelled on the success of the Keshen Residence, the Lou Fruitman Reena Residence is a housing project in Thornhill.

The residence's tenants and support agencies are committed to creating an intentional and inclusive environment – while elements and units may be led or dedicated to servicing a subset of tenants, all are part of one community. This approach is intended to reduce stigma and separation amongst tenants and the staff and volunteers who share in their lives.

The Fruitman Residence has 79 units and 138 beds over six floors, including the Azrieli Hub – a floor dedicated to programming spaces. The facility provides accessibility with 24/7 resources and increased supports for mental health.



WHAT'S NEXT: PROJECTS IN DEVELOPMENT



Learn more about the Frankfort Residence in development



Forest Hill



2025



168 residents

Frankfort Family Reena Residence

Like the Sandy Keshen and Lou Fruitman Reena Residences, the Frankfort Family Reena Residence will be an intentional community. This housing model enhances quality of life, while saving Ontario millions of dollars.

The building will include specialized units, such as those designed for complex healthcare, independent or shared living arrangements, and spaces designed to serve people with mental health challenges.

It will also include many amenities such as programming spaces, overnight respite, a gymnasium, garden and underground parking.



Thornhill



2025



7 residents



Tansley Group Home

Plans are in place to build a group home on Tansley Road, directly behind the Fruitman Residence in Thornhill. The home will serve individuals with challenging behaviours, and will be modelled on our Kerrybrook group home in Richmond Hill, which opened in 2016. It reflects Reena's commitment to support individuals who require specialized physical environments that are not found in typical housing.

Several of our older group homes were also extensively renovated in 2023 to better serve individuals with complex needs. Through our projects in development, we aim to improve quality of life and accessibility opportunities for the individuals we support – and help address what Bryan Keshen, the CEO of Reena, describes as the "Moses Syndrome," a metaphor for the housing crisis and the challenging situation in which parents endure an approximate 40-year wait to secure an affordable, accessible, and supportive home for their adult children.



Read about Reena's latest housing initiatives



COMMUNITY PARTICIPATION



Read about
Reena's
Community
Participation
programs



Access the
Journey to
Belonging
plan

Over the course of our journey at Reena, we have earned a reputation within our sector and community for delivering exceptional, meaningful, creative programs to the individuals under our support, both in their residences and throughout the community. Our approach to Community Participation Support represents a departure from traditional day programs that have been prevalent for many decades.

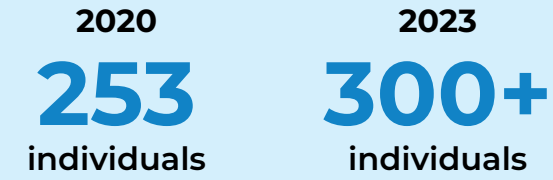
The prolonged impact of the COVID-19 pandemic has resulted in nearly three years of isolation and confinement for those we support, taking a toll on their mental well-being.

In 2021, our Community Participation department responded to this pressing need by conceptualizing and implementing a fresh, person-centred model for program service delivery. This innovative approach not only aligns with Reena's Strategic Plan Goals for 2020-2025 but also resonates with the broader framework outlined by the

Ministry of Children, Community and Social Services (MCCSS) in their "Journey to Belonging" plan.

At its core, this evolved model aims to enhance quality of life for our individuals while prioritizing their personal preferences when seeking support services.

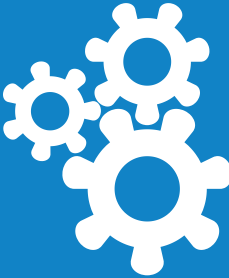
Reena offers Community Participation programs for different abilities and interests, including excursions, volunteer opportunities, and horticulture, music and physical fitness activities.



PROGRAMS AT REENA: THE NEW MODEL

TRADITIONAL
DAY
PROGRAM

SYSTEM CHANGE



Community opportunities

Small group & individual

FUTURE OF PROGRAMS & ACTIVITIES

New transportation system

Different sites & locations

Meaningful activities

GReena & other special projects



Nora (at left) participates in a challah-baking session alongside Norah, program facilitator.



Danny, a Reena resident, during a fitness class.



GReena



Learn more
about
GReena

- Over 1,300 containers at Reena locations and in community organizations grow **2,700+ lbs. of vegetables: eggplants, peppers, cucumbers, beans, tomatoes.**
- Our Hydroponic Container is capable of producing **432 herbs** and **216 leafy greens a week** per runway.
- Two Reena buildings have been **generating solar energy** for over 10 years, resulting in over \$172,500 in revenue.
- Rainwater from the Lou Fruitman Reena Residence keeps a 40,000-litre reservoir and **provides water for 210 containers** for the growing season.
- In 2024, Reena will be **benchmarking its garbage, blue bin and green bin collections** from Lou Fruitman Reena Residence against at least 10 other multi-residential locations in Vaughan.



Dr. Alan Fink, a Reena volunteer, helping in the Hydroponic Container.



Members of SHS Consulting are just some of over 20 individuals and groups to have visited the Reena Hydroponic Container since operations started in April 2020.

HEALTH & MENTAL HEALTH



Learn more
about Reena's
health and
mental health
services



See a video
recap of our
Mental Health
Symposium

Reena recognizes the importance of health and mental well-being in enhancing overall quality of life. On this front, we shed light on the unique needs of individuals with developmental disabilities and highlight Reena's comprehensive services that prioritize both physical and mental health.

Health and Aging Individuals with Dementia

Over the years, Reena has been proactive in addressing the unique needs of individuals with developmental disabilities who are aging and have dementia. By offering a range of services specifically tailored to individuals with developmental disabilities who are aging and have dementia, Reena demonstrates its commitment to addressing their unique needs and providing a supportive and inclusive environment for them to thrive.

Mental Health Symposium

This year's *Supportive Housing: An Alternative to Institutional Care* symposium, moderated by Dr. Marla Shapiro, was held at Beth Tzedec Congregation in Toronto. Esteemed speakers included the Hon. Carolyn Bennett; Hon. Michael Tibollo; and Dr. Yona Lunsky.



L-R: Symposium speaker Hon. Carolyn Bennett, former Minister of Mental Health and Addictions and Associate Minister of Health; and Dr. Linda Gruson, Psychologist.



L-R: Dr. Alan Bardikoff, Chair, Reena Chai-Tikvah Mental Health Services; Bryan Keshen, Reena CEO; Dr. Catherine Zahn, Deputy Minister of Health, Ontario; Dr. Yona Lunsky, Director, Azrieli Adult Neurodevelopmental Centre, CAMH; and Dr. Earl Silverman, MD. FRCP.



L-R: Symposium speaker Hon. Michael Tibollo, Associate Minister of Mental Health and Addictions in Ontario; and Dr. Marla Shapiro, C.M.



Reena supported individual JB is currently employed by La Briut in the Battle Centre Kitchen.



Reena supported individuals working at the Holy Grounds cafe at Holy Blossom congregation.



L-R: Aki Shimizu, Reena Farm coordinator, and three SET students at the GReena booth at a Battle Centre Fun Event.



Six Reena Job Coaches and two employed Reena individuals prepare to plant vegetable starter plants at the Reena Crestwood Megafarm.

EMPLOYMENT



[Read more about Reena's employment programs](#)

Reena's Supported Employment Programs and Services for Individuals with Developmental Disabilities

Our new job coaching support service is geared for individuals with a developmental disability and/or dual diagnosis who are job-ready and looking for paid employment in the competitive job market.

The service offers job seekers 1:1 job coaching support services that include: identifying a suitable career/job path, career exploration, applying for jobs, securing job interviews, as well as paid employment in the workforce and 1:1 on-site job coaching supports for retention.

Channels Community Participation Program

Channels is a full-service community participation program for independent adults ages 18+ with a developmental disability and/or dual diagnosis. This fee-for-service program offers a variety of social and vocational skill training and recreational and life skills programs.



Reena's Summer Employment Transition (SET) Program

This partnership with the York District and York Catholic District School Boards is a summertime Supported Employment program for high school students identified with a developmental/intellectual disability, including autism.

Pathways Community Participation Program

Pathways is a community-based program for adults 18+ with developmental disabilities and/or dual diagnosis. The program focuses on fostering independence and building friendships through social and recreational programming and life skills training including volunteering opportunities in the community to build participants' vocational and job-readiness skills.

SANDRA'S STORY

If you're like most individuals, there are moments when you may feel inclined to abandon your job search in pursuit of the next step in your career development. However, it's crucial to bear in mind that even some of the most renowned and accomplished individuals encountered numerous obstacles and struggled to achieve their professional aspirations. Take Steven Spielberg, for instance, who faced rejection from film school three times. Nevertheless, he refused to let those setbacks deter him and persisted in his applications until he finally gained acceptance.

Presented is an authentic account of Sandra Perlstein and her progression in building her career at Reena, starting as a participant at Channels North. Sandra possessed prior work experience in security companies and various office clerical positions, in addition to obtaining her Bachelor of Arts in Business and Society from York University. Maintaining employment presented challenges for Sandra, but she never lost hope. She enrolled in Channels North, engaging in vocational skills training and programs aimed at fostering social and life skills.

With the guidance and assistance of Channels' DSP/Job Coach, Sandra secured a part-time contract as a Reception Assistant at Reena's Battle Centre.

That was approximately six years ago, back in 2017. Benefitting from invaluable hands-on training, as well as the continuous support from her peers, Sandra smoothly transitioned into the workplace. Eventually, she reached a point where she no longer required coaching and became self-sufficient.

Sandra continued to refine her administrative and reception skills, exhibiting a self-directed approach to learning. She mastered various Reena software applications such as Avanti, Sharevision, Sharepoint and Teams, to name a few. In fact, she even contributed her skills to the Reena Community Farm whenever the need arose. Sandra harboured a dream of working as a full-time permanent Administrative Assistant/Receptionist at Reena. Undeterred, she persistently applied for job opportunities, both within Reena and externally. She sought assistance from her supervisor in preparing applications and honing her interview skills. Sandra eagerly took on the responsibility of managing the reception area at the Battle Centre on her own, seizing every chance to acquire new office skills. In fact, Sandra was the recipient of the Reena Employee of the Year Award in 2018!



As she honed her administration and reception abilities, gaining confidence in her own capabilities, Sandra applied for the coveted role of full-time permanent Administrative Assistant/Receptionist at one of Reena's busiest residences – the Lou Fruitman Reena Residence. She bravely entered the competition for this position.

In April 2023, Sandra underwent an interview with James, the Fruitman Residence manager, and was ecstatic to receive a job offer starting on April 24, 2023. Congratulations, Sandra!

So, the next time you contemplate giving up or quitting, remember Sandra's story – a tale of resilience and determination that led her to achieve remarkable success in her life.

"I felt I achieved my goal, and that felt wonderful – a true sense of accomplishment. During my initial meeting with my manager, I received positive feedback on my interactions with the residents, which made me even happier. I am extremely proud to be a permanent employee at Reena. I now possess a deeper understanding of the organization on a daily basis, and I genuinely feel like I belong in the workplace and within Reena's workforce."

– SANDRA PERLSTEIN

STAY IN TOUCH

Reena

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e. info@reena.org **t.** (905) 889.6484

f. (905) 889.3827

Batay Reena

315 – 1 Promenade Circle, Thornhill, ON L4J 4P8

e. batay@reena.org **t.** (905) 763.8254, ext. 3027

f. (905) 763.8272

To make a gift, please contact:

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