Simaril
Supported Living

# Respecting, Empowering & Uniting

## Annual Report 2025-2026

# A Year of Growth and Possibility

Message from the CEO

**Jeff Daly**

Chief Executive Officer

> "I am honoured to be walking this path with the members of the Simaril team."

There are so many positive things to share about the past year and how we have set Simaril up for an exciting future.

The energy within Simaril is strong. We have welcomed new programs, new people, and continued expansion into the Eastern and Interlake regions of Manitoba. At the same time, our commitment to the people and communities we support continues to grow as we work toward the priorities in our organizational strategic plan, shaped and put into practice by our employees, leadership team, and Board.

With Simaril's 40th anniversary coming in 2027, I find myself reflecting on how far the organization has come. I am incredibly proud of our leadership team and their commitment to quality, person-centred support, as well as the frontline employees who bring our programs to life every day.

Simaril is strengthened by the relationships we build among employees, the people we support, families, community partners, and everyone who contributes to the organization. Too often, I think the work of our people and the impact they have in the community is understated. Simaril is active, growing, and looking ahead.

Almost 15 years ago, I came to Simaril when we had approximately 35 employees, including myself, supporting about 18 people in the community. Today, we are approaching 500 employees and supporting approximately 300 people across Winnipeg, Selkirk, and Niverville.

I am honoured to be walking this path with the members of the Simaril team. It is humbling to see how the organization has evolved and how willing our people have been to adapt as our communities and the world around us change. I believe that willingness to learn, change, and welcome people is an important part of what has allowed Simaril to grow.

I am also grateful to the members of our Board for the time, experience, and commitment they bring to Simaril. I am proud of what we have accomplished, and I am excited about the future. New ideas and innovation will continue to move Simaril forward, but our purpose remains the same: supporting people to live meaningful lives with choice, connection, and belonging.

**ALMOST 15 YEARS AGO**

**35** employees

**18** people supported

**TODAY**

**~500** employees

**~300** people supported

# Looking Back. Moving Forward.

## Randy Kehler

Board Chair

Looking back on this past year, I want to begin by thanking everyone whose hard work and dedication have helped Simaril continue to grow. Growth matters, but equally important is how and why we do this work. By expanding services and improving how we work behind the scenes, we can give staff more time to focus on what matters most: supporting people. Improvements to food services, transportation, and medication management are examples of changes made this year to strengthen that support.

We have also continued to grow in new directions. Simaril added Cluster services, partnered on Manitoba Housing projects, and began expanding beyond Winnipeg with a new home in Niverville. These developments build on the experience and relationships Simaril has developed over many years.

As we look back, it is remarkable to see how far Simaril has come. There is also much more ahead. Next year marks our 40th anniversary, and the work underway today is helping prepare Simaril for its next chapter.

To my fellow Board members, thank you for your continued support and insight. To Jeff and the leadership team, thank you for your commitment to moving the organization forward. To our staff, thank you for the work you do every day. And most importantly, to the people Simaril supports, thank you for your trust and for being part of our community.

"Growth matters, but equally important is how and why we do this work."

**There is also much more ahead. Next year marks our 40th anniversary.**

# Simaril at a Glance

A snapshot of confirmed figures and highlights from 2025-2026

## NEARLY 500

**EMPLOYEES**

## ABOUT 300

**PEOPLE SUPPORTED**

Winnipeg, Selkirk and Niverville

### Home Share

**14**
arrangements

**18**
people supported

**6**
locations in licensing

3 current vacancies were also reported.

### Residential & operations

**4** **PEOPLE MOVED INTO AVALON**

Operations Manual completed
EMAR rollout introduced
Online incident reporting introduced

## A year across homes, programs and community

**Residential**

**Home Share**

**Community & connection**

# Home, Connection and Change

This year brought several changes across Simaril's Residential Services.

**4**

**PEOPLE MOVED**

## Settling into a new home

Simaril supports four men who moved into the new Avalon location. Staff worked closely together to identify routines, supports and individual needs throughout the transition.

A key consideration in selecting the Avalon home was creating a living environment that provides space, privacy, and opportunities for socialization. Avalon is symbolic of our guiding principles of create unique and meaningful community  living experiences for the people supported by Simaril.

**A NEW START**

The new location offers an exciting opportunity for staff to be part of a new beginnings!

# Finding the Right Fit

Relationships and transitions at Hazewood and St. Michael

"Both ladies have developed a strong bond and have become best friends."

HAZEWOOD

## A roommate match that became a friendship

A person supported transitioned from SIL to Residential. The team took time to find the right roommate match, considering preferences, personalities and relationships.

ST. MICHAEL

## Welcoming two new roommates

The St. Michael home welcomed two new male roommates, both moving from their family homes within a relatively short timeframe.

The team reported very few concerns and was pleased with how naturally everyone adjusted and connected.

**Finding the right living arrangement can help people feel comfortable, settled and successful in their home.**

# Preparing for Change

Planning, choice and practical improvements

## Peony

### A third roommate moved into the home at the beginning of September.

THE MOVE

**Weekly visits**

Everyone had time to get to know one another before the move.

**Shared planning**

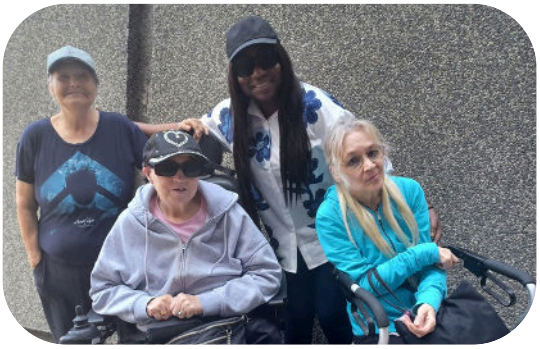
Family, staff, Residential Directors and Case Managers were involved.

**September**

**Move completed**

**Choice stayed part of the process.** The people living in the home had a voice in the process and their preferences were considered.

## Oustic property improvements



MORE ROOM TO USE THE HOME WELL

Renovations were completed at the Oustic home. An office was moved into a renovated basement room, creating more living space upstairs.

The change was intended to make the home more functional and give people and staff better use of the available space.

# Improving How We Work

Better systems. Stronger support.

Digital tools, clearer processes and stronger day-to-day systems

**Small changes behind the scenes can make a real difference.**

## Digital Tools

We are continuing to expand our use of digital platforms with two goals in mind: reducing paper waste and improving the efficiency of everyday processes.

Incident reporting is now online, replacing a paper-based process. Staff can share information more quickly and clearly, allowing leadership and support teams to review incidents and respond sooner.

Simaril is also developing a communication platform for community homes and SIL. The platform is being designed to bring support plans, tasks, daily logs, case information and schedules into one place, helping teams maintain a continuous flow of information.

Testing is planned before the end of 2026, with the goal of launching the platform in early 2027.

## Operations Manual

The Residential team completed a new Operations Manual to support clearer and more consistent practices across community homes.

Training connected to community homes is being developed around the needs of each location, with a focus on relationships and everyday support.

## Food Services

Simaril is moving toward a more centralized Food Services model, with greater coordination of grocery purchasing, meal planning and support across community homes.

The longer-term direction includes practical meal skills, healthy choices and support for individual dietary needs and preferences.

**Why it matters**

The goal is simpler communication, less reliance on paper, and more consistent support across Simaril.

Growth and stability

# Growing Home Share

Current figures, growth and next steps

**14**

HOME SHARE ARRANGEMENTS

**18**

PEOPLE SUPPORTED

**3**

CURRENT VACANCIES

## Growth and stability

The Home Share submission reports successful long-term placements, strong public interest in becoming Home Share providers, and existing providers opening their homes to additional placements. Six homes are in the licensing process, and expansion into Niverville is part of the program's next stage of growth.

# Strengthening SIL

Continuous improvement across everyday work

## A broad focus on improvement

During the year, SIL focused on improving the everyday systems that support the program. Work continued across onboarding, scheduling, planning, programming, intake processes, documentation, communication and operational efficiency.

The focus is on making day-to-day work clearer and more consistent while strengthening communication across the SIL team.

## Areas of focus

Onboarding
Scheduling
Planning
Programming
Intake processes
Documentation
Communication
Operational efficiency

## Why it matters

These areas remain part of SIL's ongoing focus on clearer communication and more efficient day-to-day work.

# Programming, Connection and Growth

More opportunities to take part, build skills and explore interests

## Meaningful programming

People supported through SIL took part in activities including drumming, cooking, arts and crafts, recreation programs and bingo. The SIL submission describes these opportunities as a way to support peer connection, social inclusion, skill development, personal growth, creativity and confidence.

## New Programming Coordinator role

A dedicated full-time Programming Coordinator role was introduced to keep a consistent focus on developing engaging and meaningful experiences.

# Making Time to Connect

## Not everything important happens through formal programs.

Throughout the year, people supported and staff came together for activities, celebrations and shared experiences.

Drumming created an opportunity to gather in a shared circle, participate together and spend time connecting through music.

### Connection through shared experiences

Activities such as drumming created space for people and staff to spend time together, participate at their own pace, and share an experience beyond formal programming.

# Helping Make the Picnic Happen

Austin

RECOGNITION

## Austin

2026 picnic

**Social Committee**

### Recognizing Austin's contribution

Austin was recognized by the Social Committee for his contribution to Simaril's 2026 picnic and received a Certificate of Appreciation.

# A New People and Culture Direction

Message from Patti Sheare

"It is about understanding Simaril's purpose and aligning our human resources practices with that purpose."

WHY THIS ROLE

My name is Patti Sheare, and I am honoured to serve as Simaril's new Director of People and Culture.

I was drawn to this opportunity by my understanding of the community we support and by the passion and commitment of the teams our Human Resources department serves.

**Patti Sheare**

Director of People and Culture

*"I look forward to continuing to support the community we serve throughout the remainder of 2026 and beyond."*

THE ROLE

## Beyond processes, policies and procedures

The traditional role of Human Resources Director focuses on establishing effective processes, policies and procedures. As Director of People and Culture, my role extends beyond those responsibilities.
It is about understanding Simaril's purpose and aligning our human resources practices with that purpose.

LOOKING AHEAD

**Continuing to support the community we serve throughout 2026 and beyond.**

# Growing into Niverville

Expanding into a new community

## A new community home

Simaril is preparing to open a new community home in Niverville. The expansion creates an opportunity to support people closer to the communities and relationships that matter to them.

As we prepare the home, we are also building local connections and recruiting employees from Niverville and the surrounding area.

The new location is expected to open in October 2026.

FROM THE COMMUNITY

**“We really want everyone to feel that they can belong here.”**

**Myron Dyck**

Mayor of Niverville

*Quoted in local coverage, May 2026*

# Committees in Action

People contributing, connecting and creating shared experiences

## CARE & Social Committees

The CARE Committee brings people supported and staff together. During the year, the group took part in a community clean-up and held a fundraising raffle, with funds used for activities selected by the committee.

The Social Committee organized the summer picnic and continued planning opportunities for people to spend time together across Simaril.

**Also underway**

Wellness, Workplace Safety and Health, Employee Appreciation, Fundraising, Simaril Salon, and policy and handbook updates continued throughout the year.

# Future!

## Our future is driven by responding vs reacting.

Interlake and East Regions of Manitoba

We want to respond to our people supported and their ever changing environment. We will continue to be inquisitive through asking questions and being intentional with our responses. This translates in creating more resources in all of our areas while continuously improving our value based service. We will continue to improve training for staff to support their success and growth while providing service in our communities.

We are very excited and honoured to expand our services to the Interlake and East Regions of Manitoba. This means more hiring, training, and opportunity to positively impact our community.

## Areas of anticipated growth include:

Seven areas identified by Jeff for the next phase of growth.

- **Home Share**
- **ESIL**
- **Training**
- **Food Services**
- **Community Homes**
- **Transportation**
- **Digital Platforms**

**Growth across services, systems and communities.**

# CFO Report

## Year Ended March 31, 2026

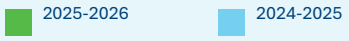
**Lindsey Martens**
Chief Financial Officer

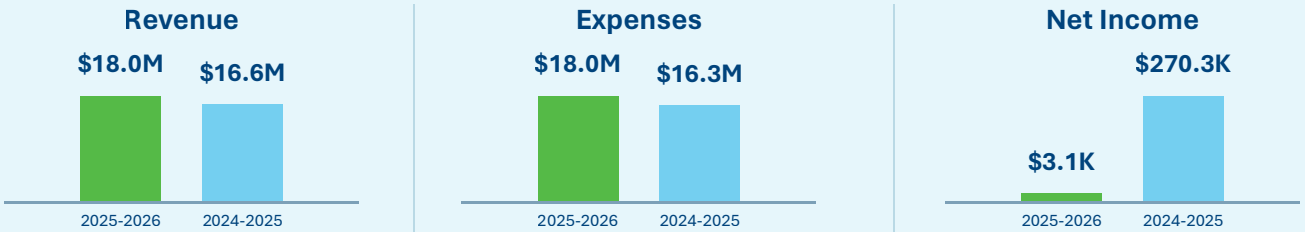
AT A GLANCE

**Revenue and expenses closely matched; net income was $3.1K.**

## Income Statement

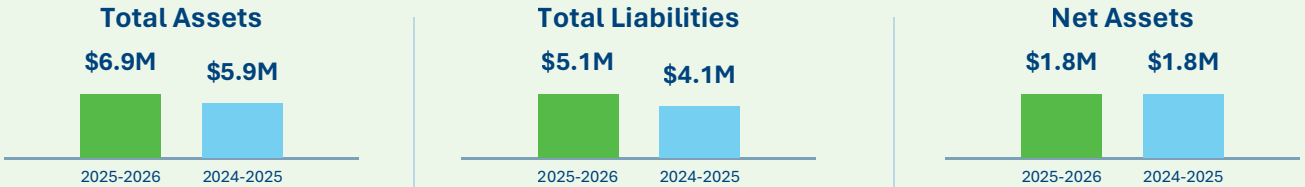
Year-over-year comparison




## Balance Sheet

Year-over-year comparison




## Key Highlights

Year-over-year increase from 2024-2025 to 2025-2026

**8%**
Revenue increased to $18.0M

**10%**
Expenses increased to $18.0M

**17%**
Total assets increased to $6.9M

**74%**
Salaries and benefits of total expenses

*Figures are rounded for presentation.*

# Board and Leadership

## Board of Directors

**Randy Kehler**
Board Chair

**Nolan Ward**
Board

**Bobbi Thompson**
Board

**Gordon Chandler**
Board

**Mac Balacano**
Board

## Leadership Team

**Jeff Daly**
Chief Executive Officer

**Lindsey Martens**
Chief Financial Officer

**Patti Sheare**
Director of People and Culture

**Eilene Hyde**
Director of Strategic Initiatives

**Lindsay Delanoy**
Independent Living Director

**Lisa Hamm**
Community Residential Director

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# Thank You

Thank you to the people supported, families, employees, Home Share providers, Board members, volunteers, funders and community partners who were part of another year at Simaril.

Every relationship, contribution and everyday moment is part of the bigger story.

**Respecting, Empowering & Uniting**