

2024-2025

# Annual Report

Promoting communities where everybody belongs since 1965

*"But the plans of the Lord stand firm forever, the purposes of His heart through all generations."  
(Psalm 33:11, NIV)*



Delia and Patti-Ann, Ottawa 2024

60  
Years

**karis**  
Disability Services



# Message From the CEO and Board Chair

## 60 Years of Belonging



Janet Noel-Annable  
Chief Executive Officer



Beth Woof  
Chair, Board of Directors

This year's annual report cover holds special meaning for me. It features Delia and Patti-Ann, whom I first met over 30 years ago as a Direct Support Professional in Ottawa. Seeing them now—greying, smiling, and side by side—reminds me of the quiet beauty of aging, the gift of friendship, and lives well-lived in community.

Not long ago, this image wouldn't have been possible. In the era of institutionalization, people with developmental disabilities were often separated from their families, denied meaningful relationships, and hidden from view. Aging in community, surrounded by friends, was a gift few were allowed to receive.

As we reflect on 60 years of Karis Disability Services, I'm reminded of the vision that started this ministry. It began on March 5, 1963, when Rev. Jim and Adrienne Reese welcomed their son, Steven, who was born with a developmental disability. At that time, the common response was institutionalization. But the Reeses believed something better was possible.

They wanted Steven to grow up with his siblings, to live in a neighbourhood, and to be part of a community that would recognize and celebrate his gifts. In 1965, the Reeses and other families from their church founded the Ontario Christian Association for Exceptional Children—later called Christian Horizons, and now, Karis Disability Services.

"There was a vision to create spaces for people to truly have a place to belong regardless of their abilities or disabilities," shares Beth Woof, sister to Steven Reese and now Chair of our Board of Directors. "There was a deep belief that all people were created in the image of God."

It's that same deep belief that continues to guide everything we do at Karis. This report is a celebration of people's journeys. Every story and statistic offers a glimpse into someone's life—trying new things, achieving goals, and sharing their gifts with the world.

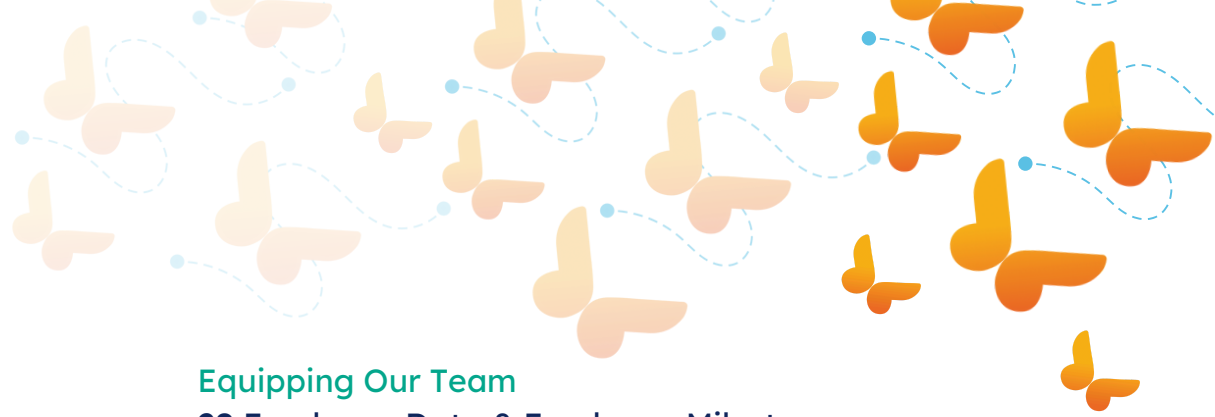
60 years later, we know that there is still more to do. In Ontario, over 52,000 people are waiting for critical funding to support housing and community participation. In Saskatchewan, people with disabilities continue to advocate for wholistic care with trained staff, especially in remote areas.

Globally, many still face poverty and stigma related to their disability. We work toward a future where people with disabilities can truly belong.

Thank you for being on the journey with us—and for celebrating along the way!

"But the plans of the Lord stand firm forever, the purposes of His heart through all generations."  
(Psalm 33: 11, NIV)





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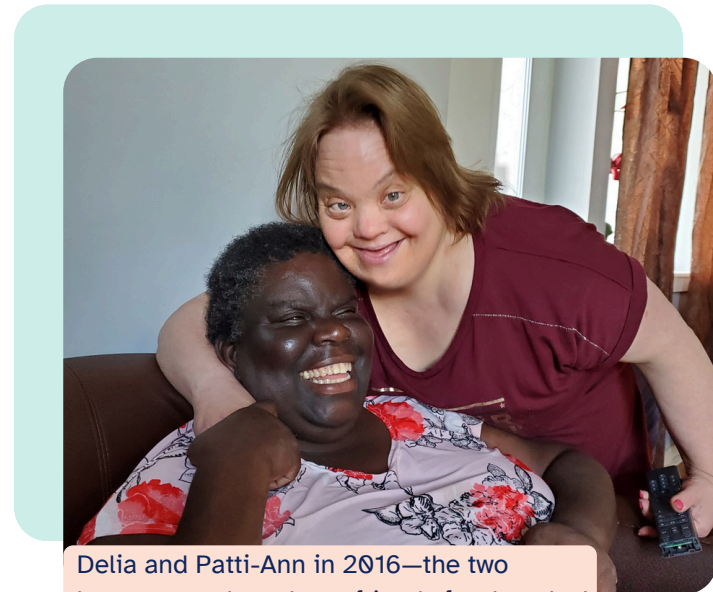
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### Our Leadership

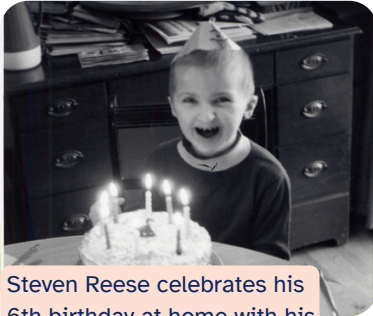
**35** Leadership & Board of Directors



Delia and Patti-Ann in 2016—the two housemates have been friends for decades!

# 60 Years of Karis Disability Services!

For six decades, we have been promoting communities where everybody belongs!



Steven Reese celebrates his 6th birthday at home with his family

Steven Reese was born in 1963. Two years later, in 1965, his parents—Rev. Jim and Adrienne Reese—founded The Ontario Christian Association for Exceptional Children (later renamed Christian Horizons). That same year, the organization launched Camp Horizon, a two-week camp for children with developmental disabilities and their families.

1960s

We begin to open homes, welcoming people with disabilities to live outside of institutions and in neighbourhoods.

1970s



The first Karis group home in Waterloo, ON on Mary Street



Picnic dinner at a group home with people using services, staff, and family!

We become a provider of disability services in Ontario, serving people with disabilities, their families, churches, and the community.

1980s

We continue to grow as leaders at the forefront of the community living model. Services focus on person-centered support and choice.

1990s



Former CEO, the late Noel Churchman (middle), cutting the ribbon to a new home



## A Message from the Reese Family

Adrienne Reese and her late husband, Rev. Jim Reese, founded Karis Disability Services in 1965 after their son, Steven, was born with a developmental disability. Their daughter, Beth Woof, serves on the Karis Board of Directors.





Christian Horizons Ethiopia opens!

In 2007, we officially launch Christian Horizons Global! In 2009, Ontario marks the end of institutionalization for people with disabilities.

2000s

We expand our services in Canada and Menno Homes becomes Christian Horizons in Saskatchewan.

2010s



Henry has used services in Waldheim, SK for decades - first at Menno Homes and now with Karis



Dzidra and Dean at the Karis name change celebration, 2023

We change our name from Christian Horizons to Karis Disability Services! We want more people to know what we do and for more people to feel welcome and included in our community.

2023

Karis Disability Services celebrates 60 years! We continue toward a future where people with disabilities self-direct their supports, where gifts are celebrated, and everybody belongs!

2025



Shane, Steve, Hareem, and Linda at Community Participation Supports in Peel, ON

Watch the Reese Family's Message



**Celebrate Every Journey**

# Celebrate Every Journey

This milestone is a celebration of your stories and God's abundant grace and love in our lives!



Kevin graduated high school this year! Chatham, ON



Kevin and Tim celebrated Karis' anniversary by reading 60 books together! Cobourg, ON



Reg and Yvonne's long-time friendship has bloomed into a romance. Waldheim, SK



Joe (middle) also turned 60 this year! Ottawa, ON

# 60



Elder and his grandma in his accessible classroom in El Morro, Guatemala



New gym uniforms at a Karis partner school, Horizontes Cristianos in Managua, Nicaragua



Alex introduced Michael to kayaking. Cambridge, ON





Karis leaders visiting the council of mothers at a partner school. This group raises money and organizes field trips for students in Lake Amatitlán, Guatemala



Michelle's coworkers surprised her with cake and flowers for her birthday, Toronto, ON



Elsa at the Wood N' Needle in Waldheim, SK. This year, her artwork was featured on a Karis Thank You card!

# Years



Leslie supporting Canadian sports teams: Toronto Blue Jays hat and Kitchener Titans T-shirt! Waterloo, ON



Raymond (second from the right) with his family and volunteers at Family Camp in Muskoka, ON

Read more stories  
and submit your own  
at [karis.org/60!](https://karis.org/60!)



# Who We Are

## Our Values

We will honour God and value people in all we do and with all our resources.



Valuing  
People



Fostering  
Belonging



Serving  
Others



Celebrating  
Gifts

## Our Vision

People with disabilities belong to communities in which their God-given gifts are valued and celebrated.

## Our Mission

As an expression of Christian faith, we work together with people with disabilities to accomplish their goals and nurture communities where everybody belongs.

## Our Strategic Plan



As part of our outcome-based community planning, we developed four outcomes that guide our work and ensure our whole organization is aligned. We've been hard at work to co-design a new strategic plan - working with people who use our services and employees - which we will use in 2026 and for the next three years.



Outcome #1



Outcome #2



Outcome #3



Outcome #4



# Organizational Structure

The Karis Group is comprised of four charities. This structure ensures effective corporate governance; appropriate accountability to our members and donors; flexibility, stability, sustainability; and undivided focus on the delivery of services. While each company has its own mandate, each contributes to realizing our values, vision, and mission.

## Karis Worldwide

Karis Worldwide was incorporated in 2011 to serve as the umbrella organization over The Karis Group. The remaining Karis organizations are related corporations of Karis Worldwide.

→ **Karis Disability Services** – Founded in 1965 as a non-profit, faith-based charitable organization, Karis Disability Services serves people with disabilities through a range of community-based services. Karis Disability Services is funded by Ontario's Ministry of Children, Community and Social Services (MCCSS) and Saskatchewan's Ministry of Social Services (MSS).

→ **Karis Community Initiatives** – Separately incorporated in 1977, Karis Community Initiatives covers our domestic work that is not funded directly by the government, including family camps.

→ **Karis Global Partnerships** – In partnership with local organizations around the world, Karis Global Partnerships supports inclusive education and development programs to nurture communities where people of all abilities can experience belonging. Karis Global Partnerships is entirely funded through generous donations from, and partnerships with, individuals, churches, businesses, and foundations.



Alex, Mitra, and Karen in Mississauga, ON



Sylvie and Linda in Sudbury, ON



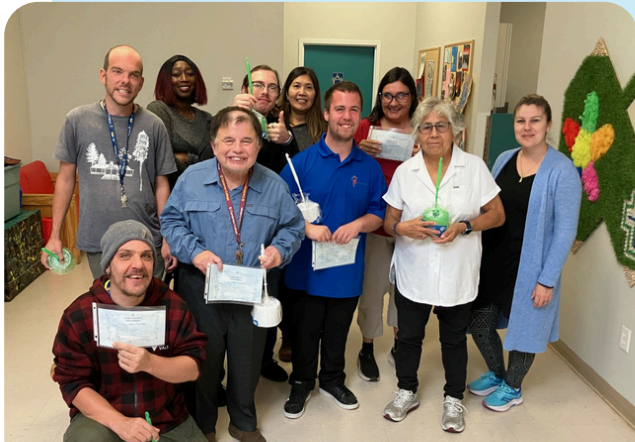
Kindergarten class in El Zapattillo, Guatemala

# Service Highlights

## In Canada



James and Ben in Windsor, ON



Back row: Kevin, Julie, Owen, Joy, Gabriel, Linda, Marilyn, and Angel. Front row: Shawn and David. Sudbury, ON



## Around the World

652

children with disabilities attending school

7,576

children supported in educational programs

971

children in nutrition programs

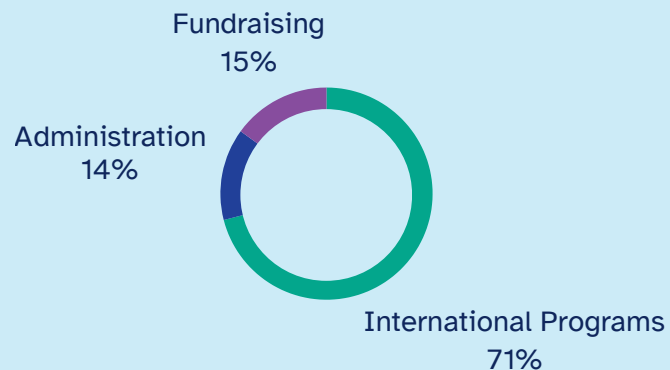
1,020

sponsored children

887

people in self-help entrepreneurship programs, including people with disabilities and caregivers of children with disabilities

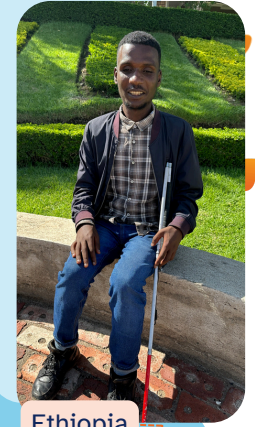
## Disbursement of Funds Analysis



Guatemala



Haiti



Ethiopia

## Countries Where We Partner



Nicaragua



Uganda



Kenya

# People Experience Our Core Values

Our core values are derived from our Christian faith foundation: valuing people, fostering belonging, serving others, and celebrating gifts.

The first outcome in our strategic plan is for people to experience our core values. We hope everybody feels our core values shining through all Karis programs and services, in Canada and around the world.



Campbell, Heather, Ashley, & Helen at Hidden Acres, 2025

**A great place to experience our core values is at Family Camp.** A Karis Family Camp is a Christian, faith-based, supported, and accessible vacation experience designed for the whole family.

This past year, we have been hard at work, expanding family camp to almost all the regions where Karis serves in Ontario and Saskatchewan. On pages 14 and 15, you can read about the impact family camp has had on the Gamble family.



Nicolas and Ethan, Elim Lodge, 2024





Tracey, Amanda, & Christele at Hidden Acres, 2025



The Mustafa family at Elim Lodge, 2024

## How We're Meeting Outcome #1

37



families attended a family camp

6



districts hosted 5 family camps

23



churches supported family camps





Watch Lori,  
Chelsea,  
and  
Lilyanna's  
Story



 **Celebrate**  
Every  
Journey



## Family Camp with Chelsea, Lilyanna, and Lori

There are only a handful of camps in Canada that are accessible, and even fewer that are made for the whole family.

Chelsea and Lilyanna are sometimes mistaken for twins, though their personalities are complete opposites. Chelsea, the eldest sister, uses few words to communicate, usually nodding and gesturing to herself. She will sometimes nudge you to follow her routine, urging you for “tea now,” or “bedtime!” Lilyanna loves to chime in, and she is eager to tell you that she approves. She will not hesitate to ask a question about something, or showcase her excellent memory. Chelsea loves Family Camp in the winter while Lilyanna prefers the summer.

Together with their mom, Lori, the Gamble family has been able to attend Karis Disability Services’ winter and summer family camps since 2013.

**“Family Camp is the thing we look forward to the most in the year,” said Lori.** “It’s just such a wonderful week, the stress levels are gone, the fun times are high, you feel so supported.”

At a Karis Family Camp, Chelsea, Lilyanna, and other campers with disabilities, are matched to a volunteer whose job is to make sure campers have the best week



Lilyanna, Lori, and Chelsea spending time together at Winter Family Camp 2019

ever. Having that additional support takes some of the pressure off parents, siblings, and other caregivers, so the whole family can focus on having fun and finding moments of peace and togetherness. For so many families with members with disabilities, a Karis Family Camp is their only vacation option.

“We don’t have to come here and be hidden; we can be like this and be seen and that is so beautiful,” said Lori. “These are moments that we get to spend in heaven. God’s word says, ‘on earth as it is in heaven,’ and this is our heaven right here.”

## Onward Outcome #2

# People Self-Direct Their Services

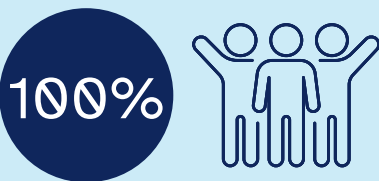
Like all of us, people who use Karis services want to make decisions that are important to them; to self-direct their services. **Self-directing services looks like making choices about your life** – where you live, what you wear, and how you spend your time. In Canada, there is a vision toward greater self-direction for developmental services. Karis continues to advocate for and implement changes toward self-direction in our services.

**Independent facilitated personal planning is one way we've implemented self-direction into our services.** A trained facilitator comes alongside a person to consider the opportunities, resources, services, and goals they might

have. Then, they meet with the person to plan the services they receive and how to accomplish their goals.



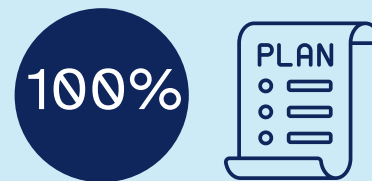
## How We're Meeting Outcome #2



of people who use our services were offered a facilitated personal plan, reaching our 3-year target



Our Voices Matter (self-advocacy) groups in all 7 districts



of people for whom Karis helps in managing their Passport funding\* have their spending planning integrated with their personal plan

\*Passport funding is self-directed funding available from the Ontario government to adults with developmental disabilities.



## Our Voices Matter

Our Voices Matter is a group of self-advocates made up of people who use services at Karis. They work together to help influence change in policy and practice in communities, governments, and within our organization. There are chapters in all seven districts, as well as a combined council with representatives from all over Karis. It's awesome!



Patricia, president of Our Voices Matter Ottawa, and Jesse make mosaics on the International Day of Persons with Disabilities, Ottawa, 2024



Dave in Hamilton, ON, 2025

## Dave's New Apartment

After years of living with roommates whom he felt relied on him to clean up, Dave wanted a change. Working early mornings and coming home to do chores was draining. "It was too much pressure," he said.

**Through a person-directed approach to services, Dave told us exactly how he wanted to live: on his**

own, in an apartment, and with some support - especially with moving and getting settled.

In February 2025, Dave moved into his own apartment. The space is peaceful, with beautiful lighting and quiet mornings—perfect for someone who gets up at 4 a.m. to catch the bus to his job at the grocery store.

"My favourite thing is living on my own in the apartment," Dave shared proudly. "I can do things on my own, keep it clean, and budget my groceries."

For Dave, this isn't just an apartment—it's freedom. "I worked hard for this," he said, smiling. "I earned it!"

Watch  
Dave's  
Story



Celebrate  
Every  
Journey

# People Experience Growth and Development

Growth and development are essential to a well-lived life. Learning new skills, participating in activities that are fun and challenging, and engaging in meaningful opportunities can help us grow into the people we want to be.

**Community Participation Supports is a service that Karis offers to help people become more connected to their community** through classes, skill-building, help finding a job or volunteer position, and recreation and leisure programs.

This year, we have worked hard to strengthen our Community Participation Supports so we can serve more people and provide much-needed services in Ontario and Saskatchewan.

Community Participation Supports, like the Karis and Humber Culinary Program, helped Jason nurture his gift of cooking while giving him the chance to make friends. You can read Jason's story on pages 20 and 21.

Find Community  
Participation Supports  
[karis.org/community](https://karis.org/community)



An art class at Community Participation Supports in Durham, ON



Amanda and Tiffany at Community Participation Supports in Windsor, ON





Joe in his room in Ottawa, ON



Corey and Daniel at Karis Connected Conference in Waterloo, ON

## How We're Meeting Outcome #3

26



community-based Community Participation Supports in Ontario and Saskatchewan

494



people in Community Participation Supports

949



people have Karis help manage their Passport funding, so that they can enjoy life-enriching activities





Watch  
Jason's  
Story



 Celebrate  
Every  
Journey



## Karis and Humber Culinary Program: Jason's Story

Life after high school can be daunting. The transition from being a teen to being an adult is tough. Will you get a good job? Will you go to college? People with disabilities are still left out of many post-secondary institutions and workplaces, so options after high school can be very limited.

**For over ten years now, Karis has been partnering with Humber College to offer a full-time culinary certificate program.** The program is a full culinary curriculum, designed to accommodate students with developmental disabilities, so they can get the skills they need to enter the workforce.

Jason is hard to miss as a six-foot tall, 20 year old, with bright orange hair that you can see even under his graduation cap. With a medal around his neck and a bright smile, he stands tall and proud next to his friends, members of the Karis and Humber College class of 2024.

At his graduation last spring, Jason received the Onward Spirit Award for the growth and development he experienced during the program. Jason started classes with his dad sitting in the room with him, and bit by bit, Jason started to gain his independence. He also started to make friends!



Jason and his friends: Karis and Humber College graduation class of 2024!

“Culinary was almost secondary to what’s being taught here,” said Jason’s dad, Eli. “If there is something my wife and I would give anything for, it’s for Jason to have a community of people he can talk to and hang out with, and he got that from this program.”

Today, Jason is a college student again, now in the mainstream culinary program, sharpening his skills in the kitchen!

## Onward Outcome #4

# People Experience Communities Where Everybody Belongs

Inclusion means there is a seat for you at the table and belonging means if you are missing from the table, somebody will come to look for you. When we give and receive help, when we invite and are invited, when we visit and are visited, we experience belonging in our community.

One way Karis helps people experience a community where everybody belongs is through our continued global partnerships in Ethiopia, Guatemala, Haiti, Kenya, Nicaragua, and Uganda. Our global work focuses on providing accessible education and

sustainable community development to underserved communities where people with disabilities are still left out of everyday life.

We are also meeting this outcome through the Belongathon, an event we created to raise awareness and funds for our donor-backed work in Canada and around the world. **The Belongathon is more than a walk and roll – it's an opportunity to get out, meet your neighbours, and celebrate belonging!**



Beach day at an accessible classroom in Managua, Nicaragua



Participants enjoying the 2024 Belongathon





Children celebrating Disability Day in Asella, Ethiopia



Carlene, Daniel, and Karen in Toronto, ON

## How We're Meeting Outcome #4

35



new child sponsorships

1,339



people who participated in the Belongathon

16



cities hosted a Belongathon

5,401



participants in advocacy learning campaigns to destigmatize disability abroad





Watch  
Sumeya's  
Story



 Celebrate  
Every  
Journey



## Uplifting Whole Families: Sumeya's Story

Sumeya is a grade eight student who lives in Bekoji, Ethiopia with her mom, dad, and two younger siblings. Before using services from Christian Horizons Ethiopia (CHE), a partner of Karis Disability Services, their family struggled to live on their dad's one income as a security guard. Sumeya was also having a hard time at school.

Sumeya has a hearing impairment and although that never stopped her from wanting to do well in school, her teachers were not equipped to support her needs. She fell behind and was no longer allowed in class.

In June 2019, Sumeya's life changed when she was sponsored through CHE. **Through child sponsorship, Sumeya started attending an accessible school with teachers who could accommodate her disability.** The program also provided her family with financial support, school supplies. In addition, Sumeya's mom took entrepreneur classes that helped her start a business.

With a second income, Sumeya's parents could afford to buy her a hearing aid which helped her do even better in school. On the weekends, Sumeya and her siblings go to CHE for programs and events where Sumeya's confidence and social skills have improved so much. She especially loves doing Taekwondo with other students with disabilities.

Now in grade eight, there is some uncertainty about her future, especially as accessible education options for higher grades are limited. Regardless of the barriers she faces, Sumeya dreams of being an accessible education teacher to give back to students just like her.



Sumeya plays with her siblings in Asella, Ethiopia

## Excellence in Action

The Excellence in Action awards were created to celebrate people and organizations who have made an excellent contribution to furthering the vision of Karis Disability Services. Recipients are recognized at our Annual Community Meetings, and they are gifted with a piece of art made by a person who uses Karis Services.

### And the winners are.....

**Alisha** Van Wyk,  
**Carol** Armstrong,  
**Karen** Hasson &  
**Rose** Munro-  
Rosenberger  
**Amber** Jessup  
**Ayoola** John  
Morakinyo,  
**Denise** Breit &  
**Joel** Shaju  
**Barbara** Bender  
**Barnes** Family  
**Beth & Wes** Woof  
**Braden** Balabuck  
**Cheryl** DeGraaf  
**Daniel** Benitez  
**Daniel** Mazza  
**Daniela** Elliot  
**Dawn** Burnett  
**Diane** McLean  
**Dianne** Harding  
**Fanny** Lee

**Gianfranco**  
Cristiano  
**GlobalMedic**  
**Isaiah, Lucia &**  
**Charity** Dow  
**Jeff** Wynands  
**Jessica** Herscheid-  
John  
**Ji woong** Kim  
**Jo-Anna** McIsaac  
**Jordan** Rocheleau-  
Chung  
**Justen** Cooper  
**Dr. Keith** Dow  
**Lisa** Jones  
**Margaret** Sudnik  
**Michel** Brunet  
**Mojib** Ahmad  
**Nu-Co** Plastics  
**P&A** General  
**Contracting**  
**Paul** Dominick

**Peter** DeBruyne  
**Rachel** Brace  
**Rachel** Van Dasselaar  
**Rudi** Kauffman &  
**Family**  
**Ryan** Smith  
**Sara** Matthews  
**Shea** Campbell  
**St. Andrew's**  
**Presbyterian Church**  
**Tabitha** Vontobel  
**Terry** Gaw  
**Thomas** Kaethler  
**Victoria** Gravesande

## 2024-25 Excellence in Action

### Artist: Bradley Gabona

Bradley is a quiet person who loves to express himself through art. This piece, "Cold Winter Nights," was created with acrylic paints and Bradley is especially proud of how he blended the sky with a sponge. "Cold Winter Nights" beautifully captures the quiet peacefulness of a chilly winter evening.

Bradley has been working hard to build skills that grow his independence and develop his interests, like painting, which he can do weekly at Community Participation Supports in Durham, ON.



"Cold Winter Nights" by Bradley Gabona

Bradley is kind, considerate, always ready to lend a hand, and he has a sharp sense of humour to those lucky enough to know him. Thank you, Bradley, for sharing your gifts with the Karis community!



## Belongathon

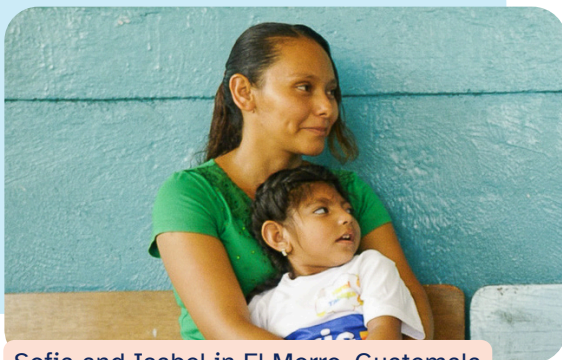
The Belongathon is a community outreach fundraiser created by Karis Disability Services to raise awareness and support people with developmental disabilities in Canada and around the world. **Last year, we hosted our second annual Belongathon in 16 cities in Ontario and Saskatchewan.** Funds raised supported family camps and other inclusive experiences in Canada, as well as accessible education programs at Karis' partner schools in Guatemala.

**\$85,840**

raised at 2024  
Belongathon



People cheering at the 2024 Belongathon!



Sofia and Isabel in El Morro, Guatemala

## Accessible Classrooms Give Families Hope: Sofia's Story

When Sofia was born, a doctor told her family there was no hope she would live, but her aunt and guardian, Isabel, believed otherwise. "I always saw that she was fighting for her life, and I thank God for keeping her by my side," said Isabel.

Sofia has a complex disability that impacts her walking and movement. Before receiving support from Teacher Karla, Sofia could not lift her arms, sit down, or even stand without crying from the pain.

Teacher Karla is Sofia's accessible education teacher who is equipped to support, teach, and administer physical therapy to students with disabilities. **Last year, the Belongathon helped fund accessible classrooms at schools in Guatemala, including Teacher Karla and Sofia's school, Escuela Aldea Rural.**

Watch  
Sofia's  
Story



**Celebrate**  
Every  
Journey

# Equipping Our Teams

Karis Disability Services employs 3,343 people in Ontario and Saskatchewan. It's important that everybody who works at Karis is equipped to do their job well!

Equipping our employees to do their best work looks like training managers to effectively lead their teams and hiring the right people who are as gifted and diverse as the people we support. As we move toward a person-directed future, it's also very important to make sure our employees respect the rights, dignity, and choices of every person who uses services.



Shawntaeu, Juan, & Benny,  
Direct Support Professionals in  
Toronto, ON



Bukola & Dallis—Dallis celebrates  
20 years with Karis! Waterloo, ON

## Employee Highlights



95% of program managers have administrative support so they can focus more on empowering and equipping their teams



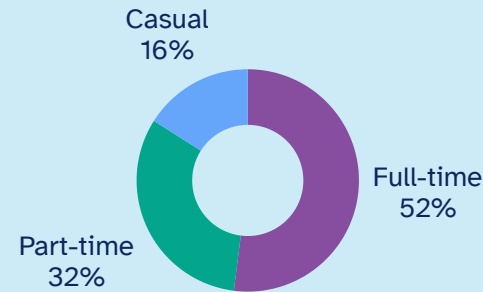
The Karis Saskatchewan team was nominated for Diversity Partner of the Year at the Saskatchewan Open Door Society's (SODS) annual diversity awards. SODS supports newcomers to Canada and through job fairs and events, Karis has worked hard to provide job opportunities to immigrants and refugees.



## Employee Data

**3,343** employees in  
Ontario &  
Saskatchewan

**9** years average  
employee  
tenure



## Employee Milestones

April 2024 - March 2025

### 20 years

**Akinola** Ijalana  
**Ana** Biggar  
**Angelica** DeVos  
**Anne-Marie** Van Alstine  
**Beverliann** Marles  
**Bose** Agbonkonkon  
**Byron** Nugent  
**Carolynn** McCallum  
**Cindy** Chong  
**Corrie** Gosso  
**Courtney** Gomez  
**Dallis** Robertson  
**David** Wardell  
**Denise** Rose-Webb  
**Donna** Landry  
**Donna** White  
**Drew** Kennedy  
**Dwayne** Vann

**Esther** Aiyenero  
**Flavette** Hewitt  
**Irina** Denissova  
**Jasmine** Duckworth  
**Jeff** Brown  
**Joanne** Batten  
**John** Rogers  
**Julie** Moyer  
**Julita** Castaneda  
**Kathy** Blundell  
**Keith** Kervin  
**Leejung (Lisa)** Kim  
**Lesley-Ann** Enright Griffin  
**Leticia** Annoh  
**Lori** Klopfer  
**Mathew** Bradbury  
**Melissa** Ruelland  
**Odelia** Oswago  
**Patrick** Diafwila

**Pauline** Lavigne  
**Richard** Warren  
**Robert** Bryden  
**Robert** Harris  
**Rose** Munro-Rosenberger  
**Sally** Rothery  
**Sandra** Watkis  
**Sorel** Cadet  
**Steve** Devall  
**Tammey** Lavolette  
**Titus** Lam  
**Vicki** Kane  
**Vicki** Unruh  
**Yvonne** Campbell  
  
**25 years**  
**Amayer** Simon  
**Basil** Chinenye  
**Blanca** Goertzen

**Chelsea** Williams  
**David** Scott  
**Diana** Parkin  
**Elana** Kennedy  
**Erine** Johnson-Moses  
**Greg** Cosby  
**Heather** Gaffield  
**Janet** Kijewski  
**Janet** Paul  
**Joanne** Newbury  
**John** Kalonga  
**John** van Dijk  
**Joy** Thompson  
**Joyce** Noble-Gresty  
**Lance** Hetherington  
**Lynne** Comer  
**Margaret** Harvey  
**Michael** Gardner  
**Robin** Hegadoren  
**Sheri** Stuffles

**Susan** Provencher  
**Terri-Lyn** Auger  
**Vladimir** Gorzhaltzan  
**Yegunawork** Amde

### 30 years

**Anne** Charles  
**Caroline** Bueckert  
**Charmaine** Arthur  
**Crystal** Bell  
**Darren** Hepworth  
**Deborah** Vandekuyt  
**Diane** Robb  
**Greg** Brown  
**Jennifer** Scott  
**Joy** Wilson  
**Julie** Barry  
**Mariana** Guemedjieva-Antonova  
**Rose** Heida  
**Suzanne** White

### 35 years

**Elizabeth** Da Costa  
**Donna** Finnigan  
**Eva** Rolston  
**Gregory** Douglas  
**Janet** Noel-Annable  
**Lorie** Bloom  
**Natalie** Codling  
**Patricia** Vanderloo  
**Peggy** Pettifer-Jones  
**Susan** Landry  
**Suzanne** Corner  
**Tamara** Mackay

### 40 years

**Debbie** Bruce  
**Ruth** Greenleaf





Watch  
Divinefavour's  
Story



 **Celebrate**  
Every  
Journey



## A Heart for Direct Support: Divinefavour's Story

Divinefavour is passionate about helping others and supporting people to be their best selves. As a direct support professional (DSP), she supports Tiffany and her housemates in their day-to-day lives. Divinefavour was hired in December 2024 and is already an excellent addition to the Windsor-Essex team.

“She brings fresh ideas and energy and is praised by her team for her eagerness to learn, hard work, professionalism, and versatility,” said Thaddeus, Divinefavour’s program manager.

The role of a direct support professional is very dynamic, and it requires flexibility and concentration to walk alongside a person and to meet them where they are. **In the last five years, Karis has worked especially hard to attract and retain highly engaged and skilled employees, like Divinefavour, who have a heart for this essential work.**

Tiffany’s home is a welcoming and inclusive environment. The people who live there use different mobility devices, like power wheelchairs and walkers, and they mostly communicate without using words. Divinefavour has learned to be observant, letting Tiffany direct her day through non-verbal cues, like nodding, gesturing, and vocalizing in different tones.



Divinefavour in front of Tiffany's home, Windsor, ON

“I’ve learned to push myself in different ways and I’ve learned how to be a better team member!” said Divinefavour.

## Summarized Combined Statement of Financial Position

KARIS GROUP

As of March 31 2025, with comparative information for 2024

	Operating Fund \$	Capital Fund \$	Restricted Fund \$	Total 2025 \$	Total 2024 \$ (restated)
<b>ASSETS</b>					
<b>Current assets:</b>					
Cash	19,099,318	813,274	566,737	20,479,329	15,276,916
Short-term investments	9,359,737	—	1,933,903	11,293,640	11,721,669
Accounts receivable	3,629,821	—	—	3,629,821	3,468,760
Prepaid expenses	163,644	—	—	163,644	367,614
	32,252,520	813,274	2,500,640	35,566,434	30,834,959
<b>Capital assets</b>	—	39,511,782	—	39,511,782	40,112,123
	32,252,520	40,325,056	2,500,640	75,078,216	70,947,082
<b>LIABILITIES AND FUND BALANCES</b>					
<b>Current liabilities:</b>					
Accounts payable and accrued liabilities	24,693,421	2,639,125	(3,158,998)	24,173,548	19,504,838
Deferred revenue	1,523,911	—	—	1,523,911	703,766
Current portion of long-term debt	—	361,628	—	361,628	2,251,843
	26,217,332	3,000,753	(3,158,998)	26,059,087	22,460,447
<b>Long-term debt</b>	—	1,791,570	—	1,791,570	2,068,240
<b>Fund balances</b>	6,035,188	35,532,733	5,659,638	47,227,559	46,418,395
	32,252,520	40,325,056	2,500,640	75,078,216	70,947,082

Note: As a result of a change in accounting policy from expensing minor capital to capitalization and amortization of those costs, comparative information for 2024 was restated: capital assets and fund balances increased by \$13,787,569. This change was made to comply with Canadian accounting standards for not-for-profit organizations.



# Summarized Combined Statement of Operations

KARIS GROUP

For the year ended March 31 2025, with comparative information for 2024

	Operating Fund \$	Capital Fund \$	Restricted Fund \$	Total 2025 \$	Total 2024 \$ (restated)
<b>Revenue:</b>					
Provincial subsidy	202,840,811	—	—	202,840,811	192,820,303
Self-directed funding	22,533,594	—	34,904	22,568,498	21,405,751
Donations and grants	567,805	—	688,543	1,256,348	1,278,006
Other	(4,303,311)	6,166,077	195,023	2,057,789	2,581,038
	<b>221,638,899</b>	<b>6,166,077</b>	<b>918,470</b>	<b>228,723,446</b>	<b>218,085,098</b>
<b>Expenses:</b>					
Salaries and benefits	181,437,641	—	—	181,437,641	175,072,735
Physical facilities and insurance	20,166,374	—	88,606	20,254,980	18,880,584
Other operating costs	19,940,287	(3,847)	649,064	20,585,504	18,738,386
Amortization	—	6,215,385	—	6,215,385	6,020,915
Interest on long-term debt	—	130,747	—	130,747	150,135
	<b>221,544,302</b>	<b>6,342,285</b>	<b>737,670</b>	<b>228,624,257</b>	<b>218,862,755</b>
Excess (deficiency) of revenue over expenses before the undernoted	94,597	(176,208)	180,800	99,189	(777,657)
Change in fair value of investments	665,789	—	64,286	730,075	811,374
Write-down of capital assets	—	—	—	—	(945,984)
Excess (deficiency) of revenue over expenses	760,386	(176,208)	245,086	829,264	(912,267)
Remeasurement gains (losses)	(20,100)	—	—	(20,100)	169,100
Opening fund balances, as restated	5,294,902	35,708,941	5,414,552	46,418,395	47,161,562
<b>Fund balances, end of year</b>	<b>6,035,188</b>	<b>35,532,733</b>	<b>5,659,638</b>	<b>47,227,559</b>	<b>46,418,395</b>

Note: As a result of a change in accounting policy from expensing minor capital to capitalization and amortization of those costs, comparative information for 2024 was restated: physical facility costs decreased by \$3,968,723, amortization increased by \$3,726,490, deficiency of revenue over expenses decreased by \$242,233 and the opening fund balances increased by \$13,545,336. This change was made to comply with Canadian accounting standards for not-for-profit organizations.

# Responsibility of Financial Reporting

**Board of Directors** — The summarized combined financial statements for the year ended March 31, 2025 for Karis Disability Services, Karis Community Initiatives, and Karis Global Partnerships have been approved by the Board of Directors, which has the overall oversight responsibility for their content.

**Management** — The financial statements have been prepared by the management team, which is responsible for the integrity, objectivity, and reliability of the information contained therein. The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations, and management has made the best estimates where deemed appropriate.

**Audit Committee** — The audit committee oversees management's responsibility for the financial reporting and internal control systems. The committee consists of members of the Board of Directors who are not involved in the daily operations of the organization. The committee meets with management and the external auditors to review the audit findings, satisfy themselves that all audit responsibilities have been properly discharged, and review and recommend approval of the financial statements to the members of Karis Worldwide.

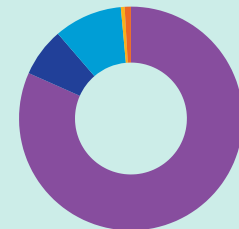
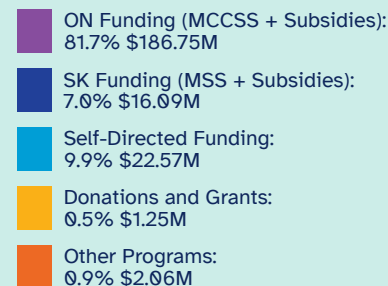
**External Auditors** — For the year ended March 31, 2025, KPMG LLP was appointed by the members to audit the organizations' financial statements [Karis Disability Services, Karis Community Initiatives, and Karis Global Partnerships].

The summarized combined financial statements of Karis Disability Services, Karis Community Initiatives, and Karis Global Partnerships prepared by management are presented on pages 32 and 33.

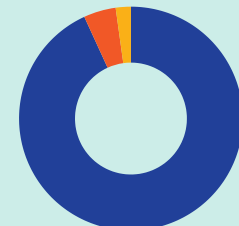
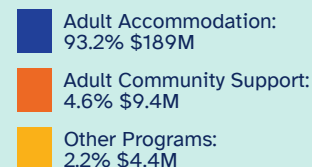
For a complete set of audited financial statements, please contact us at: 1-866-362-6810 or by email at [info@karis.org](mailto:info@karis.org).

## Canadian & Global Stewardship

Total Funding Received \$228,723,446



MCCSS/MSS Funding Split \$202,840,811





# Our Leadership

## Senior Leadership Team

**Janet** Noel-Annable, Chief Executive Officer  
**Eugene** Versteeg, Senior Vice President  
**Sayo** Tola-Adenaike, Chief Financial Officer  
**Angelica** DeVos, Vice President of Priority Initiatives  
**Jennifer** Gleva, Vice President of Human Resources  
**Dwayne** Milley, Vice President of Operations  
**Christian** Otte, Vice President of Digital, Technology & Innovation

## Executive Directors

**Joy** Wilson, Central  
**Paul** Gillam, Central East  
**Stefan** Thomas, East  
**James** Palmer, North  
**Hilary** Sandell-Atkins, Saskatchewan  
**Dave** Petkau, South  
**Patty** Vlaar, West  
**Mark** Wallace, Organizational Culture & International Partnerships

## Department Directors

**Abi** Salu, Financial Reporting & Control  
**Barb** Wallace, General Counsel, Privacy Officer  
**Carolyn** Lewicki, Marketing & Communications  
**Dani** Shaw, Legal Counsel  
**Jeff** Ham, Digital, Technology & Innovation  
**Justin** Toth, Strategic Finance  
**Laura** Watson, Recruitment & Retention  
**Lisa** Geerlinks, Office of the CEO & Board Relations  
**Michelle** Norton, Operations  
**Peter** Wyngaarden, Quality, Research & Practice Initiatives  
**Steve** Snider, Workplace Learning

## Board of Directors

**Beth** Woof, Chair  
**Mark** Ghesquiere, Vice Chair  
**Tyler** Bowman, Vice Chair  
**Marty** Robinson, Member at Large  
**Priscilla** Stephen, Member at Large  
**Rick** Elliott, Member at Large  
**Richard** Williams, Director  
**Clare** Lebold, Director\*  
**Shelley** Conliffe-Wiens, Director  
**Tim** Epp, Director  
**Harry** Verburg, Director  
**Mark** Clayton, Director

\*In Memoriam – July 9, 2025

Served faithfully on the Board of Directors for 14 years

## Thank You to Our Donors!

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26 Pepler Street,  
Waterloo, On, N2J 3C4

1-866-362-6810  
[info@karis.org](mailto:info@karis.org)



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**karis** Disability Services  
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For a digital copy of the Annual Report, visit <https://karis.org/annualreport>.  
Your comments and feedback are welcome! Send them to [feedback@karis.org](mailto:feedback@karis.org)