

2025-2026 Annual Report

Promoting communities where everybody belongs since 1965

“Christ has put each part of the church in its right place. Each part helps other parts. This is what is needed to keep the whole body together. In this way, the whole body grows strong in love.” (Ephesians 4:16, NLT)



Antonio, Habibullah, and Jamal in Toronto, ON



Message From the CEO and Board Chair

Together We Grow



Janet Noel-Annable
Chief Executive Officer



Beth Woof
Chair, Board of Directors

The journey toward accessibility, inclusion, and belonging is one we must travel together. For more than 60 years, Karis has witnessed incredible transformation and walked alongside people as they accomplish their goals, share their gifts, and participate meaningfully in their communities. Together with self-advocates and partner organizations, we have helped shape government policies, church congregations, and physical spaces, so they are more inclusive of people with disabilities. Ensuring accessibility, inclusion, and belonging is everybody's responsibility.

Since our founding, Karis has looked toward what could be, rather than simply accepting what is. In 1965, Rev. Jim and Adrienne Reese envisioned a world where their son with a disability could live outside of institutions, in neighbourhoods with family and friends. When we began our global work more than 30 years ago, we dared to dream of a world where everybody could belong. When we changed our name to Karis Disability Services, we gave clearer expression to our belief that every person is created in God's image and has gifts to be celebrated.

This past year marked an important transition. Following the successful completion of Onward, our previous strategic plan, we focused much of our energy on co-designing a new three-year plan with people supported by Karis, families, employees, self-advocates,

volunteers, community partners, and donors. We also aligned roles on our Executive Team around our plan priorities and successfully advocated for increased funding from Ontario's Ministry of Children, Community and Social Services and Saskatchewan's Ministry of Social Services.

In all our work, we are guided by God and by our core values: valuing people, fostering belonging, serving others, and celebrating gifts.

Over the next three years, you may notice the recurring imagery of a garden. Through supports and services, Karis provides a strong foundation for people to grow and thrive, much like a trellis that supports vines and blooms. As we move into a future that prioritizes inclusion, choice, and universal design, we invite everybody to be part of this work. We need one another to make this vision a reality, in Canada and around the world.

As we continue to grow together, we are reminded of Paul's words:

"Christ has put each part of the church in its right place. Each part helps other parts. This is what is needed to keep the whole body together. In this way, the whole body grows strong in love." (Ephesians 4:16, NLT)



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Christina, Alice, Ross, Sarah, and Michael—
housemates and Karis employees in Brampton, ON

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

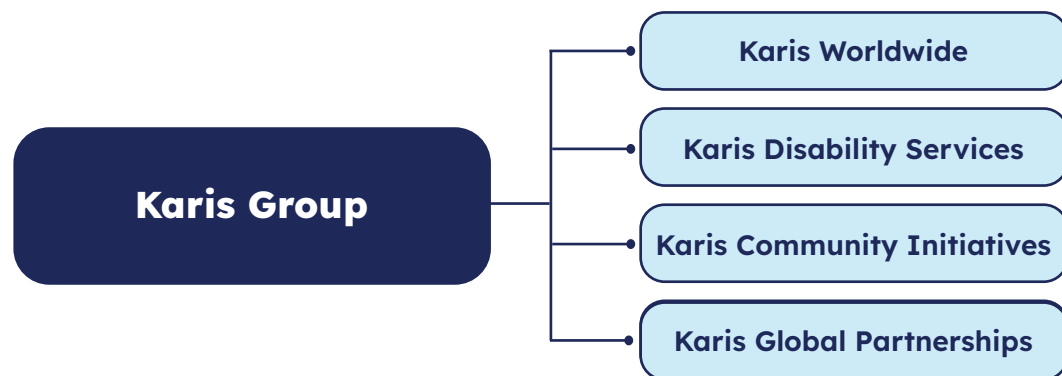
People with disabilities belong to communities in which their God-given gifts are valued and celebrated.

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.

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.



Learn more about
the Karis Group at
karis.org



Celebrating Our Impact

This past year, one of our main priorities focused on listening and engaging everybody as we built a new strategic plan. The six objectives below guided our work, provided goals for us to achieve, and helped us support more people in Ontario, Saskatchewan, and around the world. This year, we were also re-accredited through FOCUS and won a few awards for excellence and leadership!

Engaging Everybody	Quality	Optimization	Employees	Growth	Global Child Sponsorship
 Listen to everybody's ideas to decide what we should do next.	 Make it easier to do what we said we would do, and do it!	 Improve our new systems and tools to work better for people using them.	 Engage with our employees to build trust and belonging.	 Expand our services, so more people can experience them.	 Support our global partners to nurture communities where everybody belongs.

FOCUS Accreditation Recognizes Excellence and Leadership at Karis



Karis Disability Services has been awarded a four-year re-accreditation from FOCUS Accreditation, valid from July 2025 to July 2029. We were honoured with two new awards:

100% Excellence Award – for meeting the required benchmark in all applicable FOCUS standards.

Leadership in Excellence Award – recognizing Karis for maintaining accreditation across four consecutive cycles.

“We believe welcoming third-party evaluation is essential to building trust with our community. It’s not just about recognition—it’s about accountability, transparency, and learning,” shared Janet Noel-Annable, Karis Disability Services CEO.



Eugene Versteeg, Chief Operating Officer, Beth Woof, Board Chair, and Janet Noel-Annable, Chief Executive Officer, holding the FOCUS Certificate



Our Work in Canada

Service Highlights in Canada

Karis Disability Services has service locations in **111 communities across Ontario and Saskatchewan**, supporting **1,739 people through 2,190 services**. Some people receive more than one service, resulting in a higher number of services than people supported. The infographic below shows the breakdown of those services by type.

291



Supported Independent Living (SIL)

89



Host Family settings

41



Receiving respite supports

571



Community Participation Supports

1,022



Supported Group Living

176



Fee-for-service supports, like community participation supports



Karis employees and people supported ride on a float for Canada Day, Almaguin, ON



Volunteering makes our cities better! Windsor, ON



Co-Design and Choice

Co-design is a process that prioritizes lived experiences, collaboration, and shared decision-making. Co-design is an approach to designing *with* and not *for* people. This past year, Karis was dedicated to co-designing our new strategic plan and continuing our launch of person-directed services.

Karis Connected Everybody Engages

Karis Disability Services serves over 1,700 people with disabilities and employs over 3,300 people in two provinces. Engaging everybody is a big task!

To co-design our new strategic plan, we spent the past year listening to the needs of people who use our services, their families, Karis employees, and people connected to Karis through churches, governments, and other organizations.



Karis Connected Everybody Engages
Saskatoon, SK



people provided input that informed our new strategic plan



self-advocates co-hosted 10 in-person sessions across Ontario and Saskatchewan



engagement sessions were hosted across Ontario and Saskatchewan



Bernard and Ashley at an Everybody Engages
in-person session in Ottawa, ON



Dzidra presenting at a Karis Connected Conference in Toronto, ON

Watch
Dzidra's
story



Co-Design and Self-Advocacy: Dzidra's Story

“Nothing about us, without us.”

For many years, Dzidra has shared her gifts of self-advocacy, public speaking, and wise consultation with Karis and the broader community. She is a founding member of Our Voices Matter, a group of people supported by Karis who work together to make changes in communities, governments, and within Karis. Dzidra and Our Voices Matter have advocated to the federal and provincial governments for the Canada Disability Benefit, increases to self-directed funding, and for more accessibility in communities. Dzidra also sits on the Community Living Ontario Council, which has representatives from many disability service agencies, like Karis.

This past year, Dzidra was employed with Karis, consulting our Digital, Technology, and Innovation team on how to better support people with new technology. Dzidra also co-hosted a Karis Connected Everybody Engages session, which helped shape our new strategic plan.

“Our feedback can help make things better for people,” shared Dzidra. “Self-advocates have a better understanding of what it is like to be in services, and our feedback is lived experience.”

Through Dzidra's work with and at Karis, we have built a stronger understanding of co-design, the process



Brianne and Dzidra serve on the Community Living Ontario Council and presented together at Karis Connected Conference, Toronto, ON

of making things with and not for people. Dzidra's consultations with Karis ensure that we are setting up tools that are useful and easy to understand.

As we co-designed our new strategic plan, we heard from self-advocates like Dzidra about how services can be improved and what really matters to the people we support. From there, we shaped our strategic plan around people's real needs, wants, and desires and we set up key projects to help us accomplish our goals.

“We are people too,” said Dzidra. “Because we have a disability doesn't mean we need to be treated differently. Our voices do matter!”

Scan the QR code on page 8 to watch a video about Dzidra, her self-advocacy, co-design, and public speaking accomplishments!



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 Ontario and Saskatchewan, as well as a combined council with representatives from all over Karis. It's awesome!

Anne's Advocacy in Saskatchewan

Anne is a part of Our Voices Matter in Saskatoon, Saskatchewan. Her advocacy includes speaking to politicians about issues that impact her and her community. In May 2025, she met virtually with Terry Jenson, Saskatchewan's Minister of Social Services, and his team to talk about affordable housing.

She asked about their plans for affordable housing and whether they will increase funding due to inflation. Anne also asked them to include mental health on an assessment form that only listed physical abilities. Anne said the team told her they would review it because she brought it to their attention – something that could make a big difference in how people receive support in Saskatchewan!

"I want people to be heard; that's my main goal. Everybody has the right to be heard, myself included. I have seen other people who didn't have someone else standing up for them when things got tough. I want to help anyone through listening, or more," shared Anne.

Are you supported by Karis and interested in learning more about self-advocacy? Find chapters of Our Voices Matter in a city near you!



Anne meeting with Saskatchewan's Minister of Social Services to talk about affordable housing, Saskatoon, SK

Learn more about
Our Voices Matter at
karis.org



Community Participation Supports

Karis offers a variety of services that help people become more involved in their community, called **Community Participation Supports**. These supports provide opportunities for people to find employment or volunteer positions, grow their skills, make friends and connections, and have fun. Community Participation Supports also include some respite care and regular activities to do during the day (sometimes called day programs).

In response to the growing need for developmental services, Karis invested in expanding our Fee-For-Service Community Participation Supports. This growth has created more opportunities for people to access programs, build relationships, and engage in their communities.

571



people use Community Participation Supports with Karis, 77 more people than last year!

5%



Last year, we increased our Fee-For-Service Community Participation Supports by 5%, making our services more accessible to more people



Fire extinguisher training at Algoma Community Participation Supports, ON

Discover opportunities to get involved with Community Participation Supports in your community at karis.org/community



Community Participation Supports Around Karis



Crafty Creations at Durham Community Participation Supports, ON



Community Participation Supports also includes skill-building, like grocery shopping, Mississauga, ON



Yvonne paints at Waldheim Community Participation Supports, SK

Teaching Sign Language: Kelly's Story

A few years ago, Kelly was an eager sign language student, attending a class offered by Karis Toronto Community Participation Supports.

“Every week when the class ended, I would go home and teach myself the lesson [again], and I would take it a step further each time,” Kelly said. “When I went back the next week, I showed [the teacher] what I taught myself and she asked me to show the class. It got to a point where she said there’s nothing more I can teach you.”

After mastering the course material, Kelly was invited to teach it the following year.

Kelly’s interest and passion combined with her work ethic and lived experience as a student makes her a great teacher. She talked about feeling confident at the front of the classroom because she knew and trusted her peers and fellow teachers.

“It’s not just learning hand movements,” Kelly explains. “You have to understand feelings and facial expressions and how to truly communicate with someone.”

“When I found the sign language class at Karis, I knew I found my home,” said Kelly.



Kelly teaching at Toronto Community Participation Supports

Read Kelly's full
story at karis.org



Expanding Family Camps

“Family camp was a nice vacation. I can talk to other parents, and I don’t need to explain step-by-step what autism is. There is nobody quieting you, nobody telling you not to take up space,” shared Christian, mother of Lorraine. Christian and Lorraine attended family camp for the first time in summer 2025 at Elim Lodge and returned for a winter camp at Hidden Acres in early 2026.

We often say that Family Camp is a great place to experience the core values of Karis Disability Services. Each activity is created with people with disabilities in mind, making things as accessible as possible. A volunteer is assigned to each person with a disability

and to siblings under 12 so parents can have time to themselves – it’s a supported vacation for the whole family!

Karis Family Camps are part of our donor-funded work. We often meet families who are on waitlists for government-funded disability services, like respite care, supported housing, and community participation supports. For a lot of parents, Family Camp is one time in the year where they can rest from full-time caregiving responsibilities. For campers, it can be a rare opportunity where they’re supported to try something new, like water sports, acting in a play, and enjoying a new environment.



Finn, a volunteer, and Ethan, a camper, at Elim Lodge, ON



Lorraine and her mother, Christian, attend Family Camp for the first time, Elim Lodge, ON



Family Camp at Elim Lodge, ON



Family Camp at Muskoka Bible Centre, Huntsville, ON

Karis standardized volunteer training, budget planning, and registration across all Family Camps, making it replicable in new cities. Focusing on growing Karis Family Camps made it possible for families to experience this important and meaningful service.

50



families attended a Karis Family Camp, 35% more families than last year!

114



volunteers, 20% more than last year!

5



camps in Ontario

1



new camp in Saskatchewan

1



new camp in Alberta that we supported through a church partnership



Pastor Marshal leading chapel every morning at Karis Family Camp in Muskoka, ON

Pastor
Marshal's
story on
karis.org



Growing Karis Family Camps Through Church Partnerships

Family Camp is an example of our core values in action: Valuing People, Fostering Belonging, Serving Others, and Celebrating Gifts. With a one-on-one volunteer and lots of additional support, family members with disabilities get to safely try new things while self-directing their week or weekend. Parents and siblings who are caregivers to their family member with a disability also get to relax and feel the support that Karis Family Camp provides.

“I go to Family Camp to renew and to refresh, to let go of some things that I need to let go of,” shared Lynne, mother of Elizabeth, an adult with autism. “My daughter doesn’t have a lot of language, but come May, she starts asking me about Family Camp.”

Karis used to host three regular Family Camps: one week-long camp in the summer and two weekend camps in the winter, all in Ontario. After standardizing volunteer training, budget planning, and registration, we’ve been able to grow and offer Family Camp in new places, serving more families who urgently need respite.

One of our newest Family Camps was hosted at Muskoka Bible Centre through a connection with Pastor Marshal at Harvest Church in Huntsville, Ontario. Against the snowy backdrop of beautiful, scenic Mary Lake, campers and volunteers spent a weekend worshipping together, snow tubing, doing arts and crafts, and finding moments of peace.

“There is a place to belong and a place to be in community here,” said Pastor Marshal.

Pastor Marshal spent his weekend supporting Karis Family Camp, leading chapel each morning and the caregiver session that followed. Pastor Marshal shared that his favourite part of Family Camp was seeing families worship together in a new way that felt “free and fun.”

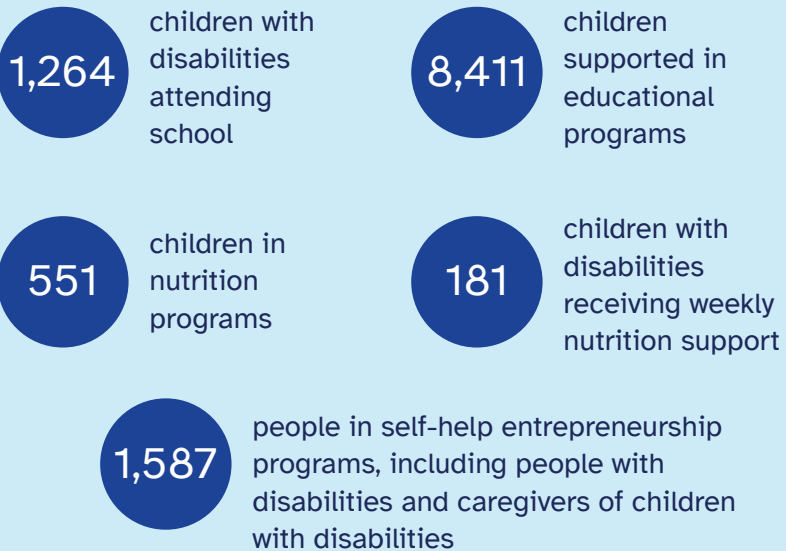
Pastor Marshal’s daughters and some youth from Harvest Church spent the weekend volunteering and walking alongside campers. After camp, volunteers tell us that they are motivated and feel more equipped to welcome people with disabilities at church, school, and in their communities. Through continued partnerships, we hope to create communities where everybody belongs.

We ended that weekend at Harvest Church in Huntsville, joining the congregation at their Sunday morning worship service. Through our continued partnership, we will regularly host a winter Family Camp in Muskoka each year and will faithfully work with church partners to serve more people. Scan the QR code on page 16 to watch a video about this partnership and how Karis is growing Family Camp. Learn more about Karis Family Camps in Ontario and Saskatchewan, volunteer, or register at karis.org/FamilyCamp.

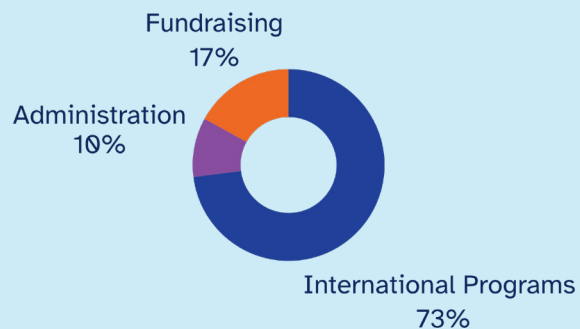


Our Work Around the World

Service Highlights Globally



Disbursement of Funds Analysis



Karis Global Partnerships

For almost 30 years, Karis has been partnering with pastors, educators, and leaders in other countries, promoting belonging and inclusion in communities. This work is 100% donor-funded and would not be possible without their faithful generosity!



Our partners in Nairobi, Kenya hosted a “Together for Ability Event,” promoting communities where everybody belongs!



Nardos and her mother in Asella, Ethiopia



Pre-schoolers sit around a table and colour together – these classrooms teach students with and without disabilities, Lake Amatitlán, Guatemala



Shanbel, Degefa, and Zenebech eat together in their home, Asella, Ethiopia

Watch
Degefa's
story



The Journey to Hope: Degefa's Story

Degefa is a father, a future teacher, and a recent university graduate. He lives in Asella, Ethiopia with his wife, Zenebech, and their five children: Shanbel, Moges, Kokobe, Meseret, and Asnaku.

His journey to graduating and providing for his family was not easy, and it required the resilience and drive that Degefa has always had. As a teenager, Degefa graduated from high school with distinction, and enrolled in college, choosing to study mechanical and electrical work.

In 2001, after a devastating accident during his college training, Degefa became blind. He could no longer work in his field of study; he couldn't even see the sun or the faces of his wife and children. He moved back to his hometown with his family and felt hopeless.

It wasn't until 2016 that something stirred in him, urging him to change his life despite the challenge of being blind. Degefa wanted to go to university, but as a blind man, was told he'd have to re-complete high school, learning in Braille, before pursuing higher education. The closest school was a four hour walk away and so each day at 4 AM, Degefa, accompanied by one of his children as a guide, would make the journey over rough terrain to Asella.

After a year of walking about 8 hours a day, Degefa's classmates referred him to Christian Horizons Ethiopia

(CHE), a disability services organization that partners with Karis Disability Services. CHE helped relocate Degefa and his family to Asella, and his children started attending school and other programs at Horizons Academy. Zenebech, Degefa's wife, learned basic business training and earned a grant to start a business, selling injera from their new home.

Degefa recently graduated from his studies at Hawassa University where he earned a degree in Special Needs Education. Degefa hopes to teach students with disabilities, ensuring their futures are as bright as his own.

"I share this story not as a report, but as a testimony," shared Dr. Megersa, Executive Director of CHE. "Degefa's story continues to be written, not in tragedy, but in triumph."

Scan the QR code on page 20 to watch a video about Degefa's story.



Belongathon

Belongathon is a community outreach fundraiser to raise awareness and support people with developmental disabilities in Canada and around the world. **Last year, we hosted 16 Belongathon events attended by over 1,700 people and 187 volunteers!** Half of funds raised went toward Karis Family Camps and other accessible experiences in Canada, and the other half went to Mount Moriah Christian School in Nairobi, Kenya to build a physiotherapy room.

\$112,006

raised at 2025
Belongathon



Belongathoners in Ottawa, ON



Teachers support a student using sensory materials in the Ability Hub, Nairobi, Kenya

Your 2025 Belongathon Impact

Mount Moriah International School is a Christian school that educates students with and without disabilities. The completed room, called “Karis Mount Moriah Ability Hub,” is a multi-purpose room: twice a week a physiotherapist visits and assists students with cerebral palsy and other physical disabilities. On Sundays during church and throughout the school week, it serves as a sensory room for students to relax, be stimulated, and explore.

“Our Ability Hub was established with the mission that no learner is left behind,” shared Rev. Meshack Mbugwa, founder of Mount Moriah and Karis partner.

Read more about the Ability Hub on our website at karis.org/stories.

Partners in Belonging

This year, we shared that Karis would be transitioning from individual child sponsorship to a monthly, community-based partnership model. While child sponsorship has accomplished remarkable things over the past 19 years, it has become increasingly difficult for our in-country partners to sustain. This new approach allows funds to make a deeper, more sustainable

impact for children with disabilities, their families, and communities. As a Partner in Belonging, donors help fund accessible and inclusive Family Camps and church activities in Canada; community outreach, development projects, and accessible education around the world. **Thank you to our partners for making this important work possible!**

Thank You to Our Donors! We have many people who support us through donations. Here are some churches, businesses, and organizations who have given to us this year!

- AlayaCare
- Benefaction Foundation
- Bequests through Christian Stewardship Services
- Bethany Baptist Church
- Byron United Church
- Canadian Online Giving Foundation
- Charities Aid Foundation Canada
- Christian Reformed Church of Stratford
- Church Of God
- Copetown Lions Club
- Crossfire Assembly
- Dentons Canada LLP
- Dresden Christian Reformed Church Deaconate
- Ebenezer Free Reformed Church of Dundas
- Emmanuel Reformed Church
- First Hamilton Christian Reformed Church
- Fragrance Foundation
- General Motors of Canada
- Hamilton Community Foundation, Walter and Mildred Danby Fund
- Heritage Fellowship Christian Reformed Church
- Hope Bible Church
- Hope Christian Reformed Church
- Hope Church of North Carolina-Friendship Group
- Immanuel Christian Reformed Church (Hamilton)
- Joy Sunday School Class
- Karis Community Initiatives
- Karis Disability Services Foundation
- KPMG
- Litera Properties Inc.
- Maitland River Community Church
- Moose Lodge 1046
- Mountainview Christian Reformed Church
- NFP
- Northbridge Financial Corporation
- Nu-co Plastics
- Parkwood Gardens Community Church
- Rae & Lipskie Investment Counsel Inc.
- Roman Catholic Episcopal
- Corp. Diocese of St. Catharines
- Scherer Leasing Inc.
- Shiloh WMF
- St. Francis Advocates
- The Foundation Office
- The Hensen Foundation
- The Junction Church
- The Peoples Church
- The Pointe Community Church

Learn more about
Karis Monthly
Partnerships at
karis.org



Equipping Our Teams

Karis Disability Services is a great place to work!

This year in our 2025-2026 Operating Plan, a big area of focus was our employees, and meaningfully engaging to build trust and belonging.

When we listen to our employees and equip them to do their best work, they can thrive, our services can improve, and people using our services can have better lives.



Employees from Waterloo Region pose together at a community picnic, Waterloo, ON

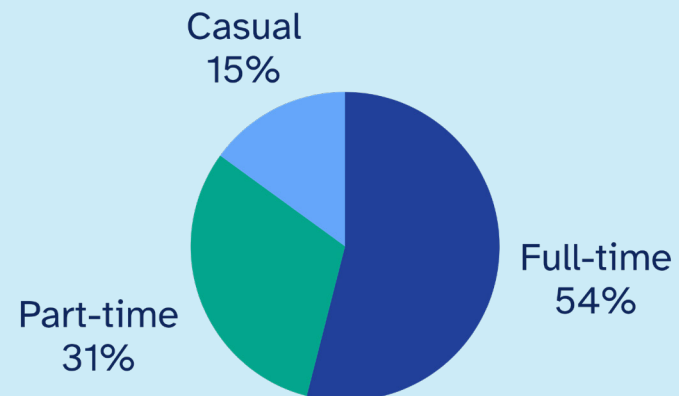
Employee Data

3,335

employees in Ontario
& Saskatchewan

9

years average employee
tenure



Direct Support Professional Appreciation

Karis would like to extend a warm and heartfelt thank you to all Direct Support Professionals (DSP) for sharing their gifts and time with the wonderful people we support. Your careers have a positive impact in our communities.

“There is a great sense of purpose in being a DSP, whether it’s the challenging or rewarding part of the job. Everyday there is an opportunity to make a difference in someone’s life.” – Jaron in Guelph, ON



Justin and Jaron (DSP) in Guelph, ON

“The people that we have served here have become a part of who I am. They have done so much for me and they’ve contributed more to my life than I have to theirs.” – Sam in Waldheim, SK



Sam and Sam (DSP) script reading in Waldheim SK



Amber J., Jayde, Amber B., and Trent, Creighton, SK

Watch
Amber's
story



Ordinary and Extraordinary Days: Amber's Story

Along the Saskatchewan-Manitoba border, about 700 kilometres northeast of Regina, lies the town of Creighton. Its 1,402 residents regularly visit Flin Flon, Manitoba – less than a ten-minute drive away – for groceries, entertainment, and the Flin Flon General Hospital.

Karis Disability Services has a single home location in Creighton, where a group of housemates live and do life together. Amber is a direct support professional (DSP) there.

“I’ve always loved working with people with diverse needs,” said Amber, who also works as an educational assistant, supporting students with disabilities at school. “[Karis] was looking for people for evenings, so it made sense that I transition my skills from school to the house.”

The house in Creighton is home to seven people: five live in a traditional group setting, and two who share an apartment upstairs in Supported Independent Living. Amber describes the dynamic in the house as loving and supported; with DSPs and people supported always there to cheer each other on and help each other.

“We come from a small community and I kind of grew up and went to high school around the same time as some of the people supported at our house,” Amber shared. “So I felt I could help them be more independent and live a great life outside their family home.”

Amber’s favourite part of her job is seeing the growth in the people we support and supporting them to have new experiences, like going fishing, sharpening their craft skills, and cooking new, healthy food.

DSPs, like Amber, walk alongside people supported throughout the ordinary and extraordinary: birthday celebrations, playing new games, personal challenges, daily dinners, and unexpected circumstances.

Last year, forest fires raged across Northern Saskatchewan and all seven residents were evacuated from their home. DSPs – who also had homes to evacuate – followed correct processes and safely helped each person as they were relocated to family members living further south. DSPs were reassuring during this uncertain time, encouraging the people they support and staying optimistic.

“You never know what’s going to happen and the connections you’re going to have,” Amber shared. “Seeing these people and all the things they’ve had to go through with the positivity that still shines is pretty amazing.”

Housemates of the home in Creighton moved back in after one month. From their backyard, you can see burnt trees where Creighton’s firefighters were able to stop the burning. Scan the QR code on page 26 to watch Amber and some of the people she supports in Creighton, Saskatchewan.



Employee Milestones

March 2025-April 2026

20 years

Abimbola Ibidapo
Andrea Johnson-Mitchell
Andrew Powley
Auline Lewis
Bernadette Matera
Bernard James
Bernice Fehr
Bettina Cochrane
Boniface Mweu
Brenda Nettleton
Bright Okoronkwo
Brittany-Ann Austin
Candice Archer
Carmen Cornish
Carmond Lee
Caroline Kuponiyi
Chikezirim Nwakanma
Chris De Boer
Clarita Rin-Bering
Desmond Reid
Dorota Malinowski
Elsa Gabramaskel
Garth Dyer
Gary Brophey
George Gyamerah-Antwi

Jacqueline Tyghter
Jane Mweu
Jane Stratton
Jennifer Jones
John Angel
Jolomi Igbedion
Kevin Okankwu
Kimberly Winters
Kristen Essery
Leslie Jonathan
Lindsay Lenos
Livingston Daniel
Loraine Clark
Lynda Katch
Margaret Epp
Mark Moesker
Michelle L. Norton
Nadia Mitchell
Nathan C. Pallant
Ngabwa Kabeya
Patricia Johnson
Paul Barkey
Paul Heinitz
Rebecca L. Ennett
Rose Avudria
Sam Jurgens
Sandra Higgins

Sandra Tomlinson

Sasha Rose
Steven Tallam
Wes Walker
William Horne

25 years

Alicia Soucie
Andrea Matthews
Ann Bacher
Buchai Otong
Claudia Albin
Cory Madsen
Darlene Van Arragon
Evelyn Jansen
Hendi Horlings
Janet Walcott
Julie Brodie
Karen Komdeur
Karen Paige
Karen Proudlove-Brown
Lo-an Tran
Margaret Mcmurtry
Marjorita Whyte
Michelle J. Popp
Opalyn Ellis
Sherrice S. Williams-Boothe

Susan Battista

Velvet Steffen
Walda Williams

30 years

Beatrice Boahene
Betsy-Marie Warnar
Christine Wamboldt
Cynthia Jeffrey
Darise Boudreau
Delani Parsons
Grant Carr
Jennifer Philp
Jo Herrfort
Juliann Hayes
Karen Justason
Kathy McLaren
Kelly Phillip
Kelly Raney-Taylor
Linda Klassen
Michelle Dorrell
Mike Fletcher
Norman Stewart
Paul Smith
Renata Zanella
Renee Gunter
Rosemarie Myers

Scott Crawford

Shawna Bryant
Sherry Ruscica
Susan Harrison
Tina Calbury

35 years

Annette A. Ashman
Alicia Soares
Carmen Fearon
Christine Albert
Elaine Benoit
Ivy Peart
Janna Lewis
Jennifer Ward
Josita Mendiondo
Leroy Wright
Lisa Jones
Lori Lei Hetherington
Shamile Lloyd (Butters)
Shelley Cossar
Veronica Hotson

40 years

Florence Lafleur
Lee Thorsby

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 will be recognized on December 3, the International Day of Persons with Disabilities. Each recipient will be gifted with a piece of art made by somebody who uses Karis services.

And the winners are...

Amy Bowes
Ashley Koppers
Chef Michael Cortese
Christa Irvine
Christina & Rudy Gatti
Cindy McFadden
Creekside Church
Creighton Fire Department
Dave Uez
Dean Henderson
Liz McDonough
Dhan Manaig

Ernie & Irene Battelle
Glen Byers
Green Valley Alliance Church
Holly Duff
Jacqueline Bosman
Jamie MacRae
Jennifer Penalba - St Elizabeth Health
Jill & Dave Black
Jody Leibel
Joy Thompson
Julie Bowles

Kevin Ayotte - Orleans Bowling Centre Team
Kevin Henry
Leona O'Byrne
Lorie Downie
Lorraine Lindeman
Martin Shanahan - Crown Attorney - Ontario Court of Justice
Michelle Bowler
Michelle Norton
Mike Fletcher

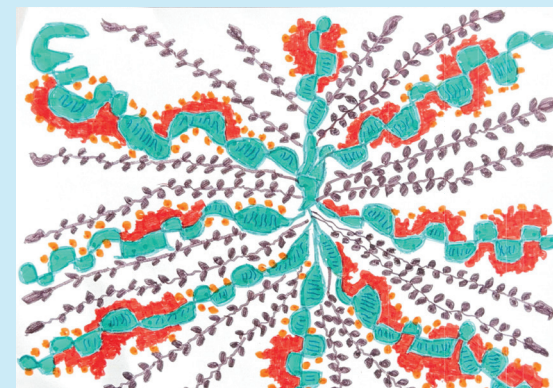
Miranda Quilty
Monteiro Electric - John Monteiro
Omar Acevedo - UKG
Paul Fry
Ricardo Raso
Rose Heida
Sean Chisholm
Shanice Evans
Steve Barker - Pastor, Hope Community Church
Tammy Laskowski

The Mess Studio
Tiffani Sheppard
Varum Surjan and
Rebecca Dickson
Wayne Bury
Wendy Horneman
Myrna Panjer
Kendall Desjardins

2025-2026 Excellence in Action Artist: Donna Lee

Donna Lee, or as she would introduce herself, "Queen Donna," is very outgoing and loves expressing herself creatively. This art piece called "Flowers of Nature," was made with coloured pens. Donna loves how this piece turned out. One of her specialties is drawing flowers and detailed patterns.

Donna is inspired by nature and loves going on long walks in new places. She loves finding new trails to walk and loves saying hi to people (and dogs!) who pass her by. Donna is an active member of the Ottawa Prayer Group and she prays especially for people who experience homelessness. Thank you, Donna, for sharing your wonderful talents and spirit with everybody at Karis.



"Flowers of Nature" by Donna Lee

Introducing Our New Strategic Plan

Over the last year, we met with over 1,000 people – including people supported, families, employees, and our partners – to co-design a **new strategic plan (2026-2029)**. We hosted in-person listening sessions in communities where Karis serves, and virtually, hosted webinars and sent surveys to the Karis network of people.

What We Heard



People supported by Karis want more choice and control over their daily lives, and more opportunities to belong and contribute.



Employees want more clarity in their roles, better and integrated systems and processes, and a culture that fosters growth and wellbeing.



Families want consistent and reliable communication and support through key transitions.

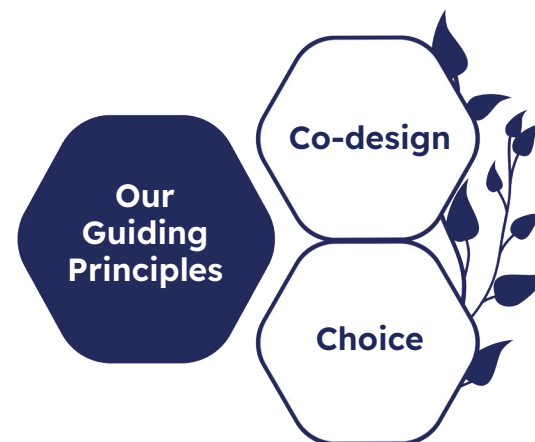


Christian and community partners want more collaboration with organizations like Karis to advocate for inclusive, faith-rooted practices, and shaping society to meaningfully include people with developmental disabilities.

Co-Design and Choice

Co-design and choice are our guiding principles for the next three years. These guiding principles will shape how we work, make decisions, and deliver services.

Co-design ensures that people supported, families, and employees shape services together. **Choice** affirms the right of people to direct their own lives, make informed decisions, and access support that reflect their wants and needs to meet their goals.



Our Strategic Priorities



Our People



**Focus on our teams
to provide great
supports to people**

Our Services



**Deliver high quality
person-directed services
that respond to the needs
and choices of people**

Our Partners



**Deepen our relationships with
partners and communities to
influence perspectives and
government policy to foster
belonging for people**

This three-year strategic plan guides our work in Canada and reflects our commitment to walk faithfully alongside people with developmental disabilities, fostering communities of dignity, choice, and belonging.

Read our Strategic
Plan 2026-2029 at
karis.org/strategicplan



Financial Reports

Summarized Combined Statement of Financial Position

KARIS GROUP

As of March 31 2026, with comparative information for 2025

	Operating Fund \$	Capital Fund \$	Restricted Fund \$	Total 2026 \$	Total 2025 \$ (restated)
ASSETS					
Current assets:					
Cash	15,284,796	813,234	562,462	16,660,492	20,937,209
Short-term investments	9,168,205	-	2,208,680	11,376,885	8,611,731
Accounts receivable	3,513,948	-	-	3,513,948	3,629,821
Prepaid expenses	197,544	-	-	197,544	163,642
	28,164,493	813,234	2,771,142	31,748,869	33,342,403
Long-term investments	1,910,105	-	-	1,910,105	2,681,907
Capital assets	-	44,590,123	-	44,590,123	46,462,971
	30,074,598	45,403,357	2,771,142	78,249,097	82,487,281
LIABILITIES AND FUND BALANCES					
Current liabilities:					
Accounts payable and accrued liabilities	19,177,815	4,354,908	(3,657,154)	19,875,569	24,312,193
Deferred revenue	1,930,521	-	-	1,930,521	1,523,911
Current portion of long-term debt	-	3,509,502	-	3,509,502	3,957,508
	21,108,336	7,864,410	(3,657,154)	25,315,592	29,793,612
Long-term debt	-	1,519,983	-	1,519,983	1,791,570
	21,108,336	9,384,393	(3,657,154)	26,835,575	31,585,182
Fund balances	8,966,262	36,018,964	6,428,296	51,413,522	50,902,099
	30,074,598	45,403,357	2,771,142	78,249,097	82,487,281

Note: As a result of the merger of Karis Community Initiatives with Karis Disability Services Foundation, the comparative information for 2025 was restated: assets increased by \$7.5M, liabilities by \$3.8M and fund balances by \$3.7M

Summarized Combined Statement of Operations

KARIS GROUP

For the year ended March 31 2026, with comparative information for 2025

	Operating Fund \$	Capital Fund \$	Restricted Fund \$	Total 2026 \$	Total 2025 \$ (restated)
Revenue:					
Provincial subsidy	206,957,950	-	-	206,957,950	202,840,811
Self-directed funding	23,677,104	-	-	23,677,104	22,568,498
Donations and grants	395,240	-	547,388	942,628	1,117,015
Other	(2,292,356)	4,454,798	321,977	2,484,419	2,144,317
	228,737,938	4,454,798	869,365	234,062,101	228,670,641
Expenses:					
Salaries and benefits	190,755,884	-	-	190,755,884	181,437,641
Physical facilities	18,890,072	-	103,113	18,993,185	19,497,604
Other operating costs	18,480,614	133,892	791,498	19,406,004	20,658,878
Amortization	-	5,945,946	-	5,945,946	6,592,551
Interest on long-term debt	-	370,387	6,751	377,138	351,033
	228,126,570	6,450,225	901,362	235,478,157	228,537,707
Excess (deficiency) of revenue over expenses before undernoted	611,368	(1,995,427)	(31,997)	(1,416,056)	132,934
Change in fair value of:					
Investments	908,000	-	242,069	1,150,069	730,075
Interest rate swap	-	44,410	-	44,410	(34,921)
	908,000	44,410	242,069	1,194,479	695,154
Excess (deficiency) of revenue over expenses	1,519,368	(1,951,017)	210,072	(221,577)	828,088
Remeasurement gains (losses)	733,000	-	-	733,000	(20,100)
Opening fund balances, as restated	6,754,484	37,969,981	6,177,634	50,902,099	50,094,111
Fund Balance Transfers	(40,590)	-	40,590	-	-
Fund balances, end of year	8,966,262	36,018,964	6,428,296	51,413,522	50,902,099

Note: As a result of the merger of Karis Community Initiatives with Karis Disability Services Foundation, the comparative information for 2025 was restated: revenues increased by \$150K, and expenses by \$150K.

Responsibility of Financial Reporting

Board of Directors — The summarized combined financial statements for the year ended March 31, 2026 for Karis Worldwide, 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 Disability Services.

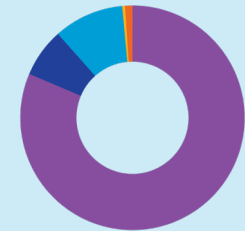
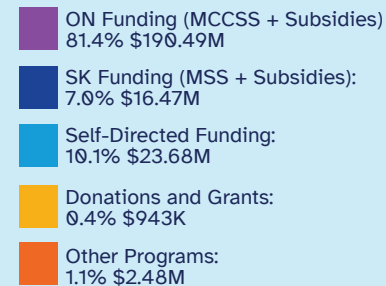
External Auditors — For the year ended March 31, 2026, KPMG LLP was appointed by the members to audit the organizations' financial statements [Karis Worldwide, Karis Disability Services, Karis Community Initiatives, and Karis Global Partnerships].

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

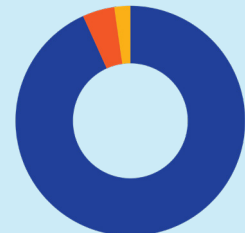
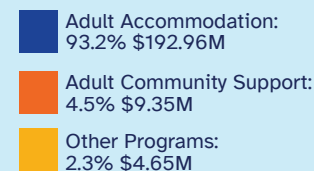
For a complete set of audited financial statements, please contact us at: 1-866-362-6810 or by email at info@karis.org.

Canadian & Global Stewardship

Total Funding Received \$234,062,101



MCCSS/MSS Funding Split \$206,957,950



Our Leadership

Senior Leadership Team

Janet Noel-Annable, Chief Executive Officer
Eugene Versteeg, Chief Operating Officer
Sayo Tola-Adenaike, Chief Financial Officer
Jennifer Gleva, Chief People & Culture Officer
Dwayne Milley, Vice President Engagement & Partnerships
Christian Otte, Vice President Digital, Technology & Innovation

Executive Directors

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

Department Directors

Abi Salu, Financial Reporting & Control
Barbara 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
Sandra Selmani, Human Resources
Steve Snider, Workplace Learning

Board of Directors

Beth Woof, Chair
Tyler Bowman, Vice Chair
Judy Eerkes, Vice Chair
Mark Ghesquiere, Member at Large
Priscilla Stephen, Member at Large
Rick Elliott, Member at Large
Richard Williams, Director
Shelley Conliffe-Wiens, Director
Tim Epp, Director
Harry Verburg, Director
Mark Clayton, Director
Rebecca Evans, Director





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info@karis.org



Sign-up for emails and newsletters
at karis.org/stayconnected

karis  **Disability
Services**
Formerly Christian Horizons

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

