

**ICAN**

INDEPENDENCE  
CENTRE AND NETWORK



**CERD**

CENTRE ET RÉSEAU  
D'INDÉPENDANCE

# ANNUAL REPORT



**2025 - 2026**



# Table of Contents

About Us	Page 2
Board of Directors	Page 2
Leadership Team	Page 3
Key Highlights	Page 4
Community Outreach and Engagement	Page 5
Operational Updates	Page 6
Short-Term Overnight Respite	Page 8
Human Resources Report	Page 9
Staff Appreciation	Page 10
Committee Updates	Page 11
Financial Report	Page 13
Statement of Operations	Page 15
Craig Noble Award	Page 16
Our Digital Presence	Page 17
Strategic Plan Update	Page 18
Closing Statements	Page 20

# About Us



## Mission

We empower individuals to achieve independence and community inclusion by delivering personalized support, rehabilitation, and innovative services tailored to their unique goals and strengths.

## Vision

A community where every person, regardless of ability, is embraced, empowered, and supported to lead an independent and meaningful life.

## Our Values

- Full Participation in Community Living
- Respect for All Individuals
- Responsibility and Partnerships
- Our Employees
- Service Excellence
- Innovation

## Our Board of Directors

**ANDREW OLIVIER**  
Chairperson

**DAVID STAMP**  
1<sup>st</sup> Vice-Chair

**TODD ROBSON**  
2<sup>nd</sup> Vice-Chair

**DANI BAKI**  
Treasurer

**GINA KENNEDY**  
Director

**ANDRÉE LACROIX**  
Director

**ANGELA NAHWEGAHBOW**  
Director

**KELLY HARDING**  
Director

**KATY DAVEY**  
Director



# A Message from our Chief Executive Officer

---

As we reflect on another year at ICAN, I am filled with gratitude for the people who make this organization so special.

This past year has been one of growth and meaningful progress. We were excited to launch our Short-Term Overnight Respite Program, helping provide families and care partners with much-needed support while expanding services within our community. We also introduced our Client Advisory Committee, creating new opportunities for clients to share their voices, experiences, and ideas to help shape the future of ICAN.

We continued to invest in our programs, our spaces, and most importantly, our people. From accessibility upgrades and facility improvements to enhanced life skills and rehabilitation programming, we are working to create welcoming environments where individuals can thrive. At the same time, we have remained committed to supporting our staff through learning opportunities, leadership development, and recognition initiatives that strengthen our team and the care we provide.

None of this would be possible without the support of many. To our clients and families, thank you for trusting us to be part of your lives. To our dedicated staff, volunteers, and Board of Directors, thank you for the compassion, commitment, and heart you bring to ICAN every day. And to our funders, donors, and community partners, thank you for believing in our mission and helping us continue to grow and respond to the needs of our community.

Together, we are building a more inclusive and supportive community where everyone has the opportunity to live with dignity, independence, and choice.

*Jessica Bertuzzi*  
Chief Executive Officer

## Our Leadership Team

**Jessica Bertuzzi**

Chief Executive Officer

**Krystina Newfeld**

Manager, Corporate Services

**Matt Gridley**

Manager, Human Resources

**Nathalie Hall**

Manager, Client Services

**Janet Cimino**

Manager, Independence Training Centre

**Johanne Ramsay**

Executive Assistant

**Ian Burcher**

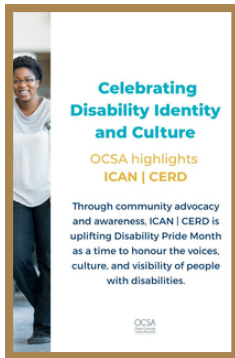
Client Services Supervisor

**Ashley Cooper**

Client Services Supervisor

**Beth Doyle**

Client Services Supervisor



# Key Highlights

This past year brought exciting growth, new opportunities, and meaningful progress across ICAN. From launching our new Short-Term Overnight Respite Service to enhancing life skills programming and expanding social and community activities, we continued to strengthen the supports and opportunities available to those we serve.

Together, these achievements demonstrate our commitment to enhancing quality of life for those we support.

Explore some of this year's highlights and achievements below.

- ✓ Launch of the new Short-Term Overnight Respite Program, providing accessible overnight weekend stays to support caregivers and help individuals remain safely in their homes and communities.
- ✓ Development of the Client Advisory Committee, strengthening client engagement and ensuring lived experience helps guide program development and service improvements.
- ✓ Recognition of ICAN's work by organizations including the Ontario Community Support Association, SEMEL Ontario Health Team, Greater Sudbury Chamber of Commerce, and Health Sciences North.
- ✓ Continued investment in facility modernization and accessibility enhancements, including improvements to living spaces and program environments that better support independence, safety, and dignity.
- ✓ Expansion of life skills, rehabilitation, and wellness programming through the Independence Training Centre and Post Stroke Transitional Care Program.
- ✓ Increased focus on workforce development and staff recognition through leadership training, employee recognition initiatives, and the introduction of new and evolving roles designed to better meet community needs.
- ✓ Chosen as a nominee for the Community Impact Award through the Chamber of Commerce's Business Excellence Awards.
- ✓ Enhanced commitment to equity, diversity, inclusion, and wellbeing through staff and client wellness initiatives, celebrations, and activities that foster belonging and community connection.



# Community Outreach & Engagement

Building strong relationships within our community remains a key priority for ICAN. Throughout the year, our CEO, staff, and representatives participated in a variety of community events, fairs, exhibitions, conferences, networking opportunities, committees, and educational forums.

These activities provided valuable opportunities to increase awareness of ICAN's services, strengthen partnerships with community organizations, connect with potential clients and families, and stay informed about emerging trends and best practices.



## External Committees

- Northeast CSS Advisory Table
- SEMEL Ontario Health Team
- SEMEL OHT Quality and Risk Committee
- HSN Access and Flow Table
- Regional Post Stroke Working Group
- Regional Homemaking Working Group
- Regional Caregiver Support Working Group
- Greater Sudbury Ethics Committee
- Greater Sudbury Seniors Network
- Collège Boréal's OTA /PTA Program Advisory Group



## Community Events and Workshops

- EDGE Accessibility and Inclusivity in the Workplace
- Spark Employment Services - Getting to Better
- Knowing Who You Lead - Leadership Training
- Business Excellence Awards
- Chamber of Commerce Women's Day Breakfast
- 50+ Seniors Expo
- Destination Readiness
- Healthy Aging Fair
- Cambrian College Career Fair & Conference
- Collège Boréal Career Fair
- NHL Alumni Police Benefit Game
- AccessAbility Expo & Cruisin' for Inclusion



# Operational Updates

---

## Building Capacity. Improving Lives.



This year, ICAN continued to strengthen its operational capacity across all programs and services. Key efforts focused on improving coordination, communication, accessibility, and service delivery while responding to the evolving needs of the individuals and communities we support. Investments in programming, quality improvement, staff support, and facility enhancements helped ensure services remain responsive, person-centered, and effective.

### 01 Service Operations



ICAN continued to enhance day-to-day service operations through improved communication, scheduling, and coordination across programs. Efforts also focused on strengthening staff support, increasing recreational and wellness opportunities for clients, and improving overall service efficiency to better meet client needs across all ICAN programs and services.

---

### 02 Program Development



ICAN continued to expand and enhance its programs to better meet the evolving needs of the community. This included the launch of new respite services, enhancements to rehabilitation programming, and the development of additional life skills and activation opportunities. Together, these initiatives supported greater independence, community participation, and overall quality of life for the individuals we support.

---

### 03 Quality Improvement



Throughout the year, ICAN remained committed to continuous quality improvement across all areas of service delivery. This included the development and revision of key policies and procedures to improve clarity, consistency, and alignment with best practices. The organization also strengthened infection prevention measures, emergency preparedness processes, and internal documentation standards to support safe, effective, and high-quality services.

# Operational Updates

---

## 04 Workforce Operations



ICAN continued to strengthen workforce operations through enhanced recruitment and onboarding practices, expanded training and leadership development opportunities, and ongoing staff recognition initiatives. Improvements to scheduling and internal communication also supported stronger coordination across programs and more consistent service delivery, helping build a skilled, engaged, and well-supported workforce.

---

## 05 Facility and Infrastructure Improvements



ICAN completed several facility and infrastructure upgrades to improve accessibility, safety, and the overall client experience. Projects included completion of the exterior walkway, renovations to the ADL rehabilitation space, installation of additional automated door systems, updated wayfinding signage, and enhancements to the outdoor garden area. These improvements created more accessible, functional, and welcoming environments for clients, staff, and visitors.

---

## 06 Technology and Digital Improvements



ICAN continued to modernize technology and digital systems. Key initiatives included enhanced staff communication tools, expanded use of tablets for real-time documentation, integration of assistive technology to support client independence and communication, and the implementation of digital dashboards to support operational oversight. These improvements streamlined workflows and strengthened our communication.

---

## 07 Governance and Administration



ICAN strengthened its governance and administration through improved policies, planning processes, and organizational oversight. Efforts focused on enhancing clarity and consistency in decision-making, strengthening Board governance, and streamlining administrative systems to improve efficiency and accountability. These improvements reinforced strong leadership and ensured effective, well-coordinated operations across the organization.

**NEW**

## Program!

# Short-Term Overnight Respite

ICAN launched its Short-Term Overnight Respite Program in response to a growing community need for flexible, person-centered respite services.

The program provides overnight accommodations for individuals aged 16 and older who require personal support, while offering families and caregivers valuable opportunities for rest and relief. Developed to address a significant gap in available services, the program expands access to inclusive respite options within the community.

During their stay, individuals are supported to maintain their routines, exercise choice in daily activities, develop life skills, and participate in recreational opportunities in an environment that promotes independence, dignity, and well-being.



Through its development and implementation, the program has also helped foster new and strengthened relationships with community organizations, enhancing collaboration and expanding opportunities for coordinated supports.

By expanding access to respite services for youth and adults, ICAN is strengthening community capacity, reducing caregiver strain, and providing meaningful support to both clients and their care partners.

### — WHY RESPITE?

**With approximately 4 million caregivers in Ontario, caregiver distress is increasingly common, with over 40% reporting emotional and physical strain. Respite services provide essential relief, helping caregivers rest, recharge, and continue supporting their loved ones at home and in the community.**



# Human Resources Report

At ICAN Independence Centre and Network, our employees are the foundation of our success and the driving force behind the quality services we provide each day. Through continued growth, strong community partnerships, and ongoing learning opportunities, ICAN remains committed to building a compassionate, skilled, and engaged workforce.

This year, we continued to strengthen our team, support employee development, and create meaningful opportunities for individuals pursuing careers in community support services.

## Workforce Growth & Engagement

ICAN continues to attract and retain a dedicated team of staff who are passionate about delivering high-quality, person-centred support across all programs. A positive and inclusive workplace culture remains central to our recruitment and retention efforts, supported by ongoing staff engagement and opportunities for recognition and growth.

## Training & Staff Development

ICAN remains committed to building a skilled, confident, and well-supported workforce. All new employees participate in comprehensive onboarding and hands-on training, with ongoing professional development opportunities focused on safety, person-centred practice, and continuous learning. This approach ensures staff are equipped to provide high-quality supports while fostering growth and confidence in their roles.

## Partnership & Recruitment Pathways

In collaboration with St. Albert Adult Learning Centre, Collège Boréal, and Cambrian College, ICAN provides student placement opportunities that build hands-on experience in community support services, with many students transitioning into employment.

ICAN also participates in career fairs and partners with organizations such as March of Dimes, Spark Employment Services, and the Rainbow District School Board to support recruitment, raise awareness of sector careers, and expand inclusive employment pathways.



**FT Employees**  
84



**PT Employees**  
44



**New Hires**  
34



**Student Placements**  
22



**Jon Humphries**  
Employee of the Year  
5 Years of Service



**Ashley Fragomeni**  
10 Years of Service



**Lisa King**  
10 Years of Service

## Staff Appreciation Awards



**Not Pictured:**  
Sascha Zaldiner - 5 Years  
Daniela Bastidas-Sarmiento - 10 Years  
Cindy Habijanac - 15 Years



**Deepthi Patel**  
Client Choice Award



**Bansari Patel**  
Helping Hand Award



**Devangi Patel**  
Positive Impact Award



**Ariel Gonzalez Basulto**  
Team Spirit Award

# Committee Updates

---

## Joint Health and Safety Committee

The Joint Health and Safety Committee (JHSC), consisting of both management and worker representatives, met bi-monthly throughout the 2025–2026 fiscal year to review workplace health and safety trends, address concerns, and identify opportunities for improvement across the organization.

This year, two committee members successfully completed JHSC Certification Training, strengthening the organization's internal health and safety capacity. ICAN also successfully completed its annual Fire Department drill and continued to review and update health and safety policies and procedures to align with best practices and legislative requirements.

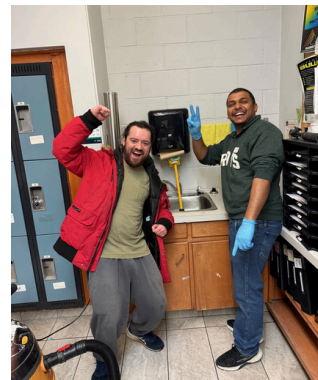
In addition, home safety inspections were completed to help identify and reduce potential risks within client environments. Through ongoing collaboration and proactive planning, the JHSC continues to support a safe and healthy environment for both staff and clients.

## French Language Services Committee

The French Language Services Committee supports ICAN's commitment to accessible, high-quality services in both official languages. The Committee works to ensure French language requirements are reflected across programs, communications, and organizational materials.

Over the past year, efforts focused on improving the consistency of bilingual documentation, identifying opportunities to strengthen French-language accessibility, and supporting staff awareness of service requirements. The Committee also helped ensure clients and families can access information and services in French in a timely and respectful manner.

These ongoing efforts continue to strengthen equitable, inclusive, and responsive service delivery for Francophone individuals and communities.



## Wellbeing Collective

The Wellbeing Collective provides opportunities for staff and clients to connect through structured, inclusive social and recreational activities that support mental and physical well-being. The committee focuses on strengthening engagement, building relationships, and promoting a healthy organizational culture through shared experiences.

Over the past year, staff and clients participated in a range of events and activities, including seasonal celebrations such as Easter and Christmas gatherings, summer BBQs, and community outings. Staff also engaged in informal social opportunities outside of the workplace, including a group movie outing at Cineplex. These activities supported relationship-building, strengthened team connections, and contributed to a more positive and engaged workplace environment.

Going forward, the Wellbeing Collective will continue to expand its activities in collaboration with ICAN's Activation Support Staff, with a focus on consistent, meaningful opportunities that support engagement, inclusion, and overall well-being across the organization.

# Committee Updates

## ICAN Client Advisory Committee

ICAN is proud to launch its Client Advisory Committee (CAC), a meaningful step forward in strengthening client voice and ensuring individuals supported by ICAN are actively involved in shaping the services they receive.

The Committee is comprised of eleven (11) clients and provides an inclusive, accessible forum where lived experience, feedback, and ideas contribute to continuous improvement. It will support ongoing dialogue and collaboration, helping to guide enhancements to programs and service delivery across ICAN.

This initiative reflects ICAN's commitment to inclusion, participation, and person-centered practice, ensuring clients are active partners in the ongoing development of services.



## Cultural, Diversity, Equity and Inclusion Committee

ICAN's Cultural Diversity, Equity, and Inclusion (CDEI) Committee plays a key role in advancing an inclusive, respectful, and culturally responsive organization. The Committee brings together staff perspectives to support ongoing learning, identify barriers, and promote practices that reflect the diversity of the individuals, families, and communities we serve.

Throughout the year, the Committee reviewed organizational policies and practices through an equity lens, promoted cultural awareness and recognition, supported staff learning and discussions on diversity and inclusion, and identified opportunities to enhance accessibility and inclusive service delivery.

The CDEI Committee continues to help embed equity and inclusion into everyday practice, ensuring our services and workplace reflect the values of dignity, respect, and belonging for all.

## Employer Employee Relations Committee

The Employer and Employee Relations Committee brings together both union and non-union representatives to support positive working relationships across ICAN. The Committee provides a collaborative forum to discuss workplace environment, share constructive feedback, and strengthen communication between staff and leadership.

Throughout the year, discussions focused on enhancing workplace culture, clarifying roles, and supporting consistency across programs and services. A key area of work included the introduction of updated job descriptions, including the new Activation Support Staff role, to ensure roles are clearly defined and aligned with current service needs.

The Committee continues to play an important role in fostering open dialogue, supporting respectful workplace relations, and contributing to ongoing improvements that strengthen both employee experience and service delivery.

# Financial Report

ICAN achieved several significant funding outcomes during this fiscal year, including one-time investments to support:

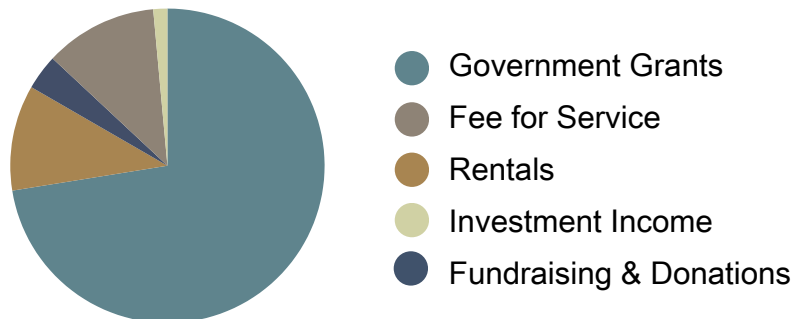
- ✓ Enhanced life skills and rehabilitation programming, including new equipment purchases
- ✓ Facility renovations to improve program spaces and service delivery environments
- ✓ Accessibility upgrades across key areas of the organization
- ✓ Preparation and launch of the Short-Term Overnight Respite Program, including required supplies and facility enhancements

ICAN also received increased base funding to support:

- ✓ Post-Stroke Rehabilitation Services
- ✓ Short-Term Overnight Respite Services

---

## Revenue Sources



---

## Audit

The audit for the 2025-2026 fiscal year was successfully completed by KPMG and marked ICAN's most efficient and streamlined audit process to date. Through the dedication and preparation of ICAN's administrative team, all required documentation was completed and submitted in advance of the scheduled May audit, allowing auditors to begin their work immediately and efficiently. The team responded promptly to all requests and provided samples and supporting information throughout the process with a high level of organization and professionalism. KPMG commended ICAN for the significant preparation and coordination that contributed to the success of the audit, reflecting the organization's ongoing commitment to accountability, transparency, and operational excellence.

# Financial Report

## Statement of Operations

	2025	2026
Revenue	\$12,645,590	\$13,270,526
Expenses	\$12,474,060	\$13,238,498
Excess (deficiency) of revenue over operations	\$171,530	\$32,028

## Statement of Financial Position

	2025	2026
Current Assets	\$10,233,167	\$13,079,064
Capital Assets	\$840,272	\$793,769
Long-Term Investments	\$282,497	\$128,760
Restricted Assets	\$275,238	\$316,970
<b>TOTAL</b>	<b>\$11,631,174</b>	<b>\$14,318,563</b>
Current Liabilities	\$10,127,244	\$12,812,414
Deferred Capital Contributions	\$289,872	\$260,063
Fund Balances	\$1,214,058	\$1,246,086
<b>TOTAL</b>	<b>\$11,631,174</b>	<b>\$14,318,563</b>

## Ontario Health North Funding Breakdown

	2025	2026
Independence Training Centre (ICAN)	\$1,638,331	\$1,654,649
Assisted Living Services (ICAN)	\$4,245,705	\$5,716,223
Post Stroke Transitional Care Program (Regional)	\$1,148,822	\$1,175,538
Personal Support Low Acuity (Regional)	\$3,088,658	\$3,661,511
Respite (Regional)	\$322,726	\$421,048
Home Help (ICAN)	\$104,394	\$124,389
Neighbourhood Model (Regional)	\$93,825	\$247,000
Bundled Care (Regional)	\$688,028	\$1,800,000
Virtual (Regional)	\$173,386	\$812,191
Haig Street Apartments (ICAN)	\$352,493	\$158,372
ALC - Supportive Housing (ICAN)	\$536,508	\$0
Short Term Overnight Respite (ICAN)	\$0	\$54,060
<b>TOTAL</b>	<b>\$12,392,876</b>	<b>\$15,824,981</b>

# Statement of Operations

Direct Service Hours Provided 

**+ 86,000 hrs**

Clients Accessed Support 

**1,112**

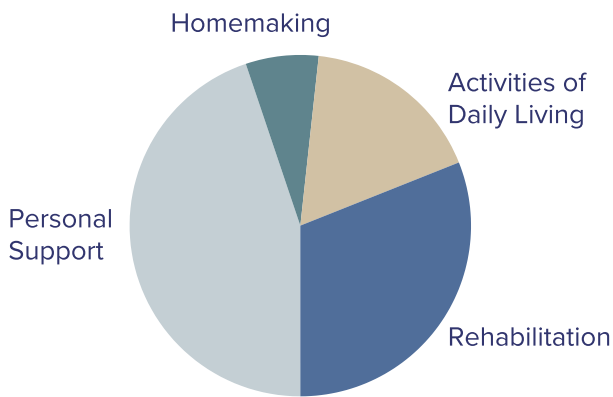
Supportive Housing Units 

**35**


## Client Participation by Program



## Service Utilization



## Therapeutic Assessments Conducted

**150** Physiotherapy Assessments  **77** Occupational Therapy Assessments

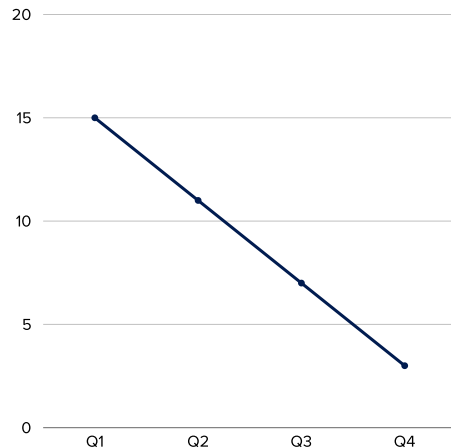
## Complaint Data

Indicator - instances where client notes dissatisfaction

Program	Target	Results
Outreach	3 per quarter	2 per quarter
Assisted Living	2 per quarter	0.75 per quarter
Supportive Housing	5 per quarter	1.75 per quarter
ECC Units	2 per quarter	2.75 per quarter
Home Help	0 per quarter	0.25 per quarter
PSS Low Acuity	3 per quarter	0 per quarter
Respite	0 per quarter	0 per quarter
ITC / Stroke	1 per quarter	0.25 per quarter

## Incident Data

Number of incidents significantly drop from Q1 to Q4



# Craig Noble

## Independence Award Recipient



# Ehaize

## *Arewa*

Ehaize is a grade 12 student at St. Charles College. Living with hearing loss has shaped her into a strong self-advocate who continues to push beyond challenges while building confidence and independence. Ehaize uplifts those around her who may feel different, drawing on her own experiences to connect with them.

Sarah Hodgins, Senior English and Special Education Teacher, says this about Ehaize: “She has consistently demonstrated a strong work ethic and exceptional resilience. Following an injury that affected her hearing, she has shown remarkable determination in adapting to challenges and finding success in both her academic work and wider school community. Her ability to navigate complex tasks while maintaining a high standard of work speaks to her maturity and character as a learner.”

A talented and creative individual, Ehaize expresses herself through art. Her future goal of becoming an Early Childhood Education teacher reflects her passion for creating inclusive, supportive spaces where every child feels valued, understood, and heard. She leads by example, showing that a disability does not define a person’s potential or success. Her positive attitude and dedication to helping others make her a true role model.

Congratulations, Ehaize, on this well-deserved recognition!

# Our Digital Presence

## Social Media at a Glance



**FEBRUARY IS NATIONAL THERAPEUTIC RECREATION MONTH**

**ICAN CERD**

“  
Because of the Assisted Living program, I have more independence and I can live more freely.  
★★★★★

**APHASIA SUPPORT GROUP**  
*Connecting, Sharing, and Growing Together.*

Join us for support, conversation, and understanding in a friendly, encouraging environment.  
Laurentian University's Speech Pathology Program.

765 Brennan Rd, Sudbury, ON.  
Beginning **February 4, 2026** from 2:30pm - 4:00pm.  
Occurring the first Wednesday of every month.

To Register:  
705-673-0655 x 0  
www.info@ican-cerd.com



**WE'RE HIRING**

Why Join ICAN?

- Flexible Scheduling Options
- Competitive Wages
- Ongoing Training & Development
- Supportive, Inclusive and Dynamic Work Environment
- Opportunity to Make a Meaningful Impact

Check out our current postings visit:  
[www.ican-cerd.com/careers](http://www.ican-cerd.com/careers)

**ICAN CERD**  
INDEPENDENCE CENTRE AND NETWORK / CENTRE ET RESEAU D'INDEPENDANCE

Create spaces and experiences that reflect kindness, respect, and inclusion, because the holidays are better when no one is left out.  
[www.ican-cerd.com](http://www.ican-cerd.com)

**Nonprofit Appreciation Week**  
ICAN CERD



**TOMORROW IS #GIVING TUESDAY** ❤️  
Every gift builds a stronger, connected community.  
**CONSIDER A DONATION**  
[WWW.ICAN-CERD.COM/DONATE](http://WWW.ICAN-CERD.COM/DONATE)

**Apprenons à comprendre le deuil au Canada**  
Journée nationale du deuil | 18 novembre 2025

**Meet Our Board**

Volunteer Volunteer Volunteer

**Stay Tuned!**

# STRATEGIC PLAN UPDATES

## Increasing Public Awareness & Engagement

ICAN continued to strengthen community awareness and engagement through an expanded social media presence, the development of a new accessible website, and new partnerships across the community. These efforts helped increase awareness of ICAN's services and the importance of independent living supports. In recognition of this work, ICAN was honoured to be nominated for a Community Impact Award through the Chamber of Commerce.

## Workforce Development & Retention

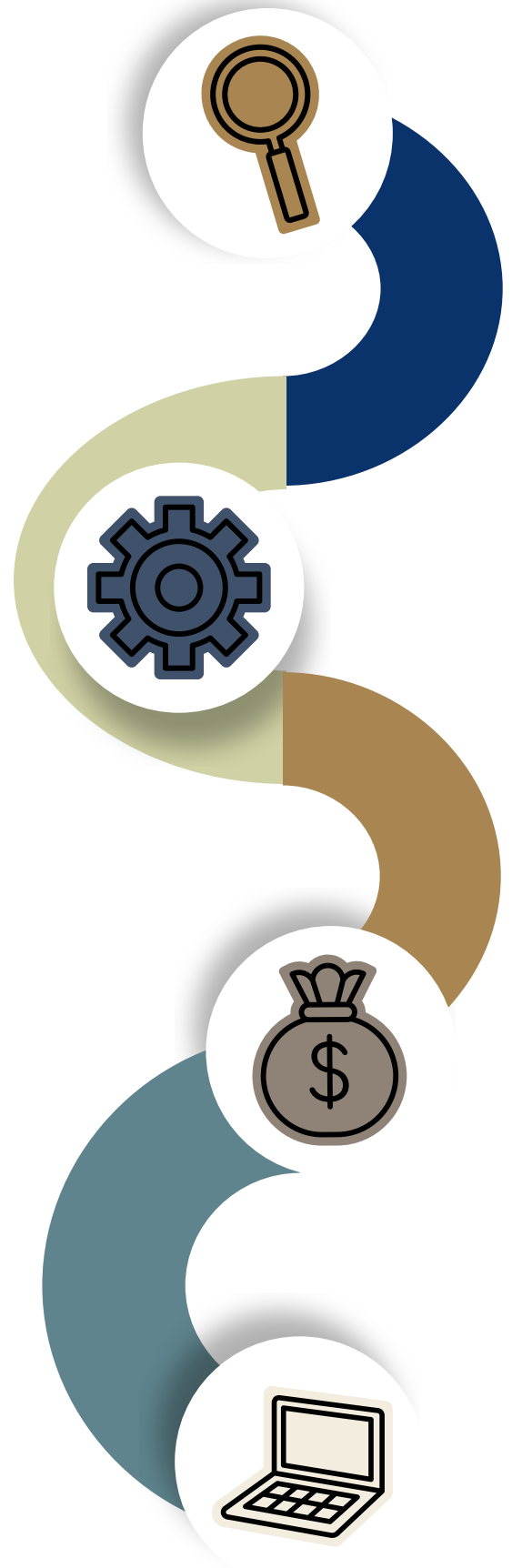
ICAN remains committed to building a strong and supportive workforce. This year, we welcomed new team members across several service areas, expanded leadership training opportunities, and introduced a new Activation Support Staff role to enhance client wellness, recreation, and community participation. Staff recognition initiatives, including Employee of the Month and appreciation awards, also helped strengthen workplace culture and employee engagement.

## Building Community through Service Innovation

ICAN continued to grow and adapt services to meet the changing needs of the community. This year marked the launch of the new Short-Term Overnight Respite Program and the introduction of a new Life Skills Program focused on promoting independence and confidence. ICAN also enhanced rehabilitation supports and invested in new equipment to improve access to programs and services that support mobility, skill development, and independent living.

## Facility Modernization and Infrastructure Renewal

ICAN made important investments in facility modernization to improve accessibility, safety, and service delivery environments. Enhancements included accessibility upgrades, improvements to client spaces, and the development of a new Activities of Daily Living (ADL) room to support independence and skill development. These upgrades help create more welcoming, inclusive, and functional spaces for the individuals we support.



**Real People.**

**Real Support.**

**Real Impact.**



"Thank you for bringing us together. It feels nice to be a part of something and have activities to do"

Supportive Housing Client

"A shoutout to your team. Everyone was so helpful and I can't thank you enough for helping to get housing for our patient".

Discharge Planner -  
Health Sciences North

**THE SUDBURY STAR**

Health / Life

## ICAN to launch respite program in Sudbury to support caregivers

Although based in Sudbury, it will be available to families across northeastern Ontario

Star Staff

Published May 04, 2026 • Last updated 2 days ago • 1 minute read

[Join the conversation](#)





As we reflect on the past year, we are filled with gratitude for the many people who make ICAN what it is. Every success, milestone, and meaningful moment has been made possible through the support, dedication, and belief of our community.

To our funders, partners, and supporters, thank you for standing alongside us and helping us create opportunities for individuals to live with greater independence, choice, and connection. Your support makes a lasting difference in the lives of the people we serve.

To our clients and caregivers, thank you for trusting us to be part of your journey. We are continually inspired by your strength, resilience, and determination. The relationships we build with you are at the heart of everything we do.

To our staff and volunteers, thank you for bringing compassion, dedication, and heart to your work every day. Your commitment goes far beyond providing services, you create connections, build confidence, and help make our community a more inclusive and welcoming place for all.

As we look to the future, we remain excited about the opportunities ahead and committed to continuing this important work together. While much has been accomplished this year, what matters most are the lives touched, the relationships built, and the sense of belonging created along the way.

# Thank You





# ICAN CERD

INDEPENDENCE  
CENTRE AND NETWORK

CENTRE ET RÉSEAU  
D'INDÉPENDANCE



**765 BRENNAN ROAD**  
**SUDBURY ON P3C 1C4**



**705-673-0655**



**1-866-439-4226**



**info@ican-cerd.com**



**www.ican-cerd.com**



Supported by:



**Ontario Health** **Santé Ontario**  
North East Nord-Est

Proud Member of:



Équipe santé Ontario  
**Sudbury Espanola**  
**Manitoulin Elliot Lake**  
Ontario Health Team



Ontario Association of Independent Living Service Providers

# OCSA

Ontario Community  
Support Association