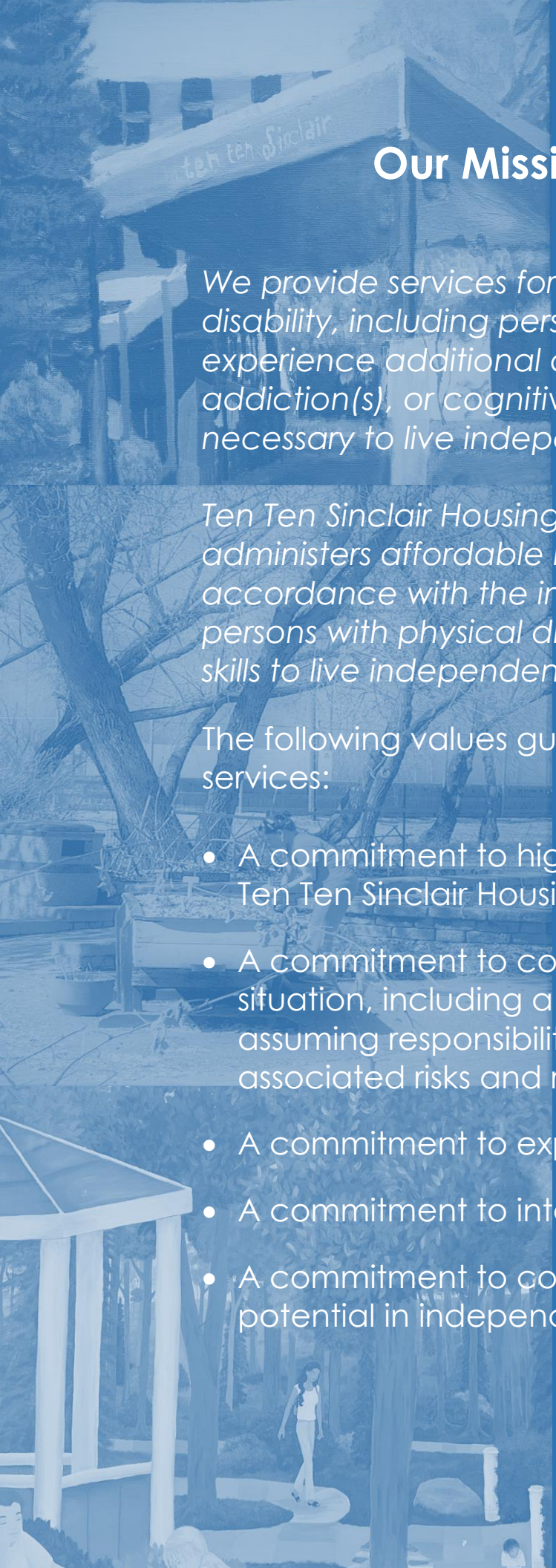
Ten Ten Sinclair Housing Inc.







2023-2024 ANNUAL REPORT



Our Mission Statement

We provide services for persons living with physical disability, including persons with physical disability who experience additional challenges such as mental health, addiction(s), or cognitive, who wish to develop the skills necessary to live independently in the community.

Ten Ten Sinclair Housing Inc. promotes, develops and administers affordable housing and support services in accordance with the independent living philosophy for persons with physical disability who seek knowledge and skills to live independently.

The following values guide the organization and its services:

- A commitment to high consumer involvement in the Ten Ten Sinclair Housing Inc. organization.
- A commitment to consumer control over their living situation, including a commitment to consumers assuming responsibility for decision-making with all the associated risks and responsibilities.
- A commitment to experiential learning.
- A commitment to integrated community living.
- A commitment to consumers' maximizing their potential in independent living.

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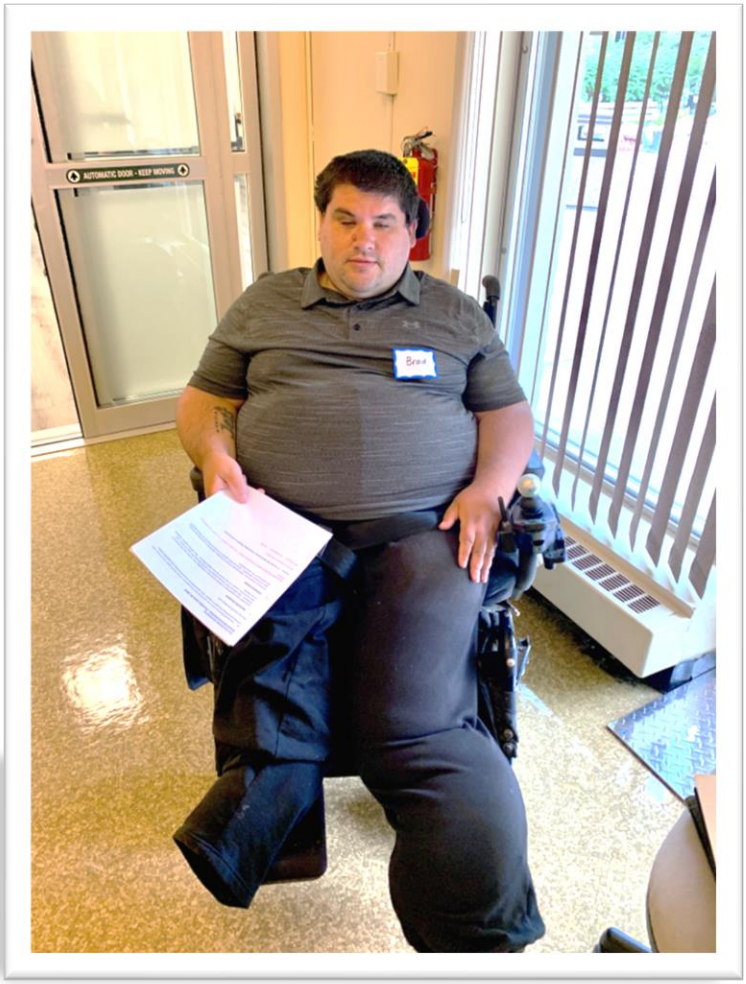
Board of Directors 2024/2025

Chris Wullum - Chairperson
Tashia Dreger - Secretary
Gary Julius - Treasurer
Donna Collins - Past Chairperson

Linda Godin-Sorin
Dina Juras
Amanda Kozak
Rick Sapacz
Nate Sawatzky
Martin Sherb
Brent R. Smith
Nolan Smith
Scott Stewart
Hayley Swidnicki
Samuel Unrau
Scott Wignall

In memory of Brad Mulvena

Ten Ten Sinclair Housing Inc. pays tribute to our colleague and long-time Board member, Brad Mulvena, who passed away in October 2023. Brad joined the Ten Ten Sinclair Housing Inc. Board in 2007 and was the Vice-Chairperson of the Ten Ten Board of Directors for many years. He also chaired the Programs Committee and the Nomination Committee.



Chairperson and Executive Director Report

As we reflect on the past year at Ten Ten Sinclair Housing Inc., we are reminded of the important role we play in our community in the lives of persons living with disabilities; both through the provision of support services and by providing safe, accessible and affordable housing.

Despite facing numerous challenges this year, most notably an extended labour disruption in March, our commitment to our mission and mandate has never wavered.

When challenges face an organization such as Ten Ten Sinclair Housing Inc., it is important to reflect on our values, which stem from the principles of the independent living philosophy. This is a philosophy of empowerment, choice, taking risk and independence rather than seeing persons as simply requiring care. It is this belief that makes Ten Ten Sinclair Housing Inc. unique and a forerunner of the disability community. It is a belief that distinguishes it from the approach taken to accessible housing and support services in many other parts of our country. It is what should make all Members of Ten Ten Sinclair Housing Inc. proud to be a part of.

This year Ten Ten Sinclair Housing Inc. faced one of its biggest challenges in dealing with a nearly two-and-a-half-week labour strike in March. This period was difficult for our tenants and consumers as it resulted in disruptions in being able to provide all our usual support services in a consistent and timely way. While considerable planning went into how to address this possible labour disruption, the impact of all 150 unionized staff going on strike at once made it simply impossible to deliver the same level and timeliness of support services.

We want to recognize the support provided by the WRHA during the period of the strike and the efforts of our small group of non-unionized staff, as well as many of our Board of Directors who volunteered additional time. Most importantly however we want to extend our apologies to our tenants and consumers for having to endure the

impact and effects of the strike and we recognize the hardship and challenges this provided for many. It was a very difficult and unfortunate time for all associated with our organization.

Despite these hurdles, we hope to continue to demonstrate resilience and dedication for ensuring that Ten Ten Sinclair Housing Inc. remains supported and viable. No doubt many lessons can and will be taken away from this experience. An in-person town-hall style meeting with tenants was held on June 10, 2024, at the Millenium Library to discuss what occurred with the strike and to receive feedback from our tenants. Of note, it has been recognized that greater communication with our tenants during such challenging times is critical. Management and the Executive Committee will be reviewing with the Board more details of what occurred with the strike and how such situations can be best handled in the future or more importantly avoided altogether.

This will necessarily require more communications and dialogue with the WRHA concerning how funding for staffing and operations can happen well in advance of any labour disruptions. It will also involve more discussions with Manitoba Health about the classification level for Ten Ten Sinclair Housing Inc. which could involve classifying some services we deliver as essential services in the future. Both Ten Ten Sinclair Housing Inc. and the Unions are in favour of this approach.

On a positive note, we hope that having a new Collective Agreement with our valuable staff that is in place until at least April 2026 will provide labour stability for several more years. And with the important increases in wage rates and other benefits provided through this new Collective Agreement, we hope to be able to retain and attract quality staff to deliver services to our consumers. While a labour disruption is never a pleasant experience for staff and management, we hope the circumstances have shown the tremendous value placed on our staff and the important role they play for our tenants.

Looking forward, the Board is committed to conducting a thorough strategic planning session in 2024. It is evident that over the last number of years, especially through the pandemic, a lack of in-person meetings and gatherings has eroded some of the communications and understandings between our stakeholders and partners. We must

strive moving forward to improve lines of communication and have discussions about what the independent living philosophy means in 2024 and beyond.

We must look to a future generation for ideas, innovations, and support while finding wisdom from those who have been with Ten Ten Sinclair Housing Inc. for many decades. As a group we must look to support and build up Ten Ten Sinclair Housing Inc. and avoid actions and statements that can have the effect of tearing it down. We look for more participation and engagement from everyone.

We extend our deepest gratitude to our tenants, consumers, staff, Board of Directors, partners and stakeholders for your support and dedication. We believe the next years will strengthen and improve Ten Ten Sinclair Housing's commitment and position as a leader of the independent living philosophy and accessible housing in our country. Thank you to all that have been part of this journey and that are committed to continuing the goal of creating a more inclusive and accessible community for everyone. We look forward to a better 2024-2025.



Chris Wullum, Chair



Debbie Van Ettinger,
Executive Director

Treasurer's Report

On behalf of the Board of Directors of Ten Ten Sinclair Housing Inc., I am pleased to present the financial statements of the organization for the year ended March 31, 2024, The Financial Statements have been reviewed by the organization's Audit & Finance Committee and approved by the Board.

The Financial Statements have been audited by the Exchange Chartered Professional Accountants LLP who have provided a qualified opinion with respect to the statements. The reason for qualification is described in the *Independent Auditors' Report* in the section *Basis for Qualified Opinion*.

The Treasurer's Report includes the Statements of Financial Position, Operations, and Changes in Net Assets. The complete audited Financial Statements including the Notes to the Financial Statements and Program Schedules are available upon request.

Statement of Financial Position

The Statement of Financial Position summarizes the assets and liabilities of the organization as at March 31, 2024.

A common yardstick for the financial health of an organization is the ratio of its current assets to its current liabilities. A ratio of 1 or greater is considered healthy as it indicates that an organization has sufficient cash and receivables to meet its current obligations. At March 31, 2024, the organization's current assets ($934,449) to current liability ($394,813) ratio is about 2.4.

Statement of Operations

The Statement of Operations summarizes by program the revenues and expenses received by the organization during the 12 months ended March 31, 2024.

The organization received $6,076,810 and expended $6,271,864 resulting in a net deficit of $195,054 before amortization expense of $13,767. The deficiency of revenue over expenses is due to the costs

incurred to retain replacement staff during the strike. Employee replacement costs during the strike were $308,030. The WRHA has agreed to reimburse the organization $81,409, resulting in a shortfall of $226,621. Had the shortfall not been incurred the organization would have had a small surplus of approximately $32,000 before the amortization of capital assets.

A detailed breakdown of revenues and expenditures by program is shown in the schedules to the financial statements.

I wish to acknowledge the financial support received from our two primary business partners – Winnipeg Regional Health Authority and Manitoba Housing.

Last but not least, I would like to thank the members of the Finance Committee for their commitment to overseeing the financial operations of the organization and to Debbie Van Ettinger for her continued support provided to the Committee. I would also like to thank Robyn Chornoboy for all her hard work.

Gary Julius
Treasurer

The members of the Finance Committee are:

Gary Julius, Chair
Chris Wullum
Scott Wignall
Debbie Van Ettinger
Heather Korol
Robyn Chornoboy

CHARTERED PROFESSIONAL ACCOUNTANTS
BUSINESS & TECHNOLOGY CONSULTANTS
EXCHANGE GROUP

INDEPENDENT AUDITORS' REPORT

To the Members of Ten Ten Sinclair Housing Inc.

Qualified Opinion
We have audited the financial statements of Ten Ten Sinclair Housing Inc. (the Organization), which comprise the statement of financial position as at March 31, 2024, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion
Subsequent to the end of the year, the organization negotiated a new contract for its employees. This contract included a significantly material retroactive payment of salaries to the employees, calculated by management to be $1,021,655. Whereas accounting standards for not-for-profit organizations requires this amount to be set up as an expense and an amount payable to employees for the year ended March 31, 2024, management believes this would be a misrepresentation of their actual financial position and results for the year. Management believes that they will be able to recover a significant portion, if not all, of the retroactive payments from Winnipeg Regional Health Authority (WRHA). However, the amount of recovery, if any, is unknown and unestimable. Management believes it would be misleading to record the significant expense in the current year, and then to record the recovery in a subsequent year, and has advised that they will record both the expense and the recovery of the expense upon concluding negotiations with WRHA.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

(continues)

Exchange Chartered Professional Accountants LLP
1-554 St. Mary's Road, Winnipeg, MB R2M 3L5
Telephone: (204) 943-4584 Fax: (204) 957-5195
E-mail: info@exg.ca Website: www.exg.ca

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization’s internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Organization to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Exchange

Chartered Professional Accountants LLP
Winnipeg, Manitoba
June 5, 2024

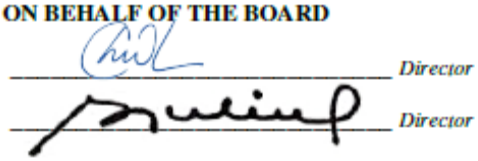
TEN TEN SINCLAIR HOUSING INC.

Statement of Financial Position

March 31, 2024

	2024	2023
ASSETS		
CURRENT		
Cash	**$ 365,246**	$ 613,152
Accounts receivable	**40,147**	36,234
Prepaid expenses	**14,160**	13,796
Due from Winnipeg Regional Health Authority *(Note 4)*	**282,436**	331,909
Due from Manitoba Housing - Place La Charrette *(Note 8)*	**11,280**	8,421
Due from Manitoba Housing - Ten Ten Sinclair *(Note 9)*	**221,180**	125,688
	934,449	1,129,200
CAPITAL ASSETS *(Notes 2, 5)*	**6,429**	20,197
DUE FROM RELATED PARTIES *(Note 16)*	**69,167**	36,357
	$ 1,010,045	$ 1,185,754
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities *(Note 7)*	**$ 371,203**	$ 332,794
Government remittances payable	**23,610**	24,705
	394,813	357,499
DEFERRED CAPITAL CONTRIBUTIONS *(Note 11)*	**-**	6,142
SECURITY DEPOSITS	**23,590**	21,650
	418,403	385,291
NET ASSETS		
Management Fund	**202,350**	205,659
Program Operating, Admin	**76,221**	79,798
Fee for service	**170,571**	372,506
Internally Restricted *(Note 12)*	**142,500**	142,500
	591,642	800,463
	$ 1,010,045	$ 1,185,754

ON BEHALF OF THE BOARD



Director

Director

See notes to financial statements

TEN TEN SINCLAIR HOUSING INC.

Statement of Operations

Year Ended March 31, 2024

	Management Fund *(Schedule 1)*	Manitoba Housing and Renewal Corporation *(Schedules 2 & 3)*	Program Operating, Admin *(Schedule 4)*	Fee for service *(Schedule 5)*	**Total 2024**	Total 2023
REVENUE	$ 76,798	$ 891,342	$ 750,778	$ 4,357,892	**$ 6,076,810**	$ 5,641,664
EXPENSES	68,356	891,342	752,339	4,559,827	**6,271,864**	5,591,638
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES FROM OPERATIONS	8,442	-	(1,561)	(201,935)	**(195,054)**	50,026
OTHER EXPENSES						
Amortization	11,751	-	2,016	-	**13,767**	13,029
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	$ (3,309)	$ -	$ (3,577)	$ (201,935)	**$ (208,821)**	$ 36,997

TEN TEN SINCLAIR HOUSING INC.

Statement of Changes in Net Assets

Year Ended March 31, 2024

	Management Fund	Program Operating, Admin	Fee for service	Internally Restricted *(Note 12)*	**Total 2024**	Total 2023
NET ASSETS - BEGINNING OF YEAR	$ 205,659	$ 79,798	$ 372,506	$ 142,500	**$ 800,463**	$ 763,466
Excess (Deficiency) of revenue over expenses	(3,309)	(3,577)	(201,935)	-	**(208,821)**	36,997
NET ASSETS - END OF YEAR	$ 202,350	$ 76,221	$ 170,571	$ 142,500	**$ 591,642**	$ 800,463

Governance Committee Report

The Governance Committee has been working on updating the document that guides the relationship between Ten Ten Sinclair Housing Inc. and the members of Fokus Housing. The previous document was developed over twenty years ago, and the Governance Committee is working to ensure that the new document will more accurately reflect the way that Ten Ten and Fokus interact today. This has been a lengthy project that has included meetings with a working group comprised of tenants of Fokus Housing and Board Members from Ten Ten to allow the Governance Committee to better understand the current working relationship. The Governance Committee has been preparing a draft document based on the feedback provided in those meetings.

Tashia Dreger, Chairperson

Members of the Governance Committee are:

Donna Collins
Martin Sherb
Chris Wullum
Debbie Van Ettinger
Cathy Emile

Programs Committee Report

In this past fiscal year, Programs has had the opportunity to serve and support a large group of tenants through the Learning Through Living (LTL) Program. In 2023/2024 we have served up to 28 tenants at any given time.

What makes the LTL Program unique is that the program provides an "experiential learning" component for individuals through a supportive service structure. With this learning environment, persons living with disabilities can then acquire the knowledge, skills, and resources they need for independent community living.

One of the guiding principles that assists with this programming piece is the Independent Living Philosophy (ILP) which provides the direction and support for our team when assisting tenants. The ILP is a philosophy that believes community living is designed for those who have demonstrated the capacity and interest to manage their own affairs, and who accept the risks and responsibilities of independent decision-making.

The path taken to learn how to live independently will look different for everyone, and we have observed this over the last year in our tenant population. Some of the main goals worked through with our tenants this past year in our LTL Program have been home management, day-to-day decision making, health management and problem-solving skills.

As a staffing team, we continue to work on a project called Four Key Areas of Programming that will assist with strengthening our current services and addressing areas that have been identified as needing improvement. There are outlined areas to this project that include such items as communication/direction with tenant and staff, being proactive in the way we provide services, review of our current training, administration of daily operations and a specific area related to addiction supports.

This past year I would be remiss to not mention and acknowledge the passing of our Programs Chairperson, Brad Mulvena. Brad was a person with a disability who lived independently. He had participated in and benefited from our LTL Program years prior and had since moved out into the community. Brad was a great support within the programming area, and we worked together on the Programs Committee for many years. He was an excellent support to the committee. We will miss you, Brad.

I am pleased to announce that we have a new Chair of our Programs Committee, and this will be Amanda Kozak. Thanks Amanda, for your willingness to take this role on.

Heather Korol, Director of Programs and Services

The Programs Committee members are:

Amanda Kozak, Chairperson
Donna Collins
Rick Sapacz
Nate Sawatzky
Debbie Van Ettinger
Heather Korol
Patricia Mason

Meet our Tenant Development Coordinators


Cyndi Padoan and Cara Nightingale

When asked to write a piece on 'what a typical day in the life of a Tenant Development Coordinator (TDC) looks like' ~ we both started to smile. The uniqueness of the TDC role in the Learning Through Living (LTL) Program means that each day can look slightly different. We provide support and guidance to each tenant on how to manage their independent living while residing in a community setting here at our Ten Ten location. With that said, we can wear several hats in our roles as we assist our tenants in many different areas.

As TDCs, we complete intake inquiries for the Learning Through Living Program on a regular basis. We also conduct tours of the building and interviews with applicants for the program. Through this aspect of our role, we get to talk to many diverse members of our community and give them information about our services related to Ten Ten Sinclair Housing Inc.

We regularly liaise with some fantastic agencies and community resources, including the WRHA, Tache Pharmacy, Northway Pharmacy Seven Oaks, Community Therapy Services, Community Living disAbility Services, Manitoba Public Insurance, and various hospital social workers and medical clinics. We enjoy collaborating with others and look forward to many more connections in the future.

Our role sometimes takes us out of the building as well, as we attend occasional appointments with tenants, information sessions for community organizations, or tours of other apartment buildings that may be appropriate for our tenants as they transition out of the program.

There may not be a way to describe a typical day for a TDC but there are new things being learned and at times challenges to work through. The role does require flexibility as there are tasks that come up throughout the day that may require our immediate attention. There are various scheduled meetings and numerous phone calls, but we always provide an environment that has an open-door policy for assisting tenants and staff with requests as they arise. We may have multiple tenants popping by daily just to say 'hello', needing assistance filling out forms, or getting some help sorting out an issue that has come up in their daily lives.

This is just a small snapshot of some of the work we do in our roles. The two of us have built a strong foundation while working together for the past seven years, and we have an amazing Resource Team supporting us. They say that "teamwork makes the dream work," and this certainly rings true for us.

By: Cyndi Padoan and Cara Nightingale

Pension Committee Report

The Pension Committee is comprised of up to nine members – a minimum of four members from the Board of Directors appointed by the Board, one each appointed by CUPE 4376, CUPE 2348, and non-unionized members, and one appointee representing non-active members.

The Pension Committee is the plan administrator and acts in an advisory capacity to the Board. Ten Ten Sinclair Housing Inc. is the plan sponsor. Management of the plan has been delegated to Canada Life.

The Committee met with Canada Life representatives on March 28, 2024, to review the performance during 2023 of the investments held in the plan. Nel de Jong, Canada Life's Client Relationship Manger for the pension plan, was not available on the meeting date, and so on behalf of Canada Life, Nancy Crawford provided an informative review to the committee. Also in attendance was Rob Anderson of Bayview Financial, a financial advisor for the pension plan. Rick Wolfson, the other financial advisor, was unable to attend the meeting.

The Balanced Continuum Fund, the plan's default fund and in which most of the members are invested, had a single digit gain during 2023, but underperformed its benchmark after accounting for management fees.

The Committee monitors the range of investment options plan members can choose from; and reviews information and educational services available to plan members.

Due to reaching a milestone amount of value in the pension fund, Ten Ten enjoys a reduced Management Expense Ratio of 1.45%.

The Committee would like to remind plan members that they can access their accounts, educational tools and investment information online. Rick Wolfson and Rob Anderson, the financial advisors for the plan, can also provide information on the investment options. They are

available for group information sessions, as well as one-on-one reviews, for those interested in learning more about their investments or to look at choosing different investment funds for their account that align more closely with their age and risk tolerance.

I would like to thank the Committee members for their continued oversight and direction to the Pension Fund for the Employees of Ten Ten Sinclair Housing Inc.

Martin Sherb
Chairperson

The Pension Committee members are:
Gary Julius
Scott Wignall
Rick Sapacz
Stephanie Csontos
Debbie Van Ettinger
Cathy Emile

Service Statistics for Ten Ten Sinclair Housing Inc.

Learning Through Living Program
1010 Sinclair Street
April 1, 2023 - March 31, 2024

Tenant Demographics	2023/2024	2022/2023
Approved	22	19
Not Approved	1	1
In Process at Year End	2	4
Entries	8	13
Exits	9	10
Tenant Composition		
Disabled - Regular	15	17
Assisted Living	5	3
Community Transition	2	3
Total	22	23

Tenant Disability As at March 31	2023/2024	2022/2023
Other	4	6
Amputee	1	1
Cerebral Palsy	3	4
Cerebral Vascular Accident	1	2
Multiple Sclerosis	2	1
Multiple Health Issues	2	1
Muscular Dystrophy	1	1
Spina Bifida	0	0
Spinal Cord Injury	6	5
Spinal Stenosis		0
Stroke	2	2
Visual Impairment	0	0
Total	22	23

Age Range (all tenants) as at March 31		
18-19 years	1	2
20-39	8	8
40-59	9	8
60 plus years	4	5
Total	22	23

Exit		
Fokus/Westwood Cluster	2	3
Apartment/House	4	4
Personal Care Home	1	2
Passed Away	2	1
Total	9	10

OUR THREE PILLARS OF ACTIVITY

PROVIDING TRANSITIONAL HOUSING AND SERVICES AT 1010 SINCLAIR

22 Program tenants at March 31, 2024

24/7 Attendant and home management services provided 24/7 on a "shared-care" model of service

PROVIDING SUPPORT SERVICES TO INDEPENDENT LIVING SITES

5 Community sites known as Fokus or Cluster

15 Condominiums in the Kennedy Street Housing Project

20 Accessible rental homes in Place Bertrand

37 Fully accessible units in Place la Charrette Housing

PROMOTING THE DEVELOPMENT OF SUPPORTIVE HOUSING IN THE COMMUNITY

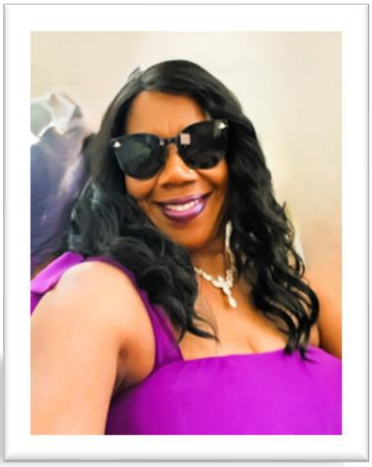
100 Ten Ten Sinclair Housing Inc. is one of the 100 non-profit housing providers making up the membership of Manitoba Non-Profit Housing Association

Staff Recognition

Congratulations and heartfelt thanks to the following employees on their years of service:

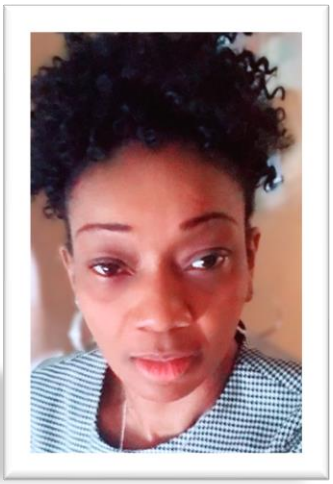
30 years - **Manuel Bonafacio** (picture not available)

25 years



Stacy Griffiths

25 years



Kaylene Griffiths

20 Years – Leah Gajes

15 years

Joisy Mejia-Fernandez
Joanne Smith
Maydah Vicedo

10 years

Luigi Saulog
Christiane Talaroc
Josefina Olivarez
Lorna Laceda

5 years

Dolores Mabilangan
Jehesekel Fajardo
Theresa Lazaruk

Recent retirees

We would like to recognize the following dedicated employees who retired during the 2023/2024 year:

Don Mangiacotti – 39 years of service

Warren Calder – 35 years of service

Tibor Polgar – 18 years of service

The Friends of Ten Ten

Ten Ten Sinclair Housing Inc. wishes to acknowledge the donations made over the year:

Bayview Financial
Marjorie Dyck
June Thomson
Gary Julius
Debbie Van Ettinger
Rick Wolfson

Ten Ten Sinclair Housing Endowment Fund

The Ten Ten Sinclair Housing Endowment Fund was established in 2004 through The Winnipeg Foundation. It was designed to support the activities, goals, values, and mission statement of the organization.

Gifts to this fund are pooled and invested to benefit Ten Ten in perpetuity. The income generated by this fund is distributed by the discretion of the Ten Ten Sinclair Housing Inc. Board of Directors. All projects would support inclusion of persons with disabilities.

An example of past projects Ten Ten has accomplished with the help of donors is a wheelchair accessible garden located at the front and back of the 1010 Sinclair Street building.

As at February 29, 2024, the market value of the fund was $124,331.31

Ten Ten Sinclair Housing Inc. is always accepting donations for this fund. If you are interested in donating to this fund, please contact: info@tenten.mb.ca.

Ten Ten Sinclair Housing Inc.
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Winnipeg, Manitoba R2V 3H7

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Fax: (204) 663-1016
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www.tenten.mb.ca



Debbie Van Ettinger, Executive Director, Ten Ten Sinclair Housing Inc. and Christina Maes Nino, Executive Director, Manitoba Non-Profit Housing Association (MNPHA), attend the Legislative Building to meet the new Minister of Housing, Honourable Bernadette Smith.



Honourable Bernadette Smith, Minister of Housing, and Debbie Van Ettinger, Executive Director, Ten Ten Sinclair Housing Inc. at Manitoba Housing Day, May 2024



Debbie Van Ettinger, Exec Director and Rick Sapacz (Board member)



Iaine Aguinaldo and Doris Mabilangan



Cara Nightingale, Cyndi Padoan and Patricia Mason

AGM 2023



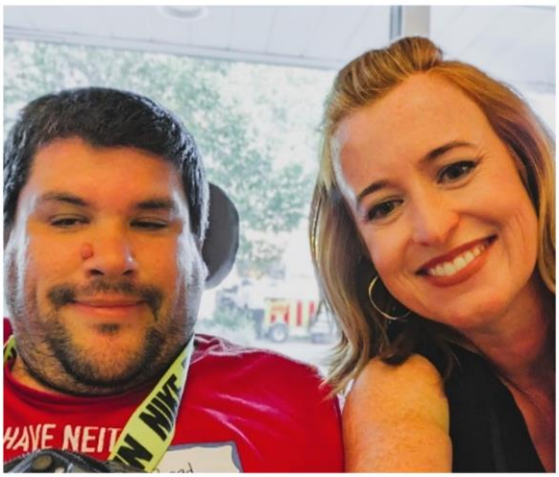
Christina Maes Nino, Exec Dir, MNPHA and Debbie Van Ettinger



Jennifer Perron and Durga Khadka



Stephanie Csontos and Athena and Cathy Emile



Brad Mulvena (Board member) and Heather Korol

Staff Recognition 2023

Debbie Van Ettinger and Cyndi Padoan



Debbie Van Ettinger and Priscilla Estanislao



Debbie Van Ettinger and Bernard Kumeh





Debbie Van Ettinger and Jennifer Perron



Debbie Van Ettinger and Catia Zinni


Tenants Association
CURRENT DIRECTIVES








I ♥ My favorite TEE

