



## ANNUAL REPORT

ANNUAL GENERAL MEETING  
October 8, 2025





102 – 66 Moore Avenue, Winnipeg, Manitoba R2M 2C4

## **ANNUAL GENERAL MEETING AGENDA**

**Date:** October 8, 2025

**Time:** 5:00 PM

1. Call to Order – 5:00 PM
2. Welcome Guests
3. Land Acknowledgement
4. Approval of Minutes from October 23, 2024
5. President's Report – *Debbie Slobogian-Jones*
6. Treasurer's Report – *Clint Kehler*
7. Executive Director's Report
8. Board of Directors for 2025–2028
9. Nominations from the Floor for Board of Directors
10. Adjournment of AGM



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## **LAND ACKNOWLEDGEMENT**

In the spirit of reconciliation, we respectfully acknowledge that we live, work, and play on Treaty 1 territory: the traditional territory of the Anishinaabe, Cree Oji Cree, Dakota and Dene Peoples, and on the homeland of the Metis Nation.

We remain committed to working in partnership with First Nations, Inuit, and Metis people in the spirit of truth, reconciliation, and collaboration.



**Com-Span Inc.  
102-66 Moore Avenue  
Winnipeg, Manitoba  
R2M 0H8  
Annual General Meeting Minutes  
October 24, 2024**

Present: Debbie Slobogian-Jones, Mariane Riding, Darcy Wilson, Clint Kehler, Haaris Uddin, Allison Delaurier, Megan Kozyra

### **Overview**

The Com-Span Annual General Meeting (AGM) opened with a land acknowledgement by Debbie Slobogian-Jones, followed by the approval of the agenda and minutes from the previous meeting. The President's Report highlighted the organization's commitment to service and accountability amidst challenges, including a union contract settlement and leadership changes, while celebrating its 50th year of service and introducing a new board member, Dorsey Wilson. Treasurer Clint Kehler presented a financial overview, noting a revenue increase of 30.95% despite a deficit, with a positive outlook for the upcoming fiscal year. Additionally, the meeting included the nomination and approval of board members for 1-3 year terms and recognition of employees for their years of service, including Slobogian-Jones's five-year contribution. Key action items forthcoming include planning the 50th-anniversary celebration and updating policies to ensure program sustainability.

### Opening and Agenda Approval

- Land acknowledgement given by Debbie Slobogian-Jones
- Agenda approval voted and seconded- Allison and Clint
- Introduction of current 2023-2024 Board of Directors
- Minutes of October 26, 2023, approved- Allison and Mariane

## President's Report

- Focus on service and accountability
- Challenges: union contract settlement, Executive Director on indefinite leave
- Revenue stream concerns, but slowly improving
- Pride in dedicated staff and participant support
- Governance role: policy and oversight
- New board member: Darcy Wilson
- Acknowledgment of 50th year of service

## Treasurer's Report

- Clint Kehler presented a financial overview
- Revenue increased by \$411,708 (30.95%)
- Deficit of \$203,165, improvement from previous year
- Staffing challenges and inflationary costs led to deficit
- Positive outlook for fiscal 2024-2025

## Board Nominations and Employee Recognition

- Nomination and approval of board members for 1-3 year terms
- Employees recognition for years of service
- Debbie Slobogian-Jones recognized for 5 years of service

AGM Adjourned at 5:21



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## **President's Report**

**Presented at the October 8, 2025 Annual General Meeting of Com-Span Inc.**

**Debbie Slobogian-Jones, Chairperson**

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## **Welcome**

Welcome, and thank you for joining us at Com-Span Inc.'s Annual General Meeting. Your presence reflects a shared commitment to the values, mission, and services that define our organization. We appreciate your ongoing support and interest in how we manage and deliver our programs.

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## **Service and Operations**

At Com-Span, our mission is grounded in service—providing consistent, person-centered support to our participants with compassion and respect. Their well-being, growth, and inclusion remain the guiding principles behind every decision we make as a Board and as an organization.

The Board continues to meet monthly, with additional communication via email as needed, ensuring timely responses to urgent matters or when members are unavailable in person. We believe strongly in transparency and accountability, which is why this Annual General Meeting serves not only as a report but as an open dialogue about both our accomplishments and the challenges we've faced.

The past year has been one of the most complex and demanding periods in our organization's history. From leadership transitions to operational shifts, we have had to adapt quickly and work collaboratively to maintain the quality of our services. Despite these difficulties, our focus has remained firmly on supporting our participants and staff through resilience, flexibility, and teamwork.

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## **Financial Overview**

While our financial position remains a concern, we are seeing gradual improvements. A number of participants have accessed increased levels of service, enabling us to apply for

corresponding funding increases. This reassessment process is helping stabilize our revenue stream and support our long-term sustainability.

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### **Staff Recognition**

We remain deeply proud of the dedicated and hardworking staff at Com-Span. Their unwavering commitment to the individuals we support is the cornerstone of our mission.

Our competent, consistent, and compassionate support workers play an essential role in empowering participants to thrive. We are also proud to recognize several long-serving employees who have recently achieved service milestones—an ongoing testament to our positive and engaging workplace culture.

The current collective agreement expired on March 31, 2025. We are now actively working with the union on negotiating a new agreement, with optimism for a positive and mutually beneficial outcome.

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### **Governance and Strategic Oversight**

The Board's role remains rooted in policy direction and strategic oversight. As always, our major funder is the **Department of Families** with the Province of Manitoba. Maintaining an open, accountable relationship with our funders is key to our operations.

Over the past year, we have continued reviewing and updating our organizational policies to reflect changing circumstances and ensure compliance with current best practices. We also remain focused on fiscal responsibility—seeking all eligible funding opportunities while minimizing unnecessary expenditures.

We are actively working with our funders to address program needs, ensure continued admissions, and plan for growth. We understand the importance of sustainability and are committed to long-term planning to ensure Com-Span's services are available for years to come.

We also welcomed 4 new Board Members, Amro Hamid, Melika Sadeghian, Ramesh Rizal, and Jonathon Mattice this year. All 4 bring a wealth of knowledge and professionalism, and we are excited to benefit from their expertise.

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## **Acknowledgments**

On behalf of the Board, I would like to extend our sincere gratitude to all who have supported Com-Span this year. In particular, we acknowledge:

- **The Department of Families**, Province of Manitoba
- **Sara Riel Inc.**, our landlord
- **Abilities Manitoba**
- And most importantly, our **dedicated and compassionate staff**

Each of you plays an essential role in the success and longevity of our organization.

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## **Looking Ahead**

As we enter another year, we remain focused on service, stability, and sustainable growth. The past year has proven our resilience. With your support, we look forward to building an even stronger future.

Thank you for your trust and partnership.

**Respectfully submitted,**  
**Debbie Slobogian-Jones**  
Chairperson, Com-Span Inc.



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## **Treasurer's Report**

Annual General Meeting – October 8, 2025  
Presented by Clint Kehler, CPA, CGA

As the treasurer of Com-Span, my primary role is to oversee financial matters as an integral part of the Governance Committee. We maintain the integrity of financial transactions, safeguard the organization's assets, eliminate fraud, and enhance public accountability.

For the year ending March 31, 2025, I report on the extracts from the audited financial statements as prepared by Scarrow & Donald LLP.

Our Financial outlook was positive, primarily due to returning to full or near full capacity for most of the fiscal year. Strong fiscal management allowed Com-Span to improve its cash position and decrease liabilities from last fiscal year.

Revenue increased by \$381,568 or 21.91% while expenses remained consistent with 2024, resulting in a surplus of \$167,619 compared to a deficit of \$203,165 in the prior year. Com-Span returning to full or near full capacity for most of the fiscal year mixed with strict expenses management resulted in the surplus in fiscal 2025. It is expected that Comspan will carry this positive momentum into fiscal 2026.

Finally, Com-Span delivers excellence in day programming for individuals living with disabilities by focusing on our core values: Inclusiveness, Respect, Excellent Service, and making a difference in the community that we love and care for.

Thank you  
Treasurer  
Clint Kehler, CPA



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## Executive Director's Report

October 8, 2025, | Com-Span Inc. Annual General Meeting

It's with pride and a deep sense of homecoming that I share this year's report. After 20 years with Com-Span earlier in my career and five years in the broader sector, I returned on March 24th, honoured to once again lead this organization and support our community.

Though I wasn't here for most of the 2025 fiscal year, I want to thank our dedicated team for navigating another complex year with resilience and care. A special thank you to our managers, Megan and Emilie, for their steady leadership and to our exceptional support staff and nurse, whose commitment ensured stability and inclusion for those we serve.

2024 marked Com-Span's 50th Anniversary — a milestone in our journey from grassroots beginnings to a strong, values-driven organization. While we were unable to celebrate in 2024, planning is now underway for a meaningful community celebration.

We also recognize an important milestone:

- Andy Balram – 20 Years of Service: Andy's steady, compassionate presence has left a lasting impact.

As we look ahead, my focus is on strengthening person-centered services, enhancing programming, and expanding community partnerships. We will also be renewed strategic planning process in collaboration with the Board to shape our next chapter — one that is bold, inclusive, and rooted in our core values.

Thank you for your trust, your partnership, and your belief in Com-Span.

Respectfully submitted,  
Allison Delaurier  
Executive Director, Com-Span Inc.



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## **Com-Span Inc. 2025 Board of Directors**

Debra Slobogian-Jones	Chair / Director
Clint Kehler	Treasurer
Haaris Uddin	Director
Mariane Riding	Director
Darcy Wilson	Director
Amro Hamid	Director
Jonathon Mattice	Director
Ramesh Rizal	Director
Melika Sadeghian	Director



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## Nomination of Board of Directors 2025

### Chair's Remarks

The following individuals have graciously agreed to let their names stand to continue serving as Directors on the Board of Com-Span Inc. for a term of 1 to 3 years:

- Deborah Slobogian-Jones
- Clint Kehler
- Haaris Uddin
- Mariane Riding
- Darcy Wilson

We are also pleased to welcome and introduce our newest board nominees:

- Amro Hamid
- Ramesh Rizal
- Melika Sadeghian
- Jonathon Mattice

At this time, I would like to bring forward the following motion:

**Motion:** *"That Amro Hamid, Ramesh Rizal, Melika Sadeghian, and Jonathon Mattice be nominated and appointed to serve as Directors of Com-Span Inc. for a term of 1 to 3 years."*

- **Motion made by:**
- **Seconded by:**
- **Carried**

Are there any other nominations from the floor at this time?

...(Pause for any responses)...

As no additional nominations have been received, I declare by acclamation the following individuals duly appointed as Directors of Com-Span Inc. for the upcoming term:

- Deborah Slobogian-Jones
- Clint Kehler

- Haaris Uddin
- Mariane Riding
- Darcy Wilson
- Amro Hamid
- Ramesh Rizal
- Melika Sadeghian
- Jonathon Mattice

Thank you to all returning and new Board members for your commitment to Com-Span Inc.



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## **Acknowledgement of Support**

Com-Span Inc. gratefully acknowledges the generous support of the following organizations. Their contributions and ongoing commitment have been instrumental in sustaining our programs and advancing our mission to support individuals living with developmental disabilities.

We deeply appreciate their partnership and dedication to making a positive impact in our community.

- Province of Manitoba Department of Families
- Sara Riel Inc.
- Abilities Manitoba
- Manitoba Liquor & Lotteries
- Cambrian Credit Union
- Coop Foods
- The Winnipeg Foundation
- Kiwanis Club of Winnipeg

**COM-SPAN INC.**  
**NON-CONSOLIDATED STATEMENT OF OPERATIONS**  
**FOR THE YEAR ENDED MARCH 31**

	<u>2025</u>	<u>2024</u>
<b>Revenue:</b>		
Province of Manitoba:		
Program - fee for service	\$ 1,906,669	\$ 1,654,260
Pension and benefits grant	68,068	65,597
Clinical fees	15,586	14,904
Kinsmen Club of Winnipeg - operating grant	2,500	-
Amortization of deferred capital contributions (Note 7)	3,297	4,582
Interest	917	1,065
Contribution from Com-Span Foundation Inc. (Note 4)	116,000	-
Donations and other	10,434	1,495
	<u>2,123,471</u>	<u>1,741,903</u>
<b>Expenses:</b>		
Administrative salaries and wages	76,950	169,909
Amortization	65,184	65,284
Bank charges	313	103
Board expenses	363	117
Insurance	11,725	10,980
Office supplies	16,452	16,172
Professional fees	39,940	18,432
Program salaries and wages	1,413,373	1,336,732
Rental	243,793	232,928
Repairs and maintenance	15,919	22,658
Supplies	42,358	48,844
Training and education	1,751	800
Transportation	11,169	9,189
Utilities	16,562	12,920
	<u>1,955,852</u>	<u>1,945,068</u>
<b>Difference between revenue and expenses</b>	<u>\$ 167,619</u>	<u>\$ (203,165)</u>