



COM-SPAN INC.
Supporting Adults. Building Community. Creating Possibilities.

Annual General Meeting Report
2025–2026

Annual General Meeting
October 1, 2026



2026 Com-Span Inc AGM

Agenda

Date: October 1, 2026

1. Call to Order
2. Land Acknowledgement
3. Approval of the AGM Minutes – October 08, 2025
4. Introduction of the Board of Directors
5. Nominations to the Board of Directors – 2026
6. Chair of the Board of Directors Report
7. Treasurer's Report
8. Executive Director Report
9. Employee Recognition of Service



Land Acknowledgement

We acknowledge we are gathered on Treaty 1 Territory and that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabeg, Anishininewuk, Dakota Oyate, Denesuline and Nehethowuk Nations.

We acknowledge Manitoba is located on the Homeland of the Red River Métis.

We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration.



Nomination of Board of Directors 2026

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 – 3 years:

- Deborah Slobogian-Jones
- Clint Kehler
- Haaris Uddin
- Darcy Wilson
- Ramesh Razel
- Jonathon Mattice
- Amro Hamid
- Mariane Riding has resigned from the Board of Directors.

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

- Emmanuel Ibukunoluwa
- Arra Patriarca
- Sarah (Ola) Olamide Collin-Longe
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At this time, I would like to bring forward the following motion:

Motion: "That Emmanuel Ibukunoluwa, Arra Patriarca and Sarah (Ola) Olamide Collin-Longe 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 currently?

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
- Darcy Wilson
- Amro Hamid
- Ramesh Rizal
- Jonathon Mattice
- Emmanuel Ibukunoluwa
- Arra Patriarca
- Sarah (Ola) Olamide Collin-Longe

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



Chairperson's Report

Debbie Slobogian-Jones and Darcy Wilson, Co-Chairperson's

Welcome

Good evening, everyone, and welcome to Com-Span Inc.'s Annual General Meeting.

On behalf of the Board of Directors, I would like to thank you for being here and for your continued interest, support, and commitment to Com-Span. Our AGM provides an important opportunity to reflect on the past year, recognize the accomplishments of our organization and our people, acknowledge the challenges we have faced, and look ahead to the year to come.

At the heart of everything we do are the individuals we support. Their well-being, dignity, inclusion, and ability to live meaningful and fulfilling lives continue to guide our decisions and shape our priorities as a Board and as an organization.

Service and Operations

Com-Span's mission is grounded in service—providing consistent, person-centred support to our participants with compassion, respect, and dignity.

The past year has been one of the most complex and demanding periods in Com-Span's history. We have experienced leadership transitions, operational changes, and a number of challenges that have required us to adapt quickly and work collaboratively.

Through these changes, our focus has remained consistent: ensuring that our participants continue to receive quality support and that our staff have the resources and direction they need to provide that support.

The Board continues to meet monthly, with additional communication and meetings taking place by email or other means when circumstances require timely decisions. We remain committed to transparency, accountability, and responsible governance.

Our AGM is an important part of that commitment. It allows us to share information openly, recognize our successes, acknowledge our challenges, and engage with the people who have an important stake in the future of Com-Span.

Financial Overview

Our financial position continues to require careful attention, although we are encouraged by gradual improvements.

Over the past year, a number of participants have accessed increased levels of service. This has allowed Com-Span to apply for corresponding increases in funding where appropriate. The reassessment of participant service needs and related funding is an important part of stabilizing our revenue and strengthening the organization's financial position.



The Board remains committed to responsible financial management. We continue to monitor expenditures carefully, pursue all eligible funding opportunities, and make decisions with the long-term sustainability of Com-Span in mind.

While challenges remain, we are encouraged by the progress being made and will continue to work diligently to ensure that Com-Span remains financially responsible and sustainable.

Staff Recognition

One of Com-Span's greatest strengths is our staff.

We are extremely proud of the dedicated, compassionate, and hardworking individuals who provide support to our participants every day. Their commitment, professionalism, and consistency are essential to the success of our organization.

Our support workers do much more than provide day-to-day assistance. They build relationships, encourage independence, promote inclusion, and help participants achieve their goals. The work they do can be challenging, but it is also incredibly meaningful, and we recognize the difference they make in the lives of the people we support.

We are also pleased to recognize several employees who have recently reached significant service milestones. Long-term employees are an important part of Com-Span's history and demonstrate the dedication and commitment that exists within our organization.

The current collective agreement expired on March 31, 2025. We are actively working with the union toward negotiating a new collective agreement. We remain committed to a respectful and collaborative process and are hopeful that we can reach an agreement that is fair and mutually beneficial.

Governance and Strategic Oversight

The Board's responsibility continues to focus on good governance, policy direction, financial oversight, and the long-term strategic direction of Com-Span.

Our primary funder remains the Department of Families with the Province of Manitoba, and maintaining an open, professional, and accountable relationship with our funders is essential to the continued operation and development of our programs.

Over the past year, the Board has continued to review and update organizational policies to ensure that they reflect current circumstances, legislative requirements, and best practices.

We have also remained focused on fiscal responsibility, including identifying eligible funding opportunities, monitoring expenditures, and minimizing unnecessary costs wherever possible.

An important priority moving forward is working with our funders to address program needs, support continued admissions, and identify opportunities for appropriate growth. We recognize that long-term sustainability requires careful planning, collaboration, and a willingness to adapt as the needs of the individuals we serve evolve.



Welcome to Our New Board Members

This year, we were pleased to welcome four new members to the Com-Span Board of Directors:

- Emmanuel Ibukunoluwa
- Arra Patriarca
- Collin-Longe Olamide

Each of our new Board members brings valuable knowledge, experience, and professionalism to Com-Span. We are very pleased to have them join us and look forward to benefiting from their perspectives and expertise as we continue our work.

I would also like to thank all members of the Board for their time, commitment, and willingness to contribute throughout what has been a demanding year. Board service requires dedication, thoughtful discussion, and a commitment to making decisions in the best interests of Com-Span and the individuals we support.

Acknowledgments

On behalf of the Board of Directors, I would like to extend our sincere appreciation to the many individuals and organizations that contribute to Com-Span's success.

We acknowledge:

- The Department of Families, Province of Manitoba, for its ongoing support and partnership.
- Sara Riel Inc., our landlord, for its continued relationship with Com-Span.
- Abilities Manitoba, for its support and collaboration; and
- Most importantly, our dedicated and compassionate staff, whose daily commitment makes our work possible.

We also recognize the families, caregivers, community partners, and others who support the individuals we serve and contribute to their success.

Every person who contributes to Com-Span plays a role in helping us fulfill our mission, and we are grateful for that continued commitment.

Looking Ahead

As we look toward the coming year, our priorities remain clear: quality service, organizational stability, responsible financial management, and sustainable growth.

The past year has challenged us in many ways, but it has also demonstrated the resilience of our organization. We have continued to adapt, address challenges, and move forward while keeping the needs of our participants at the centre of our work.

There will undoubtedly be challenges ahead, but I am confident that with continued collaboration among our Board, staff, participants, families, funders, and community partners, we can continue to strengthen Com-Span and build a sustainable future.



Thank you to everyone who has placed their trust in Com-Span and supported us throughout the past year.

On behalf of the Board of Directors, thank you for your continued commitment to our organization and, most importantly, to the individuals we have the privilege of supporting.

Respectfully submitted,

Debbie Slobogian-Jones
Darcy Wilson
Co-Chairperson's
Com-Span Inc.



Treasurer's Report

Annual General Meeting – October 1, 2026

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, 2026, I report on the extracts from the audited financial statements as prepared by Scarrow & Donald LLP.

Our Financial outlook was positive, primarily due to operating at full or near full capacity for the fiscal year. Strong fiscal management allowed Com-Span to improve its cash position year over year.

Revenue increased by \$263,683 or 13.2% while expenses increased by \$304,641 or 15.6%, resulting in a surplus of \$6,116 compared to a surplus of \$167,619 in the prior year. Com-Span operating to full or near full capacity coupled with strict expense management resulted in the surplus in fiscal 2026. It is expected that Com-Span will carry this positive momentum into fiscal 2027.

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



Executive Director's Report

It is my pleasure to present the Executive Director's Report for Com-Span Inc. as we reflect on another year of growth, connection, and meaningful service.

This has been a busy and rewarding year for Com-Span. We have had the pleasure of welcoming new people to the program and employees to our organization, strengthening our team and expanding the community we serve. Every individual who joins Com-Span brings new experiences, perspectives, and opportunities to learn from one another, and we are grateful to have them as part of our community.

Strengthening Our Programs and Services

We are truly grateful to the agencies, organizations, individuals, and community partners who have provided grants and donations to support Com-Span throughout the year. Their generosity has made a meaningful difference in our ability to provide engaging, person-centred services and supports while creating a safe, welcoming, and enjoyable environment for everyone we serve.

With this support, we have been able to make several important improvements and additions to our program, including:

- The purchase of a Hi-Lo Plinth to enhance accessibility and support the individual needs of those who attend the program
- Renovations and improvements to our program space.
- The purchase of a variety of adapted educational and recreational resources.
- The introduction of bi-monthly dance and movement classes, providing opportunities for physical activity, expression, and enjoyment.
- Afternoon entertainment sessions that encourage social connection, and participation.

These investments are more than improvements to our facility or programming. They represent our ongoing commitment to ensuring that the people we support have opportunities to participate, learn, connect, and experience meaningful moments every day.

Community engagement continues to be an important part of Com-Span's work. This year, we had the opportunity to meet with City Councillors, our Member of the Legislative Assembly and representatives from the Department of Families, as well as attend the 2025 Throne Speech as a Com-Span representative.

These opportunities have helped strengthen Com-Span's presence within the broader community and have allowed us to share the important work we do, advocate for the individuals we support, and build relationships that will help us move forward.

Our annual community barbecue was another outstanding success. It would not have been possible without the dedication of our volunteers, the generosity of our community sponsors, and the commitment of our fantastic staff and management team. Events such as these remind us that Com-Span is more than a program — we are a community built on relationships, inclusion, and belonging.



We look forward to continuing to build new partnerships and creating even more opportunities for the people we support to be active and valued members of the community.

At Com-Span, we know that our organization is only as strong as the people who make it what it is. Our staff bring compassion, creativity, professionalism, and dedication to their work every day.

This year, we are especially proud to recognize two important service milestones:

- **Alyssa Henault — 20 Years of Service**
Alyssa's creative, compassionate, and caring presence has made a lasting impact on Com-Span and on the individuals and families we support. Twenty years of service is an incredible achievement, and we are grateful for her continued dedication.
- **Susana Carvalho- 15 years Service**
Susana's caring nature, dedication, and unwavering commitment to providing exceptional support and services to everyone who attends the program are truly appreciated. We are incredibly grateful for her compassion, hard work, and the positive impact she has made over the past 15 years. Thank you, Susana, for being such a valued member of our team.
- **Loida Almario — 10 Years of Service**
We are also pleased to recognize Loida for ten years of dedicated service to Com-Span. Her commitment and contributions have helped strengthen our organization and enrich the lives of those we support.

Please join me in congratulating Alyssa, Susana and Loida and thanking them for their many years of commitment to Com-Span.

Looking Ahead

While we are proud to celebrate the successes of this past year, we must also recognize the delicate balance required for a not-for-profit organization to remain strong and sustainable in changing times.

We continue to work closely with the Department of Families and with our community partners, while actively seeking grants, donors, and new sources of support. This work is essential to ensuring that Com-Span can continue to provide high-quality, person-centred services while responding to the changing needs of the individuals and families we serve.

Our focus moving forward will remain clear: to provide meaningful opportunities, promote inclusion, strengthen community connections, and ensure that every person who comes through our doors is valued, respected, and supported.

The Board of Directors and I will continue to work together to guide Com-Span into its next chapter — a chapter that is strong, inclusive, innovative, and firmly rooted in our core values.



Thank You

None of what we have accomplished this year would be possible without the people who believe in Com-Span and contribute to our success.

To our attendees and their families, thank you for trusting us to be part of your lives.

To our staff and management team, thank you for the compassion, energy, and dedication you bring to your work each day.

To our Board of Directors, thank you for your leadership, guidance, and continued commitment to the organization.

To our volunteers, donors, sponsors, community partners, and government partners, thank you for investing in Com-Span and helping us create opportunities that make a real difference.

And finally, thank you to everyone who continues to believe in the vision and future of Com-Span.

Together, we are building an organization where people are supported, included, celebrated, and given every opportunity to participate fully in their community.

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

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



Employee Recognition of Service

We are pleased to recognize and celebrate our staff members who have reached significant years-of-service milestones. We sincerely appreciate your dedication, commitment, and valuable contributions to our organization. Thank you for your continued service, and congratulations on this important achievement.

Alyssa Henault 20 years September 1, 2026
Susana Carvalho 15 years October 4, 2026
Loida Almario: 10 years March 4



Acknowledgements

Com-Span gratefully acknowledges the organizations, individuals, families, donors, volunteers, and community partners whose support contributes to the success of our programs and services. We sincerely appreciate your continued generosity, commitment, and partnership in supporting individuals living with developmental disabilities and strengthening our community.

Province of Manitoba
Com-Span Volunteer Board of Directors
Manitoba Liquor and Lotteries
Coop Foods
MLA Jamie Moses
Rainbow Stage
Maple Leaf Construction
Puppy Sphere
Sobeys
Murray Jeep Ram
Quintex
Street Trackers
Darcy Wilson
Mariane Riding
The Firouzabadi Family
Jeannie Remilard
The Klimenko Family
Abilities Manitoba

Sara Riel Inc.
Abilities Manitoba
Cambrian Credit Union
The Winnipeg Foundation
City Councillor Brian Mayes
Atkins Underground
Rave Massage
Infinity Fitness
Assiniboine Park Conservatory
Safeway
Winnipeg Blue Bombers
Canada Life
Leslie Being
Chris Graham
The Slobogian-Jones Family
Stephen Wilson
Canada Life
The Souliere Family

Com-Span extends its sincere appreciation to the friends and families of Com-Span, as well as our dedicated volunteers, for their generous contributions of time, resources, and support. We gratefully acknowledge everyone whose kindness and commitment continue to strengthen our programs and community.