



Family Councils Ontario

ANNUAL REPORT

2021 – 2022



OUR MISSION

Leading and supporting families in improving quality of life in long-term care.

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A LETTER FROM OUR EXECUTIVE DIRECTOR

2021-22 was a year of incredible growth for the FCO team, not only in terms of the number of team members but also in the creative and strategic ways that we are supporting Family Councils, contributing to public policy, and engaging our network.

During the summer of 2021, we were informed that our base funding was being increased! This decision was the result of the relationship we continue to build with government and our ability not only to demonstrate the impacts of our work but also to show how we can improve and grow our services. In October 2021, we added three new team members: Leah Cabral, Communications Manager; Dinesh Ram, Operations and later Equity, Diversity, & Inclusion Manager; and, Liane Pelisser, Client Services Manager.



Liane took over for Tiffany Fearon who moved to the policy and research portfolio. Each of these amazing people brought new ideas, experiences, and expertise to our existing team (Natacha Dupuis, Bilingual Outreach Manager; Cathleen Edwards, Education Manager; Tiffany Fearon, now the Policy & Research Manager; and Sam Peck, Executive Director) and have built new ways to support Family Councils and long-term care homes across Ontario. You can read more about each FCO team member and their work starting on page 14.

As much as we hoped otherwise, 2021-22 brought us continued waves of COVID-19 and the subsequent impacts on LTC homes. While homes reopened to caregivers and visitors in 2020 and the availability of COVID-19 vaccines and uptake among residents, caregivers, and home staff enabled more activities to resume in homes, life for caregivers and Family Councils was definitely not back to normal- in fact, we're developing the new normal as we go! While no one can know how long the pandemic will last, you can know that FCO is there to help.

While no one can know how long the pandemic will last, you can know that FCO is there to help.

-Sam Peck

Family Councils Ontario's services throughout 21-22 continued to focus on supporting caregivers, Family Councils, and homes through the pandemic experience via our virtual family forums, presentations, 1:1 consultations, and events. See our yearly timeline on pages 10 and 11.

Towards the end of the 21-22 year, we started receiving more requests for help in getting Family

Councils up and running- either as a new or established (but dormant) Family Council. Our team developed creative and innovative approaches and materials to help Family Councils and caregivers adapt to the new normal. Some of these included our long-term care book club, self-paced eLearning modules, Reflection Room partnerships, creative writing workshops in partnership with the Writers Collective of Canada, and new educational materials grounded in the COVID experience. Check out page 7 for a preview of our new 2022-23 projects and priorities.



Throughout all of this, we have ensured that our work and contributions are grounded in our values, particularly diversity, equity, and inclusion; meaningful collaboration with caregivers and Family Council members; and, evidence-informed decision making. To that end, we have continued to base our programs and services on what we hear from you, the need to address oppression in all its forms, and ensuring that diverse sources of knowledge inform our work. I hope that as you read the rest of the FCO 2021-22 Annual Report that you will see these values in action.

While I can't predict what 2022-23 will bring us, I can state with certainty that the FCO team will be here to help caregivers, Council members, home staff, and our sector partners create and adapt to the new normal in long-term care.

With love,



Sam Peck

LOOKING AHEAD:

I'm so excited about all of the exciting projects and initiatives that the staff team is working on to provide support to caregivers, Councils, and home staff. For my part, I am looking at ways to support workplace culture and improve and protect the mental health and wellness of our Family Councils Ontario team. We're a small but mighty team and we all bring a wealth of professional and lived experience that we use in our work. By bringing our full selves to our work, we can build a robust knowledge base and lean on each other in our work. Given the chaos and stress of the last two years (the COVID pandemic, ongoing racial violence in North America, an increasingly divided society), it's incredible that the FCO staff team has stayed this strong, supportive of each other, and committed to our mission. And we have a board of directors that works in partnership with the staff team to ensure success by focusing on effective governance, fundraising, and identifying growth opportunities. I am so grateful that FCO has such incredible staff and board members who are dedicated to our work!



Personally, I find these sessions so refreshing. A chance for real people to express themselves honestly, and offer solutions that just make sense is what we need.

-Book Club Member

My experience is that FCO has wonderful resource people who are responsive, and also resource material: both are invaluable.

-Family Council Member

I have been up too late tonight watching the excellent presentations from the FCO conference. I just have to tell you that you are such a FORCE.

-Social Worker in LTC



Thank you so much for all the work you do to support the homes!

-LTC Home Administrator

A LETTER FROM OUR BOARD CHAIR

The ongoing COVID-19 pandemic and health human resources crisis has created an environment of uncertainty in long-term care. Through these dynamic times, however, Family Councils Ontario is committed to providing you with support and guidance. As the chair of the FCO Board of Directors, it is my pleasure to bring this message on behalf of the entire board.

The board is proud to work alongside a highly skilled, professional, and compassionate team of staff. While the last year has been rife with challenges, FCO staff have remained steadfast in their commitment to our mission to lead and support families in improving the quality of life in long-term care. At the same time, the board has focused on creating a supportive work environment, developing and updating policies that provide overall direction to the organization, and overseeing the implementation of our strategic plan. Working hand-in-hand towards a common mission and shared strategic goals meant that our team were able to develop timely and creative programs and



services, to work effectively with sector and government partners to respond to family and caregiver needs, and - importantly- to support each other as colleagues and friends. This commitment to collaboration and effective teamwork enabled Family Councils Ontario staff to work in sustainable and innovative ways, with an ability to pivot and identify new ways of working together and with stakeholders. The team, through their responses to rapidly changing sector and caregiver needs, have demonstrated a deep commitment to our mission and to supporting families.

Of particular note this year, with our increased funding we enhanced our public policy analysis and provided critical input to government in key areas including but not limited to: visitation and vaccination policies, the introduction of a new legislative and

regulatory framework for long term care homes; and, Ontario's Quality Framework for Long-Term Care. Our feedback and thought leadership was informed by the many conversations, formal and informal, with caregivers and Council members across Ontario. We want you to know that what

we hear from you directly shapes our analysis and the input we provide on key government initiatives.

What we hear from our network directly informs our expertise, insight, and perspectives.

-Kathryn Pilkington

With Tiffany Fearon as our dedicated policy analyst, Family Councils Ontario has been able to survey caregivers, analyze their feedback, conduct issues-based research, and draft recommendations to government that meet caregiver and Family Council needs. We were instrumental in the creation of the revised visitor policy that included a mechanism to ensure residents are able to receive visits from their essential caregivers: even when a home is in outbreak. Consistent with our feedback, the new legislative framework for Long-Term Care also formally recognized essential caregivers. Finally, your input was used to inform our feedback to government on quality indicators that the Ministry of Long-Term Care will use to measure and improve sector performance.

The 2022-23 year will bring with it new challenges and opportunities, many of which will touch on matters of deep personal significance for Family Councils, caregivers, staff and sector partners. The FCO team, with its many long-standing staff members, will forge a path forward with passion and dedication.

On behalf of the FCO Board of Directors, it is my pleasure to welcome you to the 2021-22 Annual Report. We look forward to working together to achieve our vision, being that all people in long-term care have a vibrant experience marked by the best care.

We know that vision is attainable — if we work together.

Sincerely,

Kathryn Pilkington

PROJECTS & PRIORITIES

2022 - 2023



eLearning

The FCO eLearning Hub features online courses designed to train current and future members of Councils and home staff to build and maintain positive relationship with the Family Council.

Course offerings include:

- Family Councils 101
- Facilitating a Family Council Meeting
- Conflict Resolution in a Family Council
- How to Run a Family Council

DIERAC

The Diversity, Inclusion, and Equitable Representation Advisory Committee (DIERAC) is focused on finding ways to incorporate diverse voices and perspectives into the current functions and support structures held by Family Councils Ontario. The Committee meets monthly and works to initiate, support, and spread a better understanding of the need for diversity and inclusions within the sector and long-term care communities. Our DIERAC is currently recruiting to new members to support the growth of our work.





Building Bridges

The Building Bridges project, funded by the Ministry of Citizenship and Multiculturalism, aims to develop safe and supportive spaces for members affected by racism. Participants engage in peer support and trauma healing, while working to develop tools and resources that raise awareness and reduce racism-hate in the LTC system, while also empowering residents, caregivers, staff and family councils to take action to address and reduce racism within their local long-term care home.

LTC Book Club

Throughout 2022, Family Councils Ontario has welcomed Family Council members, caregivers, long-term care home staff, and social work students to join us monthly as we read our way through *Happily Ever Older: Revolutionary Approaches to Long-Term Care* written by Moira Welsh. Our participants have created a wonderful space for discussion and reflection as we discuss the different care models featured in each chapter. We look forward to continuing our book club into the next year!



Family Councils Blog

Hosted within our growing website, the Family Councils Blog features entries from students, staff, caregivers, and long-term care community members. From topics such as the ongoing pandemic to equity and diversity, our blogs are both an outlet and a platform.



Curriculum Cafe

Family Councils Ontario's newest project is our Curriculum Cafés, launched in the Fall 2022. Our Cafés are designed specifically for Family Council members and long-term care home staff who want to deepen their understanding of, and work within their long-term care community. Each month we explore a new theme and registrants will be provided with resources to review, live training and active engagement opportunities, as well as the opportunity to network with other Family Council members across the province.

RDAC

The Resource Development Advisory Committee (RDAC) continues to play a key role to provide feedback on the resources created by FCO. Members of this committee represent diverse voices including those of Family Council members, long-term care home staff and organizations supporting the long-term care sector. Key projects for the RDAC in 2021/2022 included feedback on the 4 eLearning modules. To learn more about the RDAC or to access resources presented by Family Councils Ontario, visit us at our website!



Visit our website for more information about our projects, priorities, & opportunities.

www.fco.ngo

THANK YOU TO THE FRIENDS OF FCO

This year, we supported more councils and caregivers, hosted more events, created more resources, and had a larger impact than ever before! Our two conferences were made possible by the Friends of FCO. We could not do this important work without our supporters. By committing to a monthly donation of any amount, you support our much needed work and join our incredible group of friends.

\$1190
raised to date



seven registered monthly donors

628
long-term care homes across Ontario



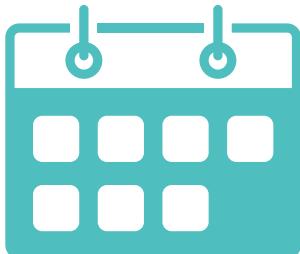
As a friend of FCO I love the option of giving a monthly donation to help support the wonderful conferences and events that FCO organizes. The small amount I give monthly adds up over time, to a much larger financial donation that I would not have been able to afford otherwise

-L.S. (Family Council member)

BECOME A FRIEND OF FCO TODAY!
fco.ngo/about/donate

OUR WORK

2021-2022 TIMELINE



April 2021

Family Councils Ontario Conference: Charting a New Course

May 2021

Writing to heal with the Writers Collective of Canada: Expressive writing series launches

June 2021

Family Council Week 2021: Honouring Loss & Celebrating Life in Long-Term Care

July 2021

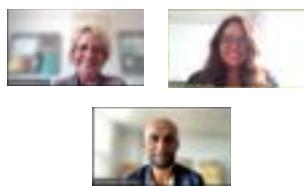
Family Councils Ontario is notified of an increase to our funding. New positions are developed and the search begins for candidates

August 2021

FCO joins Indicator Selection Expert Panel for MLTC's Quality Framework

September 2021

Family Councils Ontario invites caregivers to our Talking About Your Medications workshop



October 2021

Family Councils Ontario welcomes three new team members: Leah Cabral, Dinesh Ram, and Liane Pelissier



November 2021

Family Councils Ontario hosts caregivers, council members, staff, and students at our conference *Finding Your Voice: Engage, Empower, Influence*



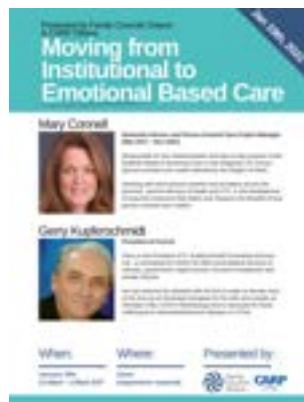
December 2021

Family Councils Ontario continues our partnership with the Writers' Collective of Canada through weekly Creative Writing Workshops for Caregivers



January 2022

Family Councils Ontario continues hosting regular Virtual Family Forums as well as a webinar *Moving from Institutional to Emotion Based Care*



February 2022

FCO hosts Easing Pandemic Restrictions: Special Webinar with Ministry Guests to share updates on pandemic restrictions in LTC homes



March 2022

Family Council Week 2021: Honouring Loss & Celebrating Life in Long-Term Care

OUR TEAM

REFLECTIONS & REPORTS

LIANE PELISSIER CLIENT SERVICES MANAGER



As I reflect on my first year with FCO, I can't help but feel immense pride in all that we have accomplished. Some amazing projects and partnerships have been developed, all with the focus of rebuilding and regrouping towards a new normal in long-term care.

We have seen many Family Councils unravel due to the pandemic and

families and homes have reached out to us to help with the revitalization of their Family Councils. We have had the privilege of doing virtual presentations to families and home staff in order to guide them towards getting their councils up and running again. We have received feedback from homes stating that since then, their home's Family Councils are thriving.

"Thanks VERY much for your wonderful presentation last night, Liane... Your relaxed, family-member style was, I think, just what we needed to calm the waters of what has been a lost-at-sea atmosphere for far too long, and we accept your offer to tap into FCO's other resources in the future.

-FC Member (about Liane's presentation)

We've also helped homes that were in conflict by providing conflict resolution support and helping Family Councils and homes develop plans to rebuild relationships. These interventions provided opportunities for Family Council members and home staff discuss issues and work collaboratively towards improving communication.

It's been a very rewarding and great first year, packed with some amazing projects and initiatives all with the goal of leading and supporting families in improving quality of life in long-term care.

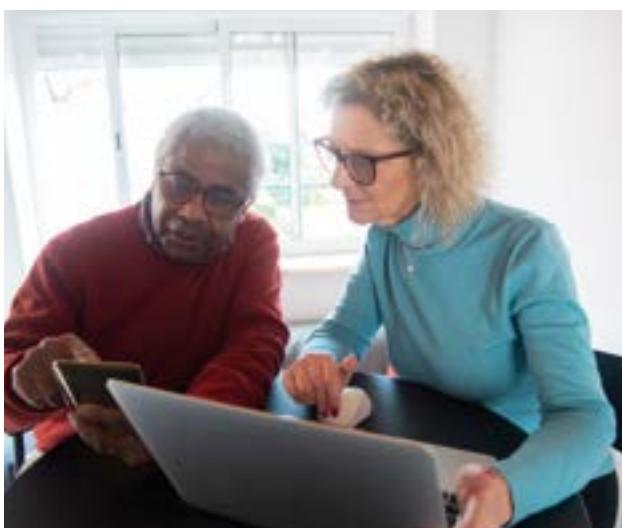


LOOKING AHEAD:

One of the projects I am most excited about is the development of a long-term care information package for families. This resource will provide families with information on what to expect in long-term care. Hopefully, everything they need to know! This project has led to an incredible partnership with Deborah Bakti, author of *Now What?*

Together we have created information videos based on sections of her book. These videos can be found on our YouTube channel as well as Deborah's website. An unexpected result of this collaboration was the opportunity to speak with staff from 40+ Extendicare homes on helping them work alongside and support their Family Councils in making the home a better place.

Family Council Ontario is also partnering with Advantage Ontario on developing Palliative Care education for families in LTC.



NATACHA DUPUIS OUTREACH MANAGER



The 2021-22 year was one of Family Councils finding their way in the new reality of long-term care. Homes and communities are still navigating COVID-19 but are now trying to find ways to engage families in both the day-to-day life of long-term care homes but also in finding ways to build and repair relationships.

Over the past year, I've done many, many presentations to Family Councils- mostly on conflict resolution to help Council members and home staff develop skills and confidence in approaching and resolving conflicts within the Family Council and between the council members and home leadership. The past few years have been very tough on everyone, especially those who live, work, and care within Ontario's LTC homes, and so our team is not surprised that conflict has arisen. And we're here to help! Another success is the growth of the French Councils Network Rencontre du Réseau francophone des Conseils des familles Ontario. The réseau has been meeting since October 20th, 2022 and has the goal to support Francophone Family Council members in Ontario, improve the quality of care and lives of residents in long-term care (LTC) homes and to advocate for positive change in LTC.

I attend to provide information, share updates, and answer questions before leaving the meeting so that participants can share among themselves and engage in peer support.

FCO has heard for many years how important [PSW's & caregivers] are to supporting caregivers and Councils so we are thrilled to be able to continue to support them and their work!

-Natacha Dupuis

I've also, along with other Family Councils Ontario staff, led Virtual Family Forums, an initiative that we started back in 2020 to answer questions on COVID-19 and provide attendees with support as they navigate the pandemic. These forums have continued since then, evolving along with the needs of the caregivers who attend. Similarly, the Social Workers/Social Service Workers (SW/SSW) Community of Practice that Family Councils Ontario runs in partnership with the Bruyere CLRI provides SW/SSW working in long-term care an important opportunity to connect with their peers and learn from each other how best to support residents and caregivers in their homes. We have heard for many years how important these people are to supporting caregivers and Family Councils so we are thrilled to be able to continue to support them and their work!

LOOKING AHEAD:

2021-22 will be another full year for the outreach portfolio. To better support home leaders and their relationships with caregivers and Family Councils, in the coming year I plan to start a virtual forum (peer support and networking session) for LTC home administrators. This virtual forum, like the Virtual Family Forum, will provide administrators with the opportunity to share their challenges and successes with each other, give and receive support, and build their capacity to work effectively with caregivers and Family Councils. Stay tuned for more details!

Building on the success of the the French Councils Network Rencontre du Réseau francophone des Conseils des familles Ontario, I am looking to start a province-wide, English-language Council Network that will be self-led and provide a way for Family Council leaders across Ontario to connect and engage with each other. We know that each home and Family Council across Ontario is unique, but also have much to learn from and share with each other. The initial goal is to have 30 members from across the province and grow the network over time.

We're also launching new projects in the 2022-23 year, including our Family Councils Curriculum Café! This new project features resources to review, live training and active engagement opportunities, as well as the opportunity to network with other council members across the province. As the Outreach Manager, this is a really exciting opportunity to help homes and caregivers start new Family Councils, update their knowledge and skills, and help Family Council leaders identify ways to improve their groups.

CATHLEEN EDWARDS EDUCATION MANAGER



Cathleen Edwards (She/Her)

in-person meetings, with new resources available to help Councils run electronic, hybrid or in-person elections.

It's hard to believe another year has come and gone! I continue to be inspired by the Family Councils I meet virtually, while looking forward to the day we can meet in person. As COVID-19 continues to present challenges in long-term care, I am excited to support Family Councils as they begin to explore how to "regroup" by implementing hybrid or

LOOKING AHEAD:

In April 2022, we launched the Long-Term Care Book Club where we meet each month to discuss a chapter of "Happily Ever Older" by Moira Welsh. One of the highlights of our conference in June was to have the author herself join us for our discussion. The book club has been so well received that I am excited to share we will be exploring 3 different books in 2023. Stay tuned for additional details!

Recognizing the growing time pressures and diverse needs for resources of Family Councils, in June 2022 FCO launched 4 eLearning modules: Family Council 101, Facilitating a Family Council Meeting, Family Council Policies & Procedures and Conflict Resolution in a Family Council. I am excited to continue to grow our eLearning offerings as I develop two new modules: Succession Planning for Family Councils and Strategies to Build Effective Administrator/Council Relationships.

I am excited to continue to develop diverse resources to support staff, administrators and Family Councils as they continue to work together to improve the quality of life for residents. I would also like to extend my deepest appreciation to the members of the Resource Development Advisory Committee (RDAC) who provide feedback and input as I develop new or update existing resources.

TIFFANY FEARON RESEARCH & POLICY MANAGER



Tiffany Fearon, FCO (she/her)

Throughout the last year, our small but mighty team navigated significant organizational growth, historical changes to long-term care legislation, and devastating third and fourth waves of COVID-19. Despite finding ourselves in uncharted territory, resilience pushed us to employ our strengths and

amazing partnerships to fulfil our mission of leading and supporting families in improving the quality of life in long-term care.

With Tiffany Fearon as our dedicated policy analyst, FCO has been able to survey caregivers, analyze their feedback, conduct research on issues, and draft recommendations to government that will meet caregiver and Council needs

-FCO Board Chair

The repealing of the Long-Term Care Homes Act, 2007, and replacement with the Fixing Long-Term Care Act, 2021, was understandably a pivotal time for us and many of our stakeholders to reimagine the landscape and future of the sector. As the provincial conduit for Family Councils, we were honoured to have been approached by the Ministry of Long-Term Care to provide recommendations as the bill passed through stages of the legislative process to become Ontario law. We used these opportunities to highlight the importance of embedding equity and person-centered care as foundational principles into new and existing frameworks in legislation upon reflection of sector trends and Family Council and family caregiver commentary.

For 6 months I also had the pleasure and honour of being amongst some of the best and brightest thought leaders dedicated to influencing public policy after being accepted for the 2022 Maytree Policy School cohort. This opportunity highlighted the importance of understanding and influencing policy decisions and the need to safeguard human and social rights within our communities. I am excited to lead the policy and research portfolio for Family Councils Ontario and look forward to building a policy working group and utilizing the insights of our DIERAC to do so.

With the impact of COVID-19 outbreaks in long-term care and positive case volume within our communities being an ongoing concern, our team has worked diligently to plan and execute numerous online events including our 2021 Virtual Conference themed Regroup, Refocus, Recharge. We were thrilled to welcome Family Councils, caregivers, staff, and healthcare workers to connect and participate in educational presentations and networking sessions throughout the month of June. With an amazing program, conversant guest speakers and engaged attendees, our team was inspired with new ideas for our programming that we look forward to sharing in the months to come.

LOOKING AHEAD:

A key part of ensuring our programming is meeting the needs of our services users; it's important to us to continue to nurture opportunities for ongoing and proactive engagement. FCO plans on utilizing its current relationships with its DIERAC and RDAC and implementing user friendly channels for family caregivers and home staff to share their experiences on an ongoing basis. We're also looking into enhancing our presence as a leader in LTC policy with attentive efforts to share recommendations with our partners at the MLTC, disseminating timely sector updates, and developing more consistent opportunities to consult family caregivers and Family Councils. Of particular note for my 2022-23 work plan is the completion and implementation of FCO Diversity, Inclusion, Equity and Representation organizational framework which will assist in guiding projects, programming and partnerships.

DINESH RAM EQUITY, DIVERSITY & INCLUSION MANAGER



Dinesh Ram (he/him)

Joining FCO during a pandemic as an Operations Manager and growing into an Equity, Diversity and Inclusion role quickly showed me how innovative and responsive the team is to the changing times.

As the pandemic rages on, we've been able to develop programming

within the Building Bridges project to address the growing needs of a racialized population. The program launched in April 2022 as part of the Anti-Racism Anti-Hate grant funded by the Ministry of Citizenship and Multiculturalism, will last until March 2023.

Enlisting the participation of 5 long-term care homes from various regions and cultural communities across Ontario, we attempt to address racialized trauma through trainings on Gabor Mate's Compassionate Inquiry and Marshall Rosenberg's Nonviolent Communication. Through holistic thinking and program design, peer-support groups and community involvement, the project evolves based on each home's unique character. The result will be for racialized and non-racialized home members to compassionately discuss difficult conversations, share feelings and needs while strengthening bonds, amplifying underrepresented voices and developing systemic changes towards creating inclusive communities.

In such a short time, my experiences with FCO show me just how much can be accomplished by a diverse, highly-qualified team who genuinely care about helping others.

-Dinesh Ram

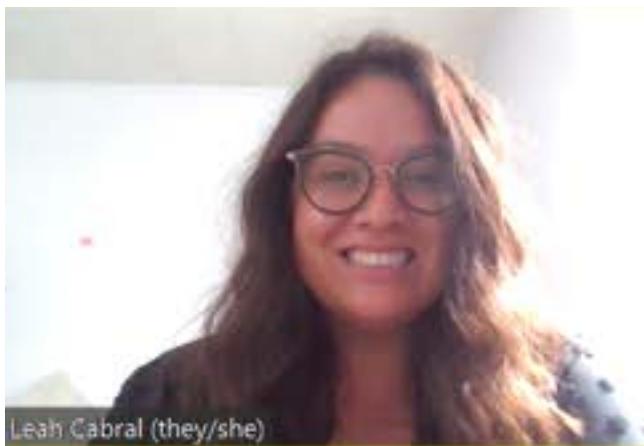
We have successfully implemented two trainings and have six more planned. Additional program initiatives include a Resource Hub to educate and explore further learnings on racism, Community Cards that lend a voice to those who prefer to communicate in written word, and educational videos that aim to empower individuals in challenging circumstances.

In such a short time, my experiences with FCO show me just how much can be accomplished by a diverse, highly-qualified team who genuinely care about helping others. We're all in this pandemic together and discovering how we can continue building community, belonging, and joy across Ontario keeps this work interesting! I'm looking forward to growing with the team and delivering support where it is needed most.

LOOKING AHEAD:

The Building Bridges program launched April 2022 as part of the Anti-Racism Anti-Hate grant funded by the Ministry of Citizenship and Multiculturalism, will last until March 2023. Enlisting the participation of 5 long-term care homes, from various regions and cultural communities across Ontario, we attempt to address racialized trauma through trainings on Gabor Mate's Compassionate Inquiry and Marshall Rosenberg's Nonviolent Communication. The goal is to empower participants to effectively soothe challenging circumstances as they arise. Through holistic thinking and program design, peer-support groups and community involvement, the project evolves based on each home's unique character. The result will be for racialized and non-racialized home members to compassionately discuss difficult conversations, share feelings and needs while strengthening bonds, amplifying underrepresented voices and developing systemic changes towards creating inclusive communities.

LEAH CABRAL COMMUNICATIONS MANAGER



Leah Cabral (they/she)

I couldn't be prouder of the work that Family Councils Ontario has done in the last year, and the ways in which I've been able to support our many goals and projects. Having started with the organization in a time of rapid expansion, I have had the unique opportunity to take our individual communications efforts and transform them into a fully realized communications machine.

My work has included: growing our followership across Twitter, Facebook and LinkedIn; developing engaging video content for YouTube including our Meet the Team video series; creating a regular printable version of our weekly eBulletin for families and caregivers to print and share within their long-term care homes; launching our long-term care & caregiver events calendar on our website; and supporting the various projects of our organization through poster design, survey creation, and webpage development. All of this to say- I have been working behind the scenes with the goal of not only making Family Councils more well known, but also known well.

Thank you. Great summary of the many changes in a very simple to understand format. I share your newsletters with our Family Council and our family email list.

*-LTC Home
Administrator*

We have achieved many of our goals this year, and reached significant milestones. I am eager to continue working alongside my incredible colleagues, and on behalf of the Family Council members, caregivers, and long-term care community at large to increase connection and community through communications.



Whether you follow us on social media, are an eBulletin subscriber, or have visited our website, I thank you for taking the time to get to know us and we hope you will continue to let us learn about you! We invite you to engage with us online, attend our events, and provide feedback. We know that communications is a two-way street and we're looking forward to driving that road alongside you.

LOOKING AHEAD:

I am excited to share that our communications team is doubling in size! We will be welcoming a Bilingual Communications Specialist to support our capacity in both French and English. The addition of this person to our team will allow Family Councils Ontario to produce a regular ebulletin in French alongside the English. Additionally, this role will work to support the translation of resources, social media content, and website content into French as needed by Family Council members and caregivers. We will introduce this team member to you through our Meet the Team video series, so keep your eyes peeled for that.

In the coming year we will be working to increase our followership and audience by 10% across channels. We understand that the long-term care sector is constantly changing, and that there are new residents, caregivers, and long-term care home employees getting involved each and every day. We are committed to growing with the sector, and connecting meaningfully along the way.

CONNECT WITH US!

- [!\[\]\(21836c01843165e8dc035337f541a17f_img.jpg\) Family Councils Ontario](#)
- [!\[\]\(e411cb55f5ec6217252f076861c8cda1_img.jpg\) FamCouncils_ONT](#)
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- [!\[\]\(7512c7f2d06da49c9813bbef1f6eb863_img.jpg\) Click here to subscribe to our eBulletin](#)
- [!\[\]\(c01a53784b02b96a926285892c66daf7_img.jpg\) Click here to read our Family Councils blog](#)



FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION

ASSETS	2022	2021
CURRENT		
Cash and cash equivalents	\$ 117 837	\$ 80 110
Harmonized sales tax recoverable	13 330	8 450
Prepaid expenses	23 359	4 043
	\$ 154 526	\$ 92 603
LIABILITIES & NET ASSETS		
CURRENT		
Accounts payable and accrued charges	\$ 30 737	\$ 20 898
Payroll source deduction payable	17 946	7 217
	\$ 48 683	\$ 28 115
NET ASSETS		
General fund	\$ 50 026	\$ 39 488
ARAH - restricted fund	39 708	-
New Horizons - restricted fund	16 109	25 000
	\$ 105 843	\$ 64 488
	\$ 154 526	\$ 92 603

STATEMENT OF REVENUES AND EXPENDITURES

REVENUES	2022	2021
Ontario Ministry of Long-Term Care	\$ 647 521	\$ 411 383
Misc. Income	10 681	1 596
Canada Summer Jobs Wage Subsidy	8 913	4 347
Donations	2 490	1 493
	669 605	418 819
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EXPENSES		
Salaries and wages	455 468	294 291
eLearning development	58 243	-
Professional fees	33 542	23 622
Office and general	28 579	16 426
Program expenses	28 261	20 703
Occupancy costs	25 342	27 040
Software and licensing	11 945	9 012
Meetings and conventions	8 123	13 991
Telephone	5 107	6 773
Insurance	2 489	2 310
Bank charges	1 966	1 519
Advertising and promotion	-	564
	659 067	416 251
	<hr/>	<hr/>
EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS		
Net revenues and over expenses from ARAH grant	39 708	-
Net revenues and over expenses from New Horizons grant	(8 891)	25 000
	<hr/>	<hr/>
	30 817	25 000
	<hr/>	<hr/>
EXCESS OF REVENUES OVER EXPENSES	\$ 41 355	\$ 27 568



OUR VISION

People in long-term care have a vibrant experience and the best care.

