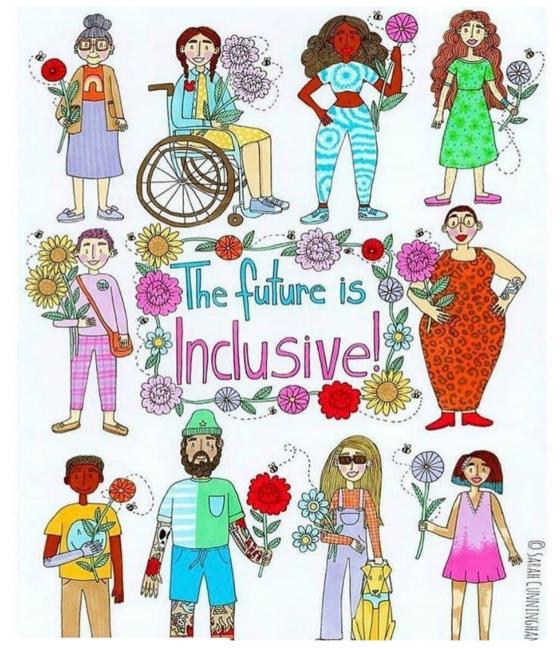


116 – 70 Isabella St Parry Sound, ON P2A 1M6

Resource Centre for Independent Living



Annual General Meeting – Virtual Zoom Meeting Thursday, June 25, 2020 @ 1:00 pm

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Diversity is having a seat at the table, inclusion is having a voice, and belonging is having that voice be heard.

@ LIZ ANDMOLLIE

Letter from the Board Chair



2019-2020 has been a year of success and unexpected challenges for RISE

Our One-Day Motion Challenge and our remarkably successful Community Canvas Paint Night helped to raise funds and create new friends for RISE. Our third initiative, the Shoe Drive garnered lots of shoes but our sales were interrupted by the Covid-19 restrictions. Hopefully, we will be able to have a Back-to-School sale and realize some additional revenues.

Covid-19 also interrupted our 12th year of The Coffee Break Newsletter. This successful communication outreach project has been supported by local advertising and distribution. Hopefully, we will be able to re-establish this welcomed and respected community resource.

RISE continues to maintain a strong fiscal management policy, ensuring a surplus wherever possible. These residual monies will provide a cushion should we be presented with unexpected expenses.

Our Executive Director / Direct Funding Program Coordinator has managed extremely well during this difficult time. She has maintained ongoing contact and ensured that all self managers and potential candidates for Direct Funding are safe and moving forward within the program. Tammy has taken advantage of the government programs and has secured funding where available.

Our lease has not been renegotiated yet due to Covid-19 limitations, but we are moving forward with month-to-month payments for another year. This will allow the board and the Executive Director to explore other options to ensure we are prepared should this change.

On behalf of the Board, I would like to express my thanks to our Executive Director and Bookkeeper for their diligence and hard work this past year. Your contributions are greatly appreciated and key to the continued advancement of Independent Living in the Parry Sound Muskoka District.

I would also like to extend thanks to all board members for their ongoing contributions. However, it is with a heavy heart that we will see two extremely respected and long-time members of the RISE team leave this year. Tabitha Stapleton and Darrell Smith have contributed significantly to the advancement of RISE over the last decade and a half. We wish them both much health and happiness in their new pursuits.

Naireen Lowe RISE Board Chair



Letter from the Treasurer

I have been the treasurer for RISE for 4 years now. With our CORE funding in place for the next 2 years we have an idea where we stand financially. As always, additional revenue continues to be a challenge, but we have managed to stay in a positive position financially.

We are into our 12th year of the Coffee Break Newsletter and it continues to bring positive feedback from the community.

The Community Canvas is in its 3rd year now and is as popular as ever although we are losing our talented volunteer instructor.

We still do not know the amount of money RISE will receive from the Parking Meter Initiative as the Parry Sound Downtown Business Association decided to let the initiative run for the entire year as opposed to 3 months, which they did in the past.

Gingrich and Harris Professional Accountants are our auditors once again. Each year, after they complete the audit, they provide a draft financial statement prior to our AGM. The Audit Summary is available at the office if you wish a copy. Please contact Tammy and let her know and she will get one off to you.

It has been another challenging year with the COVID-19 pandemic coming out of nowhere. With the pandemic, we have had to cancel our paint nights and close the office. Tammy has been working from home and although this reflects in lower revenues it also means lower expenses as there are limited home visits and no Direct Funding interviews happening currently.

Hopefully, soon we can return to normal and continue with some fundraising events and revenue making ideas.

Once again, everyone is encouraged to renew their memberships to be able to vote at the AGM. Membership applications are available.

Laura Munn Board Treasurer



Letter from Executive Director

Our fiscal year beginning in April 2019 started out with new surroundings – across the hallway into a much bigger office and common area space.

Over the course of the year, we changed the way we offered our most successful monthly event, Community Canvas Paint Nights. By offering memberships at \$25 for non-members and \$15 for members, RISE memberships rose dramatically for the first time in many years. We went from zero to 36 new members.

RISE successfully participated in the One-Day Motion Challenge held on June 3/19 which coincided with Independent Living Across Canada Day. Of the 25 ILRC's across Canada, only 3 Centres participated in this event. IL Canada was impressed with the money RISE raised for such a small Centre – we surpassed the other two participating Centres.

The Board Chair and I attended an informative one-day Board Governance Presentation on June 11/19 at Canadore College in Parry Sound. RISE continues to host a Shoe Sale and bring in money from gently used and new shoes.

2020 has been a very strange year. Our Operational Policy Manual was revised and updated. Our bookkeeper, Tabitha Stapleton, announced that she and her family will be moving to Nova Scotia as her daughter has been accepted to Dalhousie University. Our Community Canvas Paint Night instructor, Sabina Rock, announced she will also be moving to Montreal to further her art studies. Before arrangements could be made to hire staff replacements, the biggest event of the year happened – the coronavirus COVID-19 pandemic.

March 16, 2020, RISE office was shut down as per orders from the provincial government and the Ontario Public Health. Border closures, self-isolation, hoarding toilet paper, stay home, stay safe, stay connected, working remotely from home, zoom meetings, conference calls, social distancing, wearing masks, wearing gloves, trying to find PPE all became the way of the entire world.

Direct Funding issues and concerns escalated during this pandemic. Although panel interviews were suspended, ongoing management of self-mangers and their concerns became the number one priority.

All revenue sources have ceased. To help with the loss of our revenue, RISE applied for the Canada Emergency Business Account (CEBA) and received \$40,000 which was then put into a flexible GIC. RISE also applied for the Canada Emergency Wage Subsidy (CEWS) which 75% of employee wages are subsidized for up to 24 weeks, retroactive from March 15, 2020, to August 29, 2020.

I would like to take this opportunity to thank Tabitha Stapleton. She has been the backbone of RISE for the past 16 years and my rock for the last 6 years. I wish her and her family all the happiness, and hope all their dreams come true for a very bright future.

I would also like to thank Darrell Smith, past Executive Director and Board Vice-Chair for the many years of dedication to RISE. He announced his retirement last month. His mentorship and vast knowledge of the independent living movement have been extremely valuable to me. My best wishes go with you, Darrell.

Tammy Gould Executive Director

AGM Agenda 2019 - 2020

Executives	Status	Members	Status
Chair: Naireen Lowe	Р	Andrew Gustafson	Р
Vice-Chair: Darrell Smith	Р	Monika Reinecke Lacosse	A
Secretary: VACANT			
Treasurer: Laura Munn	Р		

Proxy Email submitted to Chair by Monika – attached to these minutes

Invited Guest(s)	Status
Bookkeeper: Tabitha Stapleton	Р
Executive Director: Tammy Gould (acting Secretary for these minutes)	Р



ITEM	ACTIONS
1. Acceptance of Agenda	AGM Meeting Called to Order: 1:23 PM.
	Motion was made to accept the Agenda as presented.
	Moved: Andrew
	Second: Darrell
	Opposed:
	Abstained:
	Approved: Yes
2. Declaration of Conflicts	Νο
3. Approval of AGM Minutes dated June	Errors or Omissions: No
20, 2019 (see attached)	Motion was made to accept the AGM Minutes of June 20, 2019.
	Moved: Andrew
	Second: Laura
	Opposed:
	Abstained:
	Approved: Yes
4. Business Arising from AGM Minutes dated June 20 th , 2019:	Nil.

5.	Proposed Budget: 2020 – 2021	Discussion / Actions: Nil.
		Motion was made to accept the Proposed Budget for 2020 – 2021.
		Moved: Darrell
		Second: Naireen (proxy for Monika)
		Opposed:
		Abstained:
		Approved: Yes
6.	Auditor's Engagement Review:	Discussion/Actions: Nil.
		Motion was made to accept Gingrich & Harris,
		Chartered Professional Accountants, as RISE's
		auditors for 2020 - 2021.
		Moved: Laura
		Second: Andrew
		Opposed:
		Abstained:
		Approved: Yes
7.	Board of Director's Business:	Motion was made to accept all business performed
		by the Board of Directors for the fiscal year; 2019 - 2020.
		Moved: Darrell
		Second: Andrew
		Opposed:
		Abstained: Approved: Yes
8.	Nominations & Elections for 2020 -	Motion was made to accept Barb Wohleber as a
•	2021:	new board member.
New N	1ember(s):	Moved: Andrew
0	Barb Wohleber	Second: Laura
		Opposed:
Term F	Renewal(s):	Abstained: Approved: Yes
0	Naireen Lowe	Approved. 105
0	Laura Munn	Motion was made to accept the Term Renewal of
Execut	ives	Naireen Lowe as Chair.
		Moved: Laura
0	Vice-Chair: Andrew Gustafson	Second: Andrew
0	Vice-Chair: Andrew Gustafson Secretary: Barb Wohleber	Second: Andrew Opposed:
-	Vice-Chair: Andrew Gustafson Secretary: Barb Wohleber Treasurer: Laura Munn	

Resign	ation(s):	
0	Darrell Smith (May 24/20)	Motion was made to accept Andrew Gustafson to
0	Al Martin (Sept 25/19)	the position of Vice-Chair.
		Moved: Laura
		Second: Darrell
		Opposed:
		Abstained:
		Approved: Yes
		Motion was made to accept Barb Wohleber to the
		position of Secretary.
		Moved: Laura
		Second: Darrell
		Opposed:
		Abstained:
		Approved: Yes
		Motion was made to accept the Term Renewal of
		Laura Munn as Treasurer.
		Moved: Andrew
		Second: Naireen (proxy for Monika)
		Opposed:
		Abstained:
		Approved: Yes
		Motion was made to approve all Directors.
		Moved: Barb
		Second: Andrew
		Opposed:
		Abstained:
		Approved: Yes
9.	Adjournment:	AGM Meeting Adjourned: 1:37 PM.
10	. NEXT AGM	June 2021 – Subject to completion of Auditor's
		Engagement Review

Tammy Gould

From: Naireen Lowe naireenalowe@gmail.com

Date: June 25, 2020 at 12:47 PM

To: Tammy Gould tgould@risercil.ca

Here is the email as promised.

Naireen Lowe

Naireenalowe@gmail.com

Sent from my iPad

Begin forwarded message:

From: MONIKA REINECKE <<u>moom4@aol.com</u>> Date: June 23, 2020 at 6:13:21 PM EDT To: <u>naireenalowe@gmail.com</u>

I give you permission to vote for me Monika

Thanks, Monika

Thanks Monika Reinecke

Last AGM Minutes 2018 - 2019

Executive	Status	Members	Status
Chair – Naireen Lowe	Р	Alyre (Al) Martin	Р
Vice Chair – VACANT		Andrew Gustafson	Р
Secretary/Treasurer – Laura Munn	Р		
Member-at-Large – Darrell Smith	Р		

Invited Guest(s)	Status
Tabitha Stapleton (Bookkeeper)	Р
Tammy Gould (Executive Director & Direct Funding Program Coordinator)	Р
Leona Kennedy (RISE Member)	Р

QUORUM: Yes 🖉 No 🔾

ACTIONS
Meeting Called to Order: 2:05 pm Motion was made to accept the Agenda as presented. Moved: Andrew Second: Laura Carried: Yes
No
Errors or Omissions: No Motion was made to accept AGM Minutes dated June 15, 2018. Moved: Darrell Second: Laura Carried: Yes
 Discussions / Actions: Quote from Gingrich & Harris for an Engagement Review came in at \$2000 + HST. ED contacted Chair on May 6/19 who agreed this is a comparable price and verbally authorized RISE to go ahead and attain Gingrich for the next 2 years. Motion was made, on May 16/19, to appoint Gingrich & Harris, as RISE's auditors for the fiscal years; 2018 – 2019 and 2019 – 2020. Moved: Darrell

		Second: Laura
		Carried: Yes
5.	Proposed Budget; 2019 – 20120	Discussions / Actions: Nil although Chair
		made a comment that we need to continue to
		stay within a positive budget; no deficits.
		Motion was made to accept the Proposed
		Budget for 2019 – 2020.
		Moved: Andrew
		Second: Al
		Carried: Yes
6.	Accountants / Auditors:	See #4 – Motion approved and Carried.
		Motion to accept the Engagement Review for
		2018 – 2019 as provided by RISE's auditor,
		Gingrich & Harris, Chartered Professional
		Accountants.
		Moved: Leona
		Second: Andrew
		Carried: Yes
7.	Board of Directors Business:	Motion was made to accept all business
		performed by the Board of Directors for the
		fiscal year; 2018 – 2019.
		Moved: Laura
		Second: Leona
		Carried: Yes
8.	New Business:	Nil.
9.	Nominations & Elections:	Motion was made to divide the
	Chair: Naireen Lowe	Secretary/Treasurer position into 2 separate
	Vice-Chair: Darrell Smith	positions.
	Secretary: VACANT	Marradi Davrall
	Treasurer: Laura Munn	Moved: Darrell
	New Board Members: Monika Reinecke	Second: Andrew Carried: Yes
	Lacosse	
	Term Renewals: Naireen, Darrell, Laura	Motion was made to accept the election of
	Resignations: Nil.	Naireen Lowe to the position of CHAIR.
		Moved: Laura

	Carried: Yes
	Motion was made to accept the election of Darrell Smith to the position of VICE-CHAIR.
	Moved: Andrew Second: Laura Carried: Yes
	As there was no one interested in the SECRETARY position, ED will continue to take minutes of Board / AGM minutes.
	Motion was made to accept the election of Laura Munn to the position of Treasurer.
	Moved: Darrell
	Second: Andrew
	Carried: Yes
	Motion was made to accept Monika Reinecke Lacosse as a NEW BOARD MEMBER.
	Moved: Andrew
	Second: Laura
	Carried: Yes
10. Meeting Adjourned:	Meeting Adjourned: 2:27 pm.
11. NEXT AGM	Thursday, June 18, 2020 @ 2:00 pm

	RISE: Resou						dent Li	vir	ng	
	P	ropo	osed Bu	dge	t 2020-20	21				
CONFIRMED REVEN	UFS	_								
IL Canada	CORE Funding	\$	36,972							
CILT	Direct Funding	\$	56,148							
CILT	Incentives	\$	8,868							
			-							
SUBTOTAL				\$	101,988					
EXPECTED REVENU	ES									
Memberships		\$	200							
GST/HST Rebate		\$	2,500							
Donations		\$	500							
Coffee Break*		\$	500							
Community Canvas**		\$	300							
Button Sales		\$	100							
SUBTOTAL				\$	4,100					
TOTAL				\$	106,088					
IN KIND SUPPORTS										
Volunteer				est	timated	\$	12,788			
Professional Space				est	timated	\$	2,800			
Professional Hours				est	timated	\$	588			
TOTAL						\$	16,176			
PROJECTED EXPEN	SES									
SALARIES/CONTRAC	TS	-						\$	44,598	
TRAVEL								\$	4,520	
COMMUNICATIONS								\$	5,210	
PROMOTIONS								\$	2,169	
RENT								\$	14,408	
OTHER								\$	35,183	
TOTALS				\$	106,088			\$	106,088	

Financial Statements For the year ended March 31, 2020 (Unaudited)

RISE: Resource Centre for Independent Living

Financial Statements

For the year ended March 31, 2020 (Unaudited)

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Supplementary Information

Chairperson	Naireen Lowe
Vice-Chair	Darrell Smith
Treasurer	Laura Munn
Executive Director	Tammy Gould
Bank	C.I.B.C
Solicitors	Oldham Law Firm
Head Office	Parry Sound, Ontario

Independent Practitioners' Review Engagement Report

To the Members of the Board RISE: Resource Centre for Independent Living

We have reviewed the accompanying financial statements of RISE: Resource Centre for Independent Living that comprise the balance sheet as at March 31, 2020, and the statements of operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of RISE: Resource Centre for Independent Living as at March 31, 2020, 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.

Parry Sound, Ontario June 18, 2020

Chartered Professional Accountants Licensed Public Accountants

RISE: RESOURCE CENTRE FOR INDEPENDENT LIVING Balance Sheet

(Unaudited)

March 31	2020	2019
Assets		
Current		
Cash	\$ 8,781	\$ 6,486
HST recoverable	613	812
Prepaid expenses	 351	1,496
	\$ 9,745	\$ 8,794
Liabilities and Members' Equity		
Current		
Accounts payable and accrued liabilities	\$ 4,047	\$ 6,910
Payroll taxes payable	 1,622	2,387
	 5,669	9,297
Members' surplus		
Balance, beginning of year	54,999	49,439
Add net surplus for the year	 6,019	5,563
Balance, end of year	 61,018	54,999
Accumulated net revenue (deficit)		
Balance, beginning of year	(55,502)	(61,421)
Net revenue (deficit) for the year	(1,440)	5,919
Balance, end of year	 (56,942)	(55,502)
-	 4,076	 (503)
	\$ 9,745	\$ 8,794

On behalf of the Board:

_____ Director

_____ Director

Statement of Operations (Unaudited)

For the year ended March 31 Revenue		<u>Budget</u>		<u>2020</u>	<u>2019</u>
Grants - IL Canada	\$	40,053	\$	38,512 \$	44,215
Grants - C.I.L.T.		66,747		61,608	63,912
Fundraising revenue		3,400		5,689	3,415
Donations and memberships		1,000		330	2,148
	_	111,200		106,139	113,690
		111,200		100,100	110,000
Expenses					
Administration allocated		-		1,500	1,200
Advertising and promotion		5,000		843	145
Employee benefits		-		7,353	7,401
Insurance		-		3,244	3,057
Interest and bank charges		-		240	507
Meeting – other		-		54	617
Meeting – AGM		-		183	-
Memberships and licences		-		714	500
Office supplies		-		3,843	1,308
Other operating expenses		38,383		1,041	2,349
Professional fees		-		2,286	2,468
Purchased services		-		41	1,300
Rental of equipment		-		-	21
Rental of premises		14,408		14,417	13,253
Repairs and maintenance		-		62	-
Salaries		47,679		62,155	63,653
Telephone		5,210		3,418	4,045
Training		-		68	-
Travel expenses		4,520		1,598	1,584
Recovered by Core program		(4,000)		(1,500)	<u>(1,200)</u>
Excess (deficiency) of revenues over expenses	ç	6 -	\$	4.579	\$ 11,482
Excess (dendency) of revenues over expenses	<u>`</u>	¥ –	Ÿ	4,575	<u>Ψ 11,102</u>
Distributed as:					
Members' surplus			\$	6,019	\$ 5,563
Net revenue (deficit) for the year				(1,440)	\$ 0,000 5,919
				<u>,,,,,,,,</u>	0,010
		\$		4,579	<u>\$ 11,482</u>

RISE: RESOURCE CENTRE FOR INDEPENDENT LIVING Statement of Cash Flows

(Unaudited)

For the year ended March 31	 2020	2019
Cash provided by (used in)		
Operating activities		
Excess (deficiency) of revenues over expenses	\$ 4,579	\$ 11,482
Items not involving cash		
	4,579	11,482
Changes in non-cash working capital balances		
HST recoverable	199	1,228
Prepaid expenses	1,145	89
Accounts payable and accrued liabilities	(2,863)	(1,122)
Payroll taxes payable	 (765)	<u>(1,166)</u>
	 2,295	10,511
Increase in cash during the year	2,295	10,511
Cash (bank indebtedness), beginning of year	 6,486	(4,025)
Cash, end of year	\$ 8,761	\$ 6,486

Summary of Significant Accounting Policies (Unaudited)

March 31, 2020

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations in Part III of the CPA Canada Handbook and include the following significant policies:

Capital assets	Capital assets financed by government grants or donations are expensed in the year of acquisition. The corporation's capital assets consist of office furniture and computer equipment acquired since 1998.
Contributed services	Volunteers contribute hundreds of hours per year to assist RISE: Resource Centre for Independent Living in carrying out its activities. Because of the difficulty of determining their fair market value, contributed services are not recognized in the financial statements.
Revenue Recognition	The organization follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.
Financial Instruments	The organization initially measures its financial assets and financial liabilities at fair value. It subsequently measures all of its financial assets and financial liabilities at amortized cost. The financial assets subsequently measured at amortized cost include cash, grants receivable, and HST recoverable. The financial liabilities measured at amortized cost include trade accounts payable and accrued liabilities.

RISE: RESOURCE CENTRE FOR INDEPENDENT LIVING Notes to the Financial Statements (Unaudited)

March 31, 2020

1. Nature and Purpose of Organization

RISE: Resource Centre for Independent Living was incorporated without share capital under the laws of Ontario on October 22, 1998. Its main purpose is to be a source of information and education on independent living for persons with disabilities. The corporation is exempt from income tax under section 149(1(1)) of the Income Tax Act. The corporation is also registered as a "charitable organization" since April 2007.

2. Economic Dependence

The organization's revenue is received by way of government grants from various agencies. The continuation of the organization is dependent on the ability to secure funding in the future.

3. Commitments

The Centre was unable to renew its lease with the new landlord, 2542648 Ontario Inc. on November 1, 2019 for the rental of office space at 70 Isabella Street in Parry Sound. However, Centre has continued to pay monthly rent of \$1,200.63 including common costs until March 31, 2020. The landlord has agreed to a "month to month" arrangement until a new lease is signed or the Centre vacates the premises.

4. Financial Instruments

Credit Risk

The organization is exposed to credit risk with respect to the bank account and the grants receivable. The bank account is held at CIBC and the grants receivable are received soon after the year end.

Liquidity Risk

Liquidity risk is the risk that the organization will not be able to meet its obligations associated with financial liabilities. Cash flow from grants provide virtually all of the organization's cash requirements.

IL Canada - Core Funding (Unaudited)

For the year ended March 31	2020	2019
Revenue		
Grant - IL Canada – Core	<u>\$ 38,512</u>	\$ 44,215
Expenses		
Administration	100	-
Advertising and promotion	299	145
Employee benefits	1,706	1,938
Insurance	1,526	1,441
Interest and bank charges	120	276
Meeting – other	-	548
Meeting – AGM	183	-
Memberships and licences	689	500
Office supplies	2,282	(289)
Other operating expenses	1,041	2,349
Professional fees	1,143	1,234
Purchased services	41	1,300
Rental of premises	7,178	7,240
Rental of equipment	-	21
Repairs and maintenance	62	-
Salaries	24,678	28,004
Telephone	1,709	1,664
Training	68	-
Travel expenses	-	(462)
Recoveries from other programs	(1,500)	(1,200)
	<u>\$ 41,325</u>	<u>\$ 44,709</u>
New Revenue (Deficit) from Operations	\$ <u>(2,813)</u>	\$ 494

in.

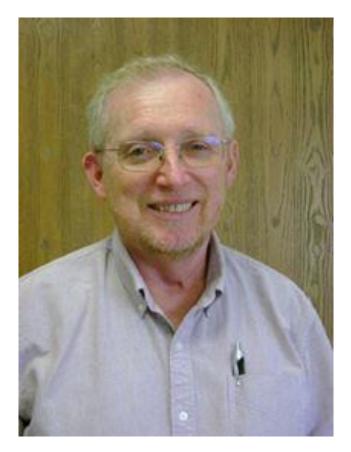
RISE: RESOURCE CENTRE FOR INDEPENDENT LIVING C.I.L.T Direct Funding (Unaudited)

For the year ended March 31	2020	2019
Revenue	o of ooo	
Grant – Centre for Independent Living	<u>\$61,608</u>	\$ 63,912
Expenses		
Administration	1,400	1,200
Advertising and promotion	544	-
Employee benefits	5,647	5,463
Insurance	1,718	1,616
Interest and bank charges	120	231
Meeting – other	54	69
Memberships and licenses	25	-
Office supplies	1,561	1,597
Professional fees	1,143	1,234
Rental of premises	7,239	6,013
Salaries	37,477	35,649
Telephone	1,709	2,381
Travel expenses	1,598	2,046
	60,235	57,499
et Revenue (Deficit) from Operations	\$ 1,373	<u>\$ 6,413</u>

Looking Back



Goodbye for now ... but not forever....



Darrell, you have earned your long-awaited retirement and we are overjoyed that you have chosen to finally take the time you rightfully deserve! We are so happy for you!

We appreciate your devotion to RISE, the independent living movement, and the many years of growing, nurturing, and developing the Centre to what it is today. We could not have achieved this without you and your insight. Thank you for your paramount dedication throughout the years.

As you move on into the next amazing chapter of your life, know that you will be missed, know that our very best wishes and thoughts go with you, and know that we will never forget your professional expertise, mentorship, and your friendship.

Our best wishes go with you!

Tabitha, the most important thing is to enjoy your life – to be happy – it is all that matters. All your dreams can come true if you have the courage to purse them. You have found your courage and are now embarking on that giant leap of faith into the unknown.

Congratulations!

Because wherever you land, your new future begins with what you do today. We wish you all the best for a bright, and happy, and very successful future!

Thank you for everything you have done over the years - you are going to be deeply missed.

