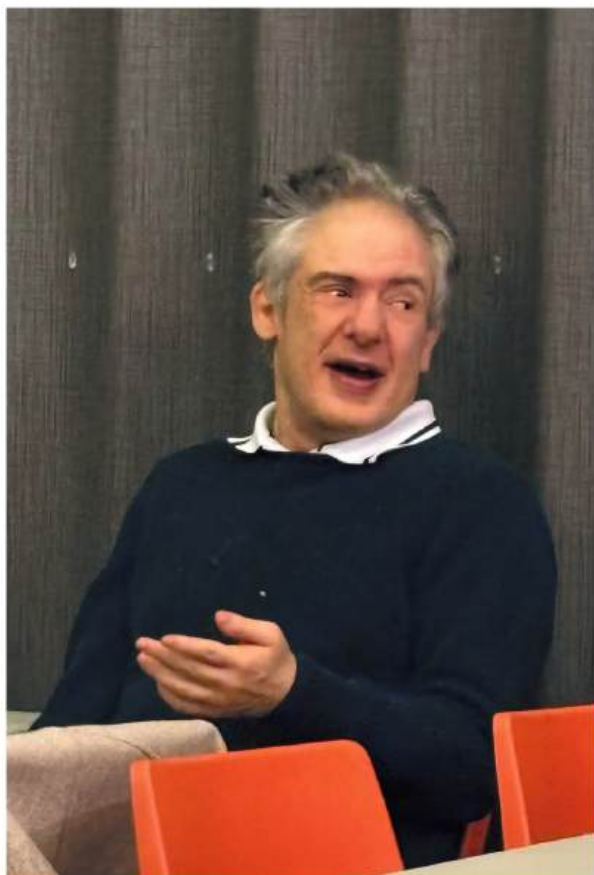


SHALOM RESIDENCES INC.

# ANNUAL REPORT 2024/25



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## A WORD FROM OUR EXECUTIVE DIRECTOR & BOARD PRESIDENT



**MIKE GOLDBERG**  
**EXECUTIVE DIRECTOR**

As we reflect on another year at Shalom Residences, I am filled with pride and gratitude for the incredible people who make our community what it is. Shalom continues to support 31 adults with intellectual disabilities through our shift-staffed homes and Supported Independent Living (SIL) apartments. Each person's journey toward greater independence, inclusion, and choice is at the heart of our mission, and every day, we see those values come to life in meaningful ways.

This year, residents achieved many personal milestones that reflect their growth and confidence. One individual demonstrated financial and practical independence by going to the cashier to pay for his new shirt and asking how to properly wash it—small steps that represent big progress in everyday living skills. Another hosted her own birthday celebration, inviting friends and creating a fun, inclusive atmosphere where everyone designed their own personalized pizza.

One resident made a full recovery from knee surgery, regaining mobility and living pain-free. Another began taking part in more social activities and is now being invited out by peers more often - a wonderful reflection of how inclusion and friendship continue to grow. At the Rady Jewish Community Centre, one resident has used drama class to strengthen her communication skills and self-expression. These are just a few of the many stories that inspire us every day.

This year, we also had the joy of celebrating a very special milestone - one of our residents marked her 20th anniversary of joining Shalom. Susan's celebration, shared with friends and staff who have been part of her journey, was a heartwarming reminder of the sense of home, belonging, and community that Shalom provides. Seeing the pride and happiness on her face reaffirmed what makes our work so meaningful: that we are not only supporting people but building lifelong relationships.

Behind these achievements stands an extraordinary and dedicated team. Out of the 95 total employees, Shalom is fortunate to have 36 current staff who have been with us over five years, and 20 staff members who have served for over a decade. Their dedication, compassion, and resilience, especially in the face of financial challenges, sustain our mission and create the sense of belonging and stability that defines Shalom. We celebrate and thank them for their commitment to the people we support and to our shared values.

Looking ahead, we continue to respond to the needs of our community. A key strategic priority for Shalom is the development of a new south Winnipeg shift-staffed home, which we plan to open by next year. This initiative will expand our capacity to support more adults seeking a Jewish home environment that is inclusive, person-centered, and respectful of individual choice.

We are deeply grateful to our partners and supporters who make this work possible. The Jewish Foundation of Manitoba has provided generous grants throughout the year that enhance the quality of life and supports we provide to residents. The Department of Families, Province of Manitoba, continues to provide essential core funding, and the Jewish Federation of Winnipeg, through the Combined Jewish Appeal, helps us offset the high cost of kosher food and sustain our Jewish Inclusion Coordinator position. Your support allows us to carry out our mission with dignity and compassion. Thank you to our staff, board members, families, and community partners for standing with Shalom in creating homes where every individual is valued, supported, and celebrated.

Sincerely,

**Mike Goldberg**  
**Executive Director**

**Wayne Manishen**  
**Board President**

# WHO WE ARE

## MISSION

Shalom Residences Inc. empowers adults with intellectual disabilities to live meaningful, dignified lives in community-based homes in Winnipeg, enriched by Jewish values.

## VISION

We envision a community where individuals with intellectual disabilities are fully included, self-actualized, and valued in all aspects of life.

## VALUE STATEMENTS

**Inclusion:** We believe in the right of every individual to have opportunities to be an active, respected member of their community.

**Empowerment:** We support adults in building capacity to achieve their individualized goals.

**Jewish Heritage:** We are committed to providing support that reflects the values and traditions of the Jewish community. We also support individuals to participate in the richness of their chosen religion and culture.

**Awareness & Acceptance:** We strive to foster understanding and acceptance of individuals with intellectual disabilities as valued members of the community.

Number of adults supported in  
Shift-Staffed Homes

21

10

Number of adults supported in  
Supported Independent Living

Percentage of staff serving for  
over 5 years

37

6

Number of Community Houses  
we operate

Percentage of Jewish residents

55

95

Number of Employees

Average age of people  
supported

55

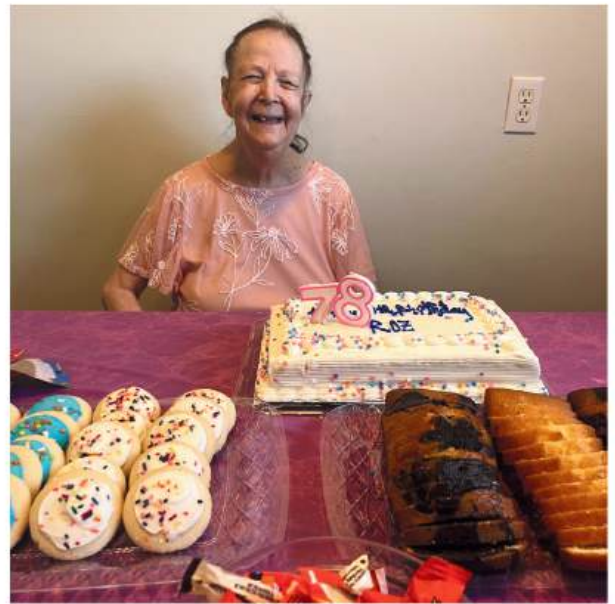
# DONOR APPRECIATION

We extend our heartfelt gratitude to the Jewish Foundation of Manitoba for their continued generosity and belief in our mission. This year, we were honoured to receive a \$15,000 Community Impact Grant to replace all of the windows at our McAdam home, ensuring a more energy-efficient and comfortable environment for the residents. In addition, we are deeply thankful for the Foundation's ongoing Seniors Transportation Grant, which provides over \$10,000 annually to help offset the cost of transporting our senior residents across the city so they can participate in recreational and social activities that enrich their lives and strengthen their sense of community connection.

We also express our sincere appreciation to the Ian and Rochelle Laing Family Foundation for their generous \$15,000 gift to transform the McAdam home's backyard. Their support made it possible to fill in a defunct pool and create a beautiful, accessible backyard oasis - a welcoming patio space where the three residents can safely enjoy the outdoors, host family and friends, and spend time together in comfort. These meaningful contributions reflect the generosity and compassion of our community, and they make a lasting difference in the lives of the people we support every day.



Shalom Residences Inc. graciously acknowledges the contribution and support of Shalom Residences Foundation Inc. in making our future possible. We deeply appreciate all who donated to the Foundation during this year's campaign



## RESIDENT SUCCESS STORY

# ROSLYN “ROZ” BUBBIS

Roslyn Bubbis, known to everyone as Roz, holds a very special place in Shalom Residences' history. She is one of our original residents, having moved into our first home on Cathedral Avenue 45 years ago, in October 1980. Then 33 years old, Roz quickly adjusted to her new surroundings and formed close friendships with her housemates—especially Rochelle Bronstein, who became her lifelong best friend. Before joining Shalom, Roz spent part of her early adulthood at the Manitoba Developmental Centre, a provincial institution that has since been closed following reports of mistreatment and neglect. Her journey from institutional care to community living reflects the profound progress that has been made in Manitoba toward inclusion, dignity, and self-determination for people with intellectual disabilities.

Roz's life story is a powerful reminder of why community-based supports are so essential—ensuring that every person has the opportunity to live, grow, and thrive in a safe and caring home environment. Over the years, Roz achieved one of her long-standing goals: to live in a smaller, all-female home. After transitioning first to Royal Avenue and later to her current home on Daffodil Street,

Roz became noticeably more content and settled. She continues to enjoy her life surrounded by supportive staff and friends. Roz was an only child who shared a close bond with her parents. She fondly recalls travelling with them and attending the ballet and symphony with her mother. For many years, Roz continued holding season tickets for the ballet. Eventually, her musical interests shifted toward her favourite genre—country music—and she began attending concerts by stars like Shania Twain and Tim McGraw.

For decades, Roz attended community day programs, first at WASO and later at Versatech (now ImagineAbility), where she built meaningful relationships with peers and staff alike. She loved going out for coffee with friends and was a familiar face at birthday parties and Shalom gatherings.

Even after retirement, Roz remains active and engaged. Her mobility has declined somewhat, and she now lives with mild dementia, but her joyful spirit shines through. She delights in social outings, cherishes visits from friends, and continues to enjoy the simple pleasures of life.

A lover of pink—especially her favourite pink cowboy boots—Roz also enjoys movies, with *Frozen* at the top of her list. She reads well, remembers Hebrew blessings and songs, and has an impressive memory for people's middle names! Last year, at age 77, Roz travelled to Las Vegas to see Carrie Underwood in concert—a highlight she still talks about often. She's already planning her next adventure, saying that next time, she wants to visit Disneyland in California. This year, Roz celebrated her 78th birthday surrounded by friends and staff who adore her. Happy and content in her Daffodil home, Roz continues to embody the warmth, joy, and enduring spirit that have always defined Shalom Residences—and her story reminds us why community inclusion matters.

# STAFF SPOTLIGHT

## MAUREEN BASKIN

Maureen's journey with Shalom Residences began over twenty years ago, when she joined as a practicum student in 2002 while completing the Community and Disability Support program at Red River College. Her first role was at the Seven Oaks home, working part time supporting Jeff, Brad and Larry, while also holding a full-time position with a supported employment agency.

What began as a student placement soon became a calling. Maureen was drawn to Shalom's grassroots spirit and the genuine relationships she built with residents and colleagues. "It's the relationships that have kept me here," she says. In 2005, she was promoted to SIL Manager, all while continuing to manage the Armstrong/Mathias home - a testament to her dedication and leadership.

For Maureen, the most meaningful lesson she's learned over the years is that "it's about what we can learn from the people we support, not what they can learn from us." She's especially proud of supporting individuals like Cliff and Sandy, in their journeys toward more independent work situations, welcoming Barry and Rachelle into SIL, and helping Alvin move out of his mother's home to build a life of his own.

What makes Shalom special, she says, is "the way we build relationships." With many long-term staff, there's a strong sense of teamwork and trust - "there's a reason people stay."

Every day brings something different, and even when challenges arise, Maureen appreciates how her coworkers always come together to find solutions. The work, she reflects, has changed her whole direction in life. It's deeply rewarding and has taught her valuable lessons she's carried into her role as a mother.

Her advice to others in the field is simple but powerful: "Listen and pay attention. Be present. Empathize with people."



What keeps her motivated are the moments of joy - seeing people succeed, witnessing happy, smiling faces, and celebrating each person's progress. She fondly remembers supporting David, a shy but wonderful individual who taught her an important lesson about letting people live their own lives. "I learned not to over-control situations," she recalls. "We have to let people make their own choices." Outside of work, Maureen brings the same spirit of care and connection to her community. She has volunteered at the Winnipeg Folk Festival Tavern for over 20 years, enjoys spending time with family, and is devoted to caring for her mother who lives in a personal care home. Staying active and raising her two children (her greatest accomplishments) keep her grounded and fulfilled. Looking ahead, Maureen hopes that society continues to evolve toward greater inclusion and acceptance. "I hope the community keeps becoming more open to people's differences," she says. "That's how we all grow - together."

# 2024-25 REVENUE

● Province of Manitoba

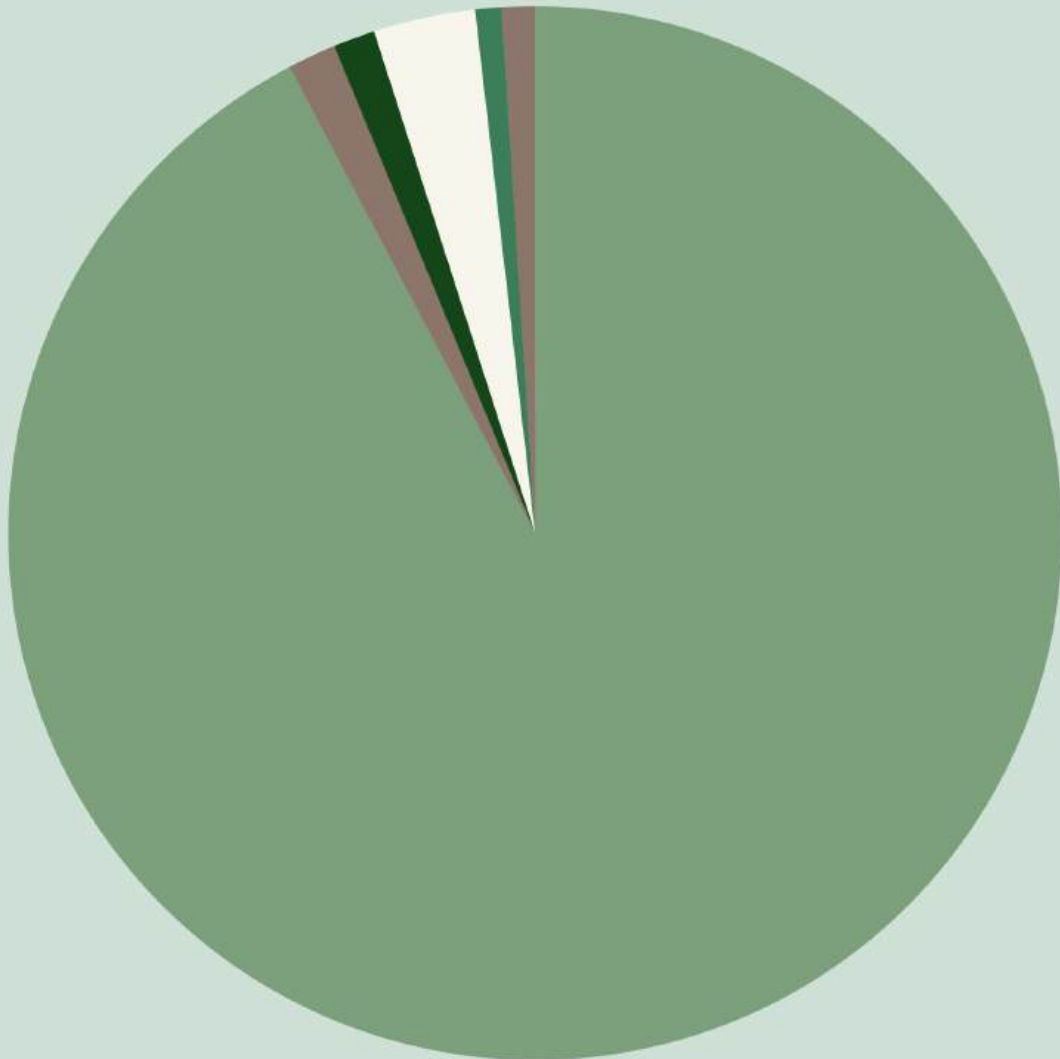
● Shalom Residences Foundation

● Jewish Federation of Winnipeg

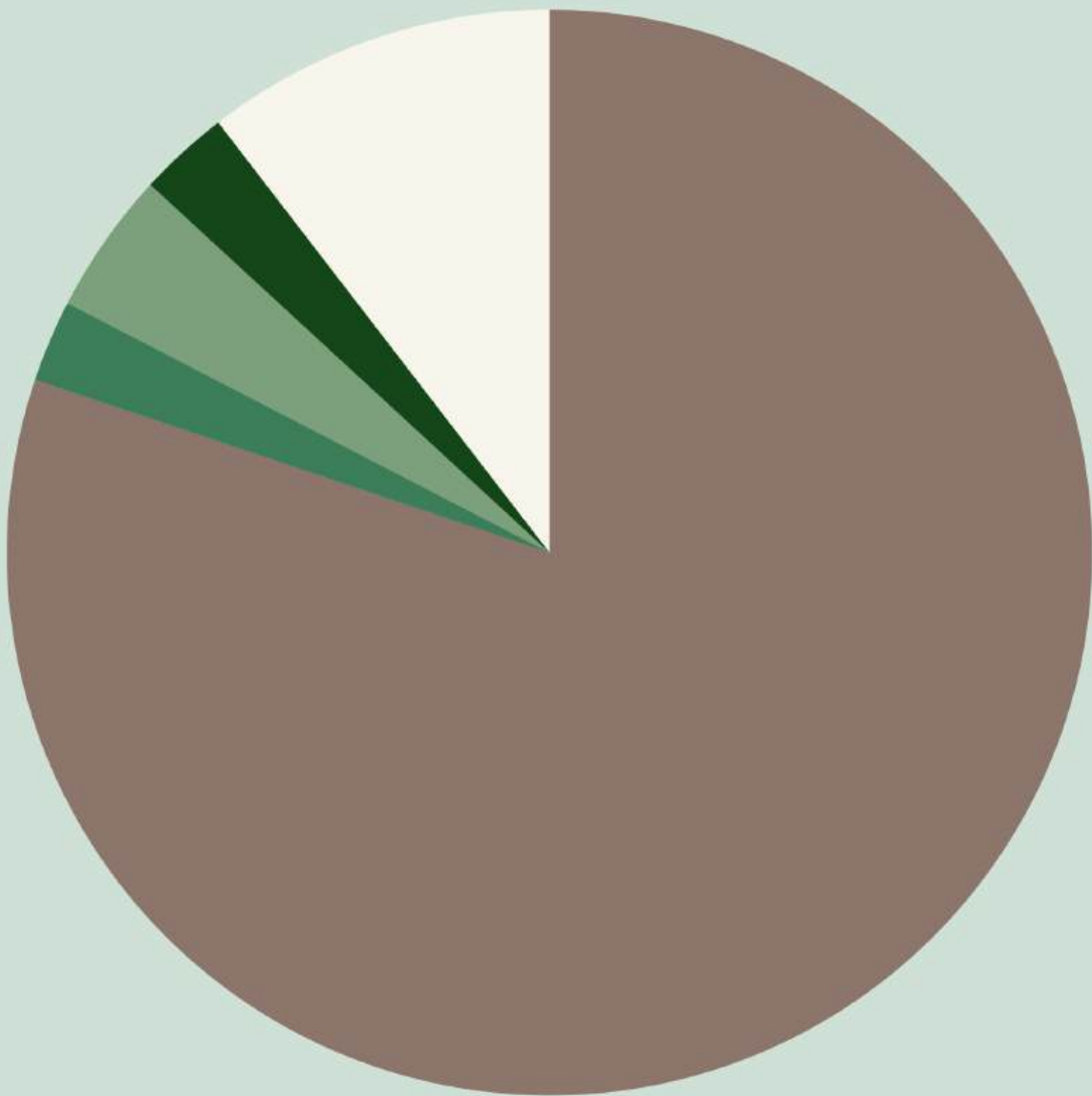
● Jewish Foundation of Manitoba

● Other Grants

● Donations



# 2024-25 EXPENSES



# MEASURING THE FUTURE

## 2023-2028 STRATEGIC PLAN

### PRIORITIES

- Build Financial Sustainability
- Engage and Retain Qualified, Caring Staff
- Increase Awareness/Expand Profile
- Strengthen Governance
- Long-term Growth

### GOALS

- Strategic fundraising plan in conjunction with the Foundation
- Utilize the website to expand donation options to include legacy/planned giving options
- Increase training opportunities
- Increase outreach to Jewish community, disabilities and community organizations
- Review board structure, governance practices relative to current governance trends
- 100% of homes accessible to ensure aging in place
- Focus on performance management, outcome measurements
- Open a new house in south Winnipeg



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