

ANNUAL GENERAL MEETING

7 October 2010



SUPPORT ● ADVOCACY ● RECOVERY

MADISON COMMUNITY SERVICES

2009 – 2010

PAST PRESIDENTS

Sylvia McFall	1981 - 1982
Ronald Ballantyne	1982 - 1985
Kate Sikerbol	1985 - 1987
Catherine Kenny	1987 - 1989
Margaret Heinz	1989 - 1991
Phillip Carter	1991 - 1992
Nola Coulter	1993 - 1994
Wendy Fletcher	1994 - 1995
Michael Smyth	1995 - 1997
Leon Richardson	1997 - 1998
Barbara Kraker	1998 - 2001
Norman Hayman	2001 - 2002
Dino Melissa	2002 - 2004
Mario Nigro	2004 - 2010

Life Members

RONALD BALLANTYNE - Elected May 24th 1988

MICHAEL SMYTH - Elected September 16th 1998

LEON RICHARDSON - Elected December 13th 2000

**MADISON COMMUNITY SERVICES
ANNUAL GENERAL MEETING**

7 October 2010

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MADISON COMMUNITY SERVICES

ANNUAL GENERAL MEETING

7 October 2010

A G E N D A -

1. Welcome by the President
2. Appointment of the Meeting Secretary
3. Declaration of Proper Constitution of Meeting
4. Approval of Agenda
5. Approval of Minutes of 8 October 2009 Annual General Meeting
6. Approval of 2011 AGM Date – Thursday, October 6, 2011, 6 pm – 8 p.m.
7. Presentation of Financial Statements and Approval of Auditor's Report
8. Appointment of Auditor for 2010 - 2011
9. Report of the President
10. Report of the Executive Director
11. Reports of Committees of the Board
12. Election of the Board of Directors for 2010-2011
13. Other Business
14. Adjournment

MADISON COMMUNITY SERVICES
32nd ANNUAL GENERAL MEETING MINUTES
8 October 2009

PRESENT:

Buceniks Petra, Carranza Sonia, Goodwin Sue, Magennis Adrienne, Nigro Mario, Nigusse Tsege, O' Brien John, Penteliuk Aldene, Reeves Paula, Roberts Anne Marie, Roth Alexander, Solomon Joan, Vizsy Mary, Villacis Normita, Head Ross, Mayorga Maria, Marfleet Joanna, Solowinski Lynda, Newman Dan, Jerry Bev, Aizicowitz Kelly, Bublavy Michael, Cloutier Peter, Kachavos Frank, Muyargas Estrella, Nakatsu Terry, Narveson Kaja, Price Stephanie, Quon Larry, Salanic Alberto, Urtubia Rafael, Pablo Flores, Proulx Daniel, Ferries Lisa, Pelton Beth, Bonilla Maria, Jacinto Bocca, Green Deirdre

Staff Members:

Nasreen, Dmitry, David, Jessica, Tim, Michele, John, Guadalupe, Yvonne, Manuel, Sandy, Domenic, Charles, Noemy, Garry

1.0 Welcome by President

Mario Nigro welcomed all the participants to Madison's 32nd Annual General Meeting and thanked everyone for attending.

Introduced all Board members, three of the members were missing. Also welcomed new members.

2.0 Appointment of Secretary

MOTION: To appoint **Jessica Bush** as the secretary for the meeting.

MOVED BY: Mario Nigro

SECONDED BY: Lisa Ferries

CARRIED

3.0 Declaration of Proper Constitution of Meetings

MOTION: To declare proper constitution of the 32nd Annual General Meeting. Tim Mt. Pleasant confirmed that there are 38 members present which is more than 25% of the current member list.

MOVED BY: John (Board)

SECONDED BY: Tsege

CARRIED

4.0 Approval of Agenda

MOTION: to approve the Agenda

MOVED BY: Lisa Ferries

SECONDED BY: Tsege

CARRIED

5.0 Approval of Minutes

MOTION: To accept the minutes of Madison's 31st Annual General Meeting as presented

MOVED BY: Terry Nikatsu

SECONDED BY: Estrella Muyargas

CARRIED

6.0 Report of the Executive Director

Recognized visitors from other agencies such as Toronto Friendship Centre, Toronto District School Board, Street Health, Mainstay, Houselink, St. Jude.

Acknowledged past and current Board, Presidents, Executive Directors, including John Loewen who has "ensured the organization is on a solid footing and that it is operated in an ethical manner, not to mention the daily demonstration of his passion for clients".

Also thanked Tim for working professionally and ensuring accountability and acknowledged and thanked clients for their courage and tenacity and staff for their dedication, caring, professionalism and ethics.

Thanks to community partners and to the Toronto Central LHIN, for their continued commitment to Madison. In addition to providing funding, they have also been supportive of Madison's changes and direction moving forward.

Showed the new logo that was designed by Alan Parker, and Mario and others said the new logo for Madison is great.

MOTION: To accept the Executive Directors report as presented.

MOVED BY: Sonia Carezza

SECONDED BY: Anne-Marie Roberts

CARRIED

7.0 Report by the President

-Long-term strategic plan is proving a success

-Exciting to see staff and client engagement

-Over next six months-Focus on housing and programming

-Hired new Executive Director-Welcome Garry Green

-Thanked all for their contribution

-Partnerships with Toronto Friendship Centre- Will continue to look at new ways to partner

-Fundraising- A priority in long-term -Must expand with increased efforts

-Increased Housing-Single Unit suitable to aging population-(Looking for opportunities-Will with clients)

-Have expanded board and will expand more on the near future

MOTION: To accept the President's report as presented.

MOVED BY: Lisa Ferris

SECONDED BY: Sonia Carezza

CARRIED:

8.0 Board Committee Reports

MOVED BY: Tsege
SECONDED BY: Linda Solowinski
CARRIED

9.0 Election of the Board of Directors 2008 – 2009

Re-elect all for 2009-2010
Mentions we can add more on next year

MOTION: To accept the new Slate of Directors as presented.
MOVED BY: Aldene Pentaleuk
SECONDED BY: Ross Head
CARRIED

10.0 Presentation of Financial Statements and Approval of Auditor's Report

Auditors Report-Finances Comply with ministry standards
\$1.8 million revenue (Mostly MOH)
\$1.8 million expenses (Mostly salaries and benefits)

MOTION: To accept the Financial Statements and Auditor's Report as presented and re-appoint as auditors.

MOVED BY: Aldene Pentaleuk
SECONDED BY: Mario Nigro
CARRIED

MOTION: To Appoint Hillborn Ellis Grant as Auditing Firm for 2008/2009 Fiscal Year.

MOVED BY: Linda Corranza
SECONDED BY: Ross Head
CARRIED

MOTION: To accept the Board Committee report as presented.

MOVED BY: Linda Solowinski
SECONDED BY: Ross Head
CARRIED

11.0 Other Business

Accepting 2010 AGM date-October 7, 2010 , Time: 6:00pm-8:00pm
MOVED BY: Mario
SECONDED BY: John
CARRIED

Thanked
Recognized Adrienne-Board Member
Logo recognition- Alan Parker
Painting in Board Room- Marianna

12.0 Adjournment

MOTION: To adjourn 32nd Annual General Meeting

MOVED BY: Mario Nigro

SECONDED BY: Kelly Aizicowitz

CARRIED

2010 Madison Community Services

President's Report

Overview of 2009-2010

It was another very good year at Madison. We were successful on a number of fronts including increasing our revenues, expanding into new programming, expanded staff and board, training, board recruitment, and fundraising initiatives. Our Executive Director will spend more time discussing many of these matters. Some of my own thoughts on some of our successes over the past year:

Board Recruitment

One of the areas where the Board has made great progress is Board Recruitment. We have had a successful year recruiting new board members both from our client side and externally. I believe that with an expanded board our agency will be able to expand on its activities in the upcoming year.

Fundraising

Our Board is continuing its focus on fundraising. We are happy with our fundraising to date but we will continue to expand our fundraising projects in 2010. With the upcoming 30th anniversary the next year promises to be an exciting year for fundraising at Madison.

New Programming

Our Board and Executive Director have made an ongoing commitment to expand programming at Madison wherever possible. New programming is tied to new funding opportunities and as such we are working on both simultaneously. Our Executive Director is doing an excellent job in searching for and engaging Madison in these new opportunities.

Retirement as Madison President

I have been the President of Madison for over 6 years and a Board member for over 11 years. I am excited at the year ahead with our great Board and as such I believe it is time for me to step down as President and allow a new President with a new vision to guide Madison.

I have thoroughly enjoyed my time as President. We have confronted many challenges from labour strikes, bed bugs, funding issues to staffing changes and key strategic decision making. I am excited at our accomplishments and am happy to stay involved as a board member and watch the new leadership take us to even greater successes. I would like to thank all the staff, clients, board members and community stakeholders who have been supportive over the years. I really appreciate your guidance and support. You demonstrate to me every day the unique and special place that Madison is, not only for our clients, but also for our community.

Respectfully Submitted,
Mario Nigro
Board President

2010 Madison Community Services

Executive Director's Report

2009-2010 has proven an extremely exciting time for Madison and I have been proud and honoured to play a role in Madison's development. The more that I get an opportunity to interact with clients and staff, I feel blessed to have been chosen as the Executive Director for this wonderful organization. Madison boasts a unique collection of individuals united by courage to overcome some of life's most difficult struggles; while still finding time to laugh and smile. It is this almost heroic conquering of life's fears and trials that fuels my inspiration on a daily basis. I rarely tire when seeking funding for client events because our clients don't tire. I don't give up when I hear no from funders because they don't give up.

Our Mental Health Counsellors also continue to provide support in a positive, professional and caring way regardless of what kind of day they are having. I can say with conviction that the staff at Madison care deeply about the wellness and recovery of clients and work diligently every day to this end.

It is also extremely important to give credit to the management team at Madison. We are so pleased to welcome Jessica Bush to the position of Program Director and I have come to appreciate the care she gives to every decision involving clients and staff. She truly operates from a client-centred perspective and I am happy to have the opportunity to work with her. Tim Mt Pleasant is our Director of Finance and HR and offers prompt, efficient and effective service to clients and staff in the administration of all financial matters, including payroll, rent related matters, and all other financial and HR matters. We have also been pleased to have Theepa Vigneswaren supporting management in a wide number of areas.

There are three main categories that I would like to highlight in summing up the year that has passed: 1) our Financial picture, 2) Our housing and 3) The contributions of funders and community partners. In looking forward, I would like to also outline our plans for the coming year and in particular our 30th Anniversary celebrations, starting in January.

Financials

Year over year, Madison has seen an increase in overall revenues of over 9%, which is an extremely positive trend. The increase was mostly reinvested into programs and houses, with an \$18,000 grant going toward adding computers at our houses, close to \$60,000 for upgrading the energy efficiency of our Craighigh home, and close to \$15,000 from Trillium going to improving our board room for more client activities and replacing the roof at our Epworth home.

Housing

As promised at last year's AGM in the President's Report, Madison set a goal this year to invest in its housing and make improvements. As a result, we have invested in Craighigh House (improved energy efficiency), Ballantyne House (interior upgrades, garden and overall makeover) and Epworth (new roof). In the coming years, we will continue to focus on getting all 7 of our houses up to the standards that we would be proud to have a family member or loved one living in.

Thanks

None of our housing or office improvements would have been possible without the contributions of many people and organization, who have been generous with both their time and money.

As a result of one of our amazingly talented clients, **Marianna**, we have been able to have a bi-weekly “Art Expression” group that has been very popular with our clients over the past 6 months. We appreciate and honour her for her ongoing commitment and passion in support of the organization and our clients.

Our core funding comes from the **Toronto Central Local Health Integration Network** (TCLHIN), without which we would not be able to operate.

The **Trillium Foundation** generously donated money this year to replace the roof at our Epworth House and to upgrade our board room.

Finally, and with extreme gratitude, the **Equitable Trust Company** provided Madison with an extremely generous contribution in time and money. Their entire staff of just over 150 people came out to Ballantyne House to help make a significant transformation that included building a garden, cleaning the yard, painting and cleaning the house, building a media room and painting client’s bedrooms. Their contributions extended so far beyond providing money to providing the labour, volunteerism, spirit and, above all, hope. It has been an honour working closely with them. All of our donors and funders have continued to inspire staff and clients to achieve to their maximum.

Looking to the future...

Madison as an organization has plenty to be grateful for over these past 29 years with respect to the support of wonderful fellow community organizations and funders. There is also a lot to look forward to in the coming years.

Some plans for the future include:

- Celebrating our **30th Anniversary** by bringing community partners together, by holding a mental health symposium, honouring our clients, celebrating our partnerships and also raising revenues to add supports for our clients in housing and in programming. We will have an announcement of a special Honourary Chair of our 30th Anniversary Celebrations as well, early in the New Year.
- Improving the **Recovery IQ** of all staff and Managers. Madison is continuing to work on building our foundation of recovery for all. All staff will receive intensive training in the coming year as a step toward this end. All aspects of the organization will be looked at to make the organization more client centred. Madison currently has client board and committee members. There have been attempts in the past to make the Client Council more active and efforts will be made again in the coming year to assist this process.
- **Housing improvements** – As with this year, ensuring our own stock of 49 units is well maintained and improved upon is a key priority. The housing will be a central theme in our fundraising initiatives and clients will continue to be consulted on what is needed at their houses.

This has been an exciting year at Madison. With your assistance and the assistance of your friends, acquaintances and contacts, we can raise the funding necessary to continue to build on our successes and continue to improve the quality of housing and programming to a level deserving of our clients. I look forward to working together on these important goals.

Respectfully Submitted,
Garry Green,
Executive Director

Madison Community Services

Program Report 2009-2010

From a program perspective, this has been a year of significant cultural and clinical growth for Madison. Executive Director, Garry Green, and former Program Director, Arielle Dylan, spearheaded a formal process of further integrating a mental health recovery framework into the agency – both within clinical work and throughout agency policy and culture. The team of Mental Health Counsellors facilitated this process through demonstrating a clear commitment to recovery principles.

In line with recovery principles, we developed new programming, including both the client-facilitated “Art Expression” group and “Wellness & You”, an 8-week mental health recovery workshop.

This year, we were among the first wave of agencies to adopt the Ontario Common Assessment of Needs (OCAN). Integrating this tool into our practice enables us to both highlight clients’ ownership in the assessment process, and to ensure comparable assessments across workers.

I wish to thank the team of Mental Health Counsellors for the dedication, flexibility and care that they have brought to their work at Madison. We are also very happy to welcome Sandra Russell back from her educational leave.

Over her time in the Program Director position, Arielle Dylan developed new programming and fostered positive relationships among staff and clients. We thank Arielle for her heartfelt work with the agency, and wish her all the best in her future endeavors.

I would especially like to voice my appreciation for the participation of Madison’s clients in attending social recreation events, sitting on committees, and providing feedback to the agency. Your involvement is invaluable to the success of Madison and we shall strive to continue to foster opportunities for client voices to be heard and integrated into the agency structure. In particular, client involvement is sought on committees at Madison, and I would like to take this opportunity to invite any interested clients to consider committee involvement. Please speak to your primary worker or myself for further information.

In June, I moved into the position of Program Director, and am excited to continue the momentum in building recovery capacities at Madison. I feel privileged to be able to work with such a diverse group of staff and clients.

Respectfully submitted,
Jessica Bush,
Program Director

**Madison Community Services
Report of Committees**

**Finance Committee Report
2009 – 2010**

The committee met regularly to review Madison's financial statements to ensure their accuracy, completeness, and compliance with generally accepted accounting principles. We are also continually reviewing the internal controls of Madison to ensure that all of its assets are safeguarded and that maximum benefit is being received from those assets. Our Operating Plan and Budget for 2009/2010 included a small 2.25% budget increase from the Ministry of Health. We were able to use some unallocated fund for repair and replacement of articles in our houses. I would like to thank my fellow committee member Adrienne Magennis, as well as the management of Madison, Garry Green, and Tim Mt. Pleasant, for their commitment and dedication to this committee and Madison. In addition, Madison expresses appreciation for Ken Edwards' continued support and contributions.

Respectfully Submitted,
Stephanie Price
Chairperson
Finance Committee

**Madison Community Services
Board Development Committee Report
2009 - 2010**

This past year has been a good one for Madison's Board of Directors. We completed a strategic review exercise to re-establish the focus of our Committee and revised our recruitment strategy and process. In addition, we continue to welcome new members to the Board. The Board continues to function with a core group of experienced members, while striving to diversify and grow in order to broaden our perspective. A sincere thank you to each of the individuals who have generously given of their time and talents to serve on the Board.

The Board Development Committee consists of Michael Bublav, Junie Facey and I.

Respectfully submitted,
John O'Brien
Chairperson
Board Development

**Madison Community Services
Facilities Committee
2009-2010**

The Facilities Committee is pleased to have overseen some significant improvements in the houses this year and has developed a plan for the coming years to ensure continuous improvement in our stock, and to address other identified issues. Some goals that will be set out for the coming year include:

- Gaining the input of clients in their future housing needs;
- Looking at diversifying the mix of single unit dwellings with congregate to better meet client needs;
- Working out a process to more regularly evaluate housing supports through surveys and focus groups, among other methods;
- Continuing to improve occupancy rates to ensure more steady cashflows through improved screening, retention and promotion;
- Consider new funding options and niche housing as a means to attract new housing to portfolio;
- Balance and diversify housing funding through securing new funding and private partners;
- Review organizational structure, training and supports to make sure that entire approach supports recovery in our housing and programming.

The results of the above will help to ensure consistency across all of our housing so that we can be assured that we are a significant contributor to the health and well being of our clients by doing our absolute best to achieve high standards as a landlord and care provider.

Respectfully Submitted,
Bill Phipps,
Facilities Chair and Board Member

**Madison Community Services
Joint Health And Safety Committee Report
2009-2010**

Members of the Committee: Tim Mt. Pleasant, Jessica Bush, Sandy Grant, Manuel Minero

The Joint Health and Safety committee is pleased to recognize all members of the committee and thank the past members for all there hard work. Tim and Sandy are the two Certified Members and Co-Chairs of the Committee.

The focus of the Joint Health and Safety Committee has been to initiate an internal review of all Health and Safety Policies and Practices by. Madison hired a consultant to review and refine the Health and Safety Policies of Madison this past year, which we are working to finalize. Madison is proud to recognize that during the last year no injuries occurred that resulted in a filing with WSIB. Madison is on the right path to review it's policies and practices and to ensure that all bases are covered.

Submitted respectfully
Tim Mt. Pleasant, Director of Finance and HR,
Joint Health and Safety Committee, Certified Management Representative.

Madison Community Services
Staff Training Committee Report
2009 - 2010

In 2009 - 2010, we focused on enhancing mental health recovery knowledge and practice at Madison. Arielle Dylan commenced this training by facilitating workshops on recovery principles and recovery-based practice. We are planning to build upon this in the last quarter of the year with in-depth and tailored training in recovery competencies for all staff (Gregory Kim Consulting).

Our other primary focus in 2010 was training the team of Mental Health Counsellors in the use and delivery of the new Ontario Common Assessment of Needs (OCAN). This has been an intensive process, requiring staggered training and implementation, as well as impressive levels of adaptability among staff. Madison has been a leading agency for OCAN and was the first organization to implement OCAN in Toronto Centre based on the new wave of volunteer agencies to the program. Madison has effectively planned its OCAN rollout and is in consultation with other community agencies on rolling this program out in their organization. Madison is also providing computer training for OCAN use and also will be providing OCAN training to other community agencies during our October OCAN Team 2 rollout.

The Staff Training Committee coordinated group training sessions on the topics of the Residential Tenancy Act, concurrent disorders, accommodation and disability, stress management, debt management, and (upcoming in November) transsexual awareness and sensitivity. Partner agencies such as Mainstay met with the Team to provide overviews on their services. Mental Health Counsellor, Melody Wootton, designed and facilitated a workshop for staff on mindfulness. Individually, Mental Health Counsellors have sought out training opportunities in diverse areas delivered by institutions such as the Hostel Training Centre, Hincks-Dellcrest, T.A.P.E., and a number of colleges in the area. Staff has studied in areas such as cognitive-behavioral therapy, concurrent disorders, addictions treatment, and crisis intervention.

The Staff Training Committee has been working diligently to develop a multifaceted training plan for 2011, which will include group training on the topics of diabetes, mental health and justice, psychiatric patient rights, cognitive-behavioral therapy, advocacy for the elderly, and anti-oppression.

Jessica Bush,
Submitted Respectfully
On Behalf of the
Staff Training Committee

Madison Community Services Inc

Board of Directors
2009 – 2010

DIRECTORS

Mario Nigro

Amanda DaCosta

Stephanie Price

Kelly Aizicowitz

John O'Brien

Adrienne Magennis

Bill Phipps

Sue Goodwin (Partial Year)

Michael Bublavy

Junie Facey

OFFICE

President

Vice-President

Treasurer

Secretary

Madison Community Services

Proposed Slate 2010 - 2011

DIRECTORS

Amanda DaCosta

Junie Facey

Stephanie Price

Kelly Aizicowitz

Mario Nigro

John O'Brien

Adrienne Magennis

Bill Phipps

Michael Bublavy

JoAnne Luckie

Stephany Mandin

OFFICE

President

**MADISON COMMUNITY SERVICES
BOARD CANDIDATE BIOGRAPHIES
2009-2010**

MARIO NIGRO

Mario Nigro is a lawyer with Blake, Cassels & Graydon LLP where he practices Business, Contract, and Non-Profit Law. Mario is involved in a variety not-for-profit work including currently sitting as a member of the Toronto Grant Review Team for the Ontario Trillium Foundation. Mario is also currently a Board Member with the Toronto Friendship Centre.

AMANDA DACOSTA

Amanda DaCosta is a Program Director with LOFT Community Services, Wilkinson Housing and Support Services Program. She has an undergraduate degree in psychology from York University. Amanda has worked with other not-for-profit organizations serving seniors in Toronto and Oakville, including the Second Mile Club of Toronto and Elder Care. Her past business experience includes a supervisory position in the retail sector. During her time on the Board, Amanda has served as Vice-President.

JOHN O'BRIEN

John is a consultant who has worked with a variety of organizations in the past several years, in both the public and private sector. He has a Masters of Information Studies degree and has taught at the University of Toronto. John has a variety of experiences to draw upon in his work on the Board including strategic planning, public policy research and project planning. For the past three years, he has chaired the Board Development Committee.

STEPHANIE PRICE

Stephanie has worked in capital markets for the past ten years. Currently, she is an associate in the equity research group at CIBC World Markets, where she focuses on the software, and engineering and design sectors.

Stephanie has a Master's of Business Administration degree, a Chartered Financial Analyst designation and an undergraduate degree in business from Wilfred Laurier University.

ADRIENNE MAGENNIS

Adrienne is a client of Madison and served on the Board for several years. She also sits on other Boards for Non-Profit Organizations within the community; as well as serving on several committees at CAMH. Her overall interest is to develop her skills and work with organizations to improve Housing and Support Services within Toronto. Her goal is also to enhance the lives of all people living with mental illness.

BILL PHIPPS

Bill Phipps is the former president and retired chairman of End-to-End Networks Inc, a network management firm headquartered in Markham, Ontario. Bill has many years experience in senior management positions and he has served on a variety of boards and committees, both business-related and volunteer. Bill has a keen interest and a good understanding of the healthcare sector, having worked for the Ontario Hospital Association for over twenty years.

KELLY AIZICOWITZ

Kelly is a government relations consultant with Strategy Corp Inc, where she works on behalf of a number of health care related clients. She has extensive experience in provincial politics, having worked in the Office of the Premier, Minister of Culture and Minister of Education's offices. Kelly is active in her community, having played a role in Peace by PEACE, a not for profit conflict resolution program and providing advisory services to the Toronto Fringe Festival.

MICHAEL BUBLAVY

Michael has been a member of Madison since 1992, and joined the board as a way of giving back to the Madison community. Michael hopes his many experiences with Madison over the years will be of benefit in advocating for the community.

JUNIE FACEY

Junie joined the Board in Sept 2009. Junie has been working in the human service and community health sectors for over 13 years; 9 of which include managing through change. Her guiding philosophy to this work is the belief is that people know what they want and need and we are partnering facilitators in their process of becoming. Junie's background includes social work, public administration, health studies, leadership and a range of management training.

JOANNE LUCKIE

JoAnne has been a member of Madison since 2009 and was accepted to the board at the September, 2010 Board meeting.

STEPHANY MANDIN

Stephany practices law in downtown Toronto and just recently joined the Board. Invested in social justice, Stephany has volunteered and worked in the community with a focus on helping people who are marginalized. A particular area of specialty is in residential tenancy matters. Stephany has obtained an Honours B.A. with a major in Law and Sociology, her LL.B and a Master's degree in socio-legal studies.

Madison Community Services

Current Staff 2009 - 2010

All staff members share their passion for client service and a belief in recovery.
Madison is blessed to have the team it does:

Management

Garry Green	Executive Director
Tim Mt. Pleasant	Director of Finance/HR
Jessica Bush	Program Director
Theepa Vigneswaran	Administrative Assistant

Mental Health Counsellors

Ben Ng
Carolyne Millington
Charles Kabowei
David Quintero
Dmitry Rechnov
Domenic Allega
Guadalupe Marquina
Manuel Minero
Michele Gardner
Melody Wootton
Nasreen Akhter
Noemy Donan
Sandra Grant
Sandra Russell
Yvonne Brown

Madison Community Services Inc

2009-2010

Committees and Work Groups

Executive Committee

Mario Nigro (Chair)
Kelly Aizicowitz

Amanda DaCosta

Stephanie Price

Personnel & Finance Committee

Stephanie Price (Chair)
Adrienne Magennis

Tim Mt. Pleasant

Garry Green

Board Development and Selection Committee

John O'Brien (Chair)

Junie Facey

Michael Bublavy

Health and Safety Committee

Tim Mt Pleasant (Co-Chair)
Manuel Minero

Sandra Grant (Co-Chair)

Jessica Bush

30th Anniversary Committee

Kelly Aizicowitz
Manuel Minero

Garry Green
Melody Wooton

Lily Szeto
Alberto (member)

SP-Fundraising Committee

SP-Programs and Partnerships Committee

SP-Facilities Committee