



Annual Report 2021-2022

**Building a World
Where Everyone
Belongs,
together**

L'Arche Ottawa



L'Arche Winnipeg



Thank you to John Rietschlin

John Rietschlin, who served as L'Arche Canada's Board President for the past ten years, completed his final term of office in June. A wise and seasoned leader, John guided L'Arche Canada through challenges and organizational change, inspiring growth and vitality. He has our immense gratitude!

Letter from the leadership

Dear friends,

Across Canada, our 30 L'Arche communities are moving toward a more regular rhythm of life after more than two years under the shadow of Covid-19. While the pandemic still presents challenges, L'Arche has shown a remarkable capacity for resilience and creativity. Our communities remain grounded in caring relationships where people with and without intellectual disabilities continue to discover new ways of sharing life together.

Welcoming and embracing difference is at the very heart of the mission of L'Arche. And while differences in intellectual ability are central for L'Arche, differences have long been present across other dimensions of the organization—culture, religion and social structure, to name just a few. Our experience of difference has enriched our understanding of what it means to share life with compassion and respect for one another—yet it has not always been easy! Our beliefs and choices—to embrace tradition or support change, to foster independence or nurture belonging, to encourage individuality or build community—are complex, and rarely black and white. Our collective experience around difference has come to the fore in L'Arche Canada's commitment to Inclusion, Diversity, Equity and Accessibility with a four-year Action Plan launched in 2021. This work is an important way for us to build our capacity as a learning organization.

L'Arche has a way of connecting us to people we have never met and to places we have never been. That happened this year as war broke out in Ukraine. Many of our donors here in Canada have generously offered their prayers and financial support for L'Arche Ukraine—and for several other L'Arche Solidarity initiatives around the world. Here in these pages you can read more about them, as well as current L'Arche Canada initiatives like leadership development for people with intellectual disabilities, creating new housing options, launching a new way to do strategic planning and much more.

Our thanks to each of you—the people of L'Arche across Canada, our leaders, partners, friends and supporters—for the important role you play in building a world where everyone belongs!



Louis Pilotte,

National Executive Director,
L'Arche Canada & L'Arche
Canada Foundation



John Rietschlin,

Board Chair,
L'Arche Canada



Terry Downey,

Board Chair,
L'Arche Canada Foundation

Vision and Values

For almost 60 years, L'Arche has been creating communities where enriching relationships flourish, and where people with and without intellectual disabilities belong, contribute and grow. Today there are 30 L'Arche communities in Canada—from Vancouver Island to Newfoundland. Our vision is based on mutual care, respect, and compassion.

Welcoming difference is central to the mission and identity of L'Arche. People and relationships are at the heart of L'Arche, our communities welcome people from all walks of life and from around the world. We recognize that we are called to learn more to foster equity, diversity, accessibility and inclusion in our organization.

L'Arche Canada has launched the 2021-2025 "Together We Are Better" Action Plan to further our commitment to Inclusion, Diversity, Equity, and Accessibility. This means listening with care to every voice, especially the voices of those who have been excluded, systematically silenced, under-represented or diminished in any way.

The vision of L'Arche is to create a world where everyone belongs.

Our commitment to Inclusion, Diversity, Equity, and Accessibility is an important way to embrace that vision today.

Scan this QR code or [click here](#) to read the "Together We Are Better" document online.





Unity

Solidarity Program

One of the beautiful parts of L'Arche is the sense of belonging between its communities—159 of them in 38 countries on six continents—living in a wide range of cultures, climates and social conditions. For many years, L'Arche International has coordinated the Solidarity program to support L'Arche communities facing extraordinary challenges like natural disasters, political instability, economic hardship, food insecurity and war. Every year, L'Arche Canada mounts fundraising initiatives to support specific L'Arche communities in need around the world.

In the past year, L'Arche Canada supported international Solidarity projects with a total of over \$650,000, including the projects in Ukraine, Bethlehem, Ivory Coast and Haiti featured below.



"Thank you L'Arche for helping us. Without you, many of us would be alone in the streets."

Bragory Koffi, Ivory Coast

Ukraine

Living in a country at war, **L'Arche Ukraine** has mobilized its communities to respond to the needs of internal refugees, including people with intellectual disabilities and their families, who have lost their homes in the conflict.

There are two L'Arche communities in Ukraine. They are in the western part of the country, away from the most severe conflict. Their cities are crowded with thousands of internal refugees who have had to flee their homes in the war-torn eastern part of the country. The people of L'Arche Ukraine are reaching out to these refugees—making bread, providing shelter and helping some families to leave the country.



Bethlehem

L'Arche Bethlehem opened a guesthouse run in large part by people with intellectual disabilities who offer hospitality with skill and enthusiasm.



Ivory Coast

With new equipment and tools, **L'Arche in the Ivory Coast** is able to grow more of its own food. The children's program has been outfitted with new educational materials.



Haiti

Solidarity funding from Canada has supported community life in **L'Arche Haiti** during an extended period of economic and political fragility.

The Hub: Pooling Our Strengths and Knowledge

L'Arche Canada launched a new Human Resources Information System, called the Hub. Implementation began in January 2022 and will continue into 2023.

The Hub is a harmonized system where Human Resource teams across Canada can store and manage information about assistants and other personnel to support core HR functions like payroll, benefits administration and scheduling. The system also supports the management of training modules and helps track the many steps of the recruitment process. Most of our communities now participate in the Hub. The Hub also helps us invest in our employees' futures, facilitating regular reviews, professional development and retirement planning. The Hub serves the mission of L'Arche by helping the organization to be responsive to changes in the employment landscape, increasing transparency in our HR practices and providing a better understanding of our human resource needs.

L'Arche Canada by the numbers:

110 homes
39 workshops and programs

in 30 L'Arche communities

+1,500
full-time and part-time employees

A New Charter for L'Arche Communities

L'Arche International by the numbers:

159
communities in...

38
countries on

6
continents

One major highlight in 2021 was the development of a new Charter for L'Arche. While the mission of L'Arche has remained solid and recognizable throughout its history, the Charter has been updated a few times. As the world has changed, L'Arche has grown and changed too. Designed to serve as a roadmap, the Charter sets out who we are and what we do, in addition to identifying our core values, insights and practices.

The development process has taken a close look at our lived experiences, both locally and around the globe. The team worked very hard to make sure every L'Arche member was able to participate, including members of all abilities and ways of communicating. Over the coming year, individual communities and regional groups will provide a final round of feedback to the international team heading the project.



Impact

Co-Learning and Co-Leading

L'Arche Canada's "Leading Change" youth leaders' group is composed of 10 young people with intellectual disabilities from across the country. They are engaged in a values-based, inclusive leadership development program that is building their capacity as co-learners and co-leaders in L'Arche Canada's national structure and in their home communities.

Putting theory into action, L'Arche Canada created new leadership roles for persons with disabilities on its Communications team, Mission-in-Action Plan team, and Inclusive Housing Solutions Lab team. We also continued to work with partners like People First, the Inclusive Design Research Centre and Listen-Include-Respect to make our processes more accessible.



"Leading Change has helped me feel like I belong. ... Together, we all learn to lead in our own ways because we care and are supported."

- Tiana Kirkegaard, youth leader from L'Arche Greater Vancouver



Members of L'Arche Canada and L'Arche USA

Aligning Local and National Efforts to Expand Housing Options

While people in L'Arche across Canada frequently work together, our Inclusive Housing Solutions Lab: "At Home in a Neighbourhood Where I Belong," takes that collaboration to a whole new level. The goal? To offer people with disabilities more options for safe, affordable, accessible and inclusive housing.

Backed by the Canada Mortgage and Housing Corporation (CMHC), L'Arche Canada is serving as convenor, setting the table for L'Arche in New Brunswick to work with community partners—including people with disabilities—to find solutions to this complex challenge. The Solutions Lab met several times over the year, conducted research and generated ideas for testing. L'Arche Canada also convened a group of partners with diverse expertise to serve as a National Community of Practice and support the Lab and share its lessons across Canada.



"I really loved the fact that the Lab was getting input directly from persons with disabilities instead of just doing what most people have done and trying to tell us what we need. Instead, you're asking us what we need."

– Shawna Morgan, New Brunswick Inclusive Housing Solutions Lab

The Solutions Lab by the numbers:

22

ideas developed,
narrowed down to
5 solutions

5

teams in New Brunswick
prototyping the solutions

4

people with disabilities
on the Lived Experience
Advisory Committee

Thanks to our partners:



Fostering Inclusion and Social Justice through Strategic Partnerships

L'Arche Canada has closely collaborated with partner organizations to promote legislation, policy and practices that improve the social inclusion of people with disabilities in Canada. Together we are building capacity for increased collaboration among people with disabilities and organizations of and for people with disabilities. By working together, we are having greater impact on removing barriers and changing the culture of Canada to one of inclusivity and accessibility.



"L'Arche has such a rich history of building community and places where individuals belong. I think the disability movement needs the voices of everyone in order to create true inclusion and social justice."

- Anne MacRae, National Executive Director, Independent Living Canada

L'Arche Canada is a partner in the Inclusive Design Research Centre's (at OCAD University) Future of Work: Equitable Digital Systems, an initiative that explores how computer technologies can support and encourage employment for people of all abilities, rather than create barriers.



"Individuals with intellectual disabilities are often pushed to the margins and overlooked by much of society... L'Arche provides a much-needed resource and platform... that is firmly rooted in the values of full participation, reciprocity, diversity, caring and sharing."

- Dr. Jutta Treviranus, Director of the Inclusive Design Research Centre, OCAD University

L'Arche Canada and seven L'Arche communities from across Canada are building on this knowledge by participating in the Making Community Essential webinar, part of the Tamarack Institute's Cities Deepening Community initiative.



"Vibrant communities are about taking care of one another and making connections that make us happy and well. Make sure that you always connect to people!"

- Nick Herd, L'Arche Canada

Sound Financial Footing for the Long-Term

L'Arche Canada and its fundraising arm, the L'Arche Canada Foundation, are working on a new funding model that boosts our impact and strengthens our long-term sustainability. This year, over \$600,000 in donations was given for our endowment funds, a trend we want to encourage. We are also grateful for gifts that have come through donors' estates. The Foundation's new structure has cut expenses by over 40% in the past two years. Our return on investment has never been greater!

In the coming years, we plan to continue to expand our revenue streams through stronger relationships with governments and collaborative fundraising events with local communities.

At this time of global economic uncertainty, we are committed to building a bright future for L'Arche Canada in ways that invite many people to participate in our mission.



L'Arche Toronto

Renewal

Listening and Learning Together

Strategic planning, both nationally and in our 30 communities, has been a time-honoured tradition in L'Arche for decades. Across Canada, we have worked hard to develop a new way to do strategic planning that we believe will have greater impact. We call it the Mission-in-Action Plan, or MAP for short. We launched the MAP process in 2021. The MAP team is composed of seven people from L'Arche across the country, including two people with intellectual disabilities. We gathered input from the people and groups who are most impacted by L'Arche Canada's activities. That listening and learning framework helped us to define our objectives and learn how we could achieve them by improving the strategic planning process itself.

The MAP process provided opportunities for participation across Canada—both from people in L'Arche and from partner organizations. It was an important step in strengthening our learning capacity and understanding how to plan for greater impact in an integrated and inclusive way.



L'Arche Cape Breton



"I was honoured to be asked to be part of the Mission-in-Action Plan team. At first, I didn't see what I could bring to the team, but I think I did a good job. I'm so proud of what I did. I've found and built more confidence in myself."

**- Alecia Thompson, a MAP team member
from L'Arche Saskatoon**



L'Arche Honduras (Choluteca) filming their lip sync for Battle of the Fans Season 2

L'Arche Honduras and the Battle of the Fans

L'Arche Choluteca, one of the two L'Arche communities in Honduras, jumped at the chance to take part in the Battle of the Fans lip-syncing competition. Everyone in the community pitched in, contributing ideas, scouting out locations and making costumes. They filmed downtown, at the beach and all around town. As Community Leader Esly Aguilar said, "We wanted people to see that we are not just one small community, but part of L'Arche International." In the process, L'Arche Choluteca also built connections with the local indigenous community, the Garifuna, who advised them on their dance moves, music and costumes.

While they didn't win, L'Arche Choluteca did make it to the finals. It was a remarkable triumph to achieve in such a short time. Better still, with this fundraising event, the Honduras team proudly participated as a contributor—a wonderful sign of the spirit of Solidarity in L'Arche!

L'Arche Canada Philanthropy Highlights

Through its Foundation, L'Arche Canada invites Canadians to take part in the mission of L'Arche by providing financial support.

Last year the L'Arche Canada Foundation finished implementing the structural and governance changes approved in 2020. Our goal is to strengthen collaboration between the Foundation and local communities to enhance fundraising initiatives locally and nationally—as well as for international Solidarity projects. Donors and partners are working together to further the mission of L'Arche and build a more compassionate society for all Canadians.

Over the past year, we have reviewed our direct mail communications to respond to the interests of current donors and to encourage new financial supporters. We have also increased our collaboration with L'Arche International to actively support Solidarity initiatives around the world.

In spite of ongoing challenges due to the pandemic, we noted a significant and encouraging increase (29%) in donations from the previous year. We are fortunate to have generous and loyal donors who remain steadfast partners in our mission to promote a better quality of life for people with intellectual disabilities and to encourage their social inclusion as valued citizens.



L'Arche Canada Foundation by the numbers:

Donations made in 2021–2022:

\$2,991,148

Increase from previous year:

29%

President's Circle of Donors

Leaders \$100,000 +

- Mabel Marshall
- 6 Anonymous

Partners \$50,000 +

- Arrell Family Foundation
- BMO Financial Group
- Estate of Edward Bernard Flanagan
- Power Corporation of Canada
- Estate of Teréz Rétfalvi

Benefactors \$25,000 +

- Succession Jacques Delisle
- Alvin and Geraldine Morris
- Dennis Murphy
- Sisters of St. Joseph, Toronto

Friends \$10,000 +

- Succession Claude Bureau
- Estate of Janet Cox
- Estate of Joseph R. Connolly
- Michel de Salaberry
- Griggs Family Foundation
- Lamb Foundation
- Les Oeuvres Le Royer
- Geoff and Catherine McCulloch
- Estate of Nellie Evelene Roszel
- John Schoonderwoerd
- Estate of Teresa Ann Scully
- 3 Anonymous

Supporters \$5,000 +

- Roland and Marie Bertin
- Christopher Burton
- Canadian Online Giving Foundation
- Jean De Grandpré
- Joan and Clifford Hatch Foundation
- Elisabeth Langenbach Foundation
- Succession Yolande Laurencelle
- Love and Light Mercy Fund
- OMI Lacombe Canada Inc.
- Neil Quinlan
- 8 Anonymous





L'Arche Canada Foundation Endowment Funds

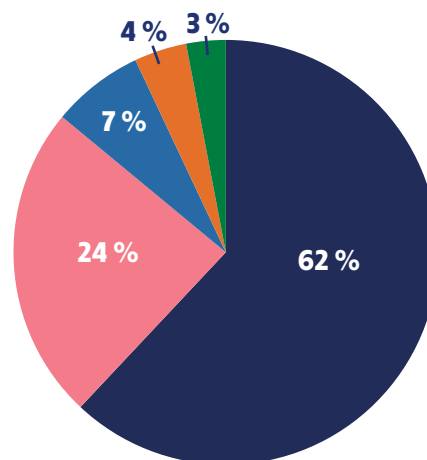
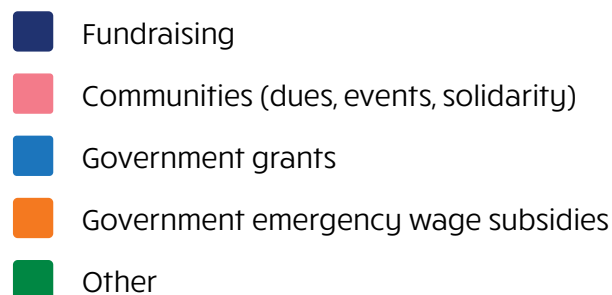
- Gerry Rocchi and Kathie Drummond Endowment Fund
- Flumerfelt Family Endowment Fund
- James Gaughan Endowment Fund
- Grant and Lynnette Kaminski Endowment Fund
- Kennedy Family Endowment Fund
- Kokocki Family Endowment Fund
- L'Arche Endowment Fund
- Germain Leclair Endowment Fund
- Marshall Family Endowment Fund
- Alvin and Geraldine Morris Endowment Fund
- John and Donna Rietschlin Endowment Fund
- Robert Sprachman and Marie-Josée Therrien Endowment Fund
- L and C Veeken Family Endowment Fund
- Bernie Vossman Endowment Fund
- 2 Anonymous Endowment Funds

L'Arche Legacy Leaders

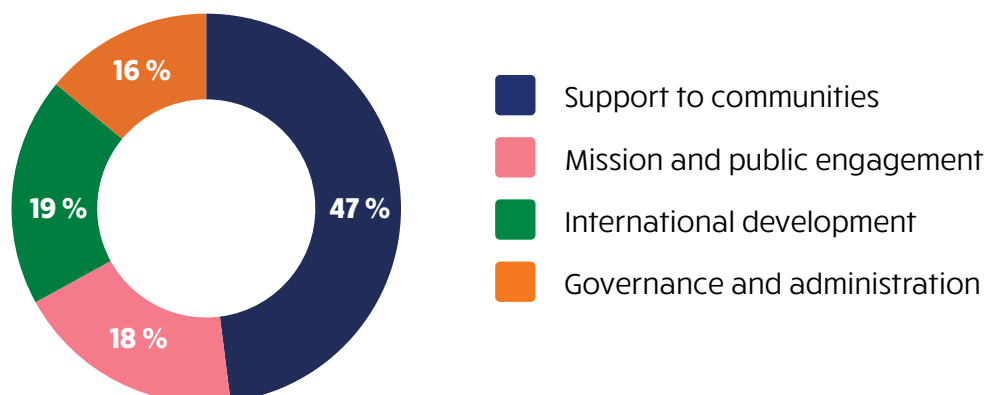
- James Allard
- Mary Bastedo
- Evan Ernest Bernacchia-Canton
- Anthony and Carole Boryski
- Wendy Bulloch
- L. Patrick Callaghan
- Hollee Card
- Neil and Anne Conway
- Barry M. Cromarty
- Michel de Salaberry
- Christopher English
- Don and Julia Flumerfelt
- Patricia Griffith
- Mary Lou Jorgensen-Bacher
- Germain Leclair
- Rev. Gerald Lajeunesse
- Dr. Laurie Lemieux
- Rev. Paul Lennon
- Dean and Ann Levitt
- Patricia MacDonald
- Michelle Michalak
- Lois Nauta
- Charlotte Prata
- John and Donna Rietschlin
- Gerry and Kathie Rocchi
- Rita Steele
- Stuart and Mary Swan
- Tom Thomas
- Peter Van Zyl
- Rev. Fr. John Vetere

Financials

Consolidated Revenues



Consolidated Expenses



The current consolidated financial situation of L'Arche Canada at the national level

Total Revenues	4,889,167*
Total Expenses	5,156,197
Surplus (deficit)	(267,030)**

* A reduction in revenues of 10% due to lower government subsidies and a loss on investment

** An increase in expenses of 16% mainly for community support



Scan this QR code or [click here](#) for the full financial report.



Boards of Directors

Our Board members give generously of their time, skills and expertise to steer and oversee L'Arche's operations.

L'Arche Canada

John Rietschlin, Board Chair

Donna Diskos, Treasurer and Finance Committee Chair

Vince Kazmierski, Vice-Chair and Governance Committee Chair

Joseph Reynaud

Sam Watts

Nancy Marenick, MAP Team Co-Chair

Paul Vogel (not shown)

Myron Rogal, Risk Management Committee Chair

L'Arche Canada Foundation

Terrence Downey, Board Chair (not shown)

John Rietschlin

Joseph Reynaud

Lauren Alexander (not shown)



Thank you!

Your support is having an important impact on the 30 communities of L'Arche across Canada. You are also promoting social inclusion for people of all abilities as valued citizens. And that is building a compassionate society for all Canadians. The 159 communities of L'Arche are present in 38 countries around the globe. Together, with your support and encouragement, we are creating a world where everyone belongs.





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larche.ca