TEN TEN SINCLAIR HOUSING INC.
2025/2026 ANNUAL REPORT

Ten Ten Sinclair Housing Inc. acknowledges that our services extend throughout Winnipeg, which is located on Treaty One Territory, the traditional lands of the Cree, Dakota, Anishinaabe, Oji-Cree and Ojibway Nations, and is the homeland of the Metis Nation. Our water comes from Shoal Lake, the lands of the Shoal Lake 40 First Nation, in Treaty Three. Ten Ten Sinclair Housing Inc. is committed to a spirit of truth, reconciliation, and collaboration.

MISSION, VISION, COMMITMENTS

AS DETAILED IN THE 2025 - 2030 STRATEGIC PLAN

OUR MISSION

The mission statement articulates what we set out to do and for whose benefit.

Ten Ten Sinclair Housing Inc., rooted in the independent living philosophy, provides affordable housing and support services to those individuals with disabilities who seek the knowledge and skills to live independently, including individuals facing additional challenges such as mental health conditions, addictions or cognitive disabilities.

OUR VISION

The vision statement provides a view into our organization's desired future.

We envision a world where every individual living with disabilities can access affordable and accessible housing, exercise self-determination and shape their own path with dignity and confidence. Through collaboration, we foster support systems that strengthen communication and empower individuals with choice, accountability, autonomy, inclusion and opportunities for personal growth.

OUR COMMITMENTS

Commitments are shared beliefs which will drive our decision-making and behaviour within the organization.

We make the following commitments:

- *To provide meaningful consumer involvement in the Ten Ten Sinclair Housing Inc. organization*
- *To foster consumers' control over their living situation, including consumers assuming responsibility for decision-making with all the associated risks and responsibilities*
- *To aid in amplifying the voices of our consumers*
- *To provide experiential learning*
- *To maximize the potential for individuals to engage in independent living. To collaborate and partner with like-minded community organizations*
- *To provide a positive and supportive work environment for staff of Ten Ten Sinclair Housing Inc.*

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BOARD OF DIRECTORS 2025/2026

CHRIS WULLUM - CHAIRPERSON

TASHIA DREGER - SECRETARY

GARY JULIUS - TREASURER

DONNA COLLINS - PAST CHAIRPERSON

AMANDA KOZAK

BRADLEY MIDDAUGH

KAREN KOCH-SCHULTE

NATE SAWATZKY

MARTIN SHERB

BRENT R. SMITH

NOLAN SMITH

SCOTT STEWART

HAYLEY SWIDNICKI

MYLES TAYLOR

SAMUEL UNRAU

SCOTT WIGNALL

Front: Scott Stewart, Myles Taylor, Debbie Van Ettinger, Martin Sherb, Nolan Smith, Amanda Kozak, Karen Koch-Schulte, Hayley Swidnicki Back: Brent Smith, Scott Wignall, Steve Todd, Chris Wullum, Donna Collins, Tashia Dreger, Gary Julius, Aerielle Sigurdson, Bill Burrows
Missing: Nate Sawatzky, Sam Unrau

We extend our greatest thanks to the following long-serving Board members who are not returning to the Board for 2026/27

Donna Collins - 40 years service
Tashia Dreger - 11 years service
Nate Sawatzky - 9 years service
Sam Unrau - 6 years service

We welcome the following new members to the Board of Directors for the 2026/2027 year:

PATTI PLETT
Patti Plett is passionate about social justice and advocacy with a focus on marginalized populations and mental illness. She also teaches at University of Manitoba in the occupational therapy program.

BEN MANNESS
Duboff Edwards Schachter – Associate
Ben practices corporate and commercial law. He assists on acquisitions and financing, commercial real estate and leasing, corporate structuring, and organizational governance. He also practices in residential real estate, acting for both purchasers and sellers.

BRITTANY MASON
Besides being a tenant at 1010 Sinclair Street, Brittany is a fiercely indepedent social butterfly with a sharp wit and a navigator's spirit. While she lives with a visual impairment, she's the last person you'll find waiting for a hand to hold. Her energy is infectious, loves a good laugh and views the world through a lens of curiosity and humor rather than limitations.

MESSAGE FROM THE CHAIRPERSON

This past year for Ten Ten Sinclair Housing Inc. has been a time of moving forward with our strategic priorities and a year of succession planning and change.

Strategic Priorities:
Last year Ten Ten was proud to unveil its Strategic Plan for 2025 -2030. The Plan included four key strategic priorities which the board and staff have worked diligently to support and advance this past year. In particular, I would like to highlight the following:

1) Strategic Priority - Strengthening Engagement
   - the Communications Committee was formed that has developed more details of a strategic communications plan moving forward
   - we will be prioritizing the stories and journeys of our consumers, staff and board to highlight who we are, what we do, and to create a better awareness of Ten Ten for the community, including through Instagram and Facebook profiles
   - we are focusing on communicating and engaging with our existing stakeholders and other organisations and entities that are similar minded in advancing and supporting persons living with disabilities
   - we are developing and implementing further ways of communicating and engaging with our consumers, including through monthly newsletters, social media, other technologies and social events

2) Strategic Priority – Advancement of Barrier-Free Housing
   - the Housing Committee was formed to work on advancing this priority and has been active in identifying other possible opportunities for barrier-free housing in Winnipeg
   - Ten Ten was awarded the Tenant Supports Initiative (TSI) Grant through the Manitoba Non-Profit Housing Association to assist in providing supports for “non-program” tenants who live independently but face barriers to housing stability and are at risk of eviction
   - Ten Ten was present and active at the Manitoba Housing Day on May 11 to provide its support and continue making connections with leaders in the housing community

MESSAGE FROM THE CHAIRPERSON

3) Strategic Priority – Growing an efficient and effective organization and optimizing our talents

- the Human Resource Committee has been active in working on a long-term human resource strategy
- we developed a skills matrix of our existing Board with a view to identifying areas of skill and experience required for future Board members
- we have worked on a succession plan for Board members which includes amendments to our By-Laws for terms and term limits
- we have developed a succession plan for the Executive Director position which included this year hiring a successor Executive Director, Steve Todd
- the Committee will be working further with the new Executive Director to determine priorities for our human resources

4) Strategic Priority – Leveraging technology and innovation to create barrier-free environments

- this priority is intended that to help raise Ten Ten's profile as a leader in the use of technology and innovation for barrier-free design
- we will continue to work on developing this long-term goal as it is currently at its beginning stages

Succession Plans for Ten Ten:
Ten Ten will be undergoing some additional changes and succession steps as it relates to both the Executive Director position and the Board. After twenty-six years of working at Ten Ten, Debbie announced her intended retirement from Ten Ten.

On behalf of the entire Board, I extend our deepest appreciation to Debbie for her dedication and leadership for Ten Ten. We are profoundly grateful for the legacy she leaves behind and wish her every success in her next chapter. On a personal level, it was a privilege and pleasure to work with Debbie over these past years, and she made my experience as Chair an enjoyable one. Ten Ten has greatly benefited from Debbie's leadership and direction.

MESSAGE FROM THE CHAIRPERSON

As we look ahead, we are delighted to introduce Steve Todd as Ten Ten's new Executive Director and we expect Steve will bring tremendous leadership and experience to the organization.

On a personal note, I have also advised the Board that I will be stepping down as Chair of the Board after this AGM and my eleven years in holding the position. I intend to remain on the Board next year as Past Chair to assist with the transition and offer whatever knowledge that I can to my successor.

There are also several other Board members who will be leaving Ten Ten after this AGM who have made many important contributions through volunteering their valuable time. Those include Donna Collins (40 years), Tashia Dreger (11 years), Nate Sawatzky (9 years), and Sam Unrau (6 years). I want to provide my heartfelt thanks to each of these retiring Board members as it has been a pleasure working with you during my years as Chair. In particular, I want to thank Donna, who was the Chair before me, and who supported me in my role as Chair and provided me valuable insight and knowledge of the organization and the independent living philosophy.

It has therefore been a year of contemplative change and transition. I believe these opportunities of transition and change are important for any organization. I also believe that Ten Ten has a strong group of Board members with an excellent vision of the future and an understanding of its present needs. New leadership can help provide fresh perspectives and ideas that can assist in driving change that reflects the priorities of its membership. As such, I believe it is an exciting new time for Ten Ten and I look forward to seeing what the future holds for the organization. It will be in very good hands.

Chris Wullum
Chairperson

Our organization is strong because of the collective commitment of our community—our consumers, staff, partners, supporters, and volunteers. As I always do, I again want to thank all our important stakeholders, especially the WRHA and Manitoba Housing, who help to ensure Ten Ten's continued success. Cheers to Ten Ten!

FAREWELL MESSAGE FROM RETIRING EXECUTIVE DIRECTOR

After 26 years of service, it is both humbling and deeply meaningful to share this final message as Executive Director of Ten Ten Sinclair Housing Inc. in our Annual Report.

When I first joined the organization, I could not have imagined the journey ahead—one shaped by growth, challenge, resilience, and, above all, the power of community. What we have built together goes far beyond expectations. We have created a place where people feel seen, supported, and connected—a place that has truly changed lives, including my own. Over the years, I have had the privilege of working alongside extraordinary tenants, staff, dedicated board members, partners, and supporters. Your compassion, commitment, and belief in our mission statement and values have been a constant source of inspiration. It is because of you that Ten Ten has continued to grow, adapt, and meet each new challenge with strength and purpose. Our recent Strategic Plan will guide the organization into the move forward plan with everyone taking a part in this very important journey.

There have been uncertain moments, as there always are, but even in those times, our shared commitment never wavered. I will always carry with me a deep sense of pride in what we have accomplished together—the lives touched, the community strengthened, and the foundation we have built for the future. This would include all the people before me and all the people after me.

As I step away from this role, it is not without emotion. This organization has been such an important part of my life, and it is difficult to say goodbye. But I do so with immense gratitude and with full confidence in the future of Ten Ten. I have been personally touched by this organization and will always be grateful for the many opportunities afforded to me.

Thank you for the trust, the support, and the many memories we have shared over the years. It has truly been the honour of a lifetime to serve in this role. I would like to welcome Steve Todd the new Executive Director of Ten Ten Sinclair Housing Inc. to this very exciting role.

Debbie Van Ettinger
Executive Director

A NOTE FROM STEVE TODD, EXECUTIVE DIRECTOR

Over the past five decades plus I have dedicated myself to ensuring effective advocacy and service delivery to those challenged by limited abilities in a number of arenas including those affected by physical, mental health and cognitive limitations. I very much look forward to utilizing my skill sets to evolve Ten Ten Sinclair towards the future.

In the short time that I have been associated with Ten Ten Sinclair, I must confess I am very much in awe of the history of caring, evolution of expanded service delivery models and locations over time and the obvious dedication of the staff, leadership, Councils and Boards to the Mission. An excellent Strategic Plan has been developed that will guide this process and thank you is certainly offered to Ten Ten for trusting me to guide this evolvement.

Steve Todd
Executive Director

TREASURER'S REPORT

On behalf of the Board of Directors of Ten Ten Sinclair Housing Inc., I am pleased to report on the financial position of the organization for the year ended March 31, 2026. The financial Statements have been reviewed by the Audit & Finance Committee and approved by the Board. The Organization's Auditors have concluded that the financial statements present fairly the financial position of the organization as of March 31, 2026, in accordance with Canadian accounting standards for not-for-profit organizations.

The Treasurer's Report includes the Statement of Financial Position and Statement of Operations. The complete audited financial statements including the Independent Auditors' Report, notes to the financial Statements and program schedules are available upon request and are on our web site.

Statement of Financial Position
The Statement of Financial Position summarizes the assets and liabilities of the organization as at March 31, 2026.

A common measurement for the financial health of an organization is the ratio of its current assets to its current liabilities. A ratio of 1 or greater is considered healthy as it indicates that an organization has sufficient cash and receivables to meet its current obligations. As of March 31, 2026, the organization's current assets ($1,261,252) to current liabilities ($531,956) ratio is about 2.4 to 1.

TREASURER'S REPORT

Statement of Operations
The Statement of Operations summarizes by program the revenues and expenses received by the organization for the 12 months ended March 31, 2026. The organization's expenses exceeded its revenues by $49,560. The management fund had a small surplus while fee for service and program administration had small deficits.

I wish to acknowledge the financial support received from our two primary business partners – Winnipeg Regional Health Authority and Manitoba Housing.

Thank you to the members of the Finance Committee for their commitment to overseeing the financial operations of the organization and to Debbie Van Ettinger for the support she provides to the Committee. I would also like to thank our Accounting Coordinator, Robyn Chornoboy, for her excellent work.

Gary Julius, CPA, CA
Treasurer

Members of the Finance Committee are:
Gary Julius, Chair
Chris Wullum
Brent Smith
Scott Wignall
Debbie Van Ettinger
Robyn Chornoboy
Aerielle Sigurdson

Statement of Financial Position

March 31, 2026

	2026	2025
ASSETS		
CURRENT		
Cash	$ 125,208	$ 759,943
Accounts receivable	52,976	44,752
Prepaid expenses	7,737	6,861
Due from Winnipeg Regional Health Authority *(Note 4)*	657,711	163,265
Due from Manitoba Housing - Place La Charrette *(Note 8)*	-	3,940
Due from Manitoba Housing - Ten Ten Sinclair *(Note 9)*	417,620	283,316
	1,261,252	1,262,077
CAPITAL ASSETS *(Notes 2, 5)*	7,643	4,592
DUE FROM RELATED PARTIES *(Note 14)*	17,194	45,128
	$ 1,286,089	$ 1,311,797
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities *(Note 7)*	$ 476,382	$ 433,337
Government remittances payable	44,344	76,600
Due to Manitoba Housing - Place La Charrette *(Note 8)*	11,230	-
	531,956	509,937
SECURITY DEPOSITS	26,083	24,250
	558,039	534,187
NET ASSETS		
Management Fund	215,607	198,954
Program Operating, Admin	24,906	80,541
Fee for service	345,037	355,615
Internally Restricted *(Note 10)*	142,500	142,500
	728,050	777,610
	$ 1,286,089	$ 1,311,797

ON BEHALF OF THE BOARD

_____ *Director*

_____ *Director*

TEN TEN SINCLAIR HOUSING INC.

Statement of Operations

Year Ended March 31, 2026

	Management Fund *(Schedule 1)*	Manitoba Housing and Renewal Corporation *(Schedules 2 & 3)*	Program Operating, Admin *(Schedule 4)*	Fee for service *(Schedule 5)*	**Total 2026**	Total 2025
REVENUE	$ 54,173	$ 922,797	$ 865,303	$ 5,463,793	$ **7,306,066**	$ 6,771,194
EXPENSES	37,520	922,797	918,239	5,474,371	**7,352,927**	6,874,343
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES FROM OPERATIONS	16,653	-	(52,936)	(10,578)	**(46,861)**	(103,149)
OTHER REVENUE (EXPENSES)						
Winnipeg Regional Health Authority - Retro pay	-	-	-	-	-	1,116,703
Winnipeg Regional Health Authority - Signing Bonus	-	-	-	-	-	162,203
Retro salaries and benefits	-	-	-	-	-	(854,872)
Signing bonuses	-	-	-	-	-	(133,080)
Amortization	-	-	(2,699)	-	**(2,699)**	(1,837)
	-	-	(2,699)	-	**(2,699)**	289,117
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	$ 16,653	$ -	$ (55,635)	$ (10,578)	$ **(49,560)**	$ 185,968

TEN TEN SINCLAIR HOUSING INC.

Statement of Changes in Net Assets

Year Ended March 31, 2026

	Management Fund	Program Operating, Admin	Fee for service	Internally Restricted *(Note 10)*	**Total 2026**	Total 2025
NET ASSETS - BEGINNING OF YEAR	$ 198,954	$ 80,541	$ 355,615	$ 142,500	$ **777,610**	$ 591,642
Excess (Deficiency) of revenue over expenses	16,653	(55,635)	(10,578)	-	**(49,560)**	185,968
NET ASSETS - END OF YEAR	$ 215,607	$ 24,906	$ 345,037	$ 142,500	$ **728,050**	$ 777,610

GOVERNANCE COMMITTEE REPORT

The Governance Committee has advanced its work on updating the document that guides the relationship between Ten Ten Sinclair Housing Inc. and the members of Fokus Housing. Following a multi-year process involving iterative drafting and consultation with Board members and a working group of Fokus Housing members, the parties have now reached consensus on a revised agreement.

A final version of the document has been completed and reflects a modernized governance framework that more accurately captures the current relationship and operational realities between Ten Ten and Fokus Housing. This represents a significant milestone for both organizations.

The Committee would like to extend its sincere thanks to all those who contributed their time, insight, and valuable feedback throughout this multi-year effort.

Tashia Dreger, Chairperson

Members of the Governance Committee are:

Donna Collins
Martin Sherb
Chris Wullum
Debbie Van Ettinger
Cathy Emile

PROGRAMS COMMITTEE REPORT

I am pleased to introduce myself as the newest member of the Programs Committee, and the new Director of Programs and Services. My name is Aerielle Sigurdson, and I started in my role in December 2025. My professional experience has been in the Social Services field and working for not-for-profit organizations. I have greatly enjoyed my time with Ten Ten so far and I am looking forward to what the coming year brings. While placing emphasis on programming, a lot of my work has been working on objectives as outlined in the strategic plan.

Over the past year, the Programs Committee has worked towards strengthening our programming and the resources that we provide to our tenants. Navigating the changes to our consumer base is a discussion that has been brought to the table and is something that we are continuing to work towards. Annual tenant surveys were recently dispersed, and we are excited about the feedback that we receive, and how we can use that information to gear our services to the current tenants at all locations. As the new fiscal year is upon us, we are looking forward to bringing new tenants into the Learning Through Living (LTL) Program. We continue to receive referrals from a variety of sources and recently had a few additions to our waitlist.

As we continue to foster an independent living philosophy, each person's journey and movement throughout the program is different. The biggest barrier currently facing the Committee is the transitional living component of our program with the lack of accessible housing options paired with service options. In working collaboratively with the Housing Committee, we are exploring opportunities for partnering with property managers and building partners.

PROGRAMS COMMITTEE REPORT

The Programs Committee is focused on encouraging consumer and community engagement as we move into the new program year. We have started this internally by introducing a new quarterly tenant newsletter, and in the greater community by way of presence on social media platforms such as Facebook and Instagram. Please like and follow us on social media to see tenant success stories, community activities and awareness, and to see what is new at Ten Ten.

With the upcoming departure of the Executive Director, and some Board Members, we are going to be looking to add new members to the Programs Committee in the coming months.

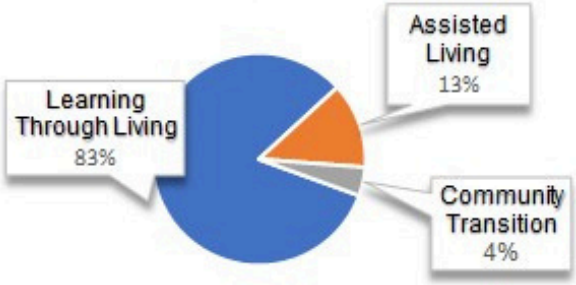
Amanda Kozak, Programs Committee Chair

Aerielle Sigurdson, Director of Programs and Services

Program Committee Members:
Amanda Kozak, Chairperson
Donna Collins
Nate Sawatzky
Debbie Van Ettinger
Aerielle Sigurdson
Patricia Mason

Programs Summary

April 1, 2025
March 31, 2026



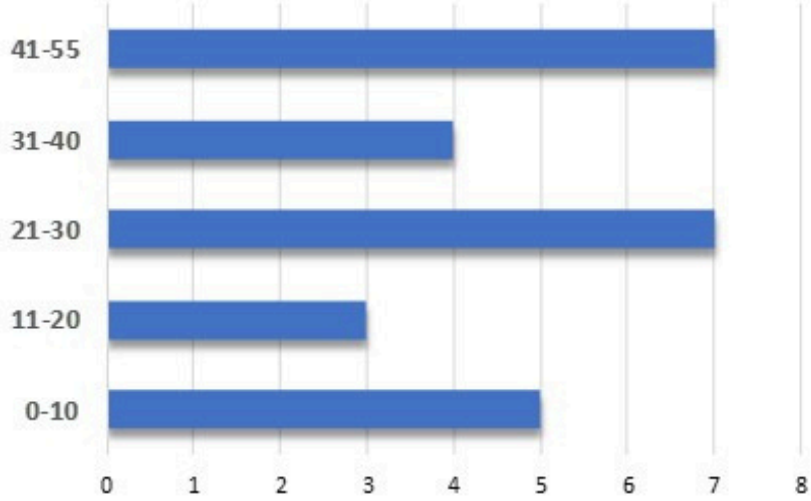
Program Updates

The Living Through Learning (LTL) Program continues to evolve in ways that support the Independent Living Philosophy (ILP), with a focus on helping Tenants develop the skills needed to direct their own supports and live independently. This includes building confidence with personal finances, health management, navigating the community, and daily decision-making.

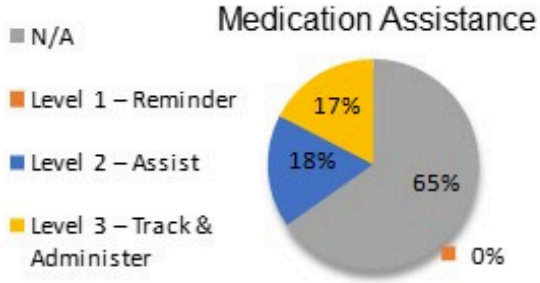
Under the leadership of our new Director of Programs and Services, Aerielle Sigurdson, the Program has focused on service consistency, Tenant-centred services and engagement, and strengthening community partnerships to better support Tenant transitions and long-term success.

Consumers join the Program with support levels based on initial assessments. As they adjust, reassessments frequently identify additional needs. This results in increased weekly service hours that were not anticipated or budgeted for at move-in, using more of the overall annual hours, which are capped at a set amount.

Current Serviced Hours (per tenant per week)



Medication Assistance



Programs Summary

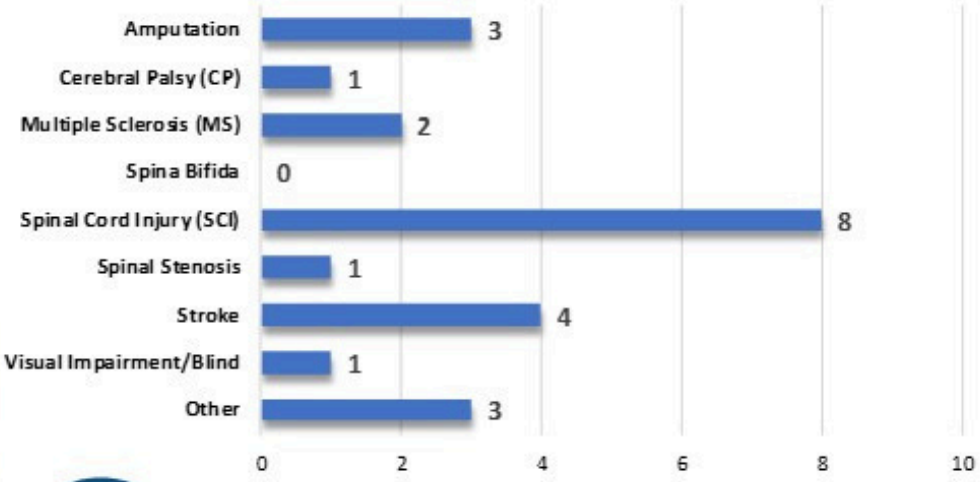
April 1, 2025
March 31, 2026

Who Are We Supporting

While Ten Ten is designed around physical disability services, the needs of incoming Tenants have become increasingly complex. We are now regularly supporting Tenants experiencing mental health challenges and addictions alongside physical disabilities, requiring greater flexibility, coordination, and resource capacity overall.

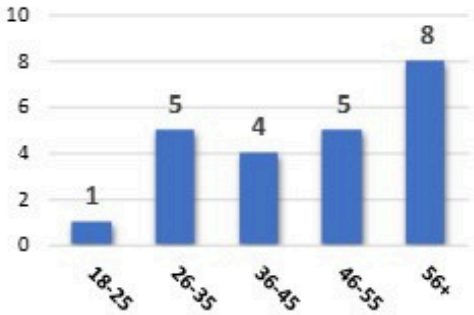
The Program has also continued to focus on the transitional component of LTL and supporting tenants as they prepare to move into the community. However, a lack of affordable and accessible housing options continue to create barriers for successful Consumer transitions.

Our tenants identify with the following primary disabilities:



4% of tenants identify with secondary or multiple disabilities.

Demographics by Age

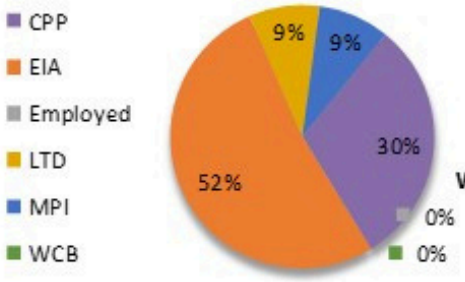


22 Youngest Tenant

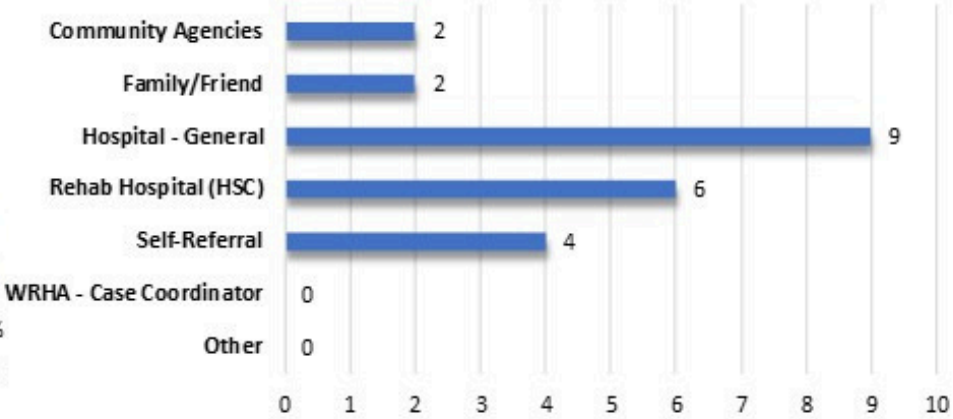
48 Average Age

91 Eldest Tenant

Demographics by Income Source



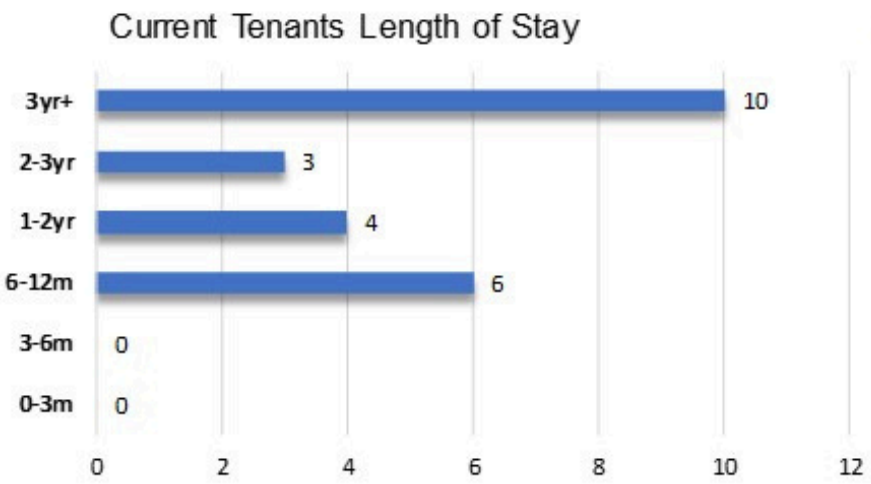
Demographics by Referral Source



Programs Summary

April 1, 2025
March 31, 2026

Our Transitions



Shortest Stay

6 months

Average Stay

2 years, 11 months

Longest Stay

13 years, 2 months

6
Exited Tenants

Annual Tenant surveys were recently sent out to Consumers. The feedback that we receive from these surveys help the Resource Team and Programs Committee shape the services that we provide and allows for honest feedback on the Program. Additionally, when a Tenant joins the Program, and when they transition out of the Program, we utilize entrance and exit surveys to gauge goals and expectations of each person, and measure successes upon exit. As a Program, we continue to tailor or services to our Consumer base. These surveys provide us with the insight to adjust to our Consumer base.

Exit Location	
Community	1
Deceased	2
Family	0
Fokus I	0
Fokus II	0
Fokus III	0
Fokus IV	0
Personal Care Home	3
Place Bertrand	0
Place La Charrette	0
Westwood Cluster	0
Total Exits	**6**

PENSION COMMITTEE REPORT

The Pension Committee is comprised of up to nine members – a minimum of four members from the Board of Directors appointed by the Board, one each appointed by CUPE 4376, CUPE 2348, and non-unionized members, and one appointee representing non-active members. The Pension Committee is the plan administrator and acts in an advisory capacity to the Board. Ten Ten Sinclair Housing Inc. is the plan sponsor. Management of the plan has been delegated to Canada Life.

Canada Life has assigned a new Client Relationship Manger for the pension plan, who was not available to attend the meeting. Therefore, Nancy Crawford provided an informative review to the committee. Also in attendance were Rick Wolfson and Rob Anderson of Bayview Financial, the financial advisors for the pension plan. They are available to any pension plan member who wants more assistance with personal investment issues.

The Committee met with the Canada Life representatives on April 8, 2026 to review the performance during 2025 of the investments held in the plan. The Balanced Continuum Fund, the plan's default fund and in which most of the members are invested, had a double-digit gross gain during 2025, but underperformed its benchmark, notably after accounting for management fees.

The Committee monitors the range of investment options plan members can choose from; and reviews information and educational services available to plan members. Due to reaching a milestone amount of value in the pension fund, Ten Ten enjoys a reduced Management Expense Ratio of 1.45%.

The Committee would like to remind plan members that they can access their accounts, educational tools and investment information online. Rick Wolfson and Rob Anderson, the financial advisors for the plan, can also provide information on the investment options. They are available for group information sessions, as well as one-on-one reviews, for those interested in learning more about their investments or to look at
choosing different investment funds for their account that align more closely with their age and risk tolerance.

I would like to thank the Committee members for their continued oversight and direction to the Pension Fund for the Employees of Ten Ten Sinclair Housing Inc.

Martin Sherb,Chairperson

The Pension Committee members are:

Martin Sherb	Gary Julius	Cathy Emile
Scott Wignall	Debbie Van Ettinger	

TEN TEN SINCLAIR HOUSING INC. ENDOWMENT FUND

The Ten Ten Sinclair Housing Endowment Fund was established in 2004 through The Winnipeg Foundation. It was designed to support the activities, goals, values, and mission statement of the organization.

Gifts to this fund are pooled and invested to benefit Ten Ten in perpetuity. The income generated by this fund is distributed by the discretion of the Ten Ten Sinclair Housing Inc. Board of Directors. All projects would support inclusion of persons with disabilities.

An example of past projects Ten Ten has accomplished with the help of donors is a wheelchair accessible garden located at the front and back of the 1010 Sinclair Street building.

As at February 28, 2026, the market value of the fund was $148,035.79.

Ten Ten Sinclair Housing Inc. is always accepting donations for this fund. If you are interested in donating to this fund, please contact: info@tenten.mb.ca.

Staff Recognition

Congratulations and thanks to the following employees on their years of service:

Wayne Worrell

Edwin Hernandez

35 years

Kimberly Cymbalisty

15 years

Enrique Artuyo
Rowena Galman
Ronaldo Lacuin
Darren Siemens
Joe De la Vega
Jesseca Chua

10 years

Analie Gonzales
Cherry Gapas
Gloria Abril
Juan Carlo Dayrit

5 years

Bienson Gatus
Nebiat Gebremeskel
Ezekiel Ede
Carolyn Rayton
Edmundo Gozum
Michael Pastrana
Sumanpreet Kaur
Crystal Birston
Frances Oligbo
Ivett Doria
Kador Dahnweih
Victor Oluwole
Deepkiran Dhillon

THANK YOU CN AND CN'S ALLIES OF DIVERSEABILITY PARTNERING TOGETHER (A.D.A.P.T) EMPLOYEE RESOURCE GROUP (ERG)!

Ten Ten Sinclair Housing Inc. is very honoured to be the recipient of CN's A.D.A.P.T. Employee Resource Group donation and to be acknowledged in areas such as inclusivity and supportive environment and opportunities for people with diverse abilities.

Andrew Mitchell and William Selbie of CN's A.D.A.P.T. group present their donation to Debbie Van Ettinger

On December 15, 2025, CN and CN's Allies of DiverseABILITY Partnering Together (A.D.A.P.T.) Employee Resource Group (ERG) visited Ten Ten Sinclair Housing Inc. and presented us with a very generous $10,000 donation.

FRIENDS OF TEN TEN

Ten Ten Sinclair Housing Inc. wishes to acknowledge these donations made over the year from:

CN's Allies of DiverseABILITY Partnering Together (A.D.A.P.T)
Employee Resource Group
Bayview Financial Group Inc.
Wolfson Financial Services Ltd.
Tom and Shirley Strutt
Lloyd Huys
Scott Wignall
Christine Bilinski
Debbie Van Ettinger
Gary Julius
Rick Sapacz
Marjorie Dyck
Alexander Phillips

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FACEBOOK

INSTAGRAM

Honoring Debbie Van Ettinger's Legacy of Leadership

After 26 years of dedicated service, Debbie Van Ettinger, Executive Director of Ten Ten Sinclair Housing Inc., is retiring from her role. Throughout her tenure, Debbie has been a driving force behind the organization's growth and commitment to providing safe, supportive housing for the community. Her leadership, vision, and compassion have made a lasting impact on past and present tenants, staff, and partners alike.

Key Achievements

During their leadership, Debbie:

- Strengthened Ten Ten Sinclair Housing Inc.'s mission to provide safe and affordable housing
- Spirit of Service Recipient, 2019 - The Spirit of Service honours an employee or volunteer that helped make their non-profit a better place to live and who serves as a model to employees and volunteers across Manitoba.
- Oversaw the growth and enhancement of programs and tenant supports
- Built strong relationships with community partners and stakeholders
- Championed initiatives that improved quality of life for tenants
- Guided the organization through key transitions and challenges with resilience and care
- Fostered a culture of collaboration, respect, and inclusivity among staff

As Debbie retires, we extend our heartfelt gratitude for her years of service and unwavering dedication to Ten Ten Sinclair Housing Inc. Her leadership has left a strong foundation that will continue to support the organization's mission for years to come.

We wish Debbie all the best in her retirement and thank her for the incredible legacy she leaves behind.

Testimonials

Debbie leaves behind a legacy of care, commitment, and excellence that will continue to guide us - Cathy Emile, Executive Assistant

Debbie led with professionalism, integrity, compassion, and an unwavering commitment to the people she worked with. She always saw potential in others and had a unique ability to inspire confidence, growth, and excellence. Her wisdom, leadership, and positive influence have left a lasting impact on so many of us.- Cyndi Padoan, Tenant Development Coordinator

After many years of being unable to work due to my disability, I was finally able to enter the workforce when Debbie hired me. Debbie demonstrates a great deal of empathy and compassion for people with disabilities, which is evident in the way she carries herself and speaks with our tenants. - Joshua Bergen, Leasing Clerk

Working with Debbie has been a masterclass in professional excellence - Hasan Akan, Housing Development Coordinator

Tenant stories

Mark Pichette recently moved to an apartment in the community after working through our Learning Through Living (LTL) Program for the last 3 years. Prior to his move from 1010 Sinclair Street, he reflected on his time in the LTL Program and said that he had learned a lot of skills for independent living. Mark told us that the most valuable skill that he learned while at Ten Ten was how to direct his staff. He expressed that he will miss the people that he has gotten to know over the last three years, and participating in the community garden during summer months.

Iaine Aguinaldo, who was Mark's Tenant Development Coordinator, commented that Mark exemplifies the success of Independent Living Philosophy. "Mark has broken down barriers to manage his own independent household, navigate daily life using adaptive strategies and direct his own path. " said Iaine. "I am glad to have had the pleasure of working with him during his stay here at Ten Ten. Despite the short working time that we have shared, Mark proved that no barrier is too big for someone who is willing to work to grow their independence."

Mark credits his success to all of the staff that have assisted him, and his Dad, Marcel, who has always been a strong advocate and support for him. Mark proves that disability does not define a person's capability or limit their impact on the world around them. Mark is doing great living independently in the community. We wish him continued growth and success in his future.

Tenant stories

Brittany Mason has been a part of the LTL Program at Ten Ten for almost a year. Brittany's disability came as a sudden challenge a couple of years ago, however she was able to navigate her changing world with grace and immense courage. With the loss of her sight, she sharpened her other senses to experience the world in a different angle and incredible depth. Brittany told us that moving to Ten Ten helped her in growing her independence and meeting her goal of living independently.

Iaine, Brittany's TDC Coordinator mentioned that she may ask for initial help at times, but she has already mastered daily challenges with creative, self-taught problem-solving. Brittany has learned to navigate Winnipeg Transit independently and has gained the skills to cook for herself. She now volunteers twice per week and is an active member of her church. Iaine went on to say that one thing that stands out about Brittany is that she refused to let her circumstances dim her joyful perspective. Brittany told us that she continues to enjoy her time here as everyone is nice and helpful whenever she needs some assistance.

Brittany's story is a masterclass in resilience, turning what many saw as a limitation into a blueprint for an extraordinary life. We look forward to continuing to work with Brittany and helping her meet her goals to live an independent life.

Meet the Staff

Front: Cathy Emile, Bill Burrows, Brittany Barnet, Joshua Bergen, Cyndi Padoan, Debbie Van Ettinger, Aerielle Sigurdson. Back: Hasan Akan, Nervin Malapad, Ron Quintana, Steve Todd, Crystal Birston, Patricia Mason, Criselda Fauni, Doris Mabilangan, Catia Zinni, Omarr Barcege, Jennifer Perron Missing: Iaine Aguinaldo, Edmundo Gozum

Resource Team

Iaine Aguinaldo, Crystal Birston, Aerielle Sigurdson, Cyndi Padoan, Doris Mabilignan

Supervisors

Sudarson Gurung, Omarr Barcega, Jennifer Perron, Crystal Birston, Bill Burrows, Aerielle Sigurdson

Welcome new team members!

Steve Todd
Executive Director

Aerielle Sigurdson
Director of Programs
& Services

Bill Burrows
Fokus Coordinator

50th Anniversary Celebration June 26, 2025

Hayley Swidnicki and Debbie Van Ettinger

Tradition!

Iaine Aguinaldo and Cyndi Padoan

Debbie Van Ettinger and Chris Wullum

Hon. Bernadette Smith, Ute Graham, and Patricia Mason

Doris Mabilangan

50th Anniversary Celebration June 26, 2025

Chris Wullum, Debbie Van Ettinger, Donna Collins

Durga Khadka and Crystal Birston

Smoke'n Bob's

Chris Wullum, Debbie Van Ettinger, Hon. Bernadette Smith

Hasan Akan and Bob Thompson

Chris Wullum

50th Anniversary Celebration June 26, 2025

Durga Khadka

Heather Korol and Sudarson Gurung

Hasan Akan and Christina Maes Nino

Debbie Van Ettinger and Bill Dinsdale

Reminiscing

Pablito Agasino, Younes Alaoui, Ade Opanubi

Tenant Holiday Luncheon December 2025

1010 Sinclair Tenants' Association BBQ June 2026

Here and there

MESSAGE TO OUR ATTENDANTS FROM DEBBIE VAN ETTINGER

I want to thank each of our incredible Personal Care Attendants for your compassion, dedication, and unwavering support.

It has been an honour to work alongside such caring individuals who make a meaningful difference in the lives of those we serve every day.

The heart you bring to your work is truly inspiring. Thank you for all that you do. You are the backbone of Ten Ten, and I leave with deep appreciation for each of you.

With gratitude,

Debbie Van Ettinger