



# ANNUAL REPORT 2025-26



As we reflect on the past year at Visions of Independence (VOI), we do so with a deep sense of gratitude, purpose, and optimism for the future. Our work continues to be guided by simple but powerful values: every person is intrinsically valuable, has much to offer, and deserves the dignity of choice, risk, independence, and inclusion.

Over the past year, VOI has continued to build on the strong foundation established in previous years. You will read stories of an extraordinary volunteer, growth in tech and writing skills, a realized dream of a trip to Disney, enhanced employment skills and communication skills. These are just snapshots from within our community.

## LEADERSHIP MESSAGE

Additionally, you will read what motivates staff, and areas of growth and change that they have been a part of.

Our teams across our homes, day programs, and community settings have demonstrated unwavering dedication. Every day, staff create opportunities for individuals to build skills, develop relationships, and participate fully in their communities. Their compassion, adaptability, and professionalism remain the driving force behind VOI's continued success. We were excited this year to host the "Seniors Celebrating Diversity while Promoting Inclusion" workshops, which was funded with a grant from New Horizons for Seniors.

While aimed primarily at seniors, it provided all who attended great information on a variety of topics promoting diversity and inclusion.

This year, VOI continued its commitment to listening. Through ongoing engagement with people supported, families, staff, and community partners, we are shaping a future that reflects real needs and aspirations.



This collaborative approach ensures that our organization evolves in meaningful ways—building on strengths, addressing challenges, and remaining responsive in a changing environment. We recognize that the best outcomes come when voices are heard, valued, and acted upon. The next step is to explore how to best use the valuable feedback we received.

We remain committed to sustainability—balancing growth with stability, maintaining quality services, and supporting our workforce. Continued advocacy and collaboration across the sector remain key to ensuring long-term success.

As we look to the future, we do so with confidence and purpose. Our achievements would not be possible without the people who make up the VOI community.

- To the people we support: thank you for your trust, your stories, and your resilience. You inspire everything we do.
- To our staff: your dedication, care, and commitment are the foundation of our organization.
- To our Board of Directors, partners, and funders: thank you for your guidance, support, and belief in our mission.

VOI will continue to grow thoughtfully, innovate where it matters most, and advocate for a more inclusive society. We also continue to pursue avenues where technology can best be used to enhance our abilities and the lives of the people in our community. We hope you enjoy reading our stories!



**JENNIFER HAGEDORN**  
CHIEF EXECUTIVE OFFICER

*Presented jointly by the  
Board President, and  
the Chief Financial  
Officer on behalf of the  
Chief Executive Officer.*



**NICK SAUNDERS**  
BOARD PRESIDENT



**VEN BLOCK**  
CHIEF FINANCIAL OFFICER

# MISSION STATEMENT

To support people in achieving independence and inclusion in their communities.



## CORE VALUES

- 🌱 We are open and respectful
- 🌱 We are transparent
- 🌱 We value people's strengths, abilities & knowledge
- 🌱 We think outside the box
- 🌱 We value people's experiences and perspective

**5**

**COMMUNITIES**

AUSTIN  
CARMAN  
PORTAGE LA PRAIRIE  
ST. CLAUDE  
WINNIPEG

**3**

**DAY PROGRAMS**

CARMAN  
PORTAGE LA PRAIRIE  
WINNIPEG

**ABOUT US**

**121**

**PEOPLE  
SUPPORTED**

**25**

**HOMES**

**379**

**VOI STAFF**

# PEOPLE SUPPORTED

## Dwayne's Volunteering

Dwayne has been a valued volunteer at the Portage la Prairie Library for 16 years where he uses his Braille skills to label audiobook discs. He's completed over 2,000 books, demonstrating a strong commitment to inclusion and community.

Through his contributions, he helps create welcoming spaces where people can access resources, build connections, and pursue their interests.

This year, Dwayne was recognized as the City of Portage la Prairie's Volunteer of the Month—a reflection of the positive impact he continues to make.



## Rich's Tech Skills

Rich has been building his skills through computer training with The Neil Squire Society. Through this opportunity, he has developed his ability to write short stories on his laptop and can now connect with his sister in Alberta through email.

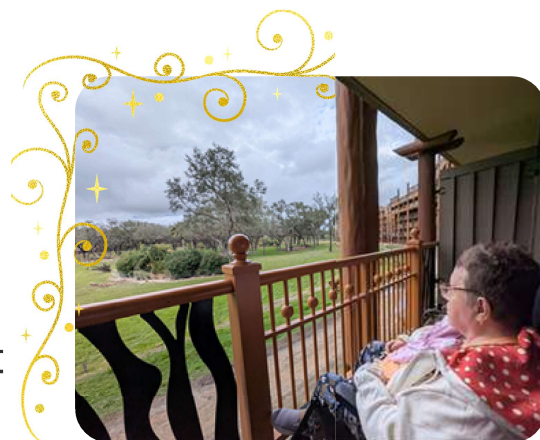


Rich's growth highlights the impact of accessible learning opportunities and the importance of supporting people to develop skills that foster independence, communication, and meaningful connection.

## Sandra's Walt Disney World Adventure

After dreaming of Disney World for over a dozen years, Sandra finally realized her dream in just two and a half months of planning! With a direct flight from Winnipeg to Orlando in Business Class and a cab ride to the Animal Kingdom Lodge, Sandra arrived at her third-floor "savannah" view room. Her accessible room offered her the chance to sit on her balcony and watch zebras, giraffes, and wildebeests every day of her eight-day vacation.

At Animal Kingdom Park, Sandra was thrilled to catch the Lion King show. The Teppan Edo restaurant at Epcot became a highlight, where



Sandra enjoyed watching her supper being prepared while sipping her new favorite mocktail—a strawberry Pina colada. The churros at the Mexican Pavilion were also an enjoyable new experience for Sandra and a huge hit.

Riding the Liberty Cruise paddlewheel boat, the railway around the Magic Kingdom, and watching the parade on Main Street U.S.A. were some of Sandra's favorite moments. But perhaps the biggest highlight was the simple joy of realizing a lifelong dream come true.

Sandra sadly passed away in March of 2026, and she will be missed by all who had the pleasure of knowing her.



## Isabella's Employment Skills

Isabella has been building her confidence and skills toward employment through her participation in a program with the March of Dimes. Through this experience, she continues to develop independence, explore her strengths, and work toward her personal goals.



Isabella's journey reflects the importance of opportunity, encouragement, and community partnerships in helping people pursue meaningful employment and achieve their dreams.

## Carrisa's Braille

Carrisa is reaching new heights in her journey toward greater independence. With determination and a strong desire to grow, she is currently learning braille; building valuable skills that will open new opportunities and enhance her daily life.



As she continues to develop her skills, Carrisa is already looking ahead to the future. Her goal is to become a trainer in Portage la Prairie, where she hopes to share her knowledge and support others on their own paths to independence.

### DID YOU KNOW?

*January is recognized as Braille Literacy Month in Canada, kicked off by World Braille Day on January 4th!*

## Irene Stevenson - Direct Support Professional

### **Q1: What first brought you to this work, and what has kept you here for 20 years?**

A coworker at a previous job where I was a cook kept telling me how short-staffed the care home was, saying that I would be good at it because I love people. I went for an interview and was hired on the spot! The love of the people I supported kept me working there, no 2 days were ever the same and it was not a boring place to work.

## STAFF SPOTLIGHT

### **Q2: How have you seen the organization or the people supported grow and change during your time here?**

When I began working here, it was Rainbow Residence, 1 private home. We had our own identity in the Town of Carman and the folks around town knew the people we supported. 3 members of Rainbow really loved to recycle and be out in the community – it was their daily highlight.

Sadly, as people we supported aged and passed away, the private home became unsustainable, Rainbow then merged with VOI. I was very pleased and happy for the people we supported because the merger meant they were able to remain in their home.

**Q3: What does “achieving a dream” look like in your work?**

Obtaining a driver’s license, a job, being accepted at Gateway and riding the bus. Having your own computer and talking with friends, assisting with household chores. Just being productive and having something meaningful to do.

**Q4: What motivates you when supporting individuals to reach their goals for dreams?**

The mother in me, and once being young and having my own dreams.

**Q5: If you could share one story that reflects the impact of your work, what would it be?**

I could tell lots of stories about my 20 years of work, but I will give you one. A woman I supported wanted to go out, but the house chores hadn’t been finished. I sat down and waited out her being upset. She, after about 20 minutes, picked up a towel and dried the dishes from supper and out we went!

**Q6: What advice would you give to new staff starting in this field?**

Come to work to work. Leave your phone until break time. Greet the people we support with a smile - I know that some days can be difficult, but we are sometimes the only contact they have in their day, make it pleasant for them.

**Q7: In one sentence, how would you describe your time at VOI?**

Very rewarding, memorable, and enjoyable.

**Q8: As you look ahead to retirement, what are you most looking forward to?**

I am not missing my 6:30 AM out-the-door mornings. I'm doing community work - I have just started a group for greiving parents - scrapbooking, having do-nothing days, and of course visiting the VOI homes.

*Happy Retirement*



## Kelly Johnson - Facility Manager

### Q1: What first brought you to this work?

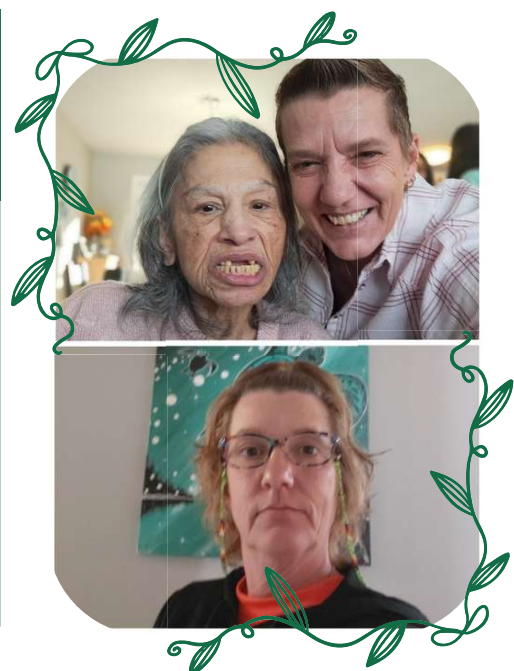
Approximately 11 years ago I choose to work with supporting people because I'm passionate about helping others build confidence, independence, and I find it incredibly rewarding to see the positive impact that I can provide.

### Q2: How have you seen the organization or the people supported grow and change during your time here?

I have seen VOI change in a very technological way of supporting the people we support and the staff. And I have seen tremendous change in the people we support in their confidence and independence.

### Q3: How have the people you support influenced or changed you personally?

I have learned a unique perspective of resilience and the true meaning of self-advocacy. It has changed me personally by being a more confident and understanding person.



**Q4: What does “achieving a dream” look like in your work?**

It isn't always about the big milestones—it's about the meaningful ones. It's seeing someone gain the confidence to make their own choices, build natural relationships, or do something independently for the first time. It's about empowerment, belonging and dignity.

**Q5: What motivates you when supporting individuals to reach their goals or dreams?**

What motivates me the most is seeing the people I support grow their confidence and independence. Whether it's a small daily achievement or a larger personal goal, those moments are incredibly rewarding.

**Q6: If you could share one story that reflects the impact of your work, what would it be?**

The impact of my work is reflected in the growth, confidence, and independence of the people I support. Every step they take toward achieving their goals demonstrates the value of the support I provide.

**Q7: If you could highlight one thing the public should know about this work, what would it be?**

It's not just about providing support- it's about empowering people to build confidence make their own choices. It's about dignity and ensuring everyone has the opportunity to live a fulfilling life.

**Q8: What advice would you give to new staff starting in this field?**

My advice is to always put the person first and take the time to build trust. Be patient, stay flexible, and remember that even small achievements are meaningful. Focus on encouraging independence rather than doing things for people, and never stop learning from those you support. Most importantly, take care of yourself so you can continue to provide the best support possible.

## Kathleen Van Aert - Direct Support Professional

### Q1: What first brought you to this work?

My grandpa and uncle worked at MDC and they both had told me how much they enjoyed working with people with disabilities.

### Q2: How have you seen the organization or the people supported grow and change during your time here?

I have seen the people I support go from not wanting to do things like find employment or using computers volunteering to trying to get employment and wanting to learn to use computers.

### Q3: How have the people you support influenced or changed you personally?

The people I support have changed me because I have learned to public speak, I learned to speak to a group and do so with confidence.



**Q4: What does “achieving a dream” look like in your work?**

For me accomplishment is working with some on something they struggling with like computer training or employment training and having them accomplish something they thought they couldn't do.

**Q5: What motivates you when supporting individuals to reach their goals or dreams?**

My motivation for helping people achieve their goals it seeing them believe in themselves and feeling accomplished that I helped them to achieve their goal.

**Q6: If you could share one story that reflects the impact of your work, what would it be?**

When I first started working at the day program one of the people I support didn't want to get employment she is now activity using the employment program I run, she has made a resume, applying for jobs , following up with employers and doing phone interviews. Also I run a program that helps people learn to use computers. A person we support who had no interest to learn to use a computers for most of his life, he is now able to search the web, type up emails to family and friends, use social media and type up the stories he writes and adding pictures to the story.

**Q7: If you could highlight one thing the public should know about this work, what would it be?**

I think the public should know this job is not easy but is very rewarding and that people with disabilities are very capable and should not be underestimated and that the best part of my job is watching someone I support accomplish something new they didn't think they could do.

**Q8: What advice would you give to new staff starting in this field?**

When entering this field I think it is important for new staff to support people and not just do things for them I know you think your helping but they need to be as independent as possible even though it may be faster to do something for them it is important that you allow them to be a part of the process and accomplish doing it helps the people we support build confidence.



*Kathleen was instrumental in supporting Dwayne, Rich, and Isabella in their successes earlier in this report!*

## Anastasia Watts - Direct Support Professional

### Q1: What first brought you to this work?

My dad (Doug) introduced me to this work. He was the manager of day program in Portage. He was already working with VOI for quite a few years. I remember telling him quite clearly this was temporary... I've been employed here for 12 years this coming January!

### Q2: How have you seen the organization or the people supported grow and change during your time here?

I started in January 2015. VOI has expanded so much in my time here. The growth and change has been so life changing and heart warming. I got to assist in some of the expansions working with people we support in Carman, St. Claude, and Austin. Not including the new homes as well in Portage la Prairie.

### Q3: How have the people you support influenced or changed you personally?

When I first came into this company, I was young and inexperienced. The people I've worked with over the years have taught me so much in life; from learning how to slow down and enjoy the moment. I've also learned how to show more compassion, and understanding of people's typical day to day experiences.

#### **Q4: What does “achieving a dream” look like in your work?**

Helping others achieve their dreams and goals is achieving dreams for me while working at VOI.

#### **Q5: What motivates you when supporting individuals to reach their goals or dreams?**

Seeing individuals meet their goals or dreams from start to finish. It’s rewarding and gives me a heart warming feeling. It’s the best part of working at VOI.

#### **Q6: If you could share one story that reflects the impact of your work, what would it be?**

Working at this job has taught me ways on how to support my own son with disabilities (autistic and blind) and be the voice he needs me to be, since working at VOI, you also need to be their voice at times.



**Q7: If you could highlight one thing the public should know about this work, what would it be?**

It's not an easy job, there will be challenges, but there are moments throughout the job that make the job worth it.



**Q8: What advice would you give to new staff starting in this field?**

Come in with an open mind, each day is different, each person is different and everyone does the job differently.

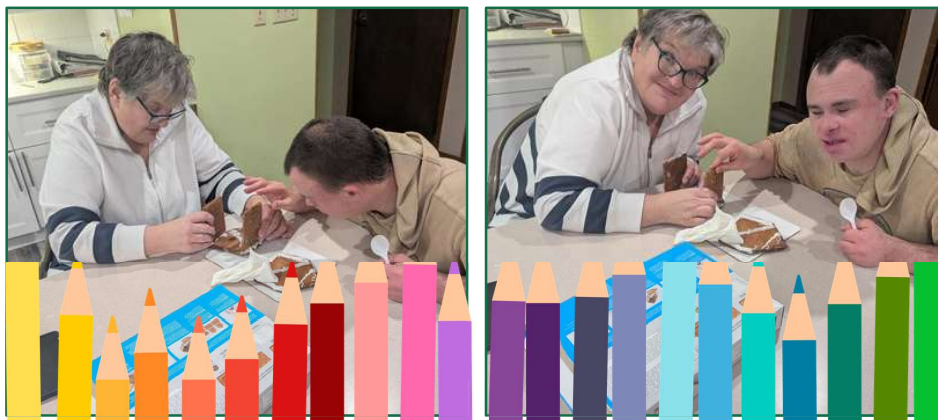
## Donna Oughton - Direct Support Professional

### Q1: What first brought you to this work?

I moved to Carman 24 years ago and needed a job. I was a trained HCA and came across an ad for a caregiver position at Rainbow Residence (now Visions of Independence). I applied and was hired, and worked there for 10 years before moving on to another agency. I worked at the other agency for 13 years, and have been back with VOI for 1 year so far.

### Q2: How have you seen the organization or the people supported grow and change during your time here?

The biggest change I have seen since starting 24 years ago is that the focus is now person-centered. It was not when I started. The focus now is what will be beneficial, and more focused on what the person who is being supported would want, even if they aren't able to communicate it. I noticed this change right away when I returned to work at VOI, including using language that is positive and of value to those we support.



### **Q3: How have the people you support influenced or changed you personally?**

I love coming to work and doing my job. The best thing is that I get to advocate for people for their right to inclusion, freedom, and choice. They are able to do so much more than they are given credit for.

### **Q4: What does “achieving a dream” look like in your work?**

I feel there is a range from assisting someone to be able to get dressed with only verbal prompts, to assisting someone going on a vacation, to assisting someone to move into their own apartment and watching them become totally independent. That is what I call a dream.

### **Q5: What motivates you when supporting individuals to reach their goals or dreams?**

I am motivated by how the people I support react when they are offered choices for things like what activity they enjoy, places they like to go, and food they like to eat. I am also motivated when there are opportunities for them to see the world, including the community they live in!

**Q6: If you could share one story that reflects the impact of your work, what would it be?**

When I was working at VOI the first time, another coworker and I were able to go with two people we supported to Ottawa. The ladies had smiles on their faces from the first plane ride (and everything we did inbetween) to the last.

**Q7: If you could highlight one thing the public should know about this work, what would it be?**

I always use person-first language. I always tell people that everyone who lives in Carman is a member of the community, including those we support. As a community member, I am also invested in my fellow Carman-ites.



**Q8: What advice would you give to new staff starting in this field?**

The advice I have been giving for the last 24 years is to give the same courtesy and respect to those we support as you would like to receive from others.

## Prabh Grewal - Direct Support Professional

### Q1: What first brought you to this work?

Before coming to Canada, I volunteered with different non-profit organizations and Rotary Clubs in India for about nine years. I always loved helping communities. When I found Visions of Independence, I realized their mission was very similar to the volunteer work I did back home. It felt like a natural next step for me to continue doing what I love.



### Q2: How have you seen the organization or the people supported grow and change during your time here?

Visions of Independence is improving every single day. The organization always introduces new ideas and better ways of doing things. This positive environment helps the people we support grow as well, as they are constantly given better opportunities to learn and become more independent.

### **Q3: How have the people you support influenced or changed you personally?**

I believe that every environment we live or socialize in leaves a mark on us. Supporting the people here has truly changed me for the better. It has made me a much more patient person and has kept me grounded. It teaches me what truly matters in life every day.

### **Q4: What does “achieving a dream” look like in your work?**

In this field, we do not always need giant milestones to feel successful. To me, a dream achieved means a smooth day where everyone is healthy, meals are served on time, and we share some happy moments together. My philosophy is to focus entirely on today. A peaceful, joyful day is a big achievement.

**Q5: What motivates you when supporting individuals to reach their goals or dreams?**

My greatest motivation is simply seeing the happiness on their faces when they succeed. Knowing that I played a small part in helping them reach their goals brings me deep personal satisfaction. Their success becomes my happiness.

**Q6: If you could share one story that reflects the impact of your work, what would it be?**

In this field, true impact takes time to become visible, but meaningful change is always happening. For example, I assist an individual who lives with complete vision loss. Initially, he required full assistance to move from his bedroom to the washroom. Through patience and continuous practice, he can now make this trip independently with great comfort and confidence. We always remain nearby as a precaution to offer assistance if needed, and his progress brings him immense happiness. Our next step is to help him become just as comfortable navigating independently around the entire house. It is a beautiful reminder that with steady support, small steps lead to true freedom.

**Q7: If you could highlight one thing the public should know about this work, what would it be?**

I want the public to know that this work is deeply rooted in human dignity. The individuals we support are unique human beings with their own thoughts, dreams, and feelings. We are not just taking care of them; we are helping them build an inclusive life where they can thrive just like anyone else.

**Q8: What advice would you give to new staff starting in this field?**

Patience is the most important key to this job. Do not consider this just another job that you do only for money. This is a very big responsibility because we are working with human beings, not machines. You must approach this work with a deep sense of empathy and respect.



## Krystal Maslowski - Direct Support Professional

### **Q1: What first brought you to this work?**

I've always been a helper, for the duration of my life. I come from family members who were Nurses and Home Care Workers. So they were my role models. I eagerly, passionately and swiftly gravitated towards this work. Because I wanted to influence and positively impact others in a way, that they feel cared for by me With dignity, respect, understanding and empathy.

### **Q2: How have you seen the organization or the people supported grow and change during your time here?**

I've seen the people supported be positively involved in the community. Which gets them to explore what they're good at. Where the activities of their interests, brings out their creativity and empower them. As well as Friends and Family interactions, really benefit and enrich their lives.

### **Q3: How have the people you support influenced or changed you personally?**

Yes I've become more patient and assertive in advocating for Individuals that I assist and support.

**Q4: What does “achieving a dream” look like in your work?**

It looks like fulfillment, empowerment and satisfaction of attaining their goals and dreams.

**Q5: What motivates you when supporting individuals to reach their goals or dreams?**

Because when I reach my goals and dreams, it is such an accomplishment, that I want those whom I support and assist to feel that same sense of accomplishment.

**Q6: If you could share one story that reflects the impact of your work, what would it be?**

I work with a Lady who had fear and anxiety to go out in the community, such as at a Mall. The more that I worked with her, I offered her encouragement and reassurance. She became trusting of me and comfortable in going to Mall once a week. I am so proud of her, for facing her anxieties and fears.

**Q7: If you could highlight one thing the public should know about this work, what would it be?**

That people living with physical and cognitive disabilities deserve the same respect as anyone else. To talk directly to them. As opposed to talking directly with their Support Worker. As the people we assist and support have opinions, beliefs and feelings that deserve recognition, to be heard, understood and validated.

**Q8: What advice would you give to new staff starting in this field?**

I would say that the power lies in the rapport and trust established. So when that can be achieved, then the connection between Support Staff and Individual can be remarkable, strong and long lasting.



## Advancing Employment Abilities Manitoba

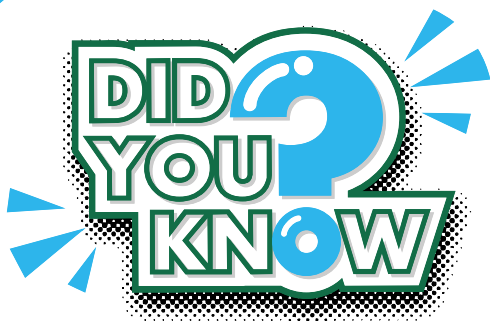
Funding provided through the Advancing Employment Project, administered by Abilities Manitoba with support from the Province of Manitoba, provided VOI with the opportunity to participate in the Employment Toolkit trial, helping to strengthen our capacity to support people in achieving their employment goals.

Through this initiative, VOI enhanced employment-focused training for staff, expanded opportunities for people to explore meaningful work, and further advanced

## GRANT ACKNOWLEDGEMENTS

our commitment to person-centered supports and community inclusion.

We are thankful for this investment in building more inclusive employment opportunities for Manitobans with intellectual disabilities.



*Twylla McLean, Director of Strategic Initiatives leads VOI's grant writing, helping secure resources that support programs and services across the organization!*

## New Horizons for Seniors Government of Canada

The financial support of the Government of Canada through the New Horizons for Seniors Program (NHSP) made possible the Seniors Celebrating Diversity while Promoting Inclusion project, which brought seniors together through educational workshops, cultural learning opportunities, and community engagement activities focused on diversity, equity, inclusion, and healthy aging.



Through this initiative, seniors were empowered to share their experiences, build meaningful connections, celebrate diverse cultures, and take active leadership roles within their communities.



We are thankful for the New Horizons for Seniors Program's investment in creating inclusive spaces that reduce social isolation, promote understanding, and strengthen community connections for seniors.

After a 5 year period of growth, in which financially VOI grew by 90%, 2026 represented a year of financial stability, with revenues and expenditures very similar to 2025. As always, we are thankful to the Province of Manitoba and other partner agencies for their support.

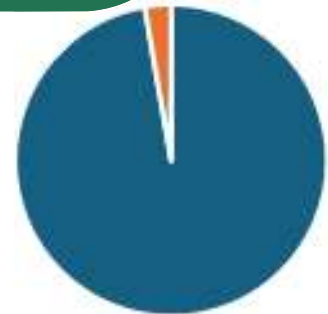


**Ven Block, Chief Financial Officer**

## FISCAL YEAR

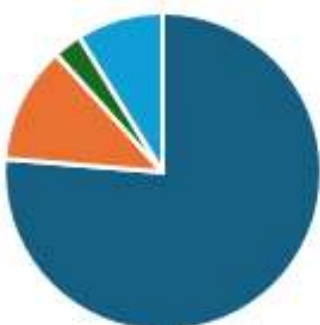
### Revenue

| <i>Funder</i>        | <i>Amount</i>        | <i>Percentage</i> |
|----------------------|----------------------|-------------------|
| Province of Manitoba | \$16,734,750         | 97%               |
| Other                | \$ 466,398           | 3%                |
| <b>Total</b>         | <b>\$ 17,201,148</b> |                   |



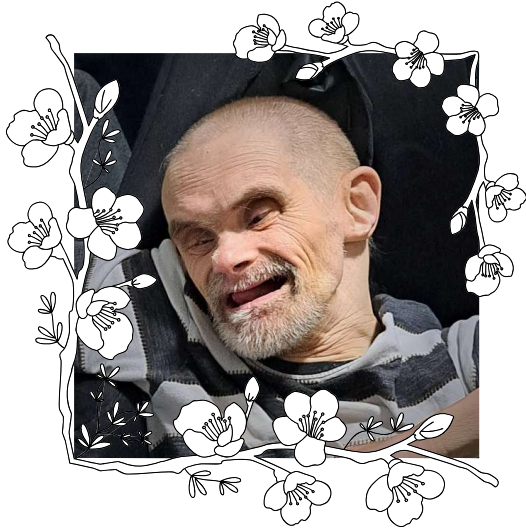
### Expenses

| <i>Type</i>     | <i>Amount</i>       | <i>Percentage</i> |
|-----------------|---------------------|-------------------|
| Employee        | \$13,047,840        | 76%               |
| Occupancy       | \$ 2,038,896        | 12%               |
| Programming     | \$ 495,487          | 3%                |
| Admin/Org Costs | \$ 1,511,712        | 9%                |
| <b>Total</b>    | <b>\$17,093,935</b> |                   |



**Stephen Neale**

April 4, 1960 – May 15, 2025



**Paul Courchene**

Dec. 15, 1954 – July 18, 2025



## IN MEMORIAM



**Joseph Catcheway**

Jan. 2, 1961 – Oct. 25 2025

**Irene Martynowicz**

Dec. 20, 1957 – Oct. 30, 2025



**Joanne Bourbonniere**

May 28, 1947 – Nov. 26, 2025



## IN MEMORIAM



**Ruby Peters**

Jan. 21, 1956 – Dec. 9 2025

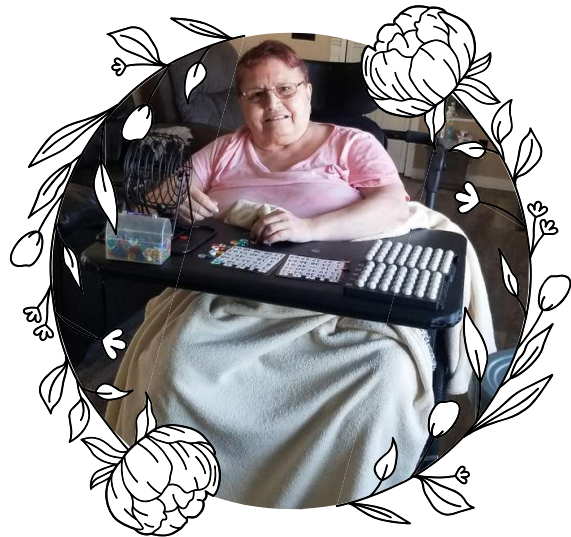
**Drew Peters**

June 13, 2005 – Jan. 8, 2026

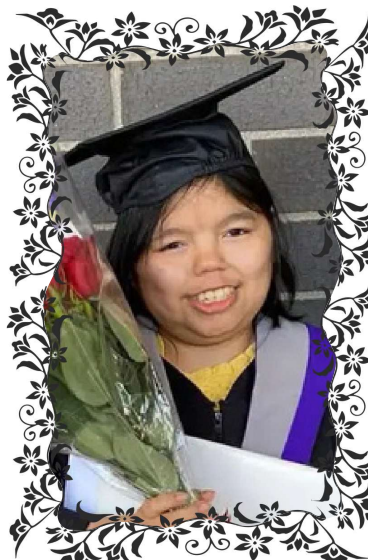


**Sandra Goodmanson**

Aug. 5, 1948 – Mar. 16, 2026



## IN MEMORIAM



**Kaylee Flett**

Nov. 27, 2001 – Mar. 24, 2026



**Sini Joy**  
**Sandeep Kaur**  
**Norman Gasapos**  
**Norberto Militar**  
**Nihida Sumesh**  
**Monali Sathwara**  
**Makala Rugg**  
**Leonora Gasapos**  
**Julieth Mangu**

**Joyce Manuel**  
**Josefina Ducay**  
**Jimmy Victor**  
**Athira Lal**  
**Amarjet Singh**  
**Amal Das**  
**Alona Limbo**  
**Algitha Alias**

## **SERVICE AWARDS**



**Twylla McLean**  
**Stephen Olanrewaju**  
**Regina Robinson**  
**Odessa Tagulauo Montoya**  
**Maria Osimen**  
**Kathleen Van Aert**

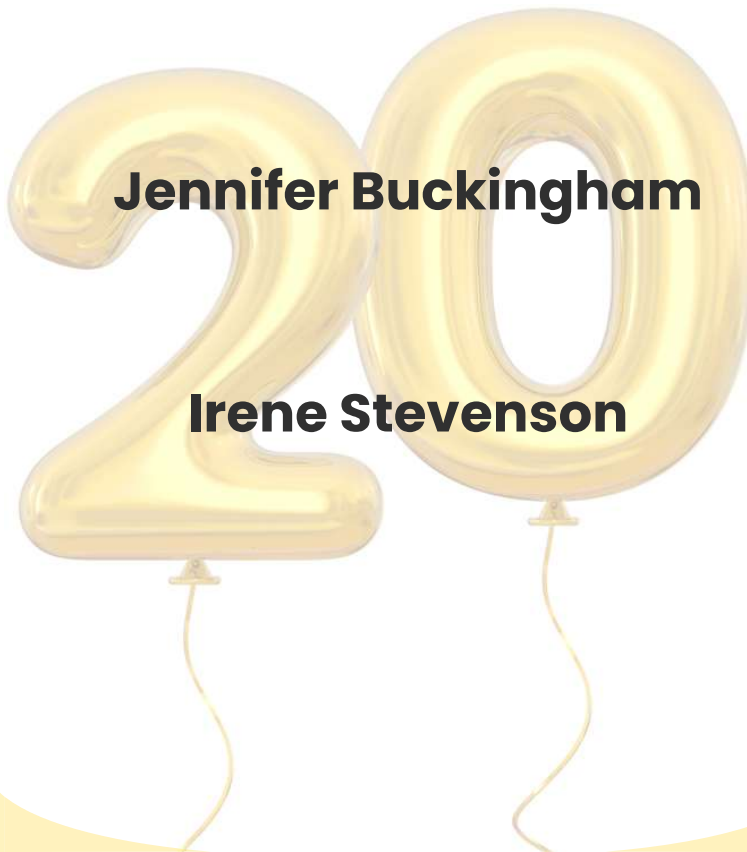
**Jossy Joby**  
**Ella Aquino Merdegia**  
**Bonnie Clouston**  
**Blessing Ehiremen**  
**Amanda Saunders**



**Shelley Bell**

**Diana Sayyachak**

## **SERVICE AWARDS**



**Jennifer Buckingham**

**Irene Stevenson**



## **Winnipeg / Head Office**

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Phone: 204-453-5982  
Fax: 204-452-0714

## **Carman Office**

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Fax: 204-745-2384

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Fax: 204-239-6808

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