

## **Executive Director's Report**



Director's Annual Report  
AvenueNB Cooperative Ltd  
Year Ended March 31, 2023

Dear avenueNB Cooperative Members and Partners,

I am honored to present the first Director's Annual Report for avenueNB Cooperative Ltd for the fiscal year ended March 31, 2023. This report outlines the cooperative's performance, accomplishments, and future outlook as we strive to serve our member agencies and remove barriers to employment for individuals with disabilities in the province of New Brunswick.

### **ORGANIZATION OVERVIEW**

avenueNB Cooperative Ltd was incorporated in April 2022 as a result of the recommendation made by all the stakeholder members to redesign the service delivery model of employment services for persons with disabilities across the province. The cooperative was established as a collaborative platform to unite and empower member agencies, enabling them to deliver employment services and support to individuals with disabilities to connect to the labour market.

### **FINANCIAL ACTIVITIES:**

**1. Audit:** The first financial audit is underway and will be shared with the members upon completion.

**2. Funding disbursement:** In its inaugural year, avenueNB Cooperative ensured a smooth transfer of the contract administration and reduced administrative work by processing payments in 2 annual installments.

**3. Salary review:** We are also proud to share our success in implementing a new salary scale for Employment Counsellors in the member organizations. This was achieved through a process of consultation and collaboration with HR experts. By undertaking a comprehensive analysis of market data and internal benchmarks, a salary structure was developed to reflect industry standards. The implementation of this new scale enables member agencies to attract and retain highly qualified professionals in the field. This achievement further strengthens our commitment to providing exceptional employment services for individuals with disabilities, as we recognize the pivotal role that dedicated staff plays in fulfilling our cooperative's mission.

### **OPERATIONAL HIGHLIGHTS:**

During the year, we focused on developing efficient processes, establishing operational frameworks, building relationships with member agencies, and laying the groundwork for future growth. Here are some key highlights:

**1. Staff recruitment:** I replaced our Interim Director in August, ready to hit the ground running because of my previous experience with the development of the cooperative. We successfully onboarded new staff who share our passion and are dedicated to our mission and vision. The team was quick to grasp the background and context of the business and have been working diligently to deliver exceptional service to our valued members.

**2. Proposal submission process:** avenueNB Cooperative streamlined the annual proposal submission and target review process. It was well received by member agencies, and we will continue to enhance the process.

**3. Web Presence:** We have developed an informational website to meet the immediate need of providing the public with essential information about our organization. This initial website serves as a means to increase our visibility while we continue working on creating a more comprehensive resource that will cater to employers, persons with disabilities and the public in general.

**4. Stakeholder Engagement:** We began the process of gradually engaging with various stakeholders, government entities and partners to raise awareness about our cooperative's mission and foster collaboration. By developing strategic partnerships, we aimed to improve the employment landscape for individuals with disabilities. Our innovative Service Delivery Model has garnered significant interest from the Government of New Brunswick, as well as other jurisdictions and provincial non-profit organizations. Its unique approach has attracted attention due to its effectiveness and potential for positive impact. We remain dedicated to sharing our story and actively leveraging the expanding network that we have cultivated. By sharing our experiences, insights, and successes, we can both contribute to and benefit from the collective knowledge and collaboration within our network.

## OUTLOOK

As we move forward, avenueNB Cooperative is positioned for continued growth and impact in the year ahead. Our key focus areas include:

**1. Strategic and Operational Plan:** The board is currently in the process of developing a comprehensive strategic plan that will serve as a guiding framework for our operations in the coming months and years. This strategic plan will outline our key objectives, priorities, and initiatives, enabling us to align our efforts and resources towards achieving our long-term vision. By developing a clear roadmap, we aim to enhance our effectiveness, adapt to changing needs, and maximize our impact in supporting the delivery of employment services for person with disabilities.

**2. Member Agency Support:** We will continue to provide ongoing support and resources to our member agencies. By strengthening our collaborative network, sharing best practices, and promoting knowledge exchange, we aim to enhance the capacity and capabilities of our member agencies to serve persons with disabilities effectively. We will

continue to develop and enhance resources, tools and systems for your everyday use. We will coordinate training and professional development to meet your needs.

**3. Program Expansion:** We are pleased to announce that the recommendations proposed by the sub-working groups have been approved by the Board of Administrators. Our role will be to implement these recommendations, which include the establishment of new services such as the Job Coach Pool, Employer Services, Job Developers, and Mobile services. These initiatives aim to enhance our service offerings and further support our mission of providing comprehensive employment services to persons with disabilities.

We will explore opportunities to expand our employment services portfolio. By identifying emerging needs, developing innovative programs, and forging strategic partnerships, we seek to address the evolving challenges and demands of the employment landscape for persons with disabilities.

## **CONCLUSION**

In conclusion, I would like to extend my heartfelt appreciation to our member agencies and partners for their unwavering support throughout our inaugural year. We acknowledge that we encountered some challenges and growing pains along the way, but our ability to be resilient, flexible, and adaptive has been instrumental in our success. With enthusiasm, I look forward to the numerous opportunities that lie ahead of us. Together, we will continue to make a meaningful impact and create a brighter future for persons with disabilities in our province. Thank you once again for your steadfast commitment.