

Let LEADS work for you!



Annual Report 2025-2026

Land Acknowledgment

*We acknowledge that we are gathered today
on the traditional lands of Anishinaabek,
Haudenosaunee, Lunaapeewak,
and Attawandaron.*

Thank you



Our Ends Vision

*People with disabilities and those who
are highly vulnerable are meaningfully
and productively employed.*

Employers achieve a productive workforce.



Definitions

Highly Vulnerable People – refers to members of society who are at a significant disadvantage and/or who have complex challenges due to any of the following factors such as, but not limited to, disability, age, personal economic circumstances, violence, criminal record, ethnic groups, new comers to Canada, religion, gender, race, and place of residence, etc. It is recognized that some significant challenges and disabilities are invisible.

Our Desired Outcomes

For Individuals:

- Individuals achieve their maximum employment and skill development goals within their potential and the labour market environment.
- Individuals achieve equitable and productive employment.
- Individuals achieve a sense of self-esteem and belonging/inclusiveness.

For Employers:

- Employers have access to a productive, committed, diverse workforce.
- Employers choose to have an inclusive workforce that meets their business needs.

For Our Communities:

- The broader community invests in and supports Leads purpose.

At What Worth/Priority:

- The Ends are achieved in a cost effective manner and that holds client outcomes as our top priority..



The Value of Teamwork: ONE Mission, ONE Team, ONE Purpose



It is my pleasure to welcome everyone to the 2026 Annual General Meeting of LEADS. As Chair of the Board, I am honoured to be part of the LEADS team and, most importantly, to commend the exceptional performance that has advanced the LEADS mission.



Your achievements highlight the passion, strength, and commitment of teamwork. Every day, our LEADS Team, partners, employers, and supporters work together to create an inclusive, performing workforce that contributes to our communities.



Our clients don't simply find jobs or advance their careers—they discover their strength, reclaim their confidence, build lasting stability, and create lives defined by independence, purpose, and belonging.



That is the true impact of our teamwork. We open doors to opportunity, turn potential into possibility, and empower people to see—and achieve—what they can do. Every career advanced, every barrier overcome, and every life transformed creates a ripple effect that reaches families, workplaces, and communities. Together, we are building a more inclusive future where everyone has the opportunity not just to participate, but to thrive.

The Value of Teamwork: ONE Mission, ONE Team, ONE Purpose



Employers and businesses don’t just meet their goals—they unlock their organizations’ full potential by embracing diverse talent. By creating opportunities for people to contribute their skills, perspectives, and strengths, businesses become more innovative, resilient, and successful, while helping build a stronger, more inclusive economy where diverse talent drives growth and prosperity for everyone.



To our incredible LEADS team—you are the heart, the strength, and the driving force behind all we do. Your unwavering commitment to equity, diversity, inclusion, and accessibility is more than a value—it is a promise you live every day. You believe deeply in the individuals we serve, see their potential, champion their dreams, and stand beside them through every challenge, every breakthrough, and every triumph.



What sets LEADS apart is not simply what we do, but how passionately we do it. Your compassion, expertise, perseverance, and tenacity transform opportunities into outcomes and challenges into possibilities. You walk alongside people when the path is difficult, celebrate with them when doors open, and never stop believing in what they can achieve.



The Value of Teamwork: ONE Mission, ONE Team, ONE Purpose



The consecutive London Best Employment Agency Awards in 2023, 2024, 2025, and 2026 are a tremendous testament to your dedication and excellence. But beyond every award is something even more meaningful: the lives changed, potential realized, barriers overcome, and futures made brighter because of the work you do.



These achievements belong to every one of you. Thank you for showing, year after year, what is possible when expertise is matched with compassion, purpose is matched with action, and people are at the heart of everything we do.



To our valued Board members and partners, thank you for the leadership, guidance, advocacy, and unwavering support you bring to our mission. Your partnership keeps us grounded in the values that define LEADS, while giving us the courage and opportunity to learn, share, innovate, and imagine what is possible when we work together.



This year has once again reminded us that meaningful change does not happen at predictable times. We have navigated ongoing funding changes, shifting policies, labor market pressures, and economic uncertainty. Yet through every challenge, the LEADS team has continued to rise—with resilience, creativity, compassion, and an unwavering sense of purpose. We have adapted, found new possibilities, and remained focused on what matters most: the people and communities we serve.

The Value of Teamwork: ONE Mission, ONE Team, ONE Purpose



As we look to the future, we know there is still important work ahead. There are more barriers to break down, more opportunities to create, and more potential waiting to be unlocked. And we are ready.



We remain steadfast in our commitment to our mission, our purpose, our clients, and our communities. Together—with our Board directors, partners, employers, and community—we will continue to challenge what is possible, create pathways to opportunity, and advance the vision of workplaces where everyone can belong, contribute, and thrive.



The future of inclusion is not something we simply hope for—it is something we, as one team, build together, one opportunity, one partnership, and one life at a time



Thank you!

Andrew Jardine
Board of Directors, Chair

The Value of Teamwork: ONE Mission, ONE Team, ONE Purpose



I want to speak about the heart of our success: **TEAMWORK**

None of us achieves great things alone. Our greatest strength is the ability to bring together different talents, experiences, perspectives, and ideas-and turn them into something greater than any one of us could achieve individually.



We are united by a shared mission. LEADS' mission gives meaning to what we do every day. It reminds us that our work is not simply about achieving targets or delivering results. It is about creating value, making a difference, contributing to what matters, and upholding our passion for humanity.



To become one of the best in our field, we must continually ask ourselves: How can we do this better? How can we learn from one another? How can we support each other? How can we challenge what has always been done and have the courage to innovate?



Excellence is not a destination. It is a culture.

The Value of Teamwork: ONE Mission, ONE Team, ONE Purpose



We strive to develop best practices that are not only successful but also worthy of sharing—practices we can learn from, build upon, and improve. If we can inspire each other to be more innovative, more collaborative, and more courageous, our impact reaches far beyond Leads.



Behind every number, every result, every target, is a person. Behind every achievement is a team. And behind every organization and business are relationships built on trust, respect, and empathy, and a genuine belief that we share the same goal.

So let us continue to work as one team, united by one mission. Let us embrace innovation, learn continuously, share what we discover, and inspire each other.



Let us aim not only to be the best team but to make a positive impact in our communities. And let us do it with excellence in our teamwork, courage in our thinking, and humanity in the way we lead and work together.

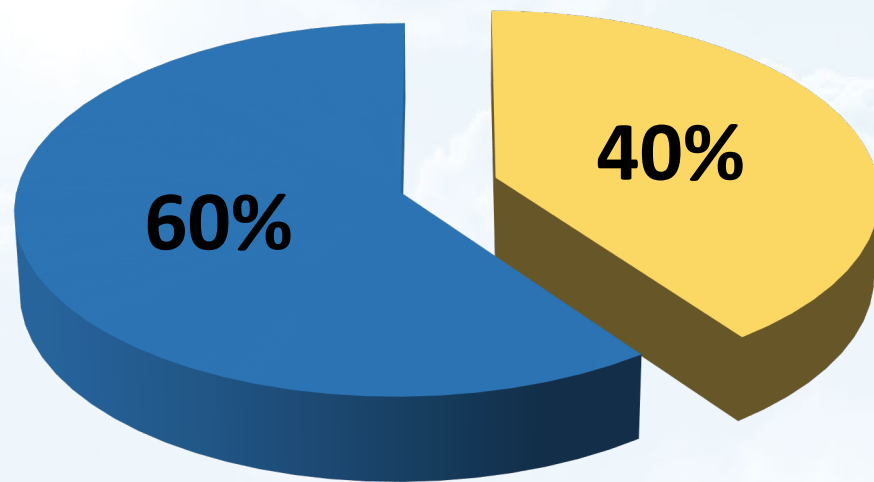
Thank you!



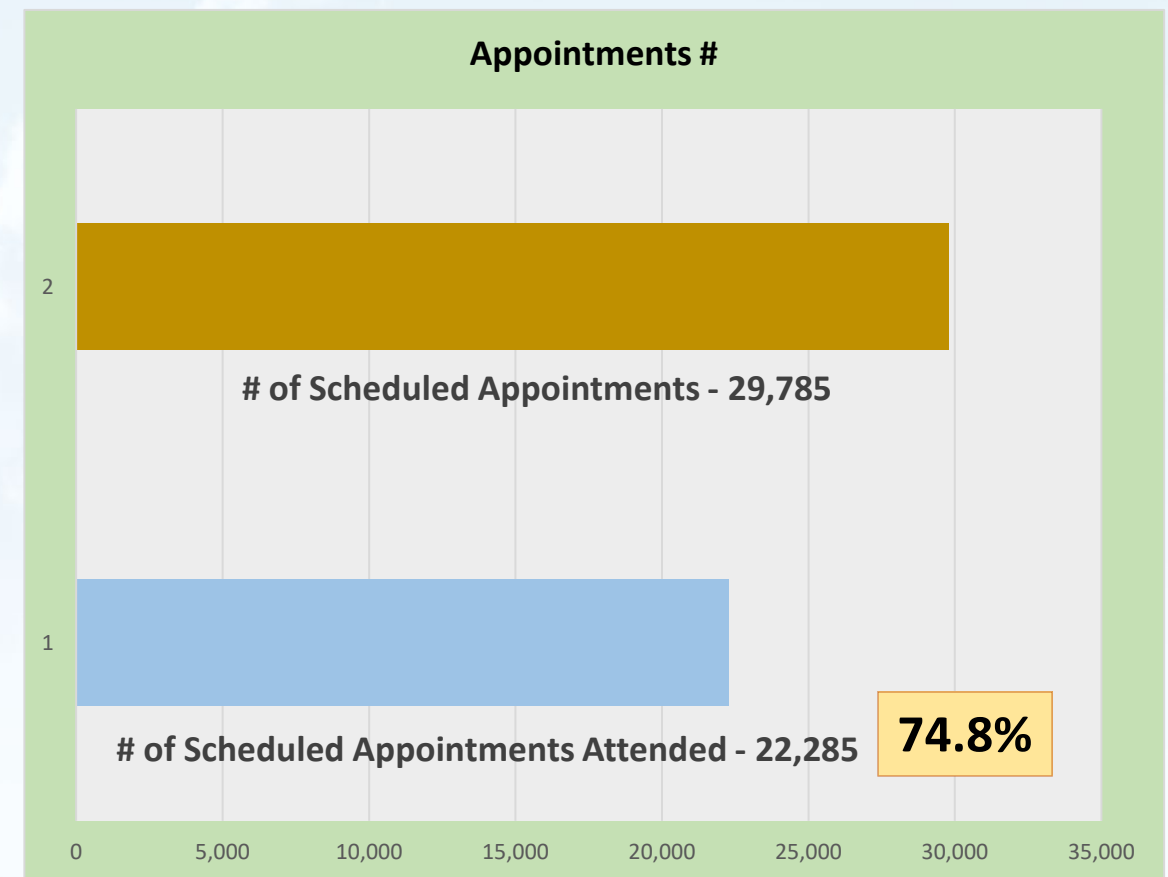
Wendy Lau
Chief Executive Officer

Clients Served 2025-2026

(3299 individuals served)

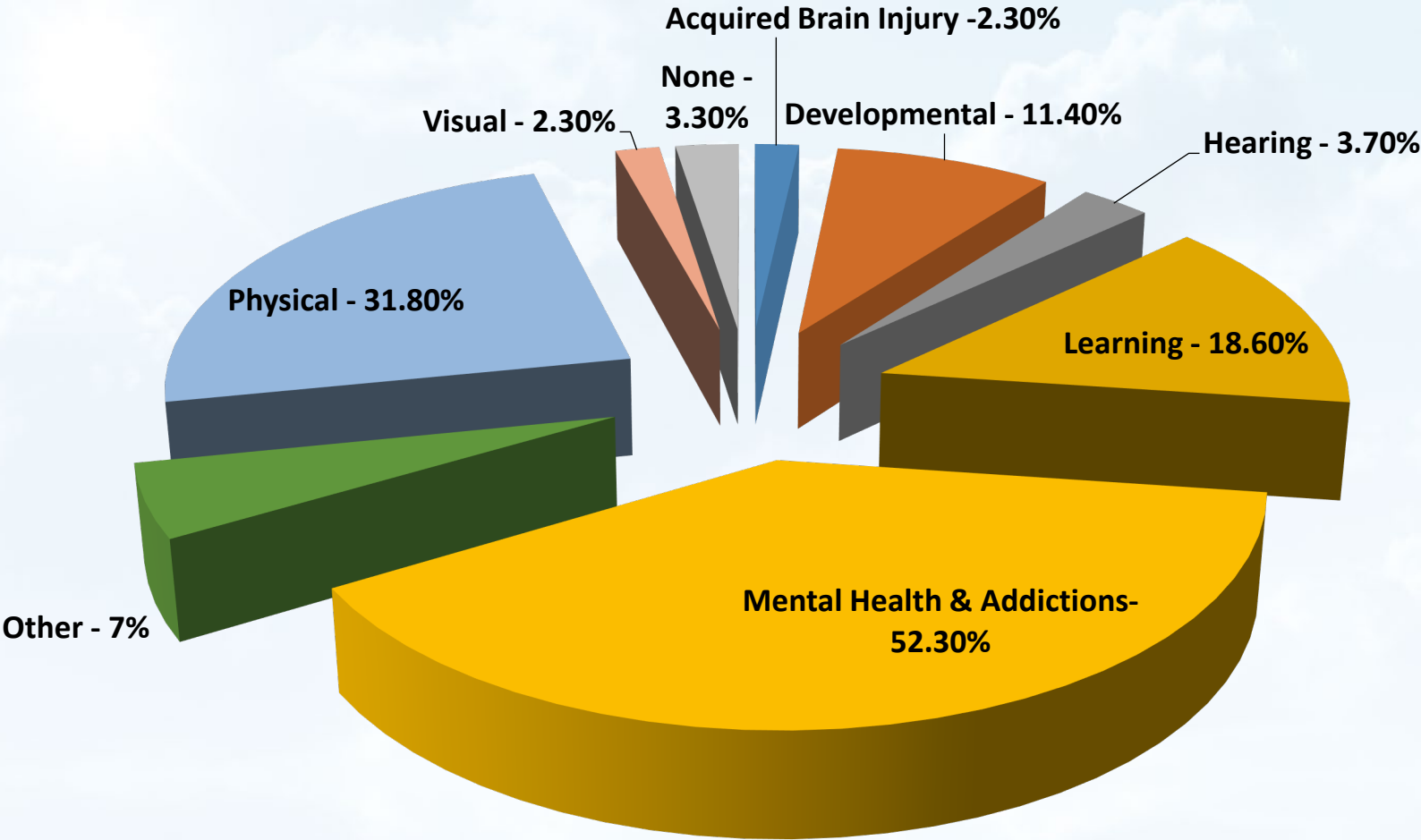


- Youth (15-30 years), 40%
- Adult (30+ years), 60%

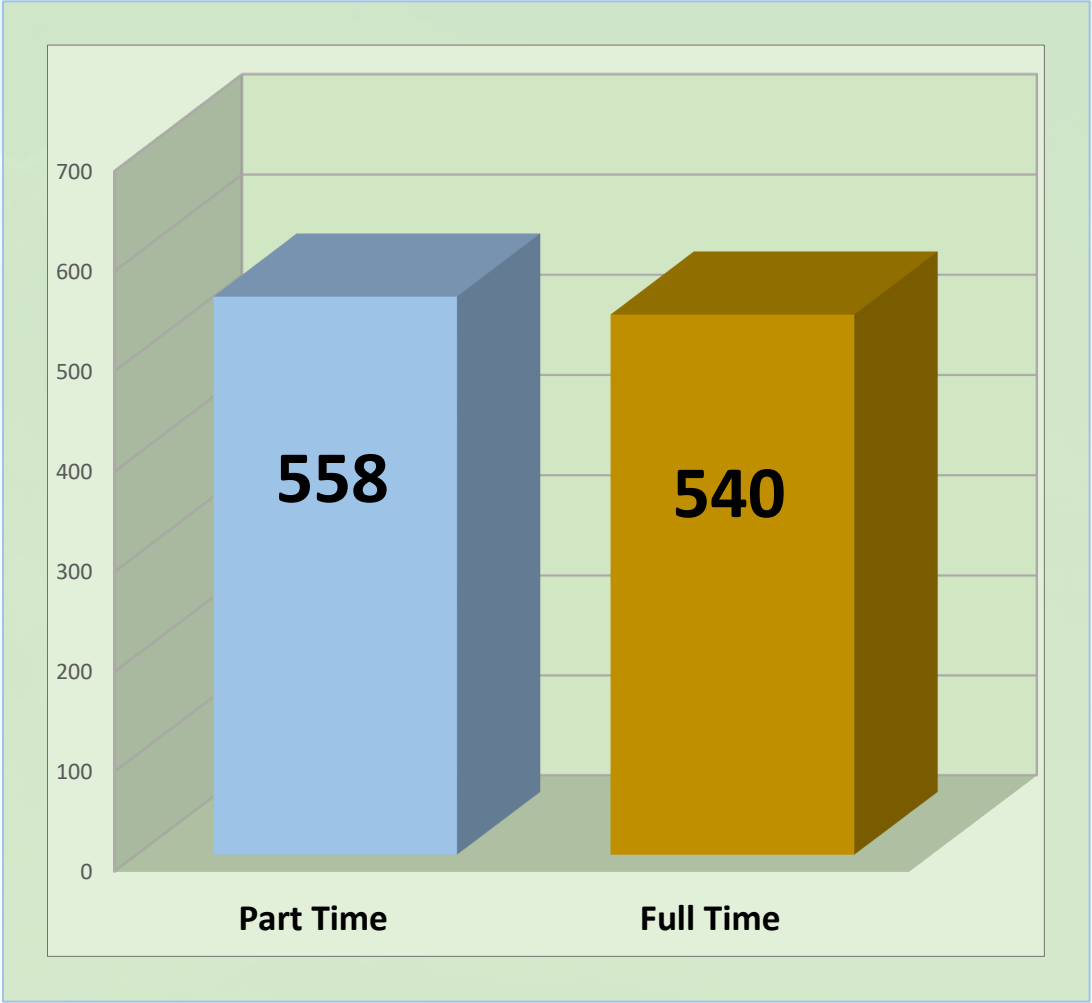
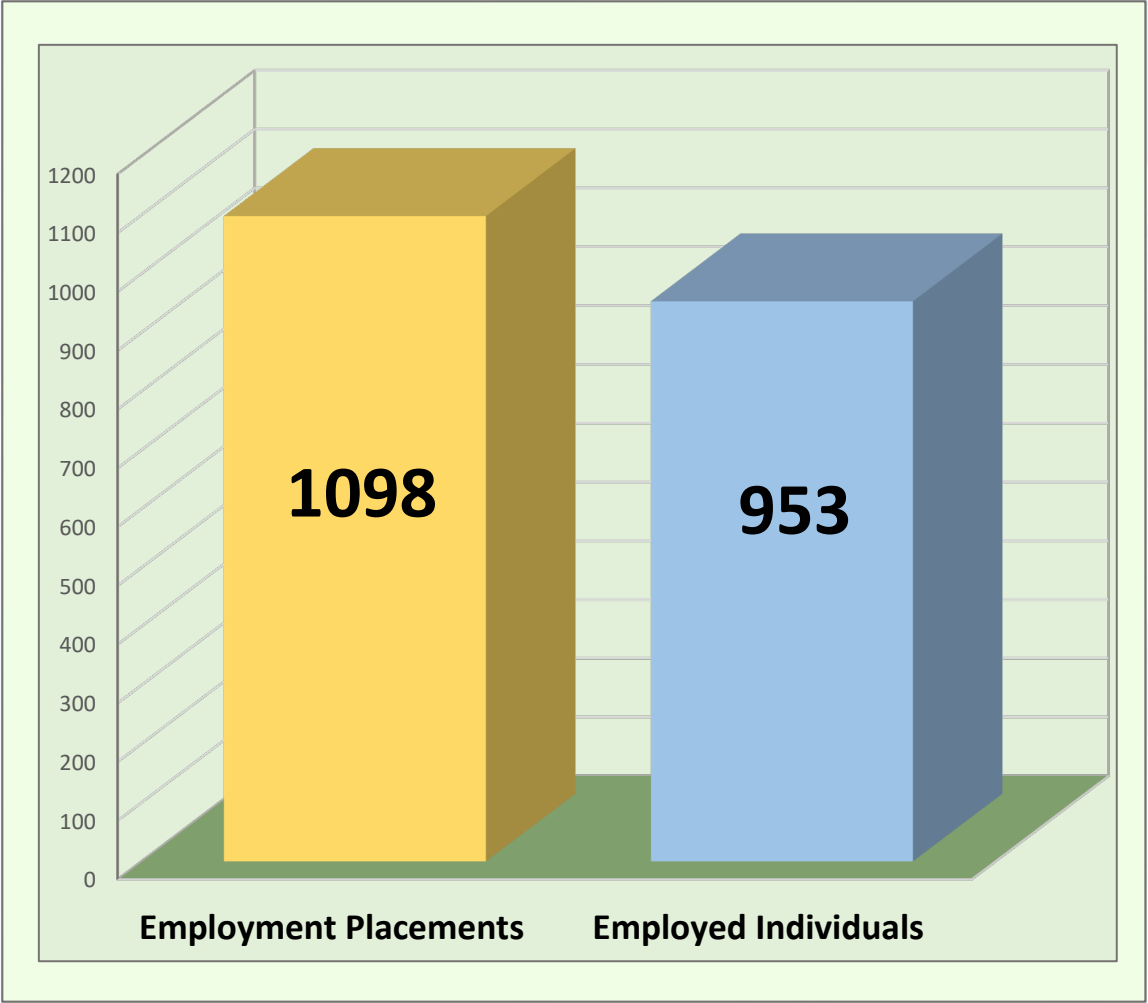


Clients Served 2025-2026

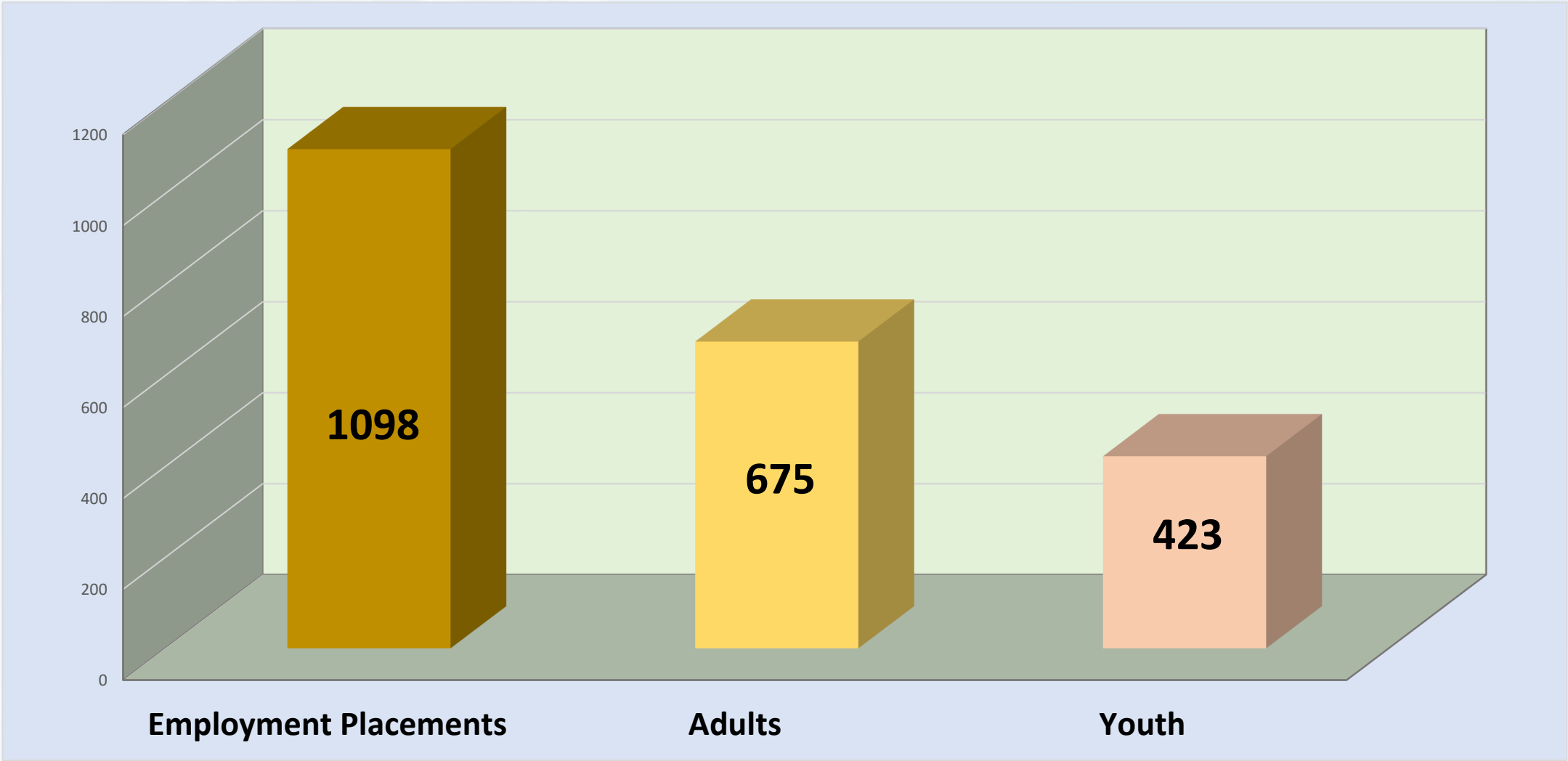
Types of Disabilities / Barriers (multiple disabilities shown)



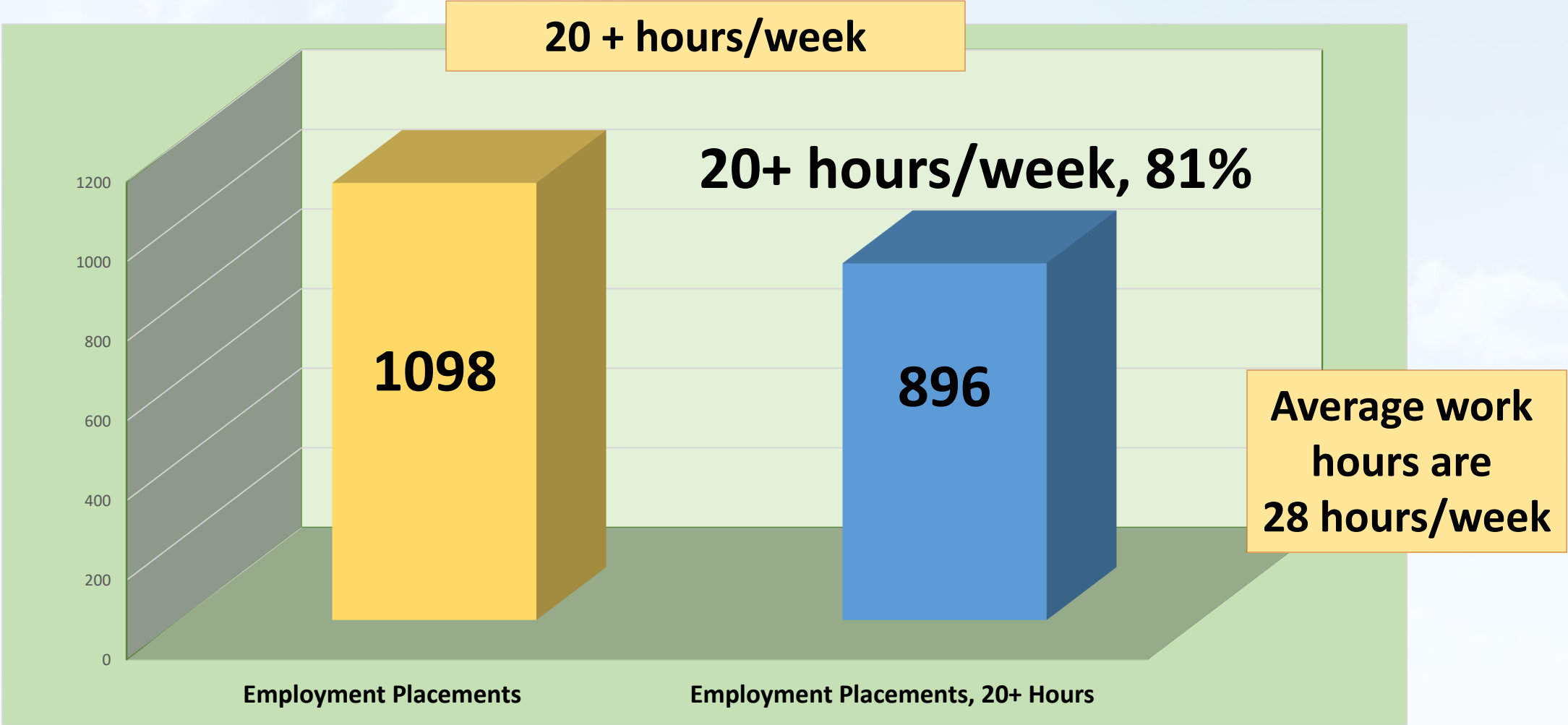
Employment Placements 2025-2026



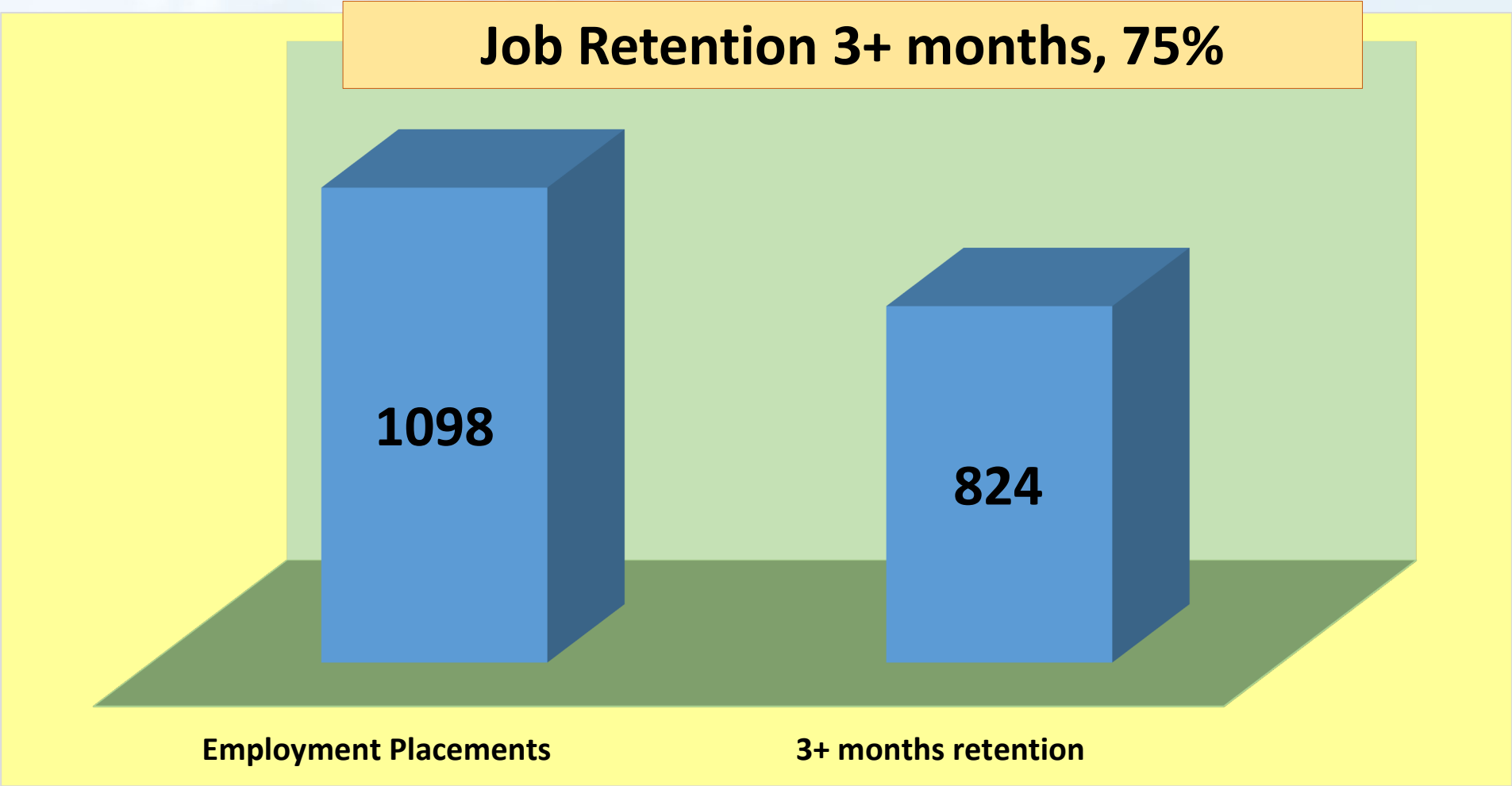
Employment Placements 2025-2026



Employment Placements 2025-2026



Employment Placements 2025-2026



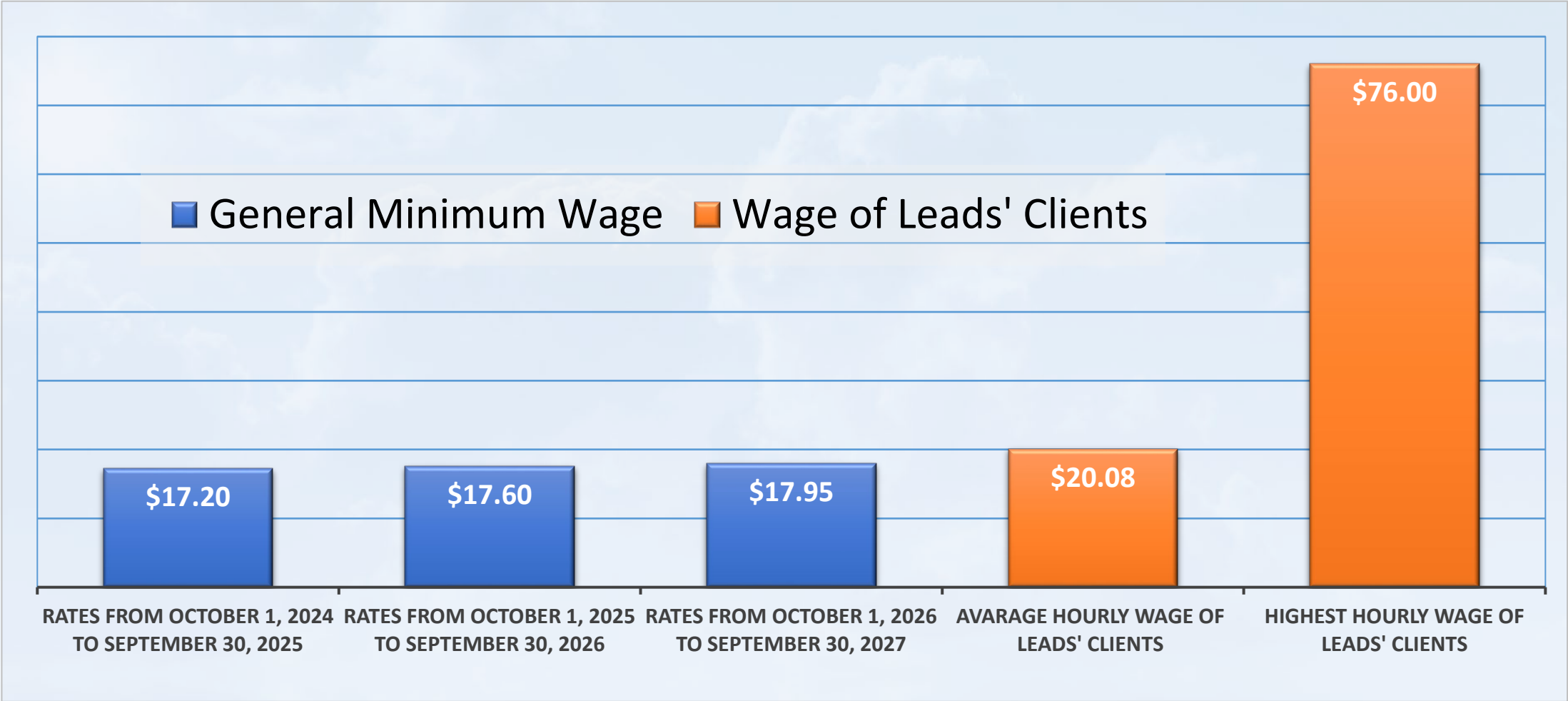
National Occupations Positions 2025-2026

Full Time and Part Time Employment Placements

NOC 0	Legislative and senior management occupations	8
NOC 1	Business, finance and administration occupations	87
NOC 2	Natural and applied sciences and related occupations	10
NOC 3	Health occupations	36
NOC 4	Occupations in education, law and social, community and government services	53
NOC 5	Occupations in art, culture, recreation and sport	13
NOC 6	Sales and service occupations	556
NOC 7	Trades, transport and equipment operators and related occupations	142
NOC 8	Natural resources, agriculture and related production occupations	61
NOC 9	Occupations in manufacturing and utilities	132



Salary Ranges 2025-2026



Client Satisfaction Survey, 2025-2026

86.6% of clients indicated they were satisfied with LEADS' services.

93.8% of clients indicated they would refer or recommend LEADS to others.

Testimonials:

- Leads makes me want to keep trying. It's easy to get down when hunting for a job. I look forward to my conversation with my ES. They always have some kind of encouragement that feels genuine.*
- LEADS made me feel more confident in myself. They made me believe I had worth despite my disability. I was a person worth fighting for. There needs to be more organizations like LEADS.*
- The thing LEADS does best is kindness, passion, and acceptance. Everyone is so friendly and caring; they truly want to help you and work extremely hard. They are very kind and very, very accommodating to those with disabilities like myself. They always listen to you and try to help you.*



Employer Satisfaction Survey, 2025-2026



79.00% of the employers surveyed indicated that they were likely to consider hiring a LEADS' candidate.

81.00% of the employers surveyed indicated that they were satisfied with LEADS' services.

Testimonials:

- LEADS is always on top of everything. They get back to us and are good with clients. Our ES is wonderful.*
- LEADS consistently demonstrates a strong understanding of our recruitment needs and organizational goals. Their team is responsive, professional, and committed to connecting employers with qualified talent. The quality of service they provide, along with their ability to identify candidates who align with our requirements, has made them a trusted and valued workforce partner.*
- LEADS is one of our “go to” companies for hiring.*



Our Leadership Team



Wendy Lau, CEO



Kelly Mitchell



Jeff Withers



Meghan Nicholson



Jim Robson



Courtney Connor



Nathan Ferreira



Amanda Beardshaw



Patrick Blain



Ann Sebastiao



Our Services



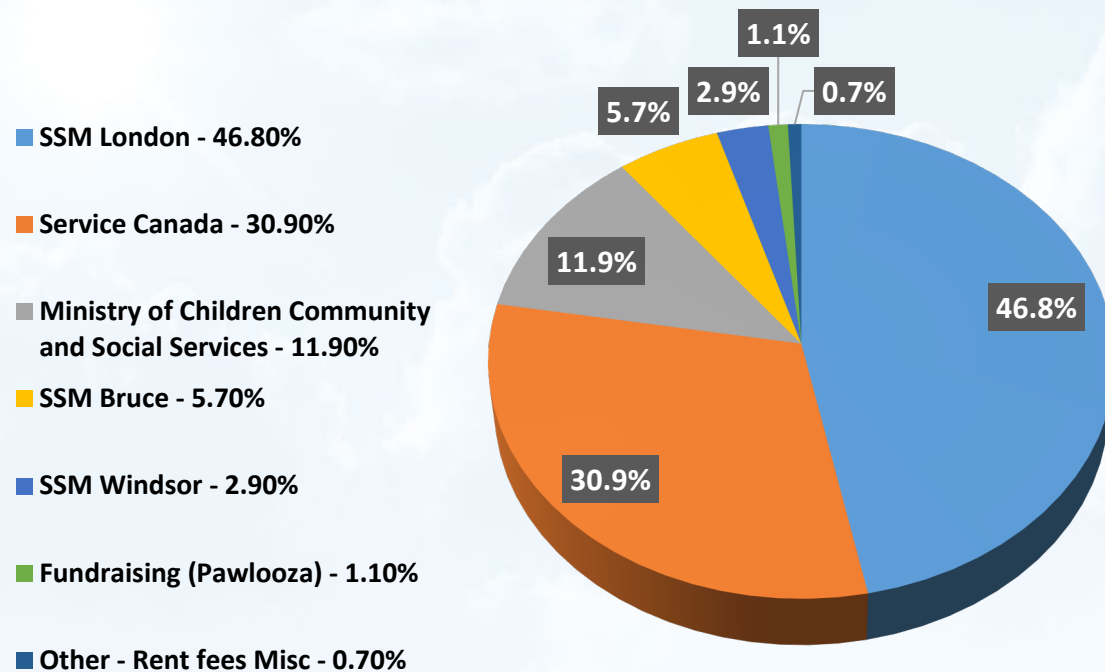
Provide skills development and employment supports to individuals, aged 14 and up, who have disabilities and or barriers. Funding for the various services is provided by Service Canada, Ministry of Children, Community and Social Services, System Service Manager London Region Employment Network, Bruce Peninsula, Windsor Region Employment Network, The Workplace Safety and Insurance Board and Rehabilitation Service Providers.

Geographic Service Boundaries

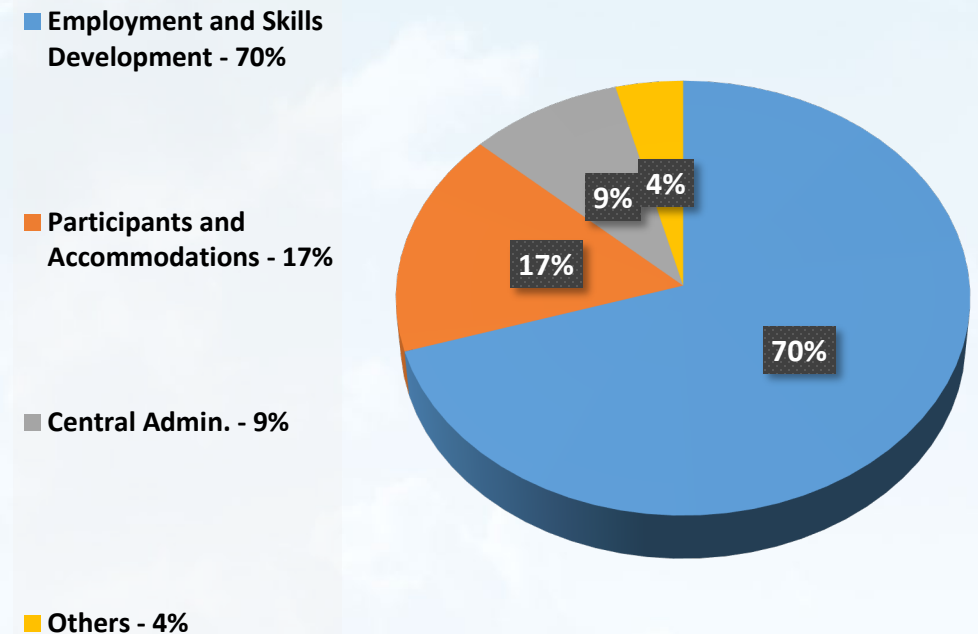


Sources of Revenue

Sources of Income 2025-2026



Where the money was used in 2025-2026



Board of Directors 2025-2026



Andrew Jardine	Chair
Roy Hardy	Vice Chair
Scott Sterling	Treasurer/Secretary
Bhupesh Sharma	Director
Daniel Sobczak	Member
John Barry	Director

Leslie Jack	Director
Philippa O'Brien	Director
Ryan Van Den Hengel	Director
Sonja Sawh	Director
Steve Sharpe	Director

LEADS' staff at play



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Thank you!