

SECTION ONE: MONTHLY SUCCESSES & CHALLENGES



- #5toSurvive campaign has surpassed 10,000 signatures Provincially. Community Living Brant (as of February) was the 3rd largest contributor to the campaign.

-Provincial Budget was released on March 26th and it is clear that organizations' plea for an increase of 5% to base funding was not successful. "Our understanding is that there will be a 2% increase in the base budgets of service providing agencies. This 2% will be maintained for three fiscal years, i.e. 2% for 2024-2025 and zero additional for the following 2 fiscal years." (Chris Beesley – CEO, Community Living Ontario).

SECTION TWO: NEW BUSINESS

- Ministry funding/services updates as required
- Training events
- Community Initiative and Project updates

-Supervisor, Tara Buchanan, will be a panelist for this year's Inclusion Symposium in Toronto on March 20th. Tara will join Joe Erpenbeck and other leaders from the From Presence to Citizenship group to speak on the topic "Community Connections: Who's In the Driver's Seat". Tara's most recent work with the success of Belonging Brant will provide the audience with a different perspective on supports of people with disabilities – focusing on community and relationship building as priorities over traditional services.

-Tara's presentation on the work of Belonging Brant and how we are integrating that work into Community Living Brant received positive feedback from conference goers. After the conference, CLB invited participants to join them for a Wine and Cheese social where we hosted a booth to further explain our work, and to offer direction to other organizations on how to create a similar model in their community.



- Beginning this summer, Supervisor, Donna Blackmore, will begin offering Mental Health First Aid Training to organizations outside of Community Living Brant. "MHFA is the support offered to a person who may be experiencing a decline in their mental well-being. Course participants will learn to recognize the signs that someone may be experiencing a decline in their mental health or may be experiencing a mental health crisis and learn to use MHFA actions to help". Donna will be offering this training for a fee to members of the Developmental Services Community, who will take the course alongside CLB staff.

-Our Annual Ministry Compliance Inspection will take place March 11th-15th. We are not anticipating any items of Non-Compliance, given the extensive work that has been done over the past year to ensure that documentation, records and people's supports are in excellent shape.

-Glenda Davidson, from MCCSS, visited CLB from March 11th-15th and chose 2 group living locations, as well as our Life Share program, to review, in addition to our HR/Board records. Three issues were identified that required further follow-up prior to us being

deemed 'in compliance'. These issues were addressed promptly, and CLB was found to be in full compliance as of March 21st, 2024.

-Community Living Brant has slowed our hiring practices. Given the influx of staffing we have experienced over the past 6 months, we now find ourselves in a position where there are more part-time staff being hired than there are vacancies to place them. We will re-evaluate this monthly to ensure we do not experience an influx in overtime hours, but currently, we are at comfortable staffing levels.

- Community Living Brant will be participating in the OPP Polar Plunge in support of Special Olympics. Spectators are welcome to attend and cheer us on!
Date/time/location: Thursday, March 7/24 at 1:30pm – North Park Collegiate, 280 North Park Street, Brantford, ON.

-CLB was successful in raising \$651.00 in support of Special Olympics.

SECTION THREE: LEGISLATIVE & CONTRACTUAL OBLIGATIONS COMPLIANCE REPORT

- In compliance with the Income Tax Act
- In compliance with the Pay Equity Act
- In compliance with the Occupational Health and Safety Act
- In compliance with the Host Family Directives
- In compliance with the Social Inclusion Act 2008
- In compliance with all other applicable Acts
- In compliance with our Contractual Agreements
- Operating within our approved Bylaws
- Operating within our approved Governance Policies
- Operating within the Collective Agreement, which expires March 31, 2025

SECTION FOUR: CURRENT POTENTIAL RISK & RESPONSE

Budget and Subsequent Service Changes

- Impact of the budget package for the 2024-25 fiscal year and continued fiscal stabilization funds

MCCSS Journey to Belonging 10 Year Reform Plan

- Long term impact on proposed changes to service delivery and funding will be carefully monitored and responded to over the coming year. With the implementation of an Individualized Funding model, there will be changes to services contracts. Our current work on individualized teams, Passport model and strategic directions support these changes. Greater emphasis on marketing our services will be required in the coming months/years.

Impact of people/families in crisis and who are requiring extensive supports

- Ongoing discussions with MCCSS Program Supervisor about services and supports being individually designed for a person rather than a person fitting into an existing vacancy that would be inappropriate.

Impact of EarlyOn and CLB

- Regularly seeking clarification and attending meetings with the City to maintain budgets and clarify our role.

SECTION FIVE: MONTHLY GOVERNANCE POLICY UPDATE

Governance Policy #: 9.2, 9.3

Status of Key Factors in Policy:

9.2 - INDIVIDUALS AND FAMILIES SERVED

THE EXECUTIVE DIRECTOR:

- shall ensure that individuals and families served by Community Living Brant are treated in an equitable, respectful and dignified manner;
- shall ensure services provided by Community Living Brant are provided in a manner that is responsive to the diverse needs of individuals and families served;
- shall ensure that all personal information is held in strict confidence and is disclosed only when properly authorized by the individual and/or family and when so permitted legally or professionally;
- shall promote inter-agency partnerships for the purpose of enhancing the responsiveness of the service system to the identified needs of individuals, families and communities served;
- shall ensure that services are delivered in a highly professional manner, by qualified personnel; and
- shall advise the Board of any significant service delivery changes and/or program cancellations.

9.3 STAFF TREATMENT

THE EXECUTIVE DIRECTOR:

- shall ensure that staff and placement students are provided with an orientation, are supervised and are recognized;
- shall comply with obligations in applicable collective agreements;
- shall promote a respectful workplace and will not tolerate any kind of abuse, harassment, discrimination and unethical conduct, including conflict of interest of the staff of the organization;

- shall inform staff in writing of the Executive Director’s interpretations of their protections under this policy;
- shall ensure that staff are prepared to deal with emergency situations related to their responsibilities; and
- shall monitor employee wellness through regular evaluation.

9.9. COMMUNICATION AND SUPPORT TO THE BOARD OF DIRECTORS

THE EXECUTIVE DIRECTOR:

- (i) shall submit monitoring data required by the Board in a timely, accurate and understandable fashion, directly addressing outcomes, strategic priorities and the provisions of Board policies being monitored;
- (ii) shall keep the Board apprised of serious occurrences, significant complaints, relevant trends, community activity, anticipated adverse media coverage, threatened or pending lawsuits, publicly visible external and internal changes;
- (iii) shall advise the Board if, in the Executive Director’s opinion, the Board is not in compliance with its own by-laws and governance policies, particularly in the case of board behaviour that is detrimental to the working relationship between the Board and the Executive Director;
- (iv) shall provide the Board of Directors with as many relevant staff and external points of view, issues and options as are needed to make fully informed decisions;
- (v) shall present information to the Board of Directors that is timely, accurate, unbiased, complete and useful for governance decision-making;
- (vi) shall report in a timely manner on an actual or anticipated instance of non-compliance with Board policy;
- (vii) shall report to the Board of Directors at the Annual General Meeting on the follow-up of resolutions passed at the previous Annual General Meeting;
- (viii) shall provide reasonable administrative support to the Board of Directors and will advise the governing body of any issues in this regard; and
- (ix) shall report to the Board, in a timely manner, any instance in which any emergency management plan has been executed.

C. Procedures

- 1.0 The Executive Director will complete a Monitoring Report to address the requirements of this Communication and Counsel to the Board Authority and Accountability Policy and present to the Board of Directors at times specified in the approved reporting schedule.

