



Annual Report 2018 - 2019

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OUR MISSION

Community Living Brant is committed to providing supports and services to meet the diverse developmental needs of people within the community.

OUR VISION

Community Living Brant envisions a welcoming, inclusive community where all are encouraged to reach their full potential.

OUR GUIDING PRINCIPLES

Dignity and Full Citizenship
Inclusion and Community Engagement
Partnerships and Collaboration
Leadership and Excellence
Integrity and Accountability



REPORT FROM THE BOARD OF DIRECTORS

ACTIVITIES

- Building Individual Support Teams
- Shifting Services
- Asset-Based Community Development Enhancement
- Expansion of Passport Individualized Funding
- Enhanced Community Profile and Partnerships
- Governance/Fiduciary/Bylaws Responsibilities
- West Region Service System Planning Table
- MCCSS Multi-Year Residential Planning
- MCCSS Risk Assessment
- MCCSS Quality Assurance Measures and ODSP-Employment Supports Compliance Reviews
- Meeting with MPP Will Bouma
- MCCSS Provincial Accommodation Case Study on Best Practices
- Ongoing Monitoring of the Facility Class Action Lawsuit Settlements

OFFICERS

PRESIDENT John Farley

VICE-PRESIDENT Debi Pickering

TREASURER Scott Hawthorn

SECRETARY Cate Breaugh

PAST-PRESIDENT Marylou Chatland

DIRECTORS

BECKY CHAPPLE **BRUCE JONES** **PAM PAPEZ**

PHILIP SCOTT

DARLENE MANZER-HALL

KWABENA GYETUAH (Resigned)

WAYNE HARRIS (Resigned)

- Negotiated 2-Year Collective Agreement
- Strategic Plan and Accreditation Updates
- Core Gifts Statement Development

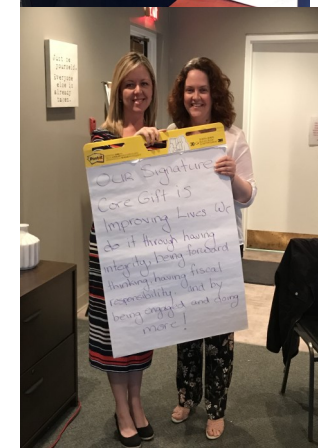
PRESENTATIONS:

- Chris Beesley, Chief Executive Officer, Community Living Ontario
- Cowan Insurance
- Governance and Bylaw Review Sessions with Consultant, Nancy Draper
- Full Management Team
- Core Gift Development



GRANTS:

- From Presence to Citizenship - One of ten organizations in the province.
- Housing Department - City of Brantford - Housing Supplements
- Partnership with the City of Brantford and their Homes for Good Program





Installation at the Annual General Meeting

Transition To New Executive Director



It was with mixed emotions and gratitude that the Board of Directors announced **Janet Reansbury's** decision to retire as Executive Director effective May 3, 2019.

Janet held this role for 15 years. The Board acknowledged her significant contributions during this time as an exceptionally dedicated, passionate and inspirational leader playing a key role in the vision and resulting positive progressive transformation of the organization.



The Board announced the appointment of **Debbie Cavers** as the incoming Executive Director effective May 3, 2019. Debbie has been with the agency since 2008, most recently as the Senior Director of Quality

and Organizational Development. Her experience, vision and knowledge of the developmental services sector forms a strong foundation for her to continue to move the agency in a positive direction.

COMMITTEES

• *Executive Committee*

John Farley, Debi Pickering, Marylou Chatland, Cate Breagh and Scott Hawthorn

• *Nominating Committee*

Marylou Chatland, Darlene Manzer-Hall and General Member Lloyd Rockefeller

• *Audit Committee*

Scott Hawthorn, John Farley, General Members Glenda Minard and Morris Gloyn



Last Board meeting with Janet Reansbury

QUALITY ENHANCEMENT COMMITTEE REPORT - PERSON-CENTRED EXCELLENCE

ACCREDITATION STRATEGIC DIRECTIONS UPDATE

Supports and Services

People have individualized self-directed supports by: Meaningful days for everyone; Creating opportunities for personal champions as desired by people.

ACCOMPLISHMENTS

- From November 2016 to April 2019, an additional 150 jobs were acquired through our Supported Employment supports, including employment for people connected to the Autism Employment initiative.
- We are one of 3 agencies involved in a case study which provided specific learning and feedback to MCCSS regarding our experience with shifting our focus to providing supportive services to people living in a more individualized living option and receiving more individualized supports.
- Jane's Walks 2019 held the first week in May was a great way to kick off "Community Living Month". There were 16 walks this year and people we support both led and attended walks across the county.
- REACH Out Self- Advocates Group updated the "Complaint" video which is now on our website.
- As we support people to have a meaningful life, we are practicing strategies from our spring training with our mentors from Vermont, Dr. Al Vecchione, Dr. Pat Frawley and Brandon Pedigo. We have learned about audio-visual entrainment and brain mapping.

This means supporting staff teams and people we support to foster relationships, build attachment, and promote reaching out when in distress.

Community Connections

People have socially valued roles by: All organizational members will receive education on the value of social roles and steps in assisting people in finding social roles; Peer mentoring and peer connections to build social capital.

ACCOMPLISHMENTS

- The **Core Gift Project** has resulted in completion of 17 videos of people supported focusing on their core gift statements and their gifts. We have 2 Core Gift Master Facilitators who are connected to an 18-month Provincial Learning Commons through the *From Presence to Citizenship* working group. A Core Gift is what gives our life purpose and is something that we were meant to give to others and the community.

All direct support staff have completed a core gift interview. New staff conduct one during orientation. Approximately 60% of people supported have had a core gift interview and created their core gift statement. It is anticipated that the rest will be completed during 2019. We just completed our first Team Core Gift with the Board of Directors.

- We held a successful **Asset Based Community Development Symposium** in 2018, called "**Making**".

It was a 3-day event that helped people connect to their community. We held neighbourhood bus tours, a youth engagement night, ABCD 101 with Joe Erpenbeck and Mandy Samwell, and 2 days of keynote speakers and breakout sessions that explored local and global ideas. This work is continuing into 2019 with our next Symposium called "Building" where we will be building projects brought forth by individuals, neighbourhoods and/or community.

- **Participating in local tables**, an important part of building connection to our community. In the last year, we have supported: Housing, Alyship - Picking Up Our Bundles Conference, Fetal Alcohol Spectrum Disorder and Grand River Healthy Communities. Community Living Brant is an active participant in the local food movement through the food coalition and helped to support the 2nd Local Food Forum in May 2019.

Individualized Budgets

Creation of a person-centred system that supports individualized budgets by: Each person will have an individualized budget that is connected to their individualized plan. Implementation of a system to monitor, track, and implement individualized budgets.

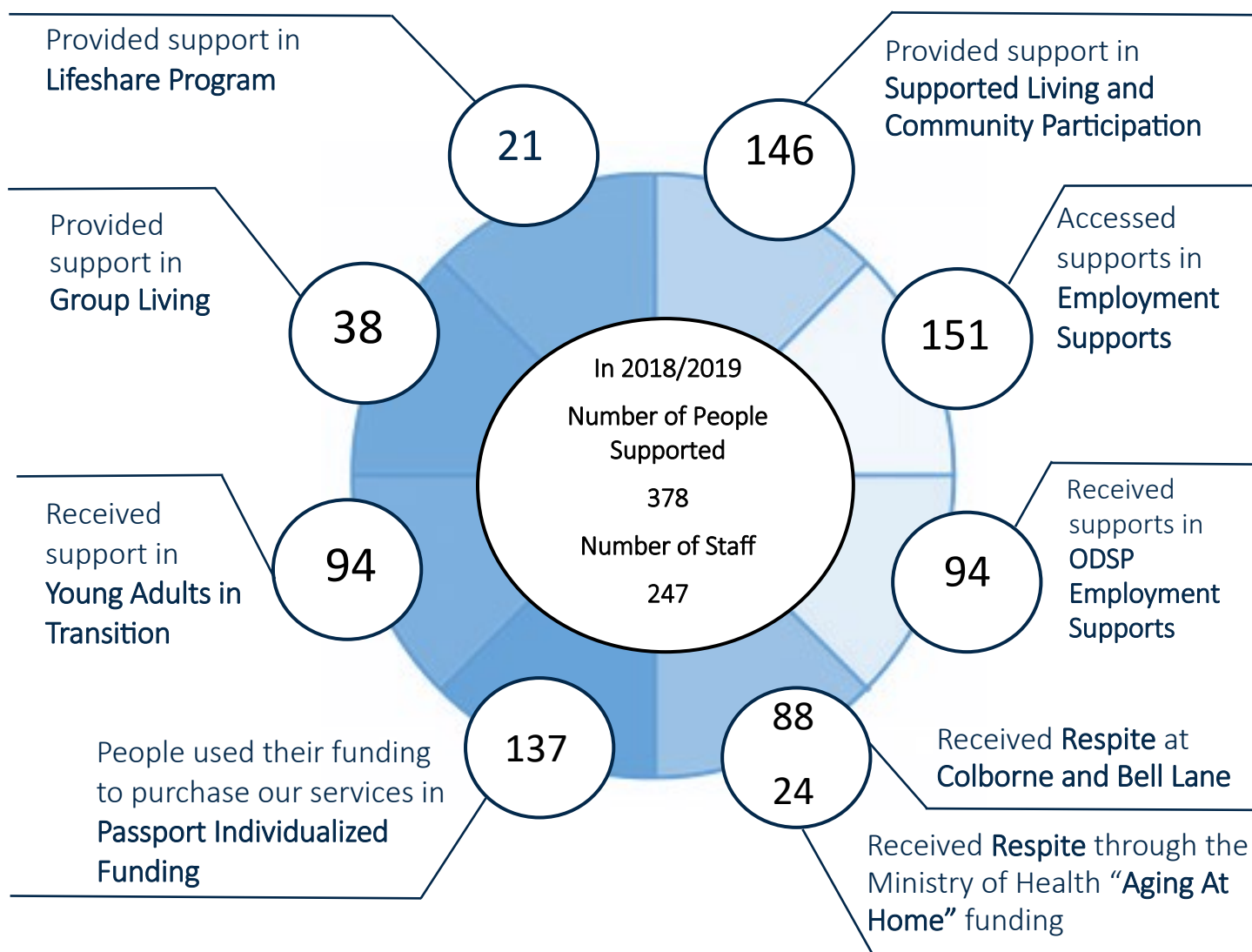
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ACCOMPLISHMENTS

- Currently 10 individualized support teams with the addition of one new individualized budget and a team for a youth receiving Complex Special Needs. funding.
- Working on 3 more individualized budgets/proposals for Complex Special Needs
- With the Ministry approval of Passport funding for all people on the waitlist in 2018, we are supporting 137 individuals and families. We have developed several educational tools and activities to address this change. Currently, new videos, information nights for families, internal staff training and social media promotion took place in 2018/19. New marketing materials coming this summer.



A Look At Our Supports and Services



FAMILY GROUP ANNUAL REPORT

Community Living Brant's Family Group met ten times this year providing parents and caregivers an opportunity to connect and support one another. The group regularly has guest speakers come to provide information on a specific topic.

This year the group's topics have included:

- Resilience, Self-Care and Community Building with Shaun Wood
- Strong Families: Learning from our children and advocating for them
- Passport Funding
- Relationships and Combating Isolation
- Accessible Technology

Throughout the year we have been gathering feedback on people's experience of the family group and ideas for topics for future conversations. A review of the survey results indicate that participants reported agreeing or strongly agreeing that they,

- find the information that is presented useful (91%)
- are learning something new when they come (90%)
- have a chance to share their ideas (100%)
- would recommend the Family Group to others (100%).
- 64% of participants said they felt connected with others through the Family Group events.



This is great feedback helping us to fine tune for upcoming events ensuring we are staying on target with topics of interest and increasing opportunities for interaction, sharing and networking.

The survey results and conversation with family members indicate that there is interest in topics on wellness, ODSP changes, employment, community involvement, healthy relationships and housing.

In response to that feedback, the following upcoming events were planned:

- May 16: **Family Wellness Event** with Rebecca Pauls and Community Partners (PACE, Modo Yoga, Glenhyrst Art Gallery and the Grand River Food Educators.)
- June 13: **Changes to ODSP** with Jeff Wickson from the Brantford ODSP Office.
- October: **Employment** with Shaun Wood.
- November: **Community Involvement and Volunteering** with Joe Erpenbeck
- During the November 2018 family Group Event, the idea of a **Sibling Network** was raised. Since that time, Community Living Brant has supported a survey initiative to see if there are other siblings who would be interested in getting together. The survey responses have been very positive and next steps are underway to plan an inaugural meeting for siblings in Brant.

ASSET BASED COMMUNITY DEVELOPMENT ANNUAL REPORT

Asset Based Community Development is the process of identifying, bringing together and making connections between assets: individuals and their gifts, associations, institutions, places and spaces, and culture and stories. Through collaboration and capitalizing on community capacity, ABCD results in the generation of new ideas and action, followed by collective stories of what we have achieved.

There is a growing understanding that a good life is founded on relationships, having a role in community and belonging.

Community Living Brant has been actively using an Asset Based Community Development (ABCD) approach to explore new opportunities and develop partnership with the goal of increasing connections and opportunities for belonging for the folks connected to Community Living Brant.

In October 2018, 200 people from across Brantford, Brant and Six Nations participated in an ABCD Symposium, called “*Making*”.

- During the symposium, people participated in: bus tours, the stone soup reception, an ABCD workshop, a Living Library, a youth event, and a day and a half of keynote speeches, workshops, and networking opportunities.

There were 30 people affiliated with Community Living Brant, including people supported and staff, involved in the symposium as

volunteers, symposium participants and presenters. The symposium provided Community Living Brant with inspiration, new information and new connections, strengthening our network with community partners.

- For the second year, Community Living Brant has served as the City Coordinator for *Jane’s Walks*, with 16 walks happening on the first weekend in May. Three of those walks were spearheaded by people supported by CLB, while many others participated in other walks happening across the City and County.
- We presented a story about our Janes’ Walks and an ABCD 101 session at the Community Living Ontario Conference in September 2018.



Continued

- Other community development initiatives have included Pop-Up Markets, participation on community committees through the Grand River Health Communities Collaborative and the Brant Food Systems Coalition.



RIGHTS COMMITTEE ANNUAL REPORT



The Rights Committee is an external committee that has the responsibility to review rights limitations and restrictions that have been imposed on people who receive service through Community Living Brant. Currently, the Committee has five active members and meets approximately six times per year.

The following represents the restrictions brought forward for approval in 2018/2019:

Types of Restrictions

Locked doors, closets, cleaning supplies

Limited access to money, medication, cleaning supplies and personal possessions

Psychotropic medication and PRN protocols

Diets or restrictions on access to certain foods/amounts of food

Annual Data	
Number of people with approved restrictions	47 (21 for only psychotropic meds)
New people with approved restrictions	10
New Restrictions	10
Of the new restrictions, only 1 was for psychotropic meds, the other 9 were for finances and medication	
Extensions of existing restrictions	30 (13 were psychotropic meds)
End Reports for Restrictions	2



R.E.A.C.H. OUT SELF-ADVOCATES ANNUAL REPORT

R.E.A.C.H OUT continues its commitment to empowering people who receive services with Community Living Brant through education, advocacy and leadership roles.



MEMBER INVOLVEMENT

As members, we continue to develop leadership skills both within Community Living Brant and within our community.

Within Community Living Brant, members serve on:

- Hiring Committee – playing a role in the interview process to hire new staff
- Board of Directors
- Quality Enhancement Committee
- External Rights Committee
- New Staff Orientation presentation
- Advocates Against Abuse and Understanding Your Rights Trainers

EVENTS AND ACTIVITIES

- School Presentations including education around the “R” word, stigma, inclusion and success stories to grade 10 students at North Park, Caledonia and Cayuga high schools.
- Video presentations regarding employment, “Core Gifts”, and positive contributions to the community.
- Updated and redesigned a new R.E.A.C.H OUT Brochure.
- Hosted preparations for seminars regarding internet and media safety awareness.

LOOKING AHEAD

- Hosting information sessions with other community advocacy groups.
- Continue to encourage new membership.
- Partner with other advocacy groups for information sharing.
- Continue to provide education about the “R” word and stigma, and also share success stories, and contributions to the community.
- Attending the *SpeakingOut* conference in Port Elgin in October 2019.



Quality Enhancement Committee



Advocates Against Abuse Training



Hiring Committee Member

EARLYON CHILD AND FAMILY CENTRE ANNUAL REPORT

The Ministry of Education has invested in Early Years programming to make it easier for children and families to access high quality play and learn drop-ins for parents/caregivers and their children ages 0-6 years in their neighbourhood. We are collaborating with Brant Family and Children's Services and Six Nations partners to ensure EarlyON programs are high quality, accessible and inclusive and that we are offering a variety of different hours in diverse neighbourhoods which include mornings, afternoons, evenings and Saturdays. In addition to offering diverse hours our Indigenous partners are visiting EarlyON Child and Family Centres in Brant to provide specialized programming that focusses on Six Nations staff sharing aspects of their culture with children and families.

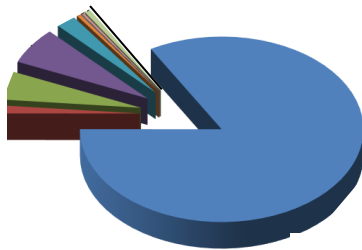


- Continued improvements on the calendar feature on the EarlyON website for parents/caregivers
- Employment Opportunities database for Supervisors to access employment information to support recruitment and retention and Early Childhood Education grant information
- Cultural training to be provided to our staff by Six Nations staff
- Facebook promoting weekly programming for Six Nations, Community Living Brant and Brant Family and Children's EarlyON programs which has over 7,000 followers in Brant
- Opening up new EarlyON locations in response to community input. Mt. Pleasant, North Brantford (Toll Gate Technological Skills Centre) and offering a second of day of EarlyON programming at Paris Sacred Heart
- Working with the City of Brantford Parks and Recreation Department and the Corporation of the County of Brant to offer Pop-ups in less traditional places such as parks and recreation centres.
- Pilot program in our Just Baby and Me. The recent "Making Footprint Creative" of baby's feet engaged 75-100 parent and infant participants.
- EarlyON is the lead organization in the City of Brantford and the County of Brant for offering continuous professional learning opportunities for Early Childhood Educators, Caregivers and other Professionals in the field of early learning and child care.
- A big thank-you to the City of Brantford Children's Services for funding these professional learning opportunities through the capacity building dollars. In addition to the other Educator Series that we have developed we are also continuing to support the "Community of Practice Networks". A "Community of Practice" is a group of people who share a common concern or a passion for something they do and learn how to do it better as they interact as a group.
- We continue to be the leader of Fostering Brant's Growth in Early Learning which supports the ongoing building a foundation of quality programs in early learning and child care in Brant. The intent here is to build upon the philosophy by supporting the whole child as a part of a family and community.



- 7th Annual Touch a Truck event - over 800 in attendance
- 21st Annual Kids Summer Celebration Day - 2,000 families in attendance
- Symposiums for Child Care Supervisors, Child Care Cooks and Home Child Care Caregivers
- Breakfast with Santa with 4 seatings of 50 people each
- Over 60 continuous professional learning topics offered
- Partnerships with the County of Brant and City of Brantford Parks and Recreation, Six Nations Child Care, City and County Public Libraries and Brant Haldimand Norfolk Catholic District School Board to provide outreach workshops for parents/caregivers and children and elementary school teachers
- Participated in Jane's Walks with Bell Lane Respite, John Noble Home and Brantford Painted Rock Group on May 3, 2019

Revenue



83.36% Ministry of Children, Community & Social Services

1.42% Ministry of Health

5.04% Individualized Funding (Passports)

6.38% City of Brantford

2.32% Fees

0.46% Sales

0.05% Memberships

0.29% Fundraising and Donations

0.69% Other

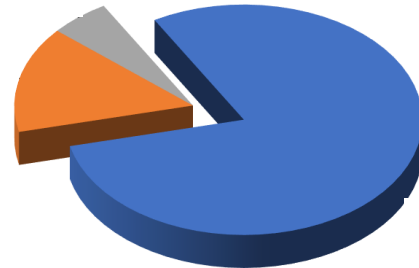
Staffing 80%

Program Costs 15%

Occupancy, Repairs, & Maintenance 5%

Community Living Brant would like to acknowledge our funders, businesses, and individual donors for their dedication and continued support. Your contributions are making a difference in people's lives.

Operating Expenses



HEALTH

AND

SAFETY

"Safety is success by purpose—not accident"

Community Living Brant continues to work towards improving health and safety for all employees and people who receive service and promoting a positive health and safety culture. In 2018/2019, we:

- Celebrated over 14 years as an Advantage Group member in the WSIB Safety Group Program and received a rebate for successfully completing the 2018 program.
- Training was provided to all staff on various health and safety topics - Occupational Health and Safety, Emergency Preparedness, Safe Driving, Safety Engineered Medical Sharps, safe work practices, and Violence in the Workplace.
- Health and Safety Representatives, Supervisors, and the Multi-Workplace Joint Health and Safety Committee participated in training on electrical safety, as well as the roles and responsibilities of a Health and Safety Representative within Community Living Brant.

PASSPORT INDIVIDUALIZED FUNDING ANNUAL REPORT

Community Living Brant offers a diverse range of supports and services to help you get the most out of your passport funding. We offer opportunities for you to build connections and meaningful relationships so you can share your gifts with others. We've doubled the number of people who are purchasing their Passport Services from us from 68 in 2017/2018 to over 130 people in 2018/2019. Here are some things people are doing with their Passport funding:



People have **gained employment** through the experiences and opportunities offered.

People have found and contributed to their community through **social roles**.



"I can keep writing my story".



Opportunities for people to explore their passion for **Arts and Culture**.

Get healthy by becoming a **gym member** and **joining sport teams**.



Community mapping and building community and neighbourhood connections.

STAY
TUNED

Stay tuned for upcoming promotional material coming this summer. You can learn how to discover more opportunities to make your individualized funding taylor made to you.

"The day I got my Passports was exciting."

For More Information:



Jason Clark, Supervisor

Katie Gard, Supervisor

519-756-2662/Ext. 202

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Email: passport@clbrant.com

COMMUNITY RELATIONS ANNUAL REPORT

Golf Fundraiser

The **31st Annual Circle of Friends Golf Tournament** was held on August 16, 2018, at the Northridge Golf Course. 90 golfers participated. The commitment and dedication of these participants and sponsors over the years have helped us to raise over \$500,000 for the Young Adults in Transition program which supports young adults with a developmental disability as they transition from secondary school to independent community life. Thank you to our committed volunteer Golf Committee whose efforts continue to ensure a successful Tournament is organized every year.



Curling Fundraiser

Unfortunately, the **IPC "The Davies Moffat Team" Charity Bonspiel** Committee made the decision to postpone the 2018 Bonspiel, but they have booked the 2019 **10th Annual Bonspiel for Saturday, November 30, 2019**, at the Brant Curling Club. Watch for all the details to help us celebrate the Tournament's 10th anniversary! Over \$9,600 has been raised through this Bonspiel dedicated to the Literacy Program. **"Literacy for Jobs ... Literacy for Life".**



Celebrating Community Inclusion Month

The **13th Annual Flag Raising Ceremony** celebrating "Community Living Month" in the province was held on May 14, 2019, at City Hall. Mayor Kevin Davis read a proclamation declaring "May" as "Community Living Month" in the City of Brantford, and then together with Vickie Amos from Community Living Brant and a representative from Community Living Six Nations Ronatahskaits raised a flag from each agency.

This event in the province celebrates and recognizes the contributions and potential of people with developmental disabilities, and the families, friends, caregivers, volunteers, community groups and employers who make our province stronger by ensuring their full participation.



The **2019 Service Awards** were celebrated with a dinner and fun-filled “Roaring 20’s” Themed evening on May 10th at the Best Western. Staff were acknowledged for their continued dedication and commitment to improving the quality of life for all the people supported at Community Living Brant during their years of service.



2019 Award Recipients

45 Years: Bill Sarkadi

40 Years: Linda Hughes

30 Years: Kelly Belore
Brenda Braund
Ann Smiley
John Jull
Linda Francis
James Place
Carolyn Cole
Janet Reansbury
Liz Caro

25 Years: Laura Zimmer
Sallyann Harris

20 Years: Wendy Allan
Judy Newell
Danielle Woodcock
Allison Campbell-Holmes
Tammi MacIntyre
Peggy Miller

15 Years: Tammy Douglas
Kirk McCarthy
Laurie-Lynn Earl
Joyce Braun
Melissa Marsh
Allan Locey
Melissa Yanchus
Tara Gurney
Amanda-Mae Stamper

10 Years: Eva Taylor
Debbie Cavers
Shelley Jackson
Heather Bridges
Lorraine Whayman
Charlotte Michalchuk
Lisa Powell
Melissa Gunby
Ronald Partridge
Sarah Elliot
Justin Plant
Kathryn Hamilton

5 Years: Matthew Vosburgh
Paul Hayman
Norah Clement
Jared Stahler
Kailey McGillivray
Darryl Woodfield

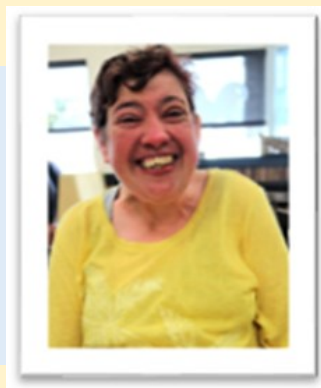


InMemoriam



We fondly remember people we supported who passed away this year and also remember additional family, friends, staff and family of staff who have passed and we dedicate this Annual Report to their memory.

Trudy Whitehead passed away peacefully at her home on Tuesday, November 13, 2018. Trudy had a smile that was infectious and you could not help but smile back! She had a passion for life that included being a long-time supporter and fundraiser for the Terry Fox Run, was an avid Elvis fan, and had a love for animals and people. She was a special person to all in the community. Trudy will be sadly missed by her family, friends, community and all who knew her at Community Living Brant.



Cindy Morris passed away on November 19, 2018. Cindy loved knitting, especially using bright coloured wool with “all the colours”, and she especially loved a good puzzle. She loved visitors for lunch and walks outside to watch the planes fly by. Cindy had a smile that could light up any room and will be missed by all those who had the pleasure of knowing her over the years at Community Living Brant.

Gord Amirault passed away on April 13, 2019. Gord took great pride in having worked at Community Living Brant as our Receptionist for many years. He was very dedicated to this role. He was a very proud uncle and even prouder great-uncle. Gord was an avid sports fan who especially loved to watch baseball and hockey. He also loved animals, particularly dogs, and enjoyed listening to music. Gord, we will miss you





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