

Annual Report  
2008-2009



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## Report from the President and Executive Director

### This year marks Community Living Brant's 56th Annual General Meeting

Community Living associations were founded by parents and concerned citizens who believed that the community offered a better life for their sons and daughters.

Over the last 60 years, parents, family members and other advocates have continued to build strong and supportive communities and have advocated for the closure of institutions.

This goal was realized on March 31, 2009, with the closing of the last three institutions: Rideau Regional Centre, Huronia Regional Centre and the Southwest Regional Centre. Over many years, there have been more than 200 people who have returned from institutions to receive support from our organization. On March 31, 2009, Community Living Brant honoured these people in a "service of reflection" followed by a "celebration of closure" party. People who had lived in institutions were joined by family, friends and staff on this significant and very emotional occasion.

A delegation from Community Living Brant were very pleased to present Dave Levac MPP with a plaque in appreciation for his and his government's involvement in the closures.

A video entitled "The Freedom Tour" was created by a group of self-advocates from across Canada, and over the past three months, it has been viewed by people involved in our services, agency staff, our Board of Directors and our Quality Enhancement Committee. This powerful video looks at life in institutions across Canada, past and present, as many Provinces continue to operate institutions.

Bill 77 - *Services and Supports to Promote the Social Inclusion of Persons with Developmental Disabilities Act, 2008*, was proclaimed in September 2008. This Social Inclusion Act will be the legal framework under which Developmental Services operates and will replace the 35-year old and out of date *Developmental Services Act*. This new Act is not yet in effect



as the Ministry must develop policy directives and regulations before the Act can become law.

The services and supports that will be funded under the new Act are:

- Residential services and supports for adults who live in:
  - ▶ Intensive support residences
  - ▶ Supported group living residences
  - ▶ Host family residences
  - ▶ Supported independent living residences
- Activities of daily living services and supports
- Community participation services and supports
- Caregiver respite services and supports
- Professional and Specialized services
- Person-directed planning services and supports.

Some of the key changes in the new Act are:

- New language and clearer definitions and rules for determining who will receive services
- New application and funding entities
- Person-directed planning to assist people in planning for their future
- Options for receiving support
- New quality standards for agencies and inspections
- Waiting list reports
- Standard processes to raise concerns.

Within this past year, a Risk Management

Assessment was completed on all organizations receiving MCSS and MCYS funding, and each agency was given a rating of low, medium or high risk. Community Living Brant was rated as "Low Risk".

Agencies assessed with a "Low Risk" rating have to self-report within 18 months using a Ministry designated tool. Our Regional Office has set a report back timeframe of January 2010.

There are eight risk dimensions with each holding a different weight in the overall risk assessment:

- Governance/Organizational Structure
- Service Delivery/Operational
- Stakeholder Satisfaction/Public Perception
- Financial
- Legal and Compliance
- Technology and Operational
- Information
- People/HR





## Report of President and Executive Director ... continued

An initiative undertaken by the Ministry of Community and Social Services this year was the "Increasing Community Capacity Initiative" with the four areas of focus being:

- the conversion of a small percentage of existing traditional residential services into more individualized supports;
- using residential vacancy management to respond to a portion of the individuals who are leaving the children's system or are adults currently at risk;
- responding to wait lists for day supports, including Passport, by redirecting a small portion of existing participation supports funding; and
- increasing the community's capacity to support more individuals through achieving greater administrative efficiencies.

The Brant Community met numerous times to prepare an Increasing Community Capacity Initiative Plan for submission to the Ministry for approval. Over the next 18 months, Community Living Brant's commitment to this plan is to provide service to an additional 6 people within our existing resources. Initiatives, such as these, do limit the agency's capacity to be flexible and responsive and we have been clear with the Ministry that future initiatives along these lines could have a detrimental impact on services.

The Federal Government introduced a "Registered Disability Savings Plan" (RDSP) to enable families and individuals with disabilities to accumulate a financial nest-egg to relieve the person of the poverty that very often accompanies having a disability. The Federal Government is promoting the use of RDSPs for long-term savings by making its own contributions that must be left within the plan for at least ten years. A link to the RDSP website [www.rdsp.com](http://www.rdsp.com) can be found on



our Community Living Brant website.

A Developmental Service Worker Apprenticeship

was announced this year. This new initiative would allow our employees to return to school to obtain a Certificate of Apprenticeship, largely funded by the Ministry of Training Colleges and Universities. Graduates could then go on, if desired, to complete additional courses in order to obtain their Developmental Service Worker Diploma. Community Living Brant supported Mohawk College in their successful bid to become a Training Delivery Agent of the Apprenticeship Program.

An important event for Community Living Brant this year was our Guided Self-Assessment on Basic Assurances and Shared Values with the Council on Quality and Leadership Canada. The information gathered from people receiving service, families, staff and community partners has been most valuable as we develop our Quality Plan for the agency. Our Strategic Plan is beginning to wrap-up and we will be merging the remaining areas of relevance with the Quality Plan and together this will provide our direction for the next few years.

The Self-Advocates Committee, R.E.A.C.H. Out, continues to meet regularly. This year, they struck two Task Forces to gather information and provide suggestions on our agency's complaint procedure and on our staff hiring process. We are very appreciative of their contribution and will continue to work closely with them as we move to implement their recommendations.

We are also proud to announce that representatives of the "Complaint Procedure" Task Force will be presenting at the



Community Living Ontario Conference in June.

We are very pleased with the ongoing growth of our Respite Service. Having our Colborne Street Home designated "respite only" has meant we no longer intrude on people in their homes and we have additional flexibility with the apartments in the basement. Through the At-Risk funding and the Ministry of Health Aging At Home Initiative, we have increased from being open 1 week per month to 3 weeks per month plus full-time summers. During the first year of our Aging at Home funding, we were able to provide respite to 15 people, and this year, we have the resources to grow to provide this service to 25 people. In order to maintain this much needed level of respite, we will be actively lobbying the Ministry of Health to annualize these funds at the end of our three year grant.

We are currently in the process of introducing a new data base, Alliance Information Management System (AIMS). Our Agency Implementation Team will be introducing this data base and providing training to all employees over the next six months. While a large undertaking, this will be of great benefit to both people receiving service and the organization in the management of information.

## Report of the President and Executive Director ...continued

We have officially launched our new agency website and encourage all of you to check it out at [www.clbrant.com](http://www.clbrant.com).

We value ourselves as a learning organization, and as well as sending people out to workshops and seminars, we also have hosted a number of educational/development opportunities for people supported, families, Board of Directors and employees. As we continue to build strong partnerships within the community, we took the opportunity to open up a number of these training events to our community partners.

Now in its 8<sup>th</sup> year, the Ontario Early Years Centre: Brant continues to maintain its valued leadership role within the community. Each year becomes a greater challenge, however, as the OEYC has not received any additional funding since its inception.

Our collective agreement expired March 31, 2009, and we are currently in negotiations.

Thank you to Carolyn Jarvis and Heather Rutter, Co-Chairs for CUPE Local 181, for their cooperation and dedication to their roles.

Some community initiatives and partnerships that we have been/are involved in are:

- Peace and Diversity
- Wellness Works
- Poverty Round Table



- Wilfred Laurier University Research and Participation Program
- The Brantford and Brant County Master Aging Plan
- Best Start
- Abilities First
- Healthy Living Coalition for Brant
- Mohawk College Social Service Worker Advisory
- Fanshawe College Developmental Service Worker Curriculum Advisory
- Ichthys Theatre Group
- Ontario Partnership on Aging and Disabilities
- Grand Erie Training Apprenticeship Board

I would sincerely like to thank my fellow Board Members for their ongoing commitment and dedication to Community Living Brant.

Also, on behalf of the Membership and the Board of Directors, I would like to extend to all staff of Community Living Brant our heartfelt appreciation for the work you do on a daily basis to ensure that people we support have the opportunity for a quality life lived in a community as fully participating members.

*Respectfully submitted*  
**Marylou Chatland, President**

On behalf of the people we support and the staff, I wish to extend our sincere appreciation to the Board of Directors and the members of all of our Committees for the many hours of volunteer time they give on behalf of Community Living Brant.

Thank you also to Wilma Van Staaldunen, our Program Supervisor from the Regional Office of the Ministry of Community and Social Services, who continues to work in partnership with our organization.

Thank you to an extremely dedicated team of employees for their commitment to the people who receive services from Community Living Brant.

*Respectfully submitted*  
**Janet Reansbury, Executive Director**

## Mission Statement

Community Living Brant promotes full citizenship and respect for all people through education, support and services designed to meet the diverse developmental needs of children, adults, and their families.

## Vision Statement

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



## Community Living Brant Board of Directors 2008-2009

**President, Marylou Chatland**

**Past-President, Grace Wilson**

**Secretary, Martyn Camper**

**Treasurer, Darlene Manzer-Hall**

### Directors:

**Rob Campbell**

**Gordon Cuthbert**

**Gert Franklin**

**Maria Gallo**

**Steffen Jagt**

**Gary Kusch**

**Murray MacDonald**

**Elizabeth Telz-McQuamie**

## Report of the Audit Committee

### MEMBERS:

**Darlene**

**Manzer-Hall, Chair**

**Marylou**

**Chatland, President**

**Glenda Minard**

**Denys Jones**

**Janet Reansbury,**

*Executive Director*

**Kathryn Dubicki,**

*Director*

**Janice Dougherty,**

*Recording*

The Audit Committee of Community Living Brant was established in 2008. The mandate of this Committee is to provide advice and recommendations to the Board of Directors with respect to procedures, policies, financial controls, the external audit of financial statements and financial reporting.

In 2008/09, the Committee:

- developed Terms of Reference in consultation with the Auditors, Millard, Rouse and Rosebrugh;
- met with the Auditors to review the audit plan;
- reviewed the 2009/2010 Budget for recommendation to the Board of Directors;
- met with the Auditors to review the 2008/2009 audit and financial statements for submission to the Board of Directors.



Respectfully submitted,  
Darlene Manzer-Hall, Chairperson



## Report of the Community Relations Department

This has been an exciting year for Community Living Brant!!

### Update from Fundraising and Public Awareness Events:



Community Living Brant has hosted several different fundraising/public awareness campaigns over the years with much success. However, this year, we are disappointed to announce the retirement of our annual "3 on 3 Street Ball Tournament". Community Living Brant hosted this tournament for 5 years and raised over \$20,000 for the Young Adults in Transition program!! We are thrilled to announce a new partnership with the local business, Investment Planning Counsel, "The Davies Moffat Team" and have adopted a new venue to replace the "3 on 3 Street Ball Tournament". On March 28<sup>th</sup>, IPC "The Davies Moffat Team" Community Curl in Support of Community Living Brant was held at the Brant Curling Club. Eight teams participated in this bonspiel and raised \$9,500.00. Next year's tournament date is to be announced.

AUGUST 21, 2008

"Circle of Friends" Annual Golf Tournament took place at Northridge Golf Course. One hundred and twenty-two teams participated in the 2008 tournament and raised over \$10,000. The 2009 Tournament is set for August 20<sup>th</sup>! Register today!



NOVEMBER 2, 2008



The second annual "Blues On The East Side" fundraising event took place at Jackhammers Nightclub. The 2009 date for this event is to be announced.

NOVEMBER 29, 2008

Community Living Brant participated in the Annual "Jaycee's Santa Claus Parade".

Big thanks to the individuals and staff from Transitions who organized this year's parade participation.

MAY 1, 2009

The fourth annual "Box Lunch" took place in partnership with Moose Winooski's Restaurant. Lunch sales tripled this year with over 730 lunches sold - surpassing our goal of 500! Thanks Brantford!

### Community Living Brant Celebrated "Community Living Month":

- Box Lunch Fundraiser May 1<sup>st</sup>.
- City Council proclaimed the month of May as "Community Living Month" in the City of Brantford. This was followed by the raising of the Community Living flag at City Hall on May 4<sup>th</sup>.
- Our community-sponsored page was featured in the May 9<sup>th</sup> edition of the Expositor.
- Staff and individuals participated in the annual "Community Living with the Blue Jays" game in Toronto May 17<sup>th</sup>.
- Community Living Brant street-wide banners hung at 2 locations in Brantford throughout the month of May.
- The agency hosted a Chamber of Commerce "Business After Hours", which included an evening of networking, refreshments and tours of our Dunn Building.



## Report of Community Relations Department... Continued

### Around Town

Staff and individuals have participated in various career fairs throughout the year. We are continually visiting high schools and post-secondary schools to promote our message and job opportunities.

Community Living Brant circulates 2 major newsletters and several information packages annually for its members, friends and partners.



The Community Living Brant brochure is currently being updated.

Community Living Brant also partnered with a local theatre group, *Ichthys Theatre*, to promote their production of "Flowers for Algernon".

Transition hosted their annual community Valentine's Day Dance at the Dunsdon Legion in February.

### Media

Community Living Brant has been featured in several articles throughout the year in the *Expositor*.

The Rogers Cable TV program, *First Local*, came out to the curling bonspiel and conducted interviews.



A new electronic street sign was purchased and has had some great reviews. The agency can now continually advertise new messages at any time.

### Grants

Community Living Brant gratefully acknowledges the financial support from the City of Brantford, Brant Community Foundation, Southern Network of Specialized Care, the Royal Bank Foundation, and the Kelly Foundation. Through these successful grant appli-

cations, Community Living Brant was able to provide unique staff training, to purchase two street wide banners, support our agency's Lylla Cox fund and to help fund a joint information fair put on by the Ontario Early Years Centre: Brant.







## Ontario Early Years Centre: Brant Annual Report 2008 to 2009



Ontario Early Years Centre: Brant provides support and services for parents and caregivers with children ages 0-8 years. OEYC: Brant also provides extensive services to support the child care, early learning and parenting community, and educators.

### Highlights of Accomplishments 2008-2009:

- *Expansion* of our annual CHANGE Child Care Conference to accommodate more participants - over 175 participants on one day.
- *Achievement* of Raising the Bar on Quality accreditation program.
- *Coordination* of services continued through the Best Start Network / Service Integration Committee for the early learning community.
- *Completion* of an electronic parent/service user survey and staff survey.
- *Contributed* articles to the Best Start Magazine and assisted in the coordination of the quarterly project.
- *Participated* in and coordinated a parenting special for Rogers Television.
- *Provided* and participated in specialized training for Jolly Phonics.
- *Hosted* a welcome luncheon for the new Brantford ECE program and students.
- *Assisted* in the coordination and delivery of the Working Together Symposium 2009.
- *Recipient* of a generous donation of funds from the Ralph Swanson Estate.
- *Celebrated* seven years of service in March.



**CHANGE 11!**  
Conference April 2009



**Parent & Child Workshops**  
Infant Massage



**New Resources courtesy of**  
Ralph Swanson Estate

### Fun Facts!

- We had 9,200 parent/caregiver visits and 13,650 children visits to our programs.
- We served over 3,330 parent/caregivers and educators in workshops.
- We made over 3,600 referrals to other early years services.
- We made over 130 unique partnerships/linkages with other community agencies.

A special and sincere thank you to **Melanie Graham** for her role in the Interim Manager's position from April 2008 to March 2009!

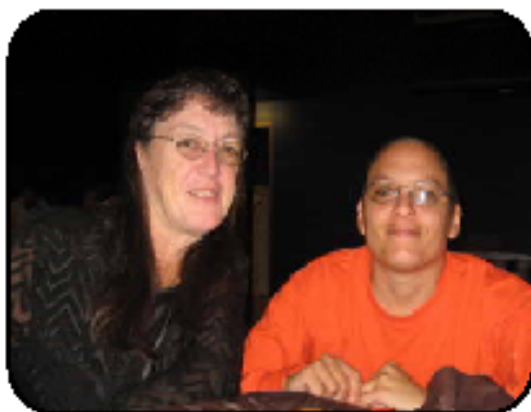
Respectfully submitted by:

**Melodie Spencer**, RECE, ECE. C, Manager, OEYC: Brant

## REPORT OF THE PARENTS GROUP

The Community Living Brant Parents Group continued to meet periodically throughout the year. Over the past fiscal year, the Parents Group met on several occasions.

The generous donation that the Parents Group received from the Paris Lioness Club was used to provide cooking classes for people who receive support. The first course was held over a six-week period at the Central Presbyterian Church. The theme of the cooking course was "Traditional Family Comfort Foods". Participants were asked to bring a favourite family recipe, which was prepared by the group. The class was a great success and a second course will be offered again in the upcoming months.



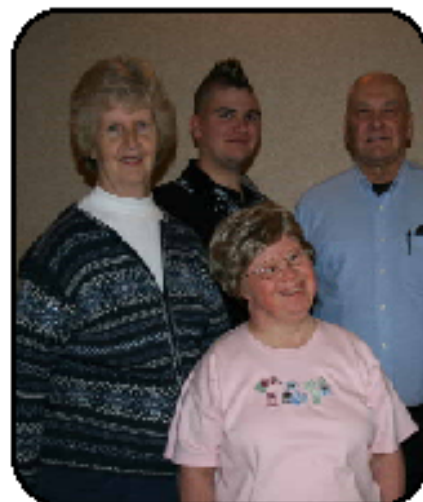
On February 5, 2009, the Parents Group hosted an information night on Wills, Estates, and the Henson Trust by Mr. Ted Pease. Mr. Pease is a local lawyer who specializes in these areas. During the evening, Mr. Pease also assisted families on understanding the difference between a Henson Trust and the federal government's new Registered Disability Savings Plan (RDSP). The Parents Group invited families from CL Brant and

families involved with other local agencies. The evening was a great success with over 40 people attending the session.

A number of parents attended a local videoconference session by the Ontario Partnership on Aging and Developmental Disabilities.

The topic was participating in health care decision-making and full life cycle planning with your family member who has a disability. The speaker was Leigh Ann Kingsbury, who was the lead consultant on Health Care and End of Life projects in Washington, DC and Toronto, Canada, and is presently consulting with numerous organizations around person-centered planning and communication of health care and end of life wishes.

At the time of this report, the Parents Group has plans to host an evening presentation by Contact Brant on June 11, 2009. Jane Angus, CEO of Contact Brant, will be coming to speak on the Passports Program and the Ministry's new standardized



assessment for accessing services called the "Supports Intensity Scale Assessment". This assessment is being introduced as a part of the new Bill 77 legislation that replaces the old Developmental Services Act.

The Parents Group continues to have housing as one of their top priorities and hopes in the coming year to be able to focus more on this very real need.

Respectfully submitted,

Eleanor Moore  
Parent Representative

## REPORT OF THE QUALITY ENHANCEMENT COMMITTEE

### MEMBERS

Paul Wilson,  
Membership

Randy MacKenzie  
Membership

Deb Ballak,  
Membership

Glenda Minard,  
Parent

Shella Hoffman  
Self Advocate

Tracey Gard  
Supervisor

Susan Walters  
Quality Initiatives

Deb Cavers,  
Director

Janet Reansbury  
Executive Director

Wendy Matthews  
Recording

The focus of the Quality Enhancement Committee was developing a Quality Enhancement Plan for the year that supported the areas requiring growth and change in the Association. The results from the agency's self-assessment completed in November 2008 on Basic Assurances and Shared Values through the Council on Quality and Leadership (CQL) Canada helped formu-

late the plan. This self-assessment was an intensive review of our organization's systems, practices, and beliefs. The areas that were reviewed were divided into ten "factors" for both basic

assurances and shared values. Basic Assurances® are essential, fundamental and non-negotiable requirements for all service and support providers. They are demonstrations of successful operations in the areas of health, safety and human security. Shared values look at our internal belief system or values. Our collective values guide our organizational behaviour and shape our organizational culture.



Over the past year, the Committee has established five key areas of focus.

### 1. Dignity and Respect

- The Planning and Resource Committee ensured there were monthly discussions on strategies and ways to provide respectful support in key areas. This has included discussions on how we support people with their finances, exploitation, how to handle disrespectful situations in the community, and how to support someone to make an important decision.

### 2. Rights and Responsibilities

- Revising the current rights training for people receiving support to be

more inclusive.

- Creating a training package for staff which will include understanding a person's rights and supporting them to exercise their rights, as well as support in understanding the role of the agency's external Rights Committee.

- Creating a thorough agency right's policy.

### 3. Abuse and Neglect

- Establishing training and learning opportunities for staff and people supported.

- Updating the agency's abuse policy to meet the

expectations defined in the Basic Assurances.

### 4. Self-Determination and Choice

- The Self-Advocate's group is working on making recommendations for change regarding the agency's complaints procedure and hiring procedures.

- Revised the current person-directed planning process and piloted the changes with various staff teams.

5. Revised staff orientation process to be more comprehensive and valuable to new staff.



## REPORT OF THE QUALITY ENHANCEMENT COMMITTEE ... Continued

The Committee created an overarching Vision Statement for the Quality Enhancement Plan and established a Goal Statement for each area. Each of the five areas of focus has specific objectives that are tied to the achievement of specific Basic Assurances and Shared Values factors.

The Committee reviewed the data from Personal Outcome Interviews utilizing new data collection tools. The agency's reliable interviewers set up an annual interview schedule to ensure a cross-section of interviews were completed throughout the year. The Committee is able to monitor our quality of supports by comparing our interview results with CQL's national database. As well, there is a Basic Assurances Index that monitors the interview results from 9 key outcomes that are reliable indicators of successful systems in the agency to help us to monitor if we are providing quality supports to assist in the achievement of personal outcomes for individuals who receive support.

The Committee will review the evidence that supports the Basic Assurances and Shared Values findings on an annual basis. As well, the Committee will use this information to monitor the agency's progress in improving our systems and practices.

The Planning Resource Committee provided information to the Quality Enhancement Committee on their involvement in planning, personal outcomes

and communication within the agency. The focus for this year has been on monthly discussions within staff teams and the management team on ways in which our support foster or hinder respectful support to people.



The agency hosted a training event with David Pitonyak in March of this year. David speaks about supporting people who have been labelled as having "difficult behaviours". Over the three days, staff from Community Living Brant and 11 other agencies from our community and across the province listened to David's message. He spoke to the group about the impact of loneliness in the lives of people who experience disabilities, especially for people who have what some people call difficult behaviours. There was discussion around how to build positive and enduring relationships in people's lives to reduce people's loneliness. People heard about the importance of having someone in your life that holds and tells your story - something that is very often missing in the lives of the people we support. Those who had the opportunity to hear David speak left with a stronger

understanding of importance of meaningful relationships and how the absence or presence of these relationships can dramatically affect people's lives. This event gave agency staff and the community an opportunity to learn more about David's strategies for supporting people in preparation for a nine day intensive Positive Systems Approach Institute we will be hosting in August 2010.

As part of the agency's focus on improving the quality of services for people, we will be using a new web-based database (AIMS) that will allow us to document important information about each person supported and share that information more effectively within a support team. The AIMS system (developed in partnership with CQL Canada) is designed to quantify the support provided to persons requiring a wide range of services and supports, as well as provide a tool to view the type, quality and quantity of these supports to ensure they are at the highest level. The database will track and analyze all the critical systems information required to provide quality services. We are very excited about the database and look forward to seeing it implemented over the next few months.



## REPORT OF THE QUALITY ENHANCEMENT COMMITTEE ... Continued

Throughout the year, Susan Walters, a staff support for Quality Initiatives, together with assistance from her co-workers, arranged to host or attend a number of educational/information sessions on a wide variety of topics including:

- Habitat for Humanity information
- Oral health presentation
- Pedestrian Safety Training
- Self-Advocates Open House (R.E.A.C.H. OUT)
- International Reunion Service
- Voice Your Choice workshop held in Dunnville
- Photography Contest
- Best Buddies Meet & Greet
- Women's Health Information
- S.L. Cooking Classes
- My Body Belongs To Me
- Introductory Sign Language
- Telemarketing Protection
- Why Not Be You - Improv theatre production project with CL Brant, Laurier University and Why Not City Missions
- On-line Social Networking: Risks and Rewards



This year saw the historical milestone of the closure of the remaining provincial institutions for people who have an intellectual disability. On March 31, 2009, Community Living Brant celebrated the closure of all institutions in Ontario. A small, intimate remembrance ceremony was held to honour the lives of people who lived part of their lives in an institution. People supported who had lived in an institution invited family, friends and staff to join them in this time of remembrance. The evening continued with a "Let's Celebrate Freedom" party and dance where over 175 people came out to celebrate this historic event.

On April 3<sup>rd</sup>, there was a presentation of the Community Living Ontario plaque to Dave Levac, our local M.P.P., by three individuals who had returned from institutions and Janet Reansbury, our Executive Director. The plaque was to recognize the decision and commitment of successive Ontario governments to close institutions and support Community Living alternatives for people who have an intellectual disability.

Over the past few months, people receiving support, staff, board members and committee members have watched the People First of Canada's "Freedom Tour" video. People First of Canada created this documentary to help people understand that no person should ever have to live in an institution regardless of the labels attached to them.

We look forward to the upcoming year to see the implementation of the various new training opportunities, enhanced person-directed planning process and updated staff orientation process. We are confident that all these changes will enhance the agency's quality of services and supports.



Respectfully Submitted,

Deb Cavers  
Director of Quality and  
Organizational Development,  
OEYC: Brant





## REPORT OF R.E.A.C.H. OUT - THE SELF-ADVOCATE COMMITTEE

R.E.A.C.H. OUT, the Self-Advocate Committee of Community Living Brant, has had an exciting and very productive year with many projects, events and results to show for it.

### *Working Together to Make Change:*

**July/08:** An open house was held to recruit people who were interested in looking at and proposing change to the agency's Complaint Procedure Policy and Procedure and the hiring practices. They had a very successful attendance and were able to form two working sub-committees to bring about change.

**August/08 - December/09:** The Complaint Procedure and Hiring sub-committees met over several months creating proposals for change and improvement in the way services are offered at Community Living Brant.

**November/08:** Several self-advocates participated in consumer focus groups during the agency's three day Self Assessment Workshop facilitated by CQL Canada.

**January/09:** The Director of Quality met with the committee to review the findings of the Self Assessment Workshop and gain their input on what they would like to see as next steps for the agency as a result of the findings.

**February /09:** Representatives from the Complaint Procedure and Hiring sub-committees have been selected to conduct a workshop at Community Living Ontario's annual conference in June/09. They will share their experiences in working as a group and with



the agency in implementing change to policies and practices within an organization.

### *Community Education:*

**June/08:** The committee attended the agency's Annual General Member's meeting at the German Hall. They set up a display table highlighting their projects and accomplishments and two members of the committee addressed the meeting assembly.

**October-December/08:** Two self-advocates have spoken to six different local high school career classes sharing their personal stories and accomplishments and explaining what its like to receive supports from a service agency.

**January/09:** Two self-advocates spoke to a local PSW college program on the programs and services offered at Community Living Brant and shared their personal experiences.

**March/09:** We're on the web! R.E.A.C.H. OUT now has their own page on the agency's new website. They can control the content, upload pictures and advertise upcoming events.

**May /09:** Three self-advocates spoke to a local DSW college program. In June, they are scheduled to speak to Grades 7 and 8 at Paris' North Ward public school.

**May/09:** The committee is doing two showings of *The Freedom Tour* for people and their families who wish to view the powerful film on the stories of

people who have experienced the segregated life of institutional living.

### *Networking and Education Opportunities:*

**August/08:** A group of self-advocates attended the first annual *City Mix* in Toronto's Nathan Phillips Square. *City Mix 2008* was an event with a goal to bring all society together celebrating inclusion.

**September/08:** Three members of the committee attended *Voice Your Choice* in Dunnville. This was a one day workshop providing education on ways to effectively deliver your message, be heard and develop strong self-advocacy skills.

**November/08:** Three self-advocates attended the annual CACL conference in Ottawa. They were among the first group to see the People First Canada production, *The Freedom Tour*.

**February/09:** Two self-advocates attended Community Living Ontario's Communication Conference in Orillia.

**April/09:** Three committee members attended *Speak Up #3* in Tillsonburg. This has been a series of workshops over the past few years that provide tools for effective self-advocacy and speaking in a manner that increases your chances of being heard.

### *Projects for the future:*

...Ongoing public education for schools and colleges.

...Continue to network and build contacts with other self-advocate groups and agencies through workshops and conferences.

...Plans are progressing forward to film a video on respect and rights to be used for educational purposes in agency orientation and training.

...Fundraising spaghetti dinner to be held in September to raise funds for the video project.

...Long term goal to host a second self-advocate conference, aiming for 2011!!





## REPORT OF THE RIGHTS COMMITTEE

### MEMBERSHIP

Patrice Burke  
Chair

Paul Wilson

John Farley

Jason Richardson

Sandra St. Louis

Joe Hibbert

Deb Cavers,  
Director

Janet Beansbury  
Executive Director

Wendy Matthews  
Recording

The Rights Committee is an external committee which provides data to the Board of Directors through the Executive Director.

The Committee holds responsibility for reviewing limitations and restrictions that have been imposed on individuals who receive service through Community Living Brant.



The role of the Rights Committee is:

- To ensure that restrictions are actually needed and are not being imposed for convenience, for historical reasons, as a result of agency rules or due to a lack of resources.
- To review the accompanying plan with each restriction to ensure that it is the least intrusive and that a removal of some or all of the restriction is under regular consideration by the supporting staff.

Restrictions are often necessary for people to continue to live safely within their community. Restrictions can take many forms, such as locked doors; closets, money, medication and other personal possessions locked up; psychotropic medications; diets; crisis intervention and behaviour support programs.

The Rights Committee has found that staff, families and the individuals being supported have been very creative in designing solutions to allow the individual supported to live a life in the least restrictive manner possible.

Since the Rights Committee began 11 years ago, the Committee has reviewed 191 restrictions for 98 individuals. To date, 78 (41%) restrictions have been successfully lifted. If restrictions are unable to be lifted, they come back to the Committee as an extension. The Committee celebrates the lifting of all restrictions, but also clearly acknowledges the fact that many individuals will need long-term supports to enable them to live to their fullest potential within their community.

Respectfully submitted  
Patrice Burke, Chair

## SUPPORT SERVICES

### ACCOMMODATION

#### Group Living:

49 people in 11 homes in Brant and Brant County receiving 24 hour support. Each home is designed to meet the needs of the individuals.

#### Associate Family:

Currently 12 people are supported in 8 family homes and another provides respite only. This option involves a person or family sharing their home with a person with a developmental disability. They are screened, their home reviewed, and they must be approved by the agency

#### Supported Living:

99 people receiving various levels of support based on individual needs (i.e. budgeting and money management; landlord and tenant issues; home and lifestyle maintenance (groceries); active listening (counseling); health and wellness (medical appointments); advocacy; resource and networking; skills development; and facilitating connections with their families)

#### Enriched S.L.

18 people in 4 different locations. These options range from 2-3 people sharing a rental house to 4 apartments in a large building to a four-plex. Staff are available 24 hours and may be based out of one of the apartments.

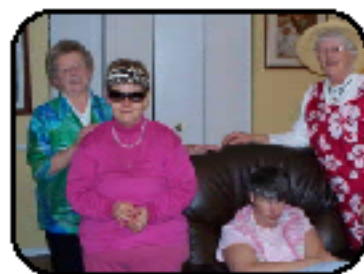
#### Respite:

House dedicated to out-of-home respite. 58 people eligible for service every week-end from Friday to Sunday; space for 4-6 people. The apartments downstairs are also available for respite and other options, i.e. young people getting ready to move out. They are also used from time to time by Children's Service providers as respite options; in these instances, they provide their own staffing. The house is open full time for the months of July and August.

**At Risk Respite:** Up to 15 people identified as eligible (1 week a month; Monday to Friday for 4 people) and evening respite for some younger folks (2 evenings a week). People have to be identified through Contact Brant. This annualized funding was approved by the community from the At Risk Community Fund.

#### Aging at Home Strategy

We have just completed our first year of a proposed 3-year joint project with Participation House - Brantford funded through the Ministry of Health and Long Term Care Aging at Home Strategy. This past year, we provided 19 weeks, and this year, as the project expands, we will be providing 27 weeks of respite. There were 15 people identified as eligible for this service this past year. People have to be identified and referred through Contact Brant. In order to qualify, the caregivers have to be at least 65 years of age or the person referred is an aging individual with a disability ("aging" defined by the progression of aging symptoms due to the nature of the disability).





## DAY PROGRAMS

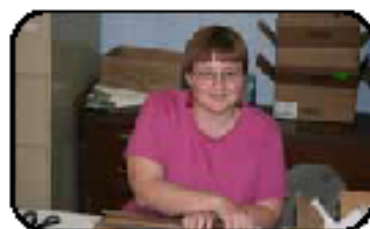
### Dunn Enterprises:

126 people (56 full-time and 70 part-time) supported doing sub-contracting for numerous businesses in the community ranging from packaging, small parts assembly, sorting and inventory, quality control, fork lift and pallet truck operators, shipping and receiving, and product assembly. We also provide WHMIS training, fork lift certification, safe food handling training, health and safety training, first aid and lifting training for people who wish to participate. Many of the part-time people have jobs in the community:

- 5 people earn extra money doing piece work (revenue divided between our agency and the people working on the contracts).
- 9 people are involved in small business ventures: Hot Dog Cart (4); Lawn Mowing (3); and Janitorial (2).

The Cafeteria at the Dunn provides nutritious hot lunches and breaks on a cost recovery basis. They also provide catering for other agency events.

Literacy in the Workplace is also offered.



### Community Activity Program:

Currently 40 people receive support with a focus on leisure and recreational opportunities. Through planning, people determine how to spend their time in a fun and relaxed environment, community-based leisure, recreation and volunteer participation. Some of the in-house activities include: snoezelen/relaxation therapy; music; virtual reality; self-image enhancement; baking; arts and crafts; social skills development; and pet therapy. Community connections include: Meals on Wheels (2 x week); SPCA; Habitat for Humanity Build; swimming; bowling; nature walks; train rides, grocery shopping; camping and cottage stays; community social connections; and Tunes in the Park.



**Young Adults in Transition:** Staff provide support for up to 82 young adults and their families to:

- Facilitate their transition from school to community life (including accommodation, work, leisure activities and further education); facilitate life planning and implementation of goals; facilitate connections to the community; ensure appropriate supports and services; provide or facilitate education and skills training.
- Educational Connections/Opportunities: Mohawk College - 3 people have successfully completed the Future Directions Program; DARE Program offered by the Brantford Police Department; My Body Belongs to Me offered by the Sexual Assault Centre; Safety Training through Mohawk College; Food Processing and Handling through the Brant County Health Unit; Relaxation Therapy through CMHA; First Aid; CPR, WHMIS, Rights Training/Responsibilities, Advocacy, Self Esteem and Cooking.
- Other Connections/Partnerships: People are involved in the Kiwanis Aktion Club, Soup for the Soul, Habitat for Humanity builds and the Re-Store, Food Bank, John Noble Home, Why Not City Missions, Brantford Theatre (one person sitting on the Board), Laurier Brant, Poverty Round Table event at Harmony Square, Art in Motion, TIJA Ceramics, and Brantford Public Library.





## SUPPORT SERVICES

### Day Programs .... continued

#### Literacy Program

(Part of Transitions)

44 people involved in certificate courses (through the Literacy Council of Ontario) and non-certificate courses. The programs most utilized are: basic budgeting; Community Awareness; Driver's Education (8 people have successfully completed their G1 and one has her G2); reading and math; basic computer skills; resume writing; some online courses; digital photography and safe internet use.



#### Passport Program:

This is an initiative designed to enhance community participation supports for individuals who have a developmental disability and who are not involved in any other day program. It is typically one-on-one support. A family develops their own plan to meet their needs, can self direct their own funds and hire their own staff or choose an agency to deliver it. There has been very little funding received in the community since the initial round in 2006/07. One new person in the community received funding in the fiscal year 2008/09.

Our agency presently has two streams of funding for Passport: agency-direct funding for a group of 10 people; and 3 people have individualized funding and have chosen us to be the delivery agent for their service. We also have one family who purchases some day support from us.



#### Supported Employment Program:

Over 50 people are employed in the community earning minimum wage or better. SEP continues to be an active member of Abilities First, which is a group of service providers who provide information and support to local employers to encourage hiring persons with disabilities.

We currently have 2 events planned with our Abilities First partners later in the fall—a "Lunch and Learn for Employers" and a "Working Together Project", which includes the Grand Erie District School Board.



Respectfully submitted

Gerri Jensen

Director, Support Services

## In Memoriam



**Larry Doxtater**

June 24, 1951  
to  
September 16, 2008

Larry's favorite saying  
was "I hope you dance."



**Fred White**

January 3, 1925  
to  
June 12, 2008

During Fred's short time  
with Community Living  
Brant, he enjoyed many  
"first in his life"  
experiences.



**James Mitchell**

April 8, 1964  
to  
June 8, 2009

He was the life of every  
party - always made a  
grand entrance and  
was the last to leave.



**Stephen Fleet**

November 19, 1960  
to  
January 9, 2009

Stephen was the friend  
on everyone's social list.



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