

# STRATEGIC REPORT

ACCREDITATION  
2020

# ART STATEMENT

Bringing Our Vision Into Focus is a collaborative art piece focusing on the values and ideals that Community Living Brant strives to achieve and maintain.

This 5'x5' multi- media work encompasses 15 - 12"x12" and 5 - 12"x24" canvases. The outline of a large camera was created on the top 15 panels. The camera is an object that enables one to focus in on and capture a vision. These pieces were then divided up and distributed to various art enthusiast who expressed an interest in participating in this creative project.

Looking to encompass a collaborative work while also encouraging a person centered and individualized piece, we asked the question, "What does a Good Life mean to you?" Each of our art enthusiasts then expressed their personal interpretation of "A Good Life" on their canvas. The individual panels were brought together like a community. 15 unique and personalized canvases expressing the same idea but in much different ways and held together with a common thread (the outline of the camera).

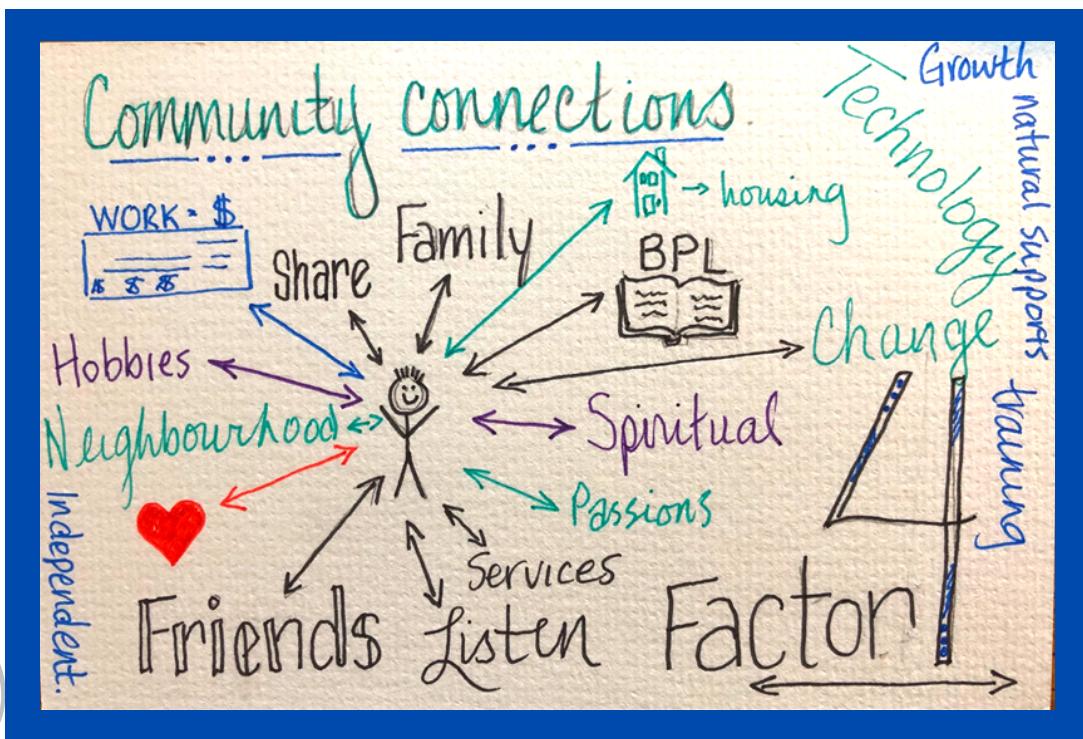
Painted on the bottom 5 larger panels is a background of greens and blues (Community Living Brant Colours) which have been mixed and blended reminiscent of an earth/ocean atmosphere. This represents life, and our world, and opening it up for everyone to experience, enjoy, and belong. A large film strip appears to float above the world and is shown in greater detail as the vision becomes more focused, and select descriptive words can be seen on the film representing important key indicators which help to lead to "A Good Life".

The overall image brings together the focus of individual and personalized representation, while combining with the ideals of belonging in the world and the importance of community.



# COMMUNITY CONNECTIONS

# FACTOR 4



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## FACTOR 4 COMMUNITY CONNECTIONS

**WHAT IS WORKING WELL?**

- Positive community view of CLM
- being present in community
- so many exciting things happening
- Diversity in networking**
- Inclusivity
- building connections with community partners
- amazing community partners!
- More training

**WHAT ARE YOUR GOALS? WHAT WOULD YOU LIKE TO CHANGE?**

- increase community awareness of what SIL can look like
- Maintaining connections through virtual means - even after the pandemic is over (whenever that is)
- deeper dive into citizen spaces and connect with associations supporting relationships even more focus on people in homes and pursuing valid connections

great support to be in community  
learn more about my community than i knew

facilitating natural conversations

welcoming community associations

taking risks is positive

community is becoming aware of people and accepting

direct community partners with people

the new Belonging project will help with Staff supporting people to make community connections

More peer mentoring and leadership

increased communication between areas of Clb to share community connection and ideas , .need to have less segregation within community , resources attainable to all

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<b>What's Our Dream</b> <i>(Goal you want to set)</i>	<b>Where It's From</b> <i>(Priority Indicator it's based on)</i>	<b>Why It's Important</b> <i>(The effect on your organization)</i>
<p><b>Individual Connections</b></p> <p>Our dream is to ensure that everyone we support has at least one non-paid person in their life that they can rely on, we do this by building individual and community connections.</p>	<ul style="list-style-type: none"> <li>- 4.a.1. – The organization helps people to meet and stay connected with friends, family, spiritual connections, and romantic relationships</li> <li>- 4.c.1 – The organization gives people information, education and training about their own situation, services and supports available, and whether or not they are eligible</li> <li>- 4.b.2 – People have the opportunity to be contributing members of society</li> </ul>	<ul style="list-style-type: none"> <li>- sense of belonging</li> <li>- full life; people are valued</li> <li>- overall health and wellbeing</li> <li>- rights (i.e. housing)</li> <li>- people are heard</li> <li>- educating the community</li> <li>- “why are we here?”</li> <li>- increasing awareness</li> <li>- decrease staff turnover</li> <li>- higher quality of service (i.e. if community members collaborate)</li> <li>- efficient connections within the community</li> </ul>

***Here is what our organization is committed to working on/ making a reality in 12-18 months:***

<b>ACTION</b>	<b>PEOPLE</b>	<b>EVIDENCE</b>	<b>DEADLINE</b>	<b>SUCCESS</b>
<i>steps to outcome</i>	<i>carrying out action</i>	<i>we will collect</i>	<i>for completion</i>	<i>is measured by</i>
Create 10 Belonging Brant groups (citizens) where people we support share their Core Gifts within the groups that are formed.	<ul style="list-style-type: none"> <li>- Belonging Brant Team and Core Gift master facilitators in collaboration with Community Living Brant</li> </ul>	<ul style="list-style-type: none"> <li>- Completed Core Gift interviews and statements</li> <li>- Community assets (individuals and their gifts,</li> </ul>	- November 2021	<ul style="list-style-type: none"> <li>- Creation of 10 groups</li> <li>- Creation of 10 new social roles (friendships) for people supported</li> </ul>

	stakeholders	<p>associations, spaces, institutions, exchanges and stories) for the development of a asset map for Brantford and Brant County</p> <ul style="list-style-type: none"> <li>- Statistics of group gatherings and meetings</li> <li>- Create podcasts that tell the stories of community connections shared through social media channels</li> </ul>		<ul style="list-style-type: none"> <li>- Creation of 10 Core Gift interviews and statements</li> <li>- Creation of a preliminary master asset map</li> <li>- Creation of 12 podcasts</li> </ul>
Transition staff and self-advocates from “doing for” to “done by” people supported through participatory learning and reflective conversation.	<ul style="list-style-type: none"> <li>- Belonging Brant Collective</li> <li>- Community experts and consultants</li> <li>- Community Living Brant ABCD Collective. This collective includes</li> </ul>	<ul style="list-style-type: none"> <li>- Meeting data/reflections</li> <li>- Participation in training and community engagement (i.e. Near and Dear)</li> <li>- Story collection and</li> </ul>	<ul style="list-style-type: none"> <li>- March 2022</li> <li>- First CLB ABCD Collective opportunity will be created by January 2021</li> </ul>	<ul style="list-style-type: none"> <li>- Increase staff and self-advocates’ understanding of the shift to the “by” space by 25%</li> <li>- Creation of 10 stories in the “By” space</li> </ul>

	<p>staff and self-advocates interested in testing new ideas, taking action, and then sharing stories to further CLB's understanding of ABCD. There will be multiple opportunities to connect with the collective over the course of the 18 months. This is not a closed group.</p>	<p>sharing using a variety of social media channels</p> <ul style="list-style-type: none"> <li>- Pre and post survey from staff and self-advocates</li> <li>- Have at least 2 self-advocates join the conversation and collective action</li> </ul>		
Folks supported by Community Living Brant are involved in neighbourhood associations.	<ul style="list-style-type: none"> <li>- ABCD Collective</li> <li>- Individuals involved in neighbourhood connecting</li> </ul>	<ul style="list-style-type: none"> <li>- Service activities on AIMS</li> <li>- Recording of stories and shared using social media channels and used in staff training</li> </ul>	<ul style="list-style-type: none"> <li>- March 2022</li> </ul>	<ul style="list-style-type: none"> <li>- Creation of 5 stories of neighbourhood belonging</li> </ul>

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<p><b>Community Connections</b></p> <p>Our dream is to ensure that everyone we support has at least one non-paid person in their life that they can rely on, we do this by building individual and community connections.</p>	<ul style="list-style-type: none"> <li>- 4.a.3. – The organization works with other service providers as well as other community organizations that don't provide services, and helps people get connected with all of those organizations and the people who use them.</li> <li>- 4.b.1. – People have the opportunity to share experiences with, offer ideas and to help others.</li> <li>- 4.b.4. – The organization has connections with other community organizations which help people to connect with one another, make friends, and advocate for change.</li> </ul>	<ul style="list-style-type: none"> <li>- sense of belonging</li> <li>- full life; people are valued</li> <li>- overall health and wellbeing</li> <li>- rights (i.e. housing)</li> <li>- people are heard</li> <li>- educating the community</li> <li>- "why are we here?"</li> <li>- increasing awareness</li> <li>- decrease staff turnover</li> <li>- higher quality of service (i.e. if community members collaborate)</li> <li>- efficient connections within the community</li> </ul>

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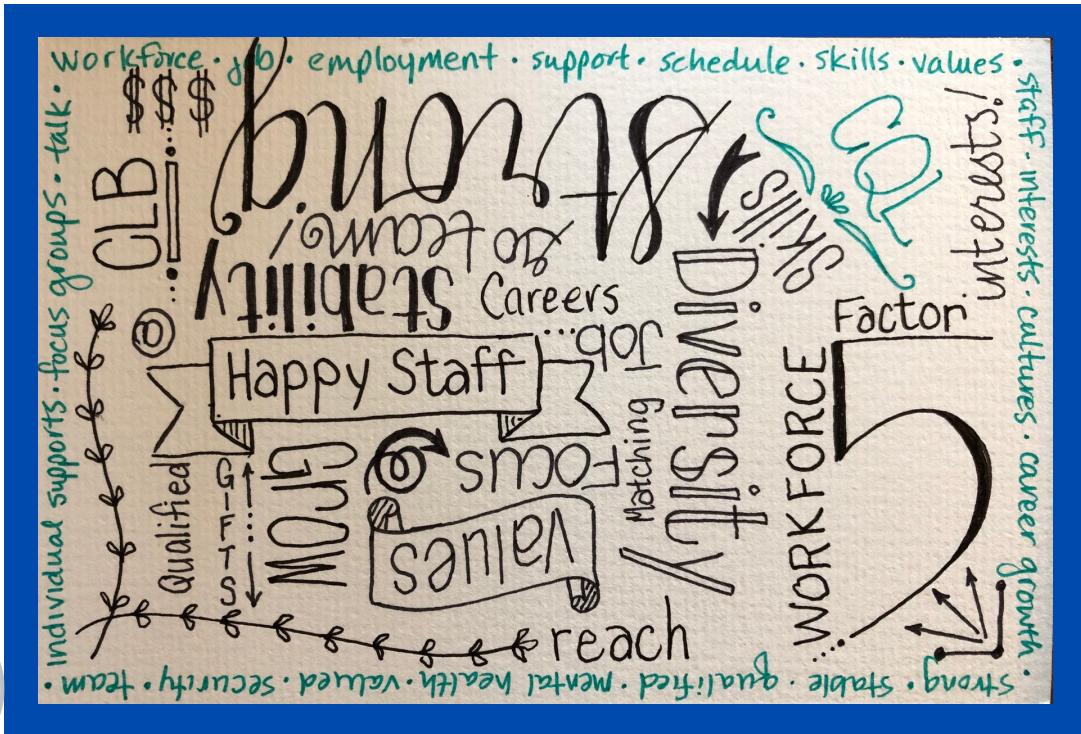
**PERSON-CENTERED EXCELLENCE  
ACCREDITATION**  
**Short Term Plan**

<p>Integrate community partners into various Community Living Brant summits and think tanks for the following:</p> <ul style="list-style-type: none"> <li>- Smooth life transitions</li> </ul>	<ul style="list-style-type: none"> <li>- Identified planning partners, CLB staff (including PCP facilitators), identified individuals and stakeholders connected to the individuals</li> </ul>	<ul style="list-style-type: none"> <li>- Person centered plans</li> <li>- AIMS service activities</li> <li>- Records of completed summits and think tank sessions</li> </ul>	March 2022	<ul style="list-style-type: none"> <li>- Successful advocacy actions that result in positive change to 1 youth and 1 senior priority area</li> </ul>
<p>Integrate community partners into various Community Living Brant summits and think tanks for the following:</p> <ul style="list-style-type: none"> <li>- Housing</li> <li>- Co-housing</li> </ul>	<ul style="list-style-type: none"> <li>- External stakeholders connected to the FASD collaborative, Children's Aid and others</li> <li>- CLB CSS director, supervisor and direct support staff for identified persons</li> <li>- PCP facilitators and identified youth</li> </ul>	<ul style="list-style-type: none"> <li>- Person centered plans</li> <li>- AIMS service activities</li> <li>- Documented person centered planning meetings</li> </ul>	March 2022	<ul style="list-style-type: none"> <li>- Creation of 2 innovative housing solutions for youth with FASD</li> </ul>

<p>Integrate community partners into various Community Living Brant summits and think tanks for the following:</p> <ul style="list-style-type: none"> <li>- Technology</li> </ul>	<ul style="list-style-type: none"> <li>- Identified CLB mentor/technology specialists</li> <li>- Community partners and citizens invested in change through technology</li> </ul>	<ul style="list-style-type: none"> <li>- Discovery of or creation of a shared platform for technology reviews to be used by folks using the technology and partners</li> <li>- Collaborative technology training for the community</li> </ul>	<p>March 2022</p>	<ul style="list-style-type: none"> <li>- 10 individuals supported are utilizing accessible technology (people use their environments) that promotes independence and connection to natural supports</li> <li>- 5 new technologies implemented or tested by users</li> <li>- 3 training sessions on 3 categories of technology (i.e. applications, devices, connectivity, etc.)</li> </ul>
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# WORKFORCE

## FACTOR 5



self led teams  
**CQL**

taking risks is positive enhance collaboration , the staff is doing great !

### FACTOR 5

### WORKFORCE

Taking 'risks' on staff with different backgrounds / knowledge

we've come a long way baby dedication skill based opportunities

love it when staff recruit awesome folks from community!

WHAT IS WORKING WELL?

advocacy SEP Lots of staff training and support

more goal diversity  
**Respect from all**

more team approach real relationships

WHAT ARE YOUR GOALS? WHAT WOULD YOU LIKE TO CHANGE?

more support for people living diverse skills and perspectives in our homes

helping people get educated or certified for

Less changes in staff that are supporting folks

even better matching

More consistent staff

training

info on how more collaboration residentially with SEP

Getting back to work

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Strong Stable Supportive Workplace	5. a.) The workforce is stable and qualified.  5. c.) Personnel have the flexibility and autonomy to support people.	greater mental health, staff feel valued, retain good staff, less staff turnover, prevent burnout, consistency for supports, provides continuity and security.

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Explore ways to create greater consistency in supports.  However, consistency means flexibility within each individual team.  Address consistency while maintaining individual supports.	Supervisors/Hiring committee	Focus group, think tank, staff matching, break the silo's,	Nov 2021	Continuity and security focus group results,
Increasing/Monitoring job satisfaction through the implementation of identified strategies through the initial collection of data.		Anonymous surveys, check in's, data collection from follow-up, follow-up, what tools do you need to do your job. Decreased part time turn over by x % in 18 months. Pre and post data collection for sample group.	Nov 2021	Goals/continuity and security see an increase in 15 percent in success. Reduce staff turnover by 3 percent

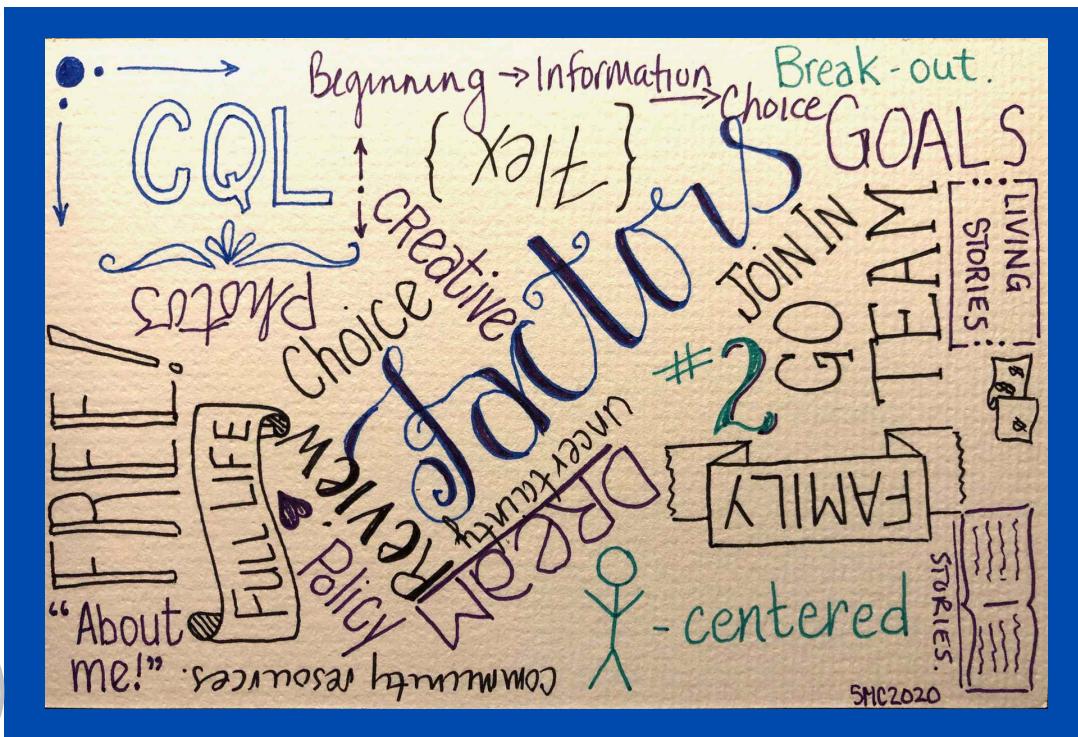


**PERSON-CENTERED EXCELLENCE  
ACCREDITATION**  
**Short Term Plan**

quarterly), listening to everyone's voice		survey We will see an increase of 3% in improved communication.		kettle, seeing stats with staff appreciation events improve., news from management on updates agency wide.

# PERSON CENTERED PLANNING

## FACTOR 2



**CQL™** driven by the person

**FACTOR 2**

**PERSON-CENTERED PLANNING**

more planning parties	WHAT IS WORKING WELL?	seeing my friends , corge gift focus
Lots of training in this area to get it right for people!	storytelling	everyone is listend too and feels valued and driven by the person
Support for staff to speak more skills and be better supporters great conversations	training for staff	individualized Visual plans when needed
	More focus/incentive given towards natural supports	training we have received (abcd, core)
	more planning circles with natural supports involved	6 month review, ISP, Pre-plan
setting goals	Living documents always can change	More training
	Increase public education to increase a welcoming community	new staff training on what person centered planning is and why its important.
		involve natural supports way more
Follow up with staff needs to be consistant	creative followup	

WHAT ARE YOUR GOALS? WHAT WOULD YOU LIKE TO CHANGE?

More focus/incentive given towards natural supports

keep digging deeper to people's goals

to people's goals more planning circles with natural supports involved

new staff training on what person centered planning is and why its important.

increasing public education to increase a welcoming community

Follow up with staff needs to be consistant

creative followup

Keep it going

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Adapting the process of Person Centered Planning for everyone; to ensure belonging. By making the plans living, improving on communication about the plan through training, resource and creative process.	2A – Planning is Person Centered  2D – Planning is responsive to changing priorities, opportunities and needs	The Person Centered Plan helps people move forward which reflects within Community Living Brant and in turn everyone is moving toward their best life.

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Communication: Resource, Creative/Art Across Silos  <ul style="list-style-type: none"> <li>- Create a network of people to brainstorm what the new plans will look like</li> <li>- Informative booklet for natural supports</li> <li>- Update Toolbox</li> </ul>	PCP Working Group  Quality Support Consultants  Sibling Network	-Completed booklet and resources for Natural supports  -have an online updated tool box Minutes from the working group	Create Network- January 2021  March 2022	-feedback from natural supports demonstrating that resources were helpful  - Evidence showing that more natural supports are participating in the process.  Through social mapping and outcome interviews
Living Plan  <ul style="list-style-type: none"> <li>- Revise CLBrant ISP and Outcomes Support Plan (identify spiritual and cultural practices, social mapping) to integrate creative and formal techniques</li> </ul>	PCP Working Group  Quality Support Consultants  Supported Employment  Self Advocates	-Formalized new plan and plan cycle  -examples of the new plans  -Examples of ways they are	March 2022	We will have an increase in the outcome people choose their goals

<ul style="list-style-type: none"> <li>- Reviewing the plan cycle to increase engagement and accountability</li> <li>- Utilizing plans to capture people's assets and sharing with new staff</li> </ul>		being used for new staff		
<p><b>Training</b></p> <ul style="list-style-type: none"> <li>- Train the trainer (Helen Sanders)</li> <li>- WISE</li> <li>- Team Based Training Approach</li> </ul>	<p>The Accredited HAS Trainers Supervisors Sep and Dunn Team</p>	<p>-A developed PCP training for various departments completed.</p>	<p>Person centered Planning Network created by Jan 2021 March 2022</p>	<p>Complete a staff survey confirming confidence using the tools Pilot group of 8 teams in participation</p>