

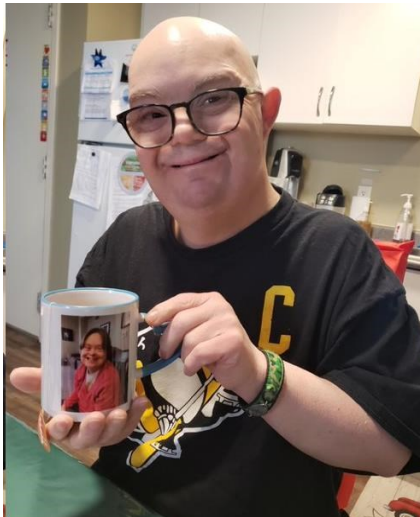


# Annual Report

2021-2022

*Inspiring Possibilities*





## Community Living Brant Annual Report 2021—2022

# INSIDE

Message from Our President and Executive Director	1
Our Supports and Services	2
Our Staff and Executive Director Transition	3
Our Board of Directors	4 and 5
Report on Person-Centred Excellence Accreditation	6 and 7
Report on Asset-Based Community Development and Belonging Brant	8, 9 and 10
Report on Community Relations	11
Report on Core Gift Project Report on Diversity, Equity and Inclusion	12
Report on EarlyON Child and Family Centre	13
Report on Family Group and Brant Sibling Network Report on Health and Safety	14
Report on Financial Highlights	15
Report on Passport	16
Report on Staff Appreciation	17
Report on Rights Committee	18
In Memoriam	19
MCCSS Journey to Belonging: Choice and Inclusion Developmental Services Reform Plan	20 and 21



**Pam Papez**  
**President**

## **MESSAGE FROM OUR PRESIDENT AND EXECUTIVE DIRECTOR**

---



**Debbie Cavers**  
**Executive Director**

This past year has been, yet again, a year faced with both ongoing challenges and new opportunities.

Although the year was filled with the ever-changing face of continued life in a pandemic, we also experienced growth and had many successes in both people's lives and accomplishments within the agency.

We felt pride and a sense of accomplishment during our 18-month check-in visit with The Council on Quality and Leadership, as we reviewed our progress on our Person-Centred Excellence Strategic Plan goals.

We have continued our work and path in tackling the issue of belonging for both people we support and our broader community through our Belonging Brant initiative and our Asset-Based Community Development (ABCD) and Core Gift work. The power and value of relationships was never so clear to all of us as we navigated this pandemic.

We feel strongly that our vision for the future puts us in an excellent position as we navigate the work with transforming our services and supports in alignment with the Ministry's 10-year Journey to Belonging: Choice and Inclusion plan.

We embarked on a new journey through our partnership with Mending The Chasm in our Diversity, Equity and Inclusion work. This work will help lead us as we continue to grow and develop as an agency.

It is through the combined efforts and belief in people by all of us that we continue to grow and see positive changes in people's lives. Thanks to an amazing team of direct support staff, management, and Board of Directors for all they do.

***A special thank you to everyone we provide support to for their contributions to the agency and their community.***

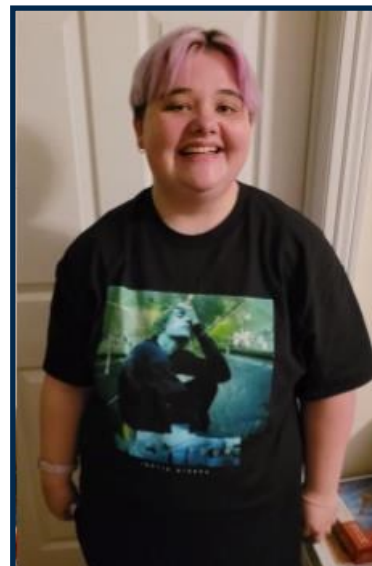
***We look forward to the future and what it will bring for the people we support, our agency and our community.***



# OUR SUPPORTS AND SERVICES

## WHO WE ARE

Community Living Brant offers a wide variety of services and supports for people with a developmental disability (18+ years of age) and their families in Brantford and Brant County. Intake into our services is through Developmental Services Ontario.



### MISSION

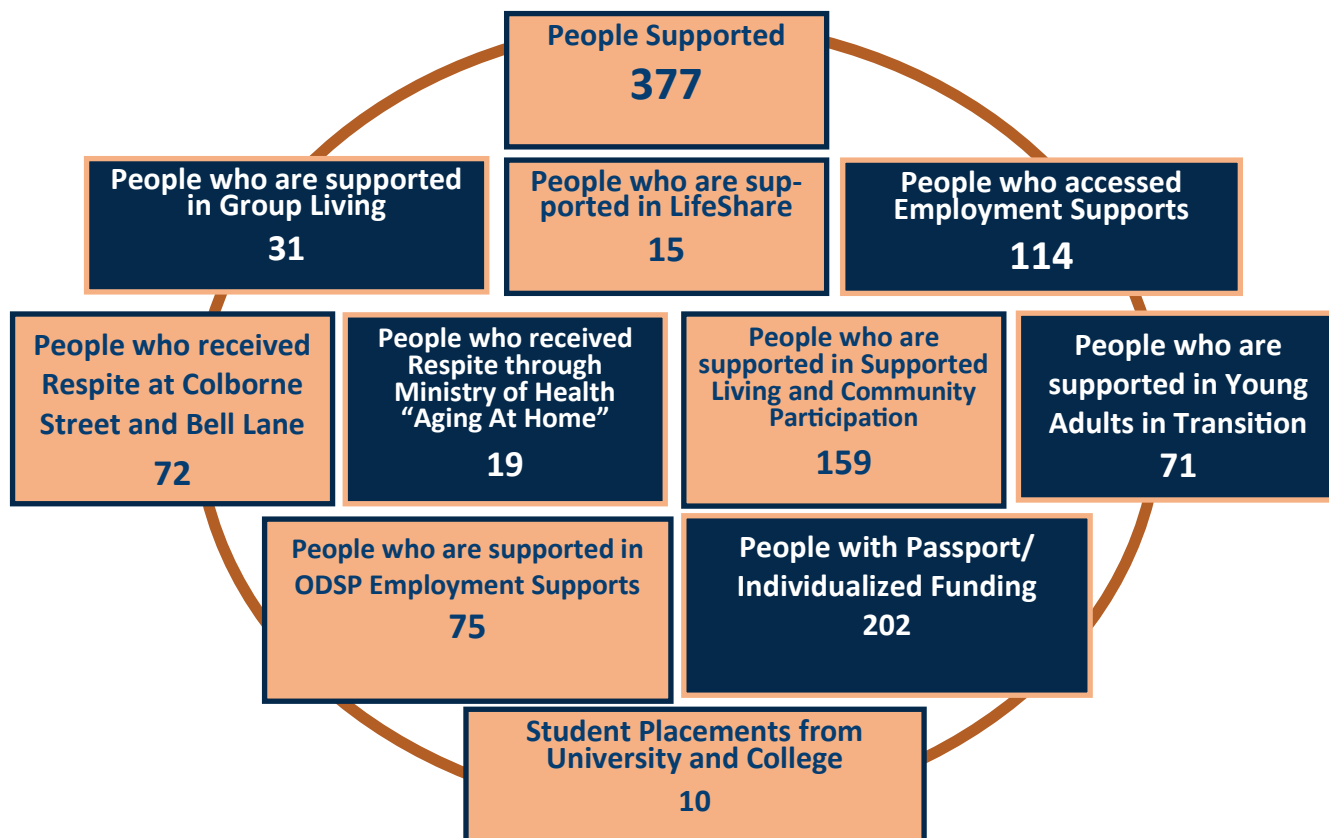
Community Living Brant is committed to providing supports and services to meet the diverse developmental needs of people within the community.



### VISION

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

## WHAT WE DO





## OUR STAFF

Community Living Brant embraces a culture of diversity and inclusion and welcomes applications from all qualified persons. It employs over 250 full-time and part-time staff, and has a Collective Agreement with CUPE Local 181.

## EXECUTIVE DIRECTOR TRANSITION

*"As I leave to embark on the next part of my life's journey to the East Coast, I leave with pride, and have great optimism for the future of Community Living Brant."*



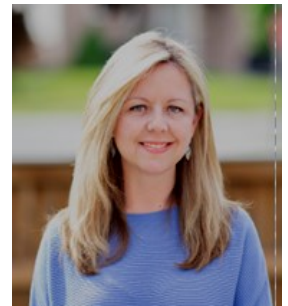
I reflect on the words our previous Executive Director, Janet Reansbury, said upon her retirement, as they speak to who we are and who we continue to strive to be for the people we serve. *"We're not about bricks and mortar. We're about people. It's about sharing their stories."*

*"Over the past 14 years, I have had the privilege to be part of the continued transformation of Community Living Brant."*

We have stayed true to our values and beliefs that all people have gifts to share in their community as contributing citizens and members of their neighborhoods, as valued employees at their places of work, and, of course, as friends and family members. It is what is important to all of us - to have a good life where you belong. Our innovation, our belief in people, and our willingness to embrace change is what makes the difference in people's lives. I am confident as Cristin Ladner takes on her role as your new Executive Director that this agency will continue to be proactive, innovative, and committed to doing the best for people.

Debbie Cavers

*"I am incredibly excited and honoured to be taking on the role of Community Living Brant's Executive Director."*



I have quite literally grown up in this organization and have been fortunate enough through the years to work alongside people who have inspired me, supported me, and always challenged me to do better and be better. I have learned so much in my 17 years with the agency, but I recognize there is still so much learning to be done. The valuable lessons I have taken so far from our staff, families, our community partners and, above all else, the people we support have shaped who I am both professionally and personally.

*"Leading an organization whose values have always so closely aligned with my own is a privilege."*

I am eager to see what the future holds and am proud to continue working with such dedicated and forward-thinking staff who believe that everyone deserves the best life has to offer. With Debbie leaving, I am aware I have some big shoes to fill. I am very grateful for her mentorship over the years and for being able to witness her genuine commitment to the work she has done. It takes only a few moments of listening to Debbie speak about the agency to understand this is more than a career to her – it is her passion! As an agency, I know we are going to continue moving forward in the right direction and I am confident her guidance through the years has set a solid foundation for us to continue the great work we do!

Cristin Ladner

# OUR BOARD OF DIRECTORS

## OFFICERS

**Pam Papez**  
President

**Darlene Manzer-Hall**  
Vice-President

**Daniel Custodio**  
Treasurer

**Debbie Cavers**  
Secretary/Executive Director

## DIRECTORS

**Becky Chapple**

**Nadwa Elbadri**

**Bruce Jones**

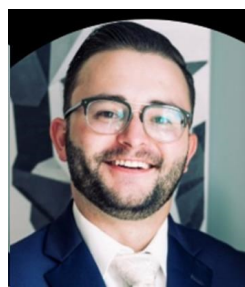
**Tricia Klunder**

**Zile Ozols**

**Duncan Ross**

**Philip Scott**

“Our signature **Core Gift** is improving lives. We do it through having integrity, being forward thinking, having fiscal responsibilities, by being engaged and doing more.”



## Key Areas of Focus

- Monitoring of our CQL Person-Centred Excellence Accreditation and Strategic Directions, including our 18-month CQL Status Report
- Final approval and implementation of updated governance policies in preparation for the new Ontario Not-for-Profit Corporations Act
- Asset-Based Community Development Implementation and Trillium Belonging Brant” project
- Implementation of our Diversity, Equity and Inclusion work with Mending the Chasm
- Monitoring the impact of MCCSS “Journey to Belonging: Choice and Inclusion” sector reform
- Impact of changes for ODSP Employment Services Transformation through FedCap
- MCCSS Quality Assurance Measures Compliance Review
- Impact of Individualized Funding with MCCSS Reform

## Committees of the Board



- **Audit Committee:** Members - Chair/Treasurer, President, and 2 Community Volunteers
- **Executive Director Performance Appraisal Committee:** Members - President, Vice-President and Treasurer

# PRESENTATIONS TO THE BOARD

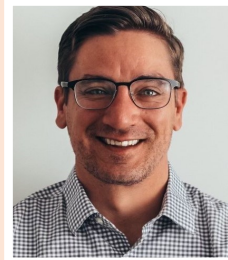
**September**



**Joe Roberts**  
**The Skid Row CEO**

*"The Push for Change,  
Stepping into Possibility"*

**January**



**Scott Murray**  
**Account Manager with Cowan Insurance Group**

*"Insurance Presentation"*

**October**



**Bruce Anderson**

*"Core Gift Institute"*

**February**



**Rishia Burke**  
**Director**

*"Family Groups, ABCD, and  
Belonging Brant Project"*

**October and May**

**Cristin Ladner, Senior Director**



*"Core Gift Update and Services  
Report and Update"*

*"Lylla Cox Opportunities Fund,  
Rights Committee, Core Gifts"*

**March**

**Kathryn Dubicki, Director**



*"Financial and Administrative Updates"*

**November, April, and June**

**Sara Collyer, Director**



*"Person-Centred  
Excellence Strategic  
Plan Update"*

*"Services and Mental  
Health Wellness"*

*"Person-Centred  
Excellence Strategic  
Plan Report"*

**December**

**Full Management Team**

*"Positive, Inspiring Stories  
About The People We Support"*

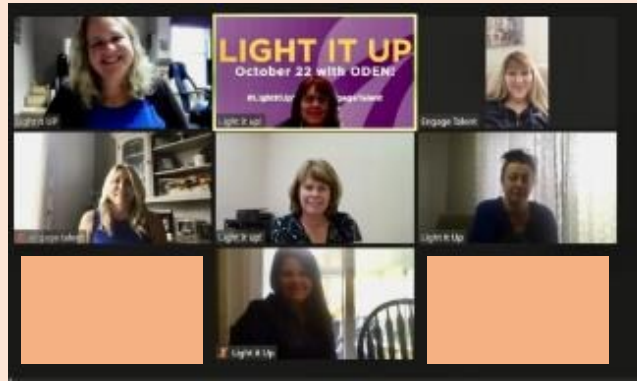




We have successfully completed our first 18-month check-in and report with our Accreditation organization, The Council on Quality and Leadership. We shared the outcomes achieved in our initial Person-Centred Excellence Strategic Plan and CQL has stated that we are in good standing and our Accreditation continues. CQL has accepted our Long-Term Person-Centred Excellence Plan that updates our strategic goals and directions for the remainder of our accreditation period, which is to September, 2024. [PLAN TO MONITOR BASIC ASSURANCES \(clbrant.com\)](https://clbrant.com)

OUR DREAMS		KEY ACCOMPLISHMENTS
FACTORS	<b>PERSON-CENTRED PLANNING</b> <b>Person-centred planning keeps the focus on each person as the key decision-maker in their life. This life planning process is rooted in what is most important to the person and involves the person directly with their community, network of connections and close personal relationships in order to attain life goals and dreams.</b>	<ul style="list-style-type: none"> <li>• Employment team has become our internal community of practice in Person-Centered Planning and completed a year-long training in Person-Centered Planning through The Washington Initiative of Supported Employment (W.I.S.E.).</li> <li>• Created a video resource to illustrate how a Person-Centered Plan happens.</li> <li>• Brainstorming has occurred through our Quality Support Committee, AIMS training, and other agency groups around how to do our work utilizing our learnings from the pandemic as a gift.</li> <li>• 100% increase in Person-Centered Plans created as COVID restrictions have lifted.</li> </ul>
	<b>COMMUNITY CONNECTIONS</b> <b>Through our asset-based lens, community encompasses places, people, culture, services and trust. We support members to connect to people and assets within the community and perform valid social roles in return. This ensures full citizenship for the organization and individuals.</b>	<b>Community Connections</b> <ul style="list-style-type: none"> <li>• 17 new social roles through Project Organizer, Volunteer, Educator and Animator</li> <li>• 12 new Core Gift Master Facilitators, including community partners</li> <li>• 13 active Belonging Brant Community Groups</li> <li>• 3 asset maps, 2 physical maps and 1 virtual</li> <li>• 3 podcasts published</li> </ul> <b>Asset-Based Community Development (ABCD)</b> <ul style="list-style-type: none"> <li>• 6-month Community Builder project where 13 self-advocates were invited in to explore gifts, community assets and develop plans for connecting in community facilitated by Joe Erpenbeck.</li> <li>• A small hosting circle of stakeholders, facilitated by Axion News, has started to gather to develop 2 to 3 event series of community conversations on housing/homes followed by an open space forum on housing for the community planned for June of 2022.</li> </ul> <b>ABCD Provincial Circle</b> <ul style="list-style-type: none"> <li>• Meeting monthly on Fridays</li> <li>• Presented to Community Living Ontario Annual Conference Fall of 2021 Session. Feedback resulted in the creation of the Provincial Circle that meets every month.</li> </ul>





## OUR DREAMS AND KEY ACCOMPLISHMENTS

## FACTOR 5

## WORKFORCE

**A person-centered focus is built on an engagement cycle of learning about, listening to and responding to people. The ongoing learning process about personal priorities provides focus on diverse cultures and ideas of people we support, employees and overall community.**

- Updated our hiring process and resources timeline to reduce the time to onboard new part-time employees
- Joined in provincial marketing campaigns, as well as investing in local marketing strategy
- New staffing position that focuses on recruitment
- Staff Appreciation Christmas with Santa Event and other staff appreciation gifts created and implemented by committee

Planning of 2 additional staff appreciation events slated for 2022.



Spring of 2022 and Christmas of

**Staff Engagement Survey and Focus Groups, and created report on findings.**

There was a total of 80 respondents to the survey and 25 participants in focus groups. The Staff Engagement Committee held a working meeting at Five Oaks in November 2021 and Spring 2022.

- ◆ 90% of staff feel secure in their job
- ◆ 80% of staff feel in the loop overall in communications
- ◆ 81% of staff feel valued by their team
- ◆ Preferred Communication: 30% work email, 26% personal email, and 24% text
- ◆ Staff Appreciation event noted as most mentioned was Staff Car Rally

**Areas of improvement:** Communication of Career Path and Wellbeing/Mental Health

## Staff Wellness and Mental Health

- Agency-wide training completed in “Trauma Informed Practice, Compassion Fatigue and Tools for Wellness”
- Participation in a “Mental Health in the Workplace” Pilot through our Health and Safety - Safety Group for Leadership
- Cultivating Community of Practice Members in a “Community of Practice” through OASIS on Mental Health
- Two Leadership Staff Certified in Continuing Education “Mental Health in the Workplace” through Queen’s University
- One Supervisor trained as a “Certified Internal Trainer in Mental Health First Aid”

Asset based community development continues to be a driver in the way we look at the community and informs the way we do our work, although always a work in progress, strides have been made once again this year.



## Meeting with Joe Erpenbeck from the ABCD Institute

A group of self advocates met with Joe Erpenbeck, from the ABCD Institute once a month for six months to explore their gifts and places in the community where those gifts might be given. We wrapped up with an in-person meeting to connect the dots between our gifts and how we will give them in community. For one individual, this has meant starting a Belonging Brant Group. Others in the group are exploring participation in neighbourhood associations.



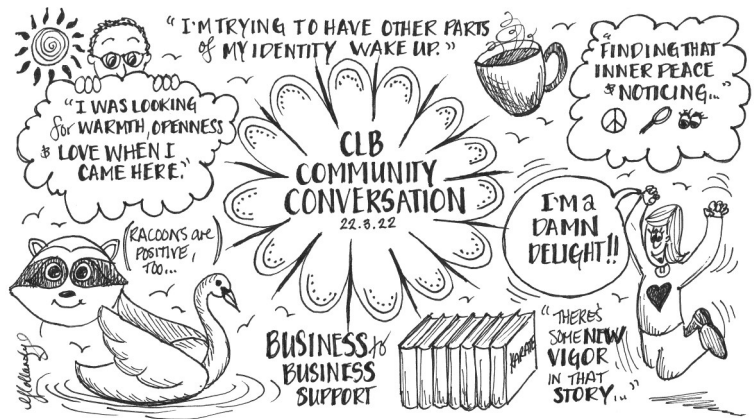
## ABCD Circle

Community Living Brant has taken a leadership role over the past year to host an ABCD Circle, for staff, self-advocates and parents from across the province. The Circle meets monthly and uses an interactive, small group approach to creating conversation and connection with an asset-based community development lens. Finding other like-minded organizations wanting to learn more about ABCD helps to encourage our journey. Two regular members of the ABCD Circle together with Community Living Brant staff presented at this year's Community Living Ontario Conference together to share what members of the circle have been learning.



## Community Conversation

Community dialogue is the foundation of great community development. Over this past year, Community Living Brant has been working with Axiom News, a generative journalism organization, to learn more about hosting community dialogue for increased understanding of ourselves, others and, ultimately, feeling inclusion and a sense of connection and belonging. Every other Tuesday, a community conversation is offered and members of the community are invited to join along with Community Living Brant folks. The conversations are always refreshing and take us deeper into community connections. Each gathering over Zoom ends in a graphic harvest provided by Axiom staff providing a wonderful snapshot of the themes for the conversation; see example above.



## Connecting with other community partners and community organizations continues to be a priority.

With the establishment of the Pathways Team this year, we knew we would need to learn from the strengths of others already supporting those who are struggling with mental health addiction and homelessness and reach out for support. We have begun to walk alongside the Brantford Downtown Outreach Team allowing us to learn new ways to connect with folks that we have not traditionally supported at Community Living Brant. We have also joined the Brantford Drug Strategy and the Coordinated Access Advisory Committee to learn more about other community resources and make our own unique contribution.



## ABCD Continued .....



For the fifth year in a row, Brantford and Brant County citizens participated in the international citizen-led walking festival called *Jane's Walk* on May 5, 6, and 7, 2022. For the past couple of years, walk leaders have been creative providing self-guided tours and videos of walks. This year, walks were in person. Community Living Brant, along with the Belonging Brant Team, were once again the city organizers for Brantford/Brant County. There were 16 walks in Brantford and Brant County hosted by some amazing citizens, each passionate

about their neighbourhoods, the history, and the issues the neighbourhood faces. There were some new walk hosts this year and others were returning Jane's Walk veterans. Approximately 200 people participated over the course of the three days. Folks supported by Community Living Brant were walk leaders for 3 of the walks this year.

Throughout the walks, there were some amazing conversations about the importance of neigh-

bourhoods, climate change issues, nature and our local environment, and the history of the community.



## REPORT ON BELONGING BRANT

It is hard to imagine that we are just over halfway through the three-year Trillium project called *Belonging Brant*.

### GROUP DEVELOPMENT

This past year has seen the development of numerous groups, all led by Brantford and Brant County Citizens; some examples include Pen Pal Group, Book Club, Drum Circle, Arts Space, Diamond Dot Group, BIPOC Zine project, Elders Legacy Project, Slow Rolls with Heron Head bike shop and Raising Butterflies in Brantford and Brant County.



East Ward Echo Place  
Drum Circle  
Saturday September 11  
at 10am  
Mohawk Park- Picnic Shelter "A"

Let's make some noise together!  
Bring a chair!  
Bring an instrument!  
All are welcome!  
(Public Health Covid-19 best practices will be enforced)



### Elders Legacy Project

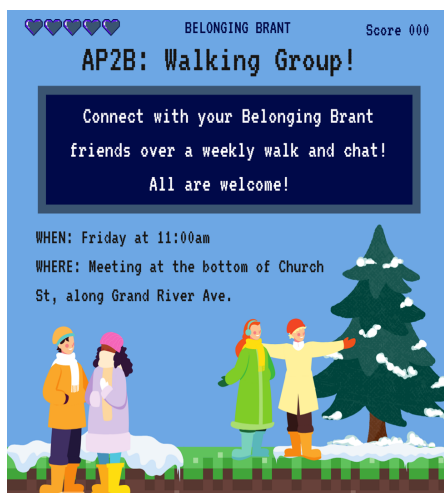
We are looking for people interested in being part of a project to capture the stories of our elders in Brantford, Brant County & Six Nations.

No experience necessary.  
Opportunity to connect with others and learn more about our community through the voice of local elders.



Contact [belongingbrant@gmail.com](mailto:belongingbrant@gmail.com) for more information

## A PLACE TO BE



Every week the Belonging Brant Team meets with folks at *A Place to Be*. Earlier in the year, *A Place to Be* met outside with space provided by Laurier. Recently, the group has been meeting at the Brantford Library, a partnership for which we are very thankful. This adult drop-in space draws 15 - 20 people looking to connect. Every Friday, *A Place to Be* takes to the trails for a meet-up walking group, where numerous connections have been made and a Jane's Walk Leader has been born out of the group. This group explores the parks and trail assets throughout

Brantford and Brant County.

The Team has also conducted numerous pop-ups in County parks and public spaces in Brantford. The Team has set out with some very cool citizens for some random acts of kindness to cheer the spirits of others that they encounter.



## BURFORD CONNECTS

The Belonging Brant Team has come alongside some community connectors in Burford and helped to organize and facilitate a wonderful community meeting called "*Burford Connects*", during which community assets were identified

setting the stages for the next steps for community building, connecting and mobilizing.

We are excited to see what will happen next.

## RAISING YOUTH VOICES

Belonging Brant has also been the lead in planning for the launch of a local youth initiative called "Raising Youth Voices", aimed at transforming youth hopes for Brantford into reality.



Each year, Trillium requires a project celebration. Belonging Brant, once again, chose to do this in partnership with ABCD Brant, who have been walking alongside the project since the beginning.



The celebration was part of the **4<sup>th</sup> Annual ABCD Symposium**. This three-day event featured key note speaker, John McKnight, the co-founder of asset based communi-

ty development (ABCD). John reminded us about the importance of citizens first and agencies being the second investor. Other workshops and activities during the celebration included random acts of kindness, a panel on local food initiatives, yoga, a drum circle, a panel on community projects, workshops and speakers on story telling and collaborative art, as well as live music and a vendors' market, featuring community-minded small businesses.

The event was full of connections and unexpected community adventure. We found ourselves singing together, new group ideas emerged and new partners for community building developed. We had approximately 155 people in person and another 45 on line join the event.







**May is Community Living Month** and we made a huge splash in our communities to bring awareness to our special occasion through a variety of mediums including huge billboards, illuminating waterfalls, holding a flag raising and community event and much, much more!

Our staff and the people we support got creative and crafty in the celebrations by uniquely decorating their homes in blue and green, the colours of Community Living Brant.



## Community Living Staff Appreciation Event

On June 4, we are holding a **Car & Foot Rally** that will have our staff sharing time with colleagues and family members by solving clues and exploring their community. Staff will enjoy a full bbq, awards, prizes, entertainment, games and special guests.

**A big thank you to all of the staff with Community Living Brant who have worked tirelessly over the past year — your efforts are appreciated and noted.**

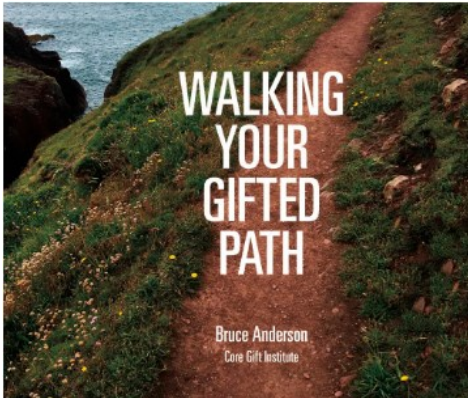


Community Living Brant will be holding our **34<sup>th</sup> Annual Circle of Friends Golf Tournament** on Friday, August 12, 2022. This year's tournament will be held at the Oaks of St. George.

Early bird tickets available for \$100 until June 15<sup>th</sup> then tickets are \$120, which includes: 18 holes, Golf cart, lunch, take home dinner, door prizes, golfer's gift and silent auction.



## REPORT ON THE CORE GIFT PROJECT



Bruce Anderson returned virtually to Community Living Brant in June of 2021 to further his work with some of our newest Core Gift Master Facilitators. Through his Advanced Practitioner series, staff spent 6 weeks learning a wide variety of adaptive techniques to discover the Core Gifts of people with diverse methods of communication. The group remained committed to the idea that everyone has a Core Gift that is needed in community, whether they are able to express that gift through language, or through less traditional ways.

In addition to continuing to complete Core Gift Discoveries with people we support, our Master Facilitators also have engaged in interviews with Community Living Brant staff, and Board members, as well as with our Community Partners.

We are eager to welcome Bruce Anderson back to our agency in the Fall/Winter of 2022 to further build on the work we have been doing around Core Gifts since 2017. Bruce looks forward to leading a new group of staff in the journey to become certified Master Facilitators, as well as presenting his “5 Ways to Know Your Gift” workshop, which will introduce new approaches/methods to discovering Core Gifts.

## REPORT ON DIVERSITY, EQUITY AND INCLUSION

*“In our important next step on our path to belonging, we have started our work with Leena Sharma Seth, Founder of Mending the Chasm, in the engagement and learning process of building our capacity in the areas of diversity, equity and inclusion (DEI).”*

As part of our 3 priority Factors in our Person-Centred Excellence Strategic Plan, we made a commitment to examining the state of our organization’s health related to these areas.

Community Living Brant is committed to examining opportunities to strengthen our strategy for achieving equity while engaging in the work of dismantling symptoms of individual and systemic racism, bias, or prejudice.

### The Key Goals are to:

1. Complete an audit of our culture, policies and practices, and identify opportunities to improve our transparency, accountability and equity to all our stakeholders (which includes staff, management and the Board of Directors).
2. Engage and empower people within our agency’s workplace to dismantle personal and systemic racism and other biases within our structures, practices, and policies.
3. Provide us with the learning experiences and tools to understand how to identify and dismantle racism and bias.
4. Provide us with the tools and resources we need to develop a long-term sustainable system that ensures our culture is rooted in these principles

### What we have accomplished so far:

1. Provided each Staff with time to do pre-work, education, and reflection.
2. Kick-Off Meetings with all stakeholders to review the project and the process.
3. Completion of an Organizational DEI Culture Audit (surveys and report with recommendations).
4. Completed 2 Educational sessions and 1 facilitated dialogue in a year-long series of education and reflection.
5. Executive Coaching sessions for Leadership Team Members.
6. Further investment in developing and growing our Diversity, Equity and Inclusion Committee starting in 2023.



**MENDING THE CHASM**  
Building Inclusive Culture  
from the inside out



This past year has been a time of change for the EarlyON Child and Family team due to the global pandemic. The team has learned to pivot successfully to continue to support parents/caregivers and Educators in licensed early learning and childcare. We rose to the challenge and developed innovative programming to meet the ever-changing needs of families and educators in Brantford/Brant.



● Funding from Healthy Kids at the City of Brantford to Celebrate Culture in the EarlyON Centres, some of which included Making Birdhouses from around the World, Little Chefs Cooking with Kids, Ukrainian and Scottish dancing, Winter Olympics and Building Buddies.

● All of our satellite EarlyON programs have opened for face-to-face “Come Play and Learn”.

● Weekly Outdoor Fun programs with special activities, such as Scavenger and Easter Egg Hunts.

● Face to face specials, such as Infant sign and Tumbling Tots.

● Gym Time offered at Scotland Community Centre.

● Story Walks outside at 30 Bell Lane.

● EarlyON was chosen to lead an Early Childhood Educator Conference in partnership with Lansdowne Children’s Centre for 400 Educators in Brantford/Brant.

● EarlyON in collaboration with 18 community partners hosted a Family Engagement fair for over 100 families.

● Joint Professional Development Committee for Professional Development (two school boards, ASCY Haldimand Norfolk and the City of Brantford) planned and implemented two successful professional learning events with Dr Susan Hopkins about Self Regulation.

● Dine N Learns developed in the evening for Educators’ professional learning on topics of their choice.

● We developed 2 new professional learning series about Building Relationships and Positive Discipline.

We are so proud of the EarlyON team for their fluidity, focus and diligence to continuing to create innovative programming to support healthy child development and learning for families, children and educators in Brant.



## REPORT ON THE FAMILY GROUP AND BRANT SIBLING NETWORK

- During the late summer and fall, Community Living Brant put out a survey to check in with families on the ways they would like to gather and topics they would like to cover together.
- In the fall, we were fortunate to have Rebecca Pauls with us for a workshop focused on questions that siblings may have for parents about planning for the future.
- Early in 2022, parents and siblings met for a fun evening over zoom, getting connected, playing some games and hearing about community information. It was a fun night and there were prizes!
- In February, we had several guest speakers on the topic of Passport funding.
- In March, we started our journey on the topic of “home”. We ran a hybrid event with some people on Zoom and others in person for some very thoughtful and inspiring sharing by Kathy Deane from our LifeShare program, as well as folks from the Durham Association for Family Resources. There was a lot of positive feedback and a desire to continue to focus our future conversation about housing and home. We will be coming together again in May.
- The Brant Sibling Network received a small Participaction grant to run a series of gentle exercise sessions in a local park led by Gretzky Sports Centre staff. This was a great way for siblings to connect and be together this past summer. Thanks to Katie MacDonald for taking leadership to pull that grant together.



The Brant Sibling Network received a small Participaction grant to run a series of gentle exercise sessions in a local park.

## REPORT ON HEALTH AND SAFETY

Community Living Brant continues to promote a positive Health and Safety culture for all employees and people who receive service.



Ensuring safety measures, guidelines and protocols were up to date and in place to ensure the health and wellbeing of people who receive service and staff has been the main focus of Community Living Brant for 2021, as well as mitigating exposure to the COVID-19 virus.



In 2021 the Ministry of Labour, Training and Skills Development approved the Terms of Reference for Community Living Brants Multi Site Joint Health and Safety Committee for another 5 years. Community Living Brant had a new member join the H&S Committee bringing the membership to its full complement of 7 members.



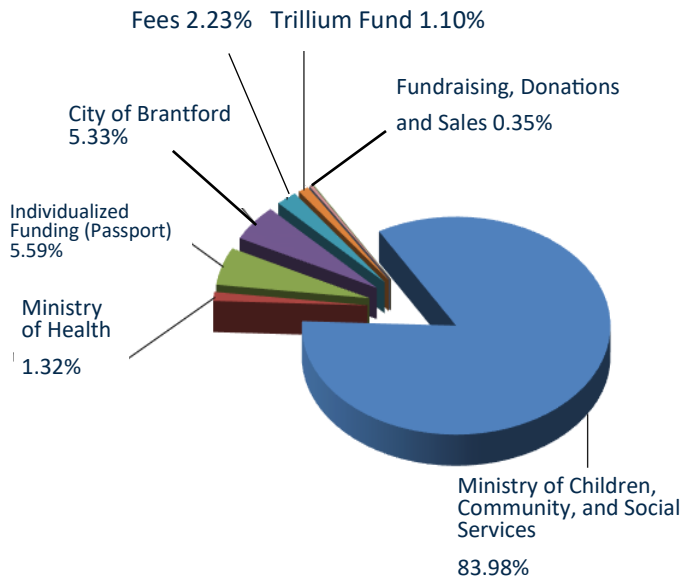
In 2022, Community Living Brant will continue to provide training to employees on Health and Safety topics that include Violence in the Workplace, WHMIS, Safe Driving, Emergency Preparedness, Occupational Health and Safety, and Psychological Health and Safety.

*“Luck runs out, but safety is good for life” ~ Author Unknown*

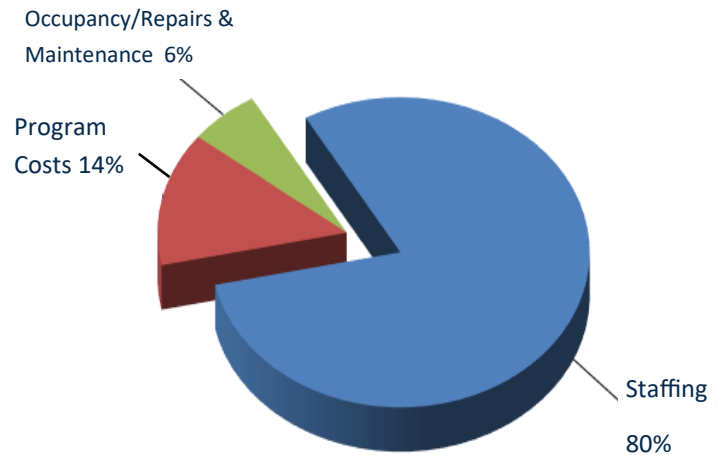


## 2021/2022 FINANCIAL HIGHLIGHTS

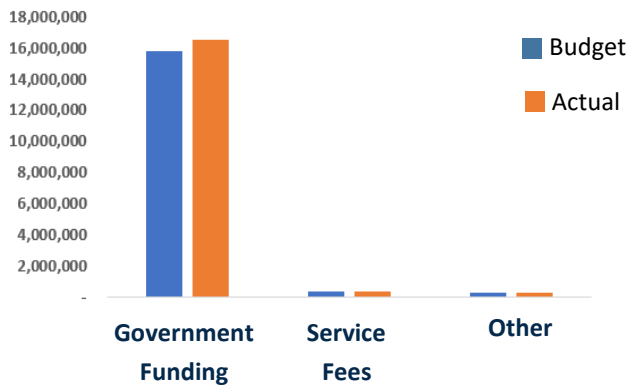
### REVENUE 2021/2022 %



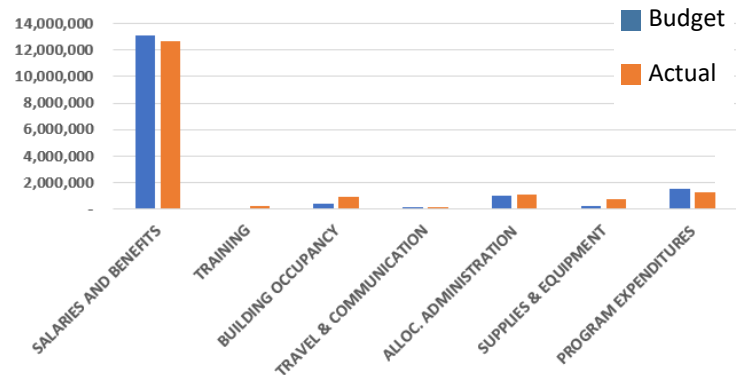
### USE OF FUNDS YEAR ENDING MRCH 31, 2022



### 2021/2022 Budget vs Actual Revenue



### 2021/2022 Budget vs Actual Expenditures



*Thank you*

..to our funders, donors, partners, supporters, and volunteer community. Through your financial support and donations this year, we have been able to continue working towards improving the quality of life for the people we support.

You truly make the difference for us, and we are extremely grateful!

# Passport Update

## Continued Growth for the 2021-2022 Fiscal Year

Community Living Brant increased its Transfer Payment Agency services from 185 people in 2019-2020 to 195 people in 2020-2021. This included both new Passport recipients, as well as individuals choosing Community Living Brant as their service provider.

Community Living Brant continues to also grow in its purchase of service supports. This allows individuals and families the flexibility to self administer their funding.

The Expanded List of Guidelines continues into the 2021-2022 fiscal year. People could utilize their funds to remain connected and engaged within their homes with purchases, such as laptops/computers, televisions, gaming systems, Ipads, media service subscriptions, at home hobby supplies, fitness equipment and much more.

Community Living Brant joined the Provincial Passport Services Network to learn and share in the journey with other service providers in the province. This group, with other networks, advocated for the amendment of the transportation guidelines to include to and from employment. These changes came into effect as of April 1, 2022.

**Contact us to discuss your  
Passport Funding!**

**Telephone: 519-756-2662**

**Email: [if@clbrant.com](mailto:if@clbrant.com)**

**Website: [www.clbrant.com](http://www.clbrant.com)**





# Employee Years of Service Awards for 2020 - 2021

## Message from Debbie Cavers, Executive Director

*It was awesome to be able to thank each staff who attended in person and to be able to celebrate as a collective group, share some stories, have conversations and enjoy each other's company.*

*Truly amazing to look at the combined years of service for our award recipients of the past two years (2020 and 2021). We had 66 employees receiving awards from 5 years and all the way to 40 years, which in total represents over 1,025 years of experience, stories, and commitment to the people we support!*



Congratulations to all of our award recipients!



.... and to the lucky door prize winners!





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 5 active members and meets approximately five times each year. Our committee has been meeting virtually since the COVID 19 Pandemic began. Although we are looking forward to returning to in person meetings when it is safe to do so, the virtual platform has encouraged many people we support to attend their meetings in person, when they had previously declined. The committee will discuss whether a hybrid approach might be the best option in the future.



## RESTRICTIONS PRESENTED THIS YEAR FOR APPROVAL

 <p><b>Wheelchair restraints to prevent injury</b></p>	 <p><b>Locked doors, cleaning supplies</b></p>	 <p><b>Limited access to money, medication, cleaning supplies and personal possessions</b></p>	 <p><b>Psychotropic medication and PRN protocols</b></p>	 <p><b>Diets or restrictions on access to certain foods/amounts</b></p>
--	---	--	--	--

## ANNUAL DATA

Number of people with approved restrictions	<b>41</b> (27 for psychotropic only)
New people with approved restrictions	<b>1</b>
New restrictions	<b>7</b>
Extensions of existing restrictions	<b>47</b> (27 for psychotropic only)
End Reports for restrictions	<b>5</b>



When You think of

*Memories*

You've made with

*Friends...*

These memories become

*Treasures*



*In loving  
memory Of James Fries*

**Born March 17, 1954**

**Passed Away at the age of 67  
on July 26, 2021**



*In loving  
memory Of Ken Abrey*

**Born February 6, 1944**

**Passed Away at the age of 77  
on August 23, 2021**



*In loving  
memory Of Jennifer Scott*

**Born August 21, 1963**

**Passed Away at the age of 58  
on September 5, 2021**



*In loving  
memory Of David Park*

**Born May 31, 1939**

**Passed Away at the age of 83  
on January 4, 2022**

# MCCSS Journey to Belonging: Choice and Inclusion

## Developmental Services Reform Plan

The Ministry of Children, Community and Social Services is undertaking a *10 year transformation* process to redefine how services are directed by and provided to people with disabilities and their families. Community Living Brant's strategic directions align with the future directions of the province. Our commitment to providing individualized, person-directed supports that focus on belonging, relationships and sharing of gifts are what is important to Community Living Brant and the Ministry. The following is an excerpt from the Ministry's Plan. To read the full plan, here is the link: <https://www.ontario.ca/page/journey-belonging-choice-and-inclusion>

The journey has been a long one; from a place and time when people with developmental disabilities were living in institutions separated from the community, to one where we are in reach of community inclusion and true belonging.



Self-advocates, families and service providers have been at the forefront of this important

social change through the community living movement. They have worked long and hard to change perceptions about what it means for people with developmental disabilities to live a good life and the kinds of supports that will help them achieve that. People and their families expect to enjoy all the rights and opportunities that other members of society take for granted, like going to school, having a job, receiving healthcare services, and having real choices and control over the decisions that affect them. Significant progress has been made over the years, but we still have work to do.

Despite the progress we are making, we hear regularly from people with developmental disabilities, families and support networks, and sector partners about ways the system can be improved to address key issues.



People have expressed that they continue to face stigma and discrimination in their communities. They have shared that life transitions, such as from youth to adulthood, are difficult. People have said that it can be confusing trying to

navigate supports from multiple government programs. People are frustrated waiting for developmental services because they don't know what supports they can expect to receive and when. They want to have more choice and flexibility in how they can use funding to address their needs. That's why we will be taking steps over the next 8 to 10 years to make meaningful changes to improve services for people with developmental disabilities, and the people and communities who support them.

We have developed a plan that focuses on people, and not the systems around them. Our plan is informed by leading practices from jurisdictions across the world.

We have learned what they have done to make supports more responsive and effective, such as making services more individualized and providing greater choice and flexibility for people and their families. We also know many innovations have happened right here in Ontario – creative and person-centred approaches to helping people live as independently as they can. This includes creative housing solutions and use of technology to promote independence. We want to identify and share the great efforts.



We recognize the changes that need to be made cannot be addressed by the developmental services system alone. Different parts of the government need to work better together, across sectors, and with community partners, to reduce barriers and improve programs so they better meet people's needs.



This includes improving awareness and understanding of the strengths and needs of people with developmental disabilities. Delivering a bold plan to address the challenges people have outlined will take committed action over time. We will continue to work with people, families, service providers and other key partners to seek feedback and advice on what changes should look like and how they should be implemented. As we work to deliver long-term changes, we will also take swift action during the next year to make meaningful improvements to the experience people have with the developmental services system.



## Developmental Services Reform Plan



### Vision

People with developmental disabilities are supported by their communities, support networks and government to belong and live inclusive lives. People are empowered to make choices and live as independently as possible through supports that are person-directed, equitable and sustainable

### Immediate Actions:

We will take action over the next year to improve access and reduce barriers for people and families



### Reform Commitments:

Over the next 8-10 years, we will make the foundational changes needed to enable successful long-term reform. We will work in partnership with people with developmental disabilities, families and service providers as well as other ministries and sectors to achieve our vision of helping people truly belong in their communities.



### Principles

People receive support based on their needs

Services build on the strengths of people and supports provided by families, support networks and communities

Supports are person-directed and flexible

Supports are proactive and responsive to people's changing needs across the course of their lives

Services are driven by evidence, outcomes and continuous improvement

Services and supports promote health, well-being and safety

System is sustainable

1

### Putting People First

Supports that are proactive and flexible, and based on people's unique needs and circumstances.

- ✓ Better planning and early intervention
- ✓ Person-centred needs-based funding model
- ✓ Supporting access to services across sectors
- ✓ Culturally relevant supports

2

### Improving Service Experience

User friendly services and modernized service delivery.

- ✓ Improved needs assessment
- ✓ Simplifying the application process
- ✓ Adopt best practices and innovations
- ✓ Digital first delivery

3

### Improving Quality and Accountability

High quality supports that lead to good outcomes for people.

- ✓ Performance measurement for continuous improvement
- ✓ More choice and a quality framework to help people choose
- ✓ Skilled workforce to deliver high-quality person-directed services

2021

**Strategy Development 2021-2023**  
Develop and design elements to deliver on key commitments outlined in the plan.

2024

**Implementation and Transition 2024-2027**  
Test new approaches and help people and providers to transition

2027

**Provincial Roll-Out 2027-2031**  
Roll-out changes provincially, with support for people, families and sector partners.

## **STAY CONNECTED:**



## **REACH US:**

**366 Dalhousie Street**

**BRANTFORD ON N3S 3W2**

**Tel: 519-756-2662**

**Website: [www.clbrant.com](http://www.clbrant.com)**

**Email: [communitylivingbrant@clbrant.com](mailto:communitylivingbrant@clbrant.com)**