

# ANNUAL REPORT

*Moving Forward Together*

2024 - 2025



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# Mission and Vision



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



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

## Our Guiding Principles

- 01. Dignity and Full Citizenship**
- 02. Inclusion and Community Engagement**
- 03. Partnerships and Collaboration**
- 04. Leadership and Excellence**
- 05. Integrity and Accountability**

# About Us

## HOW WE ARE ORGANIZED

From the efforts of a small and committed group of parents who came together in 1952, the “community living movement” has grown. Today, Community Living Brant continues to advocate for full inclusion and belonging by providing opportunities for people with a developmental disability to live the life they choose.

### Our service streams:

24-Hour  
Accommodation

Supported  
Living

Respite

Community  
Participation  
Supports

Individualized  
Funding

### Corporate:

- Finance
- Human Resources
- Information Management
- Properties
- Community Relations and Fundraising
- Strategic Communications and Stakeholder Relations

## Message from THE PRESIDENT AND EXECUTIVE DIRECTOR

At Community Living Brant, our mission is deeply rooted in the belief that every person deserves the opportunity to live a full life of choice, contribution, and belonging. Over the past year, we have continued to play a vital role in the Brantford community — supporting people with developmental disabilities to reach their potential and live life on their own terms.



**Lonnie Johnson**  
**President**

Our work is about more than providing services – it's about creating possibilities. Whether it's helping someone secure meaningful employment, live more independently, connect with others or make personal choices about their lives, we're committed to ensuring that every person we support has the opportunity to thrive.

This work cannot be done alone. It takes a community and Brantford continues to show up. We're grateful to our community partners who collaborate with us to remove barriers and create inclusive opportunities.

***To our Board of Directors, thank you for your steady leadership and guidance. To our staff, your dedication, compassion, and professionalism are the foundation. To the people we support, you remind us every day why this work matters. Your resilience, determination, and accomplishments are at the heart of everything we do.***

We recognize that this work is ongoing. Creating a truly inclusive community is not easy, and there are challenges ahead, but we remain committed, knowing that what we are doing is essential – not only for the individuals we support, but for building a stronger, more welcoming Brantford for all.

Thank you for standing with us. Together we are making real progress – and we look forward to continuing this important journey in the year ahead.



**Cristin Ladner**  
**Executive Director**



## BY THE NUMBERS – Our Supports and Services

This is statistical information about Community Living Brant for the year ending March 31, 2025.

Community Living Brant supports **370** people aged 18+ with a diagnosed developmental disability in Brantford and Brant County. Intake into our services is through Developmental Services Ontario. A range of housing and support options foster choice, independence, personal interests, skills development and neighborhood connections.

**PASSPORT  
INDIVIDUALIZED FUNDING**

**240**

People

**GROUP  
LIVING**

**25**

People



**SUPPORTED  
EMPLOYMENT**

**127**

People

**SUPPORTED  
LIVING**

**129**

People

**COMMUNITY  
PARTICIPATION**

**109**

People



**LIFESHARE**

**20**

People

**RESPITE**

**64**

People

**RESPITE THROUGH  
MINISTRY OF HEALTH  
AGING AT HOME**

**17**

People

# PERSON-CENTERED EXCELLENCE ACCREDITATION



The Council on Quality and Leadership Accreditation is a prestigious recognition provided by The Council on Quality and Leadership (CQL) to human service organizations.

## → 4-Year Accreditation Achieved

In November, 2024, Community Living Brant was honoured to achieve its third **4-Year Person-Centered Excellence Accreditation** from CQL. Community Living Brant was honoured to attain this internationally recognized designation in human services. This accreditation term will extend for four years from November 8, 2024 to November 8, 2028.



## → The Process

The accreditation process involves an in-depth self-assessment that organizations must complete before a visit from CQL officials, making it a challenging achievement. CQL focuses on the definition, measurement, and improvement of quality of life for individuals receiving services, emphasizing a journey toward ongoing organizational transformation rather than merely passing a test. Organizations who achieve CQL accreditation demonstrate a commitment to high standards in service delivery.



## → Results and Commitment

From meeting CQL's stringent standards to embedding CQL's proprietary tools, utilizing a quality management system, and more – Community Living Brant demonstrated its commitment to improving the quality of its services and the quality of people's lives. Person-Centered Excellence Accreditation requires a deep, holistic commitment from organizations and Community Living Brant was commended for this significant accomplishment.



# STRATEGIC PLAN 2024 – 2028

Community Living Brant is committed to fostering an inclusive community where people with developmental disabilities live full, meaningful lives.

Through a collaborative process with The Council on Quality and Leadership (CQL), Community Living Brant has developed this Strategic Plan to guide its work over the next four years. This plan reflects the voices of individuals supported by Community Living Brant, their families, staff, and community partners. It focuses on three key areas: **Workforce, Community Connections, and Quality and Accountability**. Each area is critical to ensuring sustainable, person-centered support and fostering a strong inclusive community.

## Workforce

*Community Living Brant recognizes that a skilled, engaged, and well-supported workforce is essential to delivering high-quality services. Over the next four years, Community Living Brant will focus on strengthening its workforce by investing in recruitment, retention, and professional development.*

1

## Goals

1. Increase the number of staff focus groups and surveys in order to identify staff priorities
2. Introduce “Stay Interviews” to accurately capture the reasons Community Living Brant employees remain committed to the organization
3. Review our New Staff Orientation and Mentoring Process

## Community Connections

*Community Living Brant is dedicated to fostering strong relationships between the individuals it supports and the broader community. By increasing opportunities for inclusion and collaboration, Community Living Brant aims to create a more connected and supportive environment.*

2

## Goals

1. Generate community partnerships and collaborate with agencies, organizations, associations, and individuals to support the values of belonging
2. Enhance community connections by finding spaces in community where people’s gifts are valued
3. Increase self-advocate involvement
4. Place greater focus on the Caregiver Group

## Quality and Accountability

*Community Living Brant is committed to delivering high-quality, person-centered services with transparency and accountability. By continuously improving processes and measuring outcomes, Community Living Brant will ensure that it meets the evolving needs of individuals and families.*

3

## Goals

1. Provide regular training and mentoring around data collection
2. Create a baseline to evaluate data collected
3. Increase public communication to provide transparency



# Asset-Based Community Development

## → A Place To Be

A Place To Be has been operating for three years. It is a partnership with The Brantford Public Library and is a low-barrier space for people to gather and connect once a week. It runs every Thursday from 2:00 - 3:30pm in the open space at the main branch. Between 20 to 50 people join in for snacks, activities, and social connections.



## → Free Little Art Library

Last fall, a free little Art Gallery was installed at The Dunn Building near the bus stop. We held a community event where people decorated the box and made art pieces to share. The idea is to leave art for others to enjoy and take a piece if it really speaks to you. This leaves an opportunity also for people to get together and create art to go in the box.



## → Four Walls For All

Four Walls for All is a committee of community members who were looking for creative community solutions to the housing crisis. They started with conversations that were held at Community Living Brant. The group decided on building a tiny home in our community and leaving a template that others could follow to produce more. This project was funded with a City of Brantford Grant that ended in the fall of 2024. The group was able to get a location through JC Homes, a floor plan, the logo, a website running and permits started before the grant ended. They still meet regularly and are looking forward to fundraising and completing the project that will now include two tiny homes.



## → ABCD SYMPOSIUM

The 7th Asset-Based Community Development Symposium was held on May 28th at the Cowan Health Hub in Paris. The theme was "Reflecting" and included many community partners, building events and conversations. The keynote speaker, Rishia Burke, paid tribute to John McKnight, a pioneer in Asset-Based Community Development. The County of Brant provided a grant that funded the day. The City of Brantford provided a bus for the day to help with transportation. It was well attended and brought many people together to focus on the importance of Community.



# Year in Review

## COMMUNITY RELATIONS

This past year, there were many opportunities to gather and participate for training, staff engagement, and agency and community events. Here are some of the highlights.

### 01. Staff Appreciation and Service Award Dinner

The total years of service for the service award recipients was 665 years. Congratulations to all staff who received their award and thank you for your commitment.

### 02. Brantford Bulldogs Hockey Game

### 03. Annual Circle of Friends Golf Tournament

### 04. County of Brant Chamber of Commerce Business After 5

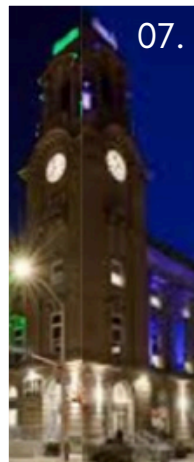
### 05. Paris Firefighters Club and County of Brant Firefighters Fundraising Hockey Game

### 06. Winter Holiday Fair

### 07. Community Living Month

In May, we celebrate "Community Living Month" by painting the town "blue and green". This year's campaign was supported by the City of Brantford who illuminated City Hall in blue and green.

### 08. 7th Annual ABCD Symposium



# EarlyON Child and Family Centre

This year, EarlyON continued to see an increase in parents/caregivers and children attending our EarlyON centers. The number of families we have served has doubled. This is due to the continued success of the promotion of our EarlyON centers through Facebook. We have over 2,500 followers/supporters for our EarlyON Facebook page.



16,000

CHILD  
VISITS

12,000

PARENT/  
CAREGIVER  
VISITS

1,400

FIRST TIME  
VISITS FROM  
FAMILIES

The Healthy Kids City of Brantford generously funded our special March Break programming and a parent workshop *"Helping Children with Emotions."* Self-Regulation Kits were distributed to all EarlyON Centers to support children's self-regulation.

Implementation of the new Positive Discipline Training program to parents, which had great attendance and positive feedback.

Roots of Empathy program was facilitated by EarlyON staff at Scotland Elementary School class. The children learned empathy through hands-on activities with a baby who visits their class monthly.

Family Engagement sub-committee of the Best Start Network planned and implemented 2 successful Parent Fair Events at Paris Syl Apps Community Centre and at the Brantford Public Library. There were 30 service provider tables and over 350 families who attended to access resources to support families.

We brought back the "Touch a Truck Event", which had over 5,000 families in attendance. A big thank you to Mohamed Noormohamed from the Bank of Montreal for the generous sponsorship, which provided all the food for this event helping make this a huge success!

EarlyON partnered with the County of Brant Chamber of Commerce for Business After 5 – Bring Your Child or Grandchild Event and met many new community business partners.

***The EarlyON team's fluidity, focus and diligence contributes to creating innovative programming to support healthy child development and learning for families, children, and educators in Brant.***



## Professional Learning Hub

Revamped and updated our Professional Learning Hub website and QR registration process

Successfully fostered Brant's Growth Showcase for community early learning and childcare centers.

Staff certified as Facilitators in RISE and Circle of Security provided community training

Facilitated 1,130 hours of professional learning for community early learning professionals



## THE CAREGIVER GROUP

The Caregiver Group continues to embrace an Asset-Based Community Development (ABCD) approach, creating a welcoming space where family caregivers can connect, collaborate, and support one another.



In late fall 2024, a Caregiver Self-Care Focus Group was held, during which families identified key areas of concern: housing, navigating the DSO/ODSP systems, and connecting with other families. In response, a representative from Developmental Services Ontario (DSO) joined the network in spring 2025 to provide valuable insights into the eligibility process for services.

To further support families, the Network began sharing resources from Partners for Planning webcasts. Topics included:

- The Henson Trust and Trustee Considerations
- Introduction to the RDSP and Plan Holder Roles
- The Disability Tax Credit
- Will and Estate Planning
- The Value of Family Networks
- Brain Health Family Caregiver Course

On May 31 and June 1, 2025, Community Living Brant hosted the Community Living Ontario Family Conference. This event brought together families from across Ontario to explore solutions to the challenges faced by parents of children with disabilities. The conference fostered open dialogue, encouraged the sharing of lived experiences, and strengthened connections among families in a supportive and collaborative environment.

## OUR COMMITMENT EQUITY, DIVERSITY AND INCLUSION

As we continue this important journey, the EDI Committee remains dedicated to building a workplace culture where everyone – staff, people supported, families, and partners – feel seen, heard and valued.

The Equity, Diversity, and Inclusion (EDI) Committee at Community Living Brant was established to promote a more welcoming, respectful, and impartial environment for everyone.

The Committee is made up of staff members who are passionate about promoting diversity, addressing systemic barriers, and fostering meaningful conversations that reflect the rich and varied experiences within our community.

In its early stages, the Committee has focused on laying a strong and sustainable foundation. This includes developing a shared vision, establishing Terms of Reference, and setting priorities to guide our work.

As part of our commitment, we are actively planning programs and activities that raise awareness, celebrate cultural differences, and provide opportunities for learning and meaningful engagement across the organization.



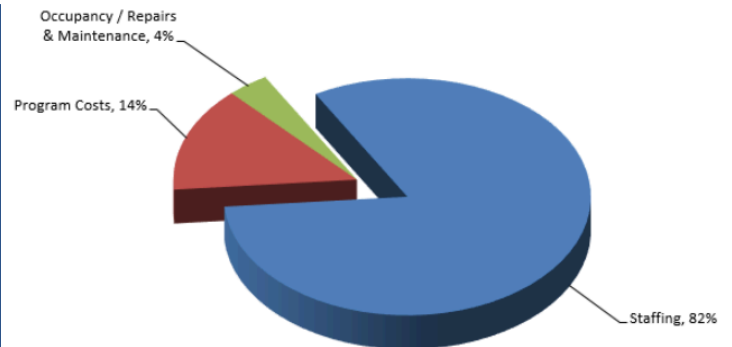
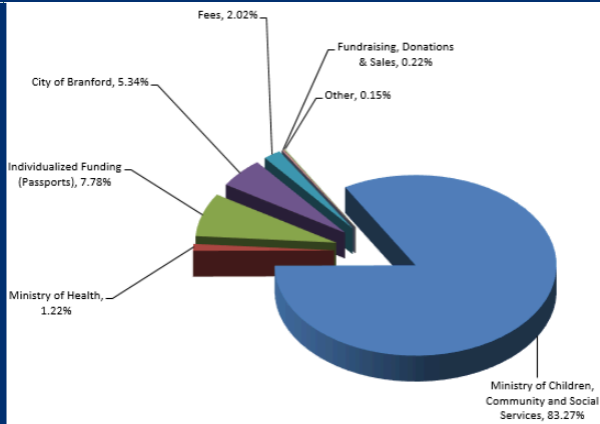
*Katie received the "Youth Excellence Award for Diversity and Inclusion" through the City of Brantford. Congratulations Katie.*



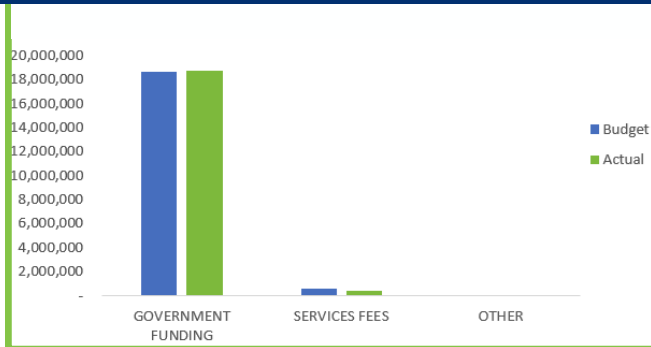
# FINANCIAL HIGHLIGHTS

REVENUE 2024/2025 %

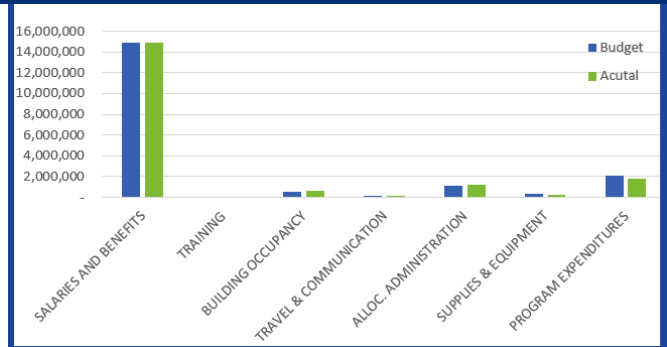
USE OF FUNDS YEAR ENDING MARCH 31, 2025



2024/2025 Budget vs. Actual Revenue



2024/2025 Budget vs. Actual Expenditures



*We use the opportunity through our Annual Reports to recognize our funders, donors, partners, supporters and volunteer community. Thank you for making valuable investments to improve the quality of supports experienced by people at Community Living Brant. The part you play does not go unnoticed in allowing this growth to be possible.*

## Passport Funding

For the 2024/2025 fiscal year, Community Living Brant continued to grow as a Transfer Payment Agency assisting individuals with their Passport Funding. As well, we offered purchase of service supports for individuals and families to have the flexibility to self-administer their funding. We currently support approximately 240 with their passport funding.

### What Passport Funding Covers

- **Community and Recreational Activities**
- **Activities of Daily Living**
- **Transportation**
- **Technology**
- **Community Participation Support and Supplies and Equipment**
- **Support Worker Hours and Expenses**



# HEALTH AND SAFETY REPORT

Community Living Brant is committed to continually improving the health and safety of its employees and the people who receive services. The commitment is reflected in fostering a vibrant and forward-thinking culture of health and safety in the workplace.

This year, Community Living Brant's Health and Safety Program featured several notable highlights:

The Multi-Workplace Joint Health and Safety Committee conducted training sessions for Health and Safety Representatives, and the Brant County Health Unit provided comprehensive training on Infection Prevention and Control (IPAC).

Mock fire drills and inspections were completed in collaboration with the Brantford Fire Department and the Brant County Fire Department.

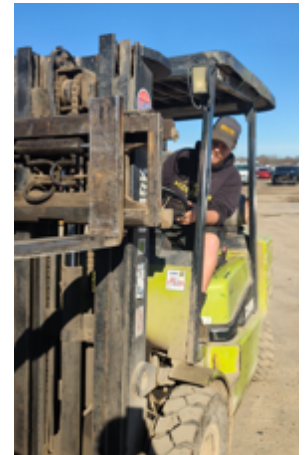
All staff members received training on a range of Health and Safety topics, such as Safe Lifting, Safety-Engineered SHARPS, WHMIS, Donning and Doffing Personal Protective Equipment.

Community Living Brant maintains a close collaboration with the Brant County Health Unit's IPAC Hub and the Public Services Health and Safety Association for valuable support and resources.



## Multi-Workplace Joint Health and Safety Committee

In 2025, Community Living Brant is committed to maintaining collaborative efforts with all Agency Health and Safety Representatives, the Multi-Workplace Joint Health and Safety Committee, and Management to strengthen our current health and safety program. Our goal is to minimize the likelihood of injuries and illnesses while promoting a culture of confidence in health and safety within our organization.



*Working Safely At My Job*

***"A great safety culture: when people continue to work safely and do the right thing, even when no one is watching"***

***Author Unknown***

# In Memoriam

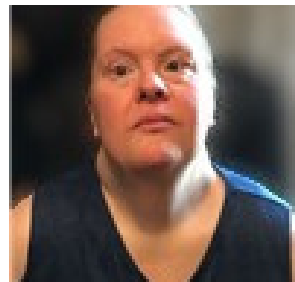
## Valerie Douglass

Valerie loved to travel and loved any kind of entertainment. She enjoyed getting together with other people and catching up. She had a bit of a flirtatious personality. She loved to look glamorous. She was a daily fan of the The Ellen DeGeneres Show. She left behind many memories for those who shared her life.



## Jaye Welsh

Jaye was a ray of sunshine who always had a cute comment that would make people smile. She was very social and made special long-lasting friends. She loved to dance, bowl, and swim with Special Olympics. She simply loved people and was generous and free with her love. She will be greatly missed by all who knew her.



## Victor Bartlett

Victor was the most amazing friend. The love he had for his family will never be forgotten. He was a great brother who always had a smile on his face. He was a very caring person and will be missed. Thanks for your kindness and friendship.



## Rodney Kershaw

Rodney had the ability to bring a smile to everyone. His colourful shirts with the ever-present beads and the ball cap that seemed to always be around announced his arrival wherever he went. He loved Johnny Cash and Elvis, sitting on the front porch and doing his paperwork. He is a light that will always be missed, and he made us all better for knowing him.



## Charlene Shellard

Charlene brought light and warmth into the lives of everyone she met. Her laughter and joy touched countless friends and family, who will always treasure the memories of her vibrant spirit and generous heart. Let us remember Charlene for the beautiful life she lived.



# Thank you for your Commitment to Community Living Brant

## > Our Staff

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Community Living Brant embraces a culture of diversity, equity and inclusion. We welcome applications from all qualified persons.

- 260 Full-time and Part-time Staff
- 44 New Employees Welcomed
- 65 Staff Employed over 20 years.
- Collective Agreement signed with CUPE Local 181

## > Our Board of Directors

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Our Board of Directors provide oversight in making strategic decisions, ensuring we provide quality care, safeguarding our financial well-being, and staying alongside of best practice.

- Lonnie Johnson, President
- Marylou Chatland, Vice-President
- Tricia Klunder, Treasurer
- Cristin Ladner, Secretary/Executive Director
- Greg Hall, Director
- Stefennie Jagt, Director
- Matthew Marriott, Director
- Jim MacAlpine, Director
- Tim Papez, Director
- Duncan Ross, Director

## > Our Committees

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We have several committees which consist of staff, management, Board members, and volunteer community members. They are a group of dedicated and dynamic people who help us support our mission.

### *Audit Committee*

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- Tricia Klunder, Treasurer – Chair
- Lonnie Johnson, President
- Morris Gloyn
- Glenda Minard
- Kathryn Dubicki, Senior Director
- Cristin Ladner, Executive Director
- Danielle Woodcock, Manager
- Amar Cheema, Financial Admin Support

### *Person-Centered Excellence Committee*

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- Julie Bisbicos, Director – Chair
- Amy Brandt
- Liz Brown
- Marylou Chatland
- Bruce Jones
- Candice Lawrence
- Katie MacDonald
- Shelley Murray
- Steve Csordas, Supervisor
- Anthony Lerno, Supervisor
- Cristin Ladner, Executive Director
- Wendy Matthews, Admin Support

### *Rights Committee*

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- Patrice Burke, Chair
- Brenda Braund
- Bethany Mansour
- Jason Richardson
- Jen Rinaldi
- Kate Rossiter
- Sandy St. Louis
- Katie Gard, Director
- Wendy Matthews, Admin Support



# Acknowledgements

We wish to acknowledge all of the contributors to the preparation of this annual report. Their submissions provided an overview of the commitment and impact of accomplishments achieved in the past year in the lives of people supported at Community Living Brant to assist us “*Moving Forward Together*”.

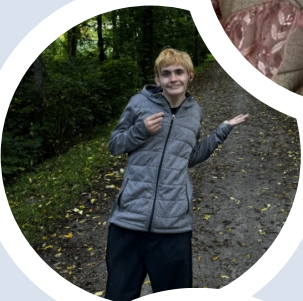
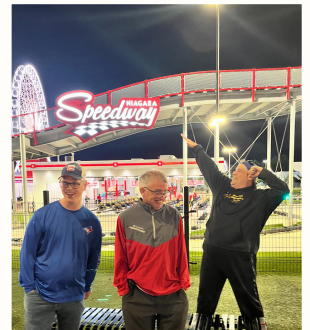
- Lonnie Johnson, President
- Cristin Ladner, Executive Director
- Kathryn Dubicki, Senior Director
- Katie Gard, Director, Supports and Services
- Julie Bisbicos, Director, Services and Quality Enhancement
- Danielle Woodcock, Manager
- Tara Buchanan, Supervisor
- Kevin Noseworthy, Administrative and Communications Assistant
- Barb Vanry, Manager, EarlyON Child and Family Centre and Professional Learning Hub
- Bukola Olowola, Program Assistant
- Carrie MacNeil, Support Worker
- Jason Clark, Supervisor
- Wendy Matthews, Administrative Assistant
- All Staff who submitted photos of people supported



How We  
Moved Forward  
This Year



BRANTFORD FOOD BANK Volunteer Appreciation Month





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# *Moving Forward Together*

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## Conact Us



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519-756-2662



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