

COMMUNITY LIVING
Brant



Rooted in Excellence

Grounded in Belonging
2025-2026



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MISSION AND VISION

Vision

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

Mission

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

OUR GUIDING PRINCIPLES



**Dignity and Full
Citizenship**



**Inclusion and
Community
Engagement**



**Partnerships and
Collaboration**



**Leadership and
Excellence**



**Integrity and
Accountability**

ABOUT US



From the efforts of a small and dedicated group of parents who came together in 1952, the Community Living movement was born. Over the decades, that movement has grown into a strong and enduring force for inclusion and belonging. Today, Community Living Brant continues this legacy by advocating for and creating opportunities for people with developmental disabilities to live meaningful lives of their choosing, fully included in their communities.

Our Service Streams

- 24- Hour Accommodation
- Supported Living
- Respite Services
- 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



Lonnie Johnson,
President

Over the past year, Community Living Brant has continued to support people with developmental disabilities in living meaningful lives connected to their goals, choices, and communities. As an organization rooted in Brantford, we recognize the important role we play in helping create a community where everyone is welcomed, valued, and included.

Each day, we work alongside the people we support to encourage independence, personal growth, and participation in community life. From employment and in-home supports to recreation and relationships, our focus remains on ensuring people have the support they need to live the lives they choose.

This work is only possible through strong partnerships and a shared commitment to inclusion. We are grateful to our community partners, businesses, families, and supporters who continue to work alongside us in building a stronger Brantford. We also extend our appreciation to our Board of Directors for their leadership and governance, and to our staff whose professionalism, compassion, and dedication make this work possible every day.

Most importantly, we thank the people we support for allowing us to be part of their journeys. Your achievements and contributions continue to demonstrate the importance of building communities where everyone has the opportunity to thrive.

While challenges across the developmental services sector remain, our commitment to belonging remains strong. Together, we continue to move toward a more welcoming and inclusive community for all.



Cristin Ladner,
Executive Director

BY THE NUMBERS

OUR SUPPORTS AND SERVICES



Passports
Individualized
Funding

246
People

Community Living Brant supports 383 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 neighbourhood connections.



Group Living

25
People



Supported
Employment

126
People



Supported Living

127
People



Community
Participation

116
People



Lifeshare

19
People



Respite

62
People



Respite Through Ministry of
Health- Aging at Home

18
People

ACCREDITATION & STRATEGIC PLAN 2024-2028

We have just passed the 18- month mark of our 4 Year Person Centered Excellence Accreditation with The Council on Quality and Leadership (CQL). We have focused on bringing accreditation to life in meaningful and practical ways across the organization.

This year has been about moving from achievement to action- ensuring that the principles of person- centred excellence are reflected in the day- to- day experiences of the people we support, our staff, and our community partners.

What Has This Looked Like in Practice

Many of the changes introduced over the past year have been intentional steps to strengthen quality, consistency, and person- centered support.



Improving Medication and Health Practices

A revised medication orientation process, new competency checks, and standardized onboarding tools have been introduced to better support staff and ensure safe, consistent medication practices- changes many teams are beginning to experience in daily practice.



Strengthening Rights and Decision Making

Updates to rights assessments and documentation practices have helped staff better support individuals to understand and exercise their rights, including clearer processes around consent, choice, and decision-making.



Building a Stronger Workforce Culture

Increased staff check-ins, staff engagement initiatives, and feedback opportunities have been used to better understand staff experiences and respond with meaningful improvements- reinforcing a culture where people feel heard and valued.



Using Data to Guide Decisions

Enhanced tracking of trends- from incidents to staff feedback- has supported more informed decision-making and helped identify where changes were needed and where progress is being made.

ACCREDITATION & STRATEGIC PLAN 2024-2028

Listening to What Matters

Through the early stages of expanding Personal Outcome Measures® interviews, we are beginning to hear more directly from people supported about what matters most to them. As this work continues to grow, you can expect to see more insights shared on how these conversations are helping to shape planning, strengthen support, and align services with individual goals and quality of life.



A Culture of Continuous Improvement

The Person- Centered Excellence (PCE) Committee continues to provide oversight to our accreditation practices. The committee meets quarterly to review progress, identify trends, and guide next steps related to quality and person- centered service delivery.

This work is strengthening a more coordinated and consistent approach to quality and accountability across the organization.

As a result, accreditation is no longer just a milestone- it is an ongoing, organization-wide commitment that is actively shaping how we think, plan, and deliver services.

Looking Ahead



Community Living Brant remains committed to building on this momentum- continuing to learn, adapt, and strengthen our practices to ensure that person-centered excellence is not only a standard we meet, but something we continue to embed into everyday practice.

COMMUNITY

CONNECTION. BELONGING. IMPACT.

This year, Community Living Brant continued to strengthen relationships, celebrate people, and create meaningful opportunities across our community- where connection grows, belonging is felt, and impact takes shape.

Learning Through Lived Experience

In partnership with Community Living Haldimand, Norfolk Community Living, Haldimand Norfolk REACH, Community Living Access, Brantwood, Willowbridge, and Ronatahskats Community Living Six Nations, we welcomed Andrew Gurza for a powerful and honest conversation on sexual health and lived experience. His presentation encouraged open dialogue and challenged assumptions, highlighting the importance of recognizing and supporting all aspects of a person's life.

Hosted by Community Living Ontario, our organization participated in a province-wide virtual session, Remembering Rhonda. Rhonda's family, alongside Community Living Thunder Bay, shared their experience following her death, offering important perspective and learning.

Rhonda's legacy serves as a powerful and sobering reminder of the responsibility we carry in our roles- reinforcing the importance of staying present, curious, and mindful in the supports we provide each day, and the need to remain vigilant against complacency.

In partnership with Willowbridge Community Services, we also welcomed Michael Jacques, author of *Can't Read, Can't Write, Here's My Book*. Michael is a public speaker, advocate, and self-published author who shares his lived experience as a person with autism and an intellectual disability. Through storytelling, humour, and real-life examples, he offered a thoughtful look at inclusion, independence, and belonging- reminding us that barriers often exist in systems and perceptions, not in people.

COMMUNITY

CONNECTION. BELONGING. IMPACT.



Self Advocacy in Action

Empower Ability Network, our self-advocate group, continues to grow as a space for people to share their voices, build confidence, and influence change. Through regular meetings and conversations, members are helping shape a more inclusive and responsive organization.



Celebrating People

Recognizing the people who make our organization strong remains at the heart of what we do.

- Our Staff Appreciation & Milestone event celebrated years of service and the contributions our staff.
- Direct Support Professionals Week honoured the impact of frontline staff
- International Women's Day recognized contributions across our organization & sector
- Volunteer Appreciation Week celebrated the community members who give their time and strengthen our work
- Spreading Holiday Spirit highlighted connection and fun during the holiday season
- A Winter Wonderland at the Rope Factory offered a night of connection and shared experience
- Developmental Disabilities Awareness Month
- Community Living Month celebrated inclusion and belonging across our community

Each year, our Annual Golf Tournament brings people together in a way that feels easy, familiar, and meaningful- partners reconnect, new relationships are formed, and the day unfolds with a shared sense of purpose. It's more than time spent on the course; it's a reflection of what happens when a community shows up, supports one another, and believes in something bigger.

We look forward to continuing that tradition as we head back to the green for our 37th year on August 21, 2026- join us as we Drive Supports Forward!





Child and Family Centre

Over 13,600
Visits by
Children

Over 10,500
Visits by
Caregivers

Just Baby and Me

On average 20-30 families attend weekly

Healthy Kids

We received sponsorship from Healthy Kids of Brantford to support the planning of 4 successful and well-attended events.

Welcome to Kindergarten

EarlyON partnered with both school boards and attended 10 Welcome to Kindergarten events to support children and families entering school this September.

Gym Time

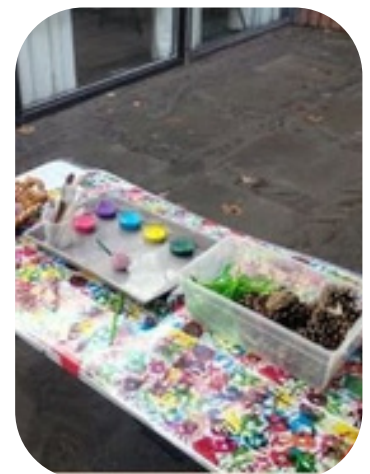
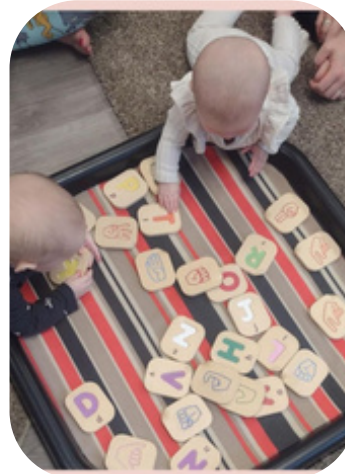
Thanks to the enthusiastic support of families, this program has grown from once a week to once a month. The feedback has been overwhelmingly positive: "We love this program!"

EarlyON Events

EarlyON offered 15 exciting events for families, including Earth Heroes, Snow Much Fun, Pretend Play, and Storytelling. Guided by feedback from families, we design our programs to create meaningful learning experiences while building strong relationships and community connections.

Touch a Truck

- Over 20 vehicles to explore
- Served over 1200 people
- Big Trucks, Big Fun, Big Smiles



Community Gardens

We partnered with Community Gardens and held a garden party where families helped us plant, care for, and eat the veggies grown.

Touch a Truck Saturday October 4, 2025."



COMMUNITY OUTREACH

Bringing our community together through partnerships and presence...



“Meeting people where they are at through outreach, connection and support in Downtown Brantford”

In 2025/2026, the Pathways Team continued to provide trauma-informed, person-centered supports to individuals navigating complex needs, including substance use and mental health challenges. Grounded in a harm reduction approach and guided by respect, dignity, and choice, our work focuses on meeting people where they are and supporting meaningful, self-defined outcomes.

Alongside community partners, Community Living Brant's Pathways team participated in the kickoff of Mental Health Week at the YMCA. We shared information about our supports and services and engaged community to raise awareness about mental health.



With the support of funds raised through the golf tournament and an RBC Grant, Pathways is celebrating...



- **Over 170** hours spent connecting with individuals through community outreach



- **Over 3,000** connections made through community outreach and drop-in spaces in 2025



- **Over 150** hours of community connections at “A Place to Be”



- **Over 20** community partnerships strengthened

PASSPORT FUNDING

Passport Funding is a direct reimbursement program funded by the Ministry of Children, Community and Social Services so adults with a developmental disability can take part in their community, develop life skills, hire a support worker, create a plan for their life to reach their goals and provide respite for caregivers.

Community Living Brant continues to grow as a Transfer Payment Agency for the 2025-2026 fiscal year. In addition to providing direct services, we administered Passport funding through purchase of service, offering individuals and families the flexibility to manage their funding in ways that best met their needs. During the year, we supported approximately 245 people through Passport funding.

In the spring of 2026, we are going on a team road trip and attending team meetings in place of our annual meeting and presenting the Passport program and the guidelines for the funding. This way we can have more in-depth conversations with support staff about the funding and how they can best support people with experiencing all that Passport Funding can offer.

Contact us



Phone:
(519) 756-2662



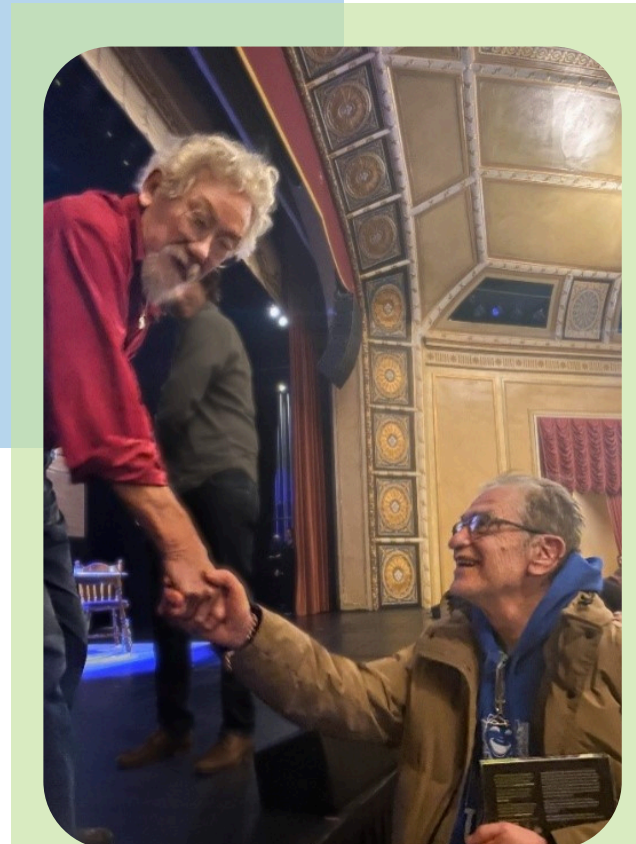
Email:
if@clbrant.com



Website:
www.clbrant.com

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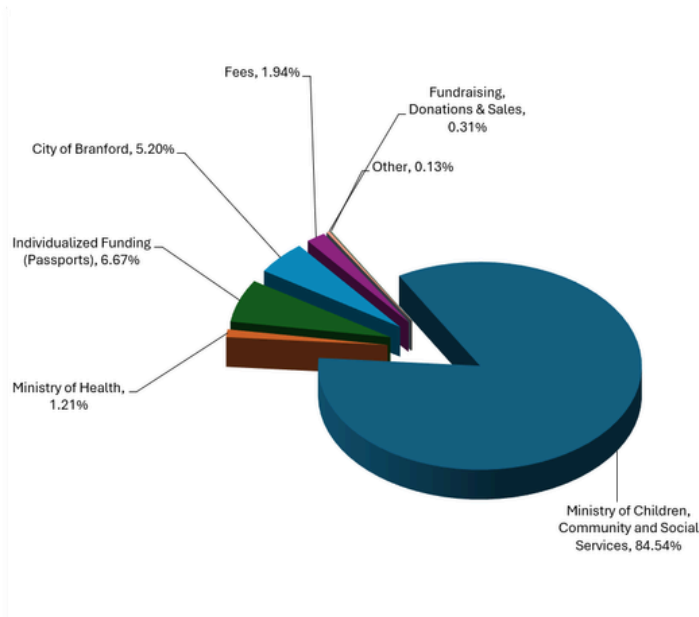
Victor uses his Passport Funding to enjoy going to events at the Sanderson Center. This is Victor meeting David Suzuki at the Sanderson Center this past winter. Victor recalled watching David on TV, but being able to hear him speak about his lifelong dedication to learning in person was remarkable. During their handshake, Victor was able to express his appreciation for the work David continues to do.



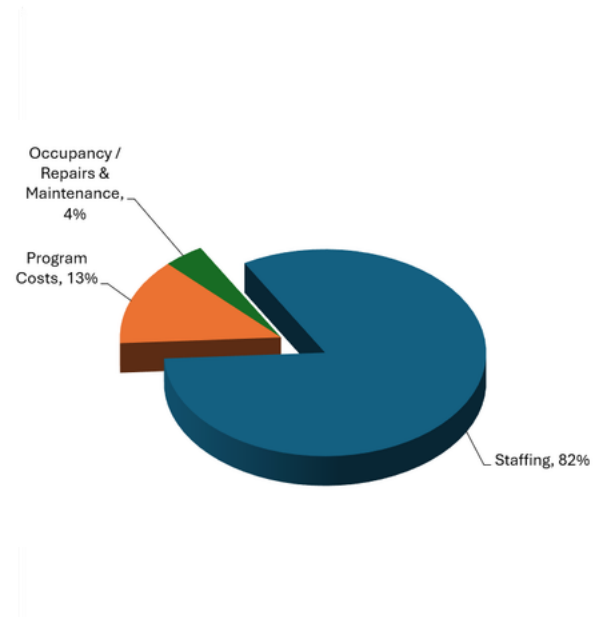
FINANCIAL HIGHLIGHTS

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.

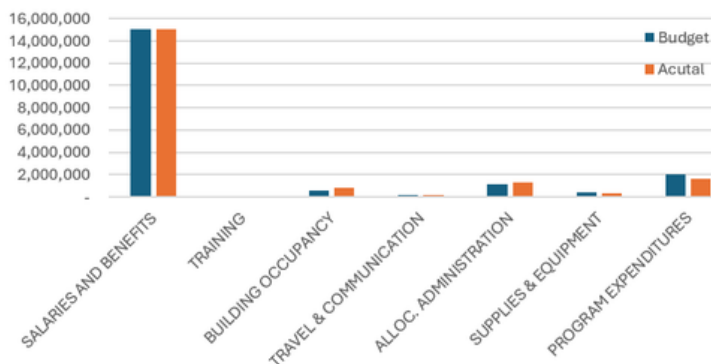
REVENUE 2025/2026 %



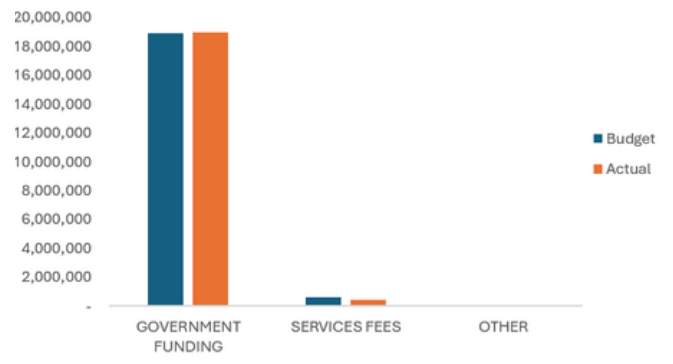
USE OF FUNDS YEAR ENDING MARCH 31, 2026



2025/2026 BUDGET VS ACTUAL EXPENDITURES



2025/2026 BUDGET VS ACTUAL REVENUE



CAREGIVER NETWORK

This year, Community Living Brant continued to support the Caregiver Network through opportunities for learning, advocacy, and resource sharing.

We also shared practical resources to support families in navigating services and planning for the future, including information from Developmental Services Ontario, Registered Disability Savings Plan, the Canadian Disability Benefit, and information around Microboards.

Copies of *Safe & Secure* were also made available to caregivers as a helpful planning resource for families thinking about long-term security and future supports.

CAPACITY BUILDING GRANT



Community Living Brant was thrilled to receive a \$4,000 Capacity-Building Grant for Family Support Networks through the Ontario Caregiver Organization, with funding support from the Ministry of Children, Community and Social Services. We are grateful for this investment in family connection and caregiver voice. This funding will help breathe new energy into the Caregivers Network, creating more opportunities for families to connect, share resources, learn from one another, and strengthen their collective voice.

Together, families bring a powerful and essential voice- one that strengthens connection, builds belonging, and drives meaningful impact. Creating space for that voice to be heard remains at the heart of this work.



Sharing Resources. Strengthening Connections.

A key highlight was hosting Community Living Ontario for a presentation on the Waiting to Belong campaign, providing caregivers with updates on provincial advocacy efforts and the ongoing need for system change.



UNITY IN DIVERSITY

During this reporting period, we stayed committed to promoting diversity, equity, and inclusion by fostering a respectful and supportive environment for all individuals, with continued efforts to ensure inclusive practices in daily interactions.

The committee was strengthened with the addition of two new members bringing valuable perspectives to ongoing initiatives. The committee also underwent a name change to Unity in Diversity and developed a new logo, reflecting its evolving identity and renewed commitment to DEI principles.

One notable initiative was the “Flavours of the World” potluck, which was well attended and warmly embraced by many. By popular demand, the “Flavours of the World” potluck is here to stay, reflecting its success in fostering connection, cultural exchange, and community engagement. The event was filled with great food, laughter, and meaningful interactions.

The committee continues to brainstorm on initiatives aimed at strengthening inclusion, engagement, and cultural awareness within the organization.



INCLUSION SYMPOSIUM

Committee members attended the Inclusion Symposium in March, which addressed key topics such as equity in practice, cultural competence, and strategies for building more inclusive and supportive environments.

The committee has been actively working on developing DEI training materials for new hires, this was delivered for the first time on May 19th 2026 and we are also considering implementing this training for all team members to further enhance awareness and inclusive practices across the organization. Additionally, the committee is working on developing a land acknowledgment to further recognize and respect Indigenous communities.



If you would like to join the committee or have an idea you would like to share with us please e-mail tarabuchanan@clbrant.com

PROJECT SEARCH

A SCHOOL -TO -WORK TRAINING PROGRAM



Project SEARCH has completed another successful year, with five students graduating in June after completing both the academic requirements for their high school credits and the Project SEARCH program. Throughout the year, students gained valuable hands-on experience through three internship placements within St. Joseph's Lifecare Centre, while also completing classroom-based learning components.



Following graduation, all students will transition to Community Living Brant's Supported Employment Program to continue their employment journey. Notably, one graduate has already secured employment with St. Joseph's Lifecare Centre. The Project SEARCH graduating class of 2025 continues to demonstrate strong outcomes, with more than 50% of graduates having already secured employment.



Congratulations to St. Joseph's Lifecare Centre on receiving a 2026 Accessibility Improvement Award in the Employment category for their commitment to inclusive employment through Project SEARCH.



Community Living Brant is proud to be part of this partnership through our Employment Supports team. A special congratulations to Esther Haan, who supports students through our Employment Program with Project SEARCH. This recognition is a wonderful example of community partners working together to create more accessible, inclusive employment opportunities for people with disabilities.

Community Living Brant remains committed to continuously improving workplace health and safety for the benefit of its employees and the people receiving services.

The Multi-Workplace Joint Health and Safety Committee worked with Senior Management to update its Terms of Reference for the renewal with the Ministry of Labour, Immigration, Training and Skills Development. Approval was received in May 2026.



Community Living Brant continues our close collaboration with Grand Erie Public Health Unit's IPAC Hub and the Public Services Health and Safety Association for valuable support and resources.



- Community Living Brant recognized the National Day of Mourning, a day dedicated to remembering and honouring those who have lost their lives, been injured, or become ill as a result of their work.
-
- Staff attended a training session that focused on the health and safety and wellbeing of folks we support by participating in the “Remembering Rhonda” training.

“Think! Do it the safe way; do it the right way; do it every day.”- Author Unknown

IN MEMORIAM

Shaun Nott

Shaun made his presence known wherever he went, and that is what drew so many people to him. His humour, storytelling, and passionate nature left a lasting impression on everyone fortunate enough to know him. Shaun loved sharing stories and speaking about the things that mattered to him. His knowledge of Wheel of Fortune was unmatched- he could easily have written a biography on Pat Sajak, Vanna White, and every detail of the show. He also cherished the simple joys in life, especially a good cup of coffee and a meaningful chat. Those daily conversations brought laughter, connection, and comfort to many. Shaun will be remembered for his strong spirit, warm personality, and the joy he brought to everyday moments.



Alan Minard



Alan went through life with a smile and keen sense of humour. Alan enjoyed showing others the joy that comes from being in nature and exploring new experiences- the simple things in life. He had a contagious laugh and enjoyed being part of the action. Alan was supported by Community Living Brant for many years and was a meaningful part of his community. Known to many across the organization, his passing will be felt by those who had the privilege of knowing and supporting him.

THANK YOU FOR YOUR COMMITMENT TO COMMUNITY LIVING BRANT

Our Staff

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

- 260 full-time and part-time employees
- 44 new employees welcomed
- 65 staff employed over 20 years
- Collective Agreement signed with CUPE Local 181

Board of Directors

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
- Greg Hall, Treasurer
- Cristin Ladner, Secretary/ Executive Director
- Stefennie Jagt, Director
- Tricia Klunder, Director
- Jim MacAlpine, Director
- Matthew Marriott, Director
- Tim Papez, Director
- Senthuran, Selvanathan, Director

Committees

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

- Greg Hall, Treasurer- Chair
- Lonnie Johnson, President
- Marylou Chatland, Vice President
- Morris Gloyn
- Kathryn Dubicki, Senior Director
- Cristin Ladner, Executive Director
- Danielle Woodcock, Manager

Person- Centered Excellence Committee

- Julie Bisbicos, Director- Chair
- Amy Brandt
- Brenda Braund
- Liz Brown
- Marylou Chatland
- Bruce Jones
- Candice Lawrence
- Katie MacDonald
- Shelley Murray
- Paul Wilson
- Anthony Lerno, Supervisor
- Cristin Ladner, Executive Director
- Bridget Byron, Administrative Support

Rights Committee

- Patrice Burke, Chair
- Brenda Braund
- Bethany Mansour
- Jason Richardson
- Kate Rossiter
- Sandy St. Louis
- Katie Gard, Director
- Bridget Byron, Administrative Support

OUR YEAR IN PHOTOS

ANNUAL REPORT 2025-2026





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