

# Abilities Manitoba

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Annual  
Report  
2018-19



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# Mission, Vision, and Values Statements

## Mission Statement

Abilities Manitoba, a network of agencies, exists to foster excellence in service delivery for people with intellectual disabilities.

## Vision Statement

Together we can create a province where all Manitobans value the quality of life of people with intellectual disabilities, and the partnership between communities, governments, families, and agencies that support them.

## Values

**Community Participation:** We need community participation to make inclusion, choice and respect for all people a reality.

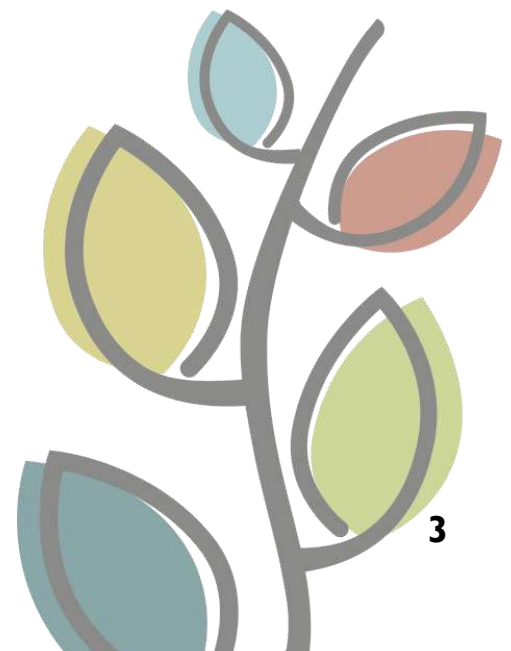
**Respect:** The people we are supporting are deserving of qualified staff. Member agencies must comply with all pertinent legislation such as the Vulnerable Persons Act, Human Rights and all others to ensure all persons are treated equitably.

**Human Rights:** We promote the interests, rights and freedoms of supported individuals in member agencies.

**Transparency:** Member agencies will be respectful of and accountable to the people they serve, employees, funders/government and the community at large.

**Not-For-Profit:** Services provided to the people we support will be not-for-profit.

**Natural Supports:** We recognize the value and contribution of natural supports for people with intellectual disabilities.



# Board of Directors 2018-19

**Ruby Reimer, President**

Executive Director, Epic Opportunities  
rbyr@abilitiesmanitoba.org

**Audra Penner, Vice President**

CEO and President, ImagineAbility  
audrap@abilitiesmanitoba.org

**Jennifer Hagedorn, Past President**

Executive Director, Visions of Independence  
jenniferh@abilitiesmanitoba.org

**Malinda Roberts, Treasurer**

Executive Director, Winnserv  
malindar@abilitiesmanitoba.org

**Courtney Welch, Secretary**

Director of Operations & Finance, Fairfax  
courtneyw@abilitiesmanitoba.org

**Krista Bissett, Director**

Executive Director, Connect Employment  
kristab@abilitiesmanitoba.org

**Jason Dyck, Director**

Executive Director, Arcane Horizon  
jasond@abilitiesmanitoba.org

**Charmayne Dube, Director**

Director of Services, New Directions  
charmayned@abilitiesmanitoba.org

**Scott Smith, Director**

Director of Program Development  
& Quality Assurance, Pulford  
scotts@abilitiesmanitoba.org



Left to right: Scott Smith, Krista Bissett, Audra Penner (Vice President), Courtney Welch (Secretary), Jennifer Hagedorn (Past President), Jason Dyck, Malinda Roberts (Treasurer) and Margo Powell (Executive Director). Missing: Charmayne Dube and Ruby Reimer (President).

# Our Members

Arcane Horizon  
Aspen Winds/ Vents de Tremble  
(Formerly Mountain Industries )  
Association for Community Living  
– Beausejour Branch  
Association for Community Living  
– Flin Flon  
Association for Community Living  
– Swan River  
Association for Community Living  
– Virden  
Blue Sky Opportunities  
Brandon Community Options  
Career Connections  
Cerebral Palsy Association of Manitoba  
Changes Supportive Living Services  
Community Ambitions  
Community Living Interlake  
Community Living Manitoba  
Community Respite Service  
Community Venture Services  
Com-Span  
Connect Employment Services  
Continuity Care  
COR Enterprises  
Cornerstone Christian Care Society  
Cornerstone Enterprises  
DASCH  
enVision Community Living  
Epic Opportunities  
Equal Opportunities West  
Fairfax Community Resources  
Family Visions  
Frontier Trading Co  
Gaining Resources Our Way (G.R.O.W.)  
Gateway Resources  
Grandview Gateways  
Hearthstone Community Group  
Heima er Best  
ImagineAbility  
Inclusion Selkirk  
Inclusion Westman  
Inclusion Winnipeg  
Initiatives for Just Communities  
Innovative LIFE Options  
Juniper Centre  
Kelchris  
L'Arche Winnipeg  
L'Avenir Cooperative  
MacDonald Youth Services  
New Directions  
Norshel  
Options, Pathways and Transitions  
Parkland Regional Community Linc  
Parkland Residential & Vocational Services  
Prairie Partners  
Prairie Places  
Pulford Community Living Services  
Riverton Care Services  
Riverdale Place Homes  
Rolling Dale Enterprises  
ROSE

Samtak Coop  
SCE LifeWorks  
Shalom Residences  
SMD Alliance  
Southwest Community Options  
St.Amant  
STEPS Resources and Community Support Services  
Touchwood Park Association  
Trailblazers Life Choices  
Transcona Springfield Employment Network  
Turning Leaf  
Visions of Independence  
WASO  
Westman Opportunities  
Wings of Power  
Winnipegosis & District Residential Services  
Winnserv  
YMCA YWCA of Winnipeg

**Associate Members:**

The Alliance of Direct Support Professionals of Manitoba

Red River College: Disability and Community Support Program

**How our members support our work:**

- Participate in working groups and combine forces to tackle complex issues
- Advocate at the local level
- Participate in surveys and respond to data collection which is paramount to advocacy
- Share stories on social media of successes, milestones and overcoming barriers
- Donations of time and resources to our important work and in many other fabulous ways!



# Members by the Numbers

77

Agencies Across Manitoba



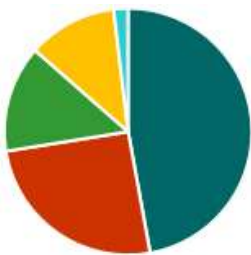
6,875

People Supported



3,308

People Supported in Residential Programs



- Residential Homes (1,560)
- Supported Independent Living (837)
- Foster (463)
- Respite (386)
- Crisis (62)

42

Agencies in Winnipeg



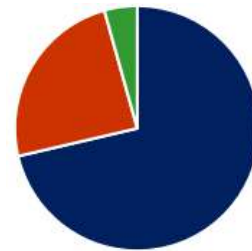
8,317

Full & Part Time Employees



3,567

People Supported in Day Programs



- Day Programs (2,545)
- Supported Employment (867)
- Social Enterprises (155)

Abilities Manitoba is a not for profit coalition of 77 agencies that fosters excellence in services for people with intellectual disabilities and advocates on behalf of our members to government and the community at large.

# Leadership Report

This past year was spent on many successful endeavours! We are happy with the progress made over the past year and look forward to an exciting upcoming year. The goals set by our membership in 2014 remain constant and these priorities are what drive our work.

## Priority Goal 1: Better Frontline Outcomes

***Forward movement on improved wages and training for direct support staff and implementation of a quality improvement framework across the province.***

**Wages:** We partnered with the Family Advocacy Network and the Alliance of Direct Support Professionals on our #ShowUsASign wage campaign. We gathered nearly 9,400 signatures and had meetings with CLDS, the Minister of Families, the Liberal and NDP parties. We delivered jars of cinnamon hearts to targeted MLA's on Valentine's Day. These jars filled with 770 candies were representative of the number of disability support workers an adult with a disability can expect in their lives. Our campaign was accompanied by a video about the impact of wages and a strong social media presence and following.

**Training:** A proposal to the Department of Families to move forward in standardized training was declined this past year. We continue to strategize on plans to address training for disability support staff, noting the complex skill set required and a lack of government funding available to provide needed training.

We see opportunities in the coming year and continue to strategize and pursue them! We were fortunate to have six Master's students from Occupational Therapy conduct extensive research on our behalf. They researched how to validate and update core competencies that can be utilized for the Hay Group Competencies developed by the Province in the early 2000's. Working with the career ladder proposed to the Province in 2017, we have focused on raising the training requirement for disability support staff to a 40 hour mandatory course within the first 6 months of employment.

**Quality Improvement:** In April we wrapped up Phase 1 of the Quality Improvement Project in partnership with the Department of Families. We are excited to be firming up plans for Phase 2 and are in the process of signing the next memorandum of understanding with the Province. This is a priority area identified by our members at the 2014 Stakeholder Engagement and we are so pleased with the progress made. We have turned a page in Manitoba and look forward to much exciting work in this area.

## Priority Goal 2: Better Access

***This includes better access to services, addressing wait times for service provision, improved system coordination and cost of living increases to agencies.***

We are working with the Public Interest Law Centre on a portfolio of issues including eligibility requirements for people to access services through Community Living disAbility Services, reviewing the Vulnerable Person's Act, addressing separation and zoning by-laws, and the use of the Manitoba Developmental Centre.



Over the past three years, we have worked in collaboration with our members to secure and offer legal advice and make recommendations to the new Service Purchase Agreement (SPA). Throughout the process we strived to influence the final SPA on a number of key areas. We advocated for a more balanced approach to protecting both parties from risk and for a fairer dispute resolution process. We also tried to negotiate greater certainty and security with regard to funding. Overall we did not see a strong willingness to change language in these areas but we believe we were still able to offer our members some small gains and a collective voice on the issues we all face. We were very pleased to see the impact of our efforts on the changes made to the final surplus / deficit policy after serious concerns were noted with the version shared in the Discovery Sessions hosted by Agency Accountability and Support Unit (AASU).

Abilities Manitoba advocates in quarterly meetings with the Deputy Minister of Families and in pre-budget consultations for needed funding increases. We have been fortunate to attend the Throne Speech and Provincial Budget the past few years.

We have offered supports to the Alliance of Direct Support Professionals and the Family Advocacy Network in meeting preparation and coordination as they share their stories with the Minister of Families and MLA's about accessing services, staff turnover and overall quality.

### **Priority Goal 3: Better Inclusion**

***A strong emphasis on person-centred supports. This priority relates to a stronger focus on relationships and community connections as well as continued work on the Accessibility for Manitobans Act, employment for people with disabilities and a dignified income.***

Abilities works closely with government on the Building on Abilities initiative. As part of a Community Engagement Committee, we have been bringing our concerns and suggestions forward for the past three years. Our aim is to encourage stakeholder consultation and information sharing, to proceed cautiously and to uphold the values that guide our work. This is the largest systemic reform in our history and we want a system that provides adequately funded, high quality, empowering, person-centred supports. We have also undergone some strategic planning with other stakeholders and will be launching a plan this Fall to execute this.

Abilities has been involved in the design and implementation of the Accessibility for Manitobans Act. We have appreciated our relationship with Barrier-Free Manitoba and will continue to work closely with them on this important law. As a partner in the Disability Matters Vote 2016 campaign, we led the charge for the 2018 by-election and are well into preparations for the next provincial election.



### **Financial sustainability & capacity building**

**Golf Tournament:** This past year we raised over \$34,000 at our second annual golf tournament sponsored by Northway Pharmacy. We have hosted a sold-out tournament both years and have a fun-filled day. We are most appreciative of our volunteers who come out and ensure a successful day. This year's tournament is August 22 at Bridges Golf Course.

**Corporate Partners:** We are blessed to have four Corporate Partners along with a host of other growing relationships. We have many partnership opportunities and continue to grow our relationships and connections.

**Grants:** Through support from Reaching E-Quality Employment Services and Canadian Council on Rehabilitation and Work we have continued to employ Andrea in a part-time administrative position. We recently heard we have been awarded \$30,000 for the current fiscal year from the Winnipeg Foundation and plan to utilize it to continue to grow our infrastructure and work.

We have also been grateful recipients of donations from businesses and private citizens. Thank you to all who have contributed to our financial sustainability.

**Capacity Building:** Scott McFadyen has provided government relations consultation over the past 3 years. Under his guidance we have forged new relationships, met with political parties, pursued important research and grants and taken a big step forward in the area of government relations. Scott has recently moved on to a permanent position and we thank him for his commitment and great work.

**Restructuring:** Abilities has restructured our Administrative position to also include bookkeeping. We will be completing our finances in-house which is a critical next step in our evolution. We wish to thank Andrea for her work with us over the past three years and welcome Yolly Tang into the bookkeeping and administrative position.

**Board Committees and Working Groups:** We have three Board Committees and seven Working Groups who have continued to work hard over the past year on important issues.

**Members:** This past year we had 77 member agencies. Our members continue to amaze us. As we restructured our membership fees last year, it's plain to see the benefits this has reaped for Abilities. A huge and hearty thank you to our members for contributing their part towards a stronger, inclusive and quality Manitoba.

We know our members are experiencing much uncertainty with the many changes coming. We remain committed to representing you in multiple forums and continuing this critical work on behalf of Manitobans with intellectual and developmental disabilities.

The coming year will see an additional position added through our Winnipeg Foundation Grant, a revisiting of our Vision, Mission and Values and next steps in securing a strong, viable future for Abilities. We look forward to the coming year and continuing to strengthen our relationships and presence in the province.

Respectfully Submitted,

Margo Powell  
Executive Director

Ruby Reimer  
President

# Quality Improvement Project

## Background

In October, 2017, the Department of Families and Abilities Manitoba (Abilities) entered into a partnership to improve the system of quality improvement and monitoring within Community Living disABILITY Service (CLDS) funded agencies. The Quality Improvement Project ran from October 30, 2017 to April 30, 2019 (18 months). A more detailed public final report can be found on the Abilities Manitoba website. [www.abilitiesmanitoba.org/](http://www.abilitiesmanitoba.org/)

## Project Goals

The Department of Families and Abilities worked in partnership to develop the following:

- What does a good life look like? (What **outcomes** are present when people with disabilities (or any of us) are living a good life?)
- How do we know when people are living a good life? How do we **measure** or discover this in a consistent way?
- What do we need to do to help people to live a good life. What **standards or guidelines** need to be met to ensure this is the case?
- What tools are needed to help service providers improve their services or help people in the best way possible? How do we continue to **build capacity** and encourage growth for all service providers?

## Information Sources

The project was informed by three main sources of information and feedback:

- **Stakeholder consultation** across Manitoba which involved speaking to people with lived experience of disabilities, their

families and service providers. A summary report of 'What We Heard' can be found at the following web address:

[www.abilitiesmanitoba.org/the-possibility-post-what-we-heard/](http://www.abilitiesmanitoba.org/the-possibility-post-what-we-heard/)

- Conducting a Canadian **jurisdictional scan** of how other Provinces or territories ensured quality and/or measured performance;
- Undertaking **best practice research** on quality of life, outcomes, outcome measurement and standards of high quality service delivery.

## Recommended Quality Framework

The project team developed a recommended Quality Framework which included recommendations specifically around outcome measurement, leading practice guidelines and capacity building.

## Outcome Measurement

During the project, a review was completed to assist in the selection of a valid and reliable outcome measurement tool, appropriate for the intended use. A series of requirements were identified through which all tools were measured.

The project group worked through a process where all available tools and methods were identified and reviewed based on the requirements outlined. Following that review, the Working Group recommended the use of the Personal Outcome Measures (POM) Tool created and administered by The Council on Quality and Leadership (CQL).

Personal Outcome Measures is a powerful tool | 1

for evaluating personal quality of life and the degree to which organizations provide individualized supports to facilitate outcomes. This two part measurement is absent in any other tools reviewed.

Details and history on The Council on Quality Leadership can be found on their website at [www.c-q-l.org/the-cql-difference/personal-outcome-measures](http://www.c-q-l.org/the-cql-difference/personal-outcome-measures).

### **How could this work?**

Agencies could be supported through training and tools to discover and document personal outcomes themselves as well as to understand better the feedback provided by Certified Interviewers. Ideally, they would integrate the use of the tool, into their annual planning process with people they serve. Interviews done by trained Interviewers could be reported centrally, where the data would be aggregated, analyzed and shared. Data collected could be maintained in CQL's online database referred to as the PORTAL.

Third party certified interviewers would conduct personal outcome measure interviews throughout the Province. Information from the third party Interviewers could be shared with the person, their team and others with their consent. Recommendations would be provided based on findings that would support, deepen, and strengthen the person's preferred outcomes and the organization's quality of service.

Third party POM Interviews would ideally be done with people with lived experience who would be partnered with a Certified Interviewer. The surveyor would support the interview process, create a safe environment and assist in interpreting responses.

In some instances, a person will be willing to participate in the interview but might be unable to complete it on his/her own due to either an

inability to understand the questions or to communicate his/her responses. In these situations, at least two people (proxies) would be sought who know the person well and their response would be averaged to produce a more reliable result. Where ever possible direct observation and information gathering from the person directly would help to verify the proxies responses.

### **Leading Practice Guidelines**

For people with disabilities, what is a good life and what is good service are significantly linked. This may be because paid services and supports continue to be a dominant and influential part of their lives. This highlights the importance that offering the highest quality of services has for the lives of people who receive those services.

The development of guidelines or a road map for best or leading practice in service delivery was a significant project goal. The guidelines capture leading practice strategies and activities. They are well above minimum standards that may already be in place (i.e. Residential Care Licensing). The expectation for service providers is that they would make steady progress towards the fulfillment of the leading practice guidelines in each area year after year. As best practice continues to evolve and be informed by new research and knowledge, these guidelines will need to be revised and updated ideally every three years.

The Leading Practice Guidelines will be released publicly in June, 2019 and a process of engagement and consultation will solicit feedback on both content and implementation.

### **Capacity Building**

A key component of this Quality Framework is the intentional and measurable improvement of services within service providers. The desire

to build capacity and develop, learn and grow is already a key strength of the sector. To build upon this strength, a formal system of mentorship, resource sharing and learning is an integral part of the recommended Quality Framework.

A central resource could be created to house best practice resources that will assist service providers to build capacity in key areas identified as part of the outcome or guideline measurement process. Communities of Practice would be created to bring people and resources together both virtually and in real time surrounding major topic areas including all outcome areas as well as competencies related to the guidelines identified. The hub would partner with researchers to ensure that best practice research is translated into practice leading to improvements in service delivery on an ongoing basis.

## Implementation & Next Steps

A full report and recommendations for implementation along with a final draft of the Leading Practice Guidelines were delivered to the Project Sponsor – Deputy Minister of Department of Families at the close of the project. Following a review of the recommendations, the Province and Abilities Manitoba are pleased to continue in partnership on the following activities:

1. Release the leading practice guidelines and request feedback from key stakeholders on both the content as well as implementation of the guidelines.
2. Pilot the Personal Outcome Measure (POM) interviewing with five to six service providers. In selecting agencies, ensure a diversity of sizes, service types and models, geographic locales (urban/rural as well as different regions). This will require accessing training for participating agencies

and interviewers in the use of, understanding and interpretation of POMs and how to utilize feedback that comes from the interview process.

3. Contract with CQL to utilize the PORTAL to receive, analyze and report on the data received from POM Interviews.
4. Create a self-assessment tool and workbook to assist service providers to assess their own services in relation to the guidelines and develop an operational plan to improve in key areas of growth.
5. Identify key indicators or measures that would assist agencies to track progress against guidelines and create a guide to assist agencies in measuring and reporting on indicators.
6. Create a plain language guide for people receiving services and their families so they are aware of and empowered by the leading practice guidelines.



# Our Three Priorities

## Better Outcomes:

When we talk about **better outcomes** we are seeking fair wages for disability support staff, improved training and a quality assurance framework.

## Better Access:

When we talk about **better access** we specifically mean better access to services and are seeking to address wait times, system coordination and cost of living increases for agencies.

## Better Inclusion:

When we talk about **better inclusion** we mean a stronger emphasis on person centered supports. This relates to an increased focus on relationships and community connections as well as continued work on the Accessibility for Manitobans Act, employment for people with disabilities and a dignified income.



# Working Group and Committee Members

## BOARD COMMITTEES

### Financial Sustainability

**Chair:** Malinda Roberts

**Members:** Audra Penner, Margo Powell, Scott Smith.

### Membership

**Chair:** Krista Bissett

**Members:** Charmayne Dube, Maria Freeman, Scott Morden, Audra Penner, Karen Penner, Margo Powell, and Linda Stephenson.

### Golf Tournament Sub-Committee

**Chair:** Scott Smith

**Members:** Jeannie Alexander, Krista Bissett, Maria Freeman, Andrea Maxwell, Margo Powell

### Policy

**Chair:** Ruby Reimer

**Members:** Courtney Welch, Scott Morden

## WORKING GROUPS

### Barrier Free Manitoba

**Representative:** Leanne Fenez

**Background:** Barrier-Free Manitoba is a non-partisan, non-profit, cross-disability initiative that was formed in 2008 with a goal of getting the Province Manitoba to enact strong and effective legislation that requires the removal of existing barriers and prevents the creation of new ones. This legislation was passed and proclaimed on December 5, 2013 in the form of the Accessibility for Manitobans Act. This was accomplished because of the widespread support provided by organizations and individuals from and beyond Manitoba's disability communities.

**Membership:** SMD, New Directions, Abilities Manitoba, Children's Coalition, Manitoba Supported Employment Network, Cerebral Palsy Association.

### Day Services Review Advisory Committee

**Representative:** Krista Bissett

**Background:** The Day Services Review Advisory Committee began meeting in the fall of 2013 and continues to meet on a regular basis. Our purpose is to develop a standardized consistent approach to how agencies are funded and to identify efficiencies in services while promoting greater independence and community participation.

**Membership:** Family Services, Manitoba Supported Employment Network, Abilities Manitoba and community representatives.

### Housing Regulations

**Representative:** Leanne Fenez

**Background:** Regulations, municipal by-laws and legislation that apply to people we support in the area of housing can both protect and restrict. Finding a balance between ensuring that the

housing that people live in is safe and enabling a full range of choice and options with reasonable risk has been an ongoing challenge. Abilities Manitoba has a role in advocating for and participating in discussions that explore and create this balance.

## Professionalization

**Chair:** Charmayne Dube

**Background:** This working group was established to assist with developing a province-wide strategy that will enhance training standards and wages for direct staff and make recommendations to Abilities Manitoba.

**Members:** Charmayne Dube, Jeannette DeLong, Krista Bissett, Kristin Knockaert, Leanne Fenez, Leslie Udell, Maria Freeman, Scott Smith, Margo Powell and a representative from the Alliance of Direct Support Professionals of Manitoba (ADSPM).

## Public Guardian and Trustee Working Group

**Representative:** Leanne Fenez

**Background:** Member agencies within Abilities Manitoba had expressed increasing frustration with the Public Guardian and Trustee's changes in practices related to Property/Financial matters as well as Personal matters. Representatives from 14 different agencies across the province met in January 2015 to gather information and the committee was formed after the concerns were brought forward at a meeting between CLDS and Abilities Manitoba. The purpose of this working group is to focus on broader policy/process issues that community reps collectively highlighted. Agencies will continue to simultaneously work to resolve specific issues with the relevant CSW and PGT Administrator.

**Membership:** Representatives from Public Guardian and Trustee, Family Services and Abilities Manitoba.

## Red River College Advisory Committee

**Representative:** Leslie Udell

**Background:** This committee meets twice a year to provide guidance and advice on all matters related to the Disability and Community Support Program at Red River College to ensure program relevance to both students and employees.

**Membership:** The Advisory Committee consists of representatives from Red River College, student representatives, a Family Services Representative and community representatives.

## Wage Enhancement Fund Committee

**Representatives:** Jeannette DeLong and Malinda Roberts

**Background:** This committee was formed to guide the implementation of the Wage Enhancement initiative from CLDS.

**Membership:** This committee is chaired by a representative from Treasury Board. Representatives are from CLDS, Unions, Westman Parkland Network and Abilities Manitoba.



# Membership Committee

## **The membership committee is responsible for:**

- Engaging the membership to promote Abilities Manitoba
- Educating members on the requirements and benefits of membership
- Enhancing the membership experience
- Developing and overseeing the implementation of orientation programs for onboarding new members
- Maximizing opportunities to have reciprocal communication with the membership and ensuring opportunities for members to participate fully in meetings
- Developing and implementing member satisfaction surveys
- Promoting membership peer recognition, reflecting optimization of member's expertise
- Partnering with other members/committees on matters of common interest
- Overseeing and coordinating the nomination of prospective Board members
- Reviewing the membership fee structure and protocols in consultation with the Financial Sustainability Committee

## **The membership committee has met regularly and has focused on the following areas:**

- Reviewing member feedback gathered by survey and at the Annual General meeting in 2018, with the aim of improving the membership experience. As part of this we did a strategic planning session in June 2018 to chart a plan for the committee.

## **We accomplished a number of items identified by members including:**

- Simplifying the membership renewal process
- Targeted, descriptive emails
- Sharing member events, training and information
- Improved information sharing to members through our website
- Utilizing more table discussions at meetings to encourage participation
- Connecting our reports and updates to our identified priority areas

## **Additionally, the committee has:**

- Expanded the committee to include representatives from regions outside of Winnipeg
- Ensured a newsletter went out to all members, non-members and stakeholders
- Began member outreach to members of Abilities, to assist people to feel informed and connected
- Completed the nominating committee functions for the Board of Directors
- Co-sponsored the networking evening that took place with the CCDDA conference
- A plan for the membership committee to welcome people to events and make new people and members feel more at ease is in place. Those in this role will have name tags.
- Kept tabs on member renewals and assisted with follow-up

# Policy Committee

## Principles of the committee:

- Make responsible, progressive and sustainable policy recommendations to the Abilities Manitoba Board in keeping with the Abilities Manitoba Constitution.
- Understand that good policy helps the board, committees and employees make and implement effective decisions.
- Consider issues of decision making and governance as a whole when developing policies.
- Ensure that the board, committees and employees can function effectively with sound guidelines and procedures to guide their work.
- Regularly review and update existing policies to reflect organizational realities.

Since this committee was established this year, our first step was to draft and edit a personnel policy for approval from the Board of Directors.

Our initial goal was to focus on the development of personnel policy covering:

- Guiding Principles
- Policy Manual Application
- Employment Policy
- Performance Management
- Personnel Records
- Personnel Policy
- Employee Administration
- Benefits
- Safety and Wellbeing
- Financial

As we see growth occurring for Abilities Manitoba we see the need to set these policies to help our Executive Director, manage and lead all employees under fair and equitable conditions. These policies create that framework for our current leadership.

We are excited to shape our future by providing this foundation for the organization.



# Financial Sustainability Committee

## **Purpose:**

To develop and implement a strategy to increase the financial sustainability of Abilities Manitoba by seeking out new sources of revenue, building capacity to enlist corporate donors and securing fund raised dollars to carry out the mission and strategic priorities established by the Board of Directors along with members of Abilities Manitoba.

## **Responsibilities & Functions:**

- Develop a long term strategy for financial sustainability.
- Develop an annual strategy in line with the longer term plan to build financial sustainability.
- Identify the target donor(s) and fundraising strategies.
- Develop stronger corporate and community relationships to further enlist others to support our goal of financial sustainability.
- Recognize both formally and informally those who contribute to our financial sustainability plan.
- Source out other potential revenue streams.
- Identify options to sustain the strategy in the long term.

## **Areas of focus for this committee this past year have been:**

### • **Corporate Partnerships**

We are pleased to report that all our Corporate Partners have renewed for another year. We have made a number of additional contacts that are in various stages of development.

### • **Golf Tournament**

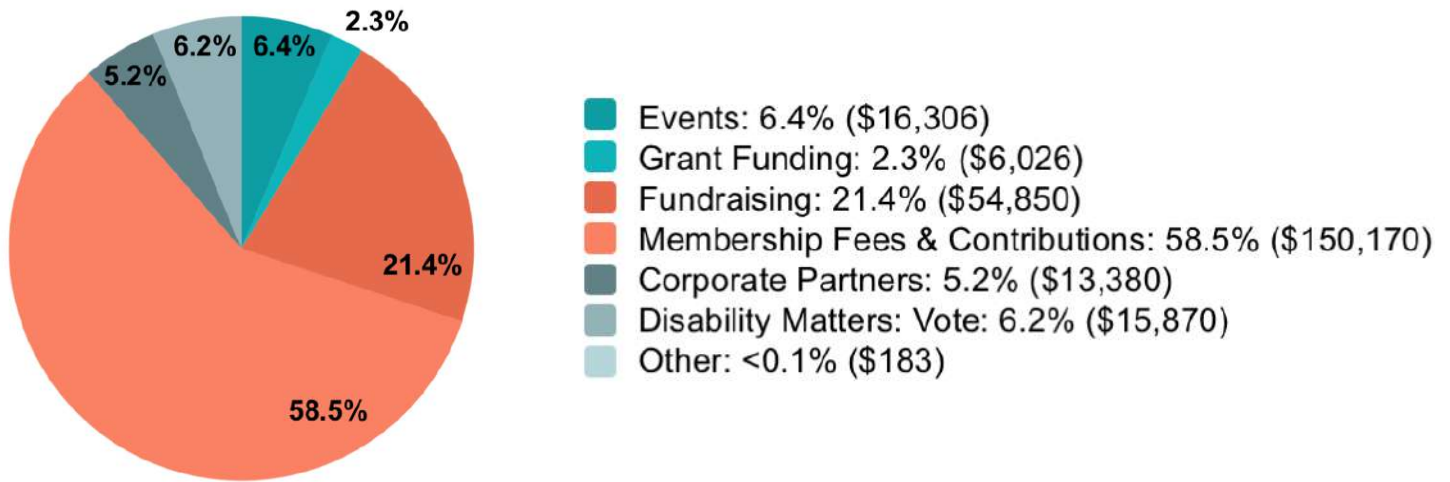
The golf tournament is a major fundraising event for Abilities Manitoba. We are extremely appreciative of the partnership with Northway Pharmacy! This past year, the net revenue from the golf tournament was just over \$34,000. Thank you to Margo, Andrea, Northway Pharmacy, and all the volunteers that made the event fantastic! Planning is in the works for the golf tournament this year that will be held at Bridges Golf Course on August 22. This year, we have developed a more formal sub-committee to oversee the planning. This committee is chaired by Scott Smith.

### • **Other Fundraising Activities**

Margo attended an excellent training session related to fundraising and shared the information with the committee. We have used some of the information to begin the development of a more formal fundraising strategy and this work will continue into next year. We have discussed other possible fundraising activities (ex, partnering with Funding Change and Inclusion System for a 50/50, selling Sugar Pine jewelry, a Bud'n'Spud and a wine raffle). We plan to roll out some of these initiatives in the current (2019-20) fiscal year.

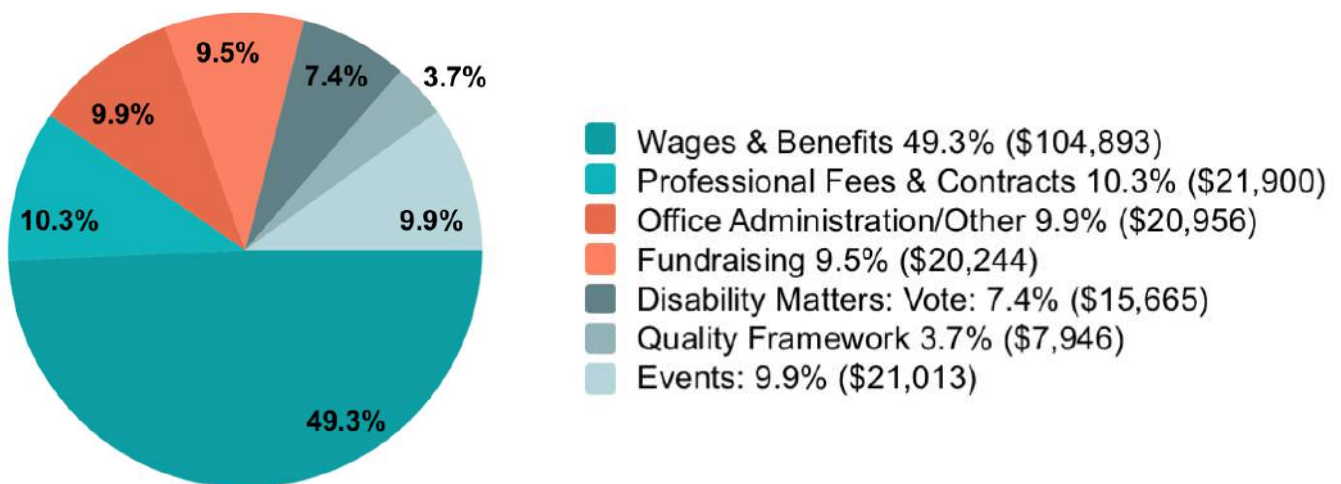
# Financials for 2018-19

## Abilities Manitoba - Revenue 2018-19



**Total Revenue: \$256,785**

## Abilities Manitoba - Expenses 2018-19



**Total Expenses: \$212,617**



# Abilities Manitoba

# Golf Tournament

**JOIN US ON THURSDAY, AUGUST 22, 2019**

## **REGISTER YOUR TEAM TODAY!**

\$1000.00 per team or \$250.00 per individual golfer.



## **ABILITIES MEMBERS ONLY**

\$800.00 per team or \$200.00 per individual golfer.

All proceeds from this event will support the work of Abilities Manitoba.

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