

# Annual Report

## 2013-14

## Table of Contents

Mission, Vision and Values.....	3
2013-14 Annual General Meeting Agenda.....	4
2012-13 Annual General Meeting Minutes.....	5
Committee Reports	
External Committees with Abilities MB Representation.....	9
Abilities MB Executive Committee Report.....	15
List of 2013-14 Executive Committee Members.....	18
Statement of Revenue and Expenditures 2013-14.....	19
Proposed Budget 2014-15.....	20
For Discussion Purpose Only: Forecast to 2015-16 Budget.....	21
Proposed By-Law Change.....	22
2014-15 Slate of Nominations for Executive Committee.....	23

## Mission, Vision, and Values Statements

### Mission Statement

Abilities MB, 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 supports 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.

*(adopted in final form in March 2008)*

## **Annual General Meeting Agenda June 5, 2014**

**1:00 – 3:00 p.m**

**Canad Inn  
1125 18<sup>th</sup> St, Brandon MB**

1. Call to order
2. Welcome and introductions
3. Approval of agenda
4. Approval of meeting minutes from June 6, 2013 Annual General Meeting
5. Committee Reports
6. Financial Report
  - a. Financial Report 2013-14
  - b. Budget 2014-15
  - c. Non-voting membership fees
  - d. Discussion: Budget 2015-16
7. Constitution Amendments
8. Director Elections
  - a. Expiring Director Terms
  - b. Election of Directors for 2014-15
9. Adjournment

## Annual General Meeting Minutes June 6, 2013

9:30 a.m – 2:00 p.m

Canad Inn Polo Park – Ambassador Room 4  
Winnipeg MB

### Present:

Alicia Ordonez - New Directions  
Carolyn Peters - New Directions  
Pete Kennedy - New Directions  
Charmayne Dube - New Directions  
Malinda Roberts - Epic Opportunities  
Suzanne Swanton - Continuity Care  
Leslie Udell - Winnserv Inc.  
Nancy Hughes - Shalom Residence  
Leanne Fenez - St Amant, Community Residence Program  
Maria Freeman - Community Living Selkirk  
Marc Piché - L'Avenir Cooperative Inc.  
Wendy Kennedy - Westman Opportunities Inc.  
Richard Neufeld - Blue Sky Opportunities  
Jennifer Hagedorn - Visions of Independence  
Kim Park - Community Ventures  
Rod Retelback - Pulford Community Living Services  
Courtney Welsh - Fairfax Community Resources  
Dana Hope - Epic Opportunities  
Dave Sierhuis - Pulford Community Living Services  
Ruby Reimer - Epic Opportunities  
Chris Gray - Parkland Linc  
Susanna Brazauskas - Oberlin House Inc.  
Scott Smith - DASCH Inc.  
Vanessa Manwaring - DASCH Inc.  
Ed Barkman - Envision Community Living  
Jeff Daly - Simaril Inc.  
Gus Mauro - Stradbrook Residential Services

Jeannette DeLong - Epic Opportunities  
Jason Dyck - Prairie Partners  
Brenda Elmes - Brandon Community Options Inc.  
Jim Lapp - L'Arche Winnipeg  
Dale Kendal - facilitator  
Kim McIntyre – Leighton - WASO  
Brad Torgerson - Opportunities for Independence  
Janet Forbes - Community Living Winnipeg  
Jim McNeil - Gateway Resources Inc.  
Jackie Nabudere - Comspan  
Joanne Didur - Family Visions Inc.  
Adrienne Dudek - ImagineAbility  
Susie Ruswink – Community Living Beausejour  
Linda Gmitterik – Community Living Beausejour

Minute taker: Kristin Oswald – Epic Opportunities

- 1) Call to order at 9:36 am
- 2) Welcome and introductions
- 3) Approval of agenda
  - Motion: Jim Lapp
  - Second: Courtney Welch
  - Carried
- 4) Approval of meeting minutes from May 17, 2012 Annual General Meeting
  - Motion: Brenda Elmes
  - Second: Charmayne Dube
  - Carried

## 5) Committee Reports

### a. Executive Committee (Malinda Roberts):

Malinda highlighted the work accomplished in four strategic areas –

- i. Public Relations and Advocacy – PR working group has been active throughout the year. Abilities MB has worked on the Barrier Free Steering Committee. Abilities MB has also been active on the CLDS Redevelopment Advisory Committee. A new working group dedicated to creating Community Inclusion Awareness was created this year and Abilities MB participates on it. Membership to Abilities MB has increased this year.
- ii. Funding – Abilities MB met with the Minister of Family Services to discuss concerns related to agencies not receiving a cost of living funding increase yet again this year. The Executive also sent letters to the Premier and to the Minister about increasing funding pressures.
- iii. Wages, Recruitment and Retention: It has been a difficult year for many agencies – some have been forced to down size services and make very difficult business decisions. Member agencies throughout the province participated in a letter writing campaign that saw approximately 75 letters from boards, agencies, employees, people receiving services and community members sent to the Minister of Family Services, sharing the impact of funding levels with the Minister. A meeting has been scheduled with Abilities MB and the Minister for September 2013. In another related area, Abilities MB has been involved in the work of a group to facilitate the development of a Manitoba Association for Direct Support Professionals.
- iv. Agency Support and Teamwork: Abilities MB has been focussed on increasing the networking opportunities for agencies around the province for

problem solving, sharing knowledge, resources and experiences. We organized a networking evening that was well attended and had very positive feedback.

**b. Public Relations Working Group (Nancy Hughes):**

Nancy highlighted the work accomplished by the PR Working Group –

- Clarified the message that we want to communicate about DSW work
- Utilized a group called SPARK who provided a volunteer writer so that we could get stories about DSW work written. Jim Timlick (the volunteer) shadowed a DSW in an agency and wrote a story with a focus on the DSW work. Jim also assisted us in writing our first newsletter.
- In the coming year, the PR working group hopes to work with Red River College Creative Communications students.

**c. Case Study Working Group (Janet Forbes):** Presented by Brenda Elmes on behalf of Janet Forbes. The committee consists of Janet Forbes, Brenda Elmes, Ian Anderson and Val Kelberg. The committee struggled this year as the purpose of the committee was not clear. With all the studies done, not sure why the need for another study? A list was compiled of studies already done. The committee is recommending disbandment of the committee until a clear mandate can be found. Clarity of this committee and the direction to take will hopefully come out of the strategic plan being done today.

**6) Financial Report**

**a. Financial Report 2012-13:** Richard N reviewed the financial statement as attached to the attached annual report.

- Motion was made to approve the report by Jim McNeil
- Second: Brenda Elmes
- Carried

**b. Proposal: Travel Expense Reimbursement for Executive Members**

- Motion: Richard Neufeld made a motion to accept as presented
- Second: Charmayne Dube
- Carried

**c. Proposal: Graduated Membership Fee Structure.**

- Motion: Leslie Udell made a motion to accept as presented
- Second: Leanne Fenez
- Carried

d. Budget 2013-14: Richard reviewed the proposed budget.

- Motion: Janet Forbes to accept as presented.
- Second: Jason Dyck
- Carried

7) Director Elections

a. Proposal: Director Term Adjustment for 2014-15 to ensure continuity.

- Motion to extend one existing member term in 2014 for one year made by Richard Neufeld
- Second: Brenda Elmes
- Carried

b. Election of Directors for 2013-14 (Nancy Hughes)

- Call for Nominations announcement is attached to annual report.
- Attachment reviewed.
- Malinda Roberts & Maria Freeman nominated.
- There were no nominations from the floor.
- Motion to close nominations and accept the slate of nominees as presented made by Nancy Hughes
- Second: Charmayne Dube
- Carried
- Thanks to Nancy and Michelle for chairing the committee.

8) Strategic Planning - Dale Kendal facilitated a planning session where the membership identified areas of priority for the next 18 months.

9) Adjournment (1:05pm)

- Motion to adjourn the meeting at 1:05pm made by Rod Retelback
- Second: Brenda Elmes
- Carried

## **External Committees with Abilities MB Representation 2013-2014**

### **Community Living disAbility Services (CLdS) Redevelopment Advisory Committee** (Malinda Roberts)

This committee has formally met three times this past year (June, September and October). In addition to the large committee meeting, two sub-committees were formed – one to work on residential funding guidelines and the other to work on making progress in the area of innovation within our sector.

At the September 2013 meeting of the Advisory Committee, CLdS representatives presented a draft plan related to the funding model review that focussed on operating costs for residential services. Abilities MB and other community agency representatives on the Advisory Committee were extremely concerned with this presentation. The tone communicated by CLdS had changed significantly from one of “redevelopment” to “cost cutting” with very quick deadlines for implementation. Part of the roll out plan for the new guidelines appeared to include renegotiating funding for all agencies as Service Purchase Agreements expired. There was also a very clear direction from CLdS that the information we had just received needed to be kept highly confidential.

Abilities MB, the community agency representatives and union representatives on the Advisory Committee quickly arranged a meeting to collectively determine our response to these very alarming messages. We collectively drafted a letter to the Assistant Deputy Ministers (Charlene Paquin and Denise Koss) expressing our concerns. Abilities MB also independently sent a letter to the Minister of Family Services expressing our concerns.

A follow up meeting of the Advisory Committee occurred in October 2013 and was attended by the then Deputy Minister (Jeff Parr). Abilities MB and the community agency representatives felt that there continued to be a lack of clarity and mixed messages. Jeff Parr was clear that the CLdS budget was \$27 million overspent (annual budget is approximately \$300 million) and that this needed to be fixed. He seemed to indicate that creating a rational approach to funding (ie, a transparent and consistently applied funding model) would be helpful. He was very clear that something needed to be done in a timely fashion and that we (Abilities MB and other community agencies) could be part of the process or not.

Abilities MB and the community agency representatives on the Advisory Committee met in December 2013 to again collectively determine our response. The decision was made to send a letter to the Assistant Deputy Ministers outlining a number of proposals related to the functioning and work of the Advisory Committee. Abilities MB and selected community agency

representatives (Janet Forbes, John Leggat and Brenda Elmes) met with the Assistant Deputy Ministers to review and discuss the proposals outlined in the letter on January 9, 2014. The letter was sent formally from Abilities MB on behalf of the Advisory Committee and our member agencies on January 13, 2014.

A response from Charlene Paquin (Assistant Deputy Minister) was received in early April, 2014. Charlene was very clear that the Department was committed to working with the community agencies in partnership in the delivery of the CLdS program. Along with commenting on other proposals outlined in our original letter, she acknowledged that it may be time to revisit the usefulness of the Advisory Committee model and to determine if another process should be established to better address the needs of the community and the Department.

In follow up to these letters, a meeting with Charlene Paquin, Abilities MB, John Leggat and Janet Forbes (the representatives from the Advisory Committee who originally met to review the proposals with Charlene in January) occurred on April 23, 2014 to further discuss possible next steps to address the functioning of the Advisory Committee. Good discussion occurred – however, no decisions were made in part due to the fact that Abilities MB was scheduled to meet with the Minister of Family Services the next day and it was felt that the outcomes of the meeting with the Minister may impact planning related to the Advisory Committee.

Throughout the year, the two sub-committees of the Advisory Committee continued to meet. The sub-committee working on residential funding guidelines has currently not met for several months and there are no future meetings scheduled at this time. The sub-committee working on innovation continues to meet approximately every 2-3 months and is currently working on drafting proposals related to potential pilot projects.

### **Barrier Free Manitoba** (Jeannette DeLong)

The activities of the last year included reviewing the draft Accessibility for Manitobans Act legislation, developing written responses with recommendations for strengthening the language in legislation and participating in Standing Committee presentations to call on the government to make the legislation as effective as possible from the start. After 5 years of dedicated efforts by the Manitoba community of persons with disabilities, led by Barrier Free Manitoba Steering Committee - the Accessibility for Manitobans Act was proclaimed in December 2013. It is noteworthy that this Act received strong all party support. The development of Standards will take place in the coming years. It is these standards that will provide the detail of how public and private sectors need to eliminate barriers and prevent the creation of new ones.

### **Manitoba Alliance of Direct Service Professionals (MADSP)** (Courtney Welch)

As of last year's Abilities Manitoba AGM, a recent planning event had established the vision and next steps toward creation of a professional association for direct service professionals. This past year saw the working group move through a succession of goals such as branding, creation of a constitution, and incorporation, culminating in the inaugural meeting of the Manitoba Alliance of Direct Service Professionals on May 22<sup>nd</sup>, 2014. Turnout was overwhelming – standing room only – and the enthusiastic members adopted the constitution and elected their first board of directors. The newly elected board meets on June 11<sup>th</sup> to determine officer positions and take up the challenge of steering our fledgling professional association through its first years, and I know I speak for the other members of the working group when I wish them every success.

### **Community Inclusion Awareness Working Group** (Jeannette Delong)

This group made up of community, government and municipal representatives came out of an increased incidence of NIMBYism (“not in my backyard”) in Manitoba. The working group has been developing a toolkit for agencies to use when opening new homes. The toolkit will provide information on NIMBYism – what causes it, how to respond to it, how to minimize it – as well there will be information on how to work with municipalities when opening new homes. The group completed a survey among municipalities and has organized resources for assembling the toolkit.

A financial grant from Assiniboine Credit Union has been secured to assist with the cost of developing the toolkit and the committee is waiting to hear from other sources for additional funding. A writer has been identified and the CAO of Springfield Municipality has agreed to assist with the toolkit development as well as providing assistance to the Municipalities in disseminating the information.

The committee hopes the toolkit will be available in the near future.

### **Disability and Community Support Program (Red River College) Advisory Committee** (Leslie Udell)

An Advisory Committee meeting was held on April 11, 2014. There are 26 full times students in year one of the program with three being workplace students. Year 2 has 21 full time students with 4 being workplace students. Five students are completing challenges through the Prior Learning program and three students completed the Supervision in Human Service Settings through the Customized Course Selection option.

Both the University of Manitoba and University of Winnipeg have spoken to the second year students about opportunities to continue their education and receive credit for the work completed through Red River. That information was of great interest and the first year students are already looking forward to hearing about these options. Presentations are being offered to provide information on the workplace model and there were 14 attendees for the first session.

Continuing Education: Three Foundations courses were offered over the fall/winter with a total of 71 students. Two Supervision in Human Service Settings course were offered with a total of 45 registrants and the Portage campus offered 6 courses, from the first year of the program, this year. Family Services found money to develop an online Foundations course that will be very useful for Northern and Rural communities. The funding from Family Services, for Red River courses, remains the same for the new fiscal year.

Transforming Futures is a demonstration project through the School of Continuing and Distance Education. It will begin in September and will offer 20 students, with an intellectual disability, the opportunity to pursue post-secondary education and to graduate with a regular diploma. There are currently two diploma programs on board: Culinary Arts and Administrative Assistant. It is a publicly funded program, with a great response from the community.

As part of the renewal process, for the program, they are working on a Graduate profile that provides a detailed outline of the qualities of a graduate of the program.

### **Day Services Review Advisory Committee** (Charmayne Dubé)

The Day Services Review Advisory Committee began meeting in the fall of 2013 and continues to meet on a quarterly 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. This review includes the goals identified by the CLDS Re-development Committee to contain costs more specifically 1 to 1 & special rates and to develop an equitable funding structure.

Representation from Family Services includes: Elaine Hawkins, Andrea Thibault-McNeil, Manpreet Singh, Karen Mackintosh, Lisa Lacroix, Marylea Mooney, Lisa Sutton. Representation from the Manitoba Supported Employment Network and Abilities Manitoba includes: Oly Backstrom, Krista Bissett, Kim McIntyre-Leighton, Darryl Marsch & Charmayne Dubé.

During this past year a Project Charter was developed in addition to a 2-Part Agency Survey. This document captured 1) agency/program general information (e.g.: description of facilities, staffing, types of services offered and transportation) as well as 2) an individual profile that

identified specific service requirements for a randomly chosen individual receiving day supports within the corresponding agency.

Phase 1 began in January 2014 and was completed in April 2014. This process included tours by key CLdS staff to 14 agencies with plans for major themes and preliminary findings to be shared this summer with these groups. Phase 2 agency visits are underway and are expected to be completed by this summer. Proposed final stages are to engage with agencies and families to share the review and discuss how to move forward. Final report and recommendations will complete this project.

### **Winnipeg Safety Network** (Daryn Turcotte)

The Winnipeg Safety Network (WSN) aims to address safety issues for people with an intellectual disability through planning with the Winnipeg Police Service, Community Living Winnipeg, agency representatives, People First representative(s), and Community Living disAbility Services. During the past year the Winnipeg Safety Network secured a grant through The Winnipeg Foundation for \$25,000 to go towards projects.

Development of new resources:

- Plain language/easier to read booklet: Guide to Identifying and Reporting Abuse
- WSN flyer and brochure
- Abuse and Disability Fact Sheet
- Police resources Positive Outcomes brochure and booklet
- Mock-up of WSN website

WSN Library:

- Both physical and electronic resources of any kind that fall under the realm of safeguarding. Physical library is located at 120 Maryland and the e-library is located on WSN website.

Abuse World Café - October 17, 2013:

- Self advocates were asked four questions: What are other forms of abuse? Have you ever been unsure if you were being abused? What makes you feel safe, what makes it easier to report abuse? What makes you feel unsafe, what makes it harder to report abuse?
- Outcomes that came from this event: Rights workshop for agencies and Rights conference for self-advocates

Partnered with People First of Manitoba “We Have Human Rights” conference and AGM – March 21-23, 2014:

- Partnered with Zana Lutfiyya from the U of M to offer her a venue to access people to participate in her study on rights and people labeled with an intellectual disability

Core Values Training to Winnipeg Police Service in partnership with Winnipeg Police Service, People First of Manitoba, and WSN – April 8, 2014:

- Met with 15 school resource officers as well as Vulnerable Persons Unit from the WPS
- Police Disability Awareness training done in partnership with the WPS and PF of MB and Winnipeg

International Day of Mourning and Memory Vigil at Legislative Building – January 23, 2014:

- Connected with self-advocates to attend, plan, and present at event

Rights Workshop aimed at agencies – February 27, 2014:

- Facilitated an all-day training on Right's and Personal Freedoms to DSP's; 24 staff were in attendance

Workshops directed at youth:

- It's My Right! – March 19, 2014
- Internet Safety – March 26, 2014

## **2013-14 Executive Committee Report**

As I reflect on the work of the Executive Committee and the accomplishments of Abilities MB over this past year, the only word that comes to mind is “Wow!”

Wow – last year at this time I did not have any idea that this is where we would be today. Wow – it has been so much work! Wow – so much has been accomplished. Wow – there is so much more to do! And WOW – amazing things happen when groups of passionate people come together with resources of all sorts dedicated towards one purpose!

At our Annual General Meeting last year, members identified 4 key areas of focus for Abilities MB over the next 12-18 months: increasing the capacity of Abilities MB, increasing funding and wages, education and public awareness, and flexible, innovative and sustainable service delivery options.

We have made progress in each of these areas, although not always in the way that we set out to do so. Initially, working groups were established to work towards progress in each of the four focus areas. Many members spent time working on these projects – thank you so much for your time and commitment.

There has been a sense of urgency around wages and funding levels in our sector for some time, with some member agencies experiencing critical issues that have impacted their ability to continue to provide services.

This sense of urgency was ramped up significantly following the September 2013 and October 2013 meetings of the Community Living disAbility Services (CLdS) Advisory Committee. Abilities MB and other community agency representatives on this committee heard a very clear message from CLdS that there was a need to cut costs in the CLdS program and that results needed to be seen by the end of the fiscal year (March 2014).

In response, Abilities MB member agencies contributed \$86 100 to Abilities MB to increase our capacity to respond on behalf of our members. Thank you so much to each agency who contributed resources (either financially or “in kind”) – as President, I am humbled that you have entrusted myself and the Executive Committee with your limited resources.

Using these funds, we retained the services of Patrick Falconer (The Project Group) to help us develop and begin the implementation of a strategic action plan. Patrick’s work has had three strategic areas of focus:

- Limit the scope and impact of short term measures being planned by CLdS,
- Promote a longer term, inclusive and comprehensive planning process for the redevelopment of services to adults with intellectual disabilities in Manitoba, and
- Build stronger capacity and small “p” political voice of Abilities MB.

Highlights of accomplishments to date include:

- Supporting Abilities MB and our member agencies who participate in the CLdS Redevelopment Advisory Committee. Support has come in a number of different ways, including facilitating strategic discussions and drafting proposals that related to the functioning and future of the Advisory Committee. These proposals were submitted to Family Services and implementation discussion is on-going.
- Coordinating the “Action Card” campaign, where we reached out to stakeholders and distributed almost 20 000 cards to be signed and delivered to the Minister of Family Services. The cards asked the Minister to consider the following steps:
  1. Establish an inclusive planning process to ensure the long-term sustainability of services upon which so many now depend.
  2. Ensure that planning fully incorporates the voices of persons with intellectual disabilities, their family, as well as service agencies, their employees and the public
  3. Provide immediate support to those agencies already facing serious financial challenges in maintaining basic services.
  4. Take measures needed to provide reasonable wages for agency employees.
  5. Ensure that other funding decisions made in the short term do not diminish the quality, scope and viability of current services.
- Designing, distributing and compiling the results of a “Better Services Survey” that was completed by member agencies. The survey was developed as a tool to collect ideas from agencies on promising options to improve programs and services, as well as on the barriers that will need to be addressed to enable these improvements. The survey results have been shared with member agencies and various members of Family Services, including the Minister. The results are being actively used by the Innovation Sub-Committee of the Redevelopment Advisory Committee to develop proposals for pilot projects to test options identified in the survey results.
- Redeveloping and maintaining the Abilities MB website. Developing a subscriber list of various stakeholders/community members interested in the work of Abilities MB and our member agencies. Ensuring consistent and regular communication with members.
- Collecting information to provide evidence and support our requests related to wages, service inadequacies, financial stress of agencies, and the essential nature of the services provided by member agencies.
- Coordinating the spring engagement strategy to consult with stakeholder groups in every region who are most affected by the quality and adequacy of services for Manitoban adults with intellectual disabilities. This is a major undertaking that is being accomplished through the support of member agencies and in consultation with Family Services.
- Crafting messaging, writing countless emails and letters, keeping 5 million details in play, and keeping me and the Executive on track and making progress towards our goals.

As President of Abilities MB, I have so appreciated Patrick's work and support. I have learned much in these past several months about strategic thinking, engaging stakeholders and harnessing the power of relationships. Patrick will remain involved with Abilities MB until June 30, 2014.

One of the first tasks of the new Executive is to finalize the job description of a part time staff person for Abilities MB and complete the recruitment process as soon as possible so that the momentum we have gained this past year will continue into the future.

The 2013-14 provincial budget saw an increase of \$25.6 million to Community Living disAbility Services. While this increase has not impacted wages in our sector or cost of living funding increases, it needs to be celebrated as a success and is far from the substantial decrease in funding that we were told was imminent last fall.

Abilities MB has met twice with Minister Kerri Irvin-Ross this past year and the Minister has indicated that she is interested in discussing a longer term inclusive planning process for the redevelopment and sustainability of services in our sector. We are currently working with Charlene Paquin (Assistant Deputy Minister) on initial ideas for what this planning process might look like and then will follow up with another meeting with the Minister.

Senior representatives from Family Services are attending the Spring Gatherings that are being held by Abilities MB throughout the province. The Minister is supportive of the engagement process we are utilizing and information gathered will inform the longer term planning process.

Our membership is engaged, active and growing. Abilities MB has strengthened its voice and we are positioned to accomplish many things in the next few years. The key to continuing this momentum forward will be to continue to be well resourced, both financially and in terms of leadership capacity, and to continue to work together towards excellence in service delivery for people with intellectual disabilities in Manitoba.

Respectfully submitted by Malinda Roberts

## **2013-2014 Executive Committee Members**

Malinda Roberts (President)

Charmayne Dube (Vice-President)

Ed Barkman (Treasurer)

Maria Freeman (Secretary)

Jason Dyck (Director)

Brenda Elmes (Director)

Courtney Welch (Past President)

**ABILITIES MANITOBA INC.**  
Statement of Revenue and Expenditures  
April 1, 2013 to March 31, 2014

	Prior YTD <u>2012/2013</u>	Current YTD <u>2013/2014</u>	Budget <u>2013/2014</u>
<b>Revenue</b>			
Membership	4,425.00	5,100.00	5,000.00
AGM	1,150.00	4,130.00	1,250.00
Staff Contract	-	86,100.00	-
Interest	3.28	6.75	-
Savings Interest	102.44	126.23	150.00
<b>Total Income</b>	<b>5,680.72</b>	<b>95,462.98</b>	<b>6,400.00</b>
<b>Expenditures</b>			
AGM	2,674.34	5,132.32	2,500.00
Honorariums, Donations	-	500.00	200.00
Staff Contract	-	33,016.85	-
Meeting Room Rental	416.52	1,656.70	1,000.00
Office Supplies	24.73	183.26	100.00
Postage/P.O. Box	180.60	180.60	190.00
Service Charges	-	17.60	10.00
Web Site	-	34.13	120.00
Static Interactive	-	546.00	-
Minister of Finance	-	25.00	25.00
Administrative Assistant	-	2,400.00	2,400.00
Executive Committee Travel	-	1,043.28	2,000.00
<b>Total Expenses</b>	<b>3,296.19</b>	<b>44,735.74</b>	<b>8,545.00</b>
<b>Net Income</b>	<b>2,384.53</b>	<b>\$ 50,727.24</b>	<b>(2,145.00)</b>
<b>Bank</b>			
March 31, 2014 Balance Chequing	50,330.29		
March 31, 2014 Balance Savings	29,935.73		
<b>Total Cash</b>	<b>80,266.02</b>		

## Abilities Manitoba Budget 2014/2015

### Revenue

	<u>2013/14 Proj. Actual</u>	<u>2014/15 Budget</u>
Membership	5,100.00	7,000.00
Special Contributions	86,100.00	30,000.00
AGM/Special Events	4,130.00	3,000.00
Bank Interest	<u>132.98</u>	<u>135.00</u>
<b>Total Revenue</b>	<b>95,462.98</b>	<b>40,135.00</b>

### Expenses

AGM/Special Events	5,132.32	3,000.00
Honorariums/Donations	500.00	500.00
Constituencies Engagement Project ('14)		20,000.00
Project Group Contract	33,016.85	24,000.00
Staff Contract		22,400.00
Meeting Room Rentals	1,656.70	1,800.00
Printing/Marketing		2,000.00
Office Supplies/Postage, etc.	388.86	1,000.00
Bank Charges	17.60	20.00
Website	580.13	5000.00
Admin. Asst.	2,400.00	
Exec. C'tte Travel	1,043.28	1,200.00
Staff/Contractor Travel		<u>2,000.00</u>
<b>Total Expenses</b>	<b>44,735.74</b>	<b>82,920.00</b>

**Net Income** **50,727.24** **(42,785.00)**

Bank Balance March 31, 2014	73,966.02
Bank Balance March 31, 2015	31,181.02

### **Notes:**

#### Revenue

- a. New membership fee structure provides additional +/- 2,000
- b. We have commitments for approx. 25,000 for staff contract for FY 14/15

#### Expenses

- a. Project Group contract April to June, 2014
- b. Staff contract based on ½ time for 28 weeks @40.00/hr.

**Abilities Manitoba**  
**Proposed Budget 2015/2016 – FOR DISCUSSION PURPOSES ONLY**

**Revenue**

	2014/15 Proj. Actual	2015/16 Budget
Membership	7,000.00	42,500.00
Special Contributions	30,000.00	
AGM/Special Events	3,000.00	3,000.00
Bank Interest	135.00	135.00
<b>Total Revenue</b>	<b>40,135.00</b>	<b>45,635.00</b>

**Expenses**

AGM/Special Events	3,000.00	3,000.00
Honorariums/Donations	500.00	500.00
Constituencies Engagement Project ('14)	20,000.00	
Project Group Contract	24,000.00	
Staff Contract	22,400.00	41,600.00
Meeting Room Rentals	1,800.00	1,800.00
Printing/Marketing	2,000.00	2,000.00
Office Supplies/Postage, etc.	1,000.00	800.00
Bank Charges	20.00	20.00
Website	5,000.00	500.00
Exec. C'tte Travel	1,200.00	1,200.00
Staff/Contractor Travel	2,000.00	2,000.00
<b>Total Expenses</b>	<b>82,920.00</b>	<b>53,420.00</b>

**Net Income** **(42,785.00)** **(7,785.00)**

Bank Balance March 31, 2015	31,181.02
Bank Balance March 31, 2016	23,396.02

**Membership Fee Structure**

	% of Members	# of Members	13/14	14/15	15/16
Under 2.5 M	53%	40	75.00	75.00	250.00
2.5M – 5M	25%	19	75.00	100.00	500.00
5M – 7.5M	8%	6	75.00	200.00	750.00
7.5M – 10M	7%	5	75.00	300.00	1,500.00
10M – 15M	4%	3	75.00	300.00	2,000.00
Over 15M	3%	2	75.00	300.00	2,500.00
	100%	75			

## Slate of Nominations

2014-2015

Election will be held at **Annual General Meeting June 5, 2014** in Brandon. Each agency that is a paid member is allowed one vote. There are currently six 2-year term executive positions.

### Current Executive:

Malinda Roberts	Winnserv Inc.	President
Charmayne Dube	New Directions	Vice President
Maria Freeman	Community Living Selkirk	Secretary
Ed Barkman	Envision Community Living	Treasurer
Jason Dyck	Prairie Partners	Director at Large
Brenda Elmes	Brandon Community Options	Director at Large
Courtney Welch	Fairfax Community Resources	Past President

(Note that the Past President is not an elected position.)

### For 2014-2015:

Malinda Roberts and Maria Freeman still have another year on their terms. Charmayne Dube's term will be extended for one year as per a motion that was made at the 2013 AGM in order to re-balance the end dates of the terms on Executive Committee.

Ed Barkman, Jason Dyck and Brenda Elmes are completing their terms on the Executive Committee and will not be standing for re-election.

The membership elects Directors to the Executive Committee. The new Executive Committee then elects Officers within the Executive.

A Director can only serve in an Officer position for two consecutive years. Both Malinda and Charmayne are completing their second year in their roles of President and Vice-President.

Nominations are open for the 3 positions on the Executive Committee. If the proposed constitution amendments are passed by the membership at the AGM, there will be 5 open positions on the Executive Committee.

The following people have been nominated for the Executive Committee:

**Jennifer Hagedorn:** Jennifer became the Executive Director of Visions of Independence in 2011. Visions of Independence provides services in both Winnipeg and Central regions. Previously, Jennifer was the Provincial Coordinator for a network similar to Abilities MB and she knows that systemic change is only accomplished by working collectively.

Jennifer believes that together we have a much stronger voice and are able to impact society and policy makers in ways a single agency couldn't. She is interested in participating on the Executive because she believes change is inevitable and that only together can we create an inclusive Manitoba that values the quality of life of people with intellectual disabilities.

**Jeannette Delong:** Jeannette is presently the Executive Director at enVision Community Living in Steinbach (Eastman region) and has worked in the community living sector in various service areas for over 30 years. During this time she has been active on provincial committees including Staffing Stabilization, HR Committee, Recruitment Committee, and Barrier Free Manitoba.

She has a strong commitment to values based leadership and services. Jeannette sees that an effective Executive Committee of Abilities MB is an important function in this era for community living. She believes that we need strong, clear leadership of Abilities MB in order to ensure the health of our sector and feels that it would be a privilege to be part of this Committee again.

**John Leggat:** John Leggat joined St.Amant as President & CEO in June of 2012. John began his career working with people with disabilities at the age of 19 as a support worker at Brandon Community Options. John has held numerous positions related to children and families in the Manitoba government, including Acting Assistant Deputy Minister for Child and Family Services, Executive Director of Rural and Northern Services, Executive Director of Service Delivery Support and Acting Assistant Deputy Minister. In these roles John has been closely connected with issues around disabilities.

John also has extensive experience with not-for-profit organizations and has served as Executive Director of Brandon Community Options, CEO of Pelican Lake Center, and has been a Director on Boards for New Directions, Fred Douglas Society and the Association for Community Living, Winnipeg.

**Wendy Kennedy:** Wendy has been working with Westman Opportunities for the past 17 years. She is relatively new to the Executive Director position, having been in this role for 3 years. Westman Opportunities is located in Brandon and is small in comparison to others.

As part of the Executive Committee, Wendy hopes to keep the partnership between Abilities MB and Westman Parkland Network strong. She believes that by working together we will make it possible for all agencies to receive equitable and sustainable funding for better services and higher wages for our staff.

**Oly Backstrom:** Oly Backstrom is President and CEO of SCE LifeWorks Inc., a non-profit organization in Winnipeg that is committed to supporting adults labelled with developmental disabilities to work and participate in the community (visit <http://www.lifeworks.mb.ca/>). Oly is celebrating his 20<sup>th</sup> year with SCE LifeWorks this summer.

His experience includes the following: Past Abilities MB executive member, past/current Manitoba Supported Employment Network (MSEN) executive member, past CASE (Canadian Association of Supported Employment) member, current Barrier Free Manitoba steering committee member and current Winnipeg Folk Festival Board member

Oly is a strong proponent of the values of Abilities Manitoba, and looks forward to working to “make inclusion, choice and respect for all people a reality”.

