

# ABLE2



# ANNUAL REPORT 2020



# President and Executive Director Report



The year 2020 will be forever etched in people's memories as a year of change. And our organisation was no exception. Not only were our programs and the way we delivered them changed we also renamed and rebranded. After 46 years as Citizen Advocacy Ottawa, we changed our name to ABLE2: Support for People with Disabilities (ABLE2). We took this step as we wanted to reflect the growth and expansion of the organisation over the years, to include all the programs and services we now offer. We wanted to shift our focus to people's abilities to determine and work towards building lives of meaning and joy.

Last year, ABLE2 was presented with some unique challenges because of the state of emergency declaration due to the pandemic. Although we spent most of the year working at home and dealing with various public health restrictions and lockdown, the organization proved to be resilient, flexible, and responsive. Through the challenges of 2020, ABLE2 was presented with opportunities to evaluate our current plans for the organization and adapt them for the new environment.

In March, shortly before the declaration of the pandemic and the corresponding state of emergency, ABLE2 prepared for our staff to work at home and deliver services online. On March 16, 2020, ABLE2 implemented their Business Continuity Plan and began working at home and moving our service delivery online. Additionally, we worked with our Health and Safety Committee to ensure that processes and procedures (aligned with public health guidelines) were put into place to ensure the health and safety of those we support, Friends, Allies, staff, and contractors.

As we moved onto virtual platforms, recognizing that many of the people who use our services may not have access to the technology and data plans to get connected, ABLE2 quickly put a call out to their donors for funds to support the purchase of laptops, tablets, phones and data plans for individuals who indicated they needed them. ABLE2 raise approximately \$6,000 to support these purchases.

Even though ABLE2 was presented with the challenge of the pandemic, the organization continued to move forward. In 2020, working with the staff and board, Heather developed an organizational plan, with goals to be accomplished for the year. Some of the goals included:

*Created more flexible, responsive, and adaptable programs/services through:*

- Successfully moving our programs/services online resulting in the wider impact of some of ABLE2's programs/services.
- Expanding our FASD support groups.
- Restructuring the Service Delivery Model for the Matching Program to increase the ability of the program to meet the demands for services from the community.
- Moving the volunteer information/onboarding sessions online ensuring that we could continue to recruit, screen and onboard Allies for our matching program.
- Closing the Walking in My Shoes program integrating it into the Grow Educational Series.
- Drafting a plan to rename and restructure the Lifetime Networks program for implementation in 2021. Through this restructure we will be able to improve accountability, efficiency and accessibility for families as well as measure the impact that the program is having for families.
- Introducing the Funding Brokerage service, to assist individuals with disabilities and their families to manage the funding they receive from the Ministry of Children, Community and Social Services funding (including Passport).

*Participated in projects and initiatives that verified programs/services and strengthened ABLE2's expertise within the sector. This was achieved through:*

- A Pilot project that focused on transition planning for young adults with Fetal Alcohol Spectrum Disorder (FASD).\*
- A project completed in partnership with Mitacs, Kids Brain Health Network and Queens University focused on Responding to the COVID-19 Pandemic Challenges for Families with Children Impacted by Neurodevelopmental Disorders.\*
- Planning workshops for the Grow Educational Series on topics relevant to the community.

**\*Note:** *Both these projects resulted in providing data that verified the effectiveness of providing transition planning services and the effectiveness of the support groups being offered by ABLE2. As well, recommendations were provided in the final project reports and evaluations. These recommendations were shared with key funders and community service providers and associations. Additionally, the outcomes reported in the final evaluations have presented opportunities for ABLE2 to share our projects at several virtual conferences held in 2020.*

*Finances – Ensured stability, flexibility, continuity, and resiliency through:*

- Utilizing all the Federal Government financial support programs offered through the pandemic.
- Adapting and implementing the existing fundraising plan:
  - Continuing to build the donor recruitment and retention program.
  - Began to build a donor profile.
  - Further streamlined the grant application processes.
- Developing new partnerships and strengthening existing partnerships.

While ABLE2 continued to be supported annually by the Ministry of Children, Community and Social Service, the United Way of Eastern Ontario and the City of Ottawa, additional funds came through grants from:

- United Way of Eastern Ontario
- City of Ottawa
- Ottawa Community Foundation
- McKay Cross Foundation

In 2020 ABLE2 had to cancel or postpone our planned in person events:

- Evening in The Maritimes
- Caregiver Retreat
- Pop-up Restaurant Series
- Holiday Dinner & Dance
- Dovercourt Dances

However, we were able to pivot to deliver dances and the Grow Education Series online. As well, the Annual FASD Conference, which was originally scheduled to be delivered, as an in-person event in the fall of 2020 was moved to fully virtual conference which was rescheduled and delivered in January 2021. ABLE2 added an additional event, Unmasking Mental Health, Self Discovery Through Art, which was held December.

*Infrastructure - reduced the overall organization risk through:*

- Implementation of an online Human Resources tool, assisting us to track vacation, sick time, special leave, and staff turnover more accurately.
- Increasing individual staff access to relevant training
- Delivering group training to both the management and staff of the organization covering topics such as:
  - Mindfulness
  - Leadership Fundamentals
  - Communication Fundamentals

- Enhanced the staff benefits to include the Employee Assistance Program, in recognition of the impact of the current environment to employee's mental health and well-being.
- Migrated all our file systems to Microsoft Teams/OneDrive and our physical server was de-commissioned, allowing for ease of access by ABLE2 employees working at home.

### Special Projects

In 2020 ABLE2 completed two projects:

- REACH and ABLE2 signed a Memorandum of Understanding in September, providing support operational supports to the organization; in preparation for full integration of REACH into ABLE2 by January 2022.
- Re-naming and Rebranding of the organization moving from Citizen Advocacy Ottawa to ABLE2: Support for People with Disabilities (ABLE2). Officially launching the new name and website in June and completing all the paper for the legal name change in September. To support the introduction and building of the new brand, policies and processes were built related to communications (social media, external messaging and presentations, correspondence, position statements etc.) these processes continue to be revised and adapted as required.

Last year, we said good-bye to several staff, while it was difficult to see them leave the organization, they made a lasting impression on us and the organization was made stronger by their valuable contributions.

This has been a difficult year for all of us - individually, as an organization and as a community. ABLE2 understands more than ever the importance of the programs/services we continue to deliver, and we recognize that we could not do it without the support of our funders, donors, and supporters in the community, our Allies and other volunteers, our placement students and independent contractors. As well, ABLE2 wants to extend its thanks to the staff. Your compassion, dedication and commitment to the people we serve contributes to the organization in more ways than you know. Finally, ABLE2 would like to thank the Board for their support and leadership especially through this difficult year.

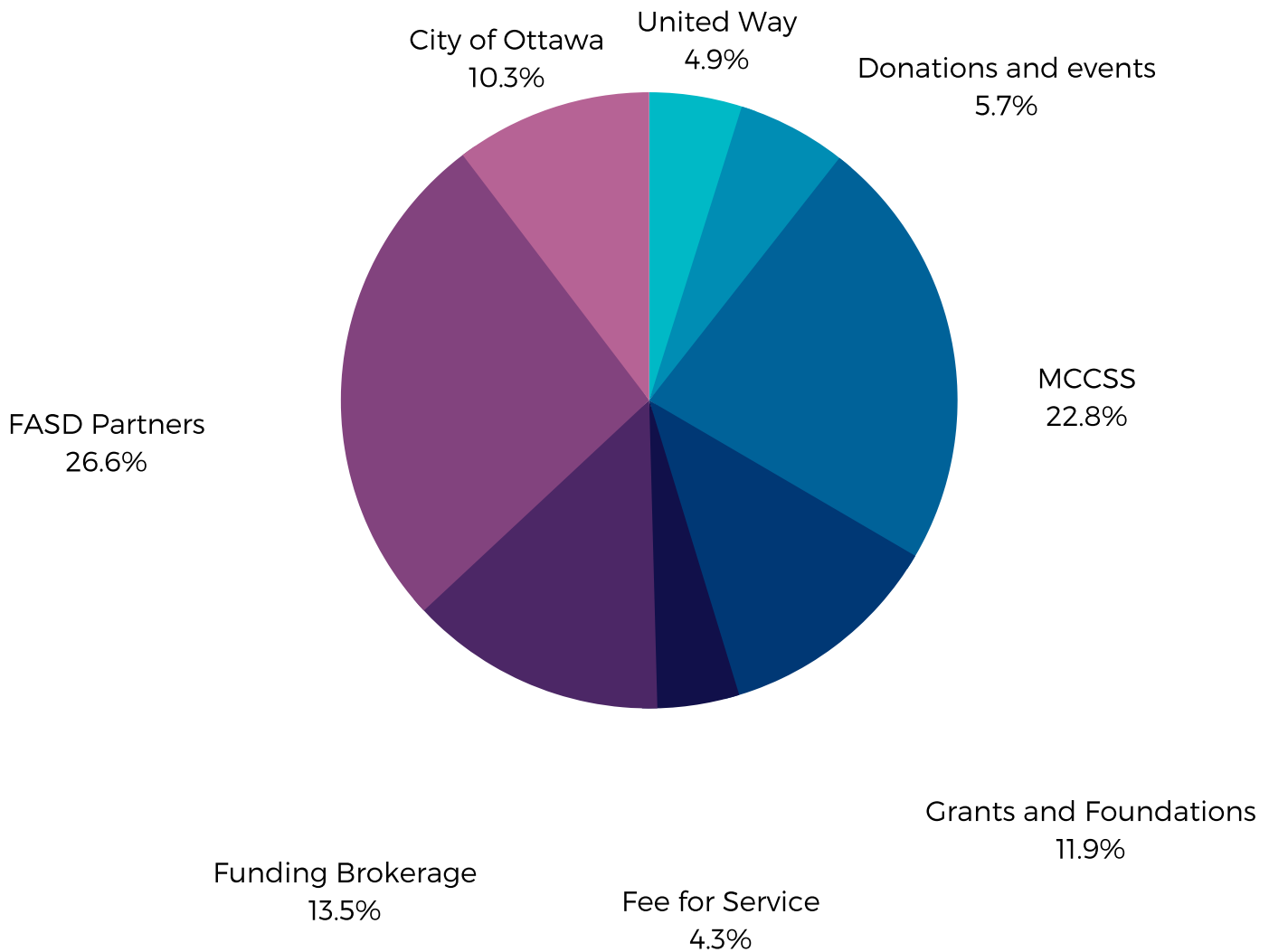
ABLE2 is excited about 2021, the pandemic has altered our view of how we work, and deliver our programs/services. By utilizing a mix of online and in-person programming ABLE2 can have a greater impact in our community, reaching more people who would benefit from our programs/services.

Heather Lacey  
Executive Director

Neena Kushwaha  
Board President - 2020

# ABLE2 Funding

---



Grants and Foundations includes specific project funding and COVID-19 emergency funding


This funding breakdown does not include COVID-19 wage subsidy funding

## ABLE2: SUPPORT FOR PEOPLE WITH DISABILITIES

### STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2020

	2020	2019
<b>CURRENT ASSETS</b>		
Cash	\$ 164,067	\$ 16,771
Short term investments (note 3)	130,217	200,669
Accounts receivable	106,467	88,668
Sales tax receivable	14,031	10,978
Prepaid expenses	61,430	31,447
	<u>476,212</u>	<u>348,534</u>
<b>LONG TERM INVESTMENTS (note 3)</b>		
INVESTMENT IN 1 COMMUNITY PLACE (note 4)	90,551	129,148
CAPITAL ASSETS (note 5)	286,692	286,229
	6,064	14,612
	<u>383,307</u>	<u>429,989</u>
	<u>\$ 859,519</u>	<u>\$ 778,523</u>
<b>CURRENT LIABILITIES</b>		
Accounts payable	\$ 174,762	\$ 142,119
Deferred revenue (note 6)	258,669	203,509
	<u>433,431</u>	<u>345,628</u>
DEFERRED FUNDING OF CAPITAL ASSETS (note 7)	8,952	17,500
<b>NET ASSETS</b>		
Invested in capital assets	286,432	281,036
Internally restricted for contingencies (note 8)	150,000	150,000
Unrestricted	(19,296)	(15,641)
	<u>417,136</u>	<u>415,395</u>
	<u>\$ 859,519</u>	<u>\$ 778,523</u>

Approved on behalf of the Board:

  
\_\_\_\_\_  
Treasurer

  
\_\_\_\_\_  
President

## ABLE2: SUPPORT FOR PEOPLE WITH DISABILITIES

### STATEMENT OF OPERATIONS FOR THE YEAR ENDED DECEMBER 31, 2020

	2020	2019
<b>REVENUE</b>		
United Way of Ottawa-Carleton	\$ 81,035	\$ 58,187
Ministry of Community and Social Services		
Matching Program	217,046	209,589
Other projects	46,420	179,072
Independent Facilitation Demonstration Project	-	452,653
Independent Facilitation and Planning	-	201,235
Lifetime Networks	26,214	53,757
City of Ottawa	168,554	138,778
Trillium Foundation	50,600	19,000
Fetal Alcohol Resource Program	260,418	351,988
Family Supports	479	34,104
Person-directed Planning and Facilitation	152,452	63,378
Canadian Emergency Wage Subsidy	583,722	-
Self Generated	174,393	672,454
	<b>1,761,333</b>	<b>2,434,195</b>
<b>EXPENDITURE</b>		
Independent Facilitation and Planning	-	201,470
Independent Facilitation Demonstration Project	-	452,653
Lifetime Networks	76,663	62,172
Fetal Alcohol Resource Program	407,086	352,744
Family Supports	38,506	75,370
Person-directed Planning and Facilitation	218,798	72,571
Matching Program	381,795	369,502
Administration and operations	636,744	885,126
	<b>1,759,592</b>	<b>2,471,608</b>
<b>NET REVENUE (EXPENDITURE) FOR THE YEAR</b>	<b>\$ 1,741</b>	<b>\$ (37,413)</b>



# ABLE2 Programs

---



**Matching Program**  
285 matches



**Lifetime Networks**  
35 individuals supported



**Person-Directed Planning and Facilitation**  
217 individuals supported



**FASD Support Groups**  
146 sessions  
589 participants



**Walking in My Shoes**  
33 individuals supported



**Event Volunteers**  
227 individuals



**Sibling Groups**  
35 children and teens supported



**Funding Brokerage**  
5 individuals supported

Yearly average based on last 5 years.

---

# 2020 Year of the Pivot

---

## ABLE2's COVID-19 Response



Yoga with Sabrina

**20** sessions

**100** participants



Virtual Dances

**7** virtual dances

**235** participants



Online Recreational Activities

**7** events

**40** participants



Online Social Activities

**13** events

**138** participants



Online Education

**22** sessions

**584** participants



Online Public Meetings

**2** events

**66** participants

# 2020 Highlights

---



## FASD AWARENESS WALK



## DANCES



## UNMASKING YOUR MENTAL HEALTH



## STOFA FUNDRAISER

# 2020 Highlights

---



## **FARP RECEIVES CRIME PREVENTION OTTAWA AWARD**



## **STAYING CONNECTED WITH TECHNOLOGY**



## **ALLIES AND FRIENDS ONLINE**

# Thanks to all our supporters in 2020

---

Kelly Adkins	Troy Brenning	Roxane Daoust	Clyde Goodlet
Robert Adolfson	Robert Brenning	Gesina Dasberg	Anthony Govas
Robert Allen	Nancy Brodie	Rosemary Davis	Janet Greene
Raphael Amato	Lance Brown	Craig Delmage	Diane Hall
Sharon Anderson	Ophelia Brown	Brenda Desjardins	David Hall
Roberta Anderson	Thomas Burge	Jane Devlin	Joyce Hamelin
Daniel Anderson	Richard Burns	Frances Dunn Caron	Nikki Harmon
Matthew Anderson	Ian Calvert	Wendy Duross	Jennifer Harris
Veronica Anderson	Susan Campbell	Ronald Ensom	Ian Heide
Donna Andrews	Bonnie Campbell	Kara Eusebio	Anna Herauf
Douglas Arnold	Mitchell Caplan	Aidan Feuerherm	Melanie Heroux
Katherine Arnot	Brenda Cardillo	Margaret Fietz	David Hoffman
Martin Aube	Robert Carleton	Manson And Judy Fleguel	Viki Holan
Alain Aubin	Colleen C Carrière	Alex Fletcher	David Hope
Sue Auger	Jane Caskey	Hailey Fortier	Thony Jean-Baptiste
Brian Ballinger	McKenna Catherine	Corey Fortier	Kalinda Jessett
Debbie Barbesin	Vincent Chan	Robyn Fortier	Kate Johnson
Patrick Bedford	Ryan Chapman	Neil Fryer	Kevin Johnson
Kathy Bell	Kevin Chappell	Michael Gaines	Diane Johnson
Jody Benjamin	Bill Clelland	Mary Lynn Gallant	Caroline Joseph
Jagroop Bergamin	Diane Cloutier	Nancy Garrard	Josaphat Joseph
Joanne Bertolini	Andrew Cohen	Candace Gaudet	Omar Kazmi
Anna Bilsky	Carl Conboy	William Gelling	Corien Kershey
Joanne Bocking	Stephanie Copeland	Mike Gibbons	Stephen Kidd
Keith Bourns	Janet Craig	Michael Giunta	Karen J Kieley
Patricia Boyd	Dakila Crisostomo	Donald Goetze	Carolyn Kipp
Michele Brenning	Francis Da Silva		Sandra Koch

---

# Thanks to all our supporters in 2020

---

Heather Lacey	Evelyn Monson	Barbara Roblin	Norman Wong
Simon Lafleur	Cathy Murphy	Peter Roorda	Elizabeth Wright
Youssef Lambaraa	Sari Musta-White	Elsbeth Ross	Bill and May Wu
Winnifred Lambert-Meek	Stuart Neill	Jacqueline Rowley	Barb Yaki
Sue Lamoureux	Ingrid Nielsen	Barbara Sabourin	<b>Foundations and Organizations</b>
Helene Lapointe-Jerome	Tanya Northcott	Terri Semanyk	Crabtree Foundation
Richard Lee	Ernest O'Hare	Theresa Siok	Pauline Ramsey & Marcel Joyal Foundation
Jason Lemieux	Lynne O'Connell	Maureen Smith	PayPal Giving Fund Canada
Tammy Leonard	John Orr	Deborah Stants	Ontario Trillium Foundation
Ryan Lepine	Helen Palmer	Shawn Stone	Ottawa Community Foundation
Nancy Lockwood	Rubiane Patenaude	J. Stratton-Zimmer	The McKay Cross Foundation
Amy Lockwood	Christine Peacock	Lori Streefkerk	100 Women Who Care
Wendy Loschiuk	Marie Perrier	Viji Sundaram	
Meghan Maack	David Pigott	Rosaline Tabachnick	
Bruce James MacPhee	Robert Plante	Pauline Tessier-Chabot	
Mary Macies	Lisa Ploughman	Linda Theriault	
Mary Lyn Martin	Beth Potter	Leah Thomas	
Mavis Mason	Corrie Rabbe	Kevin Thompson	
Shirin Mautbur	Adrian Raghunandan	Clementine Van Veen	
Robert McBride	Lynda Rainboth	Sheena Weller	
Jean McKibbon	Michael Ramia	William Wells	
Karen McNeil	Jonathan Redpath	Vern White	
Deborah-Lynn Menard	Maria Redpath	Helen White	
Robert Meredith	Jimena Reyes	David Wilkinson	
	Barbara Roberson	Stephanie Wille	
	Skylar Robertson	Stephany Williams	

**THANK  
YOU FOR  
YOUR  
SUPPORT!**

# Thank you to all the volunteers who worked tirelessly to empower people with disabilities to build lives of meaning and joy

