

2021

ANNUAL REPORT

ABLE2

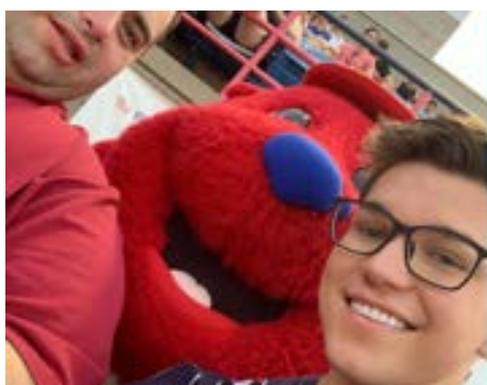
BUILDING LIVES OF MEANING AND JOY



EMPOWERING PEOPLE

ABLE2 believes in an inclusive community where all people are seen as able, important and valued. We work with partners to provide the tools, choices and connections that empower people with disabilities to build lives of meaning and joy.

**ABILITY
BENEVOLENCE
LIBERTY
EMPOWERED**



MESSAGE FROM CHAIR AND EXECUTIVE DIRECTOR



And the pandemic continued! Throughout the uncertainty that was 2021, ABLE2 continued to provide services, enhance current programs/services and pilot new ones. We are proud to be among other organisations that were flexible and responsive to the ongoing demands for services within the pandemic environment. Our physical office remained closed, with all our staff working from home. Even when restrictions eased, we continued to be cautious so that we could continue to deliver our high-quality programming while keeping our vulnerable community as safe as we could.



One of our highlights was the delivery of our first fully virtual with Fetal Alcohol Spectrum Disorder (FASD) Symposium. We had more than 400 people registered to attend from across Canada, North America, Australia, and Europe. We continued delivering high-quality, virtual workshops and training for individuals with disabilities, parents, caregivers, and professionals through our Grow Educational Series. Our programs were also delivered virtually: our matching program continued with Allies and Friends connecting using various forms of technology and social media platforms, our funding brokerage service reached capacity, and support groups for caregivers and children/youth continued. In short, the organisation continued to move forward despite the pandemic restrictions and concerns.

In 2021, the staff and board of ABLE2 achieved the following strategic objectives:

Enhanced the ability of the organization to increase program flexibility and adaptability, by:

- Continuing to deliver our programs and services online.
- Obtaining a grant to complete a review of the Matching Program with recommendations we are applying in 2022.
- Implementing a new program model for Lifetime Networks including renaming the program as Build Community, a name more representative of the program goals.
- Expanding the Funding Brokerage service/program (managing passport/MCCSS funds for individuals with disabilities and their families) with the result that by the end of the year the program was operating at full capacity.
- Reviewing the Fetal Alcohol Resource Program and applying the resulting recommendations in 2022.
- Continued to deliver the FASD Caregiver and Youth Support groups.
- Delivering workshops as part of the Grow Educational Series on topics relevant to the sector and community.
- Developing and executing a Feedback and Complaints Policy and Procedure.
- Applied guidelines for in-person client meetings.

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

- Continuing to work on transition planning for young adults with FASD through a three-year grant provided by the Ottawa Community Foundation.
- Working with Kids Brain Health Network (using funding being provided over three years) to implement a plan to deepen ABLE2's impact within the FASD community and the community at large.

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

- Continuing to use all the Federal Government financial support programs offered through the pandemic.
- Adapting and implementing the existing fundraising plan by:
 - Further building the donor recruitment and retention program.
 - Tracking donor data more effectively.
 - Continuing to identify and apply for appropriate grants to further enhance ABLE2's existing services and evaluate service impacts on the community.

While ABLE2 continued to be supported annually by the Ministry of Children, Community and Social Service (MCCSS), the United Way of Eastern Ontario and the City of Ottawa, additional funds came through several grants specifically designed to address pandemic recovery.

In December, ABLE2 was given funding through MCCSS for the next two years to hire two Adult Protection Service Workers for the Ottawa area to support people who want to live independently in their community. Implementation will begin in January of 2022.

Unfortunately, ABLE2 was unable to host our Evening in the Maritimes event (in its place ABLE2 ran an online auction), our Annual Picnic and Holiday Dinner & Dancer, due to the fluctuating health concerns and restrictions related to the pandemic.

In addition, ABLE2 had to make some difficult decisions in 2021, the organisation discontinued two events that were previously offered: our Caregiver Retreat and the monthly dances. These decisions were difficult, but we kept in mind the capacity, vision, mission, and values of ABLE2. And we were delighted to announce that our friends at the Dovercourt Recreation Centre agreed to take over the dances. To ensure a seamless transition, ABLE2 has shared all our information, contacts, and knowledge. We look forward to the in-person dances returning in 2022.

ABLE2 did deliver an in-person event for approximately 100 people the FASD Awareness Walk. An event that celebrated the FASD community and their many gifts.

Infrastructure - reduced the overall organization risk by:

- Restructuring the staffing teams within ABLE2.
- Engaging a Human Resources consulting firm to review the compensation package and salaries for ABLE2 and make recommendations for implementation in 2022.
- Providing the staff with a 2% cost-of-living increase effective in January 2022.
- Implementing stay interviews that were conducted with all staff.
- Completing planning for the return of staff to the office and moving to a hybrid workplace.
- Continuing to invest in individual training for staff and delivering group training to both the management and staff of the organization covering topics such as:
 - Values-Driven Workplace
 - Many Faces of Bias
 - Healthy Conflict, Healthy Team
 - Leading a Hybrid Team

Special Projects

In 2021 ABLE2:

- Began negotiations with REACH on an integration agreement, to bring the organization's Legal Referral and Educational Services into ABLE2.

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

Once again ABLE2 would like to thank all our funders, donors and supporters, our Allies and other volunteers, our placement students and independent contractors who have contributed to our services and believe in our vision and mission. As well, ABLE2 wants to thank all the staff; their commitment, compassion, dedication, care, and belief in the organisation are on display every day. Finally, ABLE2 would like to thank the Board for their support, leadership, guidance, and advice, which have been invaluable in another challenging year.

ABLE2 is excited about 2022, the possibilities are endless for the organisation and as we move into another year, we get closer and closer to achieving our vision of a fully inclusive community where people are seen as able, important, and valued.

Heather Lacey
Executive Director

Rob Meredith
Board President

2021 IMPACTS



300 volunteers are helping to build a more inclusive community



Fundraisers and donors helped us continue our mission



249 people with disabilities who are matched to an Ally feel less isolated



FARP helped 313 families and caregivers with system navigation



26 people with disabilities participated in building lives of meaning and joy through Person-Directed Planning & Facilitation



31 children/youth attending Sibling Groups had the opportunity to share with others who understand their unique experience of having a sibling with a disability



1,315 people attended training and now have a better understanding on how to support individuals with FASD

57 individuals in Build Community now have expanded support circles



548 people gained knowledge and skills while attending the Grow Education Series

785 individuals attended the FASD Group of Ottawa and felt less alone



**OVER
2,000
PEOPLE
SUPPORTED**



BUILDING A LIFE OF MEANING AND JOY

The Gaines family is living the vision and values of ABLE2.

Since the earliest days, they have been involved with ABLE2 and are still part of the Matching Program and regular generous donors.

The family is a military one and has moved around over the years. However, Ottawa was always a place they returned to. Their sons were born here. Their younger son, Adrian, was diagnosed with diffuse brain damage and it was suggested that his parents consider placing him in the Rideau Regional Hospital School. However, after visiting the home, they decided against it. Instead, through knowledge of community resources, including ABLE2, they have supported their son and helped him build a life as an able, important, and valued community member.

In 1978, June was an Ally to a woman with a developmental disability, so she knew the impact of freely given friendship. She saw first-hand the profound differences in the lives of people with a disability. These differences include the reduction of loneliness and isolation, help to achieve hopes and dreams, developing personal networks and relationships, decreased vulnerability, increased self-confidence and improved mental and physical health. So, they introduced Adrian to this program when the time was right.

Adrian has had two great matches. His first Ally moved away from Ottawa but kept in touch. The second Ally is still very much part of Adrian's life.

June and Brian learnt the importance of a committed network of individuals willing to work together to create a safe, fulfilling, and purposeful life for individuals with a disability when they were invited to be part of someone's network through the Build Community program. They were true friends to the individual with a disability, accepting him, warts and all. However, they decided that they did not need ABLE2's help to create this network for Adrian. They had prepared Adrian to live an independent life and his strengths, including his ability to develop strong relationships, meant that Adrian had a natural network around him.

Adrian lives independently, pays his bills, bikes everywhere, organises travel abroad (COVID permitting) and family parties. He also has a strong network of friends who help him when needed. Indeed, a life of meaning and joy!



SUPPORTING ABLE2 AS A VOLUNTEER

Jean has been a volunteer ally since 2014. She is matched with Gerda, and they consider themselves good friends. They get together regularly for coffee and a chat or to do something else they both enjoy. Jean helps Gerda with practical things, like driving her to dentist appointments and is there for her as she navigates life changes.

In 2021, Jean let us know that there was a mistake in the mission statement that we published in our January newsletter. We realised that she had a good eye for detail and asked her if she would consider taking on another volunteer role – newsletter proofreader.

Jean agreed to do this. She knows that “you don’t see your own mistakes” and felt “it was a simple thing I could do.” Jean is a social worker by training, but she had experience as an editor when she helped edit her husband’s writing.

ABLE2 wants to harness the power of volunteers to increase its capacity to support people with disabilities. We are growing the number and type of volunteer opportunities - event day volunteers, office volunteers, fundraising assistants, and committee and board members.

OUR VOLUNTEERS RUN RACES, COLLECT BOTTLES AND SO MUCH MORE TO RAISE MUCH NEEDED FUNDS TO SUPPORT ABLE2 PROGRAMS!



ABLE2 IS GRATEFUL TO ALL OF OUR VOLUNTEERS WHO ALL COMBINED GIVE 40,000 HOURS ANNUALLY TO BUILDING A STRONGER AND MORE INCLUSIVE COMMUNITY

THANK YOU TO OUR FUNDERS AND PARTNERS



Ontario
Trillium Foundation



Fondation Trillium
de l'Ontario

An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario



Faculté de médecine
Bureau de la responsabilité sociale

Faculty of Medicine
Office of Social Accountability



THANK YOU TO OUR DONORS

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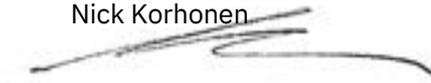
ABLE2: SUPPORT FOR PEOPLE WITH DISABILITIESSTATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2021

	2021	2020
CURRENT ASSETS		
Cash	\$ 310,136	\$ 164,067
Short term investments (note 3)	143,459	130,217
Accounts receivable	196,627	106,467
Sales tax receivable	19,534	14,031
Prepaid expenses	89,388	61,430
	<u>759,144</u>	<u>476,212</u>
LONG TERM INVESTMENTS (note 3)	106,230	90,551
INVESTMENT IN 1 COMMUNITY PLACE (note 4)	290,966	286,692
CAPITAL ASSETS (note 5)	<u>268</u>	<u>6,064</u>
	<u>397,464</u>	<u>383,307</u>
	<u>\$ 1,156,608</u>	<u>\$ 859,519</u>
CURRENT LIABILITIES		
Accounts payable	\$ 191,278	\$ 174,762
Deferred revenue (note 6)	<u>543,166</u>	<u>258,669</u>
	<u>734,444</u>	<u>433,431</u>
DEFERRED FUNDING OF CAPITAL ASSETS (note 7)	708	8,952
NET ASSETS		
Invested in capital assets	293,154	286,432
Internally restricted for contingencies (note 8)	150,000	150,000
Unrestricted	<u>(21,698)</u>	<u>(19,296)</u>
	<u>421,456</u>	<u>417,136</u>
	<u>\$ 1,156,608</u>	<u>\$ 859,519</u>

Approved on behalf of the Board:


 Treasurer

Nick Korhonen


 President
 ROBERT MURPHY

ABLE2: SUPPORT FOR PEOPLE WITH DISABILITIESSTATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2021

	2021	2020
REVENUE		
United Way of Ottawa-Carleton	\$ 55,000	\$ 81,035
Ministry of Community and Social Services		
Matching Program	202,812	217,046
Other projects	15,780	46,420
Independent Facilitation and Planning	-	-
Lifetime Networks	36,210	26,214
City of Ottawa	173,423	168,554
Trillium Foundation	39,187	50,600
Fetal Alcohol Resource Program	282,957	260,418
Family Supports	11,320	479
Person-directed Planning and Facilitation	307,122	152,452
Canadian Emergency Wage Subsidy	507,315	583,722
Self Generated	271,621	174,393
	1,902,747	1,761,333
EXPENDITURE		
Lifetime Networks	66,954	76,663
Fetal Alcohol Resource Program	339,783	407,086
Family Supports	15,894	38,506
Person-directed Planning and Facilitation	312,727	218,798
Matching Program	370,058	381,795
Administration and operations	793,011	636,744
	1,898,427	1,759,592
NET REVENUE (EXPENDITURE) FOR THE YEAR	\$ 4,320	\$ 1,741