



ABLE2
Celebrating 50 Years

2024
ANNUAL
REPORT
50TH ANNIVERSARY EDITION



ABLE2

Celebrating 50 Years

ABLE2 Board of Directors 2024-2025

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ABOUT ABLE2

ABLE2 is a charitable organization that empowers individuals with disabilities to lead fulfilling lives by supporting them with programs, services, and resources. People with disabilities face many barriers to their full participation in society, they can include stigma, discrimination, poverty, exclusion from employment, and inequities in the education, health care and legal systems.

OUR VISION

We work with partners to provide the tools, choices and connections that empower people with disabilities to build lives of meaning and joy.

OUR MISSION

ABLE2 believes in an inclusive community where all people are seen as able, important, and valued.

PROGRAMS

Matching Program
Adult Protective Services Worker (APSW) Investment
Reach Legal Referral Services
Funding Brokerage
Fetal Alcohol Resource Program
GROW Education Series
Build Community (closed in June 2024)
Person-Directed Planning & Facilitation (closed in June 2024)



50 YEARS OF EMPOWERING PEOPLE WITH DISABILITIES TO BUILD LIVES OF MEANING AND JOY

We share and celebrate this triumphant milestone with you. Your contribution, time, efforts, gifts, and partnership have made a profound impact on the lives of the people in your community.

As we look ahead, our vision remains clear: to dismantle the barriers and empower people with disabilities and their families to live the lives they choose. Your compassion and support drive ABLE2's mission forward, shaping a path that will change the lives of the next generation of people with disabilities and their families for the next 50 years and beyond.



A YEAR OF PROGRESS, RESILIENCE, AND IMPACT

MESSAGE FROM THE EXECUTIVE DIRECTOR AND BOARD PRESIDENT

As we reflect on 2024, we take immense pride in the strides ABLE2 has made in strengthening our programs, deepening community engagement, and laying the groundwork for sustainable growth. This year was not without its challenges, but through **innovation, collaboration, and unwavering commitment**, we continued to empower individuals with disabilities and their families. The progress we have achieved would not have been possible without the support of our dedicated staff, volunteers, donors, and community partners.

Building a Stronger Organization

At the heart of ABLE2 is a **dedicated and passionate team**, and this year, we prioritized staff well-being, retention, and professional development. We transitioned to a **new benefits provider**, securing better coverage with locked-in rates for the next two years, thus ensuring our employees receive the support they deserve. Recognizing the importance of equitable service delivery, we implemented a **French Language Service Policy**, expanding our ability to serve Francophone clients. We also reinforced our **commitment to inclusion** by strengthening our **Diversity, Equity, Inclusion, and Belonging (DEIB) policies**, with training set to launch in 2025. Additionally, we developed an **Emergency Succession Plan**, ensuring continuity and stability in leadership, which is now set for Board approval.

Transforming Services & Expanding Reach

In 2024, we strengthened our commitment to service excellence by expanding programs and improving accessibility to critical resources. To **enhance access to justice**, we applied for grants to **support Francophone individuals with disabilities** navigating the legal system. We also submitted a proposal to The Law Foundation of Ontario to **sustain our Legal Referral Services Program** and develop a **plain-language legal resource library**, making legal information more accessible.

To provide greater financial support, we **secured funding to grow the Connect Program** and expanded resources for families impacted by **Fetal Alcohol Spectrum Disorder (FASD)**. Recognizing the crucial role of volunteers, we introduced a **Volunteer Coordinator**, streamlining the onboarding process and strengthening engagement to support our growing network of Allies and program participants.

(CONTINUED) MESSAGE FROM THE EXECUTIVE DIRECTOR & BOARD PRESIDENT

Sustaining Our Mission: Fundraising & Financial Growth

Financial sustainability remains a top priority, and this year, we took deliberate steps to **increase funding and strengthen ABLE2's financial resilience**. With expert guidance, we developed a **four-year fundraising roadmap**, positioning the organization for long-term growth.

Our Giving Tuesday and End-of-Year Campaigns demonstrated the power of community, raising an incredible **\$57,752.02** despite the financial climate, inflation threats, and other funding challenges. At ABLE2, we value **transparency and keeping our supporters engaged**, which is why we openly shared the financial struggles the organization has been facing. As we navigated the labour disputes at Canada Post, we strategically **leveraged our online platforms** to reach donors effectively—an approach that proved successful, with **94% of donations received online**. This campaign reinforced the growing impact of digital giving and the unwavering generosity of our community.

We introduced a **new grant funding strategy**, where we identified and pursued funding opportunities that align with ABLE2's mission and vision, to ensure the continued success of our programs.

The **2024 Evening in the Maritimes Gala** was another resounding success, bringing together **539 attendees**, fostering new connections, and featuring great prizes for our auctions and raffle that helped raise vital funds. Planning for the 2025 event is already underway, with key sponsors and prizes secured, setting the stage for another remarkable year.

Bringing People Together: Community Engagement & Events

One of ABLE2's greatest strengths is the **sense of community we foster**, and this year, we brought people together through **meaningful and inclusive events**:

- **Volunteer Appreciation Event** – Hosted at the Museum of Science & Technology, recognizing the incredible contributions of our volunteers and their families.
- **Annual Picnic** – Despite unpredictable weather, 61 attendees came together for a day of food, games, and music, proving the resilience of our community.
- **FASD Awareness Roundtable** – A critical discussion that united key stakeholders to address justice system barriers for youth with FASD.
- **Annual Holiday Dinner & Dance** – A joyful celebration at the Hellenic Centre, featuring music, sing-alongs, and a night of togetherness.



(CONTINUED) MESSAGE FROM THE EXECUTIVE DIRECTOR & BOARD PRESIDENT

Amplifying Our Voice: Communications & Outreach

In 2024, we strengthened **ABLE2's presence as a thought leader in the disability community**, expanding our outreach, deepening our connection with supporters and amplifying the advocacy efforts of people with disabilities. Our **digital engagement** grew significantly through **videos, impact storytelling, and thought leadership articles**. We also **revamped our website and newsletters**, improving accessibility and content to ensure **consistent communication** with our members, donors, and stakeholders. By publishing **monthly blogs on trending disability topics**, ABLE2 has added to the voices of people with disabilities, shedding light on overlooked realities and barriers to inclusion, as well as recognizing their invaluable contributions to our community.



Strengthening Organizational Infrastructure

A strong foundation is essential for long-term impact, and this year, we took strategic steps to **enhance our operational capacity**. In April 2024, we launched a **new database system**, streamlining data management across all programs. We also partnered with **MCCSS to complete an organizational risk assessment**, earning a **low-risk rating**, reinforcing ABLE2's operational soundness.

Additionally, we completed a **Red Cross-funded project** focused on integrating **DEIB principles into our volunteer programs**, ensuring that inclusivity remains at the core of our engagement efforts.

Looking Ahead

As we move into 2025, we remain steadfast in our mission to **expand our impact, strengthen financial sustainability, and continue advocating for a truly inclusive community**. The progress we have made would not have been possible without the dedication of our **Board, staff, volunteers, funders, donors, and community allies**.

Every milestone we have achieved this year reflects **your generosity, commitment, and belief in our mission**. Together, we are building a community where **everyone—regardless of ability—is seen as able, important, and valued**.

We look forward to continuing this journey with you. **Thank you for being a part of ABLE2's story.**

Heather Lacey
Executive Director

Adrian Raghunandan
Board President



2024 IMPACT

In a year marked by financial challenges, ABLE2 remained steadfast in its mission, ensuring that people with disabilities continued to receive the support, resources, and connections they need to thrive.

Like many nonprofits, we faced financial struggles that required us to make difficult decisions, including closing programs and reducing staff. These necessary measures have allowed us to continue delivering high-quality programs that empower people with disabilities to build lives of meaning and joy.

Despite the challenges, our impact remains strong. **This year, we directly provided support, education, resources, tools, and connections to over 2,400 individuals** through our programs and services.

As we celebrate 50 years of impact, we do so with deep gratitude for those who have stood by us—our funders, partner agencies, corporate and individual donors, volunteers, and dedicated staff. Your unwavering support has carried us through challenges and milestones alike, allowing us to continue building a more inclusive community where everyone is seen as able, important and valued.

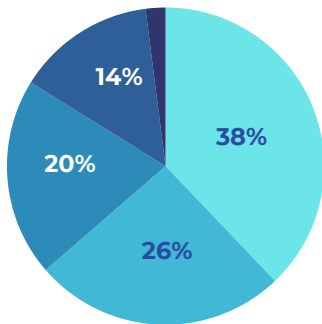
Looking ahead, we are committed to reinforcing our programs and finding new ways to support people with disabilities in meaningful and impactful ways. The strength of our community lies in the dedication of those who believe in our mission. Your continued support ensures that ABLE2 can keep making a difference, now and for years to come.

2024 BY THE NUMBERS

MATCHING PROGRAM

318

Friends and Allies received ongoing support, expanded their social connections, and developed a meaningful friendship



DISABILITY IDENTIFICATION OF MATCHING PROGRAM FRIENDS

38% Dual Diagnosis/Multiple Disabilities

26% Developmental Disabilities

20% Physical Disabilities

14% Mental Health Related Disability

2% Age-Related Disability



FETAL ALCOHOL RESOURCE PROGRAM (FARP)

101

individuals & families provided with education, training, community navigation, and advocacy

FASD TRAINING SESSIONS

1411

professionals and service providers gained a solid foundation of knowledge on FASD, FASD-informed interventions and strategies



ADULT PROTECTIVE SERVICES WORKER (APSW) INVESTMENT

68

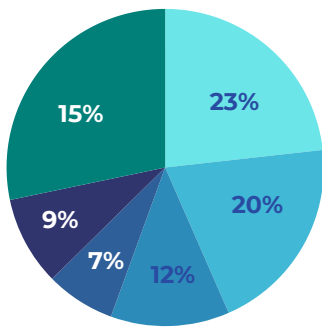
individuals supported in accomplishing their housing goals and plans to becoming more independent

2024 BY THE NUMBERS

REACH LEGAL REFERRAL

103

individuals received legal support in navigating their rights and other legal issues



AREAS OF LAW ACCORDING TO REFERRALS MADE

29% Various Areas

23% Unknown

20% Wills/Estates/Trusts/POA

12% Family Law

7% Landlord/Tenant Law

9% Disability Benefits



GROW EDUCATION SERIES

373

individuals gained knowledge and built capacity in disability-related topics across eight GROW sessions

FUNDING BROKERAGE

68

individuals supported in managing their finances and increasing their financial capacity



VOLUNTEERS **500+**

Dedicated over **16,000 hours of service**, to make a profound impact on the lives of people with disabilities.



NICOLE, HANEEN AND SARA: A CONNECTION BEYOND LANGUAGE BARRIERS

In 2019, Nicole was looking for opportunities to make a meaningful impact in her community. She came across ABLE2's Matching Program and was drawn to the model of having a supportive one-on-one connection with a person with disability. She was first matched with Haneen, whose goals included improving her English and pursuing an education in Canada. From the moment they met, Nicole's purpose became clear, and their connection blossomed into a meaningful friendship.

Seeing how this relationship had positively impacted Haneen's life, her sister Sara asked if she could also have a Match with similar goals in mind. Nicole wholeheartedly took her on as her second Friend and has since then built a strong bond with the sisters.

The trio began meeting weekly at the local library and coffee shops, dedicating time to practicing their English and sharing stories. We often hear about language being a barrier, but in Nicole, Haneen, and Sara's case, their strong connection goes beyond words. With patience, creativity, and understanding, Nicole has helped improve Haneen's and Sara's English and social skills. With a smile, Sara would proudly say, "I'm no longer shy!" Both sisters have also felt empowered to pursue an education and explore employment, all while adapting to their new lives in Canada.

Nicole's impact extended beyond just the sisters; she became a friend to their whole family, providing advice, encouragement, and above all, a sense of belonging. In a time when immigrant families face an evolving landscape, particularly in education and job access, Nicole's impact on Haneen and Sara's family has been transformative. She has provided support for the family members' goals, empowering them to thrive in a new country. The family, full of gratitude, describes her simply: "Nicole is friend, family, she is nice, good, fun. A godsend— mashallah." Nicole has truly made a difference for Haneen, Sara and their family.

As Nicole prepares to leave the country for a new work opportunity, she is determined to keep her bond with Haneen and Sara strong. Through ABLE2's Connect Program, she will continue meeting virtually with the sisters as they grow, learn and navigate life in Canada. Nicole's commitment to remain a steadfast friend and Ally shows the lasting, positive impact that dedicated volunteers have on the lives of the people with disabilities we support.

ABLE2's Matching Program isn't just about making new friends— it's about life-changing relationships that foster growth, confidence and empowerment. These bonds create ripple effects that impact families and communities, made possible thanks to the generosity and kindness of our donors, volunteers, and supporters.

“

Nicole is friend, family, she is nice, good, fun.
A godsend— mashallah.”



Mark presented a Certificate of Appreciation to ABLE2 at the 2024 Holiday Dinner & Dance

MARK'S EMPOWERING JOURNEY WITH ABLE2 REDEFINES WHAT'S POSSIBLE

"What can't Mark do?" is something you often hear from those who know him. With an energy both infectious and inspiring, Mark's achievements have defied expectations. From writing a book and starting a business to volunteering and advocating in the community, Mark has spent his life pursuing his passions and making an impact. "I want to make something of my own to be the person I want to be," he says, with characteristic determination.

“

I want to make something of my own to be the person I want to be”

When he first walked through the doors of ABLE2 in 2015, formerly Citizen Advocacy, he immediately knew he found something special. "Wow, I'm home for life. This organization feels like family," he said—a declaration that would mark the beginning of his transformative journey. He signed up for ABLE2's Matching Program, which pairs individuals with disabilities with volunteers to build long-term friendships. Mark has had four matches over the years, and he shares that his Allies have helped broaden his experiences, gain new skills, increase his self-confidence, and have a more positive outlook in life. When asked why he feels the need for a volunteer Ally since he's already accomplishing so much on his own, his answer is simple: "Because of loneliness. My current Ally is Daniel, and I feel like he's my brother. I would be lost without him. He's the best thing that's ever happened in my life; it's all I could ever ask for."

Over the years, he's done everything from volunteering at ABLE2's events, running 2k and 5k marathons at the Ottawa Race Weekend in support of ABLE2, and enthusiastically contributing to fundraising efforts. He is also an active member of the Consumer Advisory Committee (CAC) which provides insights to the Board, representing the best interests of people with disabilities. Mark has always been eager to give back to the community through an organization that he believes in. "If it was not for ABLE2, I wouldn't be where I am today. ABLE2 has made a difference in my life," shares Mark.

Read the full story on our website able2.org

TESTIMONIALS



“

Cody's APSW Lilian has been tremendously helpful in establishing goals and following up, to ensure that they are being worked towards. She has gone above and beyond to search for different resources in the community to best support the various needs her client has. She encourages and motivates Cody to be the best person they can be. All in all, we're grateful for everything she has done for us.”

- Chantal, Supervisor of Journey House

“

“I don't know what we would have done without the ABLE2 team. Our family moved from a very isolating time to feeling we belong to a caring community. I don't know how we would have managed through the pandemic without this support. It was our lifeline.”

- Susan, Parent of youth with FASD



“

“After hearing my situation and the challenges I was going through, Reach Legal Referral Services (RLRS) connected me with a lawyer, issued me a certificate and I met with a lawyer free of charge. What I value most about my relationship with RLRS is that they indeed care for individuals like me. They listen and act accordingly.”

- Olga, RLRS Client





IMPACTING LIVES THROUGH VOLUNTEERISM

Volunteerism has always been at the heart of ABLE2's mission, and 2024 has been no exception. This year, we proudly partnered with more than **500 volunteers dedicating over 16,000 hours of service**, making a profound impact on the lives of people with disabilities. From fostering lifelong friendships in the Matching Program to providing pro bono legal support, planning major events like Evening in the Maritimes, and guiding our organization's strategic direction in the Board of Directors, our volunteers are the driving force behind ABLE2's success. Their commitment to our mission highlights the power of volunteerism in making our communities stronger and more inclusive.

ABLE2 was also able to strengthen its volunteer engagement through a Diversity, Equity, Inclusion, and Belonging (DEIB) lens, thanks to funding from the Government of Canada's Community Services Recovery Fund through the Canadian Red Cross. We implemented a more structured volunteer recruitment process, introduced mandatory DEIB training for all volunteers, and updated internal resources to ensure inclusivity is embedded in everything we do. These initiatives empower our volunteers with the tools and knowledge to better support people with disabilities, making their contributions even more meaningful.

As we mark 50 years of ABLE2, we celebrate the collective impact of our volunteers in building a more inclusive world. In the words of Michelle Obama, "Change happens one person at a time." Every act of kindness—whether it's providing legal guidance, planning an event, or simply being a friend—creates ripples of change.

To our volunteers, thank you for empowering people with disabilities to build lives of meaning and joy. We look forward to another year of making a difference, together.



“

“It’s very easy. Volunteers don’t have to change their life. They can continue living the way they do. **They don’t have to work in a miracle, either. They just need to be a friend.** And that’s something we all need, and most of us can be friends.”

ARNE: VOLUNTEER TURNED LIFE-LONG FRIEND

In 1985, when Arne saw an ad in the paper calling for volunteers to be a friend to an individual with disabilities in the community, he said to himself “I can do that.” ABLE2, then known as Citizen Advocacy of Ottawa, matched him with Norman, a person with a disability who shared similar interests with him. Who knew that that journey would last nearly four decades, showcasing the profound impact one dedicated volunteer can have on another’s life? Arne, now ABLE2’s longest-serving volunteer, has not only been a steadfast advocate and Ally to his Friend Norm but also a friend he can rely on and stand with through life’s challenges.

Their friendship started with a simple offer: “You can call me anytime you need to talk,” Arne told Norman. It was an open invitation that laid the foundation for a bond built on trust and understanding. Through the years, Arne offered much more than friendship; he opened the door for Norm to engage in the community, create connections and relationships, and embrace life beyond the confines of his home.

Despite the challenges, especially through the pandemic, Arne was steadfast in his commitment to his friend. He continued to check in on him, reminding him of the importance of staying active and engaged. Arne’s reflection on their relationship reveals a deep appreciation for the inspiration that Norman is to him and a profound appreciation of their bond. “Norman is a fantastic person. He did volunteer work too. When I met him, he wanted to do a couple of things... He wanted to leave his parents’ place, he wanted to find a place of his own, he wanted to work... And he achieved most of it. Norman is the kindest person you can imagine.”

When asked why he continues to be a volunteer Ally with ABLE2, Arne says: “It’s very easy. Volunteers don’t have to change their life. They can continue living the way they do. They don’t have to work in a miracle, either. They just need to be a friend. And that’s something we all need, and most of us can be friends.”



Arne was recognized for being the longest-serving volunteer at the Impacting Lives Together Volunteer Appreciation Event

VOLUNTEER QUOTES



“

Being a volunteer has actually changed my life. It has forced me to get out there. I'm normally a rather shy person. I've had so many memories, meeting many people and so many experiences. We have to challenge people to get engaged. The real test is you taking that step and doing the right thing, meet and work with, and support. You gotta get in. All the talk and dollars in the world can't make up for the personal involvement and connection.”

- David Hall, Founder of ABLE2

“

Having Sophia in my life has given me more meaning and helped me feel more of a part of our community, and just feel more connected to everyone around us.

- Patricia, Volunteer Ally for 15 years



“

This experience has definitely given me a sense of purpose. It has been grounding as well, to be fully present with someone, to be there for them, rather than thinking of all the things I have to do. It has helped me slow down and appreciate the simple moments in life.”

- Arezoo, Volunteer Ally for 2 years



VOLUNTEERS





Evening in the Maritimes



Annual Picnic



Holiday Dinner & Dance



Evening in the Maritimes



Holiday Dinner & Dance



ABLE2 Nominated for 100 Women Who Care



Holiday Dinner & Dance



Evening in the Maritimes



Impacting Lives Together



Annual Picnic



Impacting Lives Together



City of Ottawa Mayor Sutcliffe
Recognizing ABL2's 50th Anniversary



Annual Picnic

2024 DONORS

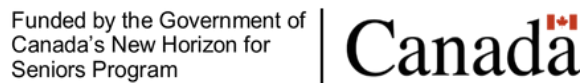
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Robert Adolfson
Robert Allen
AMAPCEO
Raphael Amato
Daniel Anderson
Sharon Anderson
Veronica Anderson
Debby Applebaum
Douglas Arnold
Martin Aube
Avant-Garde Designs
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Casino
Who Harrington
Ann Harris
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Emily Heath
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Tara-Lea Herkert
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Andrea Hitchon
IHR
Salima Ismail
Grant Jameson
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Joe Beef
Kathryn Johnson
Caroline Joseph
Amine Kara
Milda Karen-Bying
Byatris Kattackal
Sue Kavanagh
Howard Keck
Larry Kelly
Jennifer Kendall-Dupont
Molly Knox
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Nancy Kyte
Heather Lacey
Eliane Lachaine
Simonne Lafleur
Johanne Lalonde
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Joann Meloche
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Rachid Merzouk
Margaret Miller
Ron Millett
Fatemeh Mirnaghi
Stacey Mirowski
Tamara Moellenberg
Sin Yung Mok
Evelyn Monson
Nadine Morawicz
John Morrissey
Robert Morrow
Richard Mosley
James Mullins
Sharon Murphy
David Murrell-Wright
Jean-Guy & Lise Nadeau
Marc Nadeau
Nautical Lands Group
Russell Newbury
Mary Nightingale
Tammy Norrie
Jayne O`Brien
Nancy Oakley
Sharon Olmstead
John Orr
Ottawa Business Journal
Ottawa First Responders
Foundation
Andrea Palaczka
Dan Paquette
Lucille Parizeau
Karen Parker
Janice Payne
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Christopher Schulz
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Engagement Platform)
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Bruce Simpson
Tanya Singhal
Claire Smith
Donald Smith
Anne Smith
Carol Sollows
Michael Song
Clifford Sosnow
Sebastian Spano
Stephen St Denis
Sun Life Global Investments
Viji Sundaram
Dorothea Sweeney
The Attain Group Inc.
The Bloodroot Fund
The McKay Cross Foundation
Kevin Thompson
Christine Trauttmansdorff
Denise Trotter
Colin Tweddle
Stephanie Twiss
University of Ottawa
David Van Dine
Angela Vanveen
Ron Warren
Lori Watson
Amanda Weir
Karin Wells
William Wells
Bernice Wilkinson
Eugene Williams
Lisa Wilson
Charles Wiseman
Norman Wong
June Wright
Ellie Wylie
Lorraine Yorke

PARTNERS, FUNDERS & SUPPORTERS




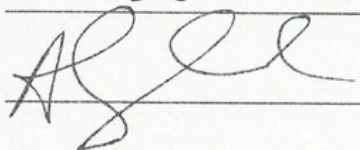
FINANCIAL STATEMENTS

ABLE2: SUPPORT FOR PEOPLE WITH DISABILITIES

STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2024

	2024	2023
CURRENT ASSETS		
Cash	\$ 38,364	\$ 44,669
Short term investment (note 3)	152,688	253,831
Accounts receivable (note 11)	31,346	93,347
Sales tax receivable	14,381	17,000
Prepaid expenses	73,549	65,746
	310,328	474,593
LONG TERM INVESTMENTS (note 3)	-	-
INVESTMENT IN 1 COMMUNITY PLACE (note 4)	303,644	299,182
CAPITAL ASSETS (note 5)	44,513	35,043
	348,157	334,225
	\$ 658,485	\$ 808,818
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 40,986	\$ 219,872
Deferred revenue (note 6)	127,419	129,963
	168,405	349,835
DEFERRED FUNDING OF CAPITAL ASSETS (note 7)	44,223	35,043
NET ASSETS		
Invested in capital assets	306,213	301,810
Internally restricted for contingencies (note 8)	150,000	150,000
Unrestricted	(10,356)	(27,870)
	445,857	423,940
	\$ 658,485	\$ 808,818

Approved on behalf of the Board:


 _____ Treasurer

 _____ President

The accompanying notes are an integral part of these financial statements.

FINANCIAL STATEMENTS

ABLE2: SUPPORT FOR PEOPLE WITH DISABILITIES

STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2024

	2024	2023
REVENUE		
United Way of Ottawa-Carleton	\$ 56,249	\$ 55,000
Ministry of Community and Social Services		
Matching Program	206,512	199,772
Adult Protective Service Worker	303,934	298,180
Other projects	1,140	3,040
Recovery	92,541	-
Lifetime Networks	2,543	15,634
City of Ottawa	154,424	150,218
Fetal Alcohol Resource Program	237,237	294,400
REACH	65,114	-
Adult Protective Service Worker	337,447	281,227
Support services for REACH (note 11)	42,315	104,374
Self Generated	820,650	987,094
	2,320,106	2,388,939
EXPENDITURE		
Lifetime Networks	14,894	28,313
Fetal Alcohol Resource Program	218,203	318,281
REACH	150,955	-
Adult Protective Service Worker	651,619	555,265
Matching Program	338,032	337,073
Administration and operations	924,486	1,150,610
	2,298,189	2,389,542
NET REVENUE (EXPENDITURE) FOR THE YEAR	\$ 21,917	\$ (603)

The accompanying notes are an integral part of these financial statements.

2024 ANNUAL REPORT



*Thank you for believing
inclusivity matters.*

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