

The background of the cover features a photograph of a modern building with large glass windows. In the foreground, there is a colorful mural on a low wall, composed of various geometric shapes and patterns in shades of blue, yellow, red, and green. A metal fence runs along the base of the building. The sky is clear and blue.

# Durham Association for Family Resources and Support

Annual Report  
2019

## Business Meeting Agenda

Land Acknowledgment  
Welcome - Chair of the Board  
Approval of the June 26, 2018 Minutes  
Report of the Chair of Board  
Report from the Executive Director  
Presentation of Audited Financials  
Nominations Committee Report  
Staff Recognition  
Recognition of Retiring Board Members  
Adjournment

- Ginette Cormier  
- Christine Hewitt  
- Christine Hewitt  
- Christine Hewitt  
- Janet Klees  
- Sarah Netley  
- Martin Birt  
- Senior Staff  
- Sarah Netley

Annual General  
Meeting Agenda  
Monday,  
June 17, 2019  
6:00 p.m.

### Presentation:

#### *Homeward Bound:*

*Families talk real options in housing and home*

June Ferguson, Marilyn Forster Lo-Turco, Karen Inwood,  
Sara Lo-Turco, Cindy Mitchell

Facilitated by Sue McLellan

## Chairperson's Report 2018-2019



Another year has come and gone for Durham Association for Family Resources and Support. As I wrap up my final term on the board of directors, I am conscious of how much change has happened here since the day my family connected with DFR 10 years ago. While DFR has moved in new and exciting directions, I feel just as comfortable walking in the door today as I did the first time. When I reflect on what has driven this evolution in family support, I always arrive at the same conclusion: Innovation. To be innovative does not require new technologies, massive financial resources or departments dedicated to research and development. What is essential is an opportunity for invested individuals to come together and cultivate creative approaches to address specific needs. Barbara Corcoran said "Finding opportunity is a matter of believing it's there" and I believe that at DFR, "opportunity" is our bread and butter. We believe that every individual has their right to a place in community and the opportunity to live a good, ordinary life there.

Innovation at DFR takes on many forms: the housing project, the biomedical group, the Making the Most series, learning events, family leadership opportunities, and interest-based recruitment – the list goes on. With families at the heart of all we do, these initiatives, often co-developed and led by families, are in response to their needs being heard. Tonight you will have an opportunity to learn more about the achievements of our housing project, a family-led initiative that has had tremendous success and is changing the lives of everyone involved. Seeing the accomplishments of this and similar projects reminds the Board that the organization is heading in the right direction and is responsive to the needs of the families we walk alongside.

With changes to the by-laws, our new name finalized and amendments to our Letters Patent well behind us now, the Board is pleased to continue steering the organization towards our shared vision, which includes tonight a newly worded Vision, Mission and Values statement. As we near the three year mark in implementing our strategic plan, staff, senior management and the Board have had a chance for a comprehensive review of our goals. Under the ambitious direction of senior management, we are pleased to share that the objectives laid out in the plan are well underway and in many cases, complete.

The Finance Committee continues to work with Senior Management to ensure that DRF maintains a healthy financial position. Funds generated through CAD allow the organization some creative freedom when implementing new plans and projects such as those previously mentioned. This financial stability has ensured that many new ideas that are aligned with our strategic plan have an opportunity to be piloted, tested and evaluated for the efficacy of each project.

The Nominations Committee, led by Martin Birt, has been working to ensure a well-rounded board with a variety of skills and experience have been recruited. While striving to recruit individuals with relevant skills, the Nominations Committee seeks passionate people who will continue to lead DFR in the right direction. This year we are happy to welcome Jane Silver and Scott McGrath who will be presented to the membership for approval tonight.

This year, the Board will be saying goodbye to Narmatha Thayanathan and myself. It has been an honour and a pleasure to serve on this board with so many fine, dedicated individuals.

The Board would like to extend a heartfelt thank you to DFR staff team, Senior Management and our Executive Director. It is our pleasure to work with passionate, energetic and innovative individuals like yourselves. Each and every one of you contribute to the success of this organization and bring to life the mission and vision. I would also like to extend a sincere thank you to the families who diligently support our organization but importantly each other. Beyond family support systems, genuine friendships have grown and our community has become stronger as a result.

As we give thanks for another incredible year, we look forward to new and exciting initiatives as the journey continues.

*Christine*

We'd like to recognize the following members of DFR staff for their ongoing years of service:

**JENNIFER KANE**

Began at DFR March 3, 2014 **5 years of service**

**CHANTEL SPARKS**

Began at DFR July 8, 2013 **5 years of service**

**SUE STRACHAN**

Began at DFR March 5, 2014 **5 years of service**

DFR Staff  
Years of  
Service

**EIGHTEEN**

Non-profit organizations served by the Collaborative Administrative Department

**18**

**TWO HUNDRED**

Adults supported through the Family Support team.

**200**

**SEVENTY FIVE**

Children supported through the Family Support team.

**75**

**THIRTY FOUR**

Free, open invitation events hosted by DAFRS

**34**

**FIVE HUNDRED AND THREE**

People attended our events

**503**

## DURHAM FAMILY RESOURCES BY THE NUMBERS

2018-2019



## FAMILY GROUPS

Several family groups are facilitated here at Durham Family Resources. Families that meet regularly in groupings offer strength to each other and are a great source of encouragement and resource.



Ad hoc and interest-based groups focus on an issue and hold more casual, open-to-all meetings.

Current ad hoc family groups are the BioMedical Study Group, Imagining Home Housing Group, Making The Most Study Group, and the Next Gen Group



Some groups are committed members of a longer standing family group with facilitation over the long term.

Currently Durham Family Resources facilitates 4 family groups in which 47 people regularly attend.

# Other 2018-2019 Achievements

## Focus on Family Groups

Families from the MTM Study Group have support to develop circles and think more deeply about roles.

A new, open group has formed for siblings and others thinking about succession and planning into the future.

## Imagining Home Momentum Continues

Families focused on housing have been supported to continue their advocacy and personal housing steps. This past year they have been asked to participate in Durham Region's housing video, present to the Whitby Council, met with Lorne Coe (Whitby MPP), and continue to be active and influential with the Clarington Housing Task Force.



Fundamentals for Teams Resource Development



Assistant to Young Families



Recognizing Capacity Pilot Project



Thirty one siblings and those who consider themselves the “next generation” invested in the future of a loved one with a disability united to form the Next Gen group. This group has been meeting monthly and continues to develop its agenda into

2019.

31

642 families are using Respiteservices.com which makes the process of recruiting and contracting paid support easier for families.

642

Over 30 families continue to meet and form the Imagining Home group. They have been actively advocating for innovative housing solutions across the region. Along with presentations, the group recently completed a survey in order to fine tune the mission and focus going into

2019.

30+

## Projects and Initiatives

Thirty four families have been involved with other recruitment supports, focusing on one person at a time planning. This includes working closely with the person and family to identify needs or interests.

34

Seventy three families to date have completed the Making the Most series. Led by mentoring families, the series reimagines opportunities and explores options to plan and create a good life.

73

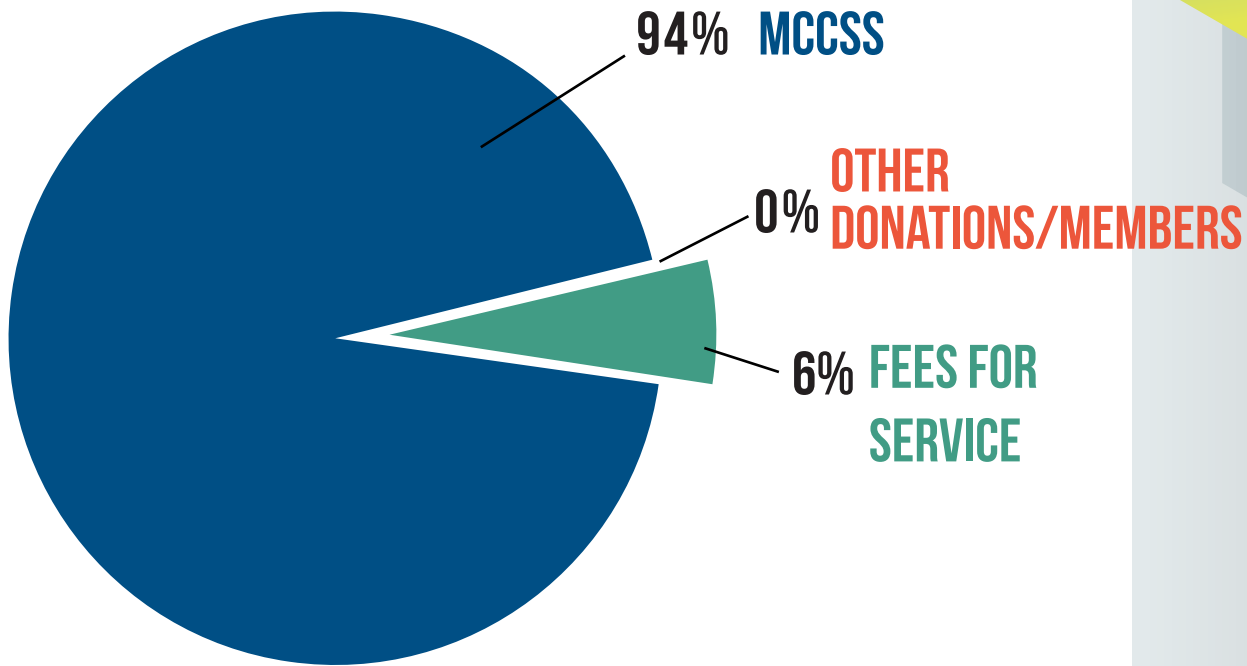
Sixteen families have been connected with the Mindfulness Project over the past year providing training and learning to families.

16

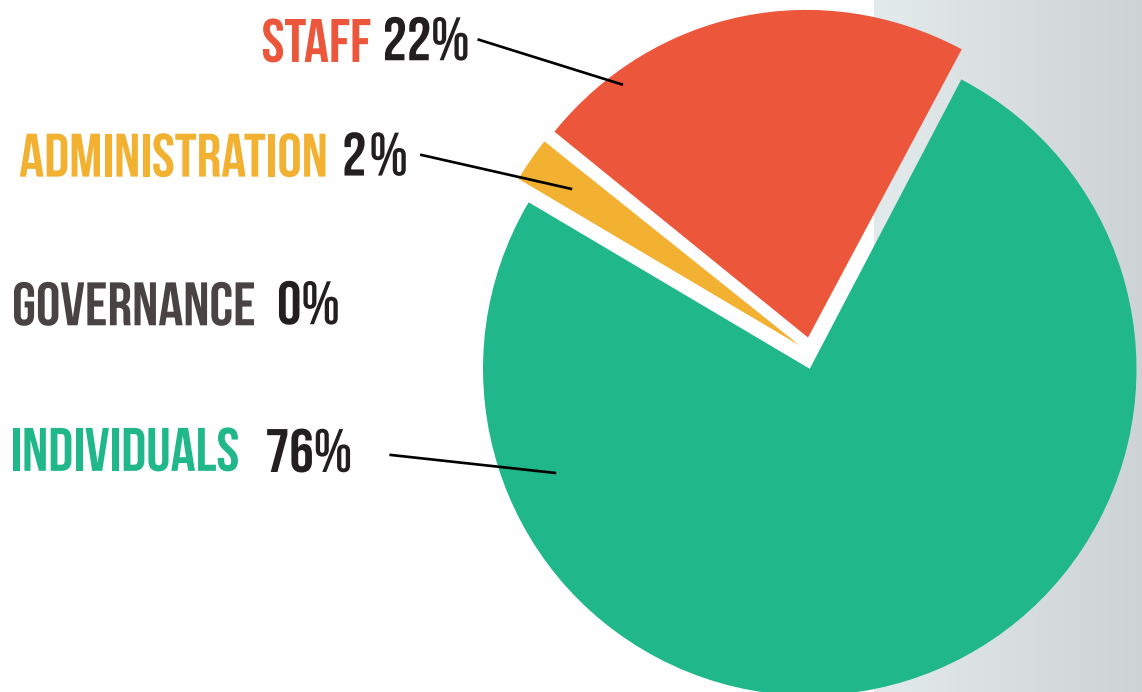
BDO Canada LLP audited the financial statements of Durham Association for Family Resources and Support for the year ended March 31, 2019 and the Board of Directors approved the statements at their meeting of June 13, 2019.

# Financial Summary for 2018-2019

## WHERE THE MONEY CAME FROM



## HOW WE PUT THE MONEY TO WORK



## Board of Directors 2018-2019

Christine Hewitt  
Narmatha Thayanathan  
Lawrence Rubin  
Sarah Netley  
Martin Birt  
Ginette Cormier Pennell  
Mohamed Elghazouly  
Olga Minikh  
Johanne Penrose  
Jane Silver  
Callum Tyrrell

Chair of the Board  
Vice Chair  
Secretary  
Treasurer  
Director  
Director  
Director  
Director  
Director  
Director  
Director

## Annual Report from the Executive Director

### Families Shape Us

Our Mission, Vision, and Values reflect our learning and growing understanding of what matters.

Our newly expressed Vision is that we all enjoy full and meaningful life within our communities discovering that we are all stronger when each member belongs.

And therefore, our Mission becomes one of working in partnership with whole and diverse families to imagine and work toward a good life in family, neighbourhood and community. We support our Vision by Values and Principles that are clear and strong. The heart of these is our focus on relationship – family and friend, new or long term. Just as important, is to be led by the voices of the person in their families as they choose, design and develop pathways to the good things in life. And always, we are anchored in practices that take place in ordinary community places, one person at a time, using a Social Role Valorization (SRV) framework.

And families shape who we are and who we are growing to be.

If DFR is seen today as an organization that is active, energetic, innovative and moving forward, it is because families are the shape of DFR. They are the profile of our organization that others see – engaged, creative and loving families.

Families come to us in many shapes, sizes, and constellations. They are tiny and large; well coordinated or not well connected. They are of blood relationship or simply relationships of the heart. They are parents and child, sister and brother, aunt and nephew, friend and friend. We may come to know much of their personal life or only the piece necessary for a good working relationship.

But when they come, they each bring their little piece of hope, of how they want the world to be. They bring their ideas. When they tell their stories of what goes wrong, they are also telling us what they value and hope to restore or make right. These stories hold the hope for a better home, a better neighbourhood welcome, a better community belonging, and a better world.

Families have little time to waste. They are largely unable and unwilling to spend time in discussions or events that don't serve them well. If they don't learn something, don't meet someone, or don't leave just a little bit richer, well, then they don't keep coming. If families don't come, don't clamour for more, or don't quietly put ideas from a gathering into practice, then we know we still have not got it right. The honest presence and engagement with families always lets us know if we are on the right track.

Families shape us in three ways.

Family presence in its many forms – being present at events and gatherings and family groups, connecting with organizers and facilitators when they cannot make it in, answering surveys and questions for us, spending good time with their facilitator and implementing the plans designed together, calling and speaking to anyone for a little while – draws a wide path to shape our now and our future.

Family participation that offers ideas, little practical examples, personal life experiences, joint problem solving and brainstorming, this gives the shape of our path definition and richness. Family contribution – which comes in the form of natural or learned gifts of organizational skills, energy, an articulate voice, a well-told family story, political savvy and which is often paired with the gifts of the heart of deep love moving the family member to be the world they want to see, and this shapes our response to help make it so.

Family presence, family participation and family contribution – we would not be Durham Family Resources without this leadership of our families.

What does this mean in everyday life and practical ways?

“In partnership with families” is families leading the way and shaping our path, shaping us:

- By leading the housing work – through political action, public presentations, developing materials, participating in learning events, taking family action, sharing with other families – and all the while, helping DFR figure out our place in supporting, guiding, developing frameworks and written documents, polishing up PowerPoints and presentations, extracting common themes and keeping our values and principles front and centre. This is a powerful partnership.

- By defining what is important and meaningful – we make the offerings because of opportunities picked up or what we hear from families; families tell us what makes sense. This past year families have shaped housing, supportive decision making, family managed homecare, getting better at recruitment, bio medical practices including mindfulness, and gathering as family groups.

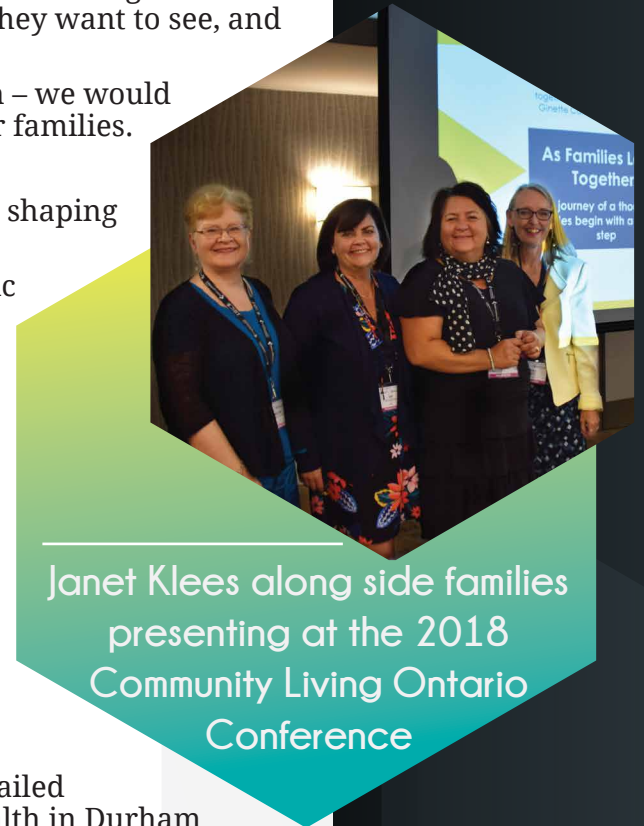
- By making change happen – due to intense pressure and detailed tracking of problems, there is now Family Managed Care in health in Durham Region and we are helping families take full advantage of this; we have just found out that five new housing subsidies will go to DFR families; last fiscal year 22 families received new individualized funding allocations.

- By augmenting the voice of family members with disabilities – our definition of family is inclusive and always includes the person in the context of their family. Families show us how much they want to help the voices of their family members with disabilities be heard – legally, practically, and by an increasing circle of community members.

- By always starting with Contribution first – from housing, to biomedical, to everyday planning and living, stories abound where the gifts, contributions and opportunities afforded by people with disabilities to their families, neighbours and communities are articulated and celebrated. Together we make one heck of a community life. Those who encounter these families never doubt that we are all better when everyone belongs.

Durham Family Resources is family-led, rooted in community, focused on recognizing capacity, and always moves toward critical analysis and action based on this Vision, Mission and Values.

I am proud and honored to be a part of it all and deeply appreciative of my skilled team, my committed board and the daily presence of families,



Janet Klees along side families presenting at the 2018 Community Living Ontario Conference

*Janet*

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