



# Durham Association for Family Resources and Support

Parkwood Estates, Oshawa

Annual Report  
2022

## **Business Meeting Agenda**

Land Acknowledgment

Welcome - Chair of the Board

Approval of Meeting Agenda

Approval of the June 23, 2021 Minutes

Report from the Chair of the Board

Report from the Executive Director

Presentation of Audited Financials

Approval of Auditors

Nominations Committee Report

Special Resolution to Waive Secret  
Ballot for Election of Board of  
Directors

Election of Board of Directors

Staff Recognition

Business Meeting Adjournment

Annual General  
Meeting Agenda  
Monday,  
June 27, 2022  
6:00 pm

### **Picnic Social:**

## **a Celebration of Families Coming Together**

A year has passed since our last Annual General Meeting for *Durham Association for Family Resources and Support*, and it is great to once again to meet you all in person. As typical it has been a very busy year for the organization. Over the past three years as chair of the board of directors, I have been very proud to support the organization, its mission and values, and the amazing, dedicated team doing the work.

Since we last met a year ago the organization has:

- Welcomed an increasing number of families in groups, learning events, and advisory roles, and through our virtual offerings, widened the scope of who attends our events.
- Continued to navigate through waves of the pandemic while focusing on family supports
- Completed a formative evaluation of the organization with key recommendations being reviewed for implementation
- Completed the *Let's Talk* Housing project in partnership with CMHC
- Understood the recruitment challenges realities and focused efforts to help families develop strategies for themselves
- Continued to bring families together to share experiences, support mentoring and learning from each other

The theme of our non-business section tonight is wrapped around DFR's unique feature of family groups and bringing families together in groups to focus on a common interest or experience.

It is heartening to see families openly sharing their experiences, successes, and failures with others – with the desire to support and help one another.

While external conditions changed some of the ways we came together, families continued with discussions and sharing information on a variety of important topics supporting good life in community.

Chairperson's  
Report  
2021-2022



The Board is pleased to continue to provide the needed governance to support the mission and values of the organization. The board continues to work with the organization to implement the key recommendations of the recently completed formative evaluation. Later this year, the board will work with the organization to develop the next strategic plan, providing a solid roadmap for the organization.

The Finance Committee continues to work with Senior Management to ensure DFR maintains a healthy financial position. The organization’s financial stability will ensure DFR will be able to continue to provide community and family support for years to come.

Our IT committee supported work efforts to ensure cybersecurity risks are managed appropriately, ensuring the protection of the organization’s electronic data.

The Nominations committee continues to work to ensure a well-rounded, diverse board with the desired skills and experience to support governance of the organization. This year we are happy to welcome Sarah McMulkin to the board and, welcome back Scott McGrath back for a second term. Both Sarah and Scott will be presented to the membership for approval later in our meeting.

Tonight, the Board will sadly be saying goodbye to Mohamed Ghazouly. Mohamed has completed 4 years on the board has supported the organization’s IT committee in navigating IT privacy and security management. Thank you, Mohamed and all the best.

As my term as board chair comes to an end, on behalf of the Board and myself I would like to extend a sincere thank you to the entire DFR staff team, Senior Management, and our Executive Director. It is our pleasure to support passionate, creative, and caring individuals like yourselves. You all contribute to the success of this organization and help create and sustain stronger communities.

I would also like to extend a sincere thank you to the families who are part of our DFR community. I regret that I have not been able to meet more families in person during my tenure as board chair. I continue to be inspired by what families supported by the organization accomplish for their loved ones.

Thank you



*Lawrence*



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

<b>KATHY SIEBEN</b>	Began Mar 6 2017	<b>5 years of service</b>
<b>SUE TALMEY</b>	Began Sept 1 2001	<b>20 years of service</b>
<b>MELISSA READING</b>	Began July 4 1990	<b>31 years of service</b>

## TWENTY THREE

Organizations served by the Collaborative Administrative Department

23

## TWO HUNDRED

Adults supported through the Family Support team

200

## OVER SEVENTY FIVE

Children supported through the Family Support team

75+

## SIXTY SEVEN

Free, open invitation events hosted by DFR

67

## ONE THOUSAND AND FIVE

People attended our events

1005

# Durham Family Resources by the Numbers 2021-2022

Families and staff at a BioMedical proprioception demonstration.



## Other 2021-2022 Ventures

A fully engaged evaluation process involving a wide range of families and staff has not been possible during the pandemic, and rather than having no evaluation at all, we decided to go for a smaller, more achievable **Formative Evaluation**. This year, the Family Support department was evaluated in meaningful and relevant ways by an outside consultant and in conversation with families, board and staff members.

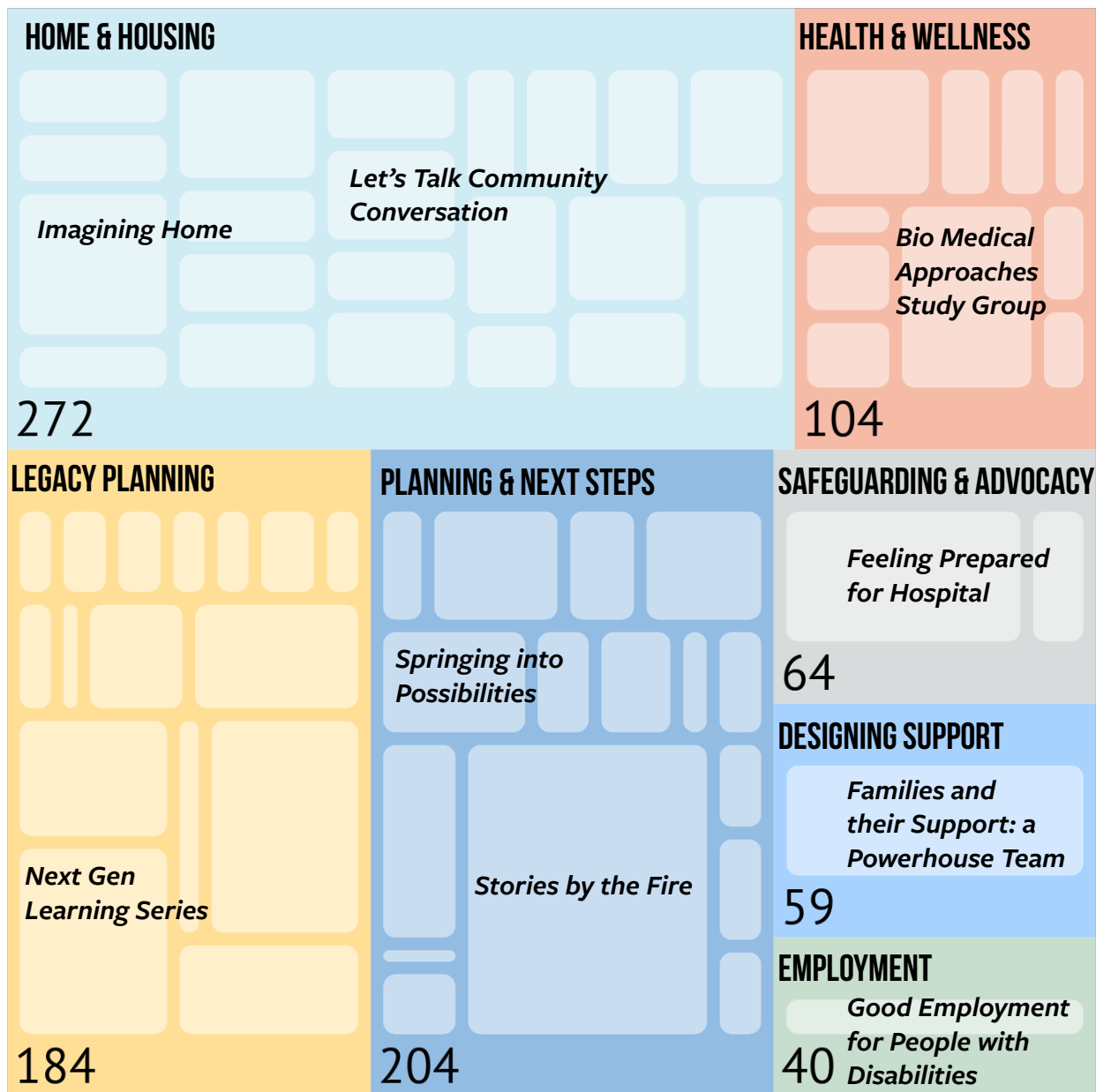
The Report, in its limited but relevant way, addresses three important questions: what really is the work of family support, are we doing this work in accordance with our values and principles (as laid out in the [Nature of Family Support](#) document), and what can we say about the outcomes of our work over the past 5 + years.

We are pleased with the report as it is a good check-in and reflection to see if our current actions, decisions, and work in general, are in fact in line with our Family Support principles and strategic directions. It also focuses our attention on how our recent work has actually landed and impacted the families we are intending to serve.

Although small in scope, this evaluation will help affirm some of our efforts, while also identifying areas which need more attention, allowing us to make better plans for our future.

# Learning And Coming Together

Here's a look at participant numbers at events, illustrating how we came together this year, and what was on our minds.



We welcomed over one thousand people this year to a wide variety of events, learning opportunities workshops, and topical gatherings.

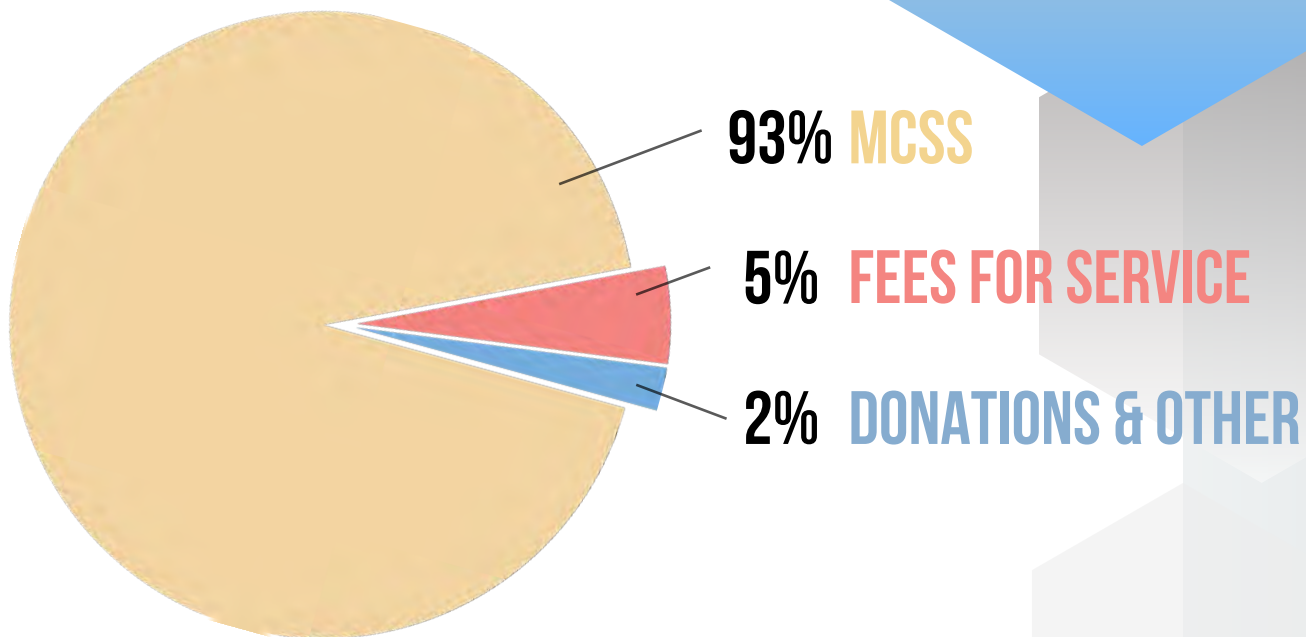
The largest number of attendees were at events centered around home and housing, and aside from our very popular *Imagining Home* monthly group, this year also included our **Let's Talk... Home and Community** project funded by Canada Mortgage and Housing Corporation. Families that include an adult family member with a disability and newcomers to Canada within Durham Region came together to talk about their many resources and assets to contribute to creative housing solutions. Guided conversations over several gatherings allowed opportunity for relationships to grow, along with new ideas, possibilities, and approaches to housing and community to emerge.

We saw a large number of attendees at our legacy planning events as well thanks in part to the six-part **Next Gen Learning Series** developed with the support of a Capacity-Building Grant through the provincial government. The sessions were designed to address questions and concerns raised over the past three years through the monthly Next Generation Meetups. They included sessions on; managing competing priorities; wills, estates and trusts; strategies for financial planning; stories of vision, possibility, and reimagination; circles of support; and planning next steps.

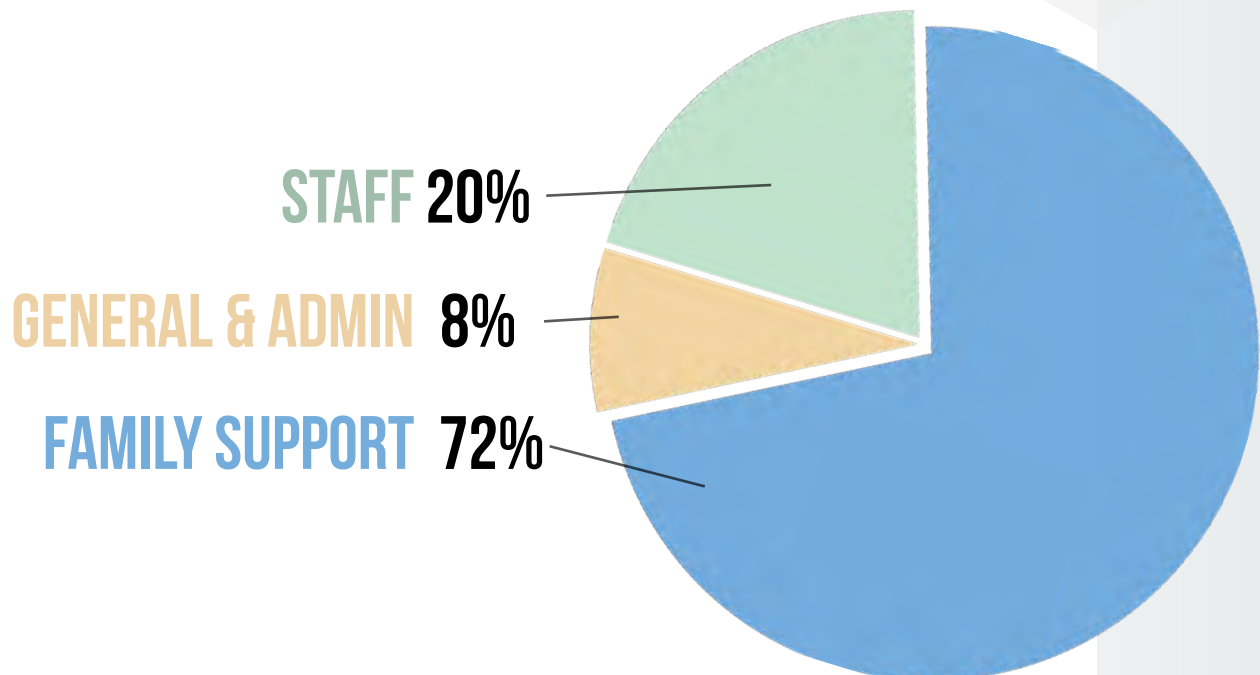
BDO Canada LLP audited the financial statements of Durham Association For Family Resources and Support for the year ended March 31, 2022 and the Board of Directors approved the statements at their meeting of June 16, 2022.

## Financial Summary for 2021-2022

### Where the Money Came From



### How We Put the Money to Work



## Board of Directors 2021-2022

Lawrence Rubin  
Scott McGrath  
Olga Minikh  
Jayrani Bungsy  
Ginette Cormier  
Mohamed Elghazouly  
Jordan Etherington  
Johanne Penrose  
Hassnane Sajan  
Kim Southern-Paulsen

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

## Annual Report from the Executive Director

### Families Coming Together

Recently, an international visitor and family member of a young person with a disability, said he was taking home two ideas that had impacted him greatly to share with other families at home. These are two ideas that I have heard frequently from families connected to Durham Family Resources this past year – maybe in conversation about our recent *Formative Evaluation* helping families to see what they value about DFR, maybe in newer conversations about *Ethical Partnering* or during our AGM preparations as people reflect on family groups. In any event, these are ideas that rise above others this year.

The first idea is how we think about and define the word family in our conversations. For us at Durham Family Resources, **when we say “family” we mean the person in the context of their chosen family and allies where their voice is able to be heard, understood and amplified** or augmented where necessary”.

We all know from personal experience that few families are perfect, not all families are “good”, but many are good and many of us choose the families of family members that work for us. At the same time, these natural relationships embody the potential for love, commitment, tolerance and learning together over time ensure that “families” in this definition have a huge potential for safeguarding and figuring out natural pathways to an ordinary good life in community. And the chances of this being achieved through this kind of family lens is often greater than through more formal and bureaucratic systems and programs.

This definition of family has gained traction as we understand that this is also a strong way to promote the person at the centre of their own life. It has helped us to shape our understanding of safeguarding a person’s will and preference so that they are involved in governing their own lives and choices – impacting how we look at supported decision making in our *Recognizing Capacity* pilot project. It has also been significant in articulating our thinking on *Family Managed Individualized Support Arrangements* (how all families with DFR plan and implement the supports for a good life). And it is also at the heart of *Ethical Partnering* which is helping us to articulate the essential elements of any agency that families outside the Region and in the future might expect to partner with in order to safeguard the voice of the person at the centre.



The second idea has led us to our theme this AGM of *families coming together*. We hear families say, what is different at Durham Family Resources is that not only do we see and value the family member with disability, but we also see the whole family – “**they also see me**”. And the places where families often feel most seen, heard, and relevant is when they are not only seen by the team at Durham Family Resources, but where they are also seen and heard by other like-minded families.



Over the past year, we have become more aware than ever about the power of families coming together to share, to learn, to build and to travel forward in some sense together. Durham Family Resources has long been supportive of helping families to meet like-minded other families and whether that be in person or even over Zoom over the past year, these are often the strongest, surest ways that families learn and take positive action. The elements that are critical to success in families coming together includes:

- Families coming together
- With like minded others
- To hear and share stories of possibility
- That are intentionally woven around a set of principles
- Which families learn to recognize, search for and use themselves
- Alongside experienced and skillful facilitation (from team, family or other)
- To build the steps toward a good life in and within our communities
- With a focus on their own valued contribution and mutual relationship
- Resulting in better communities for us all

In these groups, families discover new possibilities for and with their family member with disability and begin to recognize and act within their own growing capacity to imagine, implement, and revise their plans. At the same time as deepening the voice of their family members with disability, these families coming together begin to find and use their own emerging leadership voices to tell their own stories and articulate the changes in family, community, and government that they want and need to see.

Durham Family Resource’s role in all of this is to offer and welcome families of all kinds into a space (whether literal or virtual or other) that is safe, familiar, reliable, trustworthy, and filled with coherent ideas, introductions, offerings and possibility. We recognize that we are all on a journey and are happy to meet families where they are at, if at least they aspire to the good community life that forms our vision. In growing relationship, we might introduce new ideas and people, plan small steps together, delight in new discoveries, meet a family halfway, or gently offer a challenge to go further. But it is when the families talk and listen to one another in our well-held spaces that families learn, grow and take action most powerfully.

*Janet*