

# Abilities Manitoba

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Annual  
Report  
2020-2021



*“Daring leaders who live into their values  
are never silent about hard things.”*

*- Brené Brown*

## Table of Contents

Mission, Vision, and Values Statements .....	2
Board of Directors 2020-2021 .....	3
Our Members .....	4
How our members support our work .....	5
Leadership Report 2020-2021 .....	6
Capacity Builders Report .....	8
Quality Framework Project .....	10
Our Three Priorities .....	13
Board Committees and Working Groups .....	14
Membership Committee .....	16
Policy Committee .....	18
Finance Committee .....	19
Financials for 2020-21 .....	20
Corporate Partners.....	21

## Mission, Vision, and Values Statements

### Mission Statement

Abilities Manitoba is a network of agencies that exists to foster excellence in services for people with intellectual disabilities.

### Vision Statement

Together we can create a province where all Manitobans value the quality of life of people with intellectual disabilities, and the partnership between communities, governments, families, and agencies that support them.

### Values

**Community Participation:** We need community participation to make inclusion, choice and respect for all people a reality.

**Respect:** The people we are supporting are deserving of qualified staff. Member agencies must comply with all pertinent legislation such as the Vulnerable Persons Act, Human Rights and all others to ensure all persons are treated equitably.

**Human Rights:** We promote the interests, rights and freedoms of supported individuals in member agencies.

**Transparency:** Member agencies will be respectful of and accountable to the people they serve, employees, funders/government and the community at large.

**Not-For-Profit:** Services provided to the people we support will be not-for-profit.

**Natural Supports:** We recognize the value and contribution of natural supports for people with intellectual disabilities.



## Board of Directors 2020-2021



**Scott Smith**  
President

Director of Program Development & Quality Assurance at Pulford Community Living Services  
[scotts@abilitiesmanitoba.org](mailto:scotts@abilitiesmanitoba.org)



**Charmayne Dubè**  
Vice-President

Director of Services at New Directions  
[charmayned@abilitiesmanitoba.org](mailto:charmayned@abilitiesmanitoba.org)



**Malinda Roberts**  
Treasurer

Executive Director at Winnserv  
[malindar@abilitiesmanitoba.org](mailto:malindar@abilitiesmanitoba.org)



**Oly Backstrom**  
Director

Executive Director at SCE Lifeworks  
[olyb@abilitiesmanitoba.org](mailto:olyb@abilitiesmanitoba.org)



**Jonathan Dionne**  
Director

Director of Provincial Services at Manitoba Possible  
[jonathand@abilitiesmanitoba.org](mailto:jonathand@abilitiesmanitoba.org)



**Jeannette DeLong**  
Director

Executive Director at enVision Community Living  
[jeannetted@abilitiesmanitoba.org](mailto:jeannetted@abilitiesmanitoba.org)



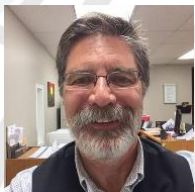
**Maria Freeman**  
Director

Executive Director at Inclusion Selkirk  
[mariaf@abilitiesmanitoba.org](mailto:mariaf@abilitiesmanitoba.org)



**Jennifer Rodrigue**  
Director

Acting Director of Communications & Public Affairs at St.Amant  
[jenniferr@abilitiesmanitoba.org](mailto:jenniferr@abilitiesmanitoba.org)



**Jimm Simon**  
Director

Executive Director at Community Living interlake  
[jimms@abilitiesmanitoba.org](mailto:jimms@abilitiesmanitoba.org)



**Courtney Welch**  
Director

Director of Finance and Operations at Epic Opportunities  
[courtneyw@abilitiesmanitoba.org](mailto:courtneyw@abilitiesmanitoba.org)



**Audra Penner**  
Past President

CEO and President at ImagineAbility  
[audrap@abilitiesmanitoba.org](mailto:audrap@abilitiesmanitoba.org)

## Our Members

ACL-Beausejour  
 ACL-Swan River  
 ACL-Virden  
 Arcane Horizon Inc.  
 Blue Sky Opportunities  
 Brandon Community Options Inc.  
 Career Connections Inc.  
 Cerebral Palsy Association of Manitoba  
 Changes  
 Com-Span Inc.  
 Community Ambitions Day Services  
 Community Living Interlake  
 Community Living Manitoba  
 Community Respite Service Inc.  
 Connect Employment Services Inc.  
 Continuity Care  
 COR Enterprises  
 Cornerstone Christian Care Society Inc.  
 Cornerstone Enterprises Inc.  
 enVision Community Living  
 Epic Opportunities  
 Equal Opportunities West Inc.  
 Fairfax Community Resources Inc.  
 Family Visions  
 Frontier Trading Company Inc.  
 Gateway Resources Inc.  
 GROW  
 Hearthstone Community Group  
 Heima er Best Inc.  
 ImagineAbility Inc.  
 Inclusion Selkirk  
 Inclusion Westman  
 Inclusion Winnipeg  
 Initiatives For Just Communities Inc.  
 Innovative LIFE Options  
 Juniper Centre Inc.  
 K & D Transitions & Supports Inc.  
 Kelchris Inc.

L'Arche Winnipeg  
 L'Avenir Cooperative  
 MacDonald Youth Services  
 Manitoba Possible  
 New Directions  
 Norshel Inc.  
 Opportunities For Independence Inc.  
 Options, Pathways & Transitions Inc.  
 Parkland Regional Community Linc Inc.  
 Parkland Residential and Vocational Service Inc.  
 Prairie Partners Inc.  
 Pulford Community Living Services  
 Riverdale Place Homes Inc.  
 Riverton Care Services  
 Rolling Dale Enterprises Inc.  
 ROSE Inc.  
 Samtak Coop Inc.  
 SCE LifeWorks  
 Shalom Residences Inc.  
 Southwest Community Options Inc.  
 St.Amant  
 Touchwood Park Association  
 Transcona Springfield Employment Network  
 Turning Leaf Community Support Services Inc  
 Visions of Independence  
 Vocational Training Centre  
 WASO Inc.  
 Westman Opportunities Inc.  
 Wings of Power  
 Winnserv Inc.

### Associate Members:

Red River College: Disability and Community  
 Support Program  
 The Alliance of Direct Support Professionals  
 of Manitoba

## How our members support our work

Participate in working groups and combine forces to tackle complex issues



Advocate at the local level



Participate In surveys and respond to data collection which is paramount to advocacy



Share stories on social media of successes, milestones and overcoming barriers



Donations of time and resources to our important work



**AND IN MANY OTHER FABULOUS WAYS!**



## Leadership Report 2020-2021

Scott Smith & Margo Powell

[scotts@abilitiesmanitoba.org](mailto:scotts@abilitiesmanitoba.org)

[margo@abilitiesmanitoba.org](mailto:margo@abilitiesmanitoba.org)

COVID-19 arrived just prior to the start of the fiscal year and our member organizations faced challenges unlike ever before. A lack of personal protective equipment (PPE), information and staff instability marked the start of the fiscal year as our members scurried to prepare and respond to COVID-19.

Our team at Abilities adjusted to remote work and changed course to support our members. They were in desperate need of personal protective equipment that was sorely lacking worldwide. Abilities was able to coordinate large bulk orders of hand sanitizer, disinfectant spray, masks, face shields and protective outfits on behalf of our members. With fantastic support from ImagineAbility for storage and preparing orders, we were able to distribute much needed supplies throughout Manitoba.

We graciously accepted a \$25,000 emergency grant from the Winnipeg Foundation, most of which went towards PPE we were able to share with members free of charge. At the same time we were reaching out to members to touch base and share any information we could, while gaining a sense of their most significant challenges so we could advocate on their behalf. We also turned our energy to putting relevant resources on our website and assisted in the deployment of staff to needed agencies.

As the pandemic hit, we recognized the fragility of the work force and began to gather partners for a public campaign while also engaging in many discussions with the Province. In May, we launched a Direct Support Professionals (DSP) recognition campaign. It included a video, TV ads, billboards, bus and newspaper ads as well as a social media campaign aimed at raising awareness of the incredible work done by DSP's. We partnered with many organizations, groups and businesses to achieve vast coverage through the province. Thank you to our partners who participated and supported the campaign and to Northway Pharmacy for sponsoring the bus ads throughout Winnipeg. By far this campaign was the largest Abilities has undertaken on our own.

Abilities began meeting regularly with Community Living disAbility Services (CLDS) in April 2020 and continued to meet several times a week throughout the year. Thank you to Audra Penner and Charmayne Dube for the incredible commitment you've made to attend these meetings and advocate on behalf of our sector. We are most pleased that the Department has dedicated considerable resources to these meetings. The ability to share, respond and plan together has been a critical success of the year. Our collective ability to have a strong, close, working relationship has been fruitful in many ways. Over the year we also met several times with the Assistant Deputy and Deputy Ministers to discuss critical issues.

As our members faced new challenges including experiencing COVID, closure of day and employment services, critical staff shortages and so much more, we stood together with them, aiming to support and advocate for solutions to the many challenges. We're incredibly proud of the work of our team in the pandemic.

Like our member 74 organizations, we too have significantly improved our use and understanding of technology. Online meetings became the norm as the Abilities team continued to work remotely. Like you, we miss seeing people and look forward to being together in person in the future.

We have both had the honour of sitting on the VPA Task Force over the past year. An incredible amount of work took place and sixteen themes were identified in key areas. We await the release of the final report and thank our members who provided tremendous feedback to the Task Force.

Aside from COVID we are pleased with the big strides we have taken in other areas. We were able to maintain both Capacity Builders through the year thanks to much generosity. We hosted a successful golf tournament despite the pandemic and even piloted a new fundraising initiative – a payroll jackpot. Despite the many curve balls thrown at the Quality Framework team, they have forged forward in areas they could, adapting and meeting people where they are at. We look forward to increased momentum in the pilot project interviews in the year ahead.

The coming year will focus on recovery, wellbeing and rebuilding. While our members have been challenged like never before, their resiliency, optimism, and determination are unparalleled. We continue to stand with them and represent them with pride. We look forward to the coming year with great optimism.

Respectfully Submitted,

Margo Powell  
Executive Director

Scott Smith  
Board President



## Capacity Builders Report

Jeannie Alexander & Leslie Udell

[jeannie@abilitiesmanitoba.org](mailto:jeannie@abilitiesmanitoba.org)

[leslie@abilitiesmanitoba.org](mailto:leslie@abilitiesmanitoba.org)

What a year! I think everyone has had to learn that the plan you had at the beginning of your day may have looked very different by the end of your day.

**Advocacy:** Abilities facilitated a working group to advocate for family/friends/support staff to be allowed to be part of offering support to people, in hospital, during COVID. Health care facilities were asked to adopt the Essential Care Partner policies developed and promoted by the Canadian Patient Safety Initiative and the Canadian Foundation for Healthcare Improvement. This led to most facilities providing better access to supported individuals in hospitals.

**Access to vaccinations:** A committee was struck to formulate strategies for gaining greater access to vaccines for staff and supported individuals. The initial hope was that pharmacies, familiar with offering services to the sector, would be able to set up speciality vaccination clinics. That proposal was not accepted, for a variety of reasons, but it did lead to the two-day speciality clinic that ran in Winnipeg. A document was also submitted to CLdS that requested priority access to vaccines for certain groups of people with an intellectual disability. It linked the request to current research and also had a risk assessment checklist. Although the checklist itself was not adopted, many people with an intellectual disability were eventually put on the priority vaccination list.

**Triage Protocols:** Abilities is currently facilitating a working group that has been requesting transparency around a Triage Protocol that would determine access to critical care/ICUs during this time of extremely limited health care resources. This has led to the revelation that there is no such protocol in Manitoba so the group has changed it's focus to asking for the development of such a protocol. There appears to be no efforts being made in this direction, by Shared Health. A sub-group has now been established to create a short document, highlighting the ethical and human rights issues that must be reflected in any such protocols to ensure mitigation of risks to vulnerable populations. This document will be forwarded to Shared Health and Doctor's Manitoba to hopefully be incorporated into any work that may be done in establishing a protocol.

The Capacity Builders have been involved in the development of resources that can be used in understanding the importance of vaccinations and getting a vaccine (including an Easy to Read guide to the consent form) as well as other related COVID 19 issues and concerns. They continue to take an active role in the general meetings and reaching out to and responding to member agency concerns. A key role has been in helping member agencies to navigate and understand all of the directives provided by CLdS through their circulars. Questions and concerns, that have come out of those circulars, have been highlighted for Margo and the Abilities board to discuss during their regular meetings with CLdS.

Both Jeannie and Leslie participated in sub-committees as part of the VPA Task Force review of the act. It is safe to say that there was a huge amount of learning that occurred as the sub-committees explored the current landscape and what could and should be done differently.

The Professionalization committee has put a hold on their work during this period of time. It has become apparent, however, that training is a much larger concern now than it was even prior to COVID. Organizations that don't have internal capacity to design and offer training, and who have looked to CLdS and Residential Care Licensing for training, have now been without that resource for quite some time. Many organizations have also recognized the important role of virtual training. Moving forward, and as part of renewed strategic planning for Abilities, there will need to be further consideration of Abilities role in training aspects of professionalizing the sector.

The Membership Committee continues to coordinate regional meetings for member agencies. Meetings have already been held for agencies operating in Northern and Eastern Manitoba. Winnipeg and Western agency meetings will be coordinated next. Regional meetings offer agencies a chance to share information and resources with neighbouring agencies. One aim is for these meetings to also identify whether issues/challenges are regional or Manitoba-wide, and whether there are new roles where Abilities Manitoba may be able to support/advocate. The Membership Committee (with much help from Yolly!) has created a Manitoba map showing the 4 new regions and where agencies are located.

Jeannie and Leslie coordinated some helpful online discussions seminars for members, including:

- *"Working in a Covid-Positive Situation"* for DSPs, supervisors, and employees in other frontline positions
- *"Grief, Loss, and Covid"* for staff
- *"Transforming Day Services"* discussion with member agency leaders
- *"Covid-19 Vaccine Info Session"* with pharmacist Carey Lai

Respectfully Submitted,

Jeannie Alexander

Capacity Builder

Leslie Udell

Capacity Builder

## Quality Framework Project

Leanne Fenez

[leanne@abilitiesmanitoba.org](mailto:leanne@abilitiesmanitoba.org)

### Background:

In October 2017, the Department of Families and Abilities Manitoba entered into a partnership to develop a quality improvement framework for Community Living disABILITY Service (CLDS), the program that provides services and supports to adults with an intellectual disability. Phase one of the project was completed in April 2019.

In part, the first phase of the project set out to identify an outcome measurement tool that could be used to gather data on quality of life indicators of people receiving CLDS-funded services in Manitoba.

The Phase One final report recommended the use of the Personal Outcome Measures<sup>®</sup> (POM) Tool, created and administered by The Council on Quality and Leadership. The POM is a valid and reliable tool used to gather quality of life information from supported individuals. The questions are conversational in nature and aim to determine whether quality of life indicators are present for the individual, and whether supports and services are present to help achieve those outcomes.

The full final report can be found here: <https://abilitiesmanitoba.org/wp-content/uploads/2020/02/Quality-Framework-Public-Release-FINAL.pdf>

Phase Two of the project was designed to implement several of the recommendations identified in Phase One. Specifically, the goal of Phase Two of the project was to increase capacity for services to support good lives for people with intellectual disabilities by:

- Completing the stakeholder engagement process of Phase One of the quality improvement work;
- Engaging with the Council on Quality and Leadership (CQL) to pilot and evaluate the recommended outcome measurement tool, Personal Outcome Measures tool in Manitoba; and,
- Introduce the Leading Practice Guidelines and support engagement with service providers to build capacity to utilize the resources and guidance articulated in the Guidelines.

More information on the Quality Framework is available at <https://abilitiesmanitoba.org/wp-content/uploads/2020/02/Quality-Framework-Public-Release-FINAL.pdf>

Starting in February 2020 and extending until March 31, 2022, the Department of Families and Abilities Manitoba are piloting the POM tool with a small cohort of CLDS-funded agencies. The project aims to utilize POMs within eleven organizations that provide a variety of services to

individuals with intellectual disabilities and evaluate the impact, data and benefits to inform possible future use in Manitoba. The plan is to interview approximately a representative sample

within each organization (approx. 20%). Significant training of staff within pilot organizations has also been done (and will continue).

A formal evaluation of the impact of Personal Outcome Measures® is also planned.

More information on Personal Outcome Measures® can be found at <https://www.c-q-l.org/tools/personal-outcome-measures/>

### **Annual Report:**

While COVID restrictions limited our ability to do conduct Personal Outcome Measure (POM) Interviews in person for much of the winter and spring, we have continued to interview virtually where people were comfortable and able. We were able to interview over 55 people despite the restrictions.

We developed a set of videos that enabled pilot organizations to use to continue training their staff throughout the year. To date, these four videos have been viewed 732 times by 477 unique viewers within 11 organizations.

In February, we began hosting regular (at least monthly if not more often) Virtual Community of Practice sessions surrounding certain topics such as Building Connections, Getting Rights, Right, Amplifying Voice, and Bridging Social Roles. To date, 128 people have attended a Community of Practice Session.

We developed an online community using the Mighty Networks platform called 'Extraordinary, Ordinary Lives' that allows for safe discussion and exchange of ideas and resources amongst those who have joined. This online community is designed to connect those that have been trained and help them keep the momentum going when they are back at work. It is slowly growing and currently has 22 members.

As of April, we began hosting monthly Virtual 5 day POM Workshops and have these scheduled for the remainder of the calendar year. To date, we have trained 157 people on Personal Outcome Measures.

Given the pandemic's impact on the project and evaluation, we worked closely with the Province to advocate for an extension and expansion of the project to allow us to finish the demonstration and evaluate it effectively.

On April 14<sup>th</sup>, 2021 the Province issued a [press release](#), sharing that increased funding is being provided directly to Abilities Manitoba for the Quality Framework. While not all details are completely final, these funds will provide us the opportunity to:

- Extend the project timeline – The project will be extended to at least March 31, 2022 to allow time to hit our 20% interview target acknowledging that the pandemic has disrupted our original schedule.
- Expand the pilot to fold in the control organizations who previously were not able to participate. Part of the new resources will go to hire an additional Certified Interviewer who will assist with this increased capacity. This new position was posted, interviews conducted and a successful candidate has been selected.
- Evaluate the project – These resources will allow Abilities Manitoba to contract with a third party professional evaluation company to provide a robust and objective evaluation of the project and its original objectives. A Request for Proposals was issued and responses to the RFP are currently being reviewed.

We await receipt of the formal funding agreement before we can finalize contracts for our new staff, evaluation consultants and other planned activities for the project.

### **Leading Practice Guidelines:**

The Leading Practice Guidelines are set up on the Abilities Manitoba website in an interactive format along with associated resources, sample policies and documentation. You can access these here: <https://abilitiesmanitoba.org/docs/leading-practice-guidelines/> (note: the listing is dynamic and ever growing so come back often!)

We have been working on the plain language version of the Leading Practice Guidelines and plan to engage people with lived experience to assist us with this once pandemic restrictions allow.

Progress on the self-assessment guide continues. This is a guide that will assist organizations to assess themselves against the Leading Practice Guidelines and see where they have opportunity to invest their energy and focus to improve. We have 5-6 organizations who have asked to trial the self-assessment once it is complete.

Respectfully submitted,

Leanne Fenez

Quality Lead

## Our Three Priorities

### Better Outcomes:

When we talk about **better outcomes** we are seeking fair wages for disability support staff, improved training and a quality assurance framework.

### Better Access:

When we talk about **better access** we specifically mean better access to services and are seeking to address wait times, system coordination and cost of living increases for agencies.

### Better Inclusion:

When we talk about **better inclusion** we mean a stronger emphasis on person centered supports. This relates to an increased focus on relationships and community connections as well as continued work on the Accessibility for Manitobans Act, employment for people with disabilities and a dignified income.



## Board Committees and Working Groups

### BOARD COMMITTEES

#### Finance Committee

Chair: Malinda Roberts

Members: Audra Penner, Margo Powell, Scott Smith, Courtney Welch

#### Membership Committee

Chair: Maria Freeman

Members: Jeannie Alexander, Darrin Clinton, Charmayne Dube, Scott Morden, Audra Penner, Linda Stephenson

#### Golf Tournament Sub-Committee

Chair: Scott Smith

Members: Jeannie Alexander, Maria Freeman, Margo Powell, Yolly Tang, Leslie Udell

#### Policy Committee

Chair: Courtney Welch

Members: Ruby Reimer, Scott Morden

### WORKING GROUPS

#### Barrier Free Manitoba

**Representative:** Leanne Fenez

**Background:** Barrier-Free Manitoba is a non-partisan, non-profit, cross-disability initiative that was formed in 2008 with a goal of getting the Province of Manitoba to enact strong and effective legislation that requires the removal of existing barriers and prevents the creation of new ones.

This legislation was passed and proclaimed on December 5, 2013 in the form of the Accessibility for Manitobans Act. This was accomplished because of the widespread support provided by organizations and individuals from and beyond Manitoba's disability communities. BFM has remained active since that time to ensure the full and timely implementation of the act occurs. In January, 2019, the majority of the BFM Steering Committee members who had served since 2008 along with BFM's consultant, stepped away and new members stepped in with a commitment to work at the mandate until at least 2023.

At present, two of the five standards required under the legislation are in force (Customer Service & Employment Standards), with three others having been drafted. (Information & Communications, Transportation, & Design of Public Spaces Standards). The legislation calls for significant improvement of accessibility by 2023.

**Membership:** The Barrier-Free Manitoba Steering Committee is currently made up of representatives with the following organizational affiliations: Manitoba Possible, Abilities Manitoba, Children's Coalition, Manitoba Supported Employment Network, and New Directions.

This document is available in alternative formats.  
Please email [admin@abilitiesmanitoba.org](mailto:admin@abilitiesmanitoba.org) for assistance.

## Professionalization

**Representative:** Charmayne Dube

**Background:** This working group was established to assist with developing a province-wide strategy that will enhance training standards and wages for direct support staff.

**Membership:** Chair: Charmayne Dubé, Krista Bissett, Jeannette DeLong, Leanne Fenez, Maria Freeman, Jennifer Hagedorn, Bryan Lotocki, Kristin Knockaert, Scott Smith, and Michelle Tomchak (Alliance of Direct Support Professionals Rep). Abilities Manitoba: Leslie Udell.

## Red River College Advisory Committee

**Representative:** Jeannie Alexander

**Background:** This committee meets twice a year to provide guidance and advice on all matters related to the Disability and Community Support Program at Red River College to ensure program relevance to both students and employees.

**Members:** The Advisory Committee consists of representatives from Red River College, student representatives, a Family Services Representative and community representatives.

## Service Purchase Agreements

**Background:** A number of agencies have expired SPA's. This group was formed to collectively address the proposed changes to the SPA and work with CLdS on agreeable terms.

**Members:** This working group is currently composed of Jeannette DeLong, Arleigh Wilson and Ruby Reimer.



## Membership Committee

The membership committee is responsible for:

- Engaging the membership to promote Abilities Manitoba
- Educating members on the requirements and benefits of membership
- Enhancing the membership experience
- Developing and overseeing the implementation of orientation programs for onboarding new members
- Maximizing opportunities to have reciprocal communication with the membership and ensuring opportunities for members to participate fully in meetings
- Developing and implementing member satisfaction surveys
- Promoting membership peer recognition, reflecting optimization of member's expertise
- Partnering with other members/committees on matters of common interest
- Overseeing and coordinating the nomination of prospective Board members
- Reviewing the membership fee structure and protocols in consultation with the Finance Committee

The membership committee used the past year as an opportunity to shift from in-person member engagement at general membership meeting venues to engaging members in alternative ways throughout the pandemic.

A member map was created showing the 4 new Manitoba regional boundaries and each specific area(s) members provide services. The committee hopes the map will help members connect with neighbouring agencies. The map can be found here on the Abilities Manitoba website <https://abilitiesmanitoba.org/affiliations/>

Regional meetings are being coordinated for members operating in each of the 4 regions so members can share challenges and resources within their respective communities. Abilities Manitoba is also interested in learning which challenges are region-specific and which are Manitoba-wide.

The Membership Committee made recommendations to improve the (currently virtual) General Membership Meetings based on member feedback, including:

- Shortening meetings from 3 hours to 2.5 hours
- Incorporating more inter-agency networking opportunities through the use of Zoom breakout-rooms
- Scheduling extra meetings outside of the GMs that focus on topics requiring more time for discussion such as SPAs and Transforming Day Services

A huge shout-out to and thank you to Abilities Manitoba's Capacity Builders, Jeannie and Leslie. They have taken on many of the tasks that have historically been completed by the Membership Committee such as member outreach, membership renewals, and follow-up with members who have missed more than 2 consecutive general membership meetings to learn whether there is a barrier to participating that Abilities can try to address.

Membership renewals this year are slower to come in than usual. With Covid and financial hardships currently faced by member agencies, this is not a surprise. Abilities continues to accommodate members requiring alternative fee payment options.

2021/22 work for the Membership Committee will include reviewing the 2018 strategic plan and reprioritizing focus where necessary.

Respectfully Submitted,

Jeannie Alexander and Maria Freeman

## Policy Committee

Background: With the recent growth experienced by Abilities Manitoba and an evolving governance role fulfilled by the Board of Directors it was increasingly important to draft and approve a personnel policy manual. A policy committee was struck to work on this project.

The principles followed by this committee are as follows:

- Make responsible, progressive and sustainable policy recommendations to the Abilities Manitoba Board of Directors in keeping with the Abilities Manitoba Constitution.
- Understand that good policy helps the board, committees and employees make and implement effective decisions.
- Consider issues of decision making and governance as a whole when developing policies.
- Ensure that the board, committees and employees can function effectively with sound guidelines and procedures to guide their work.
- Regularly review and update existing policies to reflect organizational realities.

Membership Composition: The committee is and will be comprised of at least one member of the Abilities Manitoba Board of Directors who will act as the Chairperson of the committee and up to four members of the general membership.

Update: The policy committee is pleased to report that with two outstanding sections being approved in May, the personnel policy manual is almost complete, with only the section on employee benefits currently requiring additional work and approval by the board. Items identified for consideration by the committee include secondment, wage policies and scales, and financial policies. Finally, the committee is actively seeking new members, so if you like policy work, please contact Courtney to get involved!

## Finance Committee

Many people have supported the work of Abilities Manitoba over this past fiscal year. As Treasurer, I would like to thank:

- Margo (Executive Director) and Yolly (Administrative Assistant)
- The Board Finance Committee (Scott Smith, Audra Penner, and Courtney Welch)
- Sarah Jane Marquez-Hicks (Director of Finance – Pulford Community Living Services)
- Corporate Partners
- The Winnipeg Foundation
- Each member organization

Some of the accomplishments of Abilities Manitoba during the fiscal year April 1, 2020 – March 31, 2021 were:

- Hosting a successful and safe golf tournament
- Supporting member agencies by accessing PPE on their behalf before PPE was readily available
- Continuing to improve/develop our financial practices and policies
- Maintaining financial sustainability during a year that was very financially volatile for many not-for-profit organizations
- Piloting a new fundraising opportunity (Payroll Jackpot)

We finished the fiscal year March 31, 2021 with a net income of \$8753 and a bank balance of \$196 236. Variance notes are included on the financial statements. The Balance Sheet is also attached for your information.

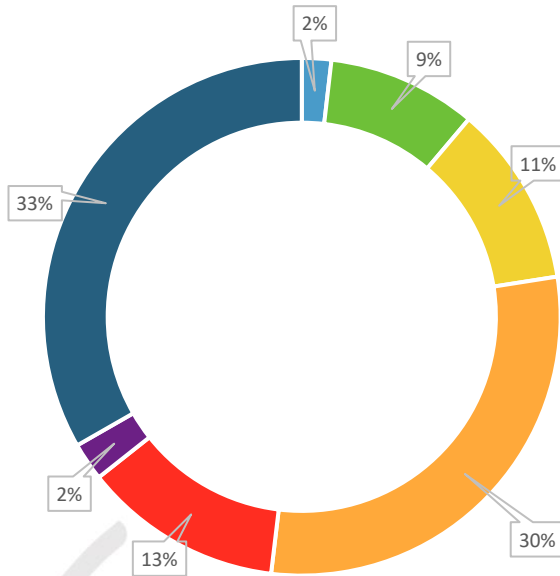
Respectfully submitted,

Malinda Roberts

Treasurer

## Financials for 2020-21

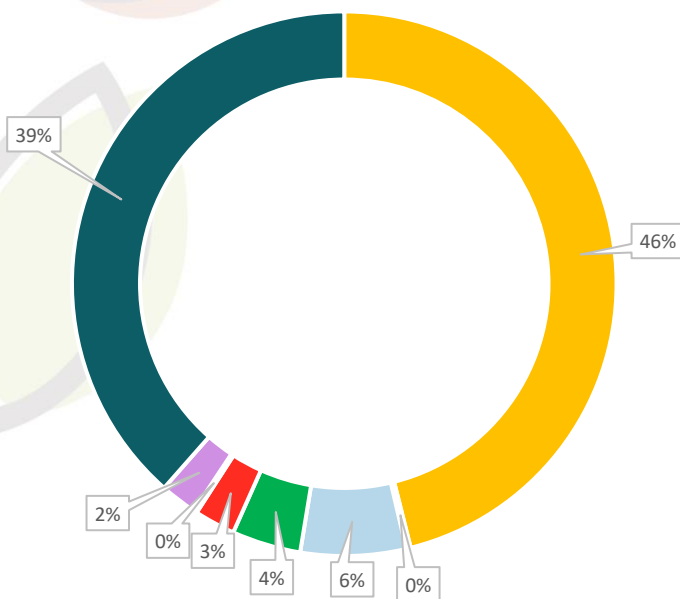
### Abilities Manitoba Revenue 2020-21



- Events - 2%, \$6,808.34
- Grant Funding - 9%, \$34,596.16
- Fundraising (Golf Tournament, Payroll Jackpot) - 11%, \$42,054.58
- Membership Fees - 30%, \$108,908.49
- Corporate Partners & Contributions - 13%, \$46,167.44
- Diability Matters Vote - 2%, \$8,800.00
- Other (Project Funding, Pandemic Supplies, Bank Interest) - 33%, \$123,343.44

Total Revenue: \$370,678.75

### Abilities Manitoba Expenses 2020-21



- Wages & Benefits - 46%, \$166,769.33
- Professional Fees & Contracts - 0.27%, \$966.02
- Office Administration - 6%, \$22,612.54
- Fundraising (Golf Tournament, Payroll Jackpot) - 4%, \$14,804.81
- Disability Matters Vote - 3%, \$8,800.00
- Quality Framework Project - 0.20%, \$731.88
- Events - 2%, \$7,929.24
- Other (Pandemic Supplies, Bad Debt) - 39%, \$139,312.18

Total Expenses: \$361,926.00

## Corporate Partners

### Gold Sponsor

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### Silver Sponsor

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### Bronze Sponsor

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Executive Director, Margo Powell

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